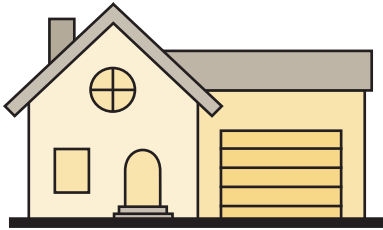


Women's Experiences of the Intersections of Work and Intimate Partner Violence

A Review of Qualitative Research



RESEARCH We conducted a review of qualitative research articles to learn about the benefits and drawbacks of work for women who have experienced domestic/intimate partner violence (in the review and this document, we use the term IPV).

32 qualitative research articles

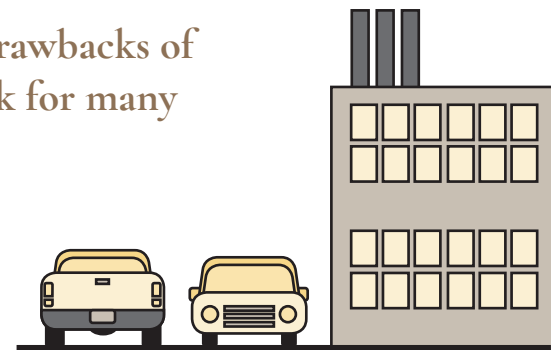