The role of social partners in preventing third-party violence and harassment at work

2021 - 2023

This project has received financial support from the European Union
Webinar 3: Risk Assessment

25 October 2021
Overview of previous webinar
Some findings from the TPV survey
Dr. Jane Pillinger
Overview of Webinar 2: TPV and Gender-based violence

• GBVH was chosen as a webinar topic it is an increasingly important risk. Three presentations:
  • GBV and ILO Convention 190: Manuela Tomei (ILO)
  • European Commission’s forthcoming legal framework on GBV: Karen Vandekerckhove (European Commission)
  • Domestic violence at a workplace issue: Jane Pillinger (TPV Project expert/researcher)

• GBVH is included in ILO C.190 and R.206 (including gender-responsive risk assessments etc.)

• Importance of mitigating the risks of domestic violence in the context of the workplace

• Important legal developments:
  • European Commission’s forthcoming draft Directive on GBV
  • Ratification of ILO C190 across EU Member States

• Discussions about guidelines and GBV. Key issues raised about:
  • the need for policy coherence
  • greater risks faced by women in front-line services e.g. health and social care
  • importance of building trust in complaints systems
  • awareness raising / guidance on addressing and prevention GBV, including domestic violence and digital abuse
  • examples of successful initiative

Survey on TPVH (online survey and interviews)

Countries:
• Bulgaria
• Czech Republic
• Denmark
• France
• Ireland
• Italy
• Latvia
• Netherlands
• Poland
• Spain

Sectors:
• secondary schools
• hospitals
• prisons
• employment service
• urban public transport
• front desk administrative functions in local and regional government
• telecoms
The survey is still open...

BULGARIAN/BG: https://www.research.net/r/TPV-BG
CZECH/CS: https://www.research.net/r/TPV-CS
DANISH/DA: https://da.research.net/r/TPV-DA
ENGLISH/ENG: https://www.research.net/r/TPV-EN
SPANISH/ES: https://es.research.net/r/TPV-ES
FRENCH/FR: https://fr.research.net/r/TPV-FR
ITALIAN/IT: https://it.research.net/r/TPV-IT
DUTCH/NL: https://nl.research.net/r/TPV-NL
LATVIAN/LV: https://www.research.net/r/TPV-LV
POLISH/PL: https://www.research.net/r/TPV-PL
Preliminary online survey findings
(as of 22.10.2021, responses from 162 organisations: 48% unions, 62% employers)

- 62% say TPV is an extremely serious or very serious problem
- 42% say it has negatively impacted on the quality of the service provided
- 44% say COVID-19 has had a big impact
- Types of TPV: verbal aggression, followed by psychological harassment and threats, physical assault and sexual harassment
Seriousness of TPV

- Similar results across countries
- Sectors where TPV is reported most frequently as serious or very serious: prisons, hospitals & urban public transport
- TPV has become more serious with COVID-19
- Evidence from recent surveys of a worsening situation post-lockdowns
Policy measure to assess risks, prevent and manage TPV

- TPV is a significant and growing risk
- 55% said it was included in OSH policies, and in risk assessment & prevention plans
- 40% reported having complaints mechanisms / monitoring of complaints
- 33% had a policy to prevent and manage TPV