



L'ORÉAL



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### Domestic violence and business:

*“How does domestic violence impact the workplace ?”*

*OneInThreeWomen has revealed the results of the first European study aimed at identifying and measuring the impact on companies of domestic violence suffered by their employees*



*The OneInThreeWomen member companies demonstrate their involvement, best practices and future actions*

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*Paris, November 15th, 2019 – This morning, OneInThreeWomen, the first European network of companies committed to fighting violence against women, co-founded in 2018 by the **Act Against Exclusion Foundation** (Fondation Agir Contre l'Exclusion – **FACE**) and the **Kering Foundation**, has revealed the results of its study entitled “How does domestic violence impact the workplace ?”. Led by 4 international researchers and involving employees from 6 of the network's member companies (**Kering, L'Oréal, Korian, BNP Paribas, Carrefour, and OuiCare**) in 6 countries (France, Belgium, Germany, Spain, Italy, and the United Kingdom), the objective of the study was to measure the impacts of domestic violence on the employees and their colleagues, but also on the company as a whole, before making recommendations on how to limit them. Here are the figures highlighting the key findings and lessons from this first study, as well as the overview and possibilities for action from OneInThreeWomen one year after its launch.*

### Presentation of the study's key findings

Sent to more than 40,000 employees, the study enabled us to highlight 3 major impacts of domestic violence on the company.

#### 1. The impact of domestic violence on affected employees

*16% of women and 4% of men surveyed reported current or past experiences of domestic violence; 24% of victims took time off because of the domestic violence suffered.*

At the end of the study, 2 in 10 employees reported suffering or having suffered domestic violence with consequences for their professional life. In fact, more than half (55%) of the employees

surveyed reported that this violence had affected their work; there were particular issues with being late, absenteeism, or a drop in their productivity.

The study also showed that domestic violence doesn't stop at the front door of the house, but that it can manifest itself in professional life, through:

- Receiving abusive phone calls and text messages (87%), emails (33%), and social media comments (27%).
- Bullying or harassment by the abuser in the workplace or nearby (57%), or even their physical presence in the workplace (44%).
- The abuser contacting colleagues (37%) or threatening to contact colleagues (33%).

## **2. The impact of domestic violence on work colleagues**

*1 employee in 10 knows a colleague who has suffered domestic violence*

In order to understand the level of awareness about domestic violence among company colleagues, the study also took care to ask those taking the survey about their knowledge of one or more colleagues suffering or having suffered such violence: 16% of women and 13% of men reported knowing a colleague suffering or having suffered such violence.

Employees who reported noticing signs of violence mention, first and foremost:

- Emotional distress (11%)
- Signs or admissions of problems at home (10%)
- Physical injuries (9.5%)
- Changes with regard to performance and productivity (9.5%)
- Absences and being late (9.3%)
- Being unusually quiet or secretive (8.1%)

Furthermore, among those employees with knowledge of violence suffered by colleagues, 20% asserted that this violence impacted their own work. The main factors (85%) are stress and anxiety for the colleague who is a victim of this violence for fear that something may happen to them.

## **3. Employees' awareness about the support available in their workplace for victims of domestic violence**

*Only 2 respondents in 10 are familiar with the resources available in their workplace in cases of domestic violence*

The respondents were mostly aware of the mechanisms for recognising and supporting colleagues who are victims of domestic violence thanks to internal communication, but also through a superior or a colleague.

Moreover, the study reveals a form of silence around domestic violence, particularly from the victims themselves. Indeed, only 37% of them reported having discussed what they were going through with a colleague. The remaining 63% did not speak about it as they found it inappropriate for the workplace (67%), but also out of fear, shame, denial, or even apprehension that it would affect their work or their career prospects.

## **The study makes recommendations for companies**

As a result of these findings, and always in line with the mission that the OneInThreeWomen network has given itself of fighting violence against women, and fighting its impact at work and on their careers, the study makes a series of recommendations for companies. The objective: give them direction on how to roll out information, training, and support for employees so that they can play a significant role in preventing domestic violence.

### Key recommendations:

- Continue to create company-wide programmes to actively promote gender equality;
- Create a network of spokespersons against domestic violence within each company;
- Create company policies on domestic violence at work;
- Organise sessions to raise awareness at all levels of the company;
- Implement and/or roll out support mechanisms for employees;
- Include all company employees, including management teams;
- Explore and mitigate the risks that domestic abusers pose in the workplace.

## **OneInThreeWomen: the company, a safe place at the heart of the fight against domestic violence**

As a result of submitting the study's findings, the network companies were able to present the first elements of an overview as well as the actions carried out and possibilities for more actions for the next few months, just a year after the network was founded; from the signing of the Charter by the member companies' directors to showcasing the actions carried out since then, and outlining opportunities for the months to come.

The members commended the richness and the vitality made possible by the network organisation and collective work, particularly the exemplary nature of companies more knowledgeable on the topic. Working with peers and sharing best practices allowed them to benefit from expertise, to be inspired by actions that were already implemented, and to help build new tools for raising awareness. The major objective of this work is to produce concrete measures pertaining not only to training, but also to partnerships with associations or even by considering giving the subject of domestic violence a place in company agreements.

The study reveals, among other things, the crucial role that the company plays in supporting victims. Away from the home, the company is a safer place for the victim, as long as it can properly and openly listen to them, as well as their colleagues and managers.

In light of these initial findings, the network companies have reaffirmed their commitment to pursuing the actions carried out in 2019, particularly with regard to raising awareness among employees at all levels. Among the main opportunities to pursue and expand, the network members have also discussed the need to work on the employability of employees who are victims of domestic violence and on the topic of the "extended company", for example by strengthening links with partner associations or exploring socially responsible purchasing.

