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# IMPACT OF DOMESTIC VIOLENCE ON WORKPLACE IN CHINA

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SEPTEMBER 20, 2017



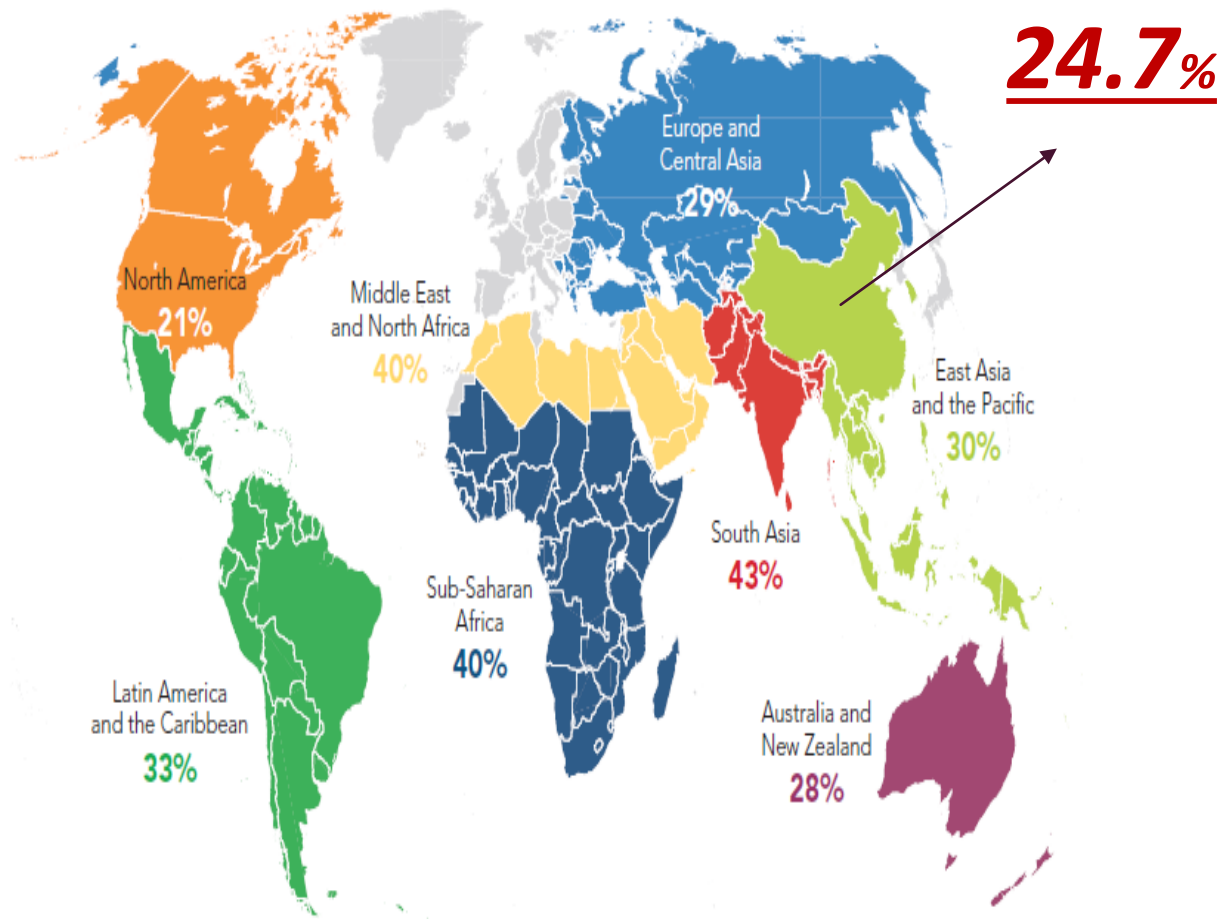
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## Research Background — —

# DOMESTIC VIOLENCE & EMPLOYERS



## CHINA:

- Anti-DV Law (2016): Employer responsibilities
- Great potential for workplace-based intervention
- Lack of evidence, awareness and existing solutions



## Research Design — —

### DEFINITION OF DOMESTIC VIOLENCE (DV)

Any violent behavior between family members or other intimate partners.

- **Behaviors:** Physical, sexual, emotional and psychological abuse, constraint of personal freedom, economical control, and other behaviors (e.g., threatening, coercion and stalking) that could result in harm to the victim or cause the victim to fear.
- **Relationships:** Family members (by marital, blood or any other family relations as defined by law); intimate partners (both heterosexual and homosexual, cohabiting or not cohabiting, current or former spouses/partners).



