



Work Package 3

Executive summary on the basis of national analysis



DAHPNE PROJECT: “PROPOSING NEW INDICATO0RS: MEASURING VIOLENCE’S EFFECTS. GVEI”

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Introduction

In this survey 'gender violence' (GV) is studied, and in this survey it is seen as an abuse of women and girls. In this survey departure point is an individual, and violence effects are studied from individual's perspective. There is paid more attention to the physical or psychological consequences to women. A description of single acts of violence is accompanying information in this study.

The most common forms of violence against women are physical, sexual, and emotional abuse by a woman's husband or intimate partner. The GVEI project is targeted to design of social indicators for measuring and shedding light on the **effects of gender violence** in all dimensions of the women's life. Only intimate partner violence (IPV) and in workplace violence (WV) is studied in Estonia, Finland, Italy and Spain.

Project partners hypothesized that IPV and WV have six different effects on a women life: problems in the field of health, relationships, economical managing, housing, labour, and legal. The results proved that all marked spheres in the women life suffer due to GV. However, there are some little differences in the consequences of IPV and WV the principal effects are similar.

At this stage of the project women's voices (by interviews) and experts' opinions (expert interviews and focus groups) has been collected. These data will be the basis for the design of indicators.

Executive summary: Conclusions and recommendations

Conclusions

Violence against women is a serious issue in Europe. For example, European Parliament has called to establish zero tolerance of violence against women and recommend extensively combating against it¹.

The main concern of current study was to ascertain the effects of intimate partnership violence (IPV) and workplace violence (WV). Altogether 65 interviews were carried out

¹ See Resolution on the need to establish a European Union wide campaign for zero tolerance of violence against women (http://www.eurowrc.org/13.institutions/2.ep/ep_resolution/en_ep.resolution.htm), European Parliament Resolution on Violence against Women (<http://www.legislationline.org/legislation.php?tid=99&lid=5730&less=false>).

in four different countries (Estonia, Finland, Italia, and Spain). 35 women suffered IPV were interviewed and 30 women who have been harassed at workplace (Table 1). After that 12 focus group and some face-to-face interviews were conducted with the professionals dealing with victimized women.

Table 1. Interviewees by country

	IPV	WV
Estonia	Piret1-12	Viia1-7
Finland	Piia1-7	Venla1-8
Italy	Paola1-7	Violetta1-8
Spain	Paloma1-8	Vanesa1-7

In general, violence is a very hard research topic because of violent experiences is related to several negative feelings such as fear, shame, anxiety, and guilty. The disclosing of one's unpleasant events in the intimate life or at workplace is a hard trial for women, even those who have left the violent partnership or quitted up their job where they have been targeted. Notwithstanding, women willingly agreed to participate in this survey and narrate their story. On the one hand, this fact can display the victims' essential need to talk about their experiences and emotions to some trusted and neutral persons to be listened and understood. On the other hand, interviewed women wanted to emphasise the importance of dealing with GV problem and give some tips to other women suffering form violence.

We hypothesized that IPV and WV have six different effects on a women life: problems in the field of health, relationships, economical managing, housing, labour, and legal. The results proved that all marked spheres in the women life suffer due to GV. However, there are some little differences in the consequences of IPV and WV the principal effects are similar.

It appeared that violence has the most devastating impact on women' health. Depending on the type of violence women can suffer from hard physical injures (i.e. fractures, bruises, blows), various psychological troubles or even reproductive health problems (i.e. miscarriage, unwillingness to have sex). Mostly in all cases violence exclusively affects the victim's emotional state. Besides feelings of distrust, fear and shame it causes deep or chronic depression and PTSD. Women also reported suffering from insomnia and eating disorders. Long lasting violence, even solely psychological, remarkably impairs women' physical and mental health causing cardiovascular diseases, pains, changes of weight, continual tiredness, intoxication or psychosomatic disorders. Comparing consequences to health in case of IPV and WV, it can be said that because WV has mostly the non-physical nature it affects mainly the emotional succeeding of the woman.

Secondly, violence influences strongly the social relationships of the women. The experiencing of physical attacks, humiliation and/or invective by the intimate partner or the employer harms the coping ability and emotional state. Due to shame, lack of

performance or even physical injuries the women avoid contacting important others (i.e. other family members, friends, colleagues) to keep incidents in silence. However, the perpetrator himself can create the condition for isolating the victim from social relationships and active life. Violence affects also women's capability to look after and support their children.

But some women said that they have been supported and comprehended by family members, friends and colleagues after the disclosing of violence. The latest is a case where IPV and WV differ. Precisely, the women experienced IPV seemed to get more assistance from colleagues than victims of WV. The women who suffered from violence at the workplace declared that they were distrusted, ignored, condemned or rumoured by colleagues.

The third substantive effect is economic difficulty that can be caused by unemployment, loss of job or financial dependency and control from partner. But economic hardship complicates covering the payment of the dwelling or impedes leaving from the perpetrator. In addition, due to lack of resources the women have poor chance to apply (professional) legal aid.

IPV has caused the necessity for the women to escape from home in case of attack by the partner. Some women had to overnight outside due to the missing of alternative accommodation. The findings also indicated that the women's awareness about legal aid or other type of help is often low which influences their possibilities to get professional assistance. But going through long and complicated legal procedure in order to convict the perpetrator or divorce from him is psychologically very damaging for the woman even resulting in secondary victimization.

Particularly vulnerable target groups are women with little children, elder and migrant women. Their economic situation and job perspective are very complicated. The migrant women may have difficult legal status and therefore they have no right to work which exasperate their attempts to leave. Many of them have no relatives whom ask for help.

The results demonstrated that the effects of violence are rather complex than unilateral. That means that one kind of effects has an impact on the rest of the spheres of the woman's life. For instance, poor health condition due to violence influences the performance at work, but not coping with job duties may lead to displacement or wage decrease. However, living without job or with insufficient income is an extra source of stress and tension and may cause or intensify isolation. Therefore, many abused women perceived that they have been entrapped in their own home. They exhibited hopelessness and did not see the outlet from this situation. A number of previous studies have found the similar findings (Pavao et al, 2007; Reeves & O'Learly-Kelly, 2007; Swanberg, Logan, & Macke, 2005; Thomas, Joshi, Wittenberg, & McCloskey, 2008)

Violence not only affects the women's health, social relations, and economic situation but also their values, identity, and self-reliance. Living continuously in violent relationship, the women can develop the certain coping strategies. These are the normalization of

violence, rethinking the meaning of it, and diminishing the severity of effects (i.e., renaming of ‘partner’s aggression’ as ‘punishment of woman’; self-blaming; diminishing the seriousness of negative effects on health and daily life). Moreover the victims tend to adhere to patriarchal worldview and traditional gender roles. Through such patterns of thought and attitudes the women unknowingly facilitate the occurrence of violence against them and postpone or do disapprove leaving violent relationship. Barnett (2001) in her meta-analysis showed that battered women may decide not to split up because they have acquired special coping strategies and attitudes. For example, women have been socialized to follow asymmetric gender roles; they tend to attribute the responsibility of abuse to themselves or some external factors (alcohol, unemployment status of partner, etc), deny the partner’s aggressive intension or not define their interactions as abusive at all.

However, the results revealed that some women have emancipated after splitting up the violent partner and prefer living without men henceforth. But at the same time they expressed acrimony and disappointment and obviously the negative effects of IPV have stayed till now. Heiskanen and Piispa (1998, quoted through Piispa 2004) have also found that a violence or threats by ex-partner had been experienced by 50% of all women who had lived in a relationship that had already terminated.

