



PROPOSAL OF QUALITATIVE VARIABLES FOR GENDER VIOLENCE EFFECTS INDICATORS

On the basis of women's experiences



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July 2008*



Introduction

The proposal of GVEI project is to design social indicators to measure gender violence effects on women's life. It starts from the hypothesis that the existing systems of indicators of gender violence do not pay attention to the specific and multidimensional effects that violence against women causes on women's life.

In order to give response to this lack of indicators, GVEI has recuperated women's voices by means of personal interviews with a view to gather their experiences and analyse the effects that gender violence has had for these women. The research has focused on two types of GV, the one taking place within intimate partner relationships and the one occurring at the workplace.

The analysis of the fieldwork was done at national level in the four countries of study (Spanish state, Estonia, Finland and Italy) and it produced four national reports.

The fieldwork has shed light in all countries on the fact that whatever GV takes place in the intimate partnership or at workplace context, the impact of such violence always goes beyond the health dimension, although the extent and characteristics of this impact will be different depending on the context where GV occurred. The fieldwork has thus confirmed that GV has a mainstreamed impact in women's life since it affects many dimensions (health, work, social relationships, economy, etc) and the direct effect of GV to any of these spheres may have at the same time an impact on other spheres. The result is that GV affects women's life as a whole, and that the effects on one dimension of life affects the others, as a chain.

On the basis of these reports of analysis of the fieldwork, we have identified the key effects that need to be considered when designing social indicators to measure the multidimensional effects of GV.

The present document gathers a common proposal for the four Member States of key qualitative variables on these effects. The variables are presented for both kinds of GV being studied (GV in intimate partner relationships and GV at the workplace), and organised following the six dimensions agreed in the beginning of the project to be covered in the study (health, social relationships, economic, housing, labour and legal).

For each dimension, we have defined some elements intending to cross the indicators system. On the one hand, the objectives to be achieved by the indicators for each dimension. And, on the other hand, transversal variables to disaggregate the data of

the system of indicators. The transversal variables for GV within intimate partner relationships are:

- Age
- Nationality and origin
- Structure of the household
- Legal/administrative status

And for GV at workplace context, the variables are:

- Age
- Nationality and origin
- Structure of the household
- Legal/administrative situation
- Sector of work activity

The qualitative variables being presented constitute the basis for the last phase of GVEI project: the construction of social indicators to measure GV effects on women's lives, which will be built by means of the transformation of this qualitative information into quantitative indicators.

Qualitative Variables for Gender Violence in Intimate partnership

I. Health
<p>Objectives for this dimension:</p> <ul style="list-style-type: none"> ➤ Impact that GV has on the physical, psychological and sexual/reproductive health of women. ➤ Access to and use of health services by women <p>Transversal variables:</p> <ul style="list-style-type: none"> ➤ Age ➤ Nationality and origin ➤ Structure of the household ➤ Legal/administrative situation
<p>1. <i>Effects of GV in the physical health</i></p> <ul style="list-style-type: none"> 1.1. Lesions directly due to GV (black eye, head traumas, bruises, broken bones, blows, wounds, contusion, loss of teeth, unconsciousness, others) which lead to physical pain, difficulties to move and to walk, temporary or lifelong scars 1.2. Psychosomatic symptoms and indirect effects as consequence of GV (headache, stomach ache, back pain, muscle tension, changes in weight, exhaustion, urine infections, sickness, others, ...) 1.3. Aggravation of chronic diseases 1.4. Rise of addiction behaviour
<p>2. <i>Effects of GV on the psychological health</i></p> <ul style="list-style-type: none"> 2.1. Presence of general symptoms that can be classified under depression or PTSD (sadness, fears, auto blaming, distrust, apathy, anger, despair, loneliness, insecurity, panic attacks, low self-esteem, loss of self-coincidence, tension, grief, others, ...) 2.2. Other psychological disorders: <ul style="list-style-type: none"> 2.2.1. Anxiety disorders 2.2.2. Sleeping disorders 2.2.3. Eating disorders 2.2.4. Personality disorders and changes of character 2.3. Emotional weakness:

