# Why is domestic and family violence a workplace issue?

Domestic and family violence can impact a person’s safety, wellbeing, attendance and performance at work. Research shows:

* 1 in 6 Australian women, and 1 in 19 Australian men, has experienced physical abuse from a current or former partner
* Two-thirds of Australian women experiencing domestic and family violence are employed
* Costs employers across Australia at least $175 million annually, and the Queensland economy between $2.7–$3.2b annually
* 1 in 4 Australian women, and 1 in 7 Australian men, has experienced emotional abuse in an intimate relationship
* Between 25–50% of Australian women subjected to domestic and family violence report having lost
a job, at least in part due to the violence
* 1 in 5 Australian women say the violence continues at work
* 9 in 10 incidents are not reported.

With 65 per cent of Queenslanders in the labour force, all workplaces have a significant role to play in creating cultural change and eliminating domestic and family violence.

Our workplace response

The Queensland Government is delivering a comprehensive response to prevention and workforce support:



Our workplace progress

**2015**

**2018**

Monitoring and evaluation

* The Queensland Government’s workplace response to domestic and family violence (workplace response) is comprehensively measured and monitored under the evaluation framework of the *Domestic and Family Violence Prevention Strategy 2016–2026*.
* A flagship evaluation of the workplace response was completed in 2018 to analyse implementation progress across the Queensland public service.
* Evaluation findings were informed by a range of data sources, including survey results, chief executive interviews, stakeholder consultation and engagement, and analysis of leading practice.
* The report makes 21 recommendations across the six areas of the workplace response model.

Key insights

The flagship evaluation report commends the work of Queensland Government in implementing the workplace response—it sets a strong baseline for driving cultural change and creating workplaces and workforces that challenge attitudes contributing to violence and effectively support workers.

Key insights:

* a collaborative multi-agency approach supports efficient implementation and greater impact
* leadership is a critical success factor in implementing a workplace response
* integrated, comprehensive workplace responses and human capital initiatives embed greater cultural change
* workplace partnerships in targeted initiatives drive long-term change
* capability and awareness enable effective employee support
* measuring impact is complex and safety is paramount for affected employees
* employee confidence in responding to domestic and family violence is slightly higher in WRA accredited agencies
* tailored support resources support effective policy implementation.

Next steps

The Queensland Government accepts the flagship evaluation recommendations in-principle and will continue to:

* deliver on Queensland’s [*Domestic and Family Violence Prevention Strategy 2016–2026*](https://www.communities.qld.gov.au/gateway/end-domestic-and-family-violence/dfvp-strategy) and future action plans
* support departments to lead by example by supporting affected employees including those experiencing violence, carers, bystanders and those using violence, where appropriate
* enable ongoing access to quality development options to strengthen employee capability
* support the Queensland Government’s multi-agency approach to workplace reform and its commitment for all departments to achieve [WRA Workplace Accreditation](https://www.forgov.qld.gov.au/white-ribbon-australia-workplace-accreditation)
* collaborate with workplace partners to model supportive workplace practices and promote the [domestic and family violence workplace package](https://www.forgov.qld.gov.au/domestic-and-family-violence) to business and non-government organisations
* strengthen monitoring and evaluation to improve our workplace responses to affected employees.

More information

# [www.forgov.qld.gov.au/domestic-and-family-violence](http://www.forgov.qld.gov.au/domestic-and-family-violence)