According to earlier surveys (i.e., Anderson & Parish, 2003; Bensley, Van Eenwyk, & Simmons, 2003; Whitefield et al, 2003), the findings of current study indicated the possibility of the accumulation of violent incidents in different environments through the life span of the women. It appeared from many interviews that the women had been abused at their childhood and/or they were the witnesses of violence between their parents. Moreover, some women with IPV experiences had become the victim of WV. These results talk about increasing submissiveness and vulnerability that together with stereotyped attitudes toward gender roles may underlie next victimization. For instance, Briere and Jordan (2004) described in their review article that the impacts of different violent incidents accumulate through life so that symptoms of earlier trauma may trigger more extreme emotional response to later victimization experiences. But women with different psychological symptoms and problems (including passivity and helplessness) are increasingly vulnerable to next assaults. Thomas et al (2008) depicted how long-lasting IPV worsens the women’ health so that causing several illnesses and disabilities which lead to increasing dependency on abuser. Due to bad health and economic condition the women perceive that they cannot cope with independently. Especially the women with low self-esteem and lack of support by family of origin or friends feel themselves to be related with the abusive partner.

The results presented the continuity of the experiencing of violence through generations. The good illustration for this is the tendency of the battered women to teach their daughters the patterns of interaction with men (i.e. acceptance male dominance and conformity to his aggression). In fact, this is a risk to teach unconsciously the ways of becoming a victim.

Recommendations

Recommendations related to the increase of awareness and changing of attitudes

- For the purpose of preventing and reduction of violence against women, more campaigns should be carry out to inform the public about the gender violence, the potential risk factors of becoming a victim, and consequences to the different spheres of a woman life. Such awareness-raising activities are essential to diminish widespread victim-blaming attitudes, which obstruct the abused women to applying help.
- It is also necessary to shape non-patriarchal gender roles in the society because of believing in male dominance and justifiability of aggressive behaviour by men is directly related to occurrence of violence against women (Barnett, 2000). The gender equality is a topic, which should be dealt with in school education programme.
- The results indicated that the women could use soft and not correct words describing violent incident and its effects. In addition, an abuser tends to present himself as victim deserving countenance among social workers (Bancroft, 2006). Thus, it is very needful to arrange in-service trainings for assistance professionals (police officers, social workers, medicine workers etc) broadening their knowledge on the manners of behaviour and thinking of the victim and perpetrator. The doctors, who are quite often the first helper of battered women, should instruct the victims to apply for further assistance. Moreover, it should be mandatory for doctors to report to police about family violence.
- The current study presented that the awareness of the workplace violence is quite low and the aid system is relatively new area to develop. Therefore, there is a strong need to enlighten the public and especially employers on WV problem and their responsibility for protection and helping the victims.
- The role of alcohol causing IPV is unclear (Barnett, 2001). One the one hand alcohol and drug consumption seems to be an important promoter of violent attack. However, it may be a convenient and, unfortunately, socially accepted excuse for committing violence against partner. Furthermore, not all women suffered IPV did not reported their partner's abuse of substances or being drunk while beating. It seems that the women rather preferred to accuse of alcohol in the perpetrated violence than the nature of their partner. In order to reduce the role of alcohol in IPV, it is important to reconsider the policy of alcohol and also to shape publicly such attitudes which diminish the attribution of responsibility to drunkenness in case of domestic violence.

Recommendations related to assistance services for the victim

- The women suffered from IPV need a provisional accommodation when they decide to escape from home by the aggressive partner. Quite often they need lodging just at night because the violent incidents mostly happen in late evening. Therefore, it is essential that shelters for victimized women (and their children) are available 7/24.
- Establishing the network of different self-help, or support groups is useful for aiding women to cope in the violent relationship or split it up. In these groups the women can benefit from meeting other women who have same problem and who are overcoming it. Participating in such groups women perceive that they are listened, understood, and respected. This experience improves their self-esteem and decisiveness.
- Results indicated that migrant women are one of the most vulnerable groups of population in case of GV. The help system for migrant victim should be more complex. They need the extensive informing on their rights and opportunities of getting help. The courses of local language and culture favour them to more integrate into the society.
- Legal aid and professional counselling services remain often unavailable for women because of lack of financial resources. However, partly or entirely free services enable the women more easily to stop violence and protect themselves and their children. This is an issue which would be regulated by political decision.
- The current study presented that some abused women have lost the respect by their children and they could not cope with raising children. To avoid the alienation of children from mother and the transmission of violence between generations is necessary to arrange the special group for women and children exposed to domestic violence. The aim of those groups is to improve the parenting ability of mothers and teach them what to talk to children about aggression at home.

Recommendations related to policy-making and legislation

- A woman who decides to move away from the midst of violence needs financial security; otherwise she may abandon the plan of leaving. To warrant the financial autonomy it is necessary the presence of some measures of social and labour policy. The women, especially single mothers need a dwelling with beneficial price, child day care services, flexible working hours, and/or supplement allowances.

- The present study revealed the necessity to overlook the punishment system. The findings showed that pecuniary punishment is not appropriate in case of domestic violence. Paying the fine for wife beating occurs mainly from the common budget of family. It may follow additional humiliation and aggression by perpetrator. One solution is to use chock imprisonment, which is employed for short period in case of first conviction in order to put the perpetrator to consider his behaviour and change the attitudes. The fine may create the feeling of impunity.
- The experts in current study expressed that the women can avoid applying to police or changing their statement and denying the occurrence of the incident during criminal proceeding because the partner is a single or main breadwinner and after the imprisonment of him the woman can lose in income. Therefore, effective allowance system would be developed to help the women (with children) in such situation and thereby prevent the breaking of the criminal procedure.
- In practise often women (and children) are persons who have to leave home in case of IPV and seek for accommodation. We recommend changing the legislation so that the woman has right to stay at home and the perpetrator should leave if the police have been called. Protecting woman against repetition of violence during criminal proceeding or even after that, it is necessary to employ the restraining order for the perpetrator.

Limitation of current research

This report has a number of limitations, which should be taken into account if making generalization from this report. The national samples were essentially selective, volunteer, and non-random. Thematic analysis does not pay enough attention to rhetoric and repertoire on violence. Thematic analysis is more exploratory than content analyses and it aims to ‘understand’ rather than ‘know’ the data. It is more about ‘how’ the violence occurred and developed, ‘how’ women coped with violent relationship and ‘what’ happened.

The use of qualitative interview as method does not offer possibility to count how often an ‘event’ occurred. Thematic analysis does not allow counting phrases and words and also semantics is dependent on the interpretation by the author of national report.

The report puts together results from national reports from four different countries. Because national reports were limited with space then longer explanations and background description was very brief and general. Also social and cultural contexts are quite limited.

The analysis of the data was subjective, as well as comparative remarks. The comparative analysis is still open to alternative interpretations.

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Annex 1. Sample

Table. Sample description

Cou ntry	Name	Age	Ethnicity	Have been divorced, separated formerly (yes-Y, no- N)	Current marital status*	Living together with a partner (yes-Y, no- N)	Number and age of children	Educ. (basic-B, secondary- M, tertiary- H)	Employment status (unemployed- UE, full timer- FT, part timer- PT, leave-L)	Living in urban or rural area (over 100000 inhab-C; 10001-100000- T; under 10000-U)
EE	Piret1	51	Est	N	Married	N	3 (14-24)	H	FT	U
EE	Piret2	49	Est	Y	Divorced	N	4 (9-18)	H	Self-employed	T
EE	Piret3	28	Est	Y	Married	Y	2 (3-6)	H	FT	U
EE	Piret4	28	Est	Y	Single	N	-	H	FT	C
EE	Piret5	54	Est	N	Divorced	N	2 (31-33)			
EE	Piret6	48	Est	N	Divorced	N	2 (18-19)	H	FT	T
EE	Piret7	47	Est	N	Married	Y	4 (16-25)	M	UE	U
EE	Piret8	19	Est	N	Separated	N	1 (under 1)	B	L	U
EE	Piret9	59	Est	Y	Cohab	Y	1 (35)	M	FT	T
EE	Piret10	62	Est	N	Married	Y	2 (35-38)	M	UE	U
EE	Piret11	28	Est	N	Widowed	N	1 (7)	M	FT	U
EE	Piret12	36	Est	Y	Separated	N	3 (2-4)	H		
EE	Vii1	51	Est	N	Married	Y	3 (20-25)	H	PT	T
EE	Vii2	51	Est	N	Married	N	3 (15-25)	H	FT	U
EE	Vii3	58	Est	Y	Married	Y	3 (35-40)	H	FT	T
EE	Vii4	33	Est	N	Single	N	-	H	FT	C
EE	Vii5	35	Est	N	Married	Y	2 (1-5)	H	L	C
EE	Vii6	51	Est	Y	Married	Y	3 (15-30)	H	FT	U
EE	Vii7	21	Est	N	Single	N	-	M	FT	T