*“FACE is proud to co-lead with the Kering Foundation this network of companies committed to fighting violence against women. Our objectives for 2020 are to involve more companies in the network and to continue the work with companies through the implementation of HR policies to support employees victims of domestic violence.”*

Laurence Drake – Executive Director of Fondation Agir Contre l’Exclusion

*“Domestic violence is a societal phenomenon whose impact is well established. This European study launched with the Face Foundation and the members of the OneInThreeWomen network anchor this reality in the corporate world. It is our responsibility to support women victims of violence to maintain or access employment and to share this approach with as many other players as possible. ”*

Celine Bonnaire – Executive Director of the Kering Foundation

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Please find the complete study attached or contact the LEON agency:

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## FACE

The FACE Foundation is a public utility foundation created in 1993. Its main objective is to prevent and fight against any form of exclusion, discrimination and poverty. FACE works in cooperation with european and french public institutions and with socially engaged companies. The foundation is located in more than 60 areas and interacts with over 6 000 companies. 380 000 people benefit from its actions every year. [www.fondationface.org](http://www.fondationface.org)

## The Kering Foundation

Worldwide, 1 in 3 women is or will be a victim of violence during her lifetime. Since 2008, the Kering Foundation combats this violence that affects all cultures and all social classes. To maximize its impact, the Foundation works hand in hand with a limited number of local partners in the three main regions where the Group operates: the American continent, Western Europe and Asia.

The Foundation supports local survivor-centered organizations that provide comprehensive services to women, and, since 2018, has begun working with younger generations, particularly young men and boys, to combat violence against women through prevention programs.

The Foundation also seeks to change behaviors within Kering and in society in general. It offers training sessions on domestic violence for Kering employees and created, in 2018, alongside the FACE Foundation, “One in Three Women”, the first European network of companies engaged against gender-based violence. The Foundation also organizes international awareness campaigns (White Ribbon For Women, on the occasion of the International Day for the Elimination of Violence Against Women), all the while involving Kering’s 35,000 employees worldwide.

[www.keringfoundation.org](http://www.keringfoundation.org)

@KeringForWomen

## **L'Oréal**

L'Oréal has devoted itself to beauty for over 100 years. With its unique international portfolio of 36 diverse and complementary brands, the Group generated sales amounting to 26.9 billion euros in 2018 and employs 86,000 people worldwide. As the world's leading beauty company, L'Oréal is present across all distribution networks: mass market, department stores, pharmacies and drugstores, hair salons, travel retail, branded retail and e-commerce.

Research and innovation, and a dedicated research team of 3,993 people, are at the core of L'Oréal's strategy, working to meet beauty aspirations all over the world. L'Oréal's sustainability commitment for 2020 "Sharing Beauty With All" sets out ambitious sustainable development objectives across the Group's value chain.

For more information: <http://mediaroom.loreal.com/en/>

## **Korian**

Korian, an expert in care and support services for the elderly, manages Europe's leading network of long-term care nursing homes, specialised clinics, assisted living facilities, and homecare and hospital-at-home services.

[www.korian.com](http://www.korian.com)

## **BNP Paribas**

BNP Paribas is a leading bank in Europe with an international reach. It has a presence in 72 countries, with more than 202,000 employees, of which more than 154,000 in Europe. The Group has key positions in its three main activities: Domestic Markets and International Financial Services (whose retail-banking networks and financial services are covered by Retail Banking & Services) and Corporate & Institutional Banking, which serves two client franchises: corporate clients and institutional investors. The Group helps all its clients (individuals, community associations, entrepreneurs, SMEs, corporates and institutional clients) to realise their projects through solutions spanning financing, investment, savings and protection insurance. In Europe, the Group has four domestic markets (Belgium, France, Italy and Luxembourg) and BNP Paribas Personal Finance is the European leader in consumer lending. BNP Paribas is rolling out its integrated retail-banking model in Mediterranean countries, in Turkey, in Eastern Europe and a large network in the western part of the United States. In its Corporate & Institutional Banking and International Financial Services activities, BNP Paribas also enjoys top positions in Europe, a strong presence in the Americas as well as a solid and fast-growing business in Asia-Pacific.

## **Carrefour Group**

With a multiformat network of 12,000 stores in over 30 countries, Carrefour Group is one of the world's leading food retailers. Carrefour serves 105 million customers worldwide and posted sales of 84.916 billion euros in 2018. The Group has more than 360,000 employees who contribute to making Carrefour the world leader in the food transition for all, offering quality food every day, accessible everywhere and at a reasonable price.

For more information, visit [www.carrefour.com](http://www.carrefour.com), Twitter (@CarrefourGroup) and LinkedIn (Carrefour).

## **Oui Care Solidarity Fund**

The Oui Care Solidarity Fund was created in 2017 by Guillaume Richard, CEO of the home services group Oui Care. Most of the jobs in the home services sector are held by women and it is legitimate to take part in the daily lives they go through and the reality they live. This is why the Oui Care Solidarity Fund aims to fight against violence against women and inequalities between women and men. It promotes these topics by supporting associations, by participating in awareness raising events but also by providing financial support directly to victims.

## **SNCF**

SNCF is a global leader in passenger and freight transport services, with revenue of €33.5 billion in 2018, of which one-third on international markets. With 270,000 employees in 120 countries, SNCF draws on its foundations in French rail and its extensive experience as an architect of transport services. It aims to become the benchmark for mobility and logistics solutions in France and worldwide.

> **For more information:** [www.sncf.com](http://www.sncf.com)