

The Impact of Domestic and Sexual Violence on the Workplace in Solomon Islands

Initial findings of a first of its kind survey in Solomon Islands shed new light on how domestic and sexual violence affects both companies and employees. The survey was completed by 1,248 people in nine companies and was conducted by IFC, a member of the World Bank Group.

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Debunking myths

- Myth:** Domestic and sexual violence is not a workplace issue
Fact: 71% of employees thought it does affect the workplace
- Myth:** Domestic and sexual violence is a matter that needs to be handled outside the workplace
Fact: 81% of employees said employers should help affected staff
- Myth:** Domestic and sexual violence affects only women
Fact: 28% of men said they had personally experienced it
- Myth:** Domestic and sexual violence is not an issue employees face on a regular basis
Fact: 35% of female employees said they experienced violence in the previous 12 months. 27% of women who experienced violence said it occurred at least monthly
- Myth:** Domestic and sexual violence affects people's personal lives only
Fact: 3/4 employees affected by violence reported that it directly impacted their work (due to feeling anxious, depressed or ashamed; suffering a physical injury; being stopped from going to or staying at work)
- Myth:** Discussing domestic and sexual violence at work does not help
Fact: 56% of women reported positive outcomes after speaking about the violence with someone at work
- Myth:** Employees affected by domestic and sexual violence are not sure how their company can support them
Fact: Employees said the most useful support from their company is time off and counselling
- Myth:** Employees affected by domestic and sexual violence can easily talk about it at work
Fact: Feeling ashamed or gossip were the main reasons employees did not discuss the violence at work

For more info and contacts visit:
www.ifc.org/gender/EAP



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