



Proposal of new indicators to measure the effects of gender violence

Edited by SURT. Fundació de Dones. Fundació Privada.

Mar Camarasa i Casals



Proposal of new indicators to measure the effects of gender violence

Edited by SURT. Fundació de Dones. Fundació Privada.

Mar Camarasa i Casals

I. Introductory chapter:

Mar Camarasa i Casals

SURT. Fundació de Dones. Fundació Privada.

II. Proposal of indicators to measure the effects of gender violence within intimate partnerships on women's life:

— Mar Camarasa i Casals, Nerea Plaza Martínez, Nanette Scriba, Giulia Rodeschini.

SURT. Fundació de Dones. Fundació Privada.

— Àngela Gabàs i Gasa

III. Search for data sources per countries:

— ESTONIA: Kadri Soo, Anu Laas. *Gender Studies Unit, University of Tartu.*

— FINLAND: Mervi Heikkinen. *Women's Studies and Gender, University of Oulu.*

— ITALY: Franca Garreffa, Rosaria Marsico. *Women's Studies Centre Milly Villa, University of Calabria.*

— SPAIN: Mar Camarasa i Casals, Nerea Plaza Martínez, Nanette Scriba, Giulia Rodeschini. *SURT. Fundació de Dones. Fundació Privada.*

IV. Proposal of indicators to measure the effects of gender violence at workplace on women's life:

Mervi Heikkinen, Elina Luukkonen, Raisa Jurva. *Women's Studies and Gender, University of Oulu.*

V. Search for data sources per countries:

— ESTONIA: Kadri Soo, Anu Laas. *Gender Studies Unit, University of Tartu.*

— FINLAND: Mervi Heikkinen, Suvi Pihkala. *Women's and Gender Studies, University of Oulu.*

— ITALY: Franca Garreffa, Rosaria Marsico. *Women's Studies Centre Milly Villa, University of Calabria.*

— SPAIN: Mar Camarasa Casals, Nerea Plaza Martínez, Nanette Scriba. *SURT. Fundació de Dones. Fundació Privada.*

VI. Political recommendations:

Franca Garreffa, Donatella Barazzetti, Jenevieve Makaping, Rosaria Marsico.

Women's Studies Centre Milly Villa, University of Calabria.

This document has been produced with the financial assistance of the European Union under the DAPHNE programme by the Directorate General Justice, Freedom and Security. The contents of this document are the sole responsibility of SURT. Fundació de Dones. Fundació Privada, Gender Studies Unit, University of Tartu, Estonia, Women's Studies and Gender, University of Oulu, Finland, Women's Studies Centre Milly Villa, University of Calabria, Italy and can, under no circumstances, be regarded as reflecting the position of the European Union.

All rights reserved. No part of this publication may be reproduced, stored in a retrieval system, or transmitted in any form or by any means, electronic, mechanical, photocopying, recording or otherwise, without the prior written permission of the copyright holder.

© 2009. SURT. Fundació de Dones. Fundació Privada.

Guàrdia, 14 Bajos. 08001 Barcelona

www.surt.org

Legal Deposit:

Printed in Fotoletra, S.A.

Index

I. Introductory Chapter	5
II. Proposal of indicators to measure the effects of gender violence in the context of intimate partnership on women's life	17
0. Impact of intimate partnership violence on women's general emotional condition	19
1. Effects of intimate partnership violence on the health dimension	22
2. Effects of intimate partnership violence on the labour dimension	35
3. Effects of intimate partnership violence on the economic dimension	42
4. Effects of intimate partnership violence on the dimension of social relationships and social life	51
5. Effects of intimate partnership violence on the housing dimension	57
6. Effects of intimate partnership violence on the legal dimension	61
III. Proposal of indicators to measure the effects of gender violence in the workplace context on women's life	69
0. Impact of violence in the workplace context on women's general emotional condition .	71
1. Effects of workplace violence on the health dimension	76
2. Effects of workplace violence on the labour dimension	89
3. Effects of workplace violence on the economic dimension	99
4. Effects of workplace violence on the dimension of social relationships and social life ...	104
5. Effects of workplace violence on the housing dimension	110
6. Effects of workplace violence on the legal dimension	114
IV. Political Recommendations	123
V. Appendix	137
Appendix 1	139
Appendix 2	140
VI. Bibliography	143

I. Introductory chapter

Mar Camarasa i Casals

This book has been elaborated in the frame of the GVEI (*Gender Violence Effects Indicators*) project, a biannual research (2007-2009) being funded under the European Commission's Daphne II Programme to combat violence against children, young people and women (2004-2008). GVEI has been developed within a partnership coordinated by SURT. *Fundació de Dones. Fundació Privada*, from Barcelona, and with the participation of *Gender Studies Unit, University of Tartu* (Estonia), *Women's Studies Centre Milly Villa, University of Calabria* (Italy) and *Women's Studies and Gender, University of Oulu* (Finland).

The aim of the GVEI project has been to design social indicators to measure the effects of gender violence (GV) on women's life.

GVEI starts from the hypothesis that the existing systems of indicators of GV at the European level do not pay attention to the specific and multidimensional effects that violence against women has on women's life. In other words, the existing data on the phenomenon usually focus either on the penal consequences of GV (from a public security point of view, capturing issues such as the number of deaths, imprisoned men, restraining orders, etc.) or on the individual, psychological and physical consequences of the phenomenon. Without undervaluing the importance of this approach, it is necessary to complement it by analysing the negative consequences of GV from the point of view of women's personal and social well-being. In this way, GVEI's focus of attention lays on the effects of GV in several key spheres of women's life: health, labour, housing, social networks and participation, economy and legal aspects.

The rationality behind the GVEI system of indicators has been:

- to overcome the lack of data and information about the multidimensional impact of GV on women's life, by visualising and measuring the effects of GV episodes in multiple spheres of women's life that usually remain invisible but that demonstrate the holistic effect that suffering GV produces to women.
- to provide new data on both the consequences of GV on women, and the needs they may have when being in a situation of GV, thus providing a basis for the design of comprehensive policy responses to support, help and empower women suffering GV.
- to improve social policies to combat GV.

GVEI as a system of Social Indicators

As Gabàs¹ claims, “social indicators can be understood as quantitative measurements of a social phenomenon, its presence or its absence in the social reality”. Indicators are quantitative data often presented as “statistical information chosen specifically to shed light on a specific economic, demographic or social prob-

1. SURT, Gabàs, A. (2003) *Methodological proposals for the design of social indicators, in the project GENDER INDICATORS AGAINST SOCIAL EXCLUSION*, Transnational Exchange Programme Phase I and Phase II. Employment and Social Affairs. European Commission (2002-2005).

lem/question. Indicators can be a single figure or distribution; figures can be expressed as numbers, percentages, rates or ratios”².

On the basis of the above conceptions, the proposal of indicators of the GVEI project seeks to visualise and measure the multidimensional effects of GV in women’s life and, at the same time, to serve for future planning and policy-making for the design of integral policy responses to tackle this phenomenon and support the women who suffer it.

The process of creating indicators always encompasses a particular understanding of the social phenomenon to be measured. Thus, depending on the definition of this phenomenon (in this case, GV) and on the dimensions taken into account, the indicators to be created will be ones or others. In fact, some authors claim that besides any system of indicators, there is a political and ideological approach coming from the theoretical framework selected³.

Definition of concepts⁴

The Fourth World Women’s Conference, celebrated in Beijing in 1995, has described **violence against women (VAW)** as a social subject that consists in “any act of violence based on gender, which may result or actually results in physical, sexual or psychological harm, including threats, coercion or arbitrary deprivation of liberty, in either private or public life”⁵.

Thus, VAW can be considered as gender based violence, understanding **gender** as the set of roles, rights, representations, expectations and values assigned to each sex; this socio-cultural construction of what is feminine and masculine places men and women in different positions in society, establishing power relationships among them and locating women in an inferior and less valued situation. In this way, gender “refers to the social organisation of the relationship between the sexes and to the fundamentally social quality of the distinction”⁶.

In the GVEI project, the concept of GV refers to gender-based violence perpetrated against women, which is constituted by:

“any kind of violence addressed against women as a representation of discrimination and inequality, framed in an ancient and structural system of power of relationships between men and women, that is expressed in any sphere of life (private or public) throughout economic, physical or psychological harms, including threats, intimidations or coactions, which may result or actually result in physical, sexual or psychological injury or suffering”⁷.

As GV is a very broad concept, GVEI has focused on two main types of GV:

- *GV in the intimate partner context*: understood as physical, psychological, sexual and/or economic abuse of a woman by her male partner or ex-partner(s) or by another person who has or has had a similar relationship with her.
- *Workplace context*: it includes physical, psychological, economic or sexual violence that usually, but not solely, adopts the form of the so called “sexual harassment” or “sexual based harassment”.

2. Hedman, B., Percucci, F., Sundström, P. (2001), *Engendering Statistics, a Tool for Change*. Statistics Sweden, 1996. Cited in EUROPEAN WOMEN’S LOBBY, *Towards a common European Framework to monitor progress in combating violence against women*. EWL, 2001.

3. Carrasco, C.; Domínguez, M. (2003) *Nous indicadors de treball i gènere. Una proposta metodològica* (New labour and gender indicators. A methodological proposal. Barcelona societat/12. Revista d’informació i estudis socials (Review of information and social studies). Ajuntament de Barcelona.

4. This section is based on the document *GVEI. Theoretical and methodological framework*, SURT, Camarasa, M. and Heim, D. (2007), which can be consulted in the website of the project www.surt.org/gvei

5. Platform for action. Item 113 – Fourth World Women’s Conference.

6. Sunnari V., Kangasvuo, J., Heikkinen, M. (2003), *Gendered and Sexualised Violence in Educational Environments*. Oulu.

7. Platform for action. Item 118 – Fourth World Women’s Conference. 1995

“Sexual harassment” is understood as any undesirable behaviour of sexual nature (including verbal abuse, gesticulations, physical actions), with the purpose of attempting against the dignity of one person, throughout the creation of an intimidating, hostile, degrading, humiliating, offensive or disturbing environment. On the other hand, “sexual based harassment” is understood as a situation where a person is suffering an undesirable behaviour in relation with her sex, in her work or vocational training, with the purpose of attempting against her dignity, and throughout the creation of an intimidating, hostile, degrading, humiliating, offensive or disturbing environment. It may include, among others, sexual harassment, wages discrimination, mobbing, discrimination for maternity, etc. In GVEI the focus is on GV acts taking place under the umbrella of labour relations (that is, between employer-employee or employee-employee) and perpetrated by men.

When referring to the conceptualisation of GV effects, the present proposal is based on the consideration that suffering such a brutal phenomenon has consequences at diverse spheres of women’s life, such as health, labour, relationships and social life, housing, economic issues and legal aspects. In this way, GV has an unquestionable impact on the quality of life of women, reducing their capacities of development and well-being, and impeding them to live in safety. As Carrasco⁸ argues, the lack of safety implies that women are not able to live in freedom and well-being, to enjoy the fullness of rights and to have possibilities of developing an own life-project. Thus, GV becomes a mainstreamed factor crossing and affecting all dimensions of women’s life, increasing their vulnerability in a society where women are already in a situation of inequality when compared to men. Thus, since GV is a mainstreamed factor, it requires wider analytical measures as well as more comprehensive political answers.

The GV effects have been explored in the following six dimensions:

- *Health*: this dimension concerns with the consequences that, according to women’s experience, GV has on their physical, psychological and sexual/reproductive health.
- *Labour*: this dimension refers to the effects that GV has on women’s employment, employability, performance at work, etc.
- *Economic*: this dimension relates to the consequences that suffering GV has at the economic level, taking into account aspects such as the impact of GV in women’s economic stability and responsibilities.
- *Relationships and social life*: this dimension concerns with the consequences that GV has in the field of social, cultural and leisure participation, considering aspects such as social isolation, social networks and social and cultural life.
- *Housing*: this dimension concerns with the effects of GV in terms of housing, including changes of residence, access to housing, etc.
- *Legal*: this dimension refers to the legal procedures of criminal nature that have taken place as a consequence of GV, considering issues such as the use and access to legal services, the outcome of legal processes and their impact at administrative, economic, safety and emotional levels for women.

Methodological framework⁹

The methodology being used within the GVEI project is innovative in the sense that the social indicators have been built on the basis of women’s voices. In this way, GVEI has gathered, by means of qualitative research techniques, the subjective experiences of women suffering GV. This approach is based on the perspective of Women’s Studies, which aims to challenge the dominant forms of research, which are androcentric, biased and blind to gender differences and, therefore, are unable to understand the

8. Carrasco, C. (2006) *Estadístiques sota sospita. Proposta de nous indicadors des de l'experiència femenina*. Institut Català de les Dones. Barcelona.

9. For more information on the methodology, consult Camarasa, M. and Heim, D. (2007) *GVEI. Theoretical and methodological framework*, in www.surt.org/gvei

social reality as a whole¹⁰. Thus, the use of qualitative and participative methodologies has permitted the collection of the real actors' voices of the studied phenomenon (women who have suffered GV) and the consideration of new concepts and issues not attended so far, by making them visible.

The fieldwork was carried out at a national level in Estonia, Finland, Italy and Spain by means of two different research techniques:

1. Semi-structured interviews with women who had suffered GV in the partner context and/or in the workplace sphere. A commonly agreed guide covering the six aforementioned dimensions was followed by all research teams, with the aim of gathering information from women on their own perceptions and experiences of suffering GV in relation to the effects that it had had on themselves and their lives. 64 interviews were carried out, 15-16 thereof in each country; half of the interviewees suffered GV in the partner context and the other half in the workplace sphere, although some of the women were subjected to GV in both contexts.
An essential pre-condition for selecting the sample was that all women recognised that they had suffered GV and that their participation in the research was based on a voluntary decision. The criteria used for selecting the sample were age, nationality, ethnic group and type of violence suffered; for GV in the workplace, furthermore, economic sector and labour relations were also relevant.
2. Focus groups consisting of experts for both analysed types of GV, in order to gather in-depth information about the topic from a professional point of view. The focus groups consisted of the following professional profiles: psychologists, jurists, social workers, police officers, and others, all of which specialised on GV either in the domestic or in the workplace sphere, or in both of them.

The interviewees and the experts were approached by means of women's and migrants associations, shelter houses, specialised intervention centres, contacts of the universities' research centres, workplace health centres, mobbing/labour harassment associations and through personal contacts of the researchers.

The analysis of the fieldwork was carried out in two stages and levels: in a first step, the fieldwork was conducted and analysed at national level. In a second step this information was collected and interpreted in a comparative way in order to find out similarities and differences among the four countries. As these countries are diverse in numerous aspects (geographically, culturally, legally and politically), GVEI has intended to find out the effects of gender violence at a EU-wide level, on the basis of the four countries of study.

In all countries, the fieldwork has shed light on the fact that whatever form of GV may take place in the intimate partnership or at workplace context, such violence has a mainstreamed impact in women's life. It also revealed that the effects on one dimension of life affect the others, as a chain reaction. Therefore, the fieldwork confirms the initial GVEI hypothesis regarding the multidimensional nature of this social phenomenon.

The fieldwork constitutes the core of the present proposal of indicators, since it has provided the information on the key factors that need to be considered in the design of social indicators to measure GV effects.

Thus, one of the main identifying factors of GVEI is that the starting point for creating indicators has not been the existing databases on GV but women's experiences, which have allowed the possibility of capturing new dimensions of the phenomenon remaining invisible until now.

10. Espinar Ruiz, E. (2006) *Violencia de género y procesos de empobrecimiento*. Córdoba. Servicios de publicaciones de la Universidad de Córdoba.

On the basis of the comparative analysis of the fieldwork gathering women's experiences, key effects of GV were identified, following the six dimensions of the study and, consequently, qualitative variables were drawn with a view to collect these effects¹¹.

These qualitative variables have been the core for the last stage of the project, the construction of social indicators to measure GV effects.

The construction of GVEI indicators

The qualitative variables containing the effects of GV in the six dimensions of this study have been the starting point for the construction of GVEI indicators. These variables have been quantified and transformed into quantitative indicators.

This process has been the most challenging one and consequently has encompassed intense debates about how to transform the qualitative information of the effects expressed by women into quantitative indicators that really measure women's experiences and show the multidimensional impact of GV in women's life. In doing so, the aim of the proposal of indicators has been deeply discussed with a view to respond to one of GVEI objectives: to improve social policies to approach and combat GV. Therefore, the following proposal is meaningful not only for making visible the strong impact that GV has in the diverse spheres of women's life, but also for informing about the needs for political intervention. In other words, these indicators should be useful to identify the needs that women suffering GV have with a view that public authorities are able to carry out interventions to approach and lessen GV effects on women, by means of comprehensive policies covering more than one sphere of women's life. In doing so, the multidimensionality of GV effects on women would then be tackled.

It should be stressed once more that the present proposal of indicators emerges specifically from the GVEI fieldwork and therefore women's voices have always been respected and captured when building the indicators. It gives a great value to the proposal in the sense that it is based on women's voices and not on the existing data for calculating them. But the quantitative proposal is not a mere translation of the qualitative variables in formulas. The design of the social indicators implied a process of abstraction and quantification of the qualitative variables identified during the fieldwork. As a consequence, some of these variables have been grouped or simplified. These decisions have been taken to give response to the aim of producing a set of innovative and useful indicators for future policy interventions, rather than a huge number of indicators with no political translation.

The indicators have been designed with a view to capture the most relevant experiences of the interviewed women from a European perspective; thus, in doing so, and as GVEI has a limited scale, some aspects that sporadically came out but were not significant according to our data or which are deeply studied in other researches (for instance, psychological consequences and its severity) were not further developed in indicators. The process of the construction of indicators then focused on those innovative aspects that were relevant for women EU-wide. Therefore, although the current proposal of indicators may be partial or incomplete in some way, it is already a starting point for the study and quantification of GV effects, since it is an area that was so far seldom studied.

While quantifying the qualitative variables on GV effects, two main considerations were kept in mind; it was considered, on the one hand, that the GVEI system would allow an analysis and measurement of the phenomenon from a sociological point of view, and on the other hand, that the proposal of indicators should not be limited by available data at national and European levels.

11. Camarasa, M. and Rodeschini, G. (2008) *Proposal of qualitative variables for gender violence effects indicators*, available at www.surt.org/gvei

With relation to the sociological perspective, GVEI seeks not only to have a descriptive function by visualising the GV effects on women's life, but also to provide innovative information on the needs of women suffering GV, in order to foster policy responses to meet them. In doing so, GVEI proposes to go beyond the psychological and individual effects of GV (which are of course very important, but have been more researched so far) and look at the social ones, understanding that women are social human beings. At the same time, GVEI aims to overcome the private sphere and to understand GV as a public concern. GV should be understood as a phenomenon that reproduces and reinforces gender inequality. Such a brutal phenomenon not only affects women's individual integrity but also their social one, since women suffering GV find themselves in a situation of vulnerability and disadvantage that conditions the exercise, access and use of their rights and freedoms as citizens. Thus, the present proposal intends to make visible how GV conditions women's social, cultural and labour participation, breaks women's social links, deteriorates women's personal and social well-being, among others, and as a result locate women in a situation of severe inequality and in many cases of social exclusion processes. Therefore, the GVEI proposal avoids the conceptualisation of GV as an individual and private problem, but as a social and public one. Despite the importance of the psychological and emotional effects of GV, the sociological point of view, without forgetting these, stresses much more the consequences that GV has on women with relation to their social inclusion and their ways of social belonging, which are the ones perpetuating and intensifying the situation of disadvantage affecting women. This should be the starting point if aiming to design social policies that go beyond particular and individual solutions and intending to promote policies that tackle the structural basis of this social phenomenon as well as its multidimensionality.

With regards to the relationship between existing statistics on GV and the construction of the indicators, the *leitmotiv* of GVEI has been to propose the required indicators to really capture the effects and needs expressed by women suffering GV. This aim has been achieved by starting not from the available data on GV in the participating countries and at European level, but from what should be needed to measure these effects. Thus, the construction of indicators has followed a two-way process; firstly, proposing indicators that really measure the effects voiced by women and, secondly, finding out if data exist in the four countries of study and at EU level. Through this second stage, an important lack of data in this area has been detected since GV effects have seldom been researched until now. Due to that, the viability of the proposed indicators in existing data is limited. This can be explained because, on the one hand, the existing studies and data on GV usually have the aim of measuring the incidence (and manifestations) of GV within the total population of women, rather than studying the consequences of GV for women, as GVEI does. And, on the other hand, quantitative data that have as population of study women suffering GV, which is the population of study most suggested in the GVEI proposal are almost non-existent. In this way, the use of a sample composed only of women suffering GV can be justified because GVEI focuses on the effects and not on the incidence or detection of GV. Therefore, the population of study for GVEI indicators needs to be the one consisting of women that recognise to be, or have been, suffering GV, although it may be a limitation in terms of viability.

GVEI then proposes a set of indicators that, on the basis of the fieldwork, really shows and seeks to measure the effects that GV has in women's life. The fact that some indicators cannot be currently calculated in existing data does not make the GVEI proposal weaker. On the contrary, GVEI indicators constitute a step forward in this area of study, not only by proposing innovative indicators, but also by showing that for measuring GV effects more data are needed. Thus, GVEI provides an opportunity for further research in order to overcome the existing gaps of data on GV. In other words, GVEI concludes that there is a need to carry out more researches and develop data targeting exclusively women suffering GV and thus approaching, in particular, its effects.

Assessment of the validity of GVEI indicators

Once the indicators that best capture GV effects according to women's voices, were defined, their validity has been tested at national and European levels. This process has encompassed the participation

of the four partners of the project. In this sense, each partner organisation has carried out a research on the existing databases in their countries that could be used for calculating the proposed indicators. Since there are almost no data on GV, the research of data sources has been limited to 5 or 6 official sources (statistics or publications carried out by Ministries or other entities of the State) for each dimension and country. One of the main difficulties has been that in the existing data sources the population of study is usually constituted by women in general and not by those women suffering GV only, as GVEI proposes. However, in some cases, this difficulty could be overcome by using this data source and then selecting only the answers of women who suffered GV through a statistics operation of crossing answers.

Once the data sources for each dimension were found, then it was a matter of finding out whether the proposed indicators could be calculated. This process has implied to be familiar with the questionnaires associated with each survey/data source being found, and then analyse if there were any questions that could give response to any of the proposed indicators. In doing so, it was agreed to classify the indicators under three categories:

- *Existent indicators* is the category associated with those indicators that can be directly calculated with the existing data, or that already exist in the terms suggested here. In these cases, the specific data source or survey is stated.
- *Possible indicators* is the category associated with those indicators that have not been currently calculated but for which gross data exist. Possible indicators are consequently those for which the calculation is possible, although it may imply either the publication of the official data or the data crossing of two existing surveys, for example. In these cases, the data source or the statistic operation needed to calculate the indicator is explained.
- *Desirable indicators* is the category referring to those indicators that cannot be currently calculated because data do not exist. In some cases, it has been suggested how to overcome this problem, since it has been stated in which existing survey a particular question could be added in order to provide data for calculating the indicators. In other cases it has not been possible to suggest any data source since the particular issue was not gathered by any considered data source.

Due to the claimed lack of data in this area of study, it has to be stated that most of the indicators proposed here are either desirable or, to a lesser extent, possible. However, this should not reduce value to the present proposal, since the fact that an indicator is desirable does not reduce its capacity of explaining the phenomenon, but shows the need of new data to be calculated. In this sense, it should be stressed once more that the creation of social indicators cannot be constrained by the existing data and the actual possibilities of their calculation, but that it is essential to advance in the understanding of this social phenomenon and in the existing lack of data regarding it.

Finally, it has to be pointed out that the research of data sources at European level was carried out with low success due to the lack of data in this field. Despite the fact that some interesting surveys have been found, the assessment of the validity of the indicators proposal has revealed that all the indicators were *desirable*. This is not surprising taking into account that even at national level it is very difficult to find possibilities of calculation for many of these indicators. In this way, if at national level data seldom exist, at European level this is much more often the case. As a result, the European assessment of the validity has not been included in the tables presenting the indicators, since all the indicators proposed were desirable. However, it is important to state the sources that were investigated for all the dimensions. These are the following:

- Eurobarometer.
- Eurostat:
 - Structural indicators
 - Euro indicators
 - The life of women and men in Europe
 - Household Budget Surveys (HBSs)
 - Social Protection (ESSPROS)

- Income, Social Inclusion and Living Conditions (SILC)
- Statistics in Focus
- European Foundation for the Improvement of Living and Working Conditions:
 - Fourth European Working Conditions Survey

Proposal of indicators of GVEI

The proposal of indicators that follows this introduction is the visible result of the work process explained so far. Before going through the indicators it is necessary to point out some explaining elements of the proposal:

- One of the first agreements among GVEI partner organisations was the one relating to the term to be used to refer to the target group of GVEI. In this sense, it was agreed not to use the expression “victims of GV” but to refer to “women who suffer/have suffered GV”. This decision was taken in order to escape from a perspective of victimisation and individualisation towards women of such a brutal phenomenon, as it is a social problem and not a women’s one. Furthermore, women who find themselves in a situation of GV demonstrate, with their experiences, to be fighters and survivors rather than victims. Nevertheless, finally, and for practical reasons, in the proposal of indicators, when referring to the population “women who suffer/have suffered GV” the term being used is *victims*. This decision responds only to a matter of making the formulas containing the quantitative proposals more simple since GVEI stands for not victimising these women.
- The dimensions of women’s life being studied within GVEI have been health, labour, economy, relationships and social life, housing and legal. However, during the analysis of the qualitative variables and its quantification a new and transversal dimension arose: the impact that GV has on the emotional condition of women, which is previous and goes beyond the particular effects of GV in each dimension. The emotional condition of women is severely affected due to GV and as it affects how women can deal with any sphere of their life, it needs to be considered in the indicators. Thus, taking into account women’s emotional condition is important not only in terms of visualising how devastating the fact of suffering GV is at a personal level, but also in terms of showing the constrictions and difficulties that women find when dealing with and overcoming the situation of violence. In this way, the effects of GV at the emotional level are the starting point for an adequate understanding of the indicators of each dimension, since women’s emotional state conditions health, labour, social relationships, housing, economy and legal aspects. Thus, it has been agreed to start the present proposal with a *dimension 0*, which is the dimension that gathers indicators aiming at measuring the impact that GV has on women at the emotional level. These indicators are the “eyes” through which the other indicators should be understood, since the emotional consequences of GV have a mainstreamed effect on the other dimensions.
- The indicators are structured following these seven dimensions (the 0 one plus the other six being studied) but it is necessary to stress that GV is a very devastating phenomenon affecting all spheres of women’s life as a whole and not separately. In this sense, the separation of effects (and thus of indicators) among the mentioned spheres is in some way a bit fictitious and it only responds to analytical purposes, since these dimensions cannot be understood separately because GV has a holistic effect in women’s life. Through the fieldwork it became obvious that all the six analysed dimensions – health, relationships and social life, economic, housing, labour and legal – are severely affected by GV and that an impact on any of these spheres has at the same time an impact on others, placing women in a situation where they have to face multiple events simultaneously as a consequence of the GV. Thus, although the indicators are structured in dimensions, they should be interpreted globally; picking up indicators of only one dimension would only show a partial picture of what GV implies for women’s lives.
- In the process of the construction of indicators, transversal variables to disaggregate the data of the indicators system have been agreed. These variables are important in the sense that can help to better analyse the different consequences that GV may provoke depending on factors such as age, disability, nationality/ethnic origin, religious background, structure of the household, le-

gal/administrative status and activity status. These aspects may be explaining factors of certain situations and also may act as vulnerability factors. Some of the transversal variables being considered in the indicators proposal evolve from the fieldwork phase, either because they were considered as criteria for selecting the women to be interviewed or because they came out during the interviews as vulnerability factors. Others have been added during the quantitative process since they have become essential for understanding certain indicators or for giving them more strength and explanatory value. The following transversal variables should be crossed with the whole system of indicators, as a way of disaggregating the data. The transversal variables common for all indicators of GV within intimate partner relationships and workplace, and how these are understood in this proposal, are the following:

- Age: number of years elapsed since the person has been born until the present moment.
- Nationality / ethnic origin: status of juridical belonging to a particular state by origin, birth, or naturalisation / human group (comprising cultural, religious and linguistic factors, among others) to whom someone feels that belongs to.
- Structure of the household: number of persons, their gender, age and the relationship among themselves, who live together and share expenses related to the house and the cost of food.
- Legal/administrative status: status defined by law regarding the rights to be resident and/or to work in a particular state.
- Religious background: religion (understood as a set of beliefs involving symbols regarded as sacred, together with ritual practices) most common in the community which the person belongs to, and the religion to which the person is engaged.
- Activity status: situation regarding the relationship of the person with the economic activity, among the following; working full-time, working part-time, studying, being unemployed, being retired, doing domestic and care work at home, being in a situation of permanent impairment.
- Disability: situation of having intellectual, mental, physical or sensory impairment or any other incapacity that hinders a person from performing an activity in a standard way.

Furthermore, in certain dimensions some specific variables have been suggested and are explained in the corresponding proposal of indicators.

- The proposal of indicators is structured by dimensions and presented by means of a series of tables.

The dimensions of GVEI proposal of indicators are the following:

- Dimension 0: emotional
- Dimension 1: health
- Dimension 2: labour
- Dimension 3: economic
- Dimension 4: relationships and social life
- Dimension 5: housing
- Dimension 6: legal

For each dimension a series of tables containing the indicators is presented. At the beginning of each dimension there is an introductory table that gathers the following elements:

- Aim: it contains the description of the aim of the indicators for each dimension.
- Political impact: it explains the political and policy sides of each dimension of indicators, with a view to underline those aspects being captured by the indicators that should promote policy development.
- General methodological observations: it includes comments on the existing data for each dimension, clarifications on methodological issues and elections, etc.
- References of data sources: it gathers, for each country, the references of the data sources being examined for each dimension.

Following this introductory table for each dimension, a series of tables containing the indicators is presented. These tables are organised in sub-dimensions and gather the following items:

- Indicator: it gathers the code and name of the indicator. The code is constituted of 4 capital letters and a number. The capital letters refer to the type of violence (IP: intimate partnership and WP: workplace) and to the dimension (EM: emotional, HE: health, LA: labour, EC: economic, SO: relationships and social life, HO: housing and LE: legal), and the number refers to the

subdimension and to the indicator. For example, the indicator IP-HE-I.1. is the first indicator of the first subdimension of health.

- Definition: it gathers the number and the definition of each indicator.
- Viability: it includes the assessment of viability for each indicator, using the classification of E (existent), P (possible) and D (desirable) for each country. It also includes the data source containing the data for the indicator (if any).
- Methodological observations: it contains, if necessary, specific observations regarding the indicator, the data source and how to calculate it.
- Particular observations: it includes definitions of terms being used, suggestions for the development of the indicator, difficulties regarding the possibilities of obtaining the data, etc.
- The proposal of indicators concludes with a set of political recommendations that derive from the indicators. The recommendations aim at stating those areas that, according to the GVEI project, require political intervention with a view to better approach and combat GV in Europe, at both national and European levels.

Concluding remarks

The proposal of indicators that follows these introductory pages gathers, in form of indicators, the voice of women living in the Spanish State, Estonia, Finland and Italy who are suffering or have suffered GV in intimate partnerships and workplace contexts. These indicators are a tool for visualising the damaging effects of GV on women. They show the tough experience of the interviewed women but also shed light on the effects that many other women in Europe are suffering due to GV. It is our duty to announce, in form of indicators, the damaging effects of GV on women's life.

This book is a tribute to the women participating in GVEI fieldwork and to every single woman suffering GV, with the hope that it may help in the eradication of this crime against human rights, whose effects are devastating for any person suffering it.

II. Proposal of indicators to measure the effects of gender violence in the context of intimate partnership on women's life

Mar Camarasa i Casals, Nerea Plaza Martínez, Nanette Scriba,
Giulia Rodeschini and Àngela Gabàs i Gasa

0. Impact of intimate partnership violence on the general emotional condition of women

This preliminary section contains a series of indicators that appeared repeatedly in all dimensions. These indicators refer to the emotional condition of the victims during and after the GV experience, and remark the impact that GV has in terms of fear, embarrassment and psychological exhaustion.

As these effects were present in all dimensions in the qualitative part of this research, it was decided to include them in the indicators proposal. However, it has been decided to classify and present them separately, not only to avoid repetition because these effects are mainstreamed and affect all spheres of women's life, but also to highlight their importance, as they reflect the general condition in which women find themselves when facing GV.

It is not an easy undertaking, which may even be risky, the attempt to quantify these effects and express them by means of social indicators. However, it has been considered very important to include them in the final proposal of indicators, mainly for two reasons; firstly, because not including them would mean to ignore the starting point of the rest of the dimensions, the basis from which the economic, legal, health, housing, social relationships and labour aspects should be understood. Secondly, because these effects of GV have to be considered not only in terms of psychological effects for the victims, but also as determining explanatory factors of women's participation in the social arena; that's it, the emotional condition of women conditions their responses in the several social fields, through more active or more passive responses, through participation or isolation, etc.. In this sense, the indicators proposed here may be too simple to reflect the complexity of the impact of GV on the emotional condition of victims, but they are useful to better understand the response of the victim to the violent situation and to visualize the emotional barriers that hinder victims from starting to act against the experience they are living.

Furthermore, these indicators are important because they refer to key aspects that do not depend on the victim only; thus, the fear, the embarrassment or the exhaustion can be lightened to a certain extent by means of political measures, such as support services or awareness raising that will create a social context in which the victims can feel secure and supported to finish the violent relation.

References of data sources

ESTONIA (EE):

— No references found.

FINLAND (FI):

— Minna Piispa, Markku Heiskanen, Juha Kääriäinen and Reino Sirén. *Violence against women in Finland* (Naisiin kohdistunut väkivalta). Helsinki: Institute for Crime prevention and control, affiliate with the United Nations (HEUNI) (Yhdistyneiden kansakuntien yhteydessä toimiva Euroopan Kriminaalipolitiikan Instituutti), 2006.