<ul style="list-style-type: none"> 2.3.1. Feelings of becoming crazy and losing the control of own life 2.3.2. Inability to communicate 2.3.3. Mental impairment 2.3.4. Suicide thoughts/attempts
<p>3. <i>Effects of GV on the reproductive and sexual health</i></p> <ul style="list-style-type: none"> 3.1. Gynaecological symptoms 3.2. Miscarriages 3.3. Miscarriages due to physical violence 3.4. Transmission of sexual diseases 3.5. Lack of sexual autonomy 3.6. Non desirable pregnancies 3.7. High risk pregnancies due to violence 3.8. Changes on the conception of their own sexuality 3.9. Unwillingness to have sex 3.10. Disincentive of women towards having sexual/reproductive life as a result of their lack of attention to themselves due to the need to focus on practical things to survive
<p>4. <i>Access to and use of health services due to GV</i></p> <ul style="list-style-type: none"> 4.1. Need of medication <ul style="list-style-type: none"> 4.1.1. Medicines for physical lesions 4.1.2. Psychotropic drugs 4.2. Need of hospital treatment 4.3. Need of medical attention 4.4. Need of therapeutic/psychiatric support 4.5. Possibilities of access to therapeutic/psychiatric services 4.6. Labelling of women due to language of services and operators

II. Social Relationships

Objectives for this dimension:

- Effects that GV has on the personal relationships women have with their children and family, friends and colleagues, neighbours, other women and men

in general

- Impact of GV on social, cultural and leisure activities
- Level of social isolation due to GV

Transversal variables:

- Age
- Nationality and origin
- Structure of the household
- Legal/administrative situation

1. Impact of GV on the general emotional condition of women as regards themselves and the relationships with the others

- 1.1. Lack of trust that women have towards themselves and the others
- 1.2. Loss of self-esteem
- 1.3. Feelings of shame (towards herself and the others)
- 1.4. Feelings of guiltiness
- 1.5. Sensation of loneliness
- 1.6. Fear of rejection

2. Impact of GV on social isolation of women

- 2.1. Opportunities of choice and freedom to foster their own social networks
- 2.2. Opportunities of choice and freedom regarding the use of free time
- 2.3. Own capacity and motivation towards social relationships and participation

3. Impact of GV on the relationship women have with their children

- 3.1. Reduction of the ability to parent responsibility
- 3.2. Women's emotions towards children
 - 3.2.1. Guiltiness towards children
 - 3.2.2. Fear of losing the children
 - 3.2.3. Suffering for the well-being of children
- 3.3. Tensions and problems coping with children
 - 3.3.1. Loss of respect and aggressiveness from children
 - 3.3.2. Risk of treating children in a violent manner
 - 3.3.3. Difficulty to have dialogue with children
- 3.4. Positive impact of children on mothers' well-being
 - 3.4.1. Support from children who are worried about the well-being of the mother
 - 3.4.2. Children as stimulus to react
- 3.5. Incidence of internalization of gender roles in the relationship with sons and

