



Paid Domestic and Family Violence Leave – As a National Standard

- The union movement is aware that this year, on average, two women have died each week as a result of domestic violence in Australia.
- Two thirds of the more than 400,000 Australians who experience domestic violence each year are workers.
- The current efforts to identify protective, legal and social service reform needs to be complemented by support for women to stay in their jobs and maintain critical financial independence.
- Financial independence means women can escape a violent and abusive relationship without sacrificing a decent standard of living, adequate care for their children and appropriate housing.
- Paid domestic and family violence leave recognises that workers experiencing domestic violence often have exhausted their personal leave entitlements and can least afford to take unpaid leave at a time when financial security is critical.
- We congratulate unions and employers who have negotiated workplace agreements that now provide more than 1.6 million employees access to paid domestic and family violence leave;
- But there are too many employees who still don't have any support from their workplace.
- At the ACTU congress this year unions moved that Paid Domestic and Family Violence Leave must be included in the minimum safety net of entitlements for all working Australians i.e. this leave becomes A National Employment Standard. Paid domestic and family violence leave will directly benefit millions of workers with up to 10 days paid domestic violence leave to attend court appearances, medical and legal appointments and make safety and re-location arrangements.
- Domestic and family violence costs the Australian economy \$16.8 billion each year and has serious negative consequences on personal health and well-being, poverty and homelessness.



- Unions believe safe and secure employment is a cost effective preventative measure which sends a strong message of cultural intolerance towards violence against women. We believe all employers, governments and political parties should support this initiative and in addition all levels of government to acknowledge the suite of measures required to reduce violence against women by providing adequate funding for domestic violence support services.

At work

- In workplace bargaining, our union and all unions strongly encourages the inclusion of provisions designed to protect and support employees who are employees experiencing family or domestic violence in line with 7 key principles.