ITALY (IT):

— ISTAT Survey on *Citizens' Security: module on Sexual Harassment and Violence* (Indagine ISTAT sulla "Sicurezza dei cittadini": modulo Molestie e Violenze sessuali). Roma, 1997, 2002, 2006.

SPAIN (ES):

— No references found.

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
IP-EM-I.1. Fear as a constriction to act	I.1.1. Percentage of victims ¹ who feel fear of: a. Being rejected (by family, friends or other people). b. Being labeled. c. Aggressions (to her or others). d. Losing the house / being displaced after the separation. e. Economic problems after the separation. f. Legal/administrative problems (lack of residence/work permit...). g. Losing the children. h. Loneliness.	EE	D		Labelling is understood as a way of negatively pointing at someone, classifying she under a category socially understood as deviant. Second victimisation may be also a feeling coming out due to this labelling.
		FI	E	Violence against women in Finland	
		IT	P	National Survey ISTAT Survey on "Citizens' Security": the module on Sexual Harassment and Violence (2002, 2006).	
		ES	D		
	I.1.2. Percentage of victims who, as a consequence of fear, do not: a. Explain the GV experience or lie about it. b. Relation or communicate with other people. c. Access to services (health, legal) or ask for help. d. Go working or look for a job. e. Leave the partner/finish the relationship. f. Carry on a legal action.	EE	D		
		FI	E	Violence against women in Finland	
		IT	P	National Survey ISTAT Survey on "Citizens' Security": the module on Sexual Harassment and Violence (2002, 2006).	
		ES	D		
IP-EM-I.2. Embarrass- ment/Shame as a constrict- ion to act	I.2.1. Percentage of victims who, as a consequence of embarrassment/shame, do not: a. Explain the GV experience or lie about it. b. Relation or communicate with other people. c. Access to services (health, legal) or ask for help. d. Go working or look for a job. e. Leave the partner/finish the relationship. f. Carry on a legal action.	EE	D		
		FI	E	Violence against women in Finland	
		IT	P	National Survey ISTAT Survey on "Citizens' Security": the module on Sexual Harassment and Violence (2002, 2006).	
		ES	D		

1. With a view to make the formulas containing the quantitative proposals more simple, the term used is "victims" instead of "women who suffer/have suffered GV", but this is a practical decision since GVEI stands for not victimising the women.

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
IP-EM-I.3. Exhaustion and low self-esteem as a constric- tion to act	I.3.I. Percentage of victims who, as a consequence of exhaustion and low self esteem, do not: a. Explain the GV experience or lie about it. b. Relation or communicate with other people. c. Access to services (health, legal) or ask for help. d. Go working or look for a job. e. Leave the partner/finish the relationship. f. Carry on a legal action.	EE	D			
		FI	E	Violence against women in Finland		
		IT	P	National Survey ISTAT Survey on "Citizens' Security": the module on Sexual Harassment and Violence (2002, 2006).		
		ES	D			

I. Effects of intimate partnership violence on the health dimension

AIM

Indicators of this dimension aim at:

- Measuring the impact of GV on the physical, psychological and sexual/reproductive health of women.
- Measuring women's access to and use of health services.

Political impact

The indicators of this dimension highlight and measure the short and long term effects of GV on women's physical, psychological and sexual/reproductive health. They reflect a holistic notion of health, considering that health is not exclusively linked to physical aspects but to the well-being of a person as a whole. The indicators also refer to the consequences of GV regarding the need of and access to medical attention, hospitalisation or medication. Although health is a public service in all countries of this research, not all women have access, or an adequate access to it. Thus, some women do not exercise the recognised right of access to health when their harm is due to GV. In other words, for some women, the fact of suffering GV may be a barrier to go to the doctor because of shame, fears or threats of the perpetrator, for example. As a consequence, women do not make use of the health services despite having the need to do so.

Furthermore, as mentioned, not all women accessing health services do so in an appropriate way. Those women may be at risk of suffering a second victimisation as well. This is due to the lack of sensitisation of the professionals working in health services to adequately treat victims of GV.

By quantifying the effects of GV in the health dimension, its consequences in women's health appear as a whole. Thus, it would be necessary to analyse to which extent the offered health services really meet the needs of women who suffer GV. In order to increase women's access to the medical support needed, it is essential to elaborate new social and health policies and new interventions targeting health professionals with a view to increase their sensitiveness and provide an appropriate service to meet the needs of women being victims of GV, free of a potential second victimisation. Apart from that, it is also important to calculate the economic costs that the medical attention due to GV means for the public funds, in order to make visible in numbers the damaging effects of GV in this area.

General methodological observations

There exist some national and European researches collecting data about the health of women in relation to GV, but there appeared some difficulties regarding their viability, because the existing studies and data on gender violence usually present characteristics quite different from the data this research suggests to be used. In this sense, although the health dimension is one of the most developed in terms of GV indicators, the population of the samples used for the existing indicators (general female popu-

lation) do not coincide with the one proposed in this proposal (women suffering GV). For the following indicators, this problem could be overcome by crossing the original data (the answers of all women to the existing questionnaires) with the answers of women who are suffering GV and thus selecting only the data concerning the women who have suffered GV.

Another pitfall of the existing data on health is that the existing surveys do not clearly distinguish between health problems as consequence of GV or health problems of a different kind. Therefore, symptoms women claim to suffer are not necessarily linked to GV. This problem could be partially solved by comparing data about symptoms of women who have suffered GV with data about symptoms of women who have not suffered GV.

The proposal of indicators that follows does not have the aim of measuring the particular lesions due to GV and the extent of them (which is an area that has already been analysed and for which medical tests exist) but of making visible the general effects that GV may cause on women's health beyond the particular injuries. In this way, although the indicators also gather whether there have been injuries due to GV, the focus lays more on visualising the consequences that the injuries may bring about in terms of medical attention, medication, hospitalisation, access to health services, etc. as well as how these are overcome or not.

In the following proposal of indicators it is suggested to use a segregation by age, disability, nationality/ethnic origin, religious background, structure of the household, legal/administrative status and activity status. Published data on health are not segregated by all these variables, but in some cases data could be segregated using the original women's answers.

In the health dimension, as the effects are often long term, it is suggested to consider the effects occurred:

- In the last 12 months.
- In the last 5 years.
- Throughout the life (from 18 years old onwards, but starting at the moment the GV began or occurred).

References of the data sources

ESTONIA (EE):

- Ministry of Social Affairs. Abortion Register (EV Sotsiaalministeerium. Raseduskatkestusandmekogu).
- Ministry of Social Affairs. Death Causes Registry (SPR) – 10th version (EV Sotsiaalministeerium. Surma Põhjuste Register (SPR)).
- Estonian-Swedish Mental Health and Suicidology Institute (ERSI) (Eesti-Rootsi Vaimse Tervise ja Suitsidoloogia Instituut).
- Pettai, I., Proos, I. (2003). *Sociological survey on Violence and women's health. Estonian Open Society Institute* (Vägivald ja naiste tervis. Sotsioloogilise uuringu materjalid. Eesti Avatud Ühiskonna Instituut).
- National Institute of Health Development (TAI). Statistical Data. (Tervise Arengu Instituut (TAI)).

FINLAND (FI):

- Minna Piispa, Markku Heiskanen, Juha Kääriäinen and Reino Sirén. *Violence against women in Finland* (Naisiin kohdistunut väkivalta). Helsinki: Institute for Crime prevention and control, affiliate with the United Nations (HEUNI) (Yhdistyneiden kansakuntien yhteydessä toimiva Euroopan Kriminaalpolitiikan Instituutti), 2006.
- Ilsa Lottes and Osmo Kontula (Eds.). *New Views on Sexual Health: The Case of Finland*. D37/2000. The Population Research Institute. Helsinki: Väestöliitto, Family Federation of Finland, 2000 (Publication in English).

- Statistics Finland. Causes of death – annual statistics (Tilastokeskus: Kuolemansyyt).
- Statistics Finland. Parturitions, Deliveries and Births – annual statistics (Tilastokeskus: Synnyttäjät, synnytykset ja vastasyntyneet).
- Induced abortions and sterilisations. Stakes – annual statistics (Stakes: Raskaudenkeskeytys- ja sterilisointilasto).
- National Research Institute of Legal Policy. Research Communications (Oikeuspoliittisen tutkimuslaitoksen tutkimustiedonantoja) 74: *Encountered Violence by Finnish 1980-2006* (Suomalaisten kokema väkivalta 1980–2006).

ITALY (IT):

- Fabio Piacenti. *Suicide in Italy. Report EURES* by Fabio Piacenti (L'omicidio volontario in Italia. Rapporto EURES a cura di Fabio Piacenti), ANSA, 2007.
- Franco Angeli, Department of Rights and Equal Opportunities (Dipartimento per i Diritti e le Pari Opportunità). *Silence and words. National Report of the Anti-Violence-Network of Italian cities participating in URBAN*. (Il silenzio e le parole. Il Rapporto nazionale Rete Antiviolenza tra le città Urban-Italia). Milano, 2006.
- ISTAT Survey on *Citizens' Security: module on Sexual Harassment and Violence* (Indagine ISTAT sulla "Sicurezza dei cittadini": modulo Molestie e Violenze sessuali). Roma, 1997, 2002, 2006.
- National Health Survey (Indagine nazionale sulla salute).
- Ministry of Health (Ministerio della Salute).
- Eurobarometer.

SPAIN (ES):

- Women's Institute (Instituto de la Mujer) and Ministry of Labour and Social Affairs (Ministerio de Trabajo y Asuntos Sociales). *III Macro-survey on violence against women* (III Macroencuesta sobre la violencia contra las mujeres). Madrid, 2006.
- National Statistics Institute (Instituto Nacional de Estadística, INE) in collaboration with the Ministry of Health and Consumers Affairs (Ministerio de Sanidad y Consumo). *National Health Survey* (Encuesta Nacional de Salud), 2006.
- Ministry of Equality (Ministerio de Igualdad). Statistical data.
- Ministry of Health and Consumers Affairs. Statistical data.
- Observatory against Domestic and Gender Violence (Observatorio contra la Violencia Doméstica y de género) and General Council of Judicial Power (Consejo General del Poder Judicial). Statistical jurisdictional data on violence against women.
- National Statistics Institute (Instituto Nacional de Estadística, INE.). Statistics on suicide in Spain.
- Eurobarometer.

I. EFFECTS OF GV ON THE PHYSICAL HEALTH

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
IP-HE-I.1. Death	I.1.1. Number of dead women due to GV every year at a national and European level per 100.000 inhabitants.	EE ¹	D	Death Causes Registry (SPR) under Ministry of Social Affairs.	To measure this indicator it is necessary to use national and European juridical data. Clearly, the sample cannot be composed by women who have suffered GV.
		FI	E	Statistics Finland. Causes of death – annual statistics.	
		IT	E	Eures – National Survey.	
		ES	E	Statistical data of the Ministry of Equality (Ministerio de Igualdad).	
			P	Statistical jurisdictional data on violence against women. Observatory against Domestic and Gender Violence (Observatorio contra la Violencia Doméstica y de género) and General Council of Judicial Power (Consejo General del Poder Judicial).	
IP-HE-I.2. Injuries	I.2.1. Percentage of victims ³ who have suffered physical lesions (as black eye, head traumas, bruises, broken bones, blows, wounds, contusion, loss of teeth, unconsciousness, others) as consequence of GV.	EE	D	Sociological survey on Violence and Women's Health (Estonian Open Society Institute) and National Institute of Health Development (TAI).	TAI gathers data on injuries (very detailed and categorised, but without any causes) and generally injuries caused by assault. It would be necessary to add GV as a cause.
		FI	E	Violence against women in Finland, 2006.	
		IT	D	National Health Survey in collaboration with ASP ⁴	
		ES	D		

1. At the moment in Estonia it does not exist a nation-wide representative survey on IPV, although it is expected to be launched in 2009. This survey has been designed to measure some effects that would be relevant for the present proposal of indicators since it will take into account health issues, among others.

2. All causes of death, also injuries and diseases are registered in Estonia according to International Classification of Diseases (10th version).

3. With a view to make the formulas containing the quantitative proposals more simple, the term used is "victims" instead of "women who suffer/have suffered GV", but this is a practical decision since GVEI stands for not victimising the women.

4. Provincial Health Finance.

I. EFFECTS OF GV ON THE PHYSICAL HEALTH (*continued*)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
IP-HE-I.3 Physical symptoms	I.3.I. Percentage of victims who have suffered physical symptoms (headache, stomach ache, back pain, muscle tension, changes in weight, exhaustion, urine infections, sickness, others) as consequence of GV.	EE	D	Sociological survey on Violence and Women's Health (Estonian Open Society Institute) and National Institute of Health Development (TAI).	Some of the marked symptoms are presented in statistics. No information about any causes.
		FI	E	Violence against women in Finland, 2006. Suomalaisten kokema väkivalta 1980-2006.	
		IT	D	National Health Survey in collaboration with ASP.	
		ES	D	Macro-survey on violence against women.	Data ask about the symptoms but it would be necessary to ask which of these symptoms appeared when suffering GV. However, it would be possible to obtain an approximate indicator if data are segregated by women who suffer GV by partner and women who do not, and then comparing the two groups.
			D	National Health Survey. ⁵	<i>Idem.</i>
IP-HE-I.4. Chronic diseases	I.4.I. Percentage of victims who have suffered an aggravation of or have started to suffer chronic diseases as a consequence of GV.	EE	D		
		FI	D		
		IT	D	Health Commission - Women.	
		ES	D	National Health Survey.	Data ask about the presence of chronic diseases but it would be necessary to ask if chronic diseases appeared or become more serious after being in a situation of GV. However, it would be possible to obtain an approximate indicator if data are segregated by women who suffer GV by partner and women who do not, and then comparing the two groups.

5. In Spain, the National Health Survey asks whether the person was mistreated during the last year and who was the aggressor (including partner as a possible answer). This, if crossed with other variables and compared with the women who were not mistreated, could provide approximate indicators to those here proposed. It should be considered, however, that this survey collects information about the last 12 months at the most.

I. EFFECTS OF GV ON THE PHYSICAL HEALTH (*continued*)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
IP-HE-I.5. Addictive behaviours	I.5.I. Percentage of victims who have started addictive behaviours or who have experienced a rise of consuming as a consequence of GV.	EE	D	National Institute of Health Development (TAI).	TAI collected data on addiction of alcohol, drugs, and tranquilizers. No information about rise of addiction or causes of it.
		FI	D		
		IT	D	National and Local Research by means of SERT. ⁶	
		ES	D	Macro-survey on violence against women.	
IP-HE-I.6. Permanent impairment	I.6.I. Percentage of victims who have suffered a permanent physical impairment (loss of sight, hearing, etc.) as a consequence of suffering GV.	EE	D		
		FI	D	Violence against women in Finland, 2006.	
		IT	D	National Local Research by means of ASP	
		ES	D	National Health Survey.	
					Data measure the hearing and visual characteristics, but it would be necessary to ask if any visual or hearing difficulty is due to GV. However, it would be possible to obtain an approximate indicator if data are segregated by women who suffer GV by partner and women who do not, and then comparing the two groups

6. Service for the drug abuse.

2. EFFECTS OF GV ON THE PSYCHOLOGICAL HEALTH

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
IP-HE-2.1. Suicide rate	2.1.1. Percentage of victims (having reported GV to the police) who commit suicide, compared to the percentage of women committing suicide among general population every year at a national and European level.	EE	D	Estonian-Swedish Mental Health and Suicidology Institute (ERSI).	ERSI collects data on the suicides and the attempts of suicide, their methods, and causes. Until now they have not registered GV as a cause.
		FI	D	Statistics Finland Causes of death – annual statistics.	
		IT	D	National Research – ISTAT.	
		ES	P	Statistics of the suicide in Spain, National Statistic Institute and Statistical jurisdictional data on violence against women.	
	2.1.2. Percentage of victims who have attempted to commit suicide as consequence of GV.	EE	D		Information would be needed e.g. from police, social and health sectors.
		FI	D		
		IT	D		
		ES	D		
IP-HE-2.2. Depression or PTSD	2.2.1. Percentage of victims who have suffered depression or PTSD (as sadness, fears, auto blaming, distrust, apathy, anger, despair, loneliness, insecurity, panic attacks, low self-esteem, loss of self-coincidence, tension, grief, others) as a consequence of GV.	EE	D	National Institute of Health Development (TAI). Sociological survey on Violence and women's health. Estonian Open Society Institute.	Information about GV as a cause is not collected.
		FI	E	Violence against women in Finland, 2006.	

2. EFFECTS OF GV ON THE PSYCHOLOGICAL HEALTH (continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
		IT	E	National Survey ISTAT Survey on "Citizens' Security": the module on Sexual Harassment and Violence. "Silence and words". National Report, Network against abuse of the Italian towns participating in URBAN, Department of Rights and Equal Opportunities.	
		ES	D	Macro-survey on violence against women.	Data include some of these symptoms but it would be necessary to ask if they are due to GV. However, it would be possible to obtain an approximate indicator if data are segregated by women who suffer GV by partner and women who do not, and then comparing the two groups.
			D/P	National Health Survey.	Idem.
IP-HE-2.3. Psychological disorders	2.3.1. Percentage of victims who have suffered as a consequence of GV: a. Anxiety disorders. b. Sleeping disorders. c. Eating disorders. d. Personality disorders and changes in character.	EE	D	National Institute of Health Development (TAI).	Information about GV as cause is not collected.
		FI	E	Violence against women in Finland, 2006.	
		IT	E	National Survey ISTAT and/or Department of Rights and Equal Opportunities.	
		ES	D	Macro-survey on violence against women.	Data include some of these symptoms but it would be necessary to ask if they are due to GV. However, it would be possible to obtain an approximate indicator if data are segregated by women who suffer GV by partner and women who do not, and then comparing the two groups.
			D	National Health Survey.	Idem.

2. EFFECTS OF GV ON THE PSYCHOLOGICAL HEALTH (*continued*)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
IP-HE-2.4. Emotional weakness	2.4.1. Percentage of victims who have suffered at least one of these emotional weaknesses as a consequence of GV: a. Feeling of becoming crazy and losing the control of own life. b. Inability to communicate. c. Mental impairment.	EE	D		
		FI	E	Violence against women in Finland, 2006.	
		IT	D	Ministry of Health.	
		ES	D		

3. EFFECTS OF GV ON THE REPRODUCTIVE AND SEXUAL HEALTH

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
IP-HE-3.1. Gynaecological symptoms	3.1.1. Percentage of victims who have suffered gynaecological symptoms as a consequence of GV.	EE	P	Sociological survey on Violence and Women's Health. Estonian Open Society Institute.	
		FI	E	Violence against women in Finland. ⁵	
		IT	D	National Health Survey by means of consulting office.	
		ES	D	National Health Survey ⁶ .	Data measure the frequency of gynaecological medical visits due to slight pain.
IP-HE-3.2. Miscarriages rate	3.2.1. Percentage of victims who have suffered at least one miscarriage as a consequence of GV.	EE	D	Ministry of Social Affairs. Abortion Register.	Data on spontaneous abortions are available. There are also data on stillbirths ⁷ and their causes, but all non-medical causes are marked as 'other causes'.
		FI	E	Violence against women in Finland, 2006.	
		IT	D	ISTAT – Hospital.	
		ES	D		
	3.2.2. Percentage of victims who have suffered at least one miscarriage due to physical violence.	EE	D		
		FI	E	Violence against women in Finland, 2006.	
		IT	D		
		ES	D		

5. Note the wording in the Finnish survey: «difficulties in gynecological examinations».

6. From 1994, the database of the Abortion Register at the Ministry of Social Affairs includes data on all abortions induced in Estonian medical establishment. It collects personal data of the woman, data on previous pregnancies and deliveries and medical data describing the abortion. This should be completed with all kinds of abortions (legally induced abortions, spontaneous abortions or miscarriages, other abortions, criminal abortions). There are no data on the causes of abortion or miscarriage.

7. Officially late foetal death (stillbirth) is an intra-uterine death weighing at least 500 grams at birth, which takes place after the 22nd week of pregnancy.

3. EFFECTS OF GV ON THE REPRODUCTIVE AND SEXUAL HEALTH (continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
IP-HE-3.3. Abortions rate	3.3.1. Percentage of victims who have had at least one abortion as a consequence of a no desirable pregnancy due to GV.	EE	D	Ministry of Social Affairs. Abortion Register.		
		FI	D	Induced abortions and sterilisations. Stakes – annual statistics. ⁸		
		IT	D	Hospitals and consulting office.		
		ES	D	Ministry of Health and Consumers Affairs.	Data measure abortions due to raping, among other causes, but this does not collect the complexity of GV as a cause of abortion.	
IP-HE-3.4. Sexual diseases rate	3.4.1. Percentage of victims who have contracted sexual diseases as a consequence of GV.	EE	D		National Institute of Health Development collects data on the diseases but not about the causes.	
		FI	D	National Public Health Institute.	Additional information would be needed e.g. from police, social and health sectors.	
		IT	D	Hospitals.		
		ES	D			
IP-HE-3.5. Reduction of sexual autonomy	3.5.1. Percentage of victims who, due to GV (including fears, threats from the partner, etc.) have not been able/cannot decide on any of the following aspects: when having sexual relations, use of contraceptives, type of sexual activities to carry out, abortion...	EE	D			
		FI	E	Violence against women in Finland, 2006.	In Finnish survey the question is about coercive sex.	
		IT	D	Hospitals.		
		ES	P	Macro-survey on violence against women.	The survey asks the women about having sexual relations against their will, but it would be necessary to ask about the other elements pointed out in the definition of the indicator.	
IP-HE-3.6. No desirable pregnancies	3.6.1. Percentage of victims who have become pregnant at least once as a consequence of a sexual relation against their will.	EE	D			
		FI	D	Violence against women in Finland.		
		IT	D			
		ES	D			
IP-HE-3.7. High risk pregnancies	3.7.1. Percentage of victims who have had at least one high risk pregnancy, as a consequence of GV.	EE	D			
		FI	D	Statistics Finland Parturients, Deliveries and Births – annual statistics.	Additional information would be needed from police and health case sector.	
		IT	D			
		ES	D			

8. Abortion in Finland is easily available and accessible for all women.

3. EFFECTS OF GV ON THE REPRODUCTIVE AND SEXUAL HEALTH (*continued*)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
IP-HE-3.8. Unwillingness to have sex	3.8.1. Percentage of victims who have lost their willingness to have sex, as a consequence of GV.	EE	D	National Institute of Health Development (TAI) collects data on (psychosomatic) sexual dysfunctions among women who have seen a psychiatrist; no information about causes.	
		FI	D		
		IT	D		
		ES	D	Macro-survey on violence against women. There is a question on unwillingness to have sex, but it does not refer specifically to GV as a cause. However, it would be possible to obtain an approximate indicator if data are segregated by women who suffer GV by partner and women who do not, and then comparing the two groups.	

4. ACCESS TO AND USE OF HEALTH SERVICES DUE TO GV

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
IP-HE-4.1. Need of medication	4.1.1. Percentage of victims who have taken medicines (with prescription) for physical lesions as a consequence of GV.	EE	D		
		FI	D	Violence against women in Finland.	
		IT	D		
		ES	D	National Health Survey.	
	4.1.2. Percentage of victims who have taken psychotropic drugs (with prescription) as a consequence of GV.	EE	D		
		FI	P	Violence against women in Finland.	
		IT	D	SERT.	
		ES	D	National Health Survey.	

4. ACCESS TO AND USE OF HEALTH SERVICES DUE TO GV (continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
IP-HE-4.2. Emergency attention/ treatment	4.2.1. Percentage of victims who have received emergency attention/treatment as a consequence of GV.	EE	D	National Institute of Health Development (TAI).	TAI collects data on the number of persons received emergency treatment in the case of violence. It would be necessary to add the cause of GV.
		FI	E	Violence against women in Finland, 2006.	
		IT	D		
		ES	D	National Health Survey.	
IP-HE-4.3. Need of/ access to hospital treatment (overnight)	4.3.1. Percentage of victims who declare to have needed hospital treatment as a consequence of GV.	EE	D		
		FI	E	Violence against women in Finland, 2006.	
		IT	D		
		ES	D		
	4.3.2. Percentage of victims who have had access to hospital treatment as a consequence of GV.	EE	D	Sociological survey on Violence and Women's Health. Estonian Open Society Institute.	National Institute of Health Development collects data on the number of hospitalised persons by diseases and the average duration of treatment at hospital. There is no information about GV as a cause.
		FI	D	Violence against women in Finland.	
		IT	D	Ministry of Health and ISTAT.	
		ES	D	National Health Survey.	
IP-HE-4.4. Need of/ access to medical attention	4.4.1. Percentage of victims who declare to have needed medical attention as a consequence of GV.	EE	E	Sociological survey on Violence and Women's Health. Estonian Open Society Institute.	Survey question 108 concerns medical treatment, but doesn't explicitly ask about whether there was not access to it. In general in Finland hospital treatment is available for everyone as a part of social security.
		FI	E	Violence against women in Finland, 2006.	
		IT	D		
		ES	D		

4. ACCESS TO AND USE OF HEALTH SERVICES DUE TO GV (continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
	4.4.2. Percentage of victims who have had access to medical attention as a consequence of GV.	EE	E	Sociological survey on Violence and Women's Health. Estonian Open Society Institute.	It would also be interesting, depending on the reality of each country, to compare between victims who are entitled to free –or nearly free– medical treatment (under a public funded health system) and victims who are covered by a private medical insurance.
		FI	D	Violence against women in Finland.	
		IT	D		
		ES	D	National Health Survey. Data measure if the person has needed and <i>not</i> received medical attention, and several reasons for this, but it does not include the GV	
IP-HE-4.5. Need of/ access to therapeutic/ psychiatric support	4.5.1. Percentage of victims who declare to have needed therapeutic/psychiatric support, as a consequence of GV.	EE	D		
		FI	D	Violence against women in Finland.	
		IT	D		
		ES	D		
	4.5.2. Percentage of victims who have had access to therapeutic/psychiatric services as a consequence of GV.	EE	D	National Institute of Health Development (TAI). There is available data on the number of hospitalised persons by diseases, the bed-days, and the average duration of treatment at hospital. No information about GV as a cause.	It would also be interesting, depending on the reality of each country, to compare between victims who are entitled to free –or nearly free– medical treatment (under a public funded health system) and victims who are covered by a private medical insurance.
		FI	D		
		IT	D		
		ES	D		

2. Effects of intimate partnership violence on the labour dimension

AIM

Indicators of this dimension aim at:

- Measuring the impact of GV on victims' labour situation and their professional career.
- Visualising the consequences of GV in the performance of their work.
- Measuring the reactions of employers to the GV suffered by women.

Political impact

The indicators of this dimension visualise and measure the consequences of GV in the partner context on women's labour sphere. Absences from work, sick-leaves, job changes and losses, periods of unemployment (in case of working in the irregular economy without benefits), etc are widespread effects of GV. These effects can be caused by physical problems in consequence to GV, but also by other factors which are more difficult to quantify, such as threats of the perpetrator, victims' bad emotional state, or the change of residence, sometimes far away from the previous workplace, when leaving the violent partner, amongst others. Apart from these aspects, the strong impact that GV has on victims' psychological state influence their attitude, relationships and performance at work.

As a consequence of the mentioned effects, suffering GV can therefore damage the labour situation and professional career of victims, as women might lose career possibilities or perform a work that is beneath their educational level. The importance of work in victims' life has to be considered, as it is not only a relevant means for their economic autonomy, and thus for the possibility of leaving the violent partner, but also for their social participation.

The effects of GV in the labour dimension are of high importance not only for the victims themselves but also in social and economic terms, due to the reduction of the productivity, of the contribution to the Social Security and National Health Services public funds, etc. Therefore, it is necessary to undertake measures of sensibilisation of social services and companies for understanding these effects and enhancing measures directed at the labour sphere of women suffering GV.

Keeping free the victims' workplaces in case they temporarily are not in the position to work, enhancing their insertion in the work sphere and supporting them in getting a stable work that corresponds to their educational level, is decisive. Apart from those, women suffering GV need to be guaranteed the access to financial aid in case they are not in the position to work.

It has to be mentioned in this context that many women suffering GV work in the irregular economy, and therefore are subjected to an increased vulnerability, as they are excluded from financial aid in case of unemployment, but also from compensation in case of sick leaves etc., so that these women have to perform their work even in case their health status actually does not allow them to do so, for fear of losing their work or for economic reasons, which requires specific consideration on part of legislation and social policies.

General methodological observations

Although there are differences between the formal and informal working sphere, they are irrelevant considering the aim of these indicators. Thus, it is suggested to contemplate either of them indistinctly when talking about the labour situation of the victims and when measuring the impact of GV on it.

It is also important to remark that the expression *bad health* includes both physical and psychological health (physical injuries and fear, low motivation...).

Finally, these indicators should be crossed with the following segregation variables: age, disability, nationality/ethnic origin, religious background, structure of the household, legal/administrative status and activity status.

References of data sources

ESTONIA (EE):

- Estonian Labour Force Survey (ELFS), Estonian Statistics (Eesti tööjõu-uuring). Eesti Statistikaamet). 2006.

FINLAND (FI):

- Minna Piispa, Markku Heiskanen, Juha Kääriäinen and Reino Sirén. *Violence against women in Finland* (Naisiin kohdistunut väkivalta). Helsinki: Institute for Crime prevention and control, affiliate with the United Nations (HEUNI) (Yhdistyneiden kansakuntien yhteydessä toimiva Euroopan Kriminaalipoliitiikan Instituutti), 2006.
- Minna Piispa & Markku Heiskanen. *The Price of Violence. The Costs of Men's Violence against Women in Finland*. (Väkivallan hinta. Naisiin kohdistuvan väkivallan kustannukset Suomessa) Statistics Finland / Council for Equality. Ministry of Social Affairs and Health. Helsinki: Publications on Equality (Tilastokeskus / Tasa-arvoasiain neuvottelukunta. Sosiaali- ja terveysministeriö, Helsinki: Tasa-arvojulkaisuja), 2000.

ITALY (IT):

- Franco Angeli, Department of Rights and Equal Opportunities (Dipartimento per I Diritti e le Pari Opportunità). *Silence and words. National Report of the Anti-Violence-Network of Italian cities participating in URBAN*. (Il silenzio e le parole. Il Rapporto nazionale Rete Antiviolenza tra le città Urban-Italia). Milano, 2006.
- ISTAT Survey on *Citizens' Security: module on Sexual Harassment and Violence* (Indagine ISTAT sulla "Sicurezza dei cittadini": modulo Molestie e Violenze sessuali). Roma, 1997, 2002, 2006.

SPAIN (ES):

- Women's Institute (Instituto de la Mujer) and Ministry of Labour and Social Affairs (Ministerio de Trabajo y Asuntos Sociales). *III Macro-survey on violence against women* (III Macroencuesta sobre la violencia contra las mujeres). Madrid, 2006.

I. EFFECTS OF GV ON WOMEN'S LABOUR SITUATION

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations	
IP-LA-I.1. Inactivity	I.1.1. Percentage of victims ¹ who are inactive (do not work and do not look for a job).	EE	D	Estonian Labour Force Survey, ELFS.	It would be necessary to add GV as a reason for inactivity.	This indicator measures the inactivity rate among the victims. It could be interesting comparing it with the national inactivity rate for women. It should be considered that informal work is not included in this indicator.
		FI	E	Violence against women in Finland, 2006.		
		IT	D	National Survey – ISTAT.	Crossing data between Ministry of Work and ISTAT.	
		ES	E	III Macro-survey on violence against women, 2006.		
	I.1.2. Percentage of victims who report to be inactive due to the GV: a. Bad health state (physic and psychological). b. Interferences of the aggressor (harassment, threats to the victim or to the employer...).	EE	D	Estonian Labour Force Survey, ELFS.	a. In ELFS the causes of being inactive (incl. diseases, injuries or disability) are asked. It would be necessary to add the reason of GV. b. No information available.	This indicator measures specifically how many inactive victims associate their inactivity to GV.
		FI	E	Violence against women in Finland, 2006.	Additional comments to a) Survey does not give “sick leave from work” as an option, but there is an empty line providing a possibility to fill it as a last option other b) would be rather absence from work because of fear of aggressor. The questionnaire provides space to write this, but it has not been separately asked.	
		IT	D			
		ES	D (a) E (b)	III Macro-survey on violence against women, 2006.	Data collect “my partner doesn’t want to” as a reason for not looking for a job.	

I. With a view to make the formulas containing the quantitative proposals more simple, the term used is “victims” instead of “women who suffer/have suffered GV”, but this is a practical decision since GVEI stands for not victimising the women.