daughters
3.6. Impact on women's work/life balance
<p>4. <i>Impact of GV on the relationship women have with their family</i></p> <p>4.1. Difficulties in the relationship with their family because of state of depression and tendency to isolation</p> <p>4.2. Tendency of women to hide to their parents or other relatives the GV problem, in order to avoid them any concern</p> <p>4.3. Women's emotions towards family</p> <p>4.3.1. Feeling of shame</p> <p>4.3.2. Feeling of guiltiness</p> <p>4.3.3. Sensation of loneliness</p> <p>4.3.4. Fear of rejection</p> <p>4.4. Tensions and problems with family</p> <p>4.4.1. Family isolation</p> <p>4.4.2. Family criticism and blaming</p> <p>4.4.3. Lack of family support</p> <p>4.5. Positive effects of family</p> <p>4.5.1. Support of the family</p> <p>4.5.2. Stimulus to react</p> <p>4.6. Role of the mother</p>
<p>5. <i>Impacts of GV on the relationship women have with friends</i></p> <p>5.1. Emotional state of women towards friends, due to GV</p> <p>5.1.1. Liar symptom towards friends because of shame</p> <p>5.1.2. Difficulty to tell to others the suffered violence</p> <p>5.1.3. Loss of friends and isolation due to the incapacity of women to have a relationship</p> <p>5.1.4. No use of nets of friends due to women's isolation</p> <p>5.1.5. Request of help to get out from the situation of violence</p> <p>5.2. Effects of friends' behaviour on women's relationships with them</p> <p>5.2.1. Liar symptom towards friends because they question them</p> <p>5.2.2. Loss of friends and isolation due to the incapacity of friends to face the situation</p> <p>5.2.3. No use of nets of friends due to indifference/fear of friends</p> <p>5.2.4. Support from friends and stimulus to go out from the situation of violence</p> <p>5.3. Effects of partner's control on women</p> <p>5.3.1. Women are afraid to invite friends at home</p> <p>5.3.2. Women have to see friends in secretly</p>

6. *Impact of GV on the relationship women have with colleagues*

- 6.1. Emotional state of women towards colleagues
 - 6.1.1. Liar symptom towards colleagues because of shame
 - 6.1.2. Isolation due to the incapacity of women to maintain the relationship with them
 - 6.1.3. No use of labour social nets due to women's isolation
 - 6.1.4. Request of help to get out from the situation of violence
- 6.2. Effects of colleagues' behaviour on women's relationships with them
 - 6.2.1. Liar symptom towards colleagues because they question them
 - 6.2.2. Isolation at work due to the incapacity of colleagues to face the situation
 - 6.2.3. No use of labour social nets due to indifference/fear of colleagues
 - 6.2.4. Support from colleagues and stimulus to go out from the situation of violence

7. *Impact of GV on the relationship women have with neighbours*

- 7.1. Inexistence of contacts because of neighbours' indifference
- 7.2. Support from neighbours
- 7.3. Women's emotional condition
 - 7.3.1. Feeling of shame
 - 7.3.2. Feeling of guiltiness
 - 7.3.3. Frightening that neighbours will not believe in them
 - 7.3.4. Sensation of loneliness
 - 7.3.5. Distrust of neighbours' reactions

8. *Impact of GV on the relationship women have with other women*

- 8.1. Distrust/trust towards other women
- 8.2. Role of women in supporting other women
 - 8.2.1. Female friends
 - 8.2.2. Other women who have also suffered GV within intimate relationships
 - 8.2.3. Women from services (legal aid, social services, shelter houses, etc.)

9. *Impact of GV on the relationship women have with other men*

- 9.1. Willingness/unwillingness to maintain intimate relationships with men
- 9.2. Distrust and fear towards men
 - 9.2.1. Fear of finding a man like former partner

<p>9.2.2. Fear of being alone with any men</p> <p>9.3. Problems to find a new partner</p> <p>9.4. Feeling of failing as women because of low self-esteem caused by experiences of GV</p> <p>9.5. Reduction of the ability to communicate with men and to maintain relationships</p> <p>9.6. Tendency to avoid relationships with men who have similar features like the ex partner (i.e. age)</p>
<p><i>10. Impact of GV on the social, cultural and educational activities</i></p> <p>10.1. Decrease of social life and participation during GV</p> <p>10.2. Increase of participation in cultural and social life after GV</p> <p>10.3. Limited social activities</p> <p>10.4. Cutting off their studies or not continuing studies at a higher level</p>

III. Economic

Objectives for this dimension:

- Effects that GV has on the economic status of women during the violent relationship and after finishing it
- Impact of economic and financial problems on women's life

Transversal variables:

- Age
- Nationality and origin
- Structure of the household
- Legal/administrative situation

