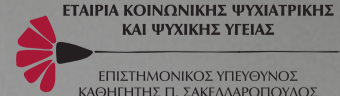


VIOLENCE AGAINST WOMEN AT WORK... LET'S TALK ABOUT IT!

The mental health
impacts of violence
and harassment
against women at work



Summary of project

International surveys have found that between 40 and 90 per cent of women suffer some form of violence and harassment during the course of their working lives [International Labour Organization. 2008. "Introduction to Violence at Work"]. Violence and harassment at work has immediate effects on the women, including a lack of motivation, loss of confidence and reduced self-esteem, depression and anger, anxiety and irritability. In the same way as with stress, these symptoms are likely to develop into physical illness, mental disorders, increase in risk behaviours like tobacco, alcohol and drug abuse. They may culminate in occupational accidents, invalidity and even suicide [World Health Organization. 2000. "Violence against Women"].

In order to raise awareness of the harmful mental health impacts of violence and harassment against women at the work place, the project aims to carry out a targeted awareness raising campaign and to collect best practices for preventing mental health problems resulting from violence and harassment against women at work. The idea is to raise awareness and to talk about a "hidden" problem, to promote attitudes of zero tolerance and thereby to prevent violence and harassment against women at work as well as mental health problems that result from it.

Objectives

The overall objective of the project is to contribute to the protection of women against all forms of violence at work – (sexual) harassment, bullying and mobbing – and to promote mental health and well-being and prevent mental health problems through the implementation of an awareness raising campaign. The project will contribute to the development of the Community policies in the field of public health, employment and human rights through stimulating a serious debate at the national and EU level on the establishment of concrete, legislative measures in all the Member States to identify, prevent and manage problems of harassment and violence against women at work.

The project's specific objective is to contribute to the prevention of violence against women at work in all its forms and to encourage attitudes and behaviours of zero tolerance to violence. To this end, the project will bring together and support cooperation between NGOs active in the field of mental health and those working with women, with national trade unions and employers' organisations as well as job centres and other health and social services. The project will develop and carry out an awareness raising campaign targeted at the key stakeholders with a view to improving understanding of the harmful mental health impacts of violence and harassment against women at work. The identification, collection and dissemination of best practices will contribute to the promotion of women's mental health and well-being and the prevention of mental health problems resulting from violence and harassment at work.

The project beneficiaries

- Women employees

The target groups

- Employers,
- Trade unions,
- Employers' organisations,
- NGOs, Health and social services,
- Job centres.

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A 2 year project lead by Mental Health Europe in partnership with

- Society for Mental Health and Social Psychiatry, Greece
- Advocacy Group for the Mentally Ill, Cyprus
- State Mental Health Centre, Lithuania
- Romanian League for Mental Health
- Pro Mente Austria
- SKALBES, Latvia
- SENT, Slovenia
- AEN, Spain



Daphne PROGRAMME 2007-2013
TO PREVENT AND COMBAT VIOLENCE AGAINST CHILDREN, YOUNG PEOPLE
AND WOMEN AND TO PROTECT VICTIMS AND GROUPS AT RISK



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