I. EFFECTS OF GV ON WOMEN'S LABOUR SITUATION (continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
IP-LA-I.2. Job loss	I.2.I. Percentage of victims who report to have lost their job as a consequence of GV: a. Quitting the job in order to avoid harassment by the perpetrator. b. Quitting the job forced by partner. c. Quitting the job because of poor emotional state. d. Being fired.	EE	D		This indicator refers to formal or informal jobs.
		FI	E	Violence against women in Finland, 2006.	
		IT	D		
		EE	D	Macro-survey on violence against women. Data collect whether women have been fired or if their contract has finished, so it would be necessary to ask these separately. It would be necessary to specify more the causes as well since they are ambiguous.	
IP-LA-I.3. Unemployment	I.3.I. Percentage of victims who are unemployed (do not work but are looking for a job – formal or informal) and length of time.	EE	D	Estonian Labour Force Survey, ELFS.	It could be interesting comparing this indicator with the national unemployment rate for women. It should be considered that this indicator does not include informal work.
		FI	D	Violence against women in Finland.	
		IT	D		
		ES	D	III Macro-survey on violence against women, 2006. Data collect the unemployment rate but not the length of the unemployment situation.	
IP-LA-I.4. Difficulty to find a job	I.4.I. Percentage of unemployed victims who are looking for a job (formal or informal) and who report to have difficulty to find it due to the GV: a. Bad health state (physical and psychological): inability to go to or to pass an interview due to anxiety or to injuries... b. Interferences of the aggressor: harassment, threats to the victim or to the employer...	EE	D		
		FI	D	Violence against women in Finland.	
		IT	D		
		ES	D		

2. EFFECTS OF GV ON WOMEN'S PROFESSIONAL CAREER

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
IP-LA-2.1. Quitting life-long learning activities	2.1.1. Percentage of victims who have given up a learning activity due to GV (forced by the partner or because of bad health state).	EE	D		
		FI	D	Violence against women in Finland, 2006.	
		IT	D	National Survey – ISTAT.	
		ES	D	Macro-survey on violence against women.	
IP-LA-2.2. Loss of career opportunities	2.2.1. Percentage of victims who report that, as a consequence of GV, have: a. Abandoned an interesting and successful job b. Not accepted a good job offer. c. Not accepted a promotion.	EE	D		In ELFS some related questions are asked, but they do not include GV as a reason.
		FI	D	Violence against women in Finland.	
		IT	D	National Survey – ISTAT.	
		ES	D		
IP-LA-2.3. Deterioration of the professional career	2.3.1. Percentage of women who consider that their professional career has deteriorated as a consequence of GV in terms of: a. Having a lower occupational status than they had before the GV. b. Earning less money than before suffering GV. c. Moving from formal to informal labour market.	EE	D		
		FI	D	Violence against women in Finland.	
		IT	D		
		ES	D		

3. EFFECTS OF GV ON THE EFFICIENCY AT WORK

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
IP-LA-3.1. Absenteeism rate	3.1.1. Average number of days victims absent themselves from job (formal or informal) due to GV (bad health state or threats from partner) every month.	EE	D			
		FI	E	Violence against women in Finland, 2006.		
		IT	D			
		ES	D			
	3.1.2. Percentage of victims who do not absent themselves from work despite being injured due to fears of losing the job or wage.	EE	D			In the survey it would be possible to cross check the questions 107, that concerns absenteeism from work, 108 medical treatment and question dealing with severity of injuries. Fear factors are not included.
		FI	D	Violence against women in Finland, 2006.		
		IT	D			
		ES	D			
IP-LA-3.2. Sick leaves rate	3.2.1. Average number of times victims are on sick leaves as a consequence of GV (bad health state or threats from partner) every year.	EE	D			Due to lack of formal data, it is not possible to differentiate absences from sick leaves in the informal labour market. However, interpretation could be done taking into account the same criteria used in the formal labour market, which differs depending on the legislation of each country and usually depends on the number of days that someone does not go to work.
		FI	E	Violence against women in Finland, 2006. The Price of Violence. The Costs of Men's Violence against Women in Finland, 2000.		
		IT	D			
		ES	D			
IP-LA-3.3. Performance difficulties	3.3.1. Percentage of victims who have performance difficulties at work (lack of memory, inability to carry on basic tasks...) as a consequence of the stress or injuries caused by GV.	EE	D			
		FI	D	Violence against women in Finland.		
		IT	D			
		ES	D	National Health Survey.		

4. EFFECTS OF **GV** ON THE RELATIONSHIP WITH THE EMPLOYER

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
IP-LA-4.1. Need of hiding the GV experience	4.1.1. Percentage of victims who hide the GV experience at work for fears of losing the job.	EE	D			
		FI	D	Violence against women in Finland.		
		IT	D			
		ES	D			
IP-LA-4.2. Support of the employer	4.2.1. Percentage of victims who receive support from the employer (facilities as absences permissions, preventing her from receiving phone calls from the aggressor...)	EE	D			
		FI	E	Violence against women in Finland, 2006.		
		IT	D			
		ES	D			

3. Effects of intimate partnership violence on the economic dimension

AIM

Indicators of this dimension aim at:

- Measuring the effects of GV on the economic status of women both during the violent relationship and after finishing it.
- Measuring victims' possibilities to control their income and economic resources as a consequence of GV.
- Measuring victims' dependence on other people or financial aid due to GV.

Political impact

The indicators of this dimension make visible how the situation of women suffering GV worsens in all aspects due to the impact of GV on their economic status and possibilities. They also provide a general frame of the economic situation of victims and their families, with a view to measure and visualise that many of them enter a vicious circle of deterioration of their financial situation. Along with this, women often find themselves in a phase of dependence on others or/and in a process of social exclusion.

These effects should be further analysed and quantified, as the economic situation is one of the decisive factors at the moment of getting out of a violent relationship.

Describing the economic difficulties that victims meet daily as a consequence of GV, regardless of their family income, and measuring them could provide a new perspective when determining the requirements for accessing to social services. Thus, it is important to develop financial aids that exclusively address women suffering GV. These should not only consider the family income but the real access that victims have to that income. Furthermore, the role of the victims within the family should be considered, as many women have a financial responsibility (usually as lone responsible) for other family members. This would help to better understand how the deterioration of the victim's economic status widely affects the rest of the family.

These indicators would also permit to establish, or analyse and improve the effectiveness of the social services supporting victims in economic terms. On the basis of the results of the present research, it would be useful to elaborate long term strategies of financial support that would permit victims to rely on a certain financial security and autonomy, which is an essential condition for finishing the violent relationship and getting over it afterwards. That effort would imply the funding of social services to adequately meet the strategic needs of the victims (i.e. stable income, alimonies guarantees...) and provide a more differentiated economic support than the basic social benefits. This would be a decisive means of preventing women from entering in social exclusion processes and becoming dependent of external help.

General methodological observations

The economic status depends on several factors as gender, age, social class, etc. and so it is difficult to isolate the effects of GV on victims' economy from the ones caused by these other factors. However, the indicators proposed here do not seek to measure the economic status, neither to analyse the types of economic violence exerted by the aggressor, but to highlight how the GV worsens the economic situation of victims and, therefore, their lives as a whole, whichever was the initial situation. There are already other indicators that would be useful to further analyse the economic violence as a type of GV.¹

As other studies remark, economic indicators use "household income" as the basic unit, which is a limitation, since they do not consider that all members of the family do not have the same access to this income, due to hierarchies and power relations that distribute it unequally, and that this inequity usually strengthens with the GV. Thus, in the following indicators it is suggested to consider the economic situation of the victims not only determined by the family income, but also by the amount of this income that women estimate they have real access to.

As in the other dimensions, it is proposed a segregation of all these indicators by age, disability, nationality/ethnic origin, religious background, structure of the household, legal/administrative status, activity status and disability. Furthermore, specifically for this dimension, it is suggested to consider the following segregation variables as well:

- Net family income: the total disposable of income after taxes and social security contributions have been paid. The victims' family can be classified in groups by income levels, having the national average as a reference.
- Net personal income, including wages and salaries, income from self-employment or farming, pensions, unemployment, redundancy benefits, any other social benefits or grants, private income.
- Breadwinner position: the person in the family who draws the higher income to the household.

In the analysis of these indicators, and on the basis of the segregation variables being stated, it should be necessary to particularly take note of some factors that aggravate the economic vulnerability of victims such as having children, being over 45 years old, being migrant or disabled.

References of data sources

ESTONIA (EE):

- Database of the Statistics Estonia (Eesti Statistika).

FINLAND (FI):

- Minna Piispa, Markku Heiskanen, Juha Kääriäinen and Reino Sirén. *Violence against women in Finland* (Naisiin kohdistunut väkivalta). Helsinki: Institute for Crime prevention and control, affiliate with the United Nations (HEUNI) (Yhdistyneiden kansakuntien yhteydessä toimiva Euroopan Kriminaalipoliitiikan Instituutti), 2006.

ITALY (IT):

- Franco Angeli, Department of Rights and Equal Opportunities (Dipartimento per I Diritti e le Pari Opportunità). *Silence and words. National Report of the Anti-Violence-Network of Italian cities participating in URBAN*. (Il silenzio e le parole. Il Rapporto nazionale Rete Antiviolenza tra le città Urban-Italia). Milano, 2006.

I. See SURT, Gabàs, A., *Gender Indicators against Social Exclusion*, Transnational Exchange Programme Phase I and Phase II. European Commission, Employment and Social Affairs. (2003-2005).

- ISTAT Survey on “Citizens’ Security”: the module on Sexual Harassment and Violence (Indagine ISTAT sulla “Sicurezza dei cittadini”: modulo Molestie e Violenze sessuali). Roma, 1997, 2002, 2006.

SPAIN (ES):

- Ministry of Labour and Social Affairs (Ministerio de Trabajo y Asuntos Sociales). *Intervention against gender violence report* (Memoria de actuaciones contra la violencia de género). Madrid, 2004.
- Women’s Institute (Instituto de la Mujer) and Ministry of Labour and Social Affairs (Ministerio de Trabajo y Asuntos Sociales). *III Macro-survey on violence against women* (III Macroencuesta sobre la violencia contra las mujeres). Madrid, 2006.

I. IMPACT OF GV ON WOMEN’S ECONOMIC STABILITY

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
IP-EC-I.1. Lack of personal income	I.1.1. Percentage of victims ² who have not a personal source of income. ³	EE	D		This indicator does not refer directly to an effect of GV, but it is important to understand and describe the economic situation of victims.
		FI	E	Violence against women in Finland, 2006.	
		IT	D	National Research by means of Courts.	
		ES	D		
IP-EC-I.2. Lack of access: available income and autonomy	I.2.1. Disposable household income available to the victim for taking care of her needs and family responsibilities. ⁴	EE	D		This indicator is relevant when compared to the guaranteed minimum wage of each country. It is particularly interesting if crossed with structure of household.
		FI	D	Violence against women in Finland, 2006.	
		IT	D	National Research by means of Courts.	
		ES	D	Macro-survey on violence against women.	
				Survey has a question asking monthly gross- income of the respondent, but it doesn’t take into consideration Eurostat’s formula for calculating available income.	
				It would be necessary to ask not only the family income but the estimated amount of it that the victim effectively manage.	

2. With a view to make the formulas containing the quantitative proposals more simple, the term used is “victims” instead of “women who suffer/have suffered GV”, but this is a practical decision since GVEI stands for not victimising the women.

3. In the European Community Household Panel (ECHP) personal income includes: wages and salaries, income from self-employment or farming, pensions, unemployment, redundancy benefits, any other social benefits or grants, private income.

4. According to the Eurostat, the disposable income of private households is the balance of primary income (operating surplus/mixed income plus compensation of employees plus property income received minus property income paid) and the redistribution of income in cash. These transactions comprise social contributions paid, social benefits in cash received, current taxes on income and wealth paid, as well as other current transfers. Disposable income does not include social transfers in kind coming from public administrations or non-profit institutions serving households.

I. IMPACT OF GV ON WOMEN'S ECONOMIC STABILITY (continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
	I.2.2. Percentage of victims who have to ask their partner for money to have it at their disposal.	EE	D		This indicator shows a way of exerting economic violence, but it is relevant to picture the economic situation of victims.
		FI	D	Violence against women in Finland.	
		IT	D	National Research by means of Courts.	
		ES	D	Macro-survey on violence against women. Data collect whether women do not receive enough money from their partner to maintain themselves, or if the partner steals them money. For obtaining this indicator, it would be necessary to previously ask if they have to ask their partner for money.	
	I.2.3. Percentage of victims who have access to an income below the equivalised income of the household that should be available to them. ⁵	EE	D		This indicator shows a way of exerting economic violence, but it is relevant to make visible that some victims get less money than they should considering the total income and the size of the household.
		FI	D		
		IT	D		
		ES	D		
	I.2.4. Percentage of victims who have access to an income below the risk-of-poverty threshold (absolute or relative). ⁶	EE	D	Estonian Statistics collect data on the income of households. There are available data about at-risk-of-poverty by age and sex. Missed information whether the member of household is a victim of GV or not.	With breakdowns by family income, it is possible to calculate how many victims live in a situation of poverty when they should not, taking into account the household income.
		FI	D		
		IT	D	National Survey should regard subsistence's voucher.	
		ES	D		

5. The equivalised amount is calculated as the result of dividing the disposable household income by the equivalised household size according to the modified OECD scale (which gives a weight of 1.0 to the first adult, 0.5 to other persons aged 14 or over who are living in the household and 0.3 to each child aged less than 14). The concepts of disposable income and equivalised income can be found in the Eurostat. They are being used at a European level to analyze the distribution of the family income within the family members from a gender perspective.

6. Eurostat's definition of poverty risk refers to individuals living in households where the equivalised income is below the threshold of 60% of the national equivalised median income.

I. IMPACT OF GV ON WOMEN'S ECONOMIC STABILITY (continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
IP-EC-I.3. Lack of control of the economic resources	I.3.1. Percentage of victims who do not know which is their family income because their partner exerts an intentional control over resources.	EE	D			For the partner exerting an intentional control over resources it is understood the following: when he prevents the victim to have access to or to manage the resources.
		FI	D			
		IT	D			
		ES	D	Macro-survey on violence against women.	Data collect if the woman decline to answer/do not know the family income. It would be necessary to collect these two responses separately, and to ask afterwards why the women do not know their family income.	
	I.3.2. Percentage of victims who cannot decide on what the family income is spent because their partner exerts an intentional control over resources.	EE	D			Decisional capacity includes decision referred to daily expenses, housing, clothing, bank operation, management of the savings and big financial decisions.
		FI	D			
		IT	D			
		ES	D			
IP-EC-I.4. Economic losses and deterioration	I.4.1. Percentage of victims who have suffered economic losses due to: a. Stealing money (cash or credit card) by partner. b. Material losses (i.e. furniture, car...) because of spoiling, taking off or robbing by partner.	EE	D			
		FI	D			
		IT	D	Courts.		
		ES	D	Macro-survey on violence against women.	Data collect if women do not receive enough money from their partner to maintain themselves or if the partner steals them money. It would be necessary to ask these two aspects separately.	
	I.4.2. Percentage of victims who have been constrained to change their hobbies and social activities) to face their economic difficulties due to the controlling or robbing of the money by their partner.	EE	D			
		FI	D			
		IT	D			
		ES	D	Macro-survey on violence against women.	Data collect whether women do not receive enough money from their partner to maintain themselves. It would be necessary to ask about the causes.	

I. IMPACT OF GV ON WOMEN'S ECONOMIC STABILITY (continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
IP-EC-I.5. Economic insecurity	I.5.1. Percentage of victims who, due to the controlling or robbing of the money by their partner, have problems or great problems to: a. Make ends meet b. Face their personal needs. c. Fulfill their family responsibilities (food, clothes, education for children, etc.). d. Pay the rent of the house or mortgage.	EE	D			Comparison should be done between the present situation and the previous one (before the GV). It would be convenient to use a multiple response question and measure the degree of difficulty for each item.
		FI	D			
		IT	D	Courts.		
		ES	D	Macro-survey on violence against women.	Data collect whether women do not receive enough money from their partner to maintain themselves, or if the partner steals them money. It would be necessary to ask these separately and to specify the economic difficulties the victims have to face.	
	I.5.2. Percentage of victims who have had at least a bank overdraft (in the last 3 months) or an unpaid debt due to the controlling or robbing of the money by their partner.	EE	D			
		FI	D			
		IT	D			
		ES	D			
	I.5.3. Percentage and number of victims who, as a consequence of GV, have been constrained to ask for financial support to relatives/friends or to social services.	EE	D			
		FI	D			
		IT	D	Public Administration.		
		ES	D	Regional Public Administration.	Raw data exist at regional level on the number of victims who request and obtain financial aid from social benefits, and the period of time.	
	I.5.4. Percentage and number of victims who have obtained financial aid from: a. Relatives or friends b. Social services And average of the amount received.	EE	D			
		FI	D			
		IT	D			
		ES	D(a) P(b)	Regional Public Administration.	Raw data exist at regional level on the number of victims who request and obtain financial aid from social benefits, and the period of time.	
IP-EC-I.6. Dependence from financial aid	I.6.1. Percentage and number of victims who, as a consequence of the controlling of the money by their partner, have lived (to pay all their basic expenses and their childrens') for more than 6 months on financial support: a. From family or friends. b. From social services.	EE	D			
		FI	D			
		IT	D	Public Administration.		
		ES	D	Regional Public Administration.	Raw data exist at regional level on the number of victims who request for and obtain financial aid from social services, and period of time.	

2. IMPACT OF GV ON WOMEN'S ECONOMIC RESPONSIBILITIES

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
IP-EC-2.1. Family economic responsibilities as an additional burden	2.1.1. Percentage of victims who are full responsible of household economic matters (payment of bills, family debts...) alone due to the neglecting, controlling or robbing of the family income by their partner.	EE	D			
		FI	D			
		IT	D			
		ES	D	Macro-survey on violence against women.	Data collect if the aggressor makes the victim responsible of all the housekeeping. It would be necessary to ask separately about economic matters.	
	2.1.3. Percentage of victims who perceive themselves as the sole economic responsible of other family members of the household.	EE	D			
		FI	D			
		IT	D			
		ES	D			

3. IMPACT OF SEPARATION DUE TO GV ON THE ECONOMIC SITUATION OF WOMEN

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
IP-EC-3.1. Economic losses and deterioration	3.1.1. Percentage of victims who, after the separation, have suffered economic losses because their partner has taken or kept: a. Material properties or goods (i.e. victim's or joint properties: furniture car, house...). b. Victim's or joint funds (in cash or in the bank account).	EE	D			
		FI	D			
		IT	D			
		ES	D	Macro-survey on violence against women.	The survey asks about the behaviour of the aggressor after the separation. It would be necessary to include if he takes or keeps properties or funds.	
IP-EC-3.2. Lack of financial support (alimony, child support...) from ex-partner	3.2.1. Percentage of victims who, after legal separation, do not receive any financial support from ex-partner despite having asked for it legally.	EE	D			Financial support from ex-partner includes alimony, child support, maintenance... depending on the legislation of each country. This indicator refers only to women with children.
		FI	D			
		IT	D	National Survey by means of Courts.		
		ES	D	Ministry of Equality and Ministry of Justice.		

3. IMPACT OF SEPARATION DUE TO GV ON THE ECONOMIC SITUATION OF WOMEN (continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
IP-EC-3.3. Economic insecurity	3.3.1. Percentage of victims who, after legal separation, haven't received the financial support from ex-partner at least twice, or have received it with delay.	EE	D			It could be interesting to ask for the duration of the delay.
		FI	D			
		IT	D			
		ES	D	Ministry of Equality and Ministry of Justice.	There is raw data about the number of victims who have asked for financial aid because of the non-payment of the child support by ex partners. It could be an approximating indicator, although it can't be assured that all cases are included.	
	3.3.2. Percentage of victims who, after legal separation, have initiated a legal action due to the delay or absence of the payment of the alimony or child support by their ex-partners.	EE	D			
		FI	D			
		IT	P	National survey through Courts.		
		ES	D	Ministry of Justice.	It would be necessary to collect the data from criminal and family courts.	
	3.3.3. Percentage and number of victims who, after legal separation, have been constrained to ask for financial support to relatives/friends or social services.	EE	D			
		FI	D			
		IT	D			
		ES	D/P	Regional Public Administration.	Raw data exist at regional level on the number of victims who request for and obtain financial aid from social services, and period of time.	
	3.3.4. Percentage of victims who, after legal separation, have obtained financial aid from: a. Relatives or friends. b. Social services. And average of the amount received.	EE	D			
		FI	D		Additional information could be possibly obtained from Social services.	
		IT	D			
		ES	D (a) P (b)	Regional Public Administration	Raw data exist at regional level on the number of victims who request for and obtain financial aid from social services, and period of time.	
IP-EC-3.4. Risk of poverty rate	3.4.1. Percentage of victims who after legal separation have an income (including alimonies) below the risk-of-poverty threshold, and they had not before.	EE	D			This indicator is important to analyse the impact of the legal separation in the economic situation of the victims, in terms of pushing them into a poverty situation.
		FI	D			
		IT	D			
		ES	D			

3. IMPACT OF SEPARATION DUE TO GV ON THE ECONOMIC SITUATION OF WOMEN (continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
IP-EC-3.5. Dependence	3.5.1. Percentage of victims who, after the separation, depend on the child support or alimony to pay all their and their children's basic expenses.	EE	D		Dependence should be considered when the child support or alimony represents between 50% and 100% of the victim's total income.
		FI	D		
		IT	D		
		ES	D		
	3.5.2. Percentage of victims who after legal separation have lived (to pay all their basic expenses and their children's) on financial support from: a. Family or friends, for more than 6 months. b. Social services, for more than 3 years.	EE	D		
		FI	D	Additional information could be possibly obtained from Social Services.	
		IT	D		
		ES	D (a) P (b)	Regional Public Administration and Ministry of Equality. Raw data exist at regional level on the number of victims who request for and obtain financial aid from social services, and period of time.	

4. Effects of intimate partnership violence on the relationships and social life

AIM

Indicators of this dimension aim at:

- Measuring the effects of GV on women's relationships.
- Measuring the impact of GV in women's implication and participation in social, cultural and leisure activities.
- Measuring the level of social isolation due to GV.

Political impact

The indicators of this dimension highlight and measure the effects of GV in intimate partnership on victims' relationships and their participation in social life. However, they do not aim at capturing difficulties and problems regarding social relationships or analysing how the psychological effects of GV affect women's social life. The attention rather lays on visualising the impact of GV in terms of rupture of social links, lack of social participation, decrease of social capital, etc., because all these elements can act as social exclusion factors increasing women's vulnerability and social isolation.

Considering this, the proposal of indicators aims at measuring the role of social networks in terms of support, help and source of material resources in GV situations. Some indicators distinguish between family, friends, colleagues and neighbours in order to know the different kind of support received from each one of these social groups. At the same time, indicators intend to capture social isolation, the lack of social links and the lack of support from informal networks. Another group of indicators measure the effects of GV in terms of participation and involvement in associations, organisations, public activities, centres of spare time, etc. In this case, the indicators focus on the relationship between GV and participation in the public sphere or between GV and confinement in private sphere. The tension between both spheres, public and private, becomes a relevant element to be considered in any intervention targeting GV victims.

The disadvantaged position of women suffering GV and their vulnerable situation, in case of lack of social networks, become factors that require new approaches from social policies. Fields such as social relationships, involvement in public activities, involvement in local environment and participation in social life, should be possible objects of social intervention. The multidimensional nature of the phenomenon of GV requires new tools and strategies to cope with and these new strategies should consider the promotion of social participation through measures and actions that re-build social networks and re-establish social links.

General methodological observations

It is difficult to find data about women's social relationships and the social dimension in general. Especially, about the impact of GV in women's social life there is no data available.

It is proposed to segregate all these indicators by age, disability, nationality/ethnic origin, religious background, structure of the household, legal/administrative status and activity status.

References of data sources

ESTONIA (EE):

- No references found.

FINLAND (FI):

- Minna Piispa, Markku Heiskanen, Juha Kääriäinen and Reino Sirén. *Violence against women in Finland* (Naisiin kohdistunut väkivalta). Helsinki: Institute for Crime prevention and control, affiliate with the United Nations (HEUNI) (Yhdistyneiden kansakuntien yhteydessä toimiva Euroopan Kriminaalipoliitiikan Instituutti), 2006.

ITALY (IT):

- Franco Angeli, Department of Rights and Equal Opportunities (Dipartimento per I Diritti e le Pari Opportunità). *Silence and words. National Report of the Anti-Violence-Network of Italian cities participating in URBAN*. (Il silenzio e le parole. Il Rapporto nazionale Rete Antiviolenza tra le città Urban-Italia). Milano, 2006.
- ISTAT Survey on *Citizens' Security: the module on Sexual Harassment and Violence* (Indagine ISTAT sulla "Sicurezza dei cittadini": modulo Molestie e Violenze sessuali). Roma, 1997, 2002, 2006.

SPAIN (ES):

- Women's Institute (Instituto de la Mujer) and Ministry of Labour and Social Affairs (Ministerio de Trabajo y Asuntos Sociales). *III Macro-survey on violence against women* (III Macroencuesta sobre la violencia contra las mujeres). Madrid, 2006.
- National Statistics Institute (Instituto Nacional de Estadística, INE). *Living Conditions Survey*. (Encuesta de Condiciones de vida). Madrid, 2006.
- National Statistics Institute (Instituto Nacional de Estadística, INE). *Social Indicators*. (Indicadores Sociales). Madrid, 2006.

I. SOCIAL ISOLATION DUE TO THE IMPACT OF GV

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
IP-SO-I.1. Isolation	I.1.1. Percentage of victims ¹ who report that they meet family and/or friends less than before the GV started: a. Family b. Friends	EE	D			The aim is to capture the rupture of links with social networks. There can be several reasons for not asking for help: fear, shared social networks with the aggressor, a non-sympathetic social context...
		FI	E	Violence Against Women in Finland, 2006.		
		IT	D			
		ES	D			
	I.1.2. Percentage of victims who totally lost the contact, once GV started, with: a. Family b. Friends c. Neighbours	EE	D			
		FI	D	Violence Against Women in Finland.		
		IT	D			
		ES	D			
	I.1.3. Percentage of victims who cannot ask for help, during the GV experience and/or after it, to: a. Family b. Friends c. Colleagues d. Neighbours	EE	D			
		FI	D	Violence Against Women in Finland.		
		IT	D			
		ES	D			
	I.1.4. Percentage of victims who report to have no one to rely on during the GV experience and/or after it.	EE	D			
		FI	D	Violence Against Women in Finland, 2006.		
		IT	D			
		ES	D			
IP-SO-I.2. Lack of support from social network	I.2.1. Percentage of victims who asked for help (emotional support and/or material) during the GV experience and/or after it, but did not receive any help: a. From family b. From friends c. From colleagues d. From neighbours	EE	D			In this case, the victim has asked for help but she has not received any support. It would be interesting to distinguish between family of origin and family-in-law. It is important not only to capture the lack of social network but also the feeling of loneliness.
		FI	E	Violence Against Women in Finland, 2006.		
		IT	D			
		ES	D			
	I.2.2. Percentage of victims who report that their social network act with indifference towards their situation: a. Family b. Friends c. Colleagues d. Neighbours	EE	D			
		FI	D	Violence Against Women in Finland.		
		IT	D			
		ES	D			
	I.2.3. Percentage of victims who report that they have felt absolutely alone with their problem.	EE	D			
		FI	D	Violence Against Women in Finland.		
		IT	D			
		ES	D			

I. With a view to make the formulas containing the quantitative proposals more simple, the term used is “victims” instead of “women who suffer/have suffered GV”, but this is a practical decision since GVEI stands for not victimising the women.

I. SOCIAL ISOLATION DUE TO THE IMPACT OF GV (continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
IP-SO-1.3. Conflicts and tensions within family and social network	1.3.1. Percentage of victims who report that their family blame them for GV.	EE	D			
		FI	D	Violence Against Women in Finland.		
		IT	D			
		ES	D			
	1.3.2. Percentage of victims who report that their relationship with children get worse during the GV experience.	EE	D			
		FI	D	Violence Against Women in Finland.		
		IT	D			
		ES	D			
	1.3.3. Percentage of victims who consider that there was a deterioration of the relationships once GV started, with: a. Family b. Friends c. Colleagues d. Neighbours	EE	D			
		FI	D	Violence Against Women in Finland.		
		IT	D			
		ES	D			

2. SOCIAL NETWORK AS A SOURCE OF SUPPORT AND HELP DURING THE EPISODE OF GV AND DURING THE SEPARATION

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
IP-SO-2.1 Support from social networks	2.1.1. Percentage of victims who consider that they can/could rely on someone to cope with GV, from: a. Family b. Friends c. Colleagues d. Neighbors	EE	D			For these indicators, data about the person who helps should be segregated by sex in order to analyze support from a gender point of view.
		FI	E	Violence Against Women in Finland, 2006.		
		IT	D			
		ES	D			
	2.1.2. Percentage of victims who received help from: a. Family b. Friends c. Colleagues d. Neighbors	EE	D			
		FI	E	Violence Against Women in Finland, 2006.	The VAW in Finland survey provides a list of multiple sources of help, but family, friends, colleagues and neighbours are mentioned. The last line is empty and a respondent may fill out there the above mentioned.	
		IT	D			
		ES	D			

2. RED SOCIAL COMO FUENTE DE APOYO Y AYUDA DURANTE EL EPISODIO DE LA VG Y DURANTE LA SEPARACIÓN (continuación)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
	2.1.3. Distribution of support received by family/friends/colleagues/neighbors: a. Money b. Housing/accommodation c. Other kind of material resources d. Emotional help e. Advice and information to look for professional help f. Jobs and work opportunities g. Leisure	EE	D			It is suggested to use a multiple response question in order to know which kind of support comes from the social network.
		FI	D	Violence Against Women in Finland.		
		IT	D			
		ES	D			

3. IMPACT OF GV ON SOCIAL AND CULTURAL ACTIVITIES

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
IP-SO-3.1. Participation in social and cultural activities during/ after GV	3.1.1. Percentage of women who are living GV experience and who have participated, in the last 12 months, in activities of political groups, trade unions, religious centres, sport club, associations of spare time, associations of civil rights, professional associations, or other organisations. ²	EE	D			Comparison should be done between both percentages.
		FI	E	Violence Against Women in Finland, 2006.		
		IT	D	Women's National sample Survey to understand who suffered violence		
		ES	D			
	3.1.2. Percentage of victims who are members of any kind of association or organization during GV experience in comparison with the percentage of involvement after the violence experience.	EE	D			
		FI	E	Violence Against Women in Finland, 2006.		
		IT	D	Women's National sample Survey to understand who suffered violence		
		ES	D			

2. This indicator is included in the Living Conditions Survey proposed by the European Union. The same question could be used in a survey targeted to victims of GV.

4. IMPACT OF GV IN OPPORTUNITIES OF CHOICE AND FREEDOM REGARDING SOCIAL CONTACTS AND SPARE TIME

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
IP-S-4.1. Opportunities of choice and freedom to foster their own social networks	4.1.1. Percentage of victims who report to be limited in their choice of friends and amount of social contact by their partner.	EE	D		
		FI	E	Violence Against Women in Finland, 2006.	
		IT	D	Women's National Sample Survey to understand who suffered violence	
		ES	E	III Macro-survey about violence against women, 2006.	
	4.1.2. Percentage of victims who have to meet friends and family secretly due to control by their partner.			Data collect if the partner prevents the victim from meeting family, friends or neighbors.	
		EE	D		
		FI	D	Violence Against Women in Finland.	
		IT	D	Women's National sample Survey to understand who suffered violence	
IP-S-4.2. Opportunities of choice and freedom regarding the use of spare time	4.2.1. Percentage of victims who experience control by their partner as a barrier for using their spare time.	EE	D		By spare time is understood the following: volunteer work and meetings, helping other households, socializing and entertainment, sports and outdoor activities, hobbies and games, reading, watching television, reading or doing nothing, as well as unspecified time use (excluding meals, personal care, sleeping time, travel, domestic work, gainful work, studying).
		FI	E	Violence Against Women in Finland, 2006.	
		IT	D	Women's National Sample Survey to understand who suffered violence	
		ES	D	Macro-survey on violence against women.	
	4.2.2. Average number of hours per week of victims' spare time spent in the public sphere in comparison with the spare time spent in the private sphere.			Data collect if the partner decides the things that women can do or not to do. It should be necessary to add questions referring the spare time.	
		EE	D		
		FI	D	Violence Against Women in Finland.	
		IT	D	Women's National sample Survey to understand who suffered violence	
		ES	D		

5. Effects of intimate partnership violence on the housing dimension

AIM

Indicators of this dimension aim at:

- Measuring the effects of GV on women's housing situation.
- Measuring the impact of housing problems on women's life.

Political impact

The indicators of this dimension visualise and measure the enormous impact that GV in the intimate partner context has on women's housing situation. The violence experience can force women to run away from home, to lose the house, to move to a shelter house or to another place, to change the house several times, going through difficulties in finding a new home and paying the rent or mortgage. The issue of housing is a fundamental aspect in women's and their families' lives, and all the problems related to GV concerning this aspect have a very strong impact on women's and families' stability.

The data obtained through these indicators can highlight that many victims of GV for various reasons, such as the threats of the perpetrator and the lack of economic autonomy, do not have the possibility to choose their housing situation. Moreover, even when women (and their children) are able to move, many psychological and economic problems emerge, thus often creating quite strong situations of loneliness, isolation, instability, insecurity, distress, etc.

At a political level, it would be possible to develop new forms of approaching the housing issue, by designing strategies to guarantee that women stay in their home and men are the ones who leave, or by developing services to help women who need to move from their houses. In fact, even if some social services exist, they do not adequately respond to all the needs women have as a consequence of GV. Due to the lack of efficient services, many women decide to stay at home and remain with the violent partner or they can be forced to move back to him. Therefore, it is important to improve services regarding women's housing situation and enhance information about them so that women know where to go in case they have to escape or decide to leave the perpetrator. At this point, the long term perspective should be particularly stressed; although women may have access to shelter houses for instance, usually the time they can spend there is very restricted, which limits the possibilities of recovering and settle down in terms of labour, social relationships, economic stability, etc.

General methodological observations

There are no data at national or European level focusing on the impact of GV on the housing situation of women.

The only data partly useful are those of the Spanish *Macroencuesta (Macro-Survey on Violence against Women)* –where a question about the abandoning of the house is included, but considering only sepa-

rated women—Apart from that, in most countries of this research there are available data concerning the access to shelter houses, but this is only one of the many consequences of GV on the housing dimension, as it emerged in the present research study.

Finally, a segregation of the following indicators is proposed, with classifications by age, disability, nationality/ethnic origin, religious background, structure of the household, legal/administrative status and activity status.

References of data sources

ESTONIA (EE):

- Database of Ministry of Social Affairs (Eesti Statistika).

FINLAND (FI):

- National Institute for Health and Welfare (THL) (Terveyden ja hyvinvoinnin laitos): *Institutional Care and Housing Services in Social Care*. (Sosiaalihuollon laitos- ja asumispalvelut).

