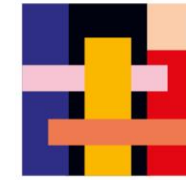




The Impact of Intimate Partner Violence and Abuse on Job Loss and Time Off Work in the UK

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VISION
Violence • Health • Society

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Intimate partner violence/abuse and the labour market



Intimate partner violence and Abuse (IPVA) has a large impact on people's mental and physical health.

Less research on the socioeconomic consequences of IPVA.

Current evidence is scattered across fields of criminology, public health, and economics.

Stable employment helps:

- To escape abusive situations
- Wellbeing and health
- Family wellbeing and forming new relationships



Gaps and Research question

- Research mostly doesn't differentiate various forms of IPVA
- Women-only samples
- No attention to socioeconomic differences in economic consequences of IPVA
- No UK research, mostly based on the US

To what extent are different forms of IPVA related to job loss and time off work?

What are gender and socioeconomic inequalities therein?



Data & Method

Crime Survey for England and Wales

- survey waves 2004/05, 2008/09, 2010/11, 2012/13, and 2017/18

Experienced at least 1 forms of violence and abuse by a (former) intimate partner in the last 12 months

- Sample = 5,359

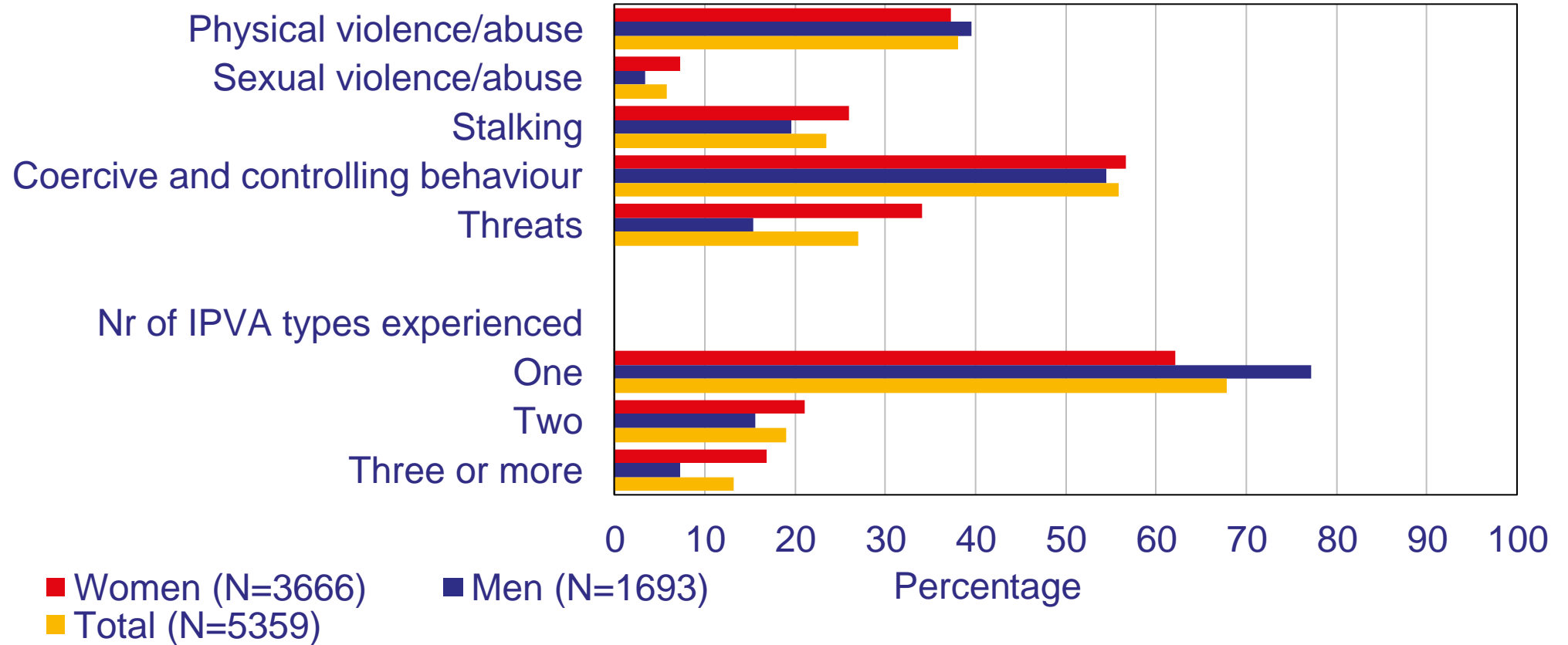
Job loss: “And did you lose your job or have to give up work as a result of [the/any of the] abuse you suffered [in the last 12 months]?” Y/N