1. *Effects of GV on the women's economic stability*

- 1.1. Lack of financial autonomy
- 1.2. Financial (in)security
- 1.3. Lack of control of the economic resources
- 1.4. Impoverishment and material losses due to spoiling, taking of or robbing material property (i.e. house, car, cash money) by partner
- 1.5. Bank overdraft and debts
- 1.6. Need of financial support from family and friends or from social support and

benefits
<p>2. <i>Impact of GV on the financial management of the couple/family</i></p> <p>2.1. Economic dependence of women (even when they work) because partner exerts an intentional control over resources</p> <p>2.2. A sudden load in the management of the economic matters</p> <p>2.3. Responsibility of the children</p> <p>2.4. Lack of familiar economic resources</p>
<p>3. <i>Impact of separation due to GV on the economic situation of women</i></p> <p>3.1. Economic dependence of women (when they do not work)</p> <p>3.2. Lone responsibility of the children</p> <p>3.3. Difficulty to obtain alimonies</p> <p>3.4. Dependence from alimonies</p> <p>3.5. Need of financial support from family and friends or from social support and benefits</p>
<p>4. <i>Impact of economic problems on women's emotional condition</i></p> <p>4.1. Precariousness</p> <p>4.2. Hardship</p> <p>4.3. Vulnerability</p> <p>4.4. Embarrassment to ask for financial support from family and friends or from social support and benefits</p>
<p>5. <i>Impact of economic situation on the choice of women to separate from the partner and to go out from the situation of violence</i></p> <p>5.1. Be forced to stay with violent partner due to economic dependence</p> <p>5.2. Economical difficult condition of women after splitting up</p>

IV. Housing

Objectives for this dimension:

- Effects that GV has in women's housing
- Impact of housing problems on women's life

Transversal variables:

- Age
- Nationality and origin
- Structure of the household
- Legal/administrative situation

1. *Constrained options regarding housing due to GV*

- 1.1. Need to escape from home to survive
- 1.2. Need to move and live hidden
- 1.3. Be forced to the cohabitation with the partner
- 1.4. Fears of living alone (demand of alarm, armored doors, etc.)
- 1.5. Division (or not) of properties that were in common (furniture, etc.)

2. *Effects of GV on the women's access to housing*

- 2.1. Change(s) of residence
 - 2.1.1. To another flat, house or room
 - 2.1.2. To parents or relatives' house
 - 2.1.3. To friends' house
 - 2.1.4. To shelter house or emergency shelter
- 2.2. Access to social services and benefits
 - 2.2.1. Social housing
 - 2.2.2. Economic aids
- 2.3. Loss of the house after splitting up (even if women own the house but are forced to move because men stay there)
- 2.4. Homelessness
- 2.5. Cohabitation with other people in the same flat or room

3. *Economic impacts of displacements/movements due to GV*

- 3.1. Difficulty of sustaining the new house (different if women are alone or with children)
- 3.2. Inexistence of economic support by ex partner when women go away from the house
- 3.3. Need of cohabitation due to lack of money

4. *Emotional impacts of displacements/movements due to GV*

- 4.1. Fears
- 4.2. Insecurity

- 4.3. Loneliness
- 4.4. Distresses associated with the temporary accommodations
- 4.5. Loss of bonds with the community
- 4.6. Lack of personal spaces due to cohabitation
- 4.7. Difficulties to establish new contacts with the community

V. Labour

Objectives for this dimension:

- Impact that GV has on the labour situation and professional career of women
- Consequences of GV in the performance of the work
- Effects of GV in the relationship with the employer

Transversal variables:

- Age
- Nationality and origin
- Structure of the household
- Legal/administrative situation

1. *Effects of GV on the labour situation*

- 1.1. Job change
- 1.2. Job loss and unemployment (formal and informal)
 - 1.2.1. Quitting the job in order to avoid harassment by the perpetrator after splitting up
 - 1.2.2. Quitting the job or being unemployed forced by partner
 - 1.2.3. Being fired because of poor emotional state and therefore problematic relationships at work and low performance
- 1.3. Inactivity
- 1.4. Inability to find a job
- 1.5. Damage on the labour situation in terms of social benefits and reduction of the contribution to social security
- 1.6. Going to work with injuries in order to avoid the loss of the job or wages