Co untr y	Name	Age	Ethnicity	Have been divorced, separated formerly (yes-Y, no- N)	Current marital status*	Living together with a partner (yes-Y, no- N)	Number and age of children	Educ. (basic-B, secondary- M, tertiary- H)	Employment status (unemployed- UE, full timer- FT, part timer- PT, leave-L)	Living in urban or rural area (over 100000 inhab-C; 10001- 100000-T; under 10000-U)
ES	Paloma1	49	Spain	Separated	Single	N	3 (28,25,21)	B	UE	C
ES	Paloma2	58	Uruguay	N	Married	Y	2 (27,26)	B	PT*	C
ES	Paloma3	40	Chile	N	Separated	N	2 (19,6)	M	PT*	C
ES	Paloma4	39	Spain	N	Separated	N	1 (8)	B	PT*	U
ES	Paloma5	38	Chile	N	Divorced	N	3 (20,19, 2)	M	FT*	C
ES	Paloma6	43	Iran	N	Married	Y	2 (15,8)	M	UE	T
ES	Paloma7	37	Morocco	N	Divorced	N	2 (11,7)	H	FT	T
ES	Paloma8	30	Ukraine	N	Single	N	1 (21 months)	H	UE	T
ES	Vanesa1	56	Spain	N	Separated	N	2 (26,33)	M	PT	T
ES	Vanesa2	56	Spain	N	Married	Y	2 (19,27)	H	L**	U
ES	Vanesa3	54	Spain	N	Widowed	N	1 (30)	M	FT	C
ES	Vanesa4	30	Colombia	N	Married	N	2(11,12)	H	FT*	C
ES	Vanesa5	52	Spain	N	Married	Y	2 (25,20)	M	L**	C
ES	Vanesa6	53	Spain	N	Married	Y	2 (26, 27)	M	FT	U
ES	Vanesa7	29	Spain	N	Single	N	0	H	UE	C
FI	Piia1	29	Finnish	N	married	Y	4 (7,5,4,2)	H	FT	C
FI	Piia2	36	Finnish	Y	divorced	N	2 (2,3)	H	FT	C
FI	Piia3	37	Finnish	N	divorced	N	1 (11)	M	FT	C
FI	Piia4	49	Finnish	N	married	Y	3 (19,15,10)	M	FT	C
FI	Piia5	24	Finnish	N	single	N	0	H	student	C
FI	Piia6	54	Finnish	Y	cohabiting	Y	2 (32,35)	M	L	U
FI	Piia7	42	Finnish	Y	cohabiting	Y	3 (17,14,9)	M	FT	C
FI	Piia8	40	Finnish	Y	divorced	Y & N	2 (20,11)	H	L	C
FI	Venla1	27	Finnish	N	married	Y	1 (4)	H	student	C

FI	Venla2	43	Finnish	N	married	Y	1 (9)	H	FT	C
FI	Venla3	54	Finnish	Y	cohabiting	Y	2 (32,35)	M	L	U
Co unt ry	Name	Age	Ethnicity	Have been divorced, separated formerly (yes-Y, no- N)	Current marital status*	Living together with a partner (yes-Y, no- N)	Number and age of children	Educ. (basic-B, secondary- M, tertiary- H)	Employment status (unemployed- UE, full timer- FT, part timer- PT, leave-L)	Living in urban or rural area (over 100000 inhab-C; 10001- 100000-T; under 10000-U)
FI	Venla4	40	Finnish	Y	divorced	Y & N	2 (20,11)	H	L	C
FI	Venla5	44	Finnish	Y	cohabiting	Y	0	H	FT	C
FI	Venla6	42	Finnish	Y	cohabiting	Y	3 (17,14,9)	M	FT	C
FI	Venla7	45+	Finnish	N	divorced	N	2	H	FT also period of pt	C
FI	Venla8	62	Finnish	N	married	Y	2 (37, 36)	H	PT	C
IT	Paola 1	39	Italian	Y	separated	N	1 (11)	H	PT	C
IT	Paola 2	38	Italian	N	married	Y	1 (11)	M	FT	T
IT	Paola 3	35	Italian	-	single	N	1 (2)	H	PT	T
IT	Paola 4	43	Italian	Y	separated	N	1 (16)	H	FT	C
IT	Paola 5	50	Italian	Y	separated	Y	3 (37, 31, 28)	H	PT	C
IT	Paola 6	22	Italian	-	single	N	-	M	UE	T
IT	Paola 7	47	Romanian	Y	separated	N	1	M	PT	T
IT	Violetta 1	28	Italian	N	single	N	-	M	FT	U
IT	Violetta 2	23	Romanian	N	cohabiting	Y	-	M	PT	U
IT	Violetta 3	30	Italian	N	married	Y	1 (1)	H	PT	T
IT	Violetta 4	30	Italian	N	married	Y	-	H	FT	T
IT	Violetta 5	46	Polish	Y	cohabiting	Y	1 (24)	M	UE	T
IT	Violetta 6	37	Italian	-	widowed	N	-	H	FT	C
IT	Violetta 7	46	Italiana	Y	separated	N	3 (25, 24, 22)	M	FT	U
IT	Violetta 8	48	Italian	Y	separated	N	2 (25,23)	M	FT	T

*Actual marital status: single, married, cohabiting (living with a man), separated, widowed,

In Spanish sample: * Irregular economy ** Permanent Invalidity

Annex 2. Comparative Tables

Effects of Gender Violence in Intimate Partnership

Table 1. Effects on women's health

Physical health	Mental health	Sexual/ reproductive health
<p>Direct physical injuries (as direct consequence of the GV, which may require medical attention hospital treatment)</p> <p>Physical injuries or state:</p> <ul style="list-style-type: none"> • Fractures • bruises • blows • wounds (due to a knife or other sharp thing) • broken teeth • unconsciousness • concussion <p>What may happen:</p> <ul style="list-style-type: none"> → physical pain → difficulties to move, walk → loss of teeth, need for denture → temporary or lifelong scars <p>Indirect physical effects (that women suffer during and/or after the period that GV takes place)</p> <ul style="list-style-type: none"> • High blood pressure, arrhythmia • Head, stomach and back pains • Muscular pains, tension, tremors • Urine infections 	<p>The psychological effects of GV are extent and diverse, leave women in a very vulnerable situation, which affects all spheres of their lives</p> <p>Emotional state:</p> <ul style="list-style-type: none"> • low self-esteem • self-blaming, experience • deep emotional weakness • feeling of sadness • distrust • apathy and listlessness • feeling of unwillingness and uselessness • feeling of despair • sensation of fears and anxiety • lost of capacity of concentration • loss of will to live <p>Other feelings:</p> <ul style="list-style-type: none"> • feeling guilty about their violent • feeling of going crazy • taking responsibility of violence • aspiration of justification of partner's violence • internal embarrassment of being mistreated • feeling of ashamed • loneliness 	<p>Main Effects:</p> <ul style="list-style-type: none"> • Transmission of sexual diseases • Pregnancy due to violation • Miscarriage • Unwillingness to have sex • To feel oppression having sex