Leave taken: “In the last 12 months, did you have to take any time off work because of [the/any of the] abuse you suffered?” Y/N



Type of violence and abuse

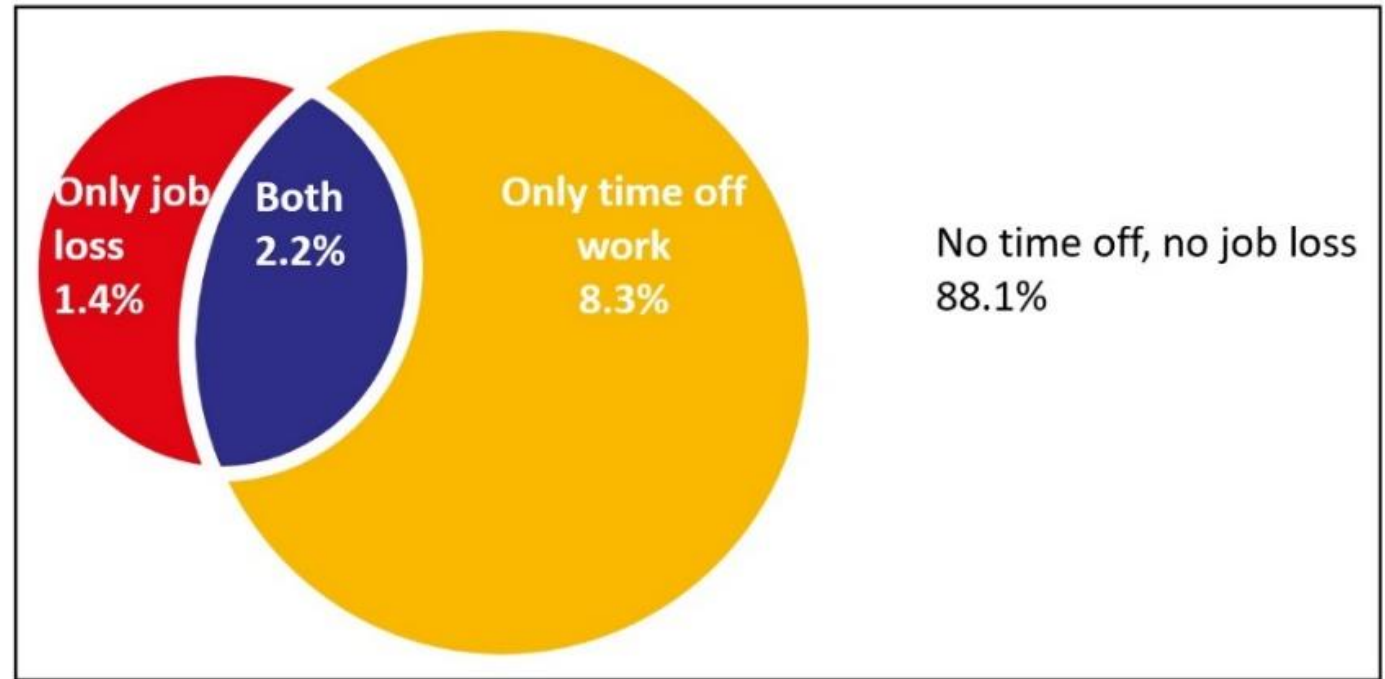
Among those who experienced any type of abuse in the past 12 months





Percentage of job loss and time off work due to IPVA

- 3.6% of victim-survivors lost their job because of the violence/abuse
- 10.5% took time off work
- Overlap is mainly people who took a month or more time off