2. *Effects of GV on the professional career*

- 2.1. Quitting life-long learning activities
- 2.2. Loss of career opportunities

<p>2.3. Low career motivation</p> <p>2.4. Abandonment of an interesting and successful job to avoid potential scandals and inappropriate intervention by the partner</p>
<p>3. <i>Effects of GV in the reduction of the performance/efficiency at work</i></p> <p>3.1. Absenteeism due to physical aggressions or psychological state</p> <p>3.2. Sick leaves (formal and informal)</p> <p>3.3. Lack of punctuality</p> <p>3.4. Concentration problems</p> <p>3.5. Fear to go to work</p>
<p>4. <i>Effects of GV in the relationship with the employer</i></p> <p>4.1. Possibilities of voicing the GV experience</p> <p>4.2. Need of hiding their bad health condition (as bruises), due to fears of losing the job, shame, ...</p> <p>4.3. Support received (or not) from the employer</p> <p>4.4. Facilities provided by the employer at work</p>

VI. Legal

Objectives for this dimension:

- Effects of GV regarding the use, access to and perception of the legal system and legal aid services
- Impact of going through a legal process for women, in emotional, economic, administrative and safety senses

Transversal variables:

- Age
- Nationality and origin
- Structure of the household
- Legal/administrative situation

1. *Effects of GV regarding the use, access to and perception of the legal system and legal aid services*

- 1.1. Fear of the consequences of going through a legal process (in terms of

violence, loss of children and social critics), which dissuade women to initiate it

- 1.2. Distrust in the legal system
- 1.3. Availability of affordable legal aid
- 1.4. Channels of access to the legal system (police, women's centres, centres of attention to victims, lawyers, ...)
- 1.5. Labelling of women
- 1.6. Initiation of a legal process:
 - 1.6.1. Reporting GV to the police
 - 1.6.2. Realization of court cases
 - 1.6.3. Outcome of the legal process (restraining order, prison, financial compensation,...)
 - 1.6.4. Excessive length of the legal process
- 1.7. Decision of women to stop the legal process in order to avoid losing source of income
- 1.8. Impossibility for women to have the chance to call the police or ask for help because their partners prevent this

2. Impact of initiating a legal process for women, in emotional, economic, administrative and safety senses

- 2.1. Safety:
 - 2.1.1. Breaking the restraining order
 - 2.1.2. Feeling of lack of safety and protection towards themselves and their children
- 2.2. Administrative:
 - 2.2.1. Divorce process
 - 2.2.2. Repercussions of divorce on children's protection and custody
- 2.3. Emotional:
 - 2.3.1. Frustration with the legal system
 - 2.3.2. Exhaustion
 - 2.3.3. Fears
 - 2.3.4. Social prejudice of going through a legal process
 - 2.3.5. Stress, anxiety and nervousness
 - 2.3.6. Difficulties to face the perpetrator during the process
- 2.4. Economic:
 - 2.4.1. Economic difficulties to face the legal process
 - 2.4.2. No collection of the alimonies

Qualitative Variables for Gender Violence at the Workplace

I. Health

Objectives for this dimension:

- Impact that GV has on the physical, psychological and sexual/reproductive health of women
- Access to and use of health services by women

Transversal variables:

- Age
- Nationality and origin
- Structure of the household
- Legal/administrative situation
- Sector of work activity

1. *Effects of GV in the physical health*

- 1.1. Psychosomatic symptoms, being indirect effects as consequence of GV (headache, tiredness, palpitations, trembling, intestinal disorders, chronic diarrhoea, muscle pain, infections, dizziness, asthma, loss of weight, stomach pain, raise blood pressure, back ache, tendon problems, swelling, others)
- 1.2. Aggravation of chronic diseases
- 1.3. Rise of addiction behaviour (alcohol, smoking, drugs and games)
- 1.4. Long term physical illnesses (in some cases without rehabilitation)
- 1.5. Development of chained illnesses
- 1.6. Permanent impairments (loss of sight, heard, ...)