<ul style="list-style-type: none"> • Sickness • Tiredness • Increase of weight • Intoxication • Cancer <p>→ Formation or aggravation of (chronic) illnesses and/or psychosomatic disorders (i.e. progressive arthritis)</p> <p>→ Unidentified health problems</p>	<ul style="list-style-type: none"> • anger toward aggressor <p>What may happen:</p> <ul style="list-style-type: none"> → (deep/chronic) depression → insomnia → eating disorders → (chronic) psychosomatic disorders (bulimia) → panic attacks → thoughts and/or attempts of suicide → isolation → having need of psychological/psychiatric attention → having need to take medication (anti-depressive and tranquilizers) → change of personality, introversion → general distrust concerning other people, avoiding eye contact during conversation 	
<p>Excerpts</p>		
<p><i>"A blow here in my leg that caused me a bruise (...) I stayed 15 days with my leg that I could not... I hardly could walk"</i> (Paloma3,40)</p> <p><i>"He broke my teeth, I have false teeth. (...) He cut me with the knives (...) and forced me to eat the blood (...) and one day he wounded me with a stab"</i> (Paloma1,49)</p> <p><i>"A very hard muscular contraction in my back. Every time I argued with him I had a terrible pain in this part of my back, and it lasted, lasted, lasted until one day when I wanted to get up in the morning, I felt down to the floor and... and I vomited (...) I tried to stand up and I could not (...) and, well, since I left him I do not have more pain"</i> (Paloma3,40)</p> <p><i>"I never had urine infections; and when I was with him I had them, and now I do not have them anymore"</i> (Paloma1,49)</p> <p><i>"sometimes I can't sleep at night: I get the shakes and that keeps me awake. I'm now taking several drugs to relax my colon and to keep me calm. My gastroenterologist explained to me that our colon is like our second brain and so all that goes through my head has an impact on my stomach and my colon."</i> (Paola1,39)</p>	<p><i>"It is very difficult because you live with someone who is always telling you, since you get up until you go to bed, that you are useless, that you are nobody".</i> (Paloma6,43)</p> <p><i>"Much, much, much, much depressed, I did not feel like doing anything, I cried at every moment" (...) I only wanted to stay at bed and spend the whole day crying, crying"</i> (Paloma1,49)</p> <p><i>"My daughter tells me why I do not get out, why I do not make-up, but I do not feel like, I do not feel capable of doing things that for everybody are normal, ordinary life, but not for myself..."</i> (Paloma6,43)</p> <p><i>"I did not feel valued; I felt like a shit, a shit, a shit (...)I felt very useless"</i> (Paloma1,49)</p> <p><i>"In this situation you cannot think properly, you cannot act right. For instance, I am at a point when I cannot take any decision for the simplest things, my mind is blank, I can't think, I can't take any decision, anything."</i> (Paloma6,43)</p> <p><i>"The only thing I wanted was to die, to bury myself alive (...) I took medicines for the depression, a lot. And sometimes I thought in taking all of them... I have tried three times to commit suicide"</i> (Paloma5,38)</p>	<p><i>"I could never have a quiet life, I had multiple miscarriages due to periods of distress and arguments. Some of these miscarriages occurred after a fight and this left an even greater void in me that cannot be filled".</i> (Paola2,38)</p> <p><i>"He never tied me to the bed, but still that was violence because I was always scared of what he might do and therefore I had to have sex with him in order to avoid the worst".</i> (Paola1,39)</p> <p><i>He blackmailed me through the children, always (...) when the children would wake up at night from a nightmare and started to cry and scream for mummy in the dark room. He wouldn't let me keep a light on there, and if I went to go there he would go straight to the door and block the door, saying I couldn't go to the kids unless I had sex with him.</i> (Piia6)</p> <p><i>If he was drunk, and did not want to have sex with him, then all these serious conflicts started. Sometimes I was forced to conform to his requirements. I had to be with him against my will.</i> (Piret10,62)</p>

Arthritis has progressed. This is always worse when I have some emotional stress. (Piret7,47)	“I have gone through all the phases: indifference, to want to find a dead man at bed, to wish he had a heart attack, hatred,... “ (Paloma2,58)	
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Table 2. Effects on relationships and social life

Children	Other family members/ relatives	Men	Friend	Colleagues/ neighbours	Social/cultural/leisure activities
<p>Remarkable consequences during and afterward the violence period.</p> <p>Main effects:</p> <ol style="list-style-type: none"> 1) Loss of respect by children 2) Problems with looking after and rearing the children, dealing with them in a violent manner, due to <ul style="list-style-type: none"> • poor psychological state (shock, bad mood etc.) • long work hours 3) growth of the support of their children, children were worried about of the well-being of mother <p>Most of women express concern about the well-being of their children and</p>	<p>Main effect:</p> <ol style="list-style-type: none"> 1) Women hide to their parents or other relatives the GV problem, in order to avoid them any concern. <p>→ Social isolation → Loneliness</p> <ol style="list-style-type: none"> 2) Women who trust their relatives and tell them, find the highly valued support by relatives. 3) One woman found no support by their family. <p>→ family does not believe her → women feel alone</p>	<p>Main effects:</p> <ol style="list-style-type: none"> 1) No relationships with other men <ul style="list-style-type: none"> • No wishes to have other intimate partnership with a man • Feeling of distrust in men at all • Fear of finding a man like former partner • Experiencing fear of being alone with any man • Feeling of failing as woman because of low self-esteem caused by experiences of GV • No will of having sex or non-satisfied sexual relationships (relaxing problems) <ol style="list-style-type: none"> 2) Some women do not exclude new relationships with men in the future. They 	<p>Consequences take place during violence period and afterwards.</p> <p>Main effects:</p> <ol style="list-style-type: none"> 1) If partner controls woman and forbids communicate with friends, then <p>→ contacts with friends decrease and a cap between friends and woman increases → woman loses some of friends → woman feeling loneliness because of that</p> <ul style="list-style-type: none"> • Partner may be aggressive toward her friends • Woman is afraid of inviting friends home • Woman is afraid of that partner will say something wrong or badly to friends • Friends are afraid of communicating with woman 	<p>Neighbours:</p> <ol style="list-style-type: none"> 1) Neighbours may help woman calling police or offering support 2) Some women distrust neighbours because of frightening their reactions – neighbours might not believe in woman 3) Women feel shame on occurred violence <p>Colleagues:</p> <ol style="list-style-type: none"> 1) Some women experienced colleagues support 2) Colleagues can avoid contacting with woman because of fear of her partner. This may ends of giving up job. 	<p>Causes:</p> <ol style="list-style-type: none"> 4) Partner's control and limits 5) Women's apathy and feeling of shame and distrust <p>Main effects:</p> <p>→ Limited social activity of women (included looking for job) → Cutting off studies or not continuing studies at the higher level because of prohibition or jealousy of partner</p>

try to hide their own suffering and appear calm in front of them.		believe that not all men are the same.	2) Friends as source of support (in spite of control by partner) 3) After leaving violent relationship women do not have big social network, but they revive some old friendships or create new 4) Liar syndrome, ostracising by others (friends do not believe woman)		
Excerpts					
<p><i>"And my children got used to believe that I was mad (...) and they also mistreated me, especially one of them, he also made me feel isolated until he realized that I am not mad at all". (Paloma2,58)</i></p> <p><i>"And my children used to tell me that they loved me so much, that it was a terrible decision [to go out from the country], but that they always were going to be on my side, and then, they started to give me support and affection, and they told me that the only thing they wanted was to see me all right". (Paloma5,38)</i></p> <p><i>I was always in a bad mood. I have been sullen and have</i></p>	<p><i>"No, I did not explain anything to the family; every time they saw me with a black eye, I told them I have fallen down". (Paloma1,49)</i></p> <p><i>"I felt very lonely because neither my own family believe me" (Paloma4,39)</i></p>	<p><i>"And even sex...no, I don't feel like it at all (...) I feel bad because... I cannot now... I cannot return... to feel myself a woman, to feel ... The idea of being with another man, that he watches my body, that he sees all that the other always said about me (...) so many times that he told me that I am useless (...) A fear of failing to another person... to be with another person. (...) That I can trust in another man?" (Paloma3,40)</i></p>	<p><i>"And then, everybody was afraid of being with me because my husband threatened everyone he saw with me...I was remaining alone". (Paloma5,38)</i></p>		<p><i>"And you start isolating yourself, you do not want to participate in group because you feel ashamed, because maybe your experience is embarrassing, because if you tell something they will laugh at you. And you feel embarrassed (...) You don't feel like doing anything, you are alone, shut it with your family, your self-esteem lows, you have lots of fears, you are fear and distrust of everybody". (Paloma5,38)</i></p> <p><i>At one stage I had bulimia because of it. I couldn't stand anymore to look at myself in the mirror, I hated myself, above all my physical appearance. In the shops I always looked like this (looks down). I felt that all the</i></p>

shouted at my children. I have wound them up. I couldn't cope with listening to their voices and I had to go out. So life wasn't much joy. Not at all. (Piia8)					time that people who were staring at me were thinking yuk, all the time. I felt I was worthless, a piece of shit. (Piia8)
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Table 3. Effects on economic resources, housing, labour and legal sphere