ITALY (IT):

- Franco Angeli, Department of Rights and Equal Opportunities (Dipartimento per i Diritti e le Pari Opportunità). *Silence and words. National Report of the Anti-Violence-Network of Italian cities participating in URBAN*. (Il silenzio e le parole. Il Rapporto nazionale Rete Antiviolenza tra le città Urban-Italia). Milano, 2006.
- ISTAT Survey on “Citizens’ Security”: the module on Sexual Harassment and Violence (Indagine ISTAT sulla “Sicurezza dei cittadini”: modulo Molestie e Violenze sessuali). Roma, 1997, 2002, 2006.

SPAIN (ES):

- Ministry of Labour and Social Affairs (Ministerio de Trabajo y Asuntos Sociales). *Interventions against gender violence report* (Memoria de actuaciones contra la violencia de género). Madrid, 2004.
- Women’s Institute (Instituto de la Mujer) and Ministry of Labour and Social Affairs (Ministerio de Trabajo y Asuntos Sociales). *III Macro-survey on violence against women* (III Macroencuesta sobre la violencia contra las mujeres). Madrid, 2006.
- INE, Instituto Nacional de Estadística (National Statistics Institute). *Homeless Survey* (Encuesta sobre personas sin hogar). Madrid, 2005.

I. CONSTRAINED OPTIONS REGARDING HOUSING DUE TO GV

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
IP-HO-I.I. Need to live hidden	I.I.I. Percentage of victims ¹ who move and live hidden to escape from GV.	EE	D			Living hidden is understood as the situation in which women hide from the aggressor or people related to him, and thus that can prevent them from going to work, or compel them to leave the place of origin...
		FI	D	Women’s shelters may provide such statistics.		
		IT	D	National Survey by means of antiviolence centre and shelter.		
		ES	D			

1. With a view to make the formulas containing the quantitative proposals more simple, the term used is “victims” instead of “women who suffer/have suffered GV”, but this is a practical decision since GVEI stands for not victimising the women.

I. CONSTRAINED OPTIONS REGARDING HOUSING DUE TO GV (continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
IP-HO-1.2. Forced cohabitation with the partner	1.2.1. Percentage of victims who are forced to cohabit with the partner due to: a. Economic dependence b. Impossibility to move to another place c. Legal situation d. Fear of aggressions e. Fear of losing their children f. Social critics	EE	D		It is suggested to use a multiple response question to measure also which of the restrictions is more important for the victims to stay with their partner.
		FI	D	The question could be added to the Violence against women survey.	
		IT	D	National Survey by means of antiviolence centre.	
		ES	D		

2. EFFECTS OF GV ON THE WOMEN'S ACCESS TO HOUSING

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
IP-HO-2.1. Change(s) of residence	2.1.1. Percentage of victims who have to change their residence as a consequence of GV, and number of times, to: a. Another dwelling –flat, house– (alone or with their children) b. Parents' or relatives' house c. Friends' house d. Other cases of shared flat/house/room e. Shelter house or emergency shelter	EE	D		It would be particularly interesting to compare victims who have and who do not have children.
		FI	D	Women's shelters may provide such statistics.	
		IT	D		
		ES	D		
IP-HO-2.2. Access to social housing services or benefits	2.2.1. Percentage and number of victims who have accessed to social housing services or benefits because of their situation of GV.	EE	D	Local municipalities' data.	It is important to ask the access to social housing services and benefits separately. Local municipalities would register the number of victims of GV who receive social housing services.
		FI	P	Women's shelters may provide such statistics.	
		IT	D		
		ES	E	Interventions against gender violence report, 2004.	

2. EFFECTS OF GV ON THE WOMEN'S ACCESS TO HOUSING (continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
IP-HO-2.3. Access to shelter houses^a	2.3.1. Percentage and number of victims at a national and European level who access to shelter houses every year.	EE	E	Ministry of Social Affairs.		
		FI	E	Women's shelters statistics.		
		IT	P	National Survey by means of shelters.		
		ES	E	Interventions against gender violence report, 2004.		
	2.3.2. Percentage and number of victims who have asked for accommodation in a shelter house but have not obtained it due to lack of rooms in the region.	EE	D		In Finland, a person would not be left entirely without place, but long-term placements are denied.	It is important to have the exact number in order to compare it with the total offered rooms.
		FI	D			
		IT	P	National Survey by means of shelters.		
		ES	P	Shelter houses' statistics.		
IP-HO-2.4. Loss of the house	2.4.1. Percentage of victims who, after splitting up with their partner, lose the house/flat (even if they own it but are forced to move because men stay there).	EE	D			It would be necessary to compare this with the percentage of men who, after finishing the relationship, lose the house/flat (even if they own it but are forced to move because of a court order).
		FI	D			
		IT	D	National Survey by means of divorce sentence with courts' prescription/order.		
		ES	D			
IP-HO-2.5. Homelessness rate	2.5.1. Percentage of victims who become homeless after splitting up with their partner ²	EE	D			
		FI	D			
		IT	D			
		ES	P	Homeless Survey, 2005.	Data collect violence suffered by women or children as a cause for abandoning the house/flat. It would be necessary to disaggregate by gender and by victims (women or children).	
IP-HO-2.6. Return to house	2.6.1. Percentage of victims who return to their house (inhabited by their partner) after escaping from it, due to the difficulty to find another house/flat to stay in	EE	D			
		FI	D			
		IT	D			
		ES	D			

2. According to ETHOS (European Typology of Homelessness and housing exclusion), people who are homeless experience and move between the following living situations:

- Roofless: without a shelter of any kind, sleeping rough.
- Houseless: with a place to sleep but temporary in institutions or shelter.
- Insecure housing: threatened with severe exclusion due to insecure tenancies, eviction, domestic violence.
- Inadequate housing: in caravans on illegal campsites, in unfit housing, in extreme overcrowding.

Source: FEANTSA, European Federation of National Organisations working with the Homeless. www.feantsa.org

6. Effects of intimate partnership violence on the legal dimension

AIM

Indicators of this dimension aim at:

- Measuring victims' access and use of legal resources.
- Visualising obstacles (in victims and in the legal system) that hinder victims from relying on legal resources.
- Visualising victims' experiences of going through a legal process and the process itself, with a focus on its effects at the emotional, economic, safety and administrative levels.

Political impact

This dimension is very important, as initiating a legal process is usually the most definitive channel and the one that usually leads women to finish a violent relationship and to escape from the aggressor. Furthermore, it is usually the only path for women who suffer GV to be officially recognised as “victims” and therefore of having access to public services, like protection measures or financial aid.

When talking about gender violence, the legal field is one of the most developed areas in terms of statistics, due to the judicial data that gathers the number of reports made to the police, of restraining orders issued, of deaths, etc. Yet, these data are collected from a judicial, a public security point of view and therefore it does not take into account the personal experiences, impacts and needs of the women who have to face a legal process because of GV. Taking this into account, the indicators proposed here try not to duplicate the already existing ones but to focus on other relevant aspects for women suffering GV when talking about legal processes. In other words, these indicators intend to visualise the position of the victims within the legal process, considering how the legal process evolves and works for improving their situation.

The indicators proposed here can be useful in elaborating interventions for enhancing women's motivations to initiate a legal action, for minimising the obstacles to do so, and also for improving the effectiveness and development of legal processes, with a view to better respond to women's needs and reduce second victimisation of women. In this sense, women's fears regarding their safety, women's emotional stress and the economic issues connected to legal processes are key factors for better understanding the victims' decision of whether starting a legal process or not.

Taking into account all of this, the proposed indicators would permit the elaboration of public interventions to:

- Motivate victims to initiate a legal process and make sure that all victims, regardless their legal or economic situation, have access to the legal services.
- Reduce the impact of the individual and social prejudices related to the legal system, which may lead to labelling and second victimisation.
- Ensure that the victims get support services, which help them to face all the effects their life suffers as a whole, when going through a legal process.
- Improve the effectiveness of the legal system regarding how it meets the needs of the victims.

General methodological observations

In almost all countries, there are data at national level on this dimension. However, it is very reduced and it usually collects information about formal complaints, judicial outcomes and fatal victims only. Finland is the only country where other information is gathered, like the percentage of women who have not reported to the police or have abandoned a legal process.

In the present proposal of indicators, the legal processes derived from GV being considered are those of criminal nature initiated as a response to GV offences or crimes. Thus, when mentioning legal processes it refers to criminal legal processes.

The present proposal of indicators suggests to segregate the indicators in the following transversal variables: age, disability, nationality/ethnic origin, religious background, structure of the household, legal/administrative status and activity status.

References of data sources

ESTONIA (EE):

- Estonian Police Board (Eesti Politseiameti statistika).
- Ministry of Justice. *Report Crime in Estonia, 2007* (Justiitsministeerium: Kuritegevus Eestis 2007).
- Registry of Judicial Decisions (Kohtulahendite Register).

FINLAND (FI):

- Minna Piispa, Markku Heiskanen, Juha Kääriäinen and Reino Sirén. *Violence against women in Finland* (Naisiin kohdistunut väkivalta). Helsinki: Institute for Crime prevention and control, affiliate with the United Nations (HEUNI) (Yhdistyneiden kansakuntien yhteydessä toimiva Euroopan Kriminaalipoliitiikan Instituutti), 2006.
- Statistics Finland: Offences known to the police (Tilastokeskus: Poliisin tietoon tullut rikollisuus)
- Statistics Finland: The Yearbook of Justice Statistics (Oikeustilastollinen vuosikirja)

ITALY (IT):

- Fabio Piacenti. *Suicide in Italy. Report EURES by Fabio Piacenti* (L'omicidio volontario in Italia. Rapporto EURES a cura di Fabio Piacenti), ANSA, 2007.
- Franco Angeli, Department of Rights and Equal Opportunities (Dipartimento per i Diritti e le Pari Opportunità). *Silence and words. National Report of the Anti-Violence-Network of Italian cities participating in URBAN*. (Il silenzio e le parole. Il Rapporto nazionale Rete Antiviolenza tra le città Urban-Italia). Milano, 2006.
- ISTAT Survey on "Citizens' Security": the module on Sexual Harassment and Violence (Indagine ISTAT sulla "Sicurezza dei cittadini": modulo Molestie e Violenze sessuali). Roma, 1997, 2002, 2006.

SPAIN (ES):

- Ministry of Equality (Ministerio de Igualdad). *Periodic bulletin. Report of fatal victims of Gender Violence. Oct. 2008*. (Boletín periódico. Informe de las víctimas mortales por Violencia de Género. Oct. 2008).
- Ministry of Equality (Ministerio de Igualdad). *Evaluation of the application of the organic law 1/2004, December 28th, of integrated protection measures against Gender Violence. Executive Report, 2007*. (Evaluación de la Aplicación de la Ley Orgánica 1/2004, de 28 de diciembre, de medidas de protección integral contra la violencia de género. Informe ejecutivo. 2007)
- Ministry of Equality (Ministerio de Igualdad). *016 Report. Phone service of information and legal assessment on gender violence. From sept 3rd to nov 30th 2008*. (Informe 016. Servicio telefónico de información y asesoramiento jurídico en materia de violencia de género. 3 de septiembre de 2007 a 30 de noviembre de 2008).
- Ministry of Internal Affairs (Ministerio del Interior), *Annual Statistics Book*. Madrid, 2006.
- Ministry of Justice (Ministerio de Justicia). *Statistics*.
- General Council of Judicial Power (Consejo General del Poder Judicial).

I. EFFECTS OF GV REGARDING THE USE, ACCESS TO AND PERCEPTION OF THE LEGAL SYSTEM AND LEGAL AID SERVICES

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
IP-LE-I.I. Reporting to the police	I.I.I. Percentage and number of victims ¹ who have started a criminal legal process related to GV and ways of access: a. Police Station b. Women's centre c. Centre of attention to victims d. Lawyer e. Hotline f. Medical centre	EE	D	Estonian Police Board, Ministry of Justice, report <i>Crime in Estonia 2007</i> .	Estonian Police Board registers all reports to police (grouped as family-with-children conflict, family-without-children conflict, and family problem), and separately those reports categorized as criminal offence. But these statistics do not include the gender of the victim and the offender.
		FI	E	Violence Against Women in Finland, 2006. Police of Finland. Crime Statistics.	As many women are afraid of reporting to the police, it is important to see which percentage of victims do report the violence they suffer and the channels of access. It would also be interesting to find out the number of reports that women make to the police.
		IT	D		
		ES	E	Executive Report on the evaluation of the application of the organic law 1/2004. Ministry of Internal Affairs (it only includes the reports presented to the State security forces, without including the ones presented to the regional and local forces). General Council of Judicial Power.	Ministry of Equality have data on: GV victims' reports. Formal complaint rate (n° of formal complaints out of women over 15 years old par 1000, and formal complaints out of all women who declare themselves as victims in the Macro-Survey) It should include national, regional and local security forces data.

I. With a view to make the formulas containing the quantitative proposals more simple, the term used is "victims" instead of "women who suffer/have suffered GV", but this is a practical decision since GVEI stands for not victimising the women.

I. EFFECTS OF GV REGARDING THE USE, ACCESS TO AND PERCEPTION OF THE LEGAL SYSTEM AND LEGAL AID SERVICES (continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
	I.1.2. Average number of reports to the police per victim	EE	D		
		FI	D	Violence against women in Finland, 2006. Police of Finland. Crime Statistics.	
		IT	D	National Survey ISTAT on "Citizens' Security": The Module on Sexual Harassment and Violence (2002, 2006).	
		ES	P	Executive Report of the application of the organic law 1/2004.	
	I.1.3. Percentage of dead victims who had previously reported GV to the police, out of the total number of dead victims due to GV per year	EE	D		
		FI	P	Police of Finland. Crime Statistics.	
		IT	D		
		ES	E	Report of fatal victims of GV (Oct 2008), Ministry of Equality.	
	I.1.4. Percentage of victims who have not reported GV/initiated a criminal legal process due to: a. Fear of aggressions (to themselves or to their children) b. The threats of their partner c. Economic problems (no affordable legal aid, high state fees, no personal income...) ² d. Housing problems (obligation to live with the aggressor after reporting him) e. Administrative situation (no residence or work permit – for migrant women) f. Distrust on the legal system	EE	D		It is suggested to use a multiple response question in order to know which are the diverse reasons that prevent women from initiating a legal process
		FI	E	Violence against women in Finland, 2006.	
		IT	D		
		ES	D		

2. In Finland, everyone is eligible for free legal assistance for legal processes. In Spain women have the right to have free legal assistance according to their level of income, but the threshold is really low. In Estonia, women with economic difficulties may receive the state legal assistance free of charge, but this system has space for improvement.

I. EFFECTS OF GV REGARDING THE USE, ACCESS TO AND PERCEPTION OF THE LEGAL SYSTEM AND LEGAL AID SERVICES (continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
IP-LE-1.2. Court cases rate	1.2.1. Number of criminal court cases on GV carried out per year	EE	E	Registry of Judicial Decisions.		It is important to see not only the amount of court cases on GV taking place each year, but also the length of a legal process, from its starting to the realisation of the court case, which is usually the last phase of it.
		FI	E	Offences known by the police, annual statistics Violence against women in Finland Statistics Finland. The Yearbook of Justice Statistics		
		IT	D	Court		
		ES	E	General Council of Judicial Power Executive Report on the evaluation of the application of the organic law 1/2004		
	1.2.2. Number of months elapsed between the starting of the legal process and the carrying out of the court case	EE	D	Ministry of Justice, Report <i>Crime in Estonia 2007</i>	The duration of pre-trial proceeding by articles of Penal Code is measured. There is no precise information about duration of proceeding of IPV.	
		FI	D			
		IT	D	Court.		
		ES	P	General Council of Judicial Power	Raw data exist. It would be necessary to see the time elapsed.	
IP-LE-1.3. Outcome of the legal process	1.3.1. Outcome of the criminal legal process, per type: a. Restraining order b. Imprisonment c. Probation d. Financial compensation e. Others	EE	E	Registry of Judicial Decisions		It is suggested to use a multiple response question, since it is possible that more than one outcome take place simultaneously.
		FI	E	Statistics Finland. The Yearbook of Justice Statistics		
		IT	D			
		ES	E	Ministry of Justice		
IP-LE-1.4. Abandonment of the legal process	1.4.1. Percentage of women who have initiated a criminal legal process but who abandoned it at some point, and reasons: a. Economic reasons b. Fears in terms of safety c. Excessive length of the process d. Inability to face the aggressor during the court case e. Discouraging penal code or criminal procedure act	EE	D			It is suggested to use a multiple response question.
		FI	D	Offences known by the police, annual statistics Violence against women in Finland	VAW in Finland surveys has a question concerning the abandoning a legal process but it doesn't request for further explanation.	
		IT	D			
		ES	D			

I. EFFECTS OF GV REGARDING THE USE, ACCESS TO AND PERCEPTION OF THE LEGAL SYSTEM AND LEGAL AID SERVICES (continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
IP-LE-1.5. Protection measures	I.5.1. Percentage of victims (or legal representatives, relatives, magistrate, public prosecutor) who have asked for protection measures against the aggressor (out of the number of victims who report GV)	EE	D			Protection measures are ordered by court, which provisionally prohibit or limit maintenance of personal relations between the aggressor and the victim, or provide protection for the victim of gender violence. These measures include, for example, prohibited approach to the victim, protection for the victim, displacement from the family apartment/house...
		FI	E	Violence against women in Finland		
		IT	D			
		ES	E	Periodic Bulletin, Ministry of Equality General Council of Judicial Power		
	I.5.2 Number of months elapsed between requesting protection measures and getting them	EE	D			
		FI	D			
		IT	D			
		ES	P	Executive Report on the application of the organic law 1/2004	It gathers the number of protection measures requested and afterwards ordered by court, but not the time elapsed between these two actions. Presumably, there are raw data on this question.	
	I.5.3. Percentage of victims who do not obtain protection measures against their partner (out of victims who have asked for protection measures)	EE	D			
		FI	P	Offences known by the police, annual statistics	This indicator could be fed with the information that police has. It has not been produced for a separate statistic.	
		IT	D			
		ES	E	General Council of Judicial Power		

2. IMPACT OF GOING THROUGH A LEGAL PROCESS FOR WOMEN, AT EMOTIONAL, ECONOMIC, ADMINISTRATIVE, AND SAFETY LEVELS

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
IP-LE-2.1. SAFETY: Lack of safety	2.1.1. Percentage of broken restraining orders, out of the total number of orders accorded	EE	D			
		FI	E	Offences known by the police, Statistics Finland		
		IT	D	Police and Court		
		ES	E	Ministry of Equality		
	2.1.2. Percentage of victims who, despite of having a protection order, of perceive themselves and their children, unprotected and unsafe	EE	D			
		FI	D			
		IT	D			
		ES	D			
IP-LE-2.2. ADMINISTRATIVE: Repercussion of divorce on children's protection and custody	2.2.1. Percentage of divorced or separated victims who share the children custody with ex-partner	EE	D			It is important to make visible whether victims' children stay with the aggressor of their mother, which would be no coherent.
		FI	D			
		IT	D	Court		
		ES	P	General Council of Judicial Power	There are data on initiated civil procedures in parallel with the penal process.	
IP-LE-2.3. EMOTIONAL: Frustration with the legal system	2.3.1. Percentage of victims who feel that the legal system is not working properly to improve their situation	EE	D			
		FI	D			
		IT	D			
		ES	D			
IP-LE-2.4. EMOTIONAL: Exhaustion	2.4.1. Percentage of victims who feel exhausted during the legal process due to its length	EE	D			
		FI	D			
		IT	D			
		ES	D			
IP-LE-2.5. EMOTIONAL: Stress, anxiety and nervousness	2.5.1. Percentage of victims who suffer stress, anxiety and nervousness as a consequence of initiating a legal process	EE	D			The legal process, due to its length, complexity, with a lack of immediate results, can be an aggravating factor of the emotional condition of victims.
		FI	D			
		IT	D			
		ES	D			

2. IMPACT OF GOING THROUGH A LEGAL PROCESS FOR WOMEN, AT EMOTIONAL, ECONOMIC, ADMINISTRATIVE, AND SAFETY LEVELS (continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
IP-LE-2.6. EMOTIONAL: Labelling of women	2.6.1. Percentage of victims who have felt labelled by the professionals working in the legal sphere, and by the legal system itself.	EE	D			Labelling is understood as a way of negatively pointing at someone, classifying she under a category socially understood as deviant. Here, it is used to refer to the labelling that victims may be object of, due to entering in a legal process against their partner. This may be considered something wrong (under patriarchal eyes) and the victim may be seen as a problematic woman. Second victimisation may also be a feeling coming out due to this labelling.
		FI	D			
		IT	D			
		ES	D			
	2.6.2. Percentage of victims who have felt socially labelled (by family, friends, community) due to going through a legal process	EE	D			
		FI	D			
		IT	D			
		ES	D			
IP-LE-2.7. ECONOMIC: Economic difficulties to face the legal process	2.7.1. Percentage of victims who have asked for free legal assistance. ³	EE	D			Free legal assistance here is understood as a broad concept, covering not only the possibility of having a lawyer free of pay for the Court cases, but also of receiving free legal assistance at any point.
		FI	E	Violence against women in Finland		
		IT	D			
		ES	D		The Ministry of Equality has data on the number of victims who have requested legal assistance through the free hotline 016. Information about the demand of a free duty-solicitor could be obtained through the courts.	
	2.7.2. Percentage of victims who have received free legal assistance.	EE	D			
		FI	E		Finnish people are entitled for free legal assistance. All those who were asking for it received it for free.	
		IT	D			
		ES	D		The Ministry of Equality has data on the number of victims who have received free legal assistance through the hotline 016. Information about the granting of a free duty-solicitor could be obtained through the courts.	

3. See previous footnote.

III. Proposal of indicators to measure the effects of gender violence in the workplace context on women's life

Mervi Heikkinen, Elina Lukkonen and Raisa Jurva.

0. Impact of work place violence on the general emotional condition of women

AIM

These indicators are an attempt to better understand and to visualize the socio-cultural and emotional complexity of the impact of GV on the women in terms of awareness of the encountered violence and its nature, embarrassment, psychological exhaustion and fear. The set of indicators could be applied to all dimensions since they refer to the emotional dimension of the women during and after the GV experience.

The social meaning of fear has been very slowly comprehended as an important social indicator itself as well as social effect. Fear does influence all other dimensions of life, but also constitutes a basis from which the economic, legal, health, housing, social relationships and labour aspects should be understood. The emotional effects of GV have to be considered not only in terms of psychological effects for the women, but also as current constrictions that prevent women from resisting violence and leaving the violent situation. Thus, fear is a significant barrier for women. Women won't tell about the violence to anyone when being afraid of revenge or they avoid contact with others or societal activities in general. In this sense, the perspective is a multiple one – sociological, psychological, and individual.

Furthermore, these indicators are important because they refer to key aspects that do not depend on the women only; thus, the fear, the embarrassment or the exhaustion can be lightened to a certain extent by means of political measures, such as support services or awareness raising that will create a social context in which the women can feel secure and supported to finish the violent relation.

The lack of possibilities to victimization is an important element in understanding the social effects of gender violence has on individuals. The proper victim of gender violence, who immediately takes successful actions in changing the situation may be the hidden requirement of support service providers. This understanding is controversial. If a woman is not capable to act according to the expectations e.g. reporting to her supervisor of encountered violence she may end up 'lacking possibility of victimization' – hence becoming excluded from support services. These aspects influence the social effects of gender violence at work place that women as victims are living in.

Political impact

The social effects of violence are not only an indication of women's personality; the social context determines which conceptualizations of violence and ways of reacting are possible and culturally available for the women suffering violence. Equally, gender violence is not only an indication of the perpetrators personality, but it reveals gendered ideologies about the features that are considered to be typical for men and masculinity and for women and femininity. The socio-cultural context defines the way violence is understood, prevented and/or tolerated. In a society where heterosexist ideologies and practices have an hegemonic position, gender violence can remain hidden. Heterosexism offers a way to normalize gender violence and connect using violence to conventional masculinity. *In a context where gender violence is normalized, it is difficult to interpret acts as violence.* Gender violence can be hidden behind such

concepts as jealousy, possessiveness, hot temper or romantic love creating barriers in seeking and receiving help in their situation. Machismo and male domination cultures are contributing to maintaining an environment where the abuse of women is considered normal. In this context violence becomes a private matter and is seen to be a problem on an individual level.

Fear – being afraid – is clearly a social effect of potentiality of violence. Girls and women are socialized into being afraid of strange men and empty public spaces at night. Feeling vulnerable becomes a part of being a girl and a woman. Fear can be a rational feeling in some circumstances, but a strong and constant fear can be paralyzing and restrict one's opportunities in life. Fearful women refrain from going out in the night, which makes public space men's territory in the night-time. In this way fear contributes to immobilization of attacked women. Teaching girls to be fearful is connected to maintaining the heterosexist order with its biased power relations in the society: girls and women are considered to be vulnerable and to need fearless men to protect them from other, potentially dangerous and violent, men. The idea of womanhood and manhood becomes reality through socialization. In contrast, boys and men are taught to stand up for themselves and use violence to gain control. The social and cultural illusion of the perpetrator is that he is a stranger, not a man that the woman knows and trusts, which typically is the case in gender violence. In standard heterosexual pornography a woman is subordinated by a man, which is also the gender dynamic in heterosexism, where the man is in charge. The hegemonic position of pornography can contribute to normalization of gender violence towards women.

The gender system holds women responsible for the emotional sphere and well-being of relationships at the work place. Violence becomes a sign of woman's failure in maintaining an emotionally balanced relationship. A woman is supposed to provide love, care, and tenderness in order to compensate male hardness. Victims of gender violence often get blamed for provoking the batterer or for not leaving from an abusive work place, thus the responsibility is removed from the perpetrator. This can lead to women feeling ashamed of the victimization, and the situation creates a barrier for not seeking help. Women may feel that the perpetrator is not emotionally stable, and it is up to the woman to deflect the perpetrator from violence. Some victims continue to function despite the violence, and violence can have long-lasting and cumulative effects also. Women who have been in an abusive work place for years feel that their personality has been destroyed and they have stopped existing as individuals. Women's experiences could be described as losing one's integrity, which is a personal experience but it also requires contact with other people.

Sexual and sexist harassment is one special kind but not only in form of work place violence. Women can give different reasons why they do not consider having experienced sexual violence, in situations of unwanted sex: blaming themselves for letting it happen, not saying "no" clearly and strongly enough, lack of physical violence, no intercourse, caring for the perpetrator, minimizing the severity of the incident, and assuming it was not the man's intention to commit an act of sexual violence. *The way women interpret the incidents can change over time.* Women begin to consider the incident(s) as violence after thinking about what had happened, getting educational information about gender violence, realizing the incident had negative impact on her, and finding out the perpetrator had attacked other women in a similar way. *This indicates that the social effects of violence do not necessarily arise immediately after the incident and the social understanding of the gender violence has influence to the individual understanding and meaning making of the incidence.* Depending on the victim's ability to recognize gender violence, the effects can develop only after some time. By denying to interpret an incident as violence may serve as a coping strategy, in resisting to be victimized and therefore feeling vulnerable, weak, frightened, and losing control. *The concept 'continuum of violence' can be used to describe the prevalence of gender violence against women and the repetitiveness of gender violence in various spheres of life.* Women may encounter violence at the same time at work place and intimate partnership. A continuum from typical male behaviour to criminalized acts can be detected when studying women's experiences of gender violence. Sexual violence exists in most women's lives, in one form or another.

References of data sources

ESTONIA (EE):

- No reference found.

FINLAND (FI):

- Minna Piispa, Markku Heiskanen, Juha Kääriäinen and Reino Sirén. (2006) *Violence against women in Finland* (Naisiin kohdistunut väkivalta). Helsinki: Institute for Crime prevention and control, affiliate with the United Nations (HEUNI) (Yhdistyneiden kansakuntien yhteydessä toimiva Euroopan Kriminaalipoliitiikan Instituutti), 2006.

ITALY (IT):

- *Experiences and activities data* (Esperienze e dati sulle attività), 2006, Associazione volontarie del telefono Rosa (Women helpline: Telefono Rosa Voluntary Association), Torino. <http://www.telefonorosatorino.it>
- ISTAT Survey on “Citizens’ Security” the module on Sexual Harassment and Violence (*Indagine Istat sulla “Sicurezza dei cittadini”: modulo Molestie e Violenze sessuali*), 2006, Roma. http://www.istat.it/salastampa/comunicati/non_calendario/20070221_00/

SPAIN (ES):

- Ministry of Work and Social Affairs (Ministerio de Trabajo y Asuntos Sociales): Survey about quality of life at workplace. (Encuesta de calidad de vida en el trabajo). 2007
- Ministry of Work and Social Affairs. National Institute of Security and Hygiene at the Workplace (Ministerio de Trabajo y Asuntos Sociales. Instituto Nacional de Seguridad e Higiene en el trabajo): VI. National Survey about Working Conditions (VI. Encuesta Nacional de condiciones de trabajo), 2006.

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
WP-EM-I.I. Fear as a constriction/ barrier for an active agency	I.I.I. Percentage of victims who at work place are afraid, feel insecure or have panic attacks of: a. Going to work and working at their work place b. Lowering their ability to carry out their work successfully c. Going back to work e.g. after sick-leave d. protecting themselves to speak about suffered violence – silence	EE	D			
		FI	E	Violence against women in Finland	In a survey there is a multiple choice question and possibility to fill out the last line.	
		IT	P	ISTAT Survey on “Citizens’ Security”: the module on Sexual Harassment and Violence, 2006 Table 40	The Istat Survey shows only the following information: no partner.	
		ES	D	Survey about quality of life at workplace National Survey about Working Conditions	Data collects the particular incidents of GV and in a more general way the satisfaction with the atmosphere in the workplace and the relations among colleagues and between employees and employers. It would be necessary to include questions which cross those aspects with GV and go more in depth according to a, b, c, d.	

(continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
	I.1.2. Percentage of women who fear and feel a lack of safety when initiating a legal action a. Being afraid of encountering more GV at work place b. Fearing to loose the job c. Fear of loosing their career opportunities d. Fear of reprisals from the enterprise	EE	D			Possibility for categorization? no fear: Has filed a report for a police about the encountered violence or contacted the official work place mediators minor fear: Has told to the colleagues or friends moderate fear: Has told anonymously phone help line or such major fear: Has not ever told anyone about the violence at the work place
		FI	D			
		IT	P	ISTAT Survey on “Citizens’ Security”: the module on Sexual Harassment and Violence, 2006 Table 40	The Istat Survey shows only the following information: no partner.	
		ES	D			
WP-EM-I.2. Fear as constriction/ barrier for social sharing	I.2.1. Percentage of women who fear at the work place their a. colleagues b. supervisors c. other women d. other men e. social, cultural and educational activities f. family and partner – is not able to tell about the encountered WP-violence to them	EE	D			
		FI	D			
		IT	P	ISTAT Survey on “Citizens’ Security”: the module on Sexual Harassment and Violence, 2006 Table 40	The Istat Survey shows only the following information: no partner.	
		ES	D	Survey about quality of life at workplace National Survey about Working Conditions	a, b, c, d) Data collect the evaluation of the general relationships among colleagues and among colleagues and superiors, as well as the atmosphere at the workplace. It also asks about the confidence in the people at work. It would be necessary to ask directly about the relationships the interviewee has with other people at work and link these questions to GV.	

(continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
WP-EM-I.3. Embarrassment/shame as a constriction to act	I.3.1. Percentage of victims who have: a. Feeling of shame b. Sensation of loneliness b. Defensiveness c. Insecurity d. Contradictory feelings and feeling of confusion e. Different perception of themselves as social beings	EE	D			
		FI	E	Violence against women in Finland		
		IT	P	ISTAT Survey on "Citizens' Security": the module on Sexual Harassment and Violence, 2006 Table 40	The Istat Survey shows only the following information: no partner.	
		ES	D			
WP-EM-I.4. Low self-esteem as a constriction to act	I.4.1. Percentage of victims who have a. Feelings of shame (towards themselves and the others) b. Loss of self-esteem c. Loss of self-confidence	EE	D			
		FI	E	Violence against women in Finland		
		IT	P	ISTAT Survey on "Citizens' Security": the module on Sexual Harassment and Violence, 2006 Table 40	The Istat Survey shows only the following information: no partner.	
		ES	D			
WP-EM-I.5. Extended fear and exhaustion limiting ones life	I.5.1. Percentage of victims who feel insecure and fear at home because of the work place violence e.g.	EE	D			Possibility for categorization? no influence minor influence: Violent behavior follows to home e.g. mails moderate influence: Has to install security devices or guardian e.g. as a consequence of stalking major influence: Has to leave from house because of safety reasons
		FI	D			
		IT	P	ISTAT Survey on "Citizens' Security": the module on Sexual Harassment and Violence, 2006 Table 40	The Istat Survey shows only the following information: no partner.	
		ES	D			

I. Effects of workplace violence on the health dimension

AIM

Indicators of this dimension have the aim to measure:

- the impact that GV has on the physical and psychological health of women
- sexual/reproductive health and self-determination / decision making concerning their own body
- the women's access to and the use of health services

Political impact

Violence experienced at work and in the workplace limits, shatters and destroys a person's well-being. It lies heavy on the psyche and leads in to some extent to sleeping difficulties, from where it spreads to exhaustion and depression.

The proposal of indicators that follows makes visible the cumulative effects that GV at work place may cause on women's health. In this way, the focus lays more on consequences that the injuries may bring about. These indicators highlight short term and long term physical, psychological, and sexual/reproductive effects due to GV in women's lives, also showing the consequences of GV at the workplace in terms of 1) need and 2) access to professional support and help medical attention, medication, hospitalisation, access to health services, etc. as well as how these are overcome or not. Often, women are at a risk to suffer a second victimisation when bringing their issue up in the work place health care services. The lack of sensitisation of the professionals working in health services may leave the cause of the symptoms and injuries without adequate consideration. Also responsibility of the health care personnel to report further about victim of the GV at the work place should be further emphasised, so the perpetrator would not be left without sanctions and consequences.

