

# HOW 16 DAYS APPLIES TO BOTH SME'S AND LARGE COMPANIES

Domestic violence is often a phrase that frightens not only people who endure, but also those who witness. It is a silent epidemic that many people, especially in their workplaces, shy away from speaking about. It is a term we use interchangeably with domestic abuse, both addressing the power and control of one person over another.

Businesses often do not understand how domestic violence could impact their workplace, which is understandable. Currently, most understand domestic violence to take place only within the home. However, we now know that 75% of those who endure domestic violence suffer at work. This is because they are constantly locatable in their office. It is possible the person enduring changed home, switched their children school, but it is most likely that they retained their same job. Hence, why that statistic indicated a vast number of employees being targeted.

16 Days is both important and applicable for all types of workplaces, whether you have 10 or 10,000 employees because the mental and physical injury a person who endures will most likely put them out of work. Those who endure miss on average 5 days of work a month or are typically less productive even if they do make it into the office.

For small companies, domestic violence will have an obvious and huge effect.

Losing one of 10 employees, let's say, would cost the company money and manpower on a very large scale.

For larger companies, the impact would be more easily hidden. However, the impact is still real, as the larger the company, the more likely multiple employees are enduring. And one of those could possibly be a senior employee. If not, that same senior employee could educate himself or herself to aid their employees who are hoping to disclose and find help.

This toolkit itself is easy, and applicable to any company. It provides you with simple, downloadable tools, allowing you to tweet, advising you on how to have a conversation with various members of staff, and get the conversation going. We now see that employee wellbeing is inextricably linked with productivity and company success. The key to tackling domestic violence is to ensure that management understands the issue, their legal obligations surrounding it, and educate them on what simple steps can save an employee's life.

