



### Curtailing Violence Against Women

Global Summit of Women



01.

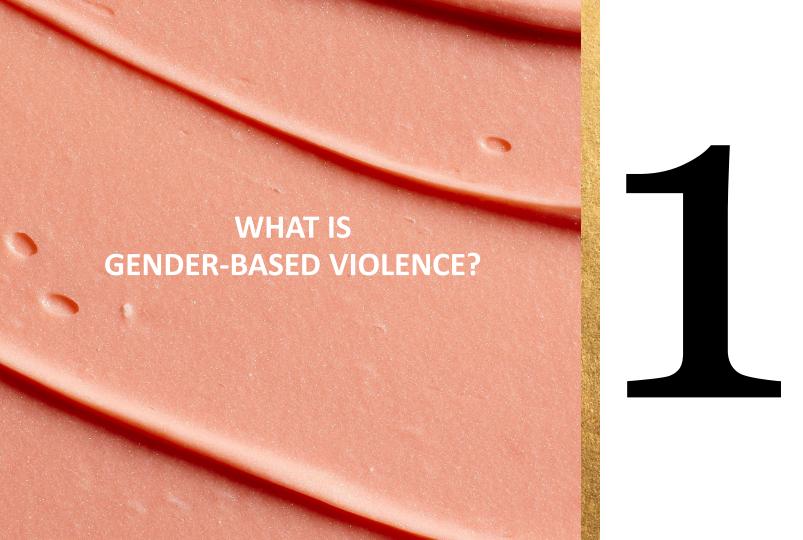
WHAT IS GENDER-BASED VIOLENCE?

02.

DOMESTIC VIOLENCE & THE WORKPLACE

03.

WHAT IS L'OREAL DOING ABOUT IT?



### WHAT IS GENDER-BASED VIOLENCE?

### **Gender-based violence** can take many forms...

- Domestic violence
- Forced marriage
- Rape and other sexual violence
- Violence at work
- Prostitution and trafficking for the purpose of sexual exploitation
- Modern slavery, trafficking other than sexual exploitation

The most **common form of violence against women** is **domestic violence** 



# 11N3 WOMEN

experience physical and/or sexual violence by a partner or sexual violence by a non-partner

Most of this violence is by a partner or ex-partner



### **DOMESTIC VIOLENCE** & THE WORKPLACE



### **EUROPEAN STUDY FINDINGS\***

(conducted in 6 countries with 6 companies in Western Europe)

- Over half of the victims reported issues at work (lateness, absenteeism and/or presenteeism) due to domestic violence
  - One quarter of victims reported being late
  - One-fifth of victims reported being absent
  - Half of victims reported negative work performance
  - One-third of victims reported that they had feared losing their job due to their poor work performance
- All rates were higher among **current victims** than past victims

<sup>\*</sup>Source: Study by One in Three Women and Face Foundation held in 6 companies: "How does domestic violence impact the workplace?" https://www.fondationface.org/wp-content/uploads/2019/11/FACE -ProjetOneInThreeWomen.210x297 UK.pdf



DOMESTIC
VIOLENCE
& THE
WORKPLACE
STUDY
FINDINGS

### Lack of awareness & resources

- Fewer than 2 out of 10 respondents were aware of **workplace resources** available to them in relation to domestic violence
- Managers showed slightly more awareness but still only 30% were aware of resources
- Those that were aware reported that they learned of the resources mainly through internal communications from their company rather than from their union, manager/supervisor or co-workers



DOMESTIC
VIOLENCE
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STUDY
FINDINGS

### **Company costs**

- There are tangible costs for employers of domestic violence, in particular in the form of absenteeism, lateness and presenteeism (lower productivity)
- These costs are higher for those victims who are currently experiencing domestic violence, but still present for those who experienced domestic violence in the past
- Lost output/revenue, turnover costs, and replacement costs are among the ways that domestic violence impacts the bottom line of companies