Sexual/reproductive health and self-determination / decision making are crucial for women's well-being and integrity.

Sexual harassment in its various forms in the work place is one manifestation of gender violence and is questioning of the women's integrity. Fear has been identified as an important indicator and symptom of already existing violence. Since we would like to develop *GV indicators increasingly sensitive* in aim to develop policies that would be able to *prevent GV*, it is important to consider fear in survey questions and as a separate indicator of the bursting violence. This clearly influences the responsibilities and procedures of the health and medical personnel to interfere when violence at the workplace comes up.

Consequences of GV in women's health appear as "multiple effect" and can be useful to elaborate new workplace policies and new interventions to improve social and health services at the work places. These indicators can provide an evaluation of the usefulness of the current services for women who have suffered GV at the work place and a suggestion of how work place health services should be developed to better fulfil the needs of these women and other women at the workplace in order to better prevent gender based violence. Procedures of the work place health personnel to interfere when

violence at the workplace appears should be developed and zero tolerance to GV at workplace should be enforced in every European work place.

Vulnerable groups for work place violence are generally identified groups of women, temporary housing or homeless women, institutionalised women e.g. mental health departments (participating to the rehab labour), migrants, disabled, elderly, non-heterosexuals, ethnic minorities, or religious minority groups, youth etc. Also socio-economical class may have various implications when it comes to work place violence.

General methodological observations

There exist some national and European surveys collecting data about gender violence at work which are disaggregated by gender. Some difficulties regarding the viability do exist, because the existing studies and data on gender violence usually present quite different characteristics from the data suggested here to be used. In GVEI proposal of indicators, the focus is on the micro- (individual) and meso-levels (organisational). There might be some data available, but most likely available data is on the macro level (society). GVEI data is based on interviews of only those women who have suffered violence themselves, whereas the data on GV surveys in general is collected from the whole population or female population. In some cases this problem may be solved by cross-tabulating the original data (the answers of all women to the questionnaire) and comparing those answers to the data of those women who have suffered GV. Whereas the aim of the indicators proposed here is to measure the effects of GV at work place, research on GV usually focuses on the phenomenon of violence and rarely on the consequences of it. It would be very important to consider various kinds of perpetrators on the workplace: customers, colleagues or supervisor, but in GVEI we just focus on co-workers.

Information on the gender segregation on the work place should also be included – the percentual division between women and men workers at the work place – see e.g. “European Working conditions survey” analyses violence at the workplace 1.) by company size; 2.) by the form of violence; 3.) by sex and age and 4.) by sector e.g. female dominated sectors report in surveys high incidence rate.

These indicators should be crossed with the following variables: age, nationality and origin, structure of the household, legal/administrative situation, sector of work activity but also socio-economical status, religion, and ethnical background.

In addition it would be important to have the data according to: **Prevalence** – Number of incidents per year – IDEM, **Severity** – a.) Frequency of incidents: repetition b.) Injury: *no injury*: but fear, alarm, distress or pain; *minor injury*: such as bruising, scratches, bleeding, non-penetrative sexual assault; *moderate injury*: the description is missing; *severe injury*: broken bones or teeth, attempted strangulation, rape and other penetrative sexual assaults, trafficking, FGM; and *death*.

In the health dimension, we suggest to consider effects occurred:

- in the last 12 months
- in the last 5 years
- throughout the life from 16 years old onwards – as recommended in various reports and guidelines for indicators.

References of data sources

ESTONIA (EE):

- Unt, M., Oras, K. (2008). Survey on determinants of reproductive behaviour in Estonia 2008. Office of the Minister for Population (*Sündimust mõjutavad tegurid Eestis 2008. Rahvastikuministri büroo*).

- Ministry of Social Affairs. Death Causes Registry. Statistical data, (*EV Sotsiaalministeerium. Surma Põhjuste Register, SPR*).
- Estonian-Swedish Mental Health and Suicidology Institute (*Eesti-Rootsi Vaimse Tervise ja Suitsidoloogia Instituut – ERSI*).
- National Institute of Health Development. Statistical data (*Tervise Arengu Instituut – TAI*).

FINLAND (FI):

- Work and health in Finland 2006 (*Työ ja terveys Suomessa 2006*) Kauppinen T, Hanhela R, Heikkilä P, Kasvio A, Lehtinen S, Lindström K, Toikkanen J, Tossavainen A (eds.) Finnish Institute of Occupational Health (FIOH) (*Työterveyslaitos*), Helsinki 2007.
- Violence against women in Finland 2005 (*Naisiin kohdistunut väkivalta 2005*) – Minna Piispa, Markku Heiskanen, Juha Kääriäinen and Reino Sirén (2006) Helsinki: Institute for Crime prevention and control, affiliate with the United Nations (HEUNI), 2006. Publication series No. 51. (*Yhdistyneiden kansakuntien yhteydessä toimiva Euroopan Kriminaalipoliitikan Instituutti (HEUNI)*)

ITALY (IT):

- Women Project (*Progetto Donna*), National Survey by the ANEMGI Onlus Association of Neurogastroenterology and Gastrointestinal Motility, (*Indagine Nazionale di ANEMGI Onlus, Associazione per la NeuroGastroenterologia e la Motilità Gastrointestinale*) 1997, in collaboration with the University “La Sapienza” and with several Italian Antiviolence Centres, (Roma in collaborazione con Università “La Sapienza” e con alcuni Centri Antiviolenza presenti in Italia).
- Care ways for immigrant women. Experiences and models of interventions (*Percorsi di cura delle donne immigrate. Esperienze e modelli di intervento*), 2001, di Marta Castiglione, Franco Angeli, Milano.
- ISTAT Survey on “Citizens’ Security”: the module on Sexual Harassment and Violence (*Indagine ISTAT sulla “Sicurezza dei cittadini”: modulo Molestie e Violenze sessuali*), 2006, Roma; http://www.istat.it/dati/dataset/20070615_00/.
- Experiences and activities data (*Esperienze e dati sulle attività*), 2006, Women helpline: Telefono Rosa Voluntary Association (*Associazione volontarie del telefono Rosa Torino*). <http://www.telefonorosatorino.it>
- Silence and words. National Report Network against abuse of the Italian towns participating in URBAN (*Il silenzio e le parole. Il Rapporto nazionale Rete Antiviolenza tra le città Urban-Italia*), 2006; Department of Rights and Equal Opportunities (*Dipartimento per i Diritti e le Pari Opportunità*) Franco Angeli, Milano.
- Mortal working injury (*Infortuni mortali sul lavoro*), National Survey made from January 2006 to December 2007 (Indagine nazionale condotta da gennaio 2006 a dicembre 2007), Working accident victims and disabled National Association – Source INAIL (*Elaborazione ANMIL, Associazione Nazionale Mutilati e Invalidi del Lavoro – Fonte INAIL*), <http://www.professionesicurezza.it/2008/03/8-marzo-quasi-cento-donne-morte-sul.html>
- Culpable homicide in Italy, Report EURES (*L’omicidio volontario in Italia. Rapporto EURES*) 2007, edited by Fabio Piacenti (*a cura di Fabio Piacenti*) ANSA, Roma.
- Profession woman, labour and injury: the gender differences (*Mestiere donna Lavoro e infortuni: le differenze di genere*), Febbraio 2008, Female data bank, Statistic Observatory, INAIL, National Institute for the accident working insurance (*Banca dati al femminile Osservatorio statistico INAIL, Istituto Nazionale per l’Assicurazione contro gli Infortuni sul Lavoro*).
- ISTAT Survey on Statistics on suicide and suicide attempts (*Indagine Istat “Statistica dei suicidi e dei tentativi di suicidio”*), National Survey made from 2005 to 2007 (Indagine nazionale condotta dal 2005 al 2007), 2008, Roma. http://www.istat.it/dati/dataset/20080916_00/ http://www.stopmobbing.org/article.php3?id_article=39
- ISPEL High Institute for Prevention and Work Safety (*Istituto Superiore per la Prevenzione e la Sicurezza del Lavoro*) <http://www.ispesl.it/>.

SPAIN (ES):

- Ministry of Work and Social Affairs (*Ministerio de Trabajo y Asuntos Sociales*): Survey about quality of life at workplace (*Encuesta de calidad de vida en el trabajo*) 2007.

- National Statistics Institute (*Instituto Nacional de Estadística, INE*). Living Conditions Survey. (*Encuesta de Condiciones de vida*). Madrid, 2007.
- National Statistics Institute (*Instituto Nacional de Estadística, INE*) in collaboration with the Ministry of Health and Consumers Affairs (*Ministerio de Sanidad y Consumo*). National Health Survey (*Encuesta Nacional de Salud*), 2006.
- Ministry of Work and Social Affairs. National Institute of Security and Hygiene at the Workplace (*Ministerio de Trabajo y Asuntos Sociales. Instituto Nacional de Seguridad e Higiene en el trabajo*):VI. National Survey about Working Conditions (*VI. Encuesta Nacional de condiciones de trabajo*), 2006.
- National Statistics Institute (*Instituto Nacional de Estadística, INE*). Survey of active population. (*Encuesta de población activa*). 2005

I. EFFECTS OF GV AT THE WORK PLACE IN THE PHYSICAL HEALTH

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
WP-HE-I.1 Death	I.1.1. Number of women who died because of GV at the work place every year at a national level per 100.000 inhabitants	EE	D	Death Causes Registry (SPR) under Ministry of Social Affairs	SPR collects data on causes of death ¹ (including different injuries and homicides but not the causes of them). It is necessary to add the cause of GV	
		FI	D			
		IT	D			
		ES	D			
WP-HE-I.2 Severe physical injury rate Permanent impairments	I.2.1. Percentage of women who have suffered of permanent impairments as consequence of GV (as broken bones, loss of teeth, loss of sight, hearing, etc)	EE	D		Data collect effects like burnings, loss of parts of the body, hearing problems, etc. Questions should be crossed with answers from respondents saying that they are suffering GV at workplace	
		FI	D			
		IT	D			
		ES	P	National Survey about Working Conditions		
WP-HE-I.3. Minor physical injury rate	I.3.1. Percentage of victims who have suffered physical lesions (as black eye, head traumas, bruises, blows, wounds, contusion, unconsciousness, others) as consequence of GV at work place.	EE	D	TAI gathers data on injuries (very detailed and categorised, but without any causes) and generally injuries caused by assault. It would be necessary to add GV as a cause		
		FI	D			
		IT	P	ISTAT Survey on "Citizens' Security": the module on Sexual Harassment and Violence, 2006 Tables 32-33		

I. All causes of death, also injuries and diseases are registered in Estonia according to International Classification of Diseases (10th version).

I. EFFECTS ON GV AT THE WORK PLACE IN THE PHYSICAL HEALTH (continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
		ES	P	National Survey about Working Conditions	Data collect whether physical lesions occurred at the workplace. Questions should be crossed with answers from respondents saying that they are suffering GV at workplace.
WP-HE-I.4 Prolonged psychosomatic symptoms and illness rate	I.4.1. Percentage of women who have suffered of an aggravation of chronic diseases as consequence of GV	EE	D		
		FI	P	Work and Health 2006	Survey is consisting questions on chronic diseases as an effect of working conditions. Questions should be crossed with GV questions at workplace.
		IT	D		
		ES	P	National Survey about Working Conditions	Data ask about the presence of chronic diseases as an effect of working conditions. Questions should be crossed with answers from respondents saying that they are suffering GV at workplace.
	I.4.2. Percentage of women who have suffered a rise of addiction behaviour (alcohol, smoking, drugs and games) as consequence of GV	EE	D		
		FI	D		
		IT	D		
		ES	D		
	I.4.3. Percentage of women who have suffered of development of chained illnesses as consequence of GV	EE	D		
		FI	D		
		IT	D		
		ES	D		Chained illnesses refer to the condition of a woman when she has an illness after another. The reason behind of this may be the lowered general condition or constant stress that makes women vulnerable for illness.
	I.4.4. Percentage of women who have suffered of long term physical illnesses (in some cases without rehabilitation) as consequence of GV	EE	D		
		FI	D		
		IT	D		
		ES	P	National Survey about Working Conditions	Data ask about the presence of physical diseases, including long term ones, as an effect of working conditions. Questions should be crossed with answers from respondents saying that they are suffering GV at workplace.

2. EFFECTS OF GV AT THE WORK PLACE IN THE PSYCHOLOGICAL HEALTH

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
WP-HE-2.1 Suicide	2.1.1. Number of women who commit suicide because of GV at the work place every year at a national level	EE	D	Estonian-Swedish Mental Health and Suicidology Institute (ERSI).	ERSI collects data on the suicides and the attempts of suicide, their methods, and causes. Until now they have not registered GV as a cause.	This indicator is almost impossible to measure. There exist data about suicides, but usually it is impossible to know the reason behind that. However it is a serious effect that should not be forgotten.
		FI	D			
		IT	E	Istat survey on suicide and suicide attempt statistic, 2008		
		ES	D			
WP-HE-2.2. Severe mental health illness rate	2.2.1. Percentage of women who have suffered psychological health symptoms as a consequence of GV that can be classified under psychosis, suicide thoughts, or depression (sadness, fears, auto blaming, distrust, apathy, anger, despair, loneliness, insecurity, panic attacks, low self-esteem, loss of self-confidence, tension, grief, others, ...)	EE	D	National Institute of Health Development (TAI).	Information about GV as a cause is not collected.	
		FI	P	Work and Health 2006	Survey is consisting questions on psychological health symptoms as an effect of working conditions. Questions should be crossed with GV questions at workplace.	
		IT	P	Local research	School of Management (SDA) Bocconi analysed people, from 1996 up to the present, who had access to the health services of the Labour Clinic in Milano and that had therapeutic/psychiatric support for 3 days. The survey shows that a relevant percentage of them has suffered of adaptation disorders and/or post-traumatic stress disorders, as a consequence of GV.	
		ES	P	National Survey about Working Conditions	Data collect information on psychological effects due to working conditions. Questions should be crossed with answers from respondents saying that they are suffering GV at workplace.	

2. EFFECTS OF GV AT THE WORK PLACE IN THE PSYCHOLOGICAL HEALTH (*continued*)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
WVP-HE-2.3 PROLONGED psychosomatic disorders rate	2.3.1. Percentage of women who have suffered as a consequence of GV: a. Anorexia b. Low self-esteem c. Low self-confidence d. Lack of memory e. Attempt to deny the reality f. Change of character (becoming reserved, suspicious) g. Sleeping disorders	EE	D	a, g) National Institute of Health Development (TAI). b-f) no information	Information about GV as a cause is not collected.	See WHO's ICD-10 classification.
		FI	P	Work and Health 2006	Survey is consisting of questions on psychosomatic disorders as an effect of working conditions. Questions should be crossed with GV questions at workplace.	
		IT	P	ISTAT Survey on "Citizens' Security": the module on Sexual Harassment and Violence, 2006 Table 40	The Istat Survey shows only the following information: no partner	
		ES	D (a, e, f) P (b, c, d, g)	National Survey about Working Conditions National Survey about Working Conditions	Data collect information concerning b,c,d and g. In these cases, questions should be crossed with answers from respondents saying that they are suffering GV at workplace.	
WVP-HE-2.4 Psychological symptoms rate	2.4.1. Percentage of women who have suffered as a consequence of GV e.g.: a. Lack of concentration; perception, attention b. Obsession on their problems c. Listlessness d. Auto blaming	EE	D			See WHO's ICD-10 classification.
		FI	P	Work and Health 2006	Survey is consisting of questions on psychosomatic disorders as an effect of working conditions. Questions should be crossed with GV questions at workplace.	
		IT	P	ISTAT Survey on "Citizens' Security": the module on Sexual Harassment and Violence, 2006 Table 40 Local Survey by Udi, Italian Women Union, Genova.	The Istat Survey shows only the following information: no partner	
		ES	D (d) P (a, b, c)	National Survey about Working Conditions National Survey about Working Conditions	Data collect information concerning a, b, c. In these cases, questions should be crossed with answers from respondents saying that they are suffering GV at workplace.	

3. EFFECTS OF **GV** AT THE WORK PLACE ON REPRODUCTIVE AND SEXUAL HEALTH

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
WP-HE-3.1. Rate of limited choices on maternity	3.1.1. Percentage of women who have suffered limited choices on maternity as a consequence of GV	EE	E	Survey on determinants of reproductive behaviour 2008. <i>Office of the Minister for Population</i>		Integrity and decisions concerning one's own body – Effects on the reproductive and sexual health and self-determination – rape – influence to one's sexuality – losing one's control – promiscuity – accumulation
		FI	D			
		IT	D			
		ES	D	Survey about quality of life at workplace	Data collects whether women have experienced or could experience discrimination/ prejudice due to maternity. It would be necessary to ask victims what impact this has/had on their choices on maternity.	
WP-HE-3.2. Rate of psychosomatic symptoms and illnesses due to experiencing GV	3.2.1. Percentage of women who have suffered psychosomatic health problems due to experiencing GV	EE	D			
		FI	P	Work and Health 2006	Survey is consisting of questions on psychosomatic disorders as an effect of working conditions. Questions should be crossed with GV questions at workplace.	
		IT	D			
		ES	D	National Survey about Working Conditions		
WP-HE-3.3 Psychosomatic intimacy problems	3.3.1. Percentage of women who have suffered intimacy problems in close relationships as a consequence of GV	EE	D			
		FI	D			
		IT	P	ISTAT Survey on "Citizens' Security": the module on Sexual Harassment and Violence, 2006 Table 40	The Istat Survey shows only the following information: no partner	
		ES	D			

4. ACCESS AND USE OF HEALTH SERVICES DUE TO GV AT THE WORK PLACE

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
WP-HE-4.1. Need of medication	4.1.1. Percentage of women who declare the need of medication as a consequence of GV	EE	D		<p>Services for a woman who has encountered GV at work place What help and support she would have needed? What help she was offered? What help she has used?</p> <p>– medication – medical attention – hospital treatment – therapeutic support – psychiatric support</p>
		FI	D		
		IT	P	<p>ISTAT Survey on “Citizens’ Security”: the module on Sexual Harassment and Violence, 2006 Table 34</p> <p>Silence and Words. National Report Network against abuse of the Italian towns participating in URBAN, Department of Rights and Equal Opportunities</p>	
		ES	D	National Survey about Working Conditions	
	4.1.2. Percentage of women who received medication as a consequence of GV	EE	D		
		FI	D		
		IT	P	<p>ISTAT Survey on “Citizens’ Security”: the module on Sexual Harassment and Violence, 2006 Table 35</p> <p>Silence and Words. National Report Network against abuse of the Italian towns participating in URBAN, Department of Rights and Equal Opportunities</p>	
		ES	D	National Survey about Working Conditions	

4. ACCESS AND USE OF HEALTH SERVICES DUE TO GV AT THE WORK PLACE (continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
	4.1.3. Percentage of women who were offered medication by initiative of the professional and had access to medication	EE	D			<p>The Istat Survey shows only the following information: no partner</p> <p>The Urban Research doesn't show a difference between the IPV and WV</p>
		FI	D			
		IT	P	<p>ISTAT Survey on "Citizens' Security": the module on Sexual Harassment and Violence, 2006 Table 36</p> <p>Silence and words. National Report Network against abuse of the Italian towns participating in URBAN, Department of Rights and Equal Opportunities</p>		
		ES	D	National Survey about Working Conditions		
WP-HE-4.2. Need to receive emergency attention	4.2.1. Percentage of women who declare the need of receiving emergency attention as a consequence of GV	EE	D			<p>The Urban Research doesn't show a difference between the IPV and WV</p>
		FI	D			
		IT	P	<p>Silence and Words. National Report Network against abuse of the Italian towns participating in URBAN, Department of Rights and Equal Opportunities</p>		
		ES	D	National Survey about Working Conditions		
	4.2.2. Percentage of women who had an access to emergency attention as a consequence of GV	EE	D	National Institute of Health Development (TAI).	TAI collects data on the number of persons received emergency treatment in the case of violence. It would be necessary to add the cause of GV.	
		FI	D			
		IT	P	<p>Silence and Words. National Report Network against abuse of the Italian towns participating in URBAN, Department of Rights and Equal Opportunities</p>	The Urban Research doesn't show a difference between the IPV and WV	

4. ACCESS AND USE OF HEALTH SERVICES DUE TO GV AT THE WORK PLACE (continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
		ES	D	National Survey about Working Conditions	The survey asks whether the respondent has received medical treatment/assistance as a consequence of an accident in the workplace. It could include as a consequence of GV experience as well.
	4.2.3. Percentage of women who were offered and had access to emergency attention as a consequence of GV	EE	D		
		FI	D		
		IT	P	Silence and Words. National Report Network against abuse of the Italian towns participating in URBAN, Department of Rights and Equal Opportunities	The Urban Research doesn't show a difference between the IPV and WV
		ES	D	National Survey about Working Conditions	The survey asks whether the respondent has received medical treatment/assistance as a consequence of an accident in the workplace. It could include as a consequence of GV experience as well.
WP-HE-4.3. Hospital treatment	4.3.1. Percentage of women who declare the need of hospital treatment	EE	D		
		FI	E	Violence Against Women in Finland 2005	
		IT	P	Silence and Words. National Report Network against abuse of the Italian towns participating in URBAN, Department of Rights and Equal Opportunities	The Urban Research doesn't show a difference between the IPV and WV
		ES	D		
	4.3.2. Percentage of women who went to have hospital treatment	EE	D		
		FI	E	Violence Against Women in Finland 2005	
		IT	P	Silence and words. National Report Network against abuse of the Italian towns participating in URBAN, Department of Rights and Equal Opportunities	The Urban Research doesn't show a difference between the IPV and WV

4. ACCESS AND USE OF HEALTH SERVICES DUE TO GV AT THE WORK PLACE (continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
		ES	P	National Survey about Working Conditions	The survey asks whether the respondent has consulted a doctor for any health problem derived from the work. Questions should be crossed with answers from respondents saying that they are suffering GV at workplace.	
	4.3.3. Percentage of women who had an access to hospital treatment	EE	D			
		FI	D	Violence Against Women in Finland 2005		
		IT	P	Silence and Words. National Report Network against abuse of the Italian towns participating in URBAN, Department of Rights and Equal Opportunities	The Urban Research doesn't show a difference between the IPV and WV	
		ES	P	National Survey about Working Conditions	The survey asks whether the respondent has consulted a doctor for any health problem derived from the work. Questions should be crossed with answers from respondents saying that they are suffering GV at workplace.	
WP-HE-4.4. Therapeutic / psychiatric support	4.4.1. Percentage of women who declare the need of therapeutic / psychiatric support as a consequence of GV	EE	D			
		FI	E	Violence Against Women in Finland 2005	The survey has multiple choice questions asking what kind of help the woman did look for and if she was satisfied for that service.	
		IT	P	ISTAT Survey on "Citizens' Security": the module on Sexual Harassment and Violence, 2006 Table 37 Silence and Words. National Report Network against abuse of the Italian towns participating in URBAN, Department of Rights and Equal Opportunities	The Istat Survey shows only the following information: no partner The Urban Research doesn't show a difference between the IPV and WV	
		ES	D			

4. ACCESS AND USE OF HEALTH SERVICES DUE TO GV AT THE WORK PLACE (continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
	4.4.2. Percentage of women who had therapeutic / psychiatric support as a consequence of GV	EE	D	National Institute of Health Development (TAI).	There is available data on the number of hospitalised persons by diseases, the bed-days, and the average duration of treatment at hospital. No information about GV as a cause.
		FI	E	Violence Against Women in Finland 2005	The survey has multiple choice questions asking what kind of help woman did look for and if she was satisfied for that service.
		IT	P	Silence and Words. National Report Network against abuse of the Italian towns participating in URBAN, Department of Rights and Equal Opportunities	The Urban Research doesn't show a difference between the IPV and WV
		ES	P	National Survey about Working Conditions	The survey asks whether the respondent has consulted a doctor for any health problem derived from the work. Questions should be crossed with answers from respondents saying that they are suffering GV at workplace.
	4.4.3. Percentage of women who had access to therapeutic services.	EE	D		
		FI	D	Violence Against Women in Finland 2005	
		IT	D		
		ES	P	National Survey about Working Conditions	The survey asks if the respondent has consulted a doctor for any health problem derived from the work. Questions should be crossed with answers from respondents saying that they are suffering GV at workplace.

2. Effects of work place violence on the labour dimension

AIM

Indicators of this dimension have the aim to measure:

- effects of GV on the women's labour situation
- effects of GV in the performance of the work
- effects of GV on the women's professional career
- the employers' relation to the GV as a phenomenon

Political impact

Violence in the workplace brings with it many kinds of stresses, restraints and shackles. Harassment cases may vary: harassers remaining the same and the harassment taking place in the same context from start to finish. The violence may also take many forms in which the number of harassers vary over time. Women may experience violence in separate workplaces, and in which the violent incidents may vary. Violence has concrete effects on the carrying out of work and in orientating themselves to work. Women have to leave working life altogether due to the violence, to change their place of work, to become part-time workers due to the violence or in some cases women are unable to find an alternative work elsewhere due to their education and the specificity of their field, they change their work. As a consequence of violence, women are forced to give up their hopes of doing just the work they wanted. They have gone on leave of absence to search for suitable alternative work.

Three means of managing work at a violent workplace can be identified from the interviews: social isolation, a single supportive personal relationship/wider support network and independent work. These three means of survival were partly used simultaneously. Women who take extended sick leaves and leave working life may not have any of these means available. Some women may find some energy to resist the incidents of violence at the beginning. When violence emerges at a workplace it may only in the long run be coped with through a safety plan. Usually, the plan includes a change of career or locality. Women who do not have the possibility of getting work in their own field may have alternatives part-time work, setting up their own business and shifting their work differently.

Sexual harassment in its various forms in the work place is a manifestation of gender violence and is questioning of the women's integrity. Sexual violence overwhelmingly affects ability to work. Women may not receive any help following her withdrawal from social life in spite of having asked for it. The potential of the violence and the violence perpetrator's presence results in clear and great fear. *The fear has a paralysing effect on their work.* Violence typically appears as character defamation, shaming, threatening, putting down, shouting, public humiliation and the limiting and prevention of work. Work restriction involved the lack of working space and instruments, preventing use of resources, stealing and misuse of ideas and the forbidding of independent work. Character defamation acts as a prevention to carry out work and advance in her career. Violence at the workplace means that the victims do not have a so-called "voice" neither they feel they are heard. Oppression means that women do not have a say in matters that concern them and become the objects of so-called disciplinary procedures.

Women portrayed the violence at work as having a direct or indirect restricting effect on their work. The purpose of the perpetrator of violence is to publicly humiliate them. The behaviour of all the women changed at least to some extent as a consequence of the violence. Some of the women excel themselves and go beyond their powers so that their work would please the perpetrator of violence. As a result women suffer from some level of depression and their ability to work concretely diminishes.

These indicators highlight short term and long term effects due to GV in women's work lives, also showing the consequences of GV at the workplace in terms of 1) need and 2) access to professional help or supervisor and 3) sanctions for the perpetrator.

Consequences of GV in women's labour dimension appear as "multiple effect". Labour issues are crucial for **women's well-being and autonomy – agency**. Work place is one organisation that influences the woman's self-definition and understanding. **This clearly influences the responsibilities and procedures of co-workers and supervisors as well as for the personnel to interfere when violence at the workplace comes up.** EC has enforced European countries to improve their gender equality legislation so that the EC directives would be fulfilled. Especially women's equal rights on the labour market are emphasised. It is important to gather information of the existing conflict resolution procedures and practices at the workplace, but also elaborate new workplace policies and new interventions to improve equal relationships at the workplace.

Especially vulnerable groups are homeless, institutionalised women e.g. mental health departments, women who are in temporary housing, migrants, disabled, elderly, non-heterosexuals, ethnic minorities, or minority religious groups. Also socio-economical class may have implications to vulnerability.

General methodological observations

These indicators should be crossed with the following variables: age, nationality and origin, structure of the household, legal/administrative situation, sector of work activity but also socio-economical status, religion, and ethnical background.

In the social relationships dimension, we suggest to consider effects occurred:

- in the last 12 months
- in the last 5 years
- throughout the life from 16 years onward – as recommended in various reports and guidelines for indicators. 16 year olds are allowed to take part in the part time work and may be vulnerable because of their young age.

References of data sources

ESTONIA (EE):

- Estonian Labour Force Survey (ELFS). Estonian Statistics (*Eesti tööjõu-uuring. Eesti Statistika.*)
- Labour Inspectorate (*Tööinspektsioon*).
- Gender Equality and Equal Treatment Commissioner, (*Soolise võrdõiguslikkuse ja võrdse kohtlemise volinik*)..
- Estonian Social Survey, Estonian Statistics (*Eesti Sotsiaaluuring. Eesti Statistika*).

FINLAND (FI):

- Quality of work life survey (Työolotutkimus) Statistics Finland (Tilastokeskus). http://www.stat.fi/til/tyoolot/index_en.html
- Violence against women in Finland 2005 (*Naisiin kohdistunut väkivalta 2005*) – Minna Piispa, Markku Heiskanen, Juha Kääriäinen and Reino Sirén (2006) Helsinki: Institute for Crime prevention

and control, affiliate with the United Nations (HEUNI), 2006. Publication series No. 51. (Yhdistyneiden kansakuntien yhteydessä toimiva Euroopan Kriminaalipolitiikan Instituutti (HEUNI)

ITALY (IT):

- ISTAT Survey on “Citizens’ Security”: the module on Sexual Harassment and Violence, (*Indagine ISTAT sulla “Sicurezza dei cittadini”: modulo Molestie e Violenze sessuali*) 2004, Roma. www.istat.it/salastampa/comunicati/non_calendario/20041217_00/testointegrale.pdf -
- Experiences and activities data, Women helpline, Telefono Rosa Voluntary Association 2006, (*Esperienze e dati sulle attività, Associazione volontarie del telefono Rosa*), Torino. <http://www.telefonorosatorino.it>
- ISTAT Survey on “Citizens’ Security”: module on Sexual Harassment and Violence (*Indagine ISTAT sulla “Sicurezza dei cittadini”: modulo Molestie e Violenze sessuali*), 2006, Roma. http://www.istat.it/dati/dataset/20070615_00/.
- *Mobbing*, 2006, Autori Vari, Giuffrè Editore, Milano.
- Gender discrimination cases in Torino province (*Casi di discriminazione di genere nella provincia di Torino*), gennaio 2006 – luglio 2007 (January 2006- July 2007), edited by Equal Opportunities Regional Consultant of Piemonte (a cura della Consigliera di Parità della Provincia di Torino).
- Rise the head...lay down the arms, (*Su la testa... giù le mani*), Equal Opportunities Regional Commission and Equal Opportunities Regional Consultant of Piemonte. (Commissione Regionale Pari Opportunità e della Consigliera Regionale di Parità del Piemonte) <http://www.kila.it/violenza-di-genere-norme-e-strumenti-di-tutela.html>
- Let’s strengthen the rights (*Diamo gambe ai diritti*), A practical manual against harassment and mobbing, Equal Opportunities Regional Commission and Equal Opportunities Regional Consultant of Piemonte. (*manuale contro le molestie ed il mobbing*, a cura della Commissione Regionale Pari Opportunità e della Consigliera Regionale di Parità del Piemonte) <http://www.kila.it/violenza-di-genere-norme-e-strumenti-di-tutela.html>
- Gender Discrimination in workplace (*Discriminazione di genere in ambito lavorativo*), Survey on several cases studied by the Equal Opportunities Consultants, (Isfol Indagine conoscitiva di casi trattati Dalle Consigliere di Parità, Isfol,).

SPAIN (ES):

- Ministry of Work and Social Affairs (Ministerio de Trabajo y Asuntos Sociales): Survey about quality of life at workplace Encuesta de calidad de vida en el trabajo).
- National Statistics Institute (Instituto Nacional de Estadística, INE). *Living Conditions Survey*. (Encuesta de Condiciones de vida). Madrid, 2007
- National Statistics Institute (Instituto Nacional de Estadística, INE). Survey about uses of time 2002-2003 (Encuesta de Empleo del Tiempo 2002-2003).
- Ministry of Work and Social Affairs. National Institute of Security and Hygiene at the Workplace (Ministerio de Trabajo y Asuntos Sociales. Instituto Nacional de Seguridad e Higiene en el trabajo): VI. National Survey about Working Conditions (VI. Encuesta Nacional de condiciones de trabajo), 2006.

I. EFFECTS OF GV ON THE WOMEN'S LABOUR SITUATION

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
WP-LA-1.1. Inactivity at the labour market	1.1.1. Percentage of victims who are inactive (do not work and do no look for a job)	EE	P	Estonian Labour Force Survey, ELFS.	It would be necessary to add GV as a reason for inactivity.	
		FI	E	Violence against women in Finland 2005	This should be cross checked together with survey questions.	
		IT	D			
		ES	D	Survey about uses of time 2002-2003	Data collect whether respondents are searching for work. It should be specified whether they are currently occupied or not and what are the reasons for searching for work. A question about GV should be included.	
	1.1.2. Percentage of victims who report to become inactive due to the GV: a. Bad health state (physic and psychological) b. Interferences of the aggressor (harassment, threats to the victim or to the employer...)	EE	D (a) D (b)	Estonian Labour Force Survey (ELFS), Estonian Social Survey (ESU)	a. In ELFS and ESU the causes of being inactive (incl. diseases, injuries or disability) are asked. It would be necessary to add the reason of GV. b. No information available.	Since they have been in a labour relation earlier if they have suffered GV at WP.
		FI	E	Violence against women in Finland 2005	Survey question 26. is multiple choice of the consequences of violence. For the last line it is possible to fill if un	
		IT	D			
		ES	D	Survey about uses of time 2002-2003	Data collect the activity status of respondents. A question about reasons for being inactive should be included with regard to GV.	
WP-LA-1.2. Loosing one's job	1.2.1. Percentage of victims who report to have lost their job as a consequence of GV: a. Quitting the job in order to avoid harassment by the perpetrator b. Quitting the job forced by perpetrator c. Quitting the job from the partner's recommendation d. Quitting the job because of poor emotional state e. Being fired	EE	D			Partner may be the only one to whom the victim of the work place violence may open up and rely on with her experience. Partner may have limited resources for help and support, so demand to quit violent job may be the one of them.
		FI	E	Violence against women in Finland 2005	Survey question 26 is multiple choice of the consequences of violence. For the last line it is possible to fill whether loosing one's job.	
		IT	E	ISTAT Survey on "Citizens' Security": the module on Sexual Harassment and Violence, 2004 Table 21 Local Survey by Udi, Italian Women Union, Genova.	Table 21 shows the GV effects during the lifetime and last 3 years.	