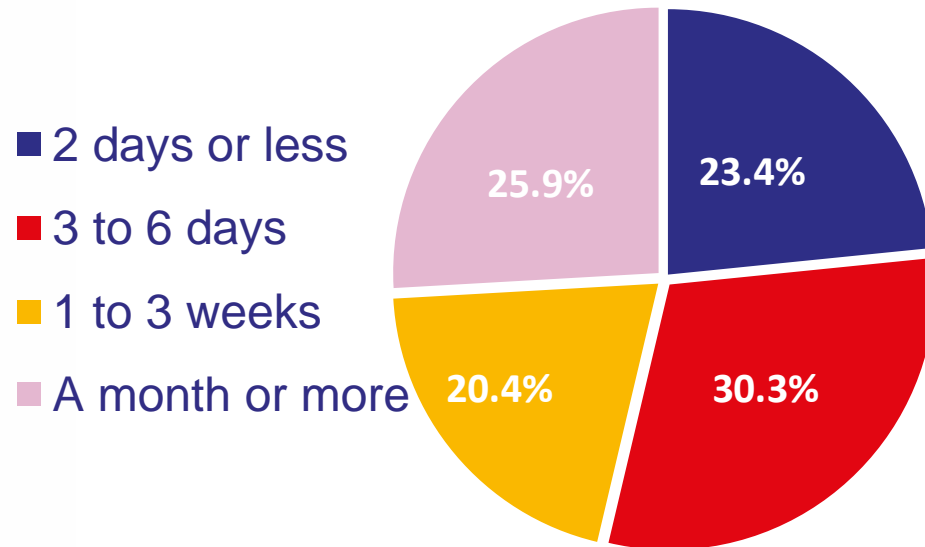




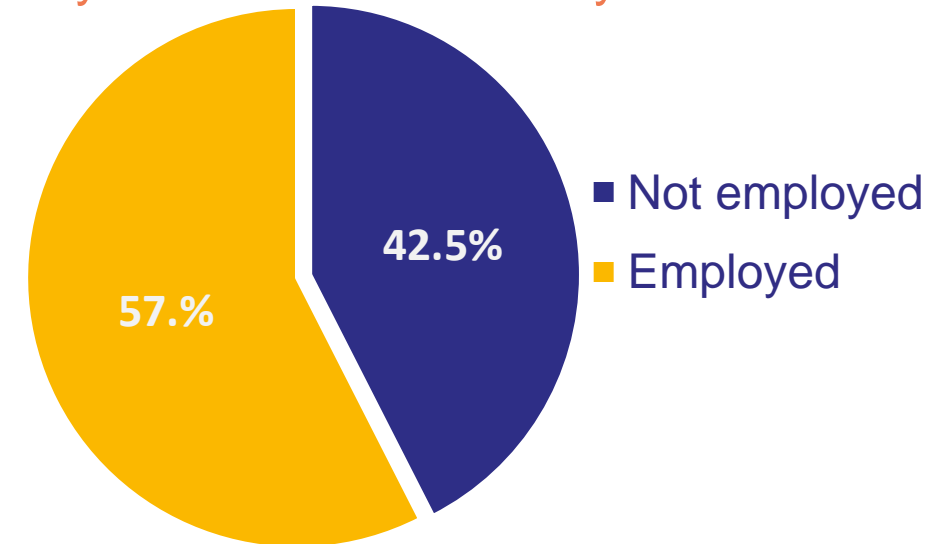
Amount of time off and re-employment

Among those who took time off or lost job due to the violence/abuse

Amount of time off

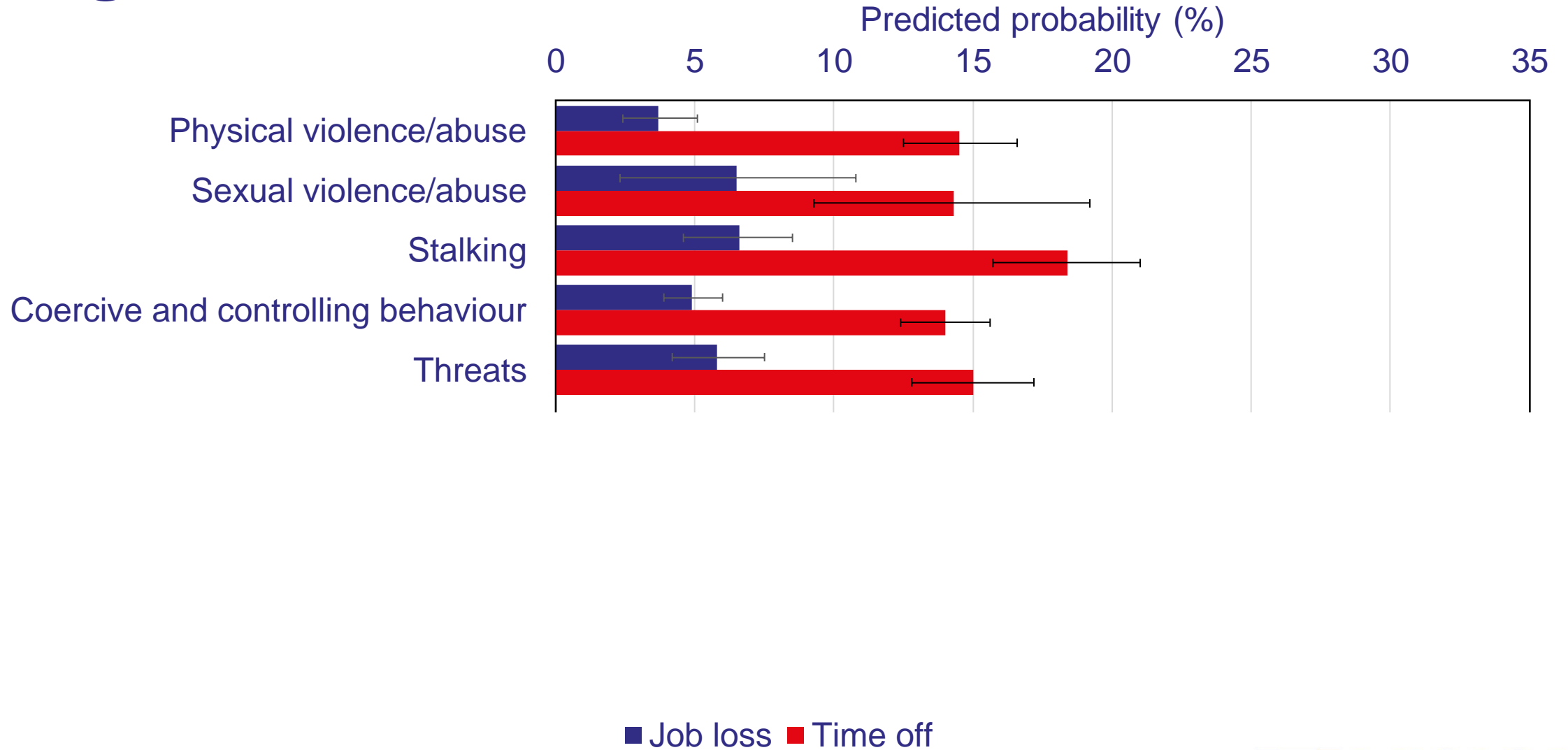


