

Domestic Violence in World of Work: Exploring Domestic Violence Leave Policy

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Domestic violence is often considered as an issue whose consequences are confined to the four walls of the intimate space and to the individual woman experiencing it. Recent research is shattering this myth by detailing the ripple effect of domestic violence to the workplace affecting women's productivity, and thereby their economic security. The Convention 190 of the ILO, reflecting this increased understanding of the effects of domestic violence, explicitly recognizes domestic violence as a key element of violence faced by women in the world of work. In this lecture, we will focus on interventions that can begin to address the consequences of domestic violence, with a particular focus on domestic violence leave policy. We will map to what extent this intervention has been implemented by government, businesses, NGOs and other stakeholders. Discussion will focus on gaps in current implementation efforts, and areas of resistance by range of stakeholders across countries.



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Nata Duvvury is a development expert with research interests in gender, labour markets and welfare state, gendered impacts of globalization, economic costs of gender based violence, civil society and global governance, and social mobilization. She has recently completed a multi-year, multi-country research establishing the productivity impacts of domestic violence for businesses and overall national economy in low and middle income countries with funding from UK Department for International Development. Based on this research she led the development of a policy on Domestic Violence Leave which was adopted by the University of Galway in May 2021, making it the first Irish higher educational institution to adopt such a policy. As part of her work for the Lancet Commission on Gender -based Violence and Maltreatment of Young People, she has undertaken a review of domestic violence leave policies globally.



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