DOMESTIC
VIOLENCE
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FINDINGS

### **Company role**

By taking a **proactive role**, companies can **help managers and co-workers** to:

- act quickly and appropriately with support and assistance for victims
- provide up-to-date information / refer victims to specialist services
- respond effectively to the workplace effects of domestic violence

Companies can play an important role in **preventing domestic violence**, including preventing it from escalating into **repeated**, **serious and even fatal consequences** for victims









- One in Three Women: the European Business Network to combat gender-based violence in the workplace was co-founded in 2018 by the *Fondation Agir Contre l'Exclusion* (FACE) and the Kering Foundation and joined by L'Oréal and several other multinational companies.
- November **2018**: Jean-Paul Agon signed the **European Commitment Charter** on behalf of I'Oréal.
- In this Charter, companies commit to:
  - → Understand what gender-based violence is and its reach, in figures and qualitative data,
  - → Raise awareness about gender-based violence in their own organization, among their peers and stakeholders and with the general public
  - → Create an egalitarian culture within their organizations
  - → Produce and/or implement policies, tools, trainings and processes for their HR services, management teams and all employees to respond to disclosure
  - → Enable colleagues to openly talk and promote a supportive work environment for their co-workers survivors of violence
  - → Provide access to organizations that can support employees experiencing domestic violence,
  - → Develop a network of diverse stakeholders (private and public companies, NGOs, public institutions, unions) in order to work together on this topic
  - → Measure the impact of the actions taken to support survivors of violence within their organizations and share it with their stakeholders.



- Further initiatives with the One in Three Women network:
  - → November 2019: Restitution of the One in Three Women <u>European</u> <u>Study</u>
  - → **From 2019**: Domestic Violence awareness training sessions by external NGOs held in France and in certain local markets
  - → **November 2020**: 1<sup>st</sup> episode of One in Three Women: <u>The Podcast</u>
  - → **2021**: One in Three Women e-learning available on MyLearning









- The aim of the Convention is to legally protect men and women workers worldwide from gender-based and sexual violence
- L'Oréal has continued its support of the application of the ILO Convention by establishing a Global Policy on Domestic Violence, which sets out a HR framework in the Share&Care program in 2021, to be implemented within the L'Oréal Group in accordance with local legal requirements and practices





**BRAND CAUSE**: **YSL Beauty** launched <u>Abuse is not love</u> in 2020 to raise awareness and combat intimate partner violence (IPV) by supporting the prevention programs of its non-profit partners

### The program's 3 key pillars:

- **1. Educating** 2 million people on the common signs of IPV by 2030 through international non-profit partnerships
- **2. Training** YSL Beauty employees and beauty advisors to better understand abusive behaviors and available resources
- **3. Funding** important academic research on the topic to develop thought-leadership around youth and prevention. Among examples, it includes the YSL Beauty first academic research paper published by Harvard Business Review on why organizations should care about IPV and how to help if you are a manager yourself: read <a href="here">here</a>



### **DOMESTIC VIOLENCE**SPECIFIC COVID-19 ACTIONS

- L'Oréal along with the One in Three Women network reinforced its commitment against domestic violence in 2020 by supporting Fédération Nationale Solidarité Femmes (FNSF)\* through awareness and fund-raising campaigns
- Similar actions were taken by L'Oréal subsidiaries including Spain, Italy, Israel, Chile, Mexico & Brazil
- L'Oréal Fund for Women a €50 million solidarity fund established in 2020 to empower women at risk. L'Oréal has partnered with 100 charities and on-the ground partners in 30 countries worldwide, focusing on helping women gain access to education, find work and integrate into society, while fighting against violence, poverty, and supporting women refugees and women with disabilities.



LES VIOLENCES CONJUGALES NE SONT PAS PRIVÉES DE SORTIE Aidez-nous et faites un don sur solidaritefemmes.org Votre contribution nous permet d'écouter, d'accompagner et d'héberger les victimes de violences conjugales.