Re-employment following job loss by the time of the survey

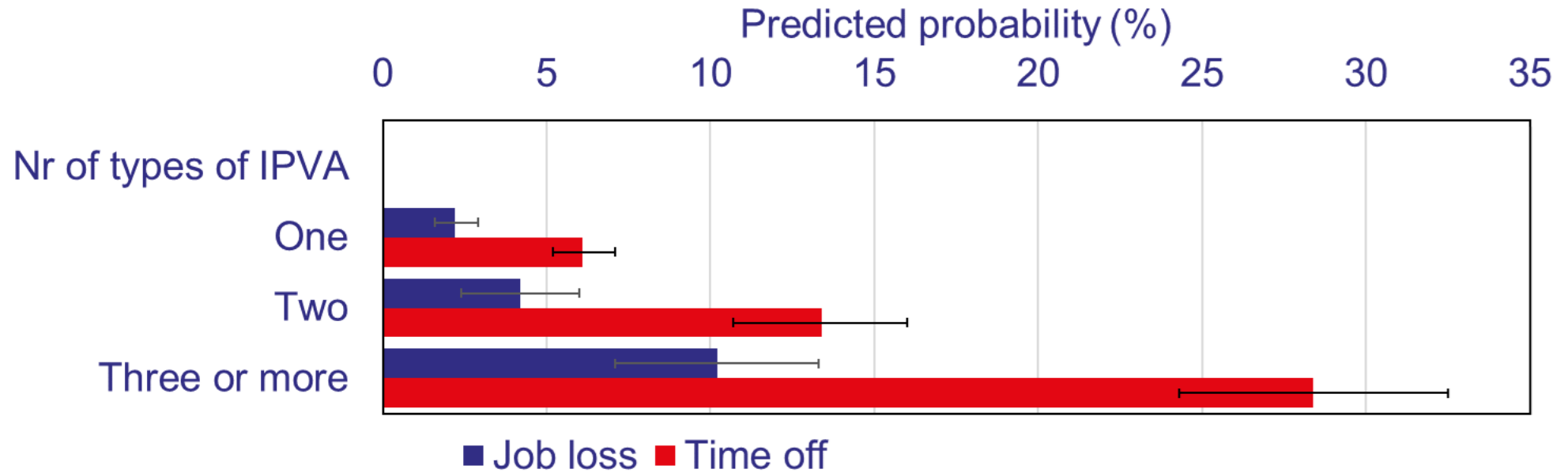




Type of abuse & job loss and time off work



Number of types of abuse & job loss and time off work





Who is especially at risk of job loss and time off?