## Research Design — —

# RESEARCH OBJECTIVES & QUESTIONS

### RESEARCH OBJECTIVES:

- To form an initial baseline of knowledge on the understandings, experiences, and effects of DV among employees and employers in the Chinese context;
- To inform and improve employer responses to DV in China.

### QUESTIONS:

- How prevalent is DV among employees? How does DV affect the workplace and stakeholders involved? How do employees expect employers to react to DV?
- How do employers understand DV and their responsibilities to address DV? What are the barriers preventing employers from acting against DV?
- What economic costs do employers incur due to DV?
- What actions are needed to encourage and convince employers in China to engage in anti-DV efforts?

# Research Design — —

## RESEARCH METHODS

METHODS	TOOLS	# OF RESPONDENTS
Questionnaire surveys	<i>Survey on Employees on Domestic Violence Issues</i>	<ul style="list-style-type: none"><li>• <b>General category:</b> 488 respondents to web-based survey (nationwide; representing different industries and job positions)</li><li>• <b>Factory category:</b> 170 respondents from 3 manufacturing factories in Guangdong Province</li><li>• <b>Informal employment category:</b> 48 respondents (domestic workers) in Beijing</li></ul>
	<i>Survey on Human Resource Managers on Domestic Violence Issues</i>	<ul style="list-style-type: none"><li>• <b>General category:</b> 60 respondents to web-based survey (nationwide; representing different industries)</li><li>• <b>Factory category:</b> 33 respondents from 3 factories in Guangdong Province</li><li>• <b>Informal employment category:</b> N/A</li></ul>
Semi-structured interviews	Survivor interview protocols	8 survivors interviewed
	Manager interviews protocols	7 managers interviewed
Literature review	English-language literature	45 pieces
	Chinese-language literature	28 pieces

Unless otherwise noted, findings are drawn from the general sample category surveyed online: 488 employees (80% are women) and 60 HR managers (73% are women).