I. EFFECTS OF GV ON THE WOMEN'S LABOUR SITUATION (continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
		ES	D	Living Conditions Survey	Data collect reasons for job changing. It should also be asked about job leaving without having a new one. A question should be added regarding a, b, and c.	
WP-LA-I.3 Experienced disciplinary procedures	I.3.1. Percentage of victims who have experienced sanctions a. threats or coercion if victim intends to inform of violence to a. relevant person, or b. for being on sick-leaves c. Being forced to sign up or accept changes in work conditions (i.e. part-time work) d. Being threatened with firing if they do not follow persecutor 's demands	EE	D			
		FI	D			
		IT	D			
		ES	D			
WP-LA-I.4. Unemployment	I.4.1. Percentage of victims who, as a consequence of GV at work have a. Unemployment (not always with benefits) b. Difficulties in going back to the labour market because of women's low self-esteem, feelings of insecurity and distrust c. Prolonged unemployment – sidelined from labour market	EE	P	Estonian Labour Force Survey, ELFS.	It would be necessary to add GV as a reason of unemployment.	
		FI	P	Violence against women in Finland 2005	Survey question 26 is multiple choice of the consequences of violence. it is possible to fill out the last line freely. I do not know whether there exists any of these.	
		IT	D			
		ES	D	Survey about uses of time 2002-2003	a. Data collect the activity status of respondents. A question about reasons for being inactive should be included with regard to GV. b and c. Data collect whether respondents are searching for work. It should be specified whether they are currently occupied or not and what are the reasons for searching for work or not. A question about GV should be included.	

2. EFFECTS OF GV IN THE PERFORMANCE OF THE WORK

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
WP-LA-2.1. Invalidity	2.1.1. Percentage of victims who are invalidated due to GV at work place	EE	D			This could be understood to be part in health dimension/ or for the activity status. Invalidity is not necessarily 100% in all cases. It might be less. It influences the performance of the work.
		FI	D			
		IT				
		ES	D			
WP-LA-2.2. Difficulties to perform work	2.2.1. Percentage of victims who have difficulties to perform their work due to a. Low capacity of attention and concentration b. Inability to plan the work c. Difficulty to carry out the work d. No/poor motivation as a consequence of the stress or injuries caused by GV	EE	D			
		FI	D			
		IT	D			
		ES	D			
WP-LA-2.3. Sick leaves	2.3.1. Percentage of women who report sick leaves – being out of work because of health/ medical condition due to GV	EE	D			
		FI	D			
		IT	D			
		ES	P	National Survey about Working Conditions	It asks whether the sick leave is due to a work illness or a labour accident and there is the possibility of explaining another reason.	
	2.3.2. Number of sick leave days at the time	EE	D			
		FI	D			
		IT	D			
		ES	D	National Survey about Working Conditions		
	2.3.3. Frequency of the sick leaves	EE	D			How many sick leaves in: a. past 12 months b. past 5 years
		FI	D			
		IT	D			
		ES	D	National Survey about Working Conditions		
WP-LA-2.4. Absenteeism	2.4.1. Percentage of women who report: a. being out of work without medical reasons b. Loosing their interest towards work c. Unwillingness to work	EE	D			
		FI	D			
		IT	P	ISTAT Survey on “Citizens’ Security”: the module on Sexual Harassment and Violence, 2006 Table 39	This data shows the number of women who are absent from the workplace	
		ES				

2. EFFECTS OF GV IN THE PERFORMANCE OF THE WORK (continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
	2.4.2. Number of days of absenteeism at the time	EE	D			
		FI	D			
		IT	P	ISTAT Survey on "Citizens' Security": the module on Sexual Harassment and Violence, 2006 Table 39	This data show the number of women who are absent from the workplace	
		ES	D	National Survey about Working Conditions		
	2.4.3. Frequency of the absenteeism periods	EE	D			How many sick leaves in: a. past 12 months b. past 5 years
		FI	D			
		IT	P	ISTAT Survey on "Citizens' Security": the module on Sexual Harassment and Violence, 2006 Table 39	This data show the number of women who are absent from the workplace	
		ES	D			

3. EFFECTS OF GV ON THE WOMEN'S PROFESSIONAL CAREER

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
WP-LA-3.1. Quitting life-long learning activities	3.1.1. Percentage of victims who have given up learning activities due to direct interventions of the perpetrator or because of the exhaustion, or bad state of health.	EE	D			
		FI	D			
		IT	E	ISTAT Survey on "Citizens' Security": the module on Sexual Harassment and Violence, 2004 Table 21	That shows the GV effects during the lifetime and last 3 years	
		ES	D	Survey about quality of life at workplace	Data collect whether learning activities provided and paid for by the enterprise have been undertaken in the last 12 months. It would be necessary to extent this question to general learning activities and to ask whether GV has an influence on it.	

3. EFFECTS OF GV ON THE WOMEN'S PROFESSIONAL CAREER (continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
WP-LA-3.2. Loss of career opportunities	3.2.1. Percentage of victims who report that, as a consequence of GV, have: a. Abandoned an interesting and successful job b. Not accepted a good job offer. c. Not accepted a promotion	EE	D		In ELFS some related questions are asked, but they do not include GV as a reason.
		FI	D		
		IT	E	ISTAT Survey on "Citizens' Security": the module on Sexual Harassment and Violence, 2004 Table 21	That shows the GV effects during the lifetime and last 3 years
		ES	D	Survey about quality of life at workplace Living Conditions Survey	Data collect the assessment of the level of the working position in relation to the level of the studies. This should be linked to GV according to a, b, c. Data collect reasons for job changing. It should also be asked about job leaving without having a new one and about the quality of the job. There should be added a question regarding a.
WP-LA-3.3. Deterioration of the professional career	3.3.1. Percentage of women who consider that their professional career has deteriorated as a consequence of GV in terms of: a. Having a lower occupational status than they had before the GV b. Earning less money than before suffering GV c. Moving from formal to informal labour market	EE	D		
		FI	D		
		IT	E	ISTAT Survey on "Citizens' Security": the module on Sexual Harassment and Violence, 2004 Table 21	It shows the GV effects during the lifetime and last 3 years. Blackmail Dynamic concern the employment of abused women, their career and their work keeping.
		ES	D	Survey about quality of life at workplace National Survey about Working Conditions	Data collect the evaluation of the working position in relation to the level of the studies, as well as the possibilities of promotion. It would be necessary to relate those aspects to GV.

4. THE EMPLOYERS' RELATION TO THE GV AS A PHENOMENON

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
WP-LA-4.1. Implemented disciplinary procedures	4.1.1. Percentage of victims who reported employer implementing disciplinary procedures for the aggressor as the harassment was reported	EE	P	Labour Inspectorate cases, Gender Equality and Equal Treatment Commissioner	Number of victims would be important too, if available.	According to the Finnish gender equality legislation employers are entitled to immediate procedures to interfere and stop work place violence as it becomes to their knowledge. If they don't, they may be sued on gender violence. However, reports on gender violence in its various forms may not be handled appropriately by the employer and women may be labelled.
		FI	D			
		IT	D			
		ES	D			
WP-LA-4.2. Support of the employer	4.2.1. Percentage of women who receive support from the employer e.g. immediate intervention to the situation	EE	D			
		FI	D			
		IT	D			
		ES	D	Survey about quality of life at workplace National Survey about Working Conditions	The survey asks if the respondent can obtain help from the employer/ boss. It should be linked to the situation of GV.	
WP-LA-4.3. GV policy of the Employer	4.3.1. Percentage of workplaces who have GV policy a. in effective use b. existing policies, but not in use based on women's knowledge.	EE	D			
		FI	P	Quality of work life survey	Question C25 "Have you recognised specific measures to prevent work place violence?" doesn't exactly refer to GV. The question C20 "Have you recognised in your work place discrimination or unequal treatment, which is based on..." 3. provides an option "Gender, especially women" and 4. "Gender, especially men". Table could be filled by combining these two questions.	

4. THE EMPLOYERS' RELATION TO THE GV AS A PHENOMENON (continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
WP-LA-4.4. Need of hiding the GV experience	4.4.1. Percentage of victims who hide the GV experience at work for fear of losing the job.	EE	D			Employers' response to the GV is important. If they are enforcing zero tolerance towards work place violence it is easier for employees to report of the cases. It would be important to emphasise early intervention – already in a phase that the situation has not worsened yet.
		FI	D			
		IT	D			
		ES	D	Survey about quality of life at workplace National Survey about Working Conditions		
WP-LA-4.5 Hostile work environment	4.5.1. Percentage of victims who report about the general hostile work environment a. colleagues taking distance from the victim in order to avoid reprisal – isolation at work b. threats or coercion if victim aim to inform of violence to a relevant person, or c. if they are on sick-leaves d. Forcing victim to sign up or accept changes in work conditions (i.e. part-time work) e. Threatening with firing if they do not follow persecutor's demands	EE	D			
		FI	D			
		IT	D			
		ES	D	Survey about quality of life at workplace National Survey about Working Conditions	Data collect the general degree of satisfaction with the work environment. It would be necessary to link this to GV. Data collects whether the colleagues receive threats, are object of discredits, etc.	

3. Effects of workplace violence on the economic dimension

AIM

Indicators of this dimension have the aim to measure the impact of economic and financial problems on women's life that are caused by gender violence at the work place.

- Effects of work place violence on the economical autonomy of women
- Effects of work place violence on the economical precariousness of women
- Effects of work place violence on the economical vulnerability of women

On the general level the question is about the impact that GV at the work place has on the *financial independency* of women's life.

Political impact

Violence at the workplace has a direct or indirect effect on the women's financial situation. Therapy sessions, sick leave and part-time work, temporal or long-term unemployment are the main part of the costs resulting from the violence.

The financial situation of women suffering GV is connected to their recovery from the violence. It is not easy to leave one's job and workplace. Often, it is impossible to find similar work and the result is a drop in income and standard of living. In such cases, the recovery from violence can be a huge financial investment.

Those who end up being on sick leave and have to give up their jobs as a result of violence at workplace become financially dependent on close ones, relatives or husband. In those cases where women suffered violence both at the workplace and in the partner context, the loss of job increased women's vulnerability and difficulties of leaving the violent partner. Economical issues are crucial for **women's well-being and autonomy** and economic support should be easily accessible for women in order to maintain their opportunities to make decisions concerning their life.

General methodological observations

Many women have financial responsibilities regarding the household and the wellbeing of other family members. It would be necessary to take note of factors that aggravate the economic vulnerability of victims such as being a single parent, or having children, being migrant or disabled. In consideration to married couples it would be important to recognise the amount of incomes that women estimate they have real access to. The economic status depends on several factors as gender, age, social class, etc. and so it is difficult to isolate the effects of GV on victims' economy from the ones caused by these other factors.

These indicators should be crossed with the following variables: age, nationality and origin, structure of the household, legal/administrative situation, work activity sector but also socio-economical status, religion, and ethnical background.

In the economic dimension, we suggest to consider effects occurred:

- in the last 12 months
- in the last 5 years
- throughout the life from 16 years old onwards as recommended in various reports and guidelines for indicators. 16 year old are allowed to have part time work and may be vulnerable because of their young age.

References of data sources

ESTONIA (EE):

- No reference found.

FINLAND (FI):

- Minna Piispa, Markku Heiskanen, Juha Kääriäinen and Reino Sirén. *Violence against women in Finland* (Naisiin kohdistunut väkivalta). Helsinki: Institute for Crime prevention and control, affiliate with the United Nations (HEUNI) (Yhdistyneiden kansakuntien yhteydessä toimiva Euroopan Kriminaalipoliitiikan Instituutti), 2006.
- Minna Piispa & Markku Heiskanen. *The Price of Violence. The Costs of Men's Violence against Women in Finland*. (Väkivallan hinta. Naisiin kohdistuvan väkivallan kustannukset Suomessa) Statistics Finland / Council for Equality. Ministry of Social Affairs and Health. Helsinki: Publications on Equality (Tilastokeskus / Tasa-arvoasiain neuvottelukunta. Sosiaali- ja terveysministeriö, Helsinki: Tasa-arvojulkaissuja), 2000.

ITALY (IT):

- *Cattivi capi, cattivi colleghi: come difendersi dal mobbing e dal nuovo <<capitalismo selvaggio>>* (Bad employers, bad colleagues: how defend oneself against mobbing and new <<wild capitalism>>), 2000, di Alessandro e Renato Gilioli, Mondadori, Milano.
- *Il mobbing questo (s) conosciuto. Cos'è, perché e come intervenire* (Mobbing: so unknown. What is? Why and how operate/intervene), 2004, a cura di Luigi Bobba, Carlo Bracci, Vittorio Glassier, Michele La Rosa, Francesco Murru, Franco Angeli, Milano.
- *Mestiere donna Lavoro e Infortuni: le differenze di genere* (Occupation, woman, labour and injury: the gender differences), Febbraio 2008, Banca dati al femminile Osservatorio statistico INAIL, Istituto Nazionale per l'Assicurazione contro gli Infortuni sul Lavoro (Female data bank, Statistic Observatory, INAIL, National Institute for the accident working insurance).

SPAIN (ES):

- Ministry of Work and Social Affairs (Ministerio de Trabajo y Asuntos Sociales): Survey about quality of life at workplace (Encuesta de calidad de vida en el trabajo) 2007.
- Ministry of Work and Social Affairs. National Institute of Security and Hygiene at the Workplace (Ministerio de Trabajo y Asuntos Sociales. Instituto Nacional de Seguridad e Higiene en el trabajo): VI. National Survey about Working Conditions (VI. Encuesta Nacional de condiciones de trabajo), 2006.
- National Statistics Institute (Instituto Nacional de Estadística, INE). Survey of active population. (Encuesta de población activa) 2005.

I. EFFECTS OF WORKPLACE VIOLENCE ON THE ECONOMIC AUTONOMY OF WOMEN

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
WP-EC-I.1. Lack of personal income	I.1.1. Percentage of victims who do not have a personal source of income ¹ due to the job loss as a consequence of GV at the work place.	EE	D			Victims may not have an access to the social benefits if they leave the workplace without “official reason”.
		FI				
		IT	D			
		ES	D			
WP-EC-I.2. Lack of economical autonomy – economical dependency	I.2.1. Percentage of victims who have to ask their partner for money because they do not have a personal source of income because of having lost the job due to GV.	EE	D			This indicator shows the development of economic autonomy and how it may become a vulnerability factor for a woman – a possibility for others to exert economic violence. It is relevant to picture the cumulative effects of the economic situation of victims as consequences of the job losses.
		FI	D			
		IT	D			
		ES	D			
	I.2.2. Percentage and number of victims who, as a consequence of GV, have been constrained to ask for financial support to relatives/friends or to social services.	EE	D			
		FI	D			
		IT	D			
		ES	D			
	I.2.3. Percentage and number of victims who have obtained financial aid from: a. Relatives or friends b. Social services and the exact amount received in total and how many times.	EE	D			
		FI	D			
		IT	D			
		ES	D			
WP-EC-I.3. Economic insecurity	I.3.1. Percentage of victims who, due to the job loss, have problems to: a. Face their personal needs. b. Pay the rent or mortgage of the house. c. Fulfil their responsibilities (food, clothes, education for children, etc.).	EE	D			
		FI	D			
		IT	D			
		ES	D			

1. In the European Community Household Panel (ECHP) personal income includes: wages and salaries, income from self-employment or farming, pensions, unemployment, redundancy benefits, any other social benefits or grants, private income.

2. EFFECTS OF WORKPLACE VIOLENCE ON THE ECONOMIC PRECARIOUSNESS OF WOMEN

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
WP-E-2.1. Decrease of income	2.1.1. Percentage of victims who, due to the GV receive less salary because of: a. Sick-leaves b. Part-time job c. Diminished salary d. Loss of job e. Unemployment	EE	D			
		FI	D			
		IT	D			
		ES	D	Survey about quality of life at workplace National Survey about Working Conditions Survey of Active Population	b) Data collect how many hours are being dedicated to the work. It would be necessary to ask whether there exist connections to GV. c) Data collect the received net income, whether the salary is fixed, variable or mixed. It would be necessary to add a question regarding the connection between GV at the workplace and salary. a) Data collect whether respondents are on sick leave and offer some possibilities (like maternity, etc.) GV as a reason for a sick leave should be included. b) Data collects reasons for working in part-time jobs. GV as a reason should be included.	
WP-E-2.2. Increase of expenses due to GV	2.2.1. Percentage of victims who, due to the GV, have to spend their time and money to: a. Therapy sessions b. Legal actions	EE	D			It is obvious that both time and money are needed to therapy and legal actions. It is really a resource question for women – who are so often responsible of the family etc. Time is included here since it is not asked in any other dimension.
		FI	D		The Price of Violence —research estimates costs that violence causes on the societal level, but not necessarily costs on the individual level that may vary a lot depending from the case.	
		IT	D			
		ES	D			

3. EFFECTS OF WORK PLACE VIOLENCE ON THE ECONOMICAL VULNERABILITY OF WOMEN

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
WP-E-3.1. Loss of money and running into debts	3.1.1. Percentage of victims who, due to the GV, lost their money or investments and had to take a loan in order to survive the economical situation.	EE	D			
		FI	D			
		IT	D			
		ES	D			
WP-E-3.2. Economic dependency on the job	3.2.1. Percentage of victims who feel it impossible to leave the job in spite of GV because of economic consequences and financial problems.	EE	D			
		FI	D			
		IT	D			
		ES	D	Survey about quality of life at workplace	Data collect the satisfaction with the economic situation and the housing conditions. It would be necessary to connect this to GV and the necessity to keep a job for economic reasons.	

4. Effects of workplace violence on the social relationships dimension

AIM

Indicators of this dimension have the aim to measure:

- Level of social isolation due to GV at work place / the women's access to social networks
- Social network as a source of support and help for the women
- Impact of work place violence on the self-image and self-confidence of women
- Impact of GV at work place on social, cultural and educational activities
- Effects on personal decision making concerning their social life

Political impact

Social relationships are crucial for women's well-being and integrity. According to the GVEI project's qualitative data some women believed that they would not have suffered such violence had they been men. Sexual harassment in its various forms in the workplace is one manifestation of gender violence and is questioning of the women's integrity. Shame as well as fear has been identified as an important indicator and symptom of already existing violence. Since GVEI intends to develop *GV indicators increasingly sensitive* in aim to develop policies that would be able to *prevent GV* it is important to consider fear in survey questions and as a separate indicator of the bursting violence. This clearly influences the responsibilities and procedures of co-workers and supervisors as well as for the personnel to interfere when violence at the workplace comes up. Are there any considerable conflict resolution procedures and practices at the workplace?

Recognition and realisation of workplace violence takes time because it develops insidiously as part of social relationships. Violence in the workplace prevents empowered activities and it is experienced as difficult to cope with. Unlike victims of intimate partner violence who have women's shelters to flee to, in any country there are no shelters available for victims of violence at work. In Finland, for example, it is the health and safety arbitrators who act as mediators between the harasser and the victim. But victims of violence at work place do not even bother to deal with the matter through official channels. The reason for this is the feelings of shame, and employer's refusal to deal with the harassment case. In this case there are very little evidence in statistics. It is clear that it is extremely difficult to break free from a situation of violence at work and the means to do so might be the ending of one's career and abandoning of one's field.

As it is the case in intimate partner violence, workplace violence is clearly linked to feelings of shame. These feelings of shame prevent the victim from speaking about the issue. The shame results in loss of self-esteem, which in its turn leads to anxiety and depression. Above all *the shame has an effect on the social relations at work and thereby affects their behaviour*. The victims of workplace violence described a change in behaviour at work. The violence experienced at work confuses and consequently the women speak of becoming unsure of themselves, and careful. The confusion turns into anxiety and the *anxiety brought about by the workplace violence is so all-consuming that it often carries over into their free time too* resulting in being unable to rid their mind of the matter even at night.

Colleagues support at work and self-esteem would make it possible to speak about violence. Leaving the workplace may not help with the recovery, as the wounds caused by the violence would only remain open. Victims of violence may be identified at work on the basis of physical symptoms and sleeping problems. Moreover, a victim of workplace violence may be recognised by her attitude towards work, and in what frame of mind she carries out her work and comes to work.

What if the perpetrator is the supervisor or boss?

These indicators highlight short term and long term effects due to GV in women's work lives, also showing the consequences of GV at the workplace in terms of 1) need 2) access 3) availability of professional help or supervisor's attendance to the problem and 4) sanctions for the perpetrator

It is possible to name vulnerable groups who may not aim to seek help in a fear of losing their job: migrants, disabled, elderly, non-heterosexuals, ethnic minorities, or certain religious groups, youth etc., or people on vulnerable socio-economical situation.

These indicators can provide an evaluation tool for the usefulness of the organisational policies for women who have suffered GV at the workplace and a suggestion of how workplace policies should be further developed to better meet the needs of women in aim to better prevent gender based violence.

Work place supervisors have responsibility to interfere when violence at the workplace appears. One of the clear procedures is to enforce zero tolerance to GV in every European workplace.

General methodological observations

There exist some national and European surveys collecting data about violence at work which are disaggregated by gender. Some difficulties regarding viability do exist, because the existing studies and data on gender violence usually present quite different characteristics from the GVEI data.

These indicators should be crossed with the following variables: age, nationality and origin, structure of the household, legal/administrative situation, sector of work activity but also socio-economical status, religion, and ethnical background.

In the social relationships dimension, we suggest to consider effects occurred:

- in the last 12 months
- in the last 5 years
- Throughout the life (from 16 years old onwards). 16 year olds are allowed to take part in part time work and are identified as vulnerable because of their young age

References of data sources

ESTONIA (EE):

- No reference found.

FINLAND (FI):

- Violence against women in Finland 2005 (*Naisiin kohdistunut väkivalta 2005*) – Minna Piispa, Markku Heiskanen, Juha Kääriäinen and Reino Sirén (2006) Helsinki: Institute for Crime prevention and control, affiliate with the United Nations (HEUNI), 2006. Publication series No. 51. (Yhdistyneiden kansakuntien yhteydessä toimiva Euroopan Kriminaalipoliitiikan Instituutti (HEUNI))
- Three Decades of Finnish Working Conditions. Results of the working conditions surveys. (Työolojen kolme vuosikymmentä. Työolotutkimusten tuloksia 1977-2008.) Anna-Maija Lehto & Hanna Sutela. Helsinki (Tilastokeskus) Statistics Finland.

ITALY (IT):

— No reference found.

SPAIN (ES):

- Ministry of Work and Social Affairs (Ministerio de Trabajo y Asuntos Sociales): Survey about quality of life at workplace (Encuesta de calidad de vida en el trabajo). 2007
- National Statistics Institute (INE, Instituto Nacional de Estadística): Survey about the uses of time (Encuesta de empleo del tiempo). 2002-03.
- National Institute of safety and hygiene at the workplace. State observatory of working conditions, Indicators (Instituto Nacional de seguridad e higiene en el trabajo. Observatorio estatal de condiciones de trabajo. Indicadores).
- Ministry of Work and Social Affairs. National Institute of Security and Hygiene at the Workplace (Ministerio de Trabajo y Asuntos Sociales. Instituto Nacional de Seguridad e Higiene en el trabajo): VI. National Survey about Working Conditions (VI. Encuesta Nacional de condiciones de trabajo), 2006.

I. IMPACT OF THE WORKPLACE VIOLENCE ON THE SOCIAL ISOLATION OF WOMEN

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
WP-SO-I.1. Isolation	I.1.1 Percentage of victims who report that they meet less than before the GV started. a. colleagues b. friends c. relatives d. neighbours	EE	D			Workplace violence may be so overwhelming and exhausting that a woman doesn't have her own capacity and motivation towards social relationships and participation to maintain her social networks.
		FI	D			
		IT	D			
		ES	D			
	I.1.2. Percentage of victims who have to meet their colleagues secretly due to control by their perpetrator	EE	D			
		FI	D			
		IT	D			
		ES	D			
	I.1.3. Percentage of victims who totally lost the contact, once GV started, with: a. colleagues b. friends c. relatives d. neighbours	EE	D			The aim is to capture the rupture of links with social networks.
		FI	D			
		IT	D			
		ES	D			
	I.1.4. Percentage of victims who cannot ask for help, during the GV experience and/or after it, to: a. colleagues b. friends c. relatives d. neighbours e. boss f. other professionals	EE	D			There can be several reasons for not asking for help: fear, shared social networks at the workplace with the aggressor, a social context not sympathetic, getting labelled.
		FI	D			
		IT	D			
		ES	(a and e) E	National Institute of safety and hygiene at the workplace. Indicators.	These indicators gather whether respondents have suffered psychological, moral, sexual or physical harassment at workplace, and whether they have received help from bosses, colleagues or external help.	

I. IMPACT OF THE WORK PLACE VIOLENCE ON THE SOCIAL ISOLATION OF WOMEN (continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
	I.1.5. Percentage of victims who consider that they can/could rely on someone to cope with GV: a. colleagues b. friends c. relatives d. neighbours e. boss f. other professionals.	EE	D			
		FI	P	Violence against Women in Finland 2005		
		IT	D			
		ES	(a and e) P	Survey about quality of life at workplace	The survey asks if the respondent is victim of discrimination par sex, mobbing and sexual harassment. It also asks if the respondent trust their bosses, their colleagues and their employees. Both questions could be crossed.	

2. SOCIAL NETWORK AS A SOURCE OF SUPPORT AND HELP FOR THE WOMEN

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
WP-SO-2.1. Lack of support and empathy	2.1.1 Percentage of victims who asked for help (emotional support and/or material) during the GV experience and/or after it, but did not receive any help from: a. colleagues b. friends c. relatives d. neighbours e. boss f. other professionals	EE	D			
		FI	D			
		IT	D			
		ES	(a, e and f) E	National Institute of safety and hygiene at the workplace. Indicators.	These indicators gather if respondents have suffered psychological, moral, sexual or physical harassment at workplace, and if they have received help from bosses, colleagues or external help.	
	2.1.2 Percentage of victims who report that their social network act with indifference /belittling /questioning towards their situation: a. Family b. Friends c. Colleagues d. Neighbours e. boss f. other professionals	EE	D			
		FI	D			
		IT	D			
		ES	D			
	2.1.3. Percentage of victims who report that they have felt absolutely alone with their problem.	EE	D			
		FI	D			
		IT	D			
		ES	D			

3. IMPACT OF WORK PLACE VIOLENCE ON THE SELF IMAGE AND SELF-CONFIDENCE OF WOMEN

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
WP-SO-3.1 Silence about the issue	3.1.1. Percentage of victims who report that they have felt absolutely alone with their problem. They have kept the issue in silence and not discussed about it with the friends/partner/colleagues.	EE	D		The survey has a multiple choice question 40 whether the woman has talked about the issue to various people providing an opportunity to answer yes or no.
		FI	P	Violence Against Women in Finland 2005	
		IT	D		
		ES	D		
WP-SO-3.2. Questioning oneself	3.2.1. Percentage of victims who report that they have started to question themselves and their interpretations of the experiences.	EE	D		Self doubt may be a consequence of the lack of support from the social network.
		FI	P	Violence Against Women in Finland 2005	
		IT	D		
		ES	D		
WP-SO-3.3. Rumours	3.3.1. Percentage of victims who report that they have felt of being victim of rumours at the workplace	EE	D		The survey asks about bullying, rumours are one part of that.
		FI	P	Three Decades of Finnish Working Conditions.	
		IT	D		
		ES	P	National Survey about Working Conditions	The survey asks whether the respondent is criticised, is made looked silly in front of others, is ignored...

4. IMPACT OF WORKPLACE VIOLENCE ON THE SOCIAL, CULTURAL AND EDUCATIONAL ACTIVITIES

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
WP-SO-4.1. Isolation from social, cultural and educational activities	4.1.1. Percentage of women who are living GV experience at work and who have participated, in the last 12 months, in activities of political groups, trade unions, religious centres, sport club, associations of spare time, associations of civil rights, professional associations, or other organisations. ¹	EE	D		Data collect whether employees participate in any of these activities. This question should be linked to GV.
		FI	P	Violence Against Women in Finland 2005.	
		IT	D		
		ES	D	Survey about the uses of time Survey about quality of life at workplace.	

1. This indicator is included in the Living Conditions Survey proposed by the European Union. The same question could be used in a survey targeted to victims of GV.

4. IMPACT OF WORK PLACE VIOLENCE ON THE SOCIAL, CULTURAL AND EDUCATIONAL ACTIVITIES (*continued*)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
	4.1.2. Percentage of victims who are members of any kind of association or organization during GV encounter at work in comparison with the percentage of involvement after the violence encounter.	EE	D		
		FI	P	Violence against women in Finland 2005.	
		IT	D		
		ES	D	Survey about quality of life at workplace. Data collect whether employees are members of any sort of trade union. This question should be amplified to more sorts of working associations or organizations and linked to GV.	
WP-SO-4.2. Opportunities of choice and freedom regarding the use of spare time	4.2.1. Percentage of victims who experience control by their employer as a barrier for using their spare time.	EE	D		Employer may demand to work for extra hours.
		FI	D		
		IT	D		
		ES	D		
	4.2.2. Average number of hours per week of victims' spare time spent in the public sphere in comparison with the spare time spent in the work sphere.	EE	D		
		FI	D		
		IT	D		
		ES	D	Survey about quality of life at workplace Data collect the satisfaction with working tours, breaks, whether there are cases of working during the weekend, and the free-time available. Those questions should be linked to GV.	

5. Effects of workplace violence on the housing dimension

AIM

Indicators of this dimension have the aim to measure:

- effects of GV at the workplace on the women's housing's safety
- effects of GV at the workplace on the women's housing

Political impact

Unlike victims of intimate partner violence who have women's shelters to flee to, in none of the participating countries of the research there are shelters available for victims of violence at work. In Finland, f. ex., it is the health and safety arbitrators who act as mediators between the harasser and the victim. It is clear that it is extremely difficult to break free from a situation of violence at work and the means to do so might be the end of one's career and abandoning of one's field.

The work and the salary obtained from the work makes it possible to have accommodation, and to have accommodation might require a work contract. In general, a home is seen as a place of refuge and protection from the violence at the work place. But home is not this for some of the women. The violence experienced at work affects partially their agency and being at home. Home and accommodation are significant factors in the well-being of employees.

Some of the women also experience violence at home and the violence at work may be directed also at home. As a result of the financial consequences of the violence the women may be forced to submit themselves to being financially dependent on and living together with a violent man. In a case the living together with the violent partner predisposed them to psychological, physical and sexual violence and was a major health risk.

The violence experienced at work may affect a woman in a way that it is impossible for her to live as she wished. The flat becoming oppressive and lonely. Women may feel that they do not have another alternative but to move back in for social reasons.

Housing issues are crucial for **women's autonomy in a case of single women's household, moreover in a single parent family. Dependency on the social network may be high. Housing is tightly connected to the economical situation and therefore** it is possible to name vulnerable groups: women living in a company apartments e.g. temporary housing, migrants, disabled, elderly, non-heterosexuals, ethnic minorities, or certain religious groups etc.. Many victims do not have the possibility to choose their housing situation because of the lack of economic autonomy and as a consequence they encounter loneliness, isolation, instability, insecurity, distress, etc..

Accommodation questions affected women's ability to withstand the violence at work for financial reasons. In order to flee a violent intimate relationship in a bad financial situation, women may need to do two jobs in order to meet the expenses of single parenthood, accommodation and living expenses. At the same time, they may be submitted to violence at work as a result of which, for instance,

women may be prevented from leaving to her home. As a result of this, women are forced to install a security lock and a video surveillance. The danger and intimidation linked to the violence could also occur outside the workplace and in the worst case could be directly aimed at the home. Through the home, the intimidation essentially undermines the feeling of safety.

These indicators highlight short term and long term effects due to GV in women's work lives on the housing dimension, also showing the consequences of GV at the workplace in terms of 1) need and 2) access to professional help or supervisor and 3) sanctions for the perpetrator.

Quantifying these variables, consequences of GV in women's housing appear as "multiple effect" and can be useful to elaborate results on homelessness among women. These indicators can provide an evaluation of the usefulness of the current services for women who have suffered GV at the workplace and a suggestion of how social services should be developed to better fulfil the needs of these women.

Zero tolerance to GV at workplace should be enforced in every European workplace.

General methodological observations

These indicators should be crossed with the following variables: age, nationality and origin, structure of the household, legal/administrative situation, sector of work activity but also socio-economical status, religion, and ethnical background.

In the social relationships dimension, we suggest to consider effects occurred:

- in the last 12 months
- in the last 5 years
- throughout the life (from 18 years old onwards). Only in very few cases 16 year old leave by themselves – when studying in a different location from their parents and may be vulnerable because of their young age.

References of data sources

ESTONIA (EE):

- No references found.

FINLAND (FI):

- No references found.

ITALY (IT):

- *Esperienze e dati sulle attività* (Experiences and activities data), Associazione volontarie del telefono Rosa (Women helpline, Telefono Rosa Voluntary Association), 2006, Torino. www.telefono.rosatorino.it

SPAIN (ES):

- INE, Instituto Nacional de Estadística (National Statistics Institute). *Homeless Survey* (Encuesta sobre personas sin hogar). Madrid, 2005.