2. *Effects of GV in the psychological health*

- 2.1. Presence of general symptoms that can be classified under depression or PTSD (sadness, fears, auto blaming, distrust, apathy, anger, despair, loneliness, insecurity, panic attacks, low self-esteem, loss of self-coincidence, tension, grief, others, ...)
- 2.2. Long term effects:
 - 2.2.1. Sleeping disorders
 - 2.2.2. Feelings of insecurity
 - 2.2.3. Low self-esteem

<ul style="list-style-type: none"> 2.2.4. Low self-confidence 2.2.5. Lack of memory 2.2.6. Attempt to deny the reality 2.2.7. Change of character (becoming reserved, suspicious) 2.3. Emotional weakness: <ul style="list-style-type: none"> 2.3.1. Panic attacks 2.3.2. Lack of concentration, perception, attention 2.3.3. Obsession on their problems 2.3.4. Suicide thoughts 2.3.5. Listlessness 2.3.6. Auto blaming 2.3.7. Anorexia
<p>3. <i>Effects on the reproductive and sexual health</i></p> <ul style="list-style-type: none"> 3.1. Limited choices on maternity 3.2. Sexual health problems due to experiencing sexual harassment 3.3. Sexual problems in intimate relationships 3.4. Disincentive of women towards having sexual/reproductive life as a result of their lack of attention to themselves due to the need to focus on practical things to survive
<p>4. <i>Access and use of health services due to GV</i></p> <ul style="list-style-type: none"> 4.1. Need of medication 4.2. Need to receive medical attention 4.3. Therapeutic/psychiatric support <ul style="list-style-type: none"> 4.3.1. Need of therapeutic support 4.3.2. Access to therapeutic services

II. Social Relationships

Objectives for this dimension:

- Effects that GV has on the personal relationships women have with their partner and other family members, friends, colleagues, women and men in general
- Impact of GV on social, cultural and leisure activities
- Level of social isolation due to GV

Transversal variables:

- Age
- Nationality and origin
- Structure of the household
- Legal/administrative situation
- Sector of work activity

1. Impact of GV on the general emotional condition of women as regards themselves and the relationships with the others

- 1.1. Sensation of loneliness
- 1.2. Defensiveness
- 1.3. Insecurity
- 1.4. Contradictory feelings and feeling of confusion
- 1.5. Different perception of themselves as social being
- 1.6. Feelings of shame (towards themselves and the others)
- 1.7. Loss of self-esteem
- 1.8. Loss of self-confidence

2. Impact of GV on social isolation of women

- 2.1. General isolation
- 2.2. Personality changes (from active to inactive person, from cheerful to shy and reserved, from confident to mistrust, etc.)
- 2.3. Problems to communicate
- 2.4. Fear to speak about suffered violence
- 2.5. Need to set up new social relationships
- 2.6. Own capacity and motivation towards social relationships and participation

3. Impact of GV on the relationship women have with colleagues

- 3.1. Isolation at work and feeling of loneliness
- 3.2. Support or lack of support from colleagues
- 3.3. Questioning from colleagues side
- 3.4. Feeling of not being understood by the colleagues
- 3.5. Loss of relationships, contact with colleagues
- 3.6. Impacts on the general emotional condition of women as regards colleagues
 - 3.6.1. Fears of colleagues and feeling of being disappointed
 - 3.6.2. Feeling of abandonment from colleagues (often colleagues know what happens but are afraid to speak up)
 - 3.6.3. Feeling of being victim of rumours at the workplace
 - 3.6.4. Disappointment