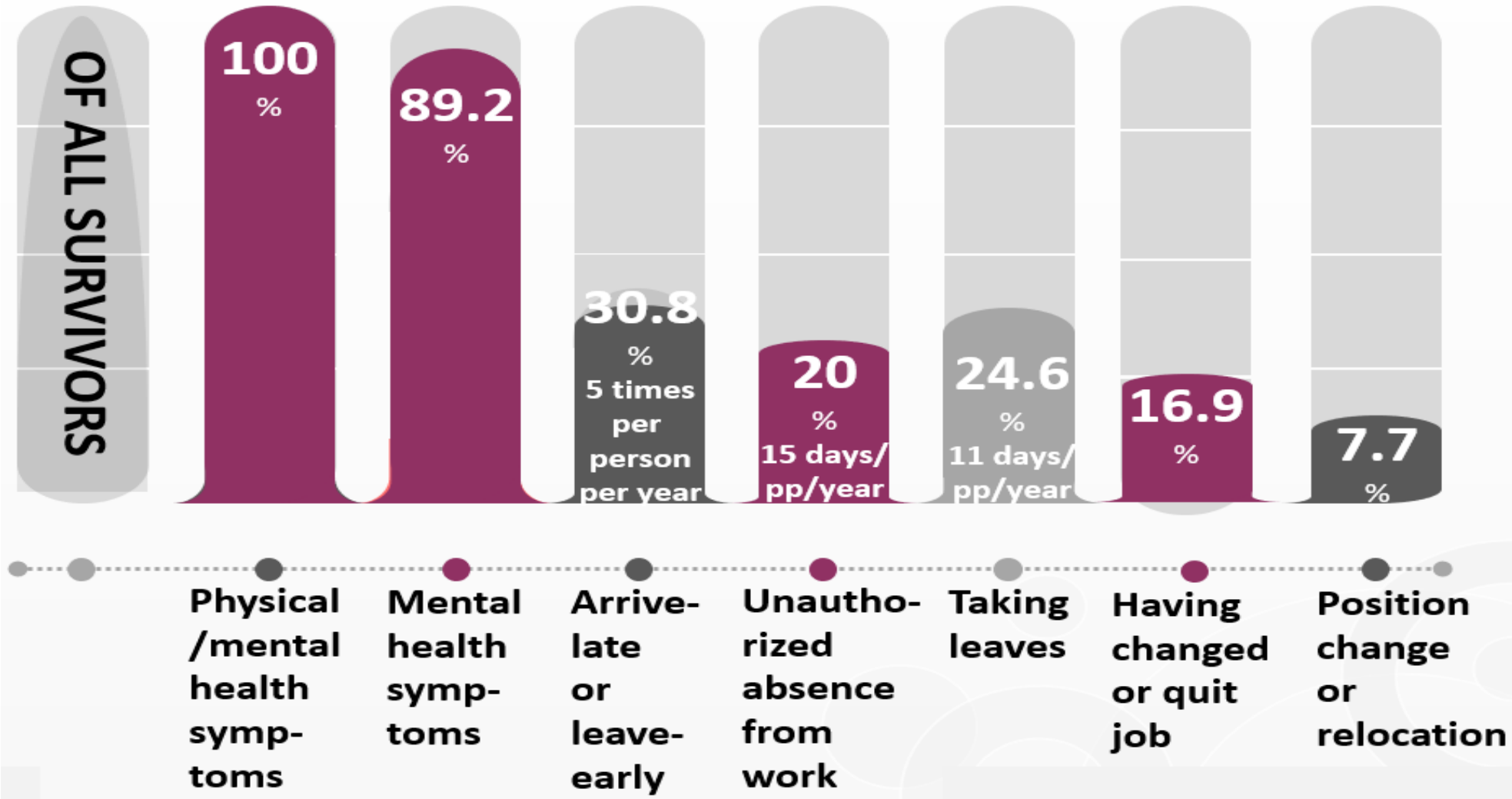
## Research Findings — —

### PREVALENCE RATE IN THE PAST 12 MONTHS

- 13.3% of respondents have experienced some form of DV in the past 12 months;
- 46.2% of these survivors have experienced abuse by their partners while at work; 21.5% reported that their abuser has also harassed, threatened or even assaulted the victim's co-workers.
- 56.4% of respondents have witnessed DV suffered by acquaintances;
- 65.8% of these witnesses have seen the victims continue to be abused in their workplace.

## Research Findings —

# DOMESTIC VIOLENCE AFFECTS VICTIMS' JOB PERFORMANCE & CAREER ADVANCEMENT





## Research Findings — —

# DOMEST VIOLENCE GENERATES SIGNIFICANT COSTS TO EMPLOYERS

**01** Decrease in productivity due to emotional exhaustion [1] caused by DV

**2.61%** of annual wage expenditure

**02** Decrease in productivity due to absenteeism caused by DV

**0.35%** of annual wage expenditure

**03** Decrease in productivity due to turnover [2] and position change/relocation [3] caused by DV

**0.83%** of annual wage expenditure

Total Direct Costs to Employers of DV Victims:

**3.79%** of annual wage expenditure

[1] Emotional exhaustion causes a 22% loss of productivity (Wright & Cropanzano, 1998)

[2] Cost of staff turnover amounts to 30% of the departing employee's annual salary (Synar, 2010)

[3] This study estimates the cost associated with staff position change/relocation to be 15% of the employee's annual salary.



## Research Findings — —

### EMPLOYEE ATTITUDES/CONCERNS

- The majority of employees surveyed believed that employers should provide assistance to victims (91%) or discipline perpetrators (65.6%).
- 52.3% of survivors did disclose their experience of DV to coworkers or supervisors.
- *Yet*, employees in general are reluctant to seek institutional help from their employers – less than 10% of all respondents – in instances of DV.
- 92% believe appropriate survivor assistance programs in the workplace would increase their loyalty to their employers and build good will around the organization.

## Research Findings — —

### EMPLOYER ATTITUDES/ CONCERNS

- HR managers have low awareness of DV experienced (10%) or committed (5%) by their employees, and of the enactment of the DV Law (52%).
- Only 3.3% knew there were victims seeking help from their employers; 4% said that anti-DV measures were adopted in their workplace, *but*
- 85% were willing to adopt simple solutions if provided with appropriate guidance.
- Major concerns for employer intervention include: unclear laws and regulations around employer responsibilities, perceived difficulty in measuring input-output ratio, and employee privacy protection.

# OUR RECOMMENDATIONS



## Laws and policies to clarify employer responsibilities

Legislators, policy makers and governments



## Employer awareness of costs of DV and payoff of actions

Governments, business associations, civil society groups, media



## Employee/public education

Governments, employers, labor unions, women's federation, civil society groups, media



## Toolkit to guide employer actions

Governments, civil society groups, business associations

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THANK YOU!

Full report coming up soon on [www.asiafoundation.org](http://www.asiafoundation.org)



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