I. EFFECTS OF GV AT THE WORKPLACE ON THE WOMEN'S HOUSING'S SAFETY

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
IP-HO-1.1. Need to live hidden	1.1.1. Percentage of women who move and live hidden to escape from GV at the work place – stalking etc.	EE	D			Living hidden is understood as the situation in which women hide from the aggressor or people related to him, and thus that can prevent them from going to work, or compel them to leave the place of origin...
		FI	D			
		IT	D	National Survey by using of antiviolence centre and shelter		
		ES	D			
IP-HO-1.2. Change(s) of residence	1.2.1. Percentage of victims who have to change their residence as a consequence of GV at work, and number of times, to: a. Another dwelling -flat, house b. Parents' or relatives' house c. Friends' house d. Other cases of shared flat/house/room e. Shelter house or emergency shelter	EE	D			Change of the apartment may take place because of financial or safety reasons. It would be important to consider victims who have and who do not have children.
		FI	D			
		IT	D			
		ES	D			

2. EFFECTS OF GV AT THE WORKPLACE ON THE WOMEN'S HOUSING

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
WP-HO-2.1. Economical dependency influencing housing	2.1.1. Percentage of victims who have difficulties to face the mortgage/rent costs (sometimes it makes it impossible for women to leave the job)	EE	D			Possibility to categorisation: no influence: e.g. own house minor: financial rearrangements e.g. new loan in aim to pay rent moderate: serious financial difficulties major: has to leave from house because of the violence
		FI	D			
		IT	D			
		ES	D			
	2.1.2. Percentage of victims who had to change/loss of accommodation due to economical problems	EE	D			
		FI	D			
		IT	D			
		ES	D			
WP-HO-2.2. Loss of the house	2.2.1. Percentage of victims who, after ending their job, lose the house/flat.	EE	D			
		FI	D			
		IT	D			
		ES	D			
WP-HO-2.3. Access to social housing services or benefits	2.3.1. Percentage and number of victims who have accessed social housing services or benefits because of the consequences of the work place violence.	EE	D			Consequences of the work place violence may produce cumulative effects that on the one hand appear as dependency of the social services e.g. housing.
		FI	D			
		IT	D			
		ES	D			

2. EFFECTS OF GV AT THE WORK PLACE ON THE WOMEN'S HOUSING (*continued*)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
WP-HO-2.4. Homelessness	2.4.1. Percentage of victims who become homeless after ending their job. ¹	EE	D			
		FI	D			
		IT	D			
		ES	D			

1. According to ETHOS (European Typology of Homelessness and housing exclusion), people who are homeless experience and move between the following living situations:

- Roofless: without a shelter of any kind, sleeping rough.
- Houseless: with a place to sleep but temporary in institutions or shelter.
- Insecure housing: threatened with severe exclusion due to insecure tenancies, eviction, domestic violence.
- Inadequate housing: in caravans on illegal campsites, in unfit housing, in extreme overcrowding.

Source: FEANTSA, European Federation of National Organisations working with the Homeless. www.feantsa.org

6. Effects of workplace violence on the legal dimension

AIM

Indicators of this dimension have the aim to measure:

- Effects of legal system and legal aid services regarding GV at workplace on women's life
- Support received during a legal case of GV at the workplace
- Consequences of initiating a legal process of GV at the workplace on the job and on the labour career

Political impact

It is difficult to begin legal actions because of workplace violence as it would require concrete evidence of the violence. Workplace violence is a problem that is slow and hard to perceive, evidence of which is difficult to get. Very few women take legal action or report any crime in connection to the workplace violence. However, most of the women consider possibilities to act formally in their favour and justify their choice. Initiating a legal process involves financial, health and social considerations, as a result of which it is perceived as difficult. *The legal process includes many types of fear: fear of losing the case, fear of being rejected, fear of losing their job and career, and generally fear that the violence will never end.* Losing the case entails the fear of being themselves found guilty of the crime and, in effect, the violence thus would be made legitimate. Fear also affects women in a way that they can not even consider a legal case. Fear is linked to social considerations in the workplace and the fact that no one would dare stand as a witness for the victim of workplace violence:

The proposed indicators describe the position of the victims within the legal process, considering how the legal process evolves and works for improving their situation. These indicators can be useful in elaborating interventions for enhancing women's motivations to initiate a legal action, for minimising the obstacles to do so, and also for improving the effectiveness and development of legal processes, with a view to better respond to women's needs and reduce a second victimisation of women. There are also obvious needs to develop measures, so that a woman would not be target of reprisals when initiating legal actions. This is really a challenge considering the special nature of workplace violence.

Fear has been identified as an important indicator and symptom of already existing violence. Since this research aims at designing *increasingly sensitive GV indicators* in order to develop policies that would be able to *prevent GV*, it is important to consider fear in survey questions and as a separate indicator of the bursting violence. This influences clearly on the responsibilities and procedures of co-workers and supervisors, as well as for the personnel to interfere when violence at the workplace comes up and to measure whether there are any considerable conflict resolution procedures and practices at the workplace.

The first step in formally dealing with workplace violence is to contact the work health and safety arbitrator. Women deal with the case through the work health and safety arbitrator and some of them

have the backing of the union. On the other hand, some women are forbidden from reporting the matter to the work health and safety board, as the employer's contract with the service provider would be terminated. This being the case, women endure and are being stuck in the violence. Initiating an administrative intervention or legal process based on gender discrimination or in the most severe cases in a criminal case may seem useless as the aggressor may be part of a respectable and significant institution in society. The burden of proof lies on the victim and in the cases of sexual harassment it may be a challenge in spite of the various guidelines for the victim to collect evidence. The financial and health effects of the violence can also be an obstacle to the legal process. Women may not believe it to be possible to win a case against their aggressor who may be their as well as their colleagues' boss. *Low self-esteem and a weakened state of health increase the risks of doubting the possibilities and the bases of the legal case.* The repeated abuse causes the victim to believe that the perpetrator of violence may lie and use his power over all other parties. Women may feel so exhausted as a result of the violence that they have no strength to do anything about the matter. Although women are aware that they would have social duty to report the matter.

Quantifying these variables, consequences of GV on the legal dimension appear as "multiple effect" and can be useful to elaborate new workplace policies. It is important to compare the various situations within each European country. What kind of shared procedures should be developed for this aim? Often, women are at risk of suffering a second victimisation when bringing their issue up in the workplace arbitrators. It is possible to name these vulnerable groups: homeless, institutionalised women e.g. mental health departments, women who are in temporary housing, migrants, disabled, elderly, non-heterosexuals, ethnic minorities, or certain religious groups etc. Also, the socio-economic class may have various implications on the access to services.

These indicators can provide an evaluation of the usefulness of the current services for women who have suffered GV at the work place and a suggestion of how services should be developed to better fulfil the needs of these women.

These indicators highlight short term and long term effects of GV in women's work lives, also showing the consequences of GV at the workplace in terms of 1) need and 2) access to professional help or supervisor and 3) sanctions for the perpetrator.

Zero tolerance to GV at workplace should be enforced in every European workplace. Workplace supervisors do have responsibilities, but they would also need clear procedures to interfere when violence at the workplace appears

General methodological observations

These indicators should be crossed with the following variables: age, nationality and origin, structure of the household, legal/administrative situation, sector of work activity, but also socio-economic status, religion, disability and ethnical background. Also, the kind of labour contract and the size of the enterprise may be important to be considered.

In the legal dimension, we suggest to consider effects occurred:

- in the last 12 months
- in the last 5 years
- throughout the life from 16 years old. What is the status of 16 year old in a legal process?

References of data sources

ESTONIA (EE):

- No reference found.

FINLAND (FI):

- *Violence against women in Finland 2005 (Naisiin kohdistunut väkivalta 2005)* – Minna Piispa, Markku Heiskanen, Juha Kääriäinen and Reino Sirén (2006) Helsinki: Institute for Crime prevention and control, affiliate with the United Nations (HEUNI), 2006. Publication series No. 51. (Yhdistyneiden kansakuntien yhteydessä toimiva Euroopan Kriminaalipolitiikan Instituutti (HEUNI))
- National Victimization Survey – Violence experienced by Finns 1980-2006 (Kansallinen uhritutkimus – Suomalaisten kokema väkivalta 1980–2006). Reino Sirén & Janne Kivivuori & Juha Kääriäinen & Mikko Aaltonen. Helsinki 2007, Research Brief 74 of The National Research Institute of Legal Policy (OPTL:n tutkimustiedonantoja 74).
- *Prosecutions, sentences and punishments (Syytetyt, tuomitut ja rangaistukset)* Statistics Finland (Tilastokeskus). http://www.stat.fi/til/syyttr/index_en.html
- *Public legal aid (Julkinen oikeusapu)* Statistics Finland (Tilastokeskus) http://www.stat.fi/til/julo/index_en.html

ITALY (IT):

- *Percorsi di cura delle donne immigrate. Esperienze e modelli di intervento (Care ways for immigrant women. Experiences and models of interventions)*, 2001, di Castiglione Marta, Franco Angeli, Milano.
- *Progetto Urban “Rete Antiviolenza fra le città Urban Italia”. La percezione della violenza tra le donne e gli uomini*, (Network against abuse of the Italian towns participating in URBAN. Violence’s perception between women and men), 2004.
- *Il mobbing questo (s) conosciuto. Cos’è, perché e come intervenire (Mobbing: so unknown. What is? Why and how operate/intervene)*, 2004, a cura di Luigi Bobba, Carlo Bracci, Vittorio Glassier, Michele La Rosa, Francesco Murru, Franco Angeli, Milano.
- *Indagine ISTAT sulla “Sicurezza dei cittadini”: modulo Molestie e Violenze sessuali (ISTAT Survey on “Citizens’ Security”: the module on Sexual Harassment and Violence)*, 2004, Roma; www.istat.it/salastampa/comunicati/non_calendario/20041217_00/testointegrale.pdf
- *Il silenzio e le parole. Il Rapporto nazionale Rete Antiviolenza tra le città Urban-Italia (Silence and words. National Report Network against abuse of the Italian towns participating in URBAN)*, 2006; Dipartimento per i Diritti e le Pari Opportunità (Department of Rights and Equal Opportunities), Franco Angeli, Milano.
- *Indagine ISTAT sulla “Sicurezza dei cittadini”: modulo Molestie e Violenze sessuali (ISTAT Survey on “Citizens’ Security”: the module on Sexual Harassment and Violence)*, 2006, Roma; http://www.istat.it/dati/dataset/20070615_00/.
- *Statistiche giudiziarie penali (Legal penal statistics)*, Anno 2003, Annuario, n. 12 – 2005 di Armando Caputo.

SPAIN (ES):

- Ministry of Work and Social Affairs (Ministerio de Trabajo y Asuntos Sociales): Survey about quality of life at workplace (Encuesta de calidad de vida en el trabajo) 2007.
- National Institute for security and hygiene at workplace (Instituto Nacional de Seguridad e higiene en el trabajo). Indicators; State observatory of working conditions (Observatorio estatal de condiciones de trabajo). Indicadores
- Ministry of Work and Social Affairs. National Institute of Security and Hygiene at the Workplace (Ministerio de Trabajo y Asuntos Sociales. Instituto Nacional de Seguridad e Higiene en el trabajo): VI. National Survey about Working Conditions (VI. Encuesta Nacional de condiciones de trabajo), 2006.

I. EFFECTS OF LEGAL SYSTEM AND LEGAL AID SERVICES ON WORKPLACE VIOLENCE

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
WP-LE-I.1. Reporting violence	I.1.1. Percentage and number of victims who have started a legal process related to GV and ways of access: a. Employees representatives/ trade unions b. The work health and safety arbitrator c. Lawyer d. Police Station e. Women's centre f. Centre of attention to victims g. Hotline h. Medical centre	EE	D		With data, it will be possible to both assess the reasons for not reporting and provide the needed resources to make it easier and safer to report GV.
		FI	P	Violence Against Women 2005	
		IT	P	ISTAT 2006 ISTAT Survey on "Citizens' Security": the module on Sexual Harassment and Violence, 2006 Table 45 Silence and Words. National Report Network against abuse of the Italian towns participating in URBAN, Department of Rights and Equal Opportunities	
		ES	D	Survey about quality of life at workplace National Survey about Working Conditions	
	I.1.2. Percentage of victims who have not reported GV/initiated a criminal legal process due to: a. Fear of aggressions b. Economic problems c. Housing problems d. Administrative situation (no residence or work permit – for migrant women) e. Distrust on the legal system	EE	D		It is suggested to use a multiple response question in order to know which are the diverse reasons that prevent women from initiating a legal process
		FI	a, e P	National victimisation survey	
		IT	P	ISTAT Survey on "Citizens' Security": the module on Sexual Harassment and Violence, 2004 ISTAT Survey on "Citizens' Security": the module on Sexual Harassment and Violence, 2006 Table 49	
		ES	D	Survey about quality of life at workplace National Survey about Working Conditions	

I. EFFECTS OF LEGAL SYSTEM AND LEGAL AID SERVICES TO WORK PLACE VIOLENCE (*continued*)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
WVP-LE-I.2. Starting legal process	I.2.1. Percentage of victims who report of having difficulties to start a legal process due to: a. Emotional state b. Exhaustion due to GV c. Fear of no testimonies and lack of support d. Fear of the consequences of initiating a legal process e. Difficulties to prove the GV f. Financial, health and social problems	EE	D		
		FI	d, e P	“National Victimization Survey”	
		IT	P	ISTAT Survey on “Citizens’ Security”: the module on Sexual Harassment and Violence, 2006 Table 49	
		ES	D	Survey about quality of life at workplace National Survey about Working Conditions	
WVP-LE-I.3. Court cases rate	I.3.1. Number of criminal court cases on gender based work place violence carried out per year.	EE	D		– number of court cases per year – total number of work place violence cases against women – 100 000 women
		FI	D		
		IT	P	It is possible by using legal penal statistics	
		ES	D	Courts ¹	
	I.3.2. Number of months elapsed between the starting of the legal process and the carrying out of the court case	EE	D		It is important to consider the length of a legal process, from its starting to the realisation of the court case.
		FI	D		
		IT	D		
		ES	D	Courts	
WVP-LE-I.4. Outcome of the legal process	I.4.1. Outcome of the criminal legal process, per type: a. Reprimand b. Firing c. Restraining order d. Imprisonment e. Probation f. Financial compensation g. Other	EE	D		It is suggested to use a multiple response question, since it is possible that more than one outcome take place simultaneously.
		FI	D		
		IT	D		
		ES	D	Courts	

1. In Spain, GV at workplace cannot be gathered in a type of offence, as it is done with GV committed by partner or expartner. In the workplace violence, there are possibilities of reporting sexual harassment by criminal courts or discrimination due to gender in administrative courts, but the offences are not separated per place of aggression (eg. Workplace or in the street)

I. EFFECTS OF LEGAL SYSTEM AND LEGAL AID SERVICES TO WORK PLACE VIOLENCE (continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
WP-LE-I.5. Abandonment of the legal process	I.5.1. Percentage of women who have initiated a criminal legal process but who abandoned it at some point, and reasons: a. Economic reasons b. Fears in terms of safety c. Excessive length of the process d. Inability to face the aggressor during the court case e. Discouraging penal code or criminal procedure act	EE	D			It is suggested to use a multiple response question.
		FI	D			
		IT	P	The Local research “Care ways for immigrant women. Experiences and models of interventions” shows that women have abandoned the legal processes due to the fear of retaliations. This citation is derived from the article “Trauma, Harassment and Sexual Violence. Experiences of the Center for Help against Sexual Violence of Milano” by Yacine Sall.		
		ES	D			
WP-LE-I.6. Protection measures	I.6.1. Percentage of victims who have asked for protection measures against the aggressor in their workplace (out of the number of victims who report GV).	EE	D			Measures of protection by the enterprise e.g. the response of the company/employer in aim to avoid the legal action by agreements, changes organising a transfer of the perpetrator or the victim to another workplace within the same company.
		FI	D			
		IT	D			
		ES	D			
	I.6.2 Number of months elapsed between requesting protection measures and getting them	EE	D			
		FI	D			
		IT	D			
		ES	D			
	I.6.3. Percentage of victims who do not obtain protection measures against their perpetrator (out of victims who have asked for protection measures)	EE	D			
		FI	D			
		IT	D			
		ES	D			

2. RECEIVED SUPPORT DURING A LEGAL CASE OF GV AT WORKPLACE

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
WP-LE-2.1. Knowledge of the procedure	2.1.1. Percentage of victims who report to have gained sufficient information on the legal system and procedure to follow in case of workplace violence by means of a. Employees representatives b. The work health and safety arbitrator c. Lawyer d. Police Station e. Women's centre f. Centre of attention to victims g. Hotline h. Medical centre i. Employer/company	EE	D			
		FI	c-hP	Violence Against Women 2005	Questions included in the survey "Violence against Women in Finland" but the results have not been published.	
		IT	D			
		ES	D	National Survey about Working Conditions		
WP-LE-2.2. Trade Unions' support	2.2.1. Percentage of victims who report to have a. Trade Unions' support b. Lack of Trade Unions' support	EE	D			
		FI	D			
		IT	D			
		ES	P	Survey about quality of life at workplace	Data collect the fact of suffering GV at the workplace and (in general) whether respondents have received the support of Trade Unions. These questions could be crossed in order to obtain information to a and b.	
WP-LE-2.3. Trust towards legal system	2.3.1. Percentage of victims who report to have a. trust towards legal system (once they have started a legal process) b. satisfaction to legal aid and c. satisfaction with the legal system	EE	D			
		FI	b P	Violence Against Women 2005.	Questions included in the survey "Violence against Women in Finland" but the results have not been published.	
		IT	P	ISTAT Survey on "Citizens' Security": the module on Sexual Harassment and Violence, 2006. Table 46.	The Istat Survey shows only the following information: no partner	
		ES	D			
WP-LE-2.4. Frustration with the legal system	2.4.1. Percentage of victims who have initiated a legal process and who feel that the legal system is not working properly to improve their situation.	EE	D			
		FI	D			
		IT	P	ISTAT Survey on "Citizens' Security": the module on Sexual Harassment and Violence, 2006. Table 46.	The Istat Survey shows only the following information: no partner	
		ES	D			

2. RECEIVED SUPPORT DURING A LEGAL CASE OF GV AT WORKPLACE (continued)

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)			Methodological observations	Particular observations
		EE	D			
WP-LE-2.5. Exhaustion	2.5.1. Percentage of victims who feel exhausted during the legal process due to its length	FI	D			
		IT	D			
		ES	D			
WP-LE-2.6. Stress, anxiety and nervousness	2.6.1. Percentage of victims who suffer stress, anxiety and nervousness as a consequence of initiating a legal process	EE	D			The legal process, due to its length, complexity, with a lack of immediate results, can be an aggravating factor of the emotional condition of victims.
		FI	D			
		IT	D			
		ES	D			
WP-LE-2.7. Labelling of women	2.7.1. Percentage of victims who have felt labelled by the professionals working in the legal sphere, and by the legal system itself	EE	D			Labelling is understood as a way of negatively pointing at someone, classifying she under a category socially understood as deviant. Second victimisation may be also a feeling coming out due to this labelling.
		FI	D			
		IT	D			
		ES	D			
	2.7.2. Percentage of victims who have felt socially labelled (by family, friends, and community) due to going through a legal process	EE	D			
		FI	D			
		IT	D			
		ES	D			
WP-LE-2.8. Economic difficulties to face the legal process	2.8.1. Percentage of victims who have asked for free legal assistance	EE	D			
		FI	D		Public legal aid – work place violence was not included to available categories.	
		IT	D			
		ES	D	Courts		
	2.8.2. Percentage of victims who have received free legal assistance	EE	D			
		FI	D			
		IT	D			
		ES	D	Courts		

3. CONSEQUENCES OF INITIATING A LEGAL PROCESS OF GV AT THE WORKPLACE ON THE JOB AND ON THE CAREER

Indicator	Definition	Viability Desirable (D) / Possible (P) / Existent (E)		Methodological observations	Particular observations
WP-LE-3.1. Loosing one's job	3.1.1. Percentage of victims who report of loosing one's job as a consequence of initiating legal process.	EE	D		Quitting or being fired
		FI	D		
		IT	D	National Research by means of Courts	
		ES	D		
WP-LE-3.2. Loss of career opportunities	3.2.1. Percentage of victims who report of loosing one's career opportunities as a consequence of initiating legal process.	EE	D		Career opportunities refer to possibilities for advancements to one's career e.g. getting promotion.
		FI	D		
		IT	D		
		ES	D		
WP-LE-3.3. Reprisals from the enterprise	3.3.1. Percentage of victims who report of being targets of enterprise reprisals as a consequence of initiating a legal process.	EE	D		
		FI	D		
		IT	D		
		ES	D	Survey about quality of life at workplace National Survey about Working Conditions	
WP-LE-3.4. Hostile work environment	3.4.1. Percentage of victims who report of experiencing a hostile work environment and social labelling as a consequence of initiating legal process.	EE	D		
		FI	D		
		IT	D		
		ES	D		
WP-LE-3.5. Lack of safety	3.5.1. Percentage of victims who perceive themselves unprotected and unsafe at the workplace.	EE	D		
		FI	D		
		IT	D		
		ES	D		

IV. Political Recommendations

Franca Garreffa, Donatella Barazzetti,
Jenevieve Makaping and Rosaria Marsico

I. Political recommendations

These political recommendations are aimed at shaping a new frame of the relevant information and interpretations emerged in the qualitative research led in Spain, Italy, Finland and Estonia, whose final results have allowed the construction of a system of indicators in order to delineate the effects of gender violence in several areas¹: health, legal, housing, labour, economic, social relationships.

This report outlines the recommendations emerged from the qualitative research investigating the violence's effects on women. It can be essentially read according to two dimensions: in domestic life (IPV, intimate partner violence) and at work (WV, workplace violence).

Selecting the main problems described by the 64 women interviewed, it has been possible to map the existing resources in each of the four countries examined. Its final picture has been successfully instrumental in marking a list of deficiencies and problems to be translated into political recommendations². The recommendations suggest the main solutions to be taken to ensure the full and equal enjoyment of human rights and of fundamental freedoms by women. The right to live in safety is the essential one. In *Recommendations*, the first emphasized concept concerns with the claim that violence affects women in their fundamental rights: life, liberty, security, equality, the right to a private life and an own house, the capability of taking care of themselves and others, equal protection by law, better measures for health and equal and favourable working conditions. For all these reasons, violence is always the violation of a law.

Today, as verified in the four countries, the changing forms and meanings of violence underline a parallel shift in women's and men's lives and in their relations, too. Gender violence is a cultural heritage of all countries and this research recognises "as a matter of fact" that Spain, Italy, Finland, Estonia commonly share the problem of violence against women, stressing that gender violence has no boundaries in terms of nations, of incomes, and of social and cultural status.

All four countries point out what stands before violence and its effects on women's life: some men prefer to be using violence rather than questioning their own role. Another common aspect among these countries is the lack of appropriate acts by the institutions whose responses on gender violence are often inadequate, not only in law, but, above all, in their capability to precisely shape the rules; thus, inadequacies, complicities or connivances prevent, often strongly, women from denouncing the violence which they are subjected to. Besides, another common basis is also the acknowledgment of the relevant role that feminist movements have played from the theoretical (studies and researches) and prac-

1. It should be specified that these policy's Recommendations do not take into account some forms of violence against women: stalking, enslavement, institutional violence, or against specific groups of women (disabled, elderly, refugees, women living in rural or isolated contexts).

2. Most of these Recommendations concern with particular issues highlighted by women victimised and they are also integrated with observations, evaluations and considerations emerged in the trans-national meetings between Research's partners, in Estonia and Finland.

tical point of view, (antiviolence centres, consulting offices, adopted laws) in all the countries; nevertheless, they are not homogeneously recognised everywhere by institutions and do not always receive a specific financial support by politicians, despite the key role led by feminist movements and by their increasing attention towards the nature, severity and dimension of the problem of gender violence. These recommendations are specifically targeted at decision makers and administrators, pursuing the complex aim of formulating policies against gender violence.

Generally speaking, it is possible to distinguish three types of recommendations:

1. **Prevention measures:** favouring appropriate and legitimate modes of interaction and relationship between sexes, campaigns to spread awareness among citizens, knowledge of services and improvement in usability of the same; gender training within society and in major educational and training contexts; creation of adequate spaces to welcome and to accommodate women who suffer GV and respecting their privacy in all social services; institutional recognition of the positive experiences related to anti-violence centres thanks to a wider spreading of their practices; enhancement of knowledge elaborated by Women's and Gender studies through dissemination of their experiences; promotion and funding of national and European researches; dissemination of statistics and studies on violence's causes and effects in order to combine theoretical-practical proposals with strategies for action; dissemination of information on laws at national, European and international scales against gender violence and on support for women suffering it.
2. **Enforcement measures:** standardized procedures by Law Enforcement Officials; strengthening of laws; exchange of knowledge and practical experiences in different national contexts for the acquisition of innovative approaches and models to be adopted as good practices in order to integrate the different national policies within a strengthened strategy; involvement of all ministries' synergies associated with sectors such as health, social welfare, equal opportunities and the Ministries of Justice, Labour and Economy to struggle against gender violence; implementation of a system of collection and storage of information to be embedded in anti-violence centres through a common database so that it is possible to promote the usage of a shared and homogeneous methodology; reinforcing the participation of a representative component among women having suffered GV within commissions where anti-gender violence policies and actions are decided on and provided; campaigns against the "culture of violence" and the attitudes justifying the blaming of women suffering GV and the minimization of male responsibility; a territorial planning of "anti-violence poles" unifying, in one single place, different sections for those main social services aimed at reducing gender violence: a section of Law Enforcements specialized in gender crimes, Health Committees composed by emergency physicians, psychologists, gynaecologists, paediatricians, orthopaedists, cardiologists, anti-violence offices, Law Departments, Units of Economic Aid – microcredit agencies – Units of Support for the autonomy of working women – agencies working temporarily *ad interim*.
3. **Measures for women suffering GV:** call centres and first aid services, providing anonymity; activation of a local network in all countries through a *memoranda* of agreement between institutions and services aimed at creating a common approach in analysing the forms of suffering and escaping from violence; strengthening, by adequate funding, of research centres increasing not only the already existing ones but creating new services and shelters centres, too; specific training and gender training for operators in services with a greater impact that just on First Aid and Politics: trainings have to be standardized at a large scale; specific measures for women and their children, ensuring their welcoming and funding; upgrading the planning of all services by a high skilled staff, able to effectively respond to aid requests coming from women.

The following recommendations may be achievable in the short and medium term, as well as in the long period. The social targets of these recommendations are: citizens, operators, women suffering violence and perpetrators of violence. Although the immigrant women interviewed are fewer than the native ones, the recommendations take into account the emerging new needs among women of different cultural backgrounds in the four countries surveyed.

The following recommendations are divided into two kinds of recommendations related to gender violence effects: the first kind is contextualized in the domestic dimension whilst the second one in working places. These recommendations have to be considered as the most important suggestions, catalysed in GVEI Daphne's research and emerged by comparing the four different examined countries.

2. Recommendations related to gender violence in intimate partnership

2.1. Health

As far as health is concerned, violence has serious consequences on it, both in an immediate perspective and in the long-term one; so doing, violence has further implications for the increasing of health care services. The statement of WHO on gender violence as an issue of primary public health at world-wide level should be more effective. Besides, the link between gender violence and its related diseases should be more assertive, obviously without neglecting the strategies of facing it. People working in the health sector are often among the first ones to meet women suffering GV and they also have a special status within the community in helping people at risk. For this reason, specific practices in public health addressed to the issue of violence would be required (description of the phenomenon; evaluation of the effectiveness of prevention programs; checking and monitoring of gender violence effects; studies on violence as a priority for health research; collaboration between WHO and national governments in planning and in monitoring programs for prevention and care).

RECOMMENDATIONS:

- Within the practice codes for professionals working in health, it is necessary to promote and include specific rules regarding the behaviour that they should have in relation to women who are suffering violence.
- Assure free medicines, attention and free equipment to women who have suffered gender violence.
- Elaborate a common protocol for all health services to ensure the recognition and the adequate attention for women who present symptoms of GV.
- Encourage arrangements for temporary observation (that is, short-term observation, possibly daily) for those women going to be immediately recovered but refusing hospital treatment.
- Develop collaborations among health services, to make their practices easier for women who have suffered violence, particularly for migrants for whom the placement in the services is more difficult.
- Support abused women, by free and periodical diagnostic tests such as ultrasounds and gynaecological visits with special attention to the sexual and reproductive health of women.
- Create specific measures to facilitate the access to the health services in this field, including abortion.
- Provide special support after the GV experience to regain confidence and to elaborate the sexual identity again.
- Plan prevention programs on the factors that may worsen the violence (both for the abused women and the perpetrator) such as the abuse of alcohol, drugs dependency and gambling.
- Understand health as something beyond physical health and provide services in terms either of psychiatric and psychological support or in terms of general welfare.
- Not only fighting the disease, but promoting the health and the welfare among women through the concepts of beauty and fitness; organizing training courses for own care (yoga courses, thermal treatments, beauty treatments and of hairdresser); make some institutional agreements with beauty centres, thermal and bathing centres for women suffering GV and, in particular, with gyms, to recover the women's body by stimulating them to dance in order to bring harmony and balance into the mistreated body.

2.2. Legal

Despite of national and international laws demanding from local governments to act effectively and properly against violence against women, a large part of subjects guilty of gender crimes still remains unpunished: cases of domestic violence are often stored because they are considered private matters or as disputes of married couples or because of the difficulty of finding medical reports or witnesses which could exonerate women from the recurring lack of credibility they often suffer. The unsolved cases of domestic abuses deny women's equality in front of law institutions, thus reinforcing their subordinate status in relation to men. It is important to ensure a legal protection to those women so that they can be encouraged to promptly cut the situation of violence and so that they can be better protected by an eventually more serious expression of man's violence, often caused by her formal complaining.

Besides, even if the law contemplates the GV as a penal crime, the functioning of the system itself (in terms of bureaucracy and its slowness) can prevent women suffering GV from beginning or finishing a legal action.

RECOMMENDATIONS:

- In all four States, reviews and assessments of those laws and policies regarding criminal matters which are inherent to gender violence, possibly promoting the amendment to treat women as fairly as possible by all legal systems.
- Introduction of new laws which should give new integrated responses to GV.
- Guarantee the right to use a free legal assistance.
- Pay attention to the needs of protection, moral support, financing and counselling that can derive from women's decision to begin a legal action against the perpetrator.
- Ensure a free substantial patronage, not a merely formal one, through a report elaborated by an attorney and countersigned by the same woman (at the end of the trial proceeding), certifying the quality of the legal advice received.
- Create a list of lawyers whose competence in matters of gender violence is officially certificated.
- Promote new spaces of coming together and new possibilities of exchanging knowledge and practices for lawyers specialised in GV cases.

2.3. Housing

Women who suffer GV are often forced to flee from home; facilitating the coming back could have a positive value as it would allow them to leave the refugees' life, restablishing a normal life. However, many women could live this experience as traumatic because it could reserve new threats and uncertainties, probably forcing her to a new flee. That is why it is important to give to women the freedom of choice once the perpetrator has left the house.

RECOMMENDATIONS:

- Take policy measures so that it is possible to ensure, as a first option, the chance to stay at home for women suffering GV, if they want to. Thus, if the separation is obliged, the perpetrator should be the only person leaving the house/flat.
- Supporting a serious policy through new houses to be built, through the renewal of disused buildings or through the guarantee of monthly subsidies, could allow women to stay with dignity in these houses.
- Enable women suffering GV to be admitted to special paths housing in a short term period, as well as in a long-term perspective (i.e. facilities with the mortgage, rents, social housing, etc).
- Ensure a wide range of housing vouchers, economically convenient for the abused women (i.e. free tickets which can allow women to be cohabiting with relatives, friends or similar which, in turn, will be in a contractual agreement, jointly liable with public administrations such as Regions, Districts, Boroughs, Municipalities).

- Create and fund a network of housing and services for short-term emergencies, temporary shelters for those women and children already in a situation of GV or for women potentially at risk of violence. Guarantee plenty of rooms and proper services for the needs expressed by the women (in terms of space, privacy and so on).
- Investigate alternative ways of housing, more proper than shelters houses.
- Ensure the same rights to women without children.
- Translate an information brochure into many languages on housing facilities for women suffering GV, paying more attention to languages that have a more residual presence in every country.

2.4. Labour

Gender violence is closely linked to employment, where the violence itself can be embedded; at the same time, it is the place for women's emancipation to go far from a violence's path and for women occurring an economic autonomy, so that they cannot depend furthermore on the abusing person. For this reason it is important to prevent women suffering GV from losing their jobs and to make sure that they will not suffer a second victimization at workplace as a strict consequence of GV effects.

RECOMMENDATIONS:

- Make the already existing laws more substantial from the enforcement viewpoint, in order to support the inclusion of women suffering from GV.
- Ensure the labour rights of women, recognizing their condition as suffering GV and providing special measures and services, as:
- Give options to women suffering GV to a temporary leave (as temporary inability) from the labour market with no losses in terms of compensations (social benefits, unemployment benefits, contributions to social security).
- Guarantee them the reservation of their jobs.
- Decide on new sets of timetables and more favourable working turns for women suffering GV.
- Promote specific and innovative ways of entering the labour market for women after the GV experience.
- Promote the increasing of awareness campaigns for companies and workplaces.
- Give financial compensations to the companies that support and give jobs to women suffering GV.
- Do not punish absenteeism and the lack of punctuality of women suffering GV at workplace in order to avoid forms of indirect victimization (disengagement that can be solved when woman recovers her own sense of dignity, and after having obtained her skills at work again).
- Create a database for different social institutions, composed of volunteers and operators from civil service whose jobs are essentially available in terms of support and solidarity, succeeding thus in combining both work and care.
- Additional incentives and tax-aids to those companies offering a contract of employment for women in a situation of GV.