<p>4. <i>Impact of GV on the relationship women have with friends</i></p> <ul style="list-style-type: none"> 4.1. Support or lack of support from friends 4.2. Questioning from friends side 4.3. Feeling of not being-understood by friends 4.4. Disappointment
<p>5. <i>Impact of GV on the relationship women have with their family and their partner</i></p> <ul style="list-style-type: none"> 5.1. Difficulties in the relationship with their family because of state of depression, tendency to isolation 5.2. Keeping the issue in silence and not communication with the family 5.3. Support or lack of support from the partner and from the family
<p>6. <i>Impact of GV on the relationship women have with their children</i></p> <ul style="list-style-type: none"> 6.1. Difficulties of relation and communication 6.2. Attempt to hide violence to children regardless their age 6.3. Auto blaming feelings due to not accomplishing the “mother's role” 6.4. Support from children
<p>7. <i>Impact of GV on the relationship women have with other women</i></p> <ul style="list-style-type: none"> 7.1. Distrust/trust towards other women 7.2. Role of women in supporting other women <ul style="list-style-type: none"> 7.2.1. Female colleagues 7.2.2. Female friends 7.2.3. Other women who have suffered GV at the workplace 7.2.4. Women from services (legal aid, trade unions, etc.)
<p>8. <i>Impact of GV on the relationship women have with other men</i></p> <ul style="list-style-type: none"> 8.1. Distrust towards men within the workplace 8.2. Preference of being single rather than having a partner relationship
<p>9. <i>Impact of GV on the social, cultural and educational activities</i></p> <ul style="list-style-type: none"> 9.1. Decrease of social life and participation during GV due to stress and poor emotional state 9.2. Alteration of social life due to feeling of distrust, fear and shame when contacting other people

III. Economic

Objectives for this dimension:

- Effects that GV has on the economic status of women
- Impact of economic and financial problems on women's life

Transversal variables:

- Age
- Nationality and origin
- Structure of the household
- Legal/administrative situation
- Sector of work activity

1. *Impact of GV on the economical situation of women*

- 1.1. Decrease of incomes
 - 1.1.1. Sick-leaves
 - 1.1.2. Part-time job
 - 1.1.3. Loss of job
 - 1.1.4. Unemployment
 - 1.1.5. Diminished salary
- 1.2. Increase of expenses
 - 1.2.1. Psychotherapy sessions
 - 1.2.2. Legal actions
- 1.3. Loss of money and debts
- 1.4. Economic dependence of women from relatives or others
- 1.5. Impossibility to leave the job in spite of GV because of economical problems

2. *Impact of economic problems on women's emotional condition*

- 2.1. Economic worries
- 2.2. Precariousness
- 2.3. Vulnerability
- 2.4. Dependence on work

IV. Housing

Objectives for this dimension:

- Effects that GV has in women's housing
- Impact of housing problems on women's life

Transversal variables:

- Age
- Nationality and origin
- Structure of the household
- Legal/administrative situation
- Sector of work activity

1. *Effects of GV on the women's housing*

- 1.1. Difficulties to face the mortgage/rent costs (sometimes it makes impossible for women to leave the job)
- 1.2. Change/loss of accommodation due to economical problems
- 1.3. Change/loss of accommodation due to safety problems

2. *Emotional impacts regarding housing due to GV*

- 2.1. Feeling of insecurity at home (intimidation)
- 2.2. Effects on the well-being at home

V. Labour

Objectives for this dimension:

- Impact that GV has on the labour situation and professional career of women
- Consequences of GV in the performance of the work
- Effects of GV in the relationship with the employer
- Emotional effects of GV for women regarding work and working atmosphere

Transversal variables:

- Age
- Nationality and origin
- Structure of the household

<ul style="list-style-type: none"> ➤ Legal/administrative situation ➤ Sector of work activity
<p>1. <i>Emotional effects of GV regarding work</i></p> <ul style="list-style-type: none"> 1.1. Fears of going to work and working 1.2. Fears of going back to work after sick-leave 1.3. Feeling of insecurity 1.4. Lack of self-confidence 1.5. Feeling of shame 1.6. Unwillingness to work 1.7. Weak emotional state
<p>2. <i>Effects of GV on the labour situation</i></p> <ul style="list-style-type: none"> 2.1. Job loss 2.2. Change(s) of job (not always easy and not as a first option) <ul style="list-style-type: none"> 2.2.1. Changing job on demand of employer 2.2.2. Changing job on woman's own initiative (in order to escape from violence) 2.3. Unemployment (not always with benefits) 2.4. Disciplinary procedures: <ul style="list-style-type: none"> 2.4.1. Threats or coercion if women start to inform about their problem to a relevant person, or if they are on sick-leaves 2.4.2. Forcing women to sign up or accept certain work conditions (i.e. part-time work) 2.4.3. Threatening with firing women if they do not follow persecutor's demands 2.5. Difficulties in going back to the labour market because of women's low self-esteem, feelings of insecurity and distrust
<p>3. <i>Effects of GV in the performance of the work</i></p> <ul style="list-style-type: none"> 3.1. Reduction of the ability/performance to work (due to lack of memory, weak state, insecurity, low-self esteem...) <ul style="list-style-type: none"> 3.1.1. Low capacity of attention and concentration 3.1.2. Inability to plan the work 3.1.3. Difficulty to carry out the work 3.1.4. No/poor motivation 3.2. Invalidity due to GV 3.3. Insecurity in performing the work 3.4. Absenteeism

3.5. Sick leaves
<p>4. <i>Effects of GV on the professional career</i></p> <p>4.1. Damages on women's careers due to defamation</p> <p>4.2. Loss of career opportunities</p>
<p>5. <i>Effects of GV on women concerning working atmosphere</i></p> <p>5.1. Hostile work environment (colleagues reaction may be to take distance from the harassed women in order to avoid reprisal themselves)</p> <p>5.2. Isolation at work</p>
<p>6. Effects of GV in the relationship with the employer</p> <p>6.1. Support received (or not) from the employer</p> <p>6.2. Facilities provided by the employer at work</p>

VI. Legal
<p>Objectives for this dimension:</p> <ul style="list-style-type: none"> ➤ Effects of GV regarding the use, access to and perception of the legal system and legal aid services ➤ Emotional effects of initiating a legal process for women ➤ Effects of initiating a legal process on the job and on the labour career <p>Transversal variables:</p> <ul style="list-style-type: none"> ➤ Age ➤ Nationality and origin ➤ Structure of the household ➤ Legal/administrative situation ➤ Sector of work activity
<p>1. <i>Effects of GV regarding the use, access to and perception of the legal system and legal aid services</i></p> <p>1.1. Difficulties to start a legal process due to:</p> <p>1.1.1. Emotional state</p> <p>1.1.2. Exhaustion due to GV</p>

<ul style="list-style-type: none"> 1.1.3. Fears of no testimonies and lack of support 1.1.4. Fear of the consequences of initiating a legal process 1.1.5. Difficulties to prove the GV 1.1.6. Financial, health and social problems 1.2. Distrust in the legal system 1.3. Lack of information and disorientation 1.4. Court cases 1.5. Lack of support from Trade Unions
<p>2. <i>Emotional effects of initiating a legal process for women</i></p> <ul style="list-style-type: none"> 2.1. Feeling of lack of safety when initiating a legal action <ul style="list-style-type: none"> 2.1.1. Fear of more GV 2.1.2. Fear of losing the job 2.1.3. Fear of losing career opportunities 2.1.4. Fear of reprisals from the enterprise 2.2. Unsatisfactory legal aid 2.3. Frustration with the legal system 2.4. Stress, anxiety and nervousness 2.5. Fears to be socially labelled 2.6. Disorientation
<p>3. <i>Effects of initiating a legal process on the job and on the labour career</i></p> <ul style="list-style-type: none"> 3.1. Job loss 3.2. Loss of career opportunities 3.3. Reprisals from the enterprise 3.4. Hostile work environment and isolation at work 3.5. Mobbing