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

2021 – 2023

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
- Report available at: https://www.epsu.org/event/tpv-project-webinar-n-2-gender-based-violence-and-harassment

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
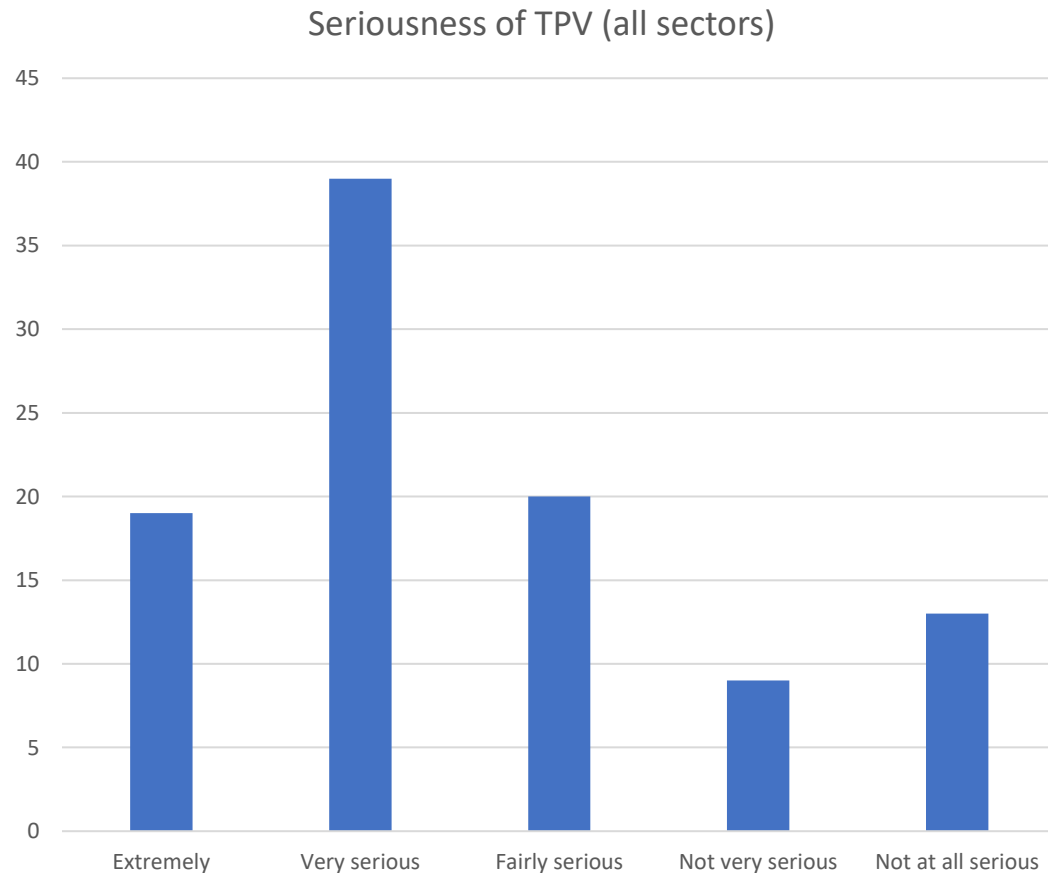
Preliminary online survey findings
(as of 22.10.2021, responses from 162 organisations: 48% unions, 62% employers)

- 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
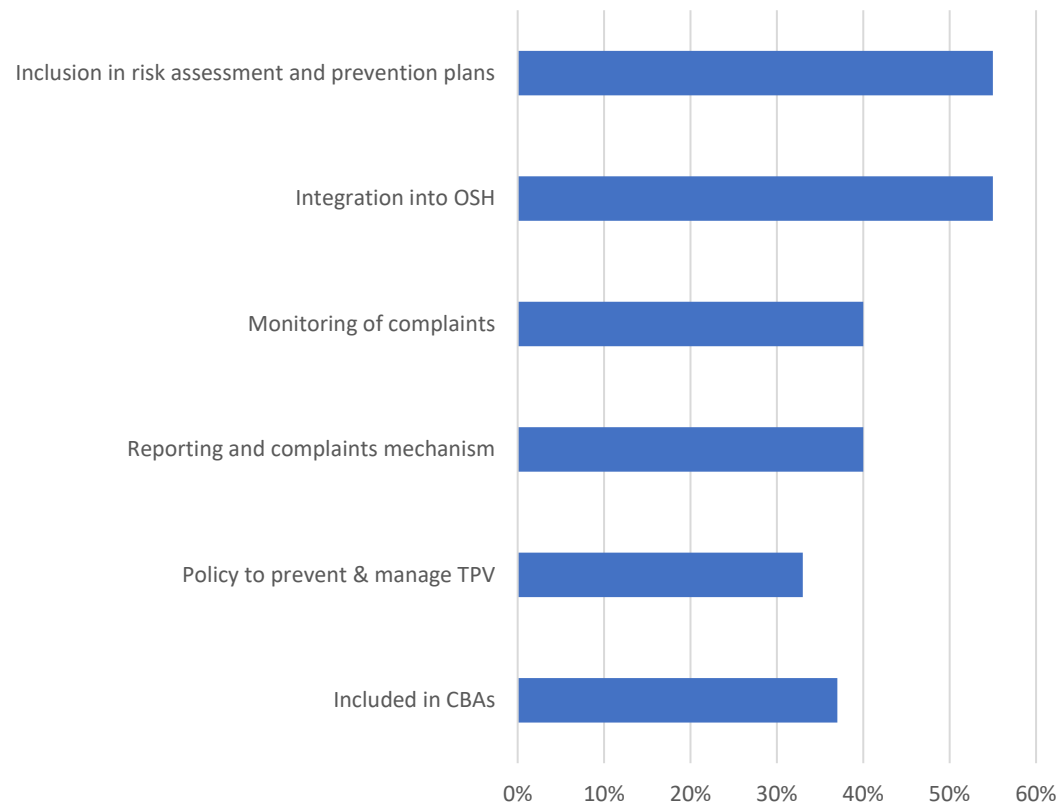
Seriousness of TPV

Seriousness of TPV (all sectors)

- 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

Examples of policy measures (all sectors)

Measure	Percentage
Inclusion in risk assessment and prevention plans	55%
Integration into OSH	55%
Monitoring of complaints	40%
Reporting and complaints mechanism	40%
Policy to prevent & manage TPV	33%
Included in CBAs	37%

- 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