2.5. Economic

GV is usually accompanied by an economic violence that aggravates the situation of the women who suffer it which makes it difficult to finish the relationship and to recover from it afterwards. The search for autonomy and for economic independence of women in a situation of GV is often a good opportunity for women to end the conditions of violence. Differently, the lack of individual resources may worsen the situation, especially if women decide to separate from the violent partner. Therefore, it is necessary to provide women with some essential support services that can ensure them, at least, dignity, welfare and good living conditions. It is important to avoid a second victimisation, considering that the GV can lead women to impoverishment processes.

RECOMMENDATIONS:

- Agreements with banks in order to offer some subsidized loans for those women which are forced to promptly change their residence; furthermore, special conditions on mortgages, rents, debts for women that cannot move easily.
- Promote new ways of financial help for women, such as taking the driver's license, attending professional trainings, offering initial works with paid incomes, or resuming the previous studies.
- Support of the economic costs of services attending women (health, legal, labour) and guarantee they are free of charge for the women.
- Provide counselling services in economic matters for women suffering GV.
- Help women after the relationship interruption through permanent jobs, appropriate housing policies, and so on.

2.6. Relationships and social life

Women who suffer gender violence usually live in isolation, a condition that often leads them to be subjected to the violence partner again. Violence against women can be exasperated by social stigmas; in particular, the shame of denouncing, the lack of help and protection, and the fragility of educational tools can contribute to the continuing presence of violence, influencing negatively not only women but also the community, at a general level. The amount of social contacts and social life that women keep during and/or after cases of GV can be seen in relation to the violent situation. The quantity of friends, including or excluding processes within the social groups, the attitudes to be related to others regarding feelings of reciprocity and solidarity or, differently, of mistrust and fear, can underline the seriousness of violence suffered and its consequences in women's lives.

RECOMMENDATIONS:

- Encourage support and implement programs and measures in the community in order to increase awareness and recognition of causes, consequences and mechanisms of violence against women.
- Develop social programs for women suffering GV which have to be focused on self-respect and on respect within relationships between women and men.
- Foster reciprocal relationships with groups of men, explicitly opposed to violence against women.
- Create discussion and cooperation with representative members or religious leaders in the territories to make out the potential capability in supporting women's break from violence.
- Promote meetings and initiatives by identifying organizations, times and spaces that can support the identification of women suffering GV (schools, supermarkets, hospitals, shops, hairdressers).
- Develop models for women suffering GV to shape socially a new life project, enable them to restore their desires, aspirations, hopes and dreams.
- Create support networks for women who have suffered GV.
- Promote programmes for the improvement of social relationships for women suffering GV.
- Support a representative selection of women who have suffered GV, so that the first-hand witnesses can more effectively express the needs of women in a situation of violence, suggesting proper solutions and supporting other women.

3. The recommendations related to gender violence at workplace

3.1. Health

Violence against women has negative health consequences and leads to diseases, often affecting the mind, skin, heart, the digestive system, the reproductive system, the immunity system and sexual dimension. Psychological, physical or sexual aggression can lead to a variety of health damages so that they seem to be more exposed to be ill in general, often losing their autonomy and ability in performing the usual works. The syndrome of violence is so strong to let women use medical treatments in short and/or long term in order to recover.

RECOMMENDATIONS:

- Compulsory training within companies and health services on damages that violence causes on women's health. Systematic measures by the trade unions which should periodically check the health conditions among workers.
- Regular monitoring of working activities (roles, tasks, career paths) by a team of experts, sensitive to gender violence.
- Creation of centres for psychological counselling within companies and institutions.

3.2. *Legal*

The violence cases at workplace require the introduction of laws and normative rules, protecting women from repeated situations of discrimination and of abuse which can often appear obvious or, therefore, hardly documented. For abused women, it is necessary to provide court proceedings and appropriate legal actions in order to allow them how the damage suffered (both physical or psychological) can be testified and in order to reoccupy their jobs too, without risking a possible retaliation. A woman victimised has the right to regain the place she was occupying before the violence, without suffering downgrading positions, income reductions or professional de-skilling. The legal protection should also ensure women the opportunity to find a new employment so that they are not encouraged to leave the labour market.

RECOMMENDATIONS:

- Give stimulus to strict penalties for perpetrators of sexual harassment and bullying.
- Facilitate access to judicial procedures in case of violence, harassment and discrimination by the working places and by the contexts of care.
- Create against-harassment places and against-mobbing points in companies and in their branches, offering advice and support to victims.
- Make it easier through appropriate standards, the employer's duties to submit any order to employees in a formal form (i.e. written communications) rather than verbal one.
- Inform women of how eventually a complaint can be fulfilled, by advising them to note the date, time, place, author, description of such a situation, people, witnesses of each harasser or mobbing situations against them.
- Periodical checks on working hours, alerting in case of blackmail ways, especially under conditions of particular vulnerability.
- Consider bullying and harassment at workplace as a crime in all EU legislation.

3.3. *Housing*

The housing policies for women at workplace should also take into account the consequences coming from violence in terms of economic and financial damages. Therefore, it is important to provide useful set of interventions to address the housing emergencies which a woman occurs after the violence (which, in turn, weakens her economic position). In some cases, the financial damage can even involve a loss of employment, especially when a woman is forced to lay off because of continuing incidents of abuses and mistreatments from colleagues and employers.

The housing services may promote public accommodations which local governments can manage by using privately owned properties to be allocated for women who are in a state of need, often with children. It is also welcoming the support from single actors, responsibly called to contribute for social housing actions through the renewal of the already existing buildings, thus recycling new houses to be rent at facilitated rates.

RECOMMENDATIONS:

- Promote "vouchers for houses" in order to pay a rent or a mortgage for women without incomes or with salary reductions, consequently caused by maltreatment cases.

- Encourage networks of support and solidarity, aiming at assisting women in their combining work at home and at workplace, a mixture that may require long absences from home and a significant displacement to reach the workplace, too.
- Promote places for children, kindergartens, baby parks within working companies in order to facilitate the commitment of women between home and work.

3.4. *Labour*

According to many studies, the most developed countries still have a substantial difference in terms of poverty between men and women. Women constitute 70% of the poor people at world scale. There are some categories of women particularly vulnerable and, therefore, they are more easily subjected to poverty; among these, there are women victims of violence. Moreover, the recent female steps into traditional male skills have highlighted the asymmetries of which women are victims in terms of career progression, favouring the emergence of blackmails, harassments and abuses. By increasing employment opportunities and by making a substantial policy of equal opportunities, it could be possible to reduce the violence risks endured by women at workplace.

RECOMMENDATIONS:

- Require employers to justify, through formal and written requests, when they are demanding for urgent works, transfers, exclusions from plenary meetings, downgraded jobs in relation to the awarded qualification, disciplinary appeals, accusations of low productivity.
- Introduction of flexible working hours for women victims of gender violence.
- Quantify the impact of public investment on women's employment in terms of jobs and vocational training.
- Finance incentives for women's employment, especially in southern areas of Europe where their unemployment is particularly high.
- Experiment initiatives to counter the irregular forms of women's work.
- Enhance women's skills through regular budgets of competence.
- Improve the lighting of streets, porches, underground, car parking, bus shelters and all places considered "at risk" (as they are used both by choice and by need).
- Installations and tests of video surveillance in locations that can be empty at precise times in the evenings, nights and holidays.
- Program the increase of bus stops on working days, holidays and nights.
- Promote appropriate initiatives to make cities safer.
- Organize pink taxis to guarantee transport services for women who have suffered gender violence (also addressing a percentage from social resources to obtain pink licenses).

3.5. *Economic*

The violence at workplace can have many effects on the economic condition of women, just feeling as a sort of insecurity because they can be often threatened with dismissal or forced to voluntarily resign. The economic difficulties influence heavily in decision-making to escape from violence; in absence of concrete alternatives to her condition of poverty, a woman mistreated at work, with no personal and/or family resources, without social support, will hardly leave the violent places.

RECOMMENDATIONS:

- Social pensions for temporary or permanent disability because of gender violence suffered by those women, unable to normally perform working activities.
- Encourage the employment of women who have suffered gender violence by the working contexts.

3.6. Relationships and social life

The violence involves serious handicaps to social life, undermining the social interactions and the social constraints between the woman and colleagues at work and, as well as other members surrounding her by the different working contexts. The victimized woman suffers a collapse of image and, probably, the loss of colleagues, friends, acquaintances, who could not withstand the most depressing moods of the victim, underestimating what is behind her emotional state.

RECOMMENDATIONS:

- Promote the creation of committees, commissions and offices and against-mobbing points.
- Promote training courses to educate men and women to live in social groups.
- Change some patterns of social and cultural behaviours both of women and men in order to eliminate practices based on traditional superiority of one sex on the other one, and on stereotyped roles of men and women.

5. Concluding remarks

The data absence about GV effects at national and European levels is among the most crucial deficiencies verified within the Daphne Project GVEI, showing the lack of consciousness regarding GV and thus of visibility of GV.

The European Union should promote and urge the Member States to gather and exploit data on GV effects, in order to increase the information on this subject. Furthermore, the European Union should aim at creating a system of indicators on GV effects at European level.; firstly, it should promote the work of Member States gathering and exploiting data on GV effects and, secondly, it should ensure the standardization of the indicators at national and European scales, in order to facilitate, afterwards, the comparison among countries in different periods of time. In every country, the hardness to be performing precise indicators on GV effects (at workplace and at domestic context) comes out by the way through violence cases are solved. Women suffering GV are not accompanied in a long term perspective, that is, there is no longitudinal data analysis but only disaggregated data which cannot allow to deduce the GV effects from it. Official Statistics often offer data on types of GV but they do not verify the same effects of it through specialised surveys. From the methodological viewpoint, thus, the abused women could be analysed through a longitudinal data perspective, by a sample survey in order to supervise the peculiar effects coming from GV.

The largest part of observations and assessments concerning with GV effects have pointed out what women suffering violence essentially need, and what should be done immediately for them; without forgetting, furthermore, what should be implemented in the medium and long term³.

In particular, these recommendations concern with the main shortcomings derived from the analysis of women's stories in all four countries. The most frequent social actions addressed to women are social assistance, psychological support, temporary housing hospitality and legal assistance. A large number of public social actions, generally connoting the wholeness of a protection path, are still missing – although obvious and significant differences among countries do exist. In spite of these differences, anyway, they are not often under condition to achieve a complete and exhaustive path of support for women in a situation of violence.

Another relevant finding in all countries is the decreasing participation at work combined with scarce social opportunities for women already living in difficulties, especially for immigrants, who in many cases live an experience of exploitation at different levels.

3. Because of the characteristics and relevance of this phenomenon in the four countries, a wider spread of studies, of research activities and of actions should be improved in order to contain it and to shape new normative aspects, see Camarasa, M., Bosch, M., Heim, D., 2007; Barazzetti, D., Garreffa, F., Marsico, R., 2007; Luukkonen, E., 2007; Laas, A., Talves, K., 2007.

A general recommendation is the timeliness of interventions, needed to take immediate charge of women suffering GV in order to mitigate the harmful consequences produced by the violence in their lives. If violence is unnoticed or poorly understood, it indirectly encourages to be continued. Timely interventions of protection towards women are to be shaped on the seriousness of specific situations and they are an essential prerequisite for the implementation of interventions repairing the violent event. Timely interventions in the immediacy of women's complaints imply assistance by the police which, through preventive measures, avoids the worsening of event consequences, trying to minimize the personal damage.

Most of the interviewed women do not demonstrate a great degree of satisfaction concerning social services within the four countries of research; the most problematic points are the following ones:

- The hard handling of procedures for launching a legal path and the long waiting times for the process.
- Welcoming houses, by different directions (shelters houses, protection points, anti-violence centres), present some problems on the fluent access to a safe and comfortable place where rebuilding the necessary serenity and confidence after the traumatic experiences lived; in particular, it is underlined the lack of a safe accommodation for women with children.
- The opportunities for employment, especially in front of a high unemployment rate presence of jobs under conditions of exploitation (especially for immigrant women).
- An insufficient attention to women suffering GV regarding the protection of their rights social services' assistance, the defence of their privacy within a framework where women's social dimension argues and conciliates with social services.
- Lack of awareness of the phenomenon whilst many prejudices and stereotypes still remain in relation to women suffering GV.

By concluding the research work led in four European countries (Spain, Estonia, Finland, Italy), it is important that the EU assumes the following recommendations:

- Promote researches, carried out either by public, private or by non profit organizations, concerning the effects of GV on women's life, considering all the dimensions proposed in this project and in-depth studies.
- Promote researches, not only aiming at gathering information for the prevention of the GV, but also at responding to the needs of women suffering GV.
- Adopt a perspective in the study of GV effects where the long term effects are properly considered because, as demonstrated in this research, the effects of GV can be lasting for years, even after the violent relationship's interruption.
- In general, all the professionals working in public services and resources that could be used by the women suffering GV (satisfying not only the services specifically addressed to this part of the population, but also the ones available for the general population) should avoid a second victimization of women suffering GV. For this purpose, it is necessary to carry out awareness-raising campaigns and specialised training courses for those professionals responsible and instructed to work with women who have suffered GV.
- As this project has highlighted, it is strictly necessary to give a comprehensive response to women's needs, since GV affects all the spheres of their lives and it is difficult to improve one dimension if these are not covered. This means to create specific services of health, legal assistance, housing, labour and economic support to help women suffering GV in a medium and long term perspective. Furthermore, it would be required to ensure the coordination between all these services to reduce additional efforts (i.e. bureaucracy) for women when dealing with social services. In this sense, the Spanish Law of Integrated Measures against GV could be a referent, as it tends to cover all the dimensions of women's life and gives responses to the difficulties suffered by women. Nevertheless, in order to successfully implement such laws, it is necessary to provide appropriate funding to all the mentioned services.
- Remark the importance of the cultural sphere, changing and modifying the cultural stereotypes and images regarding the role of men and women underlying and feeding gender violence within all countries and social classes.

- Raising awareness among citizens on the causes and effects of GV. This implies to make GV visible as a social problem and not as a taboo and a private matter, and it requests to launch campaigns aimed at creating a context where women suffering GV could feel safe and free to denounce their experience.

V. Appendix

Appendix I

This Appendix illustrates some of the main European measures taken to prevent and eliminate the phenomenon of gender violence:

- Convention on the Elimination of All Forms of Discrimination against Women, adopted by the UN General Assembly in 1979, which came into force on September 3, 1981 and was ratified by Italy in 1985; together with the subsequent resolution of the CEDAW N. 19 on Women's Violence and the Optional Protocol to the Convention, based on the Elimination of All Forms of Discrimination against Women, adopted by the General Assembly on October 6 1999, ready to be signed on December 10, 1999, and finally came into force and ratified by December 22, 2000.
- European Parliament resolution on violence against women, June 11, 1986.
- Recommendation of the European Commission in November 27, 1991 N. 92/131 with attachment of Code Policies to protect women against sexual harassment at workplace.
- UN Declaration on the Elimination of Violence against Women adopted by General Assembly Resolution in December 20, 1993, N. 48/104.
- Resolution of the High Commissioner on Human Rights UN N. 1994-45 adopted on March 4 1994 on the Special *Rapporteur* on Violence to women and subsequent resolution N. 2003/45.
- Declaration and Program of Action adopted at the Fourth World Conference on Women, held in Beijing on September 15, 1995, and its following update program of Beijing + 5, held in New York on June 9, 2000 and of Beijing + 10 held in New York, March 10, 2005.
- European Commission Communication in July 24, 1996 on the prevention of Sexual harassment at workplace.
- European Commission Communication in December 9, 1998 by the European Council and European Parliament for further action against the trafficking in women.
- Resolution on Violence against Women in 1999 establishing the program Daphne and its further decision N. 803/2004/EC of the European Parliament and of Council in April 21 2004, establishing a Community Action Program (2004-2008) to prevent and combat violence against children, young people and women and to protect women and groups at risk (Daphne II).
- Recommendation of the Council of Europe 11 (2000) of the Committee of Ministers to Member States regarding actions against human trafficking for sexual exploitation.
- Recommendation of the Council of Europe 1450 (2000) on violence against women in Europe.
- Resolution of the Council of Europe 1212 (2000) on rape in armed conflicts.
- Resolution of the Council of Europe 1247 (2001) on female genital mutilation.
- Recommendation of the Council of Europe 1523 (2001) on domestic slavery.
- Recommendation of the Council of Europe 1555 (2002) on the image of women in the media.
- Recommendation of the Council of Europe 1582 (2002) on domestic violence against women.
- Framework Decision 2002/629/JHA in July 19, 2002 on combating trafficking in human beings.
- The Council of Europe Recommendation Rec (2002)5 of the Committee of Ministers to Member States on the protection of women against violence adopted on April 30 2002.
- Resolution of the Council of Europe 1327 (2003) on the so-called "crimes of honour".
- Recommendation of the Council of Europe 1663 (2004) on domestic slavery.
- Recommendation of the Council of Europe 1681 (2004) Campaign to combat Domestic Violence against women.
- Recommendation of the Council of Europe 1723 (2005) on forced marriages and child-age marriages.

Appendix 2

In many countries, today, there is not still a uniformity in defining gender violence within the families context. Some people use the word “domestic violence”, by translating UN Special *Rapporteur*’s definition quoting “(..) the violence consumed within the private sphere, generally between individuals who are connected by a bond of intimacy, blood or law”; many others translate the same word, referring to violence committed by partners on women excluding child abuse or violence on elderly, which are distinctly examined. Other countries completely ignore the words “domestic violence”, preferring the more general and recognized definition used by the UN Convention, that is, “violence against women”. A good recommendation could be the adoption of a common glossary for decision makers.

EMPOWERMENT: it literally means “increase in power”. It indicates a steady, gradual, conscious evolution on the capability of human beings to become autonomous and to take own responsibilities for a better shaping of their own sense of strength; it is also the personal opportunity to analyse the reality around, identifying constraints, threats, opportunities and possibilities. Within a gender point of view, the word “empowerment” points out women’s participation in economic, political and social power in their countries. Gender Empowerment means that women have an important role in decision-making of politics, economics, family and society.

EQUAL OPPORTUNITIES FOR WOMEN AND MEN: it indicates the absence of obstacles to participate in economic, political and social spheres, according to the specific sex they belong to.

FEMALISATION OF POVERTY: it is the increasing importance and the prevalence of poverty among women which has become stronger than among men and which represents the first risk of their vulnerability.

GENDER: it is a set of roles, relationships, attitudes, behaviours, values, power which is socially shaped.

GENDER AWARE: it means understanding men’s and women’s constraints on prejudices inherent to gender construction, but it also implies to know discriminatory rules, values, behaviours explaining the position of men and women in society, recognising how the individual tolerance towards these prejudices often represents the first main door introducing acts of violence against women.

GENDER BIASED: the term refers to those forms of discrimination concerning the distribution of unequal resources between men and women in relation to education, training, labour, information, wages. These inequalities can lead to a systematic violence against women.

GENDER BLIND: it is an approach or attitude that ignores or neglects the gender.

GENDER EQUALITY: it is an equity on relationships and it refers not only to women or men, but to their reciprocal relationships. It means equal fairness of treatment between the sexes which can be expressed both through equal actions between men and women and, as well as, through different actions, however considered as equivalent in terms of rights, benefits, obligations and opportunities.

GENDER EXCLUSION: it is the exclusion from the concept of citizenship of vulnerable groups such as women because of their gender.

GENDER IMPACT ASSESSMENT: it estimates the different consequences of political actions on women's and men's lives, in order to change and neutralize the discriminatory effects and promoting equality between the sexes.

GENDER PERSPECTIVE AND GENDER MAINSTREAMING: it is the systematic integration of facts, priorities and needs belonging to women and men in all social policies. The aim is at promoting equality between women and men, mobilizing all the policies considered necessary and taking into account their impacts on women's and men's lives when they are under implementation, monitoring and evaluation.

GENDER PLANNING: it is a programming approach considering the gender as a basic variable to be used for the integration of a gender dimension in explicit gender strategies and actions.

GENDER RELATIONSHIP: it indicates the relationships and the unequal distribution of power between women and men.

GENDER RESEARCH: it is the integration of gender issues in research, using a specific method of investigation in gender analysis, consisting in a more systematic collection and evaluation of information on gender differences and on their social relationships in order to identify appropriate instruments to be used in balancing gender inequalities.

GENDER ROLE: it is the public expression of own gender identity indicating the usual activities performed by a person within a particular social context.

GENDER VIOLENCE: it is any act of violence based on gender, which may result or actually results in physical, sexual or psychological harm, including threats, coercion or arbitrary deprivation of liberty, either in private or in public life.

INVISIBLE BARRIERS: it is a set of attitudes characterized by prejudices, norms and values that prevent women from fully participating in public social life and in labour market.

NEUTRALITY GENDER: it is an attitude tending to deny the male and female dimensions in the social interactions and in organisations, obscuring those perspectives where, differently, the gender asymmetries are considered as a matter of fact, socially well spread.

SYMBOLIC UNIVERSE OF GENDER: it is the range of symbols, languages and practices which are historically and socially associated with the concept of male and female.

VI. Bibliography

- Alberdi, I and Matas, N. (2002), *La violència domèstica. Informe sobre els maltractaments a Espanya*. Fundació La Caixa. Barcelona.
- Aromaa, K. and Heiskanen, M. (eds.) (2008), *Victimisation Surveys in Comparative Perspective. Papers from the Stockholm Criminology Symposium 2007*. European Institute for Crime Prevention and Control, affiliated with the United Nations (HEUNI), Publication Series No. 56, Helsinki 2008. <http://www.heuni.fi/uploads/ojywlestdwh5b.pdf>
- Benítez Jiménez, M.J. (2004), *Violencia contra la mujer en el ámbito familiar: Cambios sociales y legislativos*. Madrid: Edisofer.
- Barazzetti, D.; Garreffa, F.; Makaping, J.; Marsico, R.; (2008). *National Report: Italy*. GVEI. Daphne II Programme Project. University of Calabria, Rende. www.surt.org/gvei
- Camarasa, M. and Rodeschini, G., SURT (2008), *Propuesta de variables cualitativas para indicadores de los efectos de la violencia de género*. www.surt.org/gvei
- Camarasa, M.; Quevedo, P. (2008). *National Report: Catalonia, Spain*. GVEI. Daphne II Programme Project. SURT. www.surt.org/gvei
- Camarasa, M. and Heim, D. SURT (2007), *GVEI. Theoretical and methodological framework*, SURT. www.surt.org/gvei
- Cannavò L. and Frudà L. (2007), *Ricerca sociale: dal progetto dell'indagine alla costruzione degli indici*, Roma: Carocci.
- Carrasco, C. (2006), *Estadístiques sota sospita. Proposta de nous indicadors des de l'experiència femenina*. Catalan Women's Institute. Barcelona.
- Carrasco, C. and Domínguez, M. (2003), *Nous indicadors de treball i gènere. Una proposta metodològica* Barcelona societat/12. Revista d'informació i estudis socials. Department of Barcelona.
- Centro Reina Sofía (ed.), (2000), *Violencia contra la mujer (situación actual mundial)*. Serie Documentos (vol.2)
- Centro Reina Sofía (ed.), (2002), *Informe Internacional 2003. Violencia contra la mujer en las relaciones de pareja (estadísticas y legislación)* Serie Documentos (vol. 5)
- Corsi, J. (eds.) (2003), *Maltrato y abuso en el ámbito doméstico*. Paidós. Barcelona.
- Di Martino, V. Hoel, H. and Cooper, L.C. (2003) *Preventing violence and harassment in the workplace* <http://www.eurofound.europa.eu/pubdocs/2002/109/en/1/ef02109en.pdf>
- Ellsberg, M.C and Heise, L. (2005), *Researching Violence against women. A practical Guide for researchers and activists*. Washington DC, United States: World Health Organisation, PATH; 2005. http://www.path.org/files/GBV_rvaw_front.pdf
- Ertürk, Y. (2006), *Integration of the Human Rights of Women and the Gender perspective: Violence against women. The due diligence standard as a tool for the elimination of violence against women. Report on Special Rapporteur on violence against women, its causes and consequences*, Yakin Ertürk. Commission on Human Rights. <http://daccessdds.un.org/doc/UNDOC/GEN/G06/I03/50/PDF/G06I0350.pdf?OpenElement>
- Espinar Ruiz, E. (2006), *Violencia de género y procesos de empobrecimiento*. Córdoba. Servicios de publicaciones de la Universidad de Córdoba.
- EU (2005), *Fourth European Working Conditions Survey (2005)*. <http://www.eurofound.europa.eu/pubdocs/2006/98/en/2/ef0698en.pdf>
- Fasel, N. (2007), *Criteria for Identifying Indicators on VAW. Supporting paper Submitted by OHCHR. Expert Group meeting on Indicators to measure violence against women*. United Nations Statistical Commission and Economic Commission for Europe. United Nations Division for the advancement of

- Women, Conference of European Statistics, United Nations Statistics Division. http://www.un.org/womenwatch/daw/egm/vaw_indicators_2007/papers/Supporting%20Paper%20OHCHR.pdf
- Gabàs, A., SURT (2003), *Methodological proposals for the design of social indicators*, in the project *GENDER INDICATORS AGAINST SOCIAL EXCLUSION*, Transnational Exchange Programme Phase I and Phase II. Employment and Social Affairs. European Commission (2002-2005).
- Godenzi A., en Breines, I.; Connell, R; Eide, I, (eds). *Male Roles and Masculinities: A Culture of Peace Perspective*. UNESCO, 2000, Paris.
- Hagemann-White, C. et al. (2008), *CAHRV Gendering Human Rights Violations: The case of Interpersonal Violence. Coordination Action on Human Rights Violations (CAHRV) Final Report 2004-2007*. EU research on Social Sciences and humanities. Directorate-General for Research Citizens and governance in a knowledge-based society. http://www.cahrv.uni-osnabrueck.de/reddot/CAHRV_final_report_-_complete_version_for_WEB.pdf
- Hanmer, Jalna et al. (2006), *Agencies and evaluation of good practice: domestic violence, rape and sexual assault. Final report*. Report prepared within Coordination Action on Human Rights Violations (CAHRV). http://www.cahrv.uni-osnabrueck.de/reddot/Report_on_Valencia_cross_cutting_workshop.pdf
- Hedman, B., Percucci, F., Sundström, P. (2001), *Engendering Statistics, a Tool for Change*. Statistics Sweden, 1996. Cited in European Women's Lobby, *Towards a common European Framework to monitor progress in combating violence against women*. EWL.
- Hochfeld, T. and Rasool Bassadien, S. (2007), *Participation, values. and implementation: three research challenges in developing gender-sensitive indicators*. In *Gender and Development* Vol. 15, No. 2, July 2007, p.217-229.
- Kelly, L. (2006), *Benefits and limitations of Human Rights frameworks: the case of interpersonal violence*. Analytic report on the CHARV cross-cutting workshop VALENCIA, June 2006. http://www.cahrv.uni-osnabrueck.de/reddot/Report_on_Valencia_cross_cutting_workshop.pdf
- Laas, A.; Soo, K.; Talves, K.; (2008). *National Report: Estonia*. GVEI. Daphne II Programme Project. University of Tartu, Tartu. www.surt.org/gvei
- Lehto, A.M. and Pärnänen, A. (2007), *Violence, bullying and harassment in the workplace*. <http://www.eurofound.europa.eu/ewco/reports/TN0406TR01/TN0406TR01.pdf>
- Luukkonen, E. (2008). *National Report: Finland*. GVEI. Daphne II Programme Project. University of Oulu, Oulu. www.surt.org/gvei
- Martín Serrano, E. y M. (1999), *Las violencias cotidianas cuando las víctimas son las mujeres*. MTAS. Women's Institute. Madrid.
- Martinez, M. et al. (2007), *Perspectives and Standards for Good practice in data collection on interpersonal violence at European level*. Report prepared within Coordination Action on Human Rights Violations (CAHRV). http://www.cahrv.uni-osnabrueck.de/reddot/FINAL_REPORT__29-10-2007_.pdf
- Morillas, Cueva, L. and others. (2006), *Sobre el maltrato a la mujer. Una serie de 338 casos*. Madrid. Editorial Dykinson.
- Mouzos & Makkai, T. (2004), *Women's Experience of Male Violence. Findings from the Australian Component of the International Violence against women Survey (IVAWS)* Research and Public Policy Series no. 58, Australian Institute of Criminology. <http://www.aic.gov.au/publications/rpp/56/RPP56.pdf> http://www.aic.gov.au/publications/rpp/56/13_appendix1.pdf
- Multiple Indicator Cluster Surveys (MICS) – Background Papers prepared by UNICEF (2005), “*Violence against women: a statistical overview, challenges and gaps in data collection and methodology and approaches for overcoming them*” UN Division for the advancement of Women. <http://www.un.org/womenwatch/daw/egm/vaw-stat-2005/docs/expert-papers/Unicef%20for%20Geneva.pdf>
- Nevala, S. (2005), *International Violence Against Women Survey (IVAWS)*. European Institute for Crime Prevention and Control, affiliated with the United Nations (HEUNI). “*Violence against women: a statistical overview, challenges and gaps in data collection and methodology and approaches for overcoming them*” UN Division for the advancement of Women. <http://www.un.org/womenwatch/daw/egm/vaw-stat-2005/docs/expert-papers/Nevala.pdf>
- Piispa, M., Heiskanen, M., Kääriäinen, J. and Sirén, R. (2006), *Violence against women in Finland*. National Research Institute of Legal Policy no 225 and The European Institute for Crime Prevention and Control, affiliated with the United Nations (HEUNI) no 51. http://www.optula.om.fi/uploads/ghfj8w76dgibw_1.pdf

- Platform for Action. Section 113 – Fourth World Conference on Women, Beijing 1995.
- Report of the expert group meeting. Division for the Advancement of Women (2005), *Good Practices in combating and eliminating violence against women*. Department of Economic and Social Affairs. <http://www.un.org/womenwatch/daw/egm/vaw-gp-2005/docs/FINALREPORT.goodpractices.pdf>
- Ruspini E. (2004), *La ricerca longitudinale. Metodologia delle scienze umane*, Milano: FrancoAngeli.
- Russo, N and Pirlott, A. (2006), *Gender-Based violence. Concepts, methods and findings* in *Annals New York Academy of Sciences*, 1087, p. 178-205.
- Sunnari V., Kangasvuo, J., Heikkinen, M. (2003), *Gendered and Sexualised Violence in Educational Environments*. Oulu.
- Task Force on Core Social Variables (2007), *Final Report*. Eurostat Methodologies and Working papers. European Communities. http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-RA-07-006/EN/KS-RA-07-006-EN.PDF
- TAYLOR, S.J. y BODGAN, R. (1992), *Introducción a los métodos cualitativos de investigación*. Barcelona, Paidós.
- The United Nations Economic Commission for Europe Task Force on Measurement of Violence Against Women (2006), *Analysis of national surveys carried out by the countries of the conference of European Statisticians to measure violence against women*. <http://www.unece.org/stats/documents/ece/ces/ge.30/2006/6.e.pdf>. http://www.un.org/womenwatch/daw/egm/IndicatorsVAW/IndicatorsVAW_EGM_report.pdf
- UN (2003), *Declaration on the Elimination of Violence against Women*. General Assembly Resolution 48/1004 of 20 December 2003.
- UN (2006), *The World's Women 2005*. Progress in Statistics. Department of Economic and Social Affairs. Statistics Division. United Nations, New York. http://unstats.un.org/unsd/demographic/products/indwm/ww2005_pub/English/WW2005_text_complete_BW.pdf
- UN, Studies in methods (1989), *Handbook on Social Indicators*, series F, no. 49. http://unstats.un.org/unsd/publication/SeriesF/SeriesF_49E.pdf
- UNESCO (1974), *Social Indicators: problems of definition and of selection* in Reports and papers in the social sciences. No. 30.
- United Nations Crime prevention and Criminal justice Programme Network (PNI). Commission on Crime Prevention and Criminal Justice., *Workshop on Eliminating Violence against women: Forms, Strategies and Tools* (2008). Background paper by the <http://www.unodc.org/documents/commissions/CCPCJ-session17/CCPCJ-17-CRPs/ECN152008CRP03.pdf>
- Walby, S. (2006), *Towards International Standards for data collection and statistics on violence against women*. Economic Commission for Europe, Statistical Commission, Group of Experts and Gender Statistics. <http://www.lancs.ac.uk/fass/sociology/papers/walby-improvingstatisticsUN.pdf>
- Walby, S. (2007), *Developing Indicators on Violence against women*. Published by the Department of Sociology, Lancaster University, Lancaster LA1 4YL, UK at <http://www.lancas.ac.uk/fss/sociology/papers/walby-indicatorsgenderbasedviolence.pdf>
- Walby, S. (2007), *Indicators to measure violence against women*. Expert group meeting on indicators to measure violence against women. United nations statistical commission and Economic Commission for Europe. <http://www.unece.org/stats/documents/ece/ces/ge.30/2007/mtg1/wp.1.e.pdf>
- Walby, Sylvia (2005), *Improving the Statistics on violence against women*. Statistical Journal of the United Nations ECE 22 (2005) 193-216. <http://www.lancs.ac.uk/fass/sociology/papers/walby-improvingstatisticsUN.pdf>
- WHO (2001), *Putting women first: Ethical and Safety Recommendations for Research on Domestic Violence against women*. <http://www.who.int/gender/violence/womenfirtseng.pdf>
- WHO (2005), *Multi-country Study on Women's Health and Domestic Violence against Women. Summary report of initial results on prevalence, health outcomes and women's responses*. Geneva, http://www.who.int/gender/violence/who_multicountry_study/summary_report/summary_report_English2.pdf
- WHO (2007), *Third Milestones of a Global Campaign for Violence prevention Report 2007*. Scaling up. Global campaign for violence prevention. http://whqlibdoc.who.int/publications/2007/9789241595476_eng.pdf
- Villavicencio, P. Sebastián, J. (1999), *Violencia doméstica: su impacto en la salud física y mental de las mujeres*. Women's Institute of Spain. Madrid.
- Women's Institute of Andalusia, Deloitte and Touche (2004), *Los costes sociales y económicos de la violencia contra las mujeres en Andalucía*. (Estudios 20). Sevilla.