Economic	Housing	Labour	Legal
<p>Main effects: Violence encompasses effects for women during the violent relationship and after finishing it.</p> <p>1) When woman is in violent relationship then she suffers from economic dependency and precariousness.</p> <ul style="list-style-type: none"> When partner is single breadwinner in family, woman depends on his income which partner controls. When woman is (main) breadwinner or together with partner, then partner exerts an intentional control over resources. Woman may be a main responsible person for supporting family members because partner avoids participating in it. 	<p>Main effects: Because of experience of GV women can be forced</p> <ul style="list-style-type: none"> to escape from home (at the moment of partner violent behaviour) spending even all night outdoors (with children) to move to a shelter house (especially migrant woman without any relatives support) or to another place to live short period in different places to lose the house (after splitting up) to go to difficulties to find a new home (especially women without job). <p>Other concurrent effects:</p> <ul style="list-style-type: none"> Extra emotional distress conditioned by leaving home, encompasses fears, insecurity and loneliness Moving away from relatives and friends (i.e. going to shelter) 	<p>Suffering GV has direct and indirect effects on working. These effects can be caused by</p> <ul style="list-style-type: none"> perpetrator himself (injures results from physical assault); the emotional state of woman; changing of residence etc. <p>Main effects:</p> <ul style="list-style-type: none"> The need to be absent from work and be in sick-leave (due to physical aggression) Going to work with injuries in order to avoid losing of job or wages Giving up job in order to avoid harassing by perpetrator after splitting up Quitting up job or being unemployed forced by partner Changing or dismissal job because of poor emotional state (being nervous) and therefore problematic relationships at work 	<p>Women have called out police, presented formal accusation at the Court, asked for legal assistance, bought the case to trial.</p> <p>In legal and help system they have experienced trust or distrust, feelings of lack of safety, protection during the proceeding.</p> <p>Women's awareness about legal aid or other type of help is often low which influences their possibilities to get professional/qualitative assistance.</p> <p>Some women have no chance to call police or ask help because their partner prevents this (by taking away cell phones, locking doors).</p> <p>Some women retract their statement because of threatening by partner.</p>

<p>2) If women leave violent relationship then they experience lot of economic difficulties (especially women with children)</p> <p>→ Growths of vulnerability and manipulation with woman (especially among those women who have children, are elder or migrant)</p> <p>→ Staying with violent partner due to economic dependence</p> <p>→ Leaving violent relationship then women experience economical difficulties, living from governmental assistances or relatives' aid.</p> <p>→ Problems with demanding/receiving alimony from partner</p> <p>3) Direct material losses due to spoiling, taking off or robbing material property (i.e. house, car, cash money) by partner (especially after separating may woman loses her property)</p>	<ul style="list-style-type: none"> • Cohabiting with different strange women and their children in shelter which might be emotionally exhausting • Losing job <p>Migrant women with children cannot leave for their homeland because they have to get the agreement from father of child.</p>	<ul style="list-style-type: none"> • Reduced efficiency at work (i.e. lack of punctuality, concentration problems) • Being away from work (unemployed) in order to recover from experienced violence and repair their emotional condition • Abandonment an interesting and successful job to avoid potential scandals and inappropriate intervention by partner 	<p>In some case police and legal authorities have not respond to woman's report or accusation.</p> <p>Despite of support of legal system women still experienced danger by their (ex-)partner (i.e. breaking restraining order).</p> <p>Some women cannot allow applying to restraining order for aggressive partner because of economic dependency from partner.</p> <p>The whole legal process supposes a deep emotional impact for women (feelings of fear, anxiety, anguish)</p> <p>When women bring case to trial then during the proceeding they have to stay in front of the perpetrator, what is very harmful for them.</p> <p>Especially migrant women are in very defenceless and vulnerable situation.</p>
<p>Excerpts</p> <p><i>"Without money, all that I work, nothing...I was sleeping and he took me away my credit card, if I gave money to the children to pay something, he took it away (...) and at last he even took away the money for the food".</i> (Paloma7,37)</p> <p><i>"Because it infuriates me...I was a good mother, I did what I could, , the house in good</i></p>	<p><i>"We stayed the night at a front door, the children wearing pyjamas, and I only had a scarf and put it to the younger (...) As I run away from the house, I carried the shoes on my hands, at last I put them on, on the bus".</i> (Paloma7,37)</p> <p><i>"he wanted us to be separated in the same home then he wanted me to go and stay with</i></p>	<p><i>"I was very nervous, because I argued... (...). You do not feel good, you do not treat your colleagues as before, or you do not shut up and this should not be done at work (...)"They dismissed me [from two jobs], because I was becoming very nervous and I argued a lot".</i> (Paloma4,39)</p> <p><i>I had a talent and capacity to</i></p>	<p><i>"I told it to the psychiatrist and she did not believe me. The police neither... then I don't feel that you give us helps, the system, neither the police, nor social workers, or psychiatrists"</i> (Paloma4,39)</p> <p><i>"They told me to ask for a restraining order but I didn't want to do it because, it is so, where could I go? Because, how was I going to pay</i></p>

<p>care, the children in good care, we bought a flat, we furnished it, cars... and he came and spoilt everything". (Paloma7,37)</p> <p>"... the father of my child pays some money for him but not for me; he should do... still, he doesn't pay ... ". (Paola1,39)</p>	<p><i>my parents while he would keep on living at home ... he often came inside the house and robbed several objects that also belonged to me". (Paola4,43)</i></p> <p>I would have left time and time again but as my son is Finnish, without his father's signature, I wouldn't be let out the country. I would have fled already by now. (Piia8)</p>	<p>perform much more challenging work, but I was unable to get another job, because everybody knew us. And they were afraid of my scurrilous husband who made scandals everywhere. Once there was a manager's assistant's job vacant, but our chief has said that I should have it, but they cannot offer this job for me due my husband, who comes and arranges something terrible. (Piret5,54)</p>	<p>the rent? How was I going to do that?". (Paloma3,40)</p> <p>"I went to see the doctor because he had pulled my arm; as a result, I couldn't move my arm and the area around my armpit for two or three weeks. My doctor got a bit suspicious but he didn't ask many questions; he said I had a torn muscle and prescribed me an ointment. I think he suspected something. However, when he was summoned to testify before the court, he said he had never suspected anything. I couldn't move that arm but, in court, he said he didn't remember". (Paola1,39)</p> <p>I was unable to have a call. I was also unable to run away. All these beatings started during a night and where to go without clothes and to without baby. (Piret8,19)</p>
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Effects of Gender Violence at the Workplace

Table 4. Effects on health

Physical health	Mental health
<p>1) Due to violence, women suffer mostly from different long-lasting psychosomatic disorders.</p> <p>Symptoms:</p> <ul style="list-style-type: none"> • Headaches, backaches, migraines • Tiredness • Palpitation • Trembling • Pain of articulation • Tendon infection • Arterial tension rise • Loss of weight, loss of appetite • Vomit • Stomach-ache, intestinal disorder (gastritis) • Alimentary disorder • Chronic diarrhoea • Muscle pain and tension • Infection • Dizziness <p>Recovering from marked illnesses and disorders can take very long time and in some cases women do not recuperate entirely. The causes of these diseases can remain even unclear for doctors.</p> <p>2) In seldom cases there might be direct physical health consequences</p>	<p>Being an object of harassment at workplace affects women's emotional state at the moment, but it has long-term effect too.</p> <p>Symptoms:</p> <ul style="list-style-type: none"> Feeling of insecurity Loss of self-esteem and self-confidence Self-blaming Sadness Loneliness Weariness Fear (to do something wrong at the workplace, to meet boss somewhere) Anguish Panic attacks Sleep disorder and having nightmares Lack of perception Lack of memory Poor motivation (at work) Being aggressive, defensive Teeth grinding (at night) <p>Main effects:</p> <ul style="list-style-type: none"> → Poor performance at work and carrying out their tasks (i.e. lack of remembering simple task). → Getting nerve attack, suffering from (severe) depression, PTSD → Being on the sick leave → The rise of addiction behaviour (smoking) → Need for medical attention and other specialist counselling (psychological and psychiatric)