More job loss among:

- Intermediate, routine and manual occupations
 - Compared to higher managerial, administrative, and professional
- Men compared to women
- No differences by:
 - education, ethnicity, age, number of children, or over time

More time off among:

- Higher managerial, administrative, and professional occupations
 - Compared to intermediate occupations
- Women compared to men
- No differences by:
 - education, ethnicity, age, number of children, or over time



○ Insights from those with Lived Experience

- Don't feel comfortable approaching HR.
 - Confidentiality risks, especially in small companies.
- Importance of presenting 'untainted by abuse' in the workplace
 - Fear of being declared 'unfit for work', to 'save face' at work
- Colleagues appeared to pick up on (prior) abuse, without disclosures
 - Negative repercussions at work.
 - Experienced multiple disadvantages at work because some people could sense their victimhood.
- Hide and or refrain from disclosing further abusive behaviours to relevant managers.



Conclusion

IPVA has detrimental socio-economic impact

- 3.6% lost job as result of abuse
- 10.5% took a period of leave from their jobs.
 - almost 50% more than 1 week
- Low leave take up may be concerning as leave can:
 - Enable accessing the necessary medical, legal and/or social supports,
 - Retain employees

Further work is needed on:

- What causes job loss and how to prevent it
 - Role of employers
- The influence of IPVA on colleagues not captured



Thank you

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Brief report

Questions



Crime Survey of England and Wales (CSEW)

Amount of leave taken, categorical variable:

And how much time did you take off work altogether in the last 12 months? If you were off work for more than one period please try to estimate as best you can the total amount of time you were off. 2 days or less, 3 to 6 days, 1 to 3 weeks, a month or more. (only asked in the case of partner abuse)

Physical violence/abuse, dichotomous variable:

Has a partner or ex-partner used force on you in the last 12 months? For example, they may have pushed you, slapped you, hit, punched or kicked you, choked you or used a weapon against you. Y/N

Threat, dichotomous variable:

And has a partner or ex-partner frightened or threatened you in any way in the last 12 months? Y/N

Questions



Crime Survey of England and Wales (CSEW)

Controlling behaviour, dichotomous variable (based on 2012/13, slightly different in some other years):

And which, if any, of these things has a partner done to you in the last 12 months, that is, since the first of [date]?

1. Prevented you from having your fair share of the household money
2. Stopped you from seeing friends and relatives
3. Repeatedly belittled you to the extent that you felt worthless

Stalking, dichotomous variable:

Yes on any of the following

In the last 12 months has a partner or ex-partner

- (1) sent you more than one unwanted letter, text message or card that was either obscene or threatening
- (2) made more than one obscene, threatening, nuisance or silent phone call to you
- (3) partner waited or loitered outside your home or workplace on more than one occasion in a manner
- (4) followed you around and watched you on more than one occasion in a manner which caused you fear, alarm or distress?

Questions

Crime Survey of England and Wales (CSEW)

Sexual violence and abuse (any): dichotomous variable:

Yes to any of the following:

Has a partner or ex-partner indecently exposed themselves to you (i.e. flashing) in a way that caused you fear, alarm or distress in the last 12 months?

Has a partner or ex-partner touched you in a sexual way (e.g. touching, grabbing, kissing or fondling) in the last 12 months, when you did not want it?

In the last 12 months, has a partner or ex-partner ever

1. penetrated your [mouth, vagina or anus/mouth or anus] with their penis
2. penetrated your [vagina or anus/anus] with an object (including their fingers)
3. attempted to penetrate your [mouth, vagina or anus/mouth or anus] with their penis
4. attempted to penetrate your [vagina or anus/anus] with an object (including their fingers)

when you made it clear that you did not agree or when you were not capable of consent?

And which, if any, of these things has someone done to you in the last 12 months, that is, since the first of [date] that caused you fear, alarm or distress. Sexually threatened you (e.g. demanded sex when you did not want it, followed or cornered you in a sexually threatening way). Your husband/wife/civil partner, your partner/boyfriend/girlfriend, your ex-husband/wife/civil partner, a previous partner/boyfriend/girlfriend, your date. (based on 2012 module)