	<p>→ Attempt to deny the reality (because women cannot find an explanation for such situation).</p> <p>→ Change of character (becoming reserved, suspicious)</p> <p>→ Poor emotional state (i.e. low self-esteem and confidence) may affect succeeding at new workplace.</p> <p>→ Affect their performance in the private life.</p>
Excerpts	
<p><i>"I was 2 years with diarrhoea... doctors did not find to what it was due, headache, lack of appetite,..." (Vanesa3,54)</i></p> <p><i>"I had gastric problems and intestine pains,.... Not to mention the headaches! ... gastritis, swollen and, in fact, I am still taking drugs for my stomach because I am not recovered yet (...)</i> <i>Apart from a mental tiredness, it was also physical (...) vomits and nauseas, sicknesses."</i> <i>(Vanesa1,56)</i></p> <p><i>The atmosphere in the department was sick. If you think that over a period of eight years three colleagues have been diagnosed with depression, one has committed suicide and one has breast cancer. She says it is the result of systematic oppression and harassment.</i> <i>(Venla8)</i></p>	<p><i>"... After the work I only wanted to go home to stay there, shut, because I felt myself such a little thing... I did nothing at all. I didn't have life". (Vanesa1,56)</i></p> <p><i>"You also think you are imagining everything, they cannot be doing that. You deny yourself what you are seeing, as if it could not be possible". (Vanesa2,56)</i></p> <p><i>"I had concentration problems and sometimes I used to think that if anyone asked me for my name, I wouldn't know the answer". (Vanesa5,52)</i></p> <p><i>"I was a confident, cheerful person and I became shy, reserved, I mistrusted people (...) Your character changes. You become more suspicious, more evil-minded, distrust of people(...), your character becomes harder, obviously, sometimes curter. You are on the alert". (Vanesa3,54)</i></p> <p><i>"during a whole year, I was very anxious, I even used tranquilisers and I couldn't get on with my work, I mean, I did not make any headway, I couldn't get my work done, I couldn't even plan my day's work, I couldn't do anything because I just wasn't motivated. Sometimes, my spirits are high, which is good because other times I lose heart and even get depressed". (Violetta4,30)</i></p> <p><i>"I'd go back home and cry, I lost seven kilos in three months; I stopped eating and cried all the time. I got upset for any odd reason: if people simply looked at me I thought they wanted to rape me..." (Violetta5,46)</i></p>

Table 5. Effects on relationships and social life

Children	Partner and other family members	Friend	Colleagues	Social/cultural/leisure activities
<p>Main effects:</p> <p>→ difficulties of relation and communication with children (due to nervousness)</p> <p>→ Attempt to conceal</p>	<p>Main effects:</p> <p>→ Attempt to keep it in silence</p> <p>→ If woman tells partner or other family members, then</p>	<p>Main effects:</p> <p>→ Due to violence, women do not communicate with friend often, therefore they had lost them.</p>	<p>Main effects:</p> <p>→ Feelings of non-understood by colleagues</p> <p>→ Feeling of loneliness (social isolation) and being</p>	<p>Main effects:</p> <p>→ Feeling of distrust, fear and shame when contacting other people</p> <p>→ Feeling distrust with</p>

<p>violence from children, regardless their age. → If children know then they give help</p>	<p>she may get emotional and economic support. → More rare violence can affect the relationship due to woman's mood.</p>	<p>→ Women have contradictory feelings about going out with friend. Some of them wish this but they do not have any friend, other say that they just could not. Therefore friend cannot understand woman's behaviour and do not believe in her.</p>	<p>disappointed → Loss of trust by colleagues, getting a target of condemnation, → Being a victim of spreading rumour at the workplace</p>	<p>regards to men, caused by sexual harassment → Having non-active social life due to stress and poor emotional state</p>
Excerpts				
	<p><i>"I kept it to myself, because if I had told it to my husband he would have pushed him [the boss]. Neither to my mum... to nobody". (Vanesa3,54)</i></p>	<p><i>"This leaves you in a mood for not going out, you end up quite ill... and afterwards you find that they do not understand you (...) They drift you apart and you drift yourself apart". (Vanesa5,52)</i></p>	<p><i>"At work I had friends, after 20 years there, but then I did not want to keep them or I lost them (...). I understand they want to keep their workplace but I do not understand that they do not support me for fear of losing the job. I did not want to keep the colleagues because (...) I saw that for them, the first thing was to keep the job". (Vanesa6,53)</i></p> <p><i>Initially it was really concrete. If I went to a coffee table, all the people there would stand up, and it didn't just affect me but all those who dared to have anything to do with me. (Venla8, 54)</i></p>	<p><i>"I had diverse periods. At the beginning I only felt like lying down and sleeping. Afterwards I felt like doing more things, but did not want to go out from home". (Vanesa6,53)</i></p>

Table 6. Effects on economic resources, housing, labour and legal sphere

Economic	Housing	Labour	Legal
<p>The impact of GV on economic condition depends on personal situation of each woman.</p> <p>Main effects:</p> <ul style="list-style-type: none"> → Loss of job, being unemployment → Decreasing salary → Decreasing salary due to being sick leave → Being in economic difficult situation → Having no money to pay lawyer for legal aid <p>The most defenceless groups:</p> <ul style="list-style-type: none"> • Single mothers • Migrant women • Old women (have less opportunities in labour market) 	<p>This effect is related to effect on economic situation.</p> <ul style="list-style-type: none"> → Women are dependent on their job to pay the rent or mortgage → If woman lives in employer's home/house, then it leads her to change the accommodation <p>Especially migrant women are in vulnerable situation.</p>	<p>Main effects:</p> <ul style="list-style-type: none"> → Being on the sick leave (for health problem, either physical or psychological) → Different type of sanctions <ul style="list-style-type: none"> • Threats or coercions (if women start to inform about their problem to a relevant person, or if they are on sick-leaves) • Force women to sign up or accept certain work conditions (i.e. going on with part-time work) • Threatening with firing woman if she does not follow employer's demands → Job change <ul style="list-style-type: none"> • Changing job on demand of employer (those who work in public sector, as civil servant) • Changing job on woman own initiative (in order to escape from violence) → Succeeding at the new place is hard for women because of their low self-esteem, feelings of insecurity and distrust → Repeated job change due to their bad emotional condition and feeling of insecurity and incapability → Job loss (due to bad health condition). Women can lose their job during being on sick-leave. → Unemployment phases (to regain their emotional and physical health). <ul style="list-style-type: none"> • After an unemployment period it is very hard for 	<p>Main effects:</p> <ul style="list-style-type: none"> → Some women do not know where to appeal to → Women cannot prove happened incident in order to get help by official authorities → Women do not report to any official authorities because to avoid the possibilities of reprisal or lose job → Women are emotionally too weak to take a decision (i.e. to consult a legal specialist) → Legal advice was not useful concerning GV incident → If women bring GV case to the trial then the employer may initiates a legal action against them.

		<p>women to go back to labour market because of low self-esteem, self-confidence, self-blaming and feelings of insecurity.</p> <ul style="list-style-type: none"> • This causes economic difficulty (paying bills). <p>→ Worsened performance at work (worsened memory and poor ability of concentration)</p> <p>→ Fear to go to work (especially after sick-leave)</p> <p>→ Damage of woman's career (even at the international level) due to defamation and blackening</p>	
Excerpts			
<p><i>"My lawyer didn't receive yet any money, because I don't have money to pay him, he is pressing me more and more every time, but I don't know how to do it (...) I have economic support from my parents but they cannot go on supporting me the whole time this is going to take". (Vanesa7,29)</i></p> <p><i>It has cost me a couple of Mercedes Benz cars to come out alive from this business. It was expensive. (Vanesa8)</i></p>		<p><i>"The boss I had, told me that had several influences, that knew a lot of people (...) also told me that if I went around to tell that had been a bad boss to me, I would have to take the consequences. Then, it frightened me a lot (...) because maybe I could be expelled". (Vanesa4,30)</i></p> <p><i>"I am administrative, I have always worked as accountant and I don't want to know anymore about accountancy, because they make you feel so useless that you fail the wish to go to work". (Vanesa5,52)</i></p> <p><i>"I asked for the sick leave on the 10th of September and they fired me on the 18th of October (...) unfair dismissal". (Vanesa7,29)</i></p> <p><i>"It is very serious because psychologically you feel devastated, because it is the day-to-day. You do not know what will happen when you arrive to work, you don't know what they will tell you, will not tell you,..." (Vanesa3,54)</i></p>	<p><i>"They fired me when I was on sick and now I have the trial (...) They bring an action against me telling that I opened an account to charge the money of the enterprise in my account". (Vanesa7,29)</i></p>

Table 7. Expert opinion about gender violence in the intimate partnership

Health	Relationships and social life	Economic and housing	Employment	Legal
<p>Main effects:</p> <ul style="list-style-type: none"> → Chronic illnesses (hypertension, diabetes, eating and sleeping disorder) etc. → Incurable injuries, illnesses caused by not seeking of medical help → Emotional perturbation and weakness → Lots of negative feelings and self-imag → Suffering from depression → Depersonalisation to adapt to the violent situation → Need to take in medicine, or taking this in even without prescription → Obligation to have sexual intercourse with partner against their will and without option to use contraceptives 	<p>Main effects:</p> <p>1) Children</p> <ul style="list-style-type: none"> Loss the respect by children Loss of the support of children Women try to defence children directly or indirectly (not talk to them about violence). Therefore women feel themselves very lonely Women suffering violence tend to punish their children more harshly than they will to in normal situation Staying meanwhile in the shelter, women and children do not talk about it other person (at work, at school) because of shame. <p>2) Men</p> <ul style="list-style-type: none"> Shortly after splitting up violent relationship women will have no wish to create new relationship with another 	<p>Main effects:</p> <ul style="list-style-type: none"> → Partners have control over money and even woman's own income. → If woman splits up then she will be economic difficult condition, will have trouble to pay rent, mortgage. → After splitting woman is often lonely responsible for livelihood of children. → After splitting often women themselves have to move other dwelling place Especially vulnerable group is migrant or formerly unemployed women. 	<p>Main effects:</p> <ul style="list-style-type: none"> → loss of job because men prohibit women to work → After splitting up unemployed women are often not in an appropriate emotional state to look for a job or to keep on working. → When women have a job then they often then some of them see their job as a kind of social recognition. → In case of physical violence women stay at home to recover from it and even to hide bruises. → In order to avoid losing job women go to work with bad health condition, at the same time lying about the causes of their bruises. The most vulnerable are women who are migrant and in irregular situation or older women without work experiences. 	<p>Main effects:</p> <ul style="list-style-type: none"> → Women avoid applying to police/ seek for legal aid because they distrust in the legal system; existing legal system is deficient or there prevails misunderstanding concerning domestic violence. → If the violent man gets the pecuniary penalty, then often it pays from the common family budget. → In order to avoid losing source of income (violent partner) women decide to stop carrying on legal process (especially migrant, unemployed and older women). → Being absent from work to go to a trial → double victimization in legal system (i.e. some professionals in legal system find women to be responsible for violence)

	<p>man.</p> <p>After long-lasting violent cohabitation it may be very hard for women to create normal non-violent relationships because women have acquired victim's mentality and normal men will preclude this kind of relations.</p> <p>3) Other family members and relatives Some women have no support from their parents or siblings or do not ask this because of feeling of shame</p> <p>4) Friends Violence caused loneliness because partner prohibits contacting with friends. Women also do not dare to tell friends because of feeling of shame.</p> <p>5) Living in social isolation, rejection of the outside world. This is partly caused by partner's strong control, but partly by woman's unwillingness to communicate.</p> <p>6) Low social activity</p>			
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Excerpts				
<p><i>About half of these women seek for medical help, another half try to cure themselves at home... So it means many incurable injuries....</i> (FG – IPV, Est)</p> <p><i>Talking about the cases of verbal or emotional violence, there might be effects to the woman's physical health, beginning with somatic symptoms and ending with real health problems like constant headaches, heart diseases or whatever....</i> (FG – IPV, Est)</p>	<p><i>Children's behaviour is totally unpredictable. The father's authority is high, children obey father's orders, but the mother's authority is low and when they come to the shelter, children get free from father's rules and their mother cannot discipline them...We have had such outrageous rumbles there... (FG – IPV, Est)</i></p>	<p><i>If she does have address registration or she owns a flat, she does not get social service for housing. (FG – IPV, Est)</i></p>		<p><i>The biggest problem for legal proceeding is a victim herself. Woman who had suffered violence many years, her both arms had been broken, she had lost her one eye and she told in the court, that they should not imprison her husband, because he is the only breadwinner in the family and so on. The prosecutor could only ask, how long it is possible to fight with windmills.(FG – IPV, Est)</i></p> <p><i>If the violent man gets the monetary penalty, he will tell his wife that he cannot give money to the children, he has to pay the penalty. Maybe next time the woman does not turn to court any more, she will weigh up the costs and benefits and decides to live as it is. Sometimes woman's choice not to leave might be very rational and realistic... .</i> (FG – IPV, Est)</p>

Table 8. Expert opinion about gender violence in the work context

Health	Relationships and social life	Economic and housing	Employment	Legal
<p>Main effects:</p> <p>→ physical health</p> <ul style="list-style-type: none"> • Backaches • Loss of hair • Colon irritability • Physical exhaustion • Tiredness <p>→ Mental health</p> <ul style="list-style-type: none"> • Depression • PTSD • Loss of self-confidence • Self-blaming • Sense of disgust and annoyance • Anguish • Insecurity • Attacks of anxiety • Sleep disorders • Difficulties in basic cognitive processes <p>→ Loss of performance at work</p>	<p>Main effects:</p> <p>→ Problems in the relationships with important others (partner, family members, friends)</p> <p>→ Women avoid any social contacts because of depression</p> <p>→ Having sexual problems due to experiencing sexual harassment</p> <p>→ Women blame themselves concerning their role as mother due to low capacity of concentration and deficient performance of day-to-day activities</p>	<p>Main effects:</p> <p>→ Extra financial costs to get legal assistance, psychological help</p> <p>Especially vulnerable groups are divorced or separated women, migrant women, women with children</p>	<p>Main effects:</p> <p>→ Being on the sick-leave due to depression</p> <p>→ Women are not very capable to look for another job because of low self-confident, fear and distrust</p> <p>→ colleagues reaction is to take distance from the harassed woman in order to avoid reprisal themselves</p>	<p>Main effects:</p> <p>→ for women it is very difficult to confront a legal process and attend to trial</p> <p>→ Women do not receive the support from Trade Union</p>

Annex 3. Violence Effects

Next **Figure** presents directions of the effect in case of violence. It reveals from results that violence in both, intimate partnership and at the workplace influences the most the woman's physical and mental health. In addition, due to violence, diminishes the woman's capacity of communication, and thereby worsen or lessen social relationships with other people. Violence also has serious consequences on her employment status and successful performance at work, her economic situation and dwelling sphere. Mostly the woman suffered from gender violence has deficient awareness of possibilities of getting legal aid. Quite often she has less/no chance to apply to legal authorities or she experiences distrust and ignorance by them.

We also found from results that violence may affect values and attitudes shared by the woman. Results indicated that abused women had hardships to define experienced violence. They had quite confused feelings concerning violence, especially in the cases where love and brutality had mixed by perpetrator. Prolonged violence changes their values and attitudes, especially attitudes toward themselves. Because of negative self-*imago* and low self-confidence women can consider themselves as an interior person and feel guilty in happened violence. But it results in alteration in behaviour – woman may acquire submissive and vulnerable acting manner, which influence her further relations and succeeding in different life spheres, including the quality of relationships with current and following partners (i.e. getting again a target of gender violence). Therefore we suggest adding new dimension of violence effect (values/attitudes).

In the figures red arrows mark potential (inter)relationships that exist between effects. We stress that poor health condition influences woman's efficiency to cope at workplace (being in sick-leaves, having poor ability of concentration, job loss). Inefficiency at work affects her financial situation and thereby capability of holding the dwelling place. Physical injures or bad emotional state decreases woman's ability and wish to contact other people (friends, relatives etc.). Negative emotions (guilty, shame, apathy, fear, distrust) lead to isolation. Because of separateness woman may have less opportunities to get (well-paid) job and (material) support from others to raise her life condition.

Bad economic situation declines woman's perspective getting professional legal assistance. However, legal aid with poor quality (or even no legal aid) may cause bad decisions for woman which may even decrease her economic condition (i.e. unfavourable verdicts concerning alimony and property).

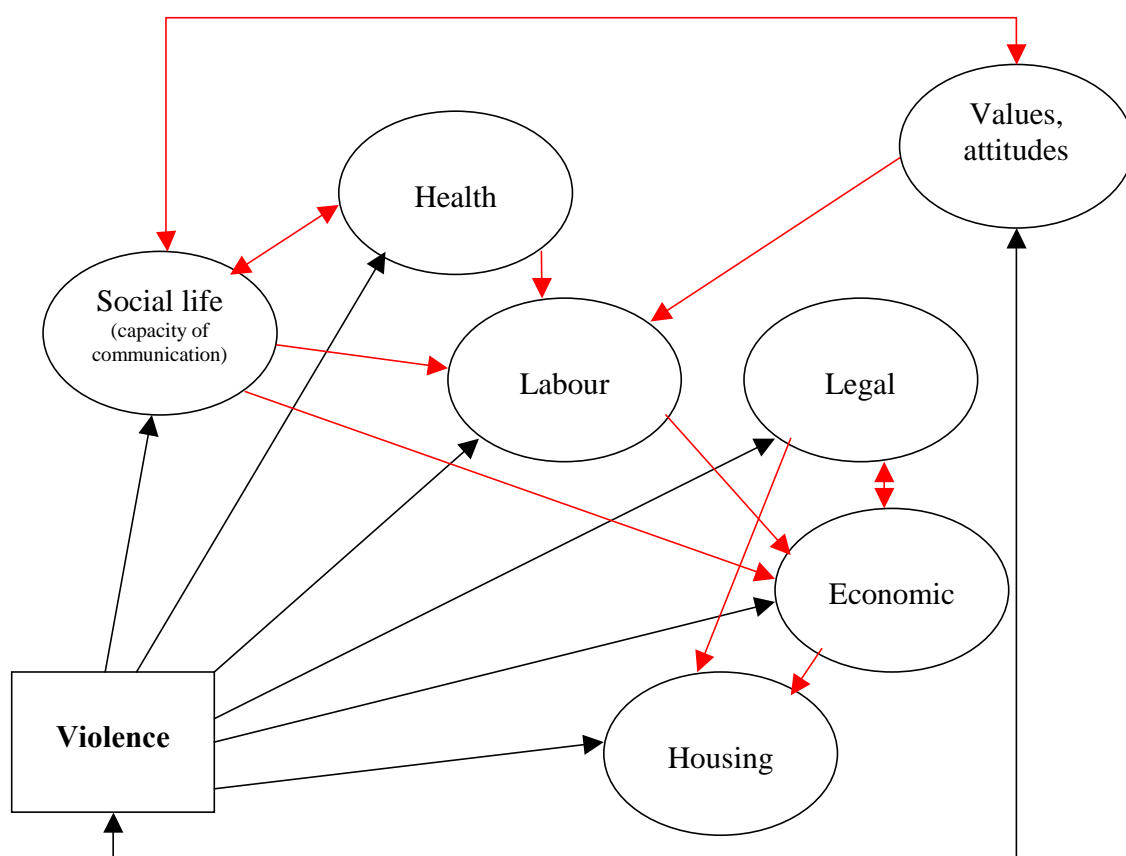


Figure. Violence effects

Annex 4. Qualitative Indicators Proposed in Country Reports

Table 9. Indicators on IPV: women's perspective

	EE	ES	FI	IT
Health	<p>Traumas of physical violence (bruises etc), loss of work capacity.</p> <p>Psychological harm (fears, anxiety, stress, lack of self-confidence, insomnia, tiredness, pill addiction), psychosomatic diseases, cancer, suicide attempts</p> <p>Traumas of sexual violence (sexual assault, attempted rape) miscarriages.</p>	<p>Effects on physical health: directs wounds and traumas</p> <p>Effects on psychological health: effects are extensive and diverse; decreased emotional and psychological functioning, depression</p> <p>Chronicle diseases caused from violence.</p> <p>Effects to a lesser extent on sexual/reproductive health.</p>	<p>Depression</p> <p>Inadequate behaviour</p> <p>Personality change</p> <p>The right to define sexual autonomy</p>	<p>Harmed psychological functioning : a feeling of going crazy, sleeping disorders, depression, sadness, fear, anxiety, angst, loss of self-esteem, and loss of self-confidence.</p>
Social relationship	<p>isolation, hiding a real problem, blaming themselves and justification of violent partner, legitimating the male supremacy, fear to loose children</p>	<p>Limited number of contacts. Lessened ability to participate in social activities.</p> <p>Continuous emotional stress (double suffering) in relationships with loved ones.</p> <p>Isolation and loss of children's support, loss of trust.</p> <p>Inability to create new intimate partnership.</p>	<p>altered and reduced social life, isolation, parenting</p>	<p>the loss of friends, social and/or family isolation and criticism, problems with their work/family balance, people's suspiciousness towards them.</p>
Economic	<p>financial insecurity,</p>	<p>Offside status.</p> <p>Economic</p>	<p>own income and wealth, financial</p>	<p>economic dependence,</p>

	poverty, economic dependence, national welfare system, informal support	dependence and precariousness. Working out is prohibited by partner and causes a feeling of infirmity. Economic effect is continuous and long-lasting, has effect in other spheres of life. Impoverishment	decisions, financial responsibility, dependence	need for economic and financial support, reliance on social support and benefits.
Housing	ownership, ownership after divorce, social housing, bonding ties in community and at home, availability of temporary dwelling (shelter)	Loss of home, need for social housing, shelter. Change of place of residence.	homelessness, ties to the home, agency in home	lost her home, emergency accommodation in a shelter, to live in her parental house
Labour	job loss, inability to find a job, accepting low status job, low career motivation, involuntary job choice	Long-lasting effect (also after separation). Absenteeism, job changes and loss. Unemployment and temporary jobs.	unemployment, sick leave, the effects of working	was often off work sick, work inefficiency, to abdicate the job, absenteeism
Legal	legal framework, legal aid, legal knowledge, awareness of police etc	Reporting to the police, formal accusation at the court. Dependence on policemen and lawyers actions and awareness.	reporting a crime (who, at what stage and under what circumstances), protection of the abuser, custody	lack of confidence in the judicial system

Table 10. Indicators on WV: women's perspective

	FI	IT
Health	anxiety, sleeping difficulties, depression, psychotherapist treatment, sick leave, support network, cumulative violence	fear, weeping, stomach pain, stress, use of medicinal to help her sleep.
Social relationship	isolation, social relations at work and power structure, people of trust/network, communicating/speaking/not speaking, aspects of behaviour, experience of parenthood	lack of self-confidence, excess of self-defence mechanisms.
Economic	income, economic independence/dependence, sick leave, leave of absence, reduced working hours, work resources, isolation, sole custody	loss of job, loss of money, lost pay, discouragement from looking for another job, economic dependence.
Housing	wealth, type of accommodation, peace at home, moving/the possibility to move	
Labour	working abilities, attitude towards work, change of workplace, absences, part-time work, development of career, future plans for work, possibilities to influence, sexual harassment, ability to resist	harassment, hostile work environment, loss of job, not insured job.
Legal	evidence of violence, wealth, mental state of health, social relationships, repeated experiences of violence	to hesitate to report violence, telephone was tapped, stereotypes and prejudice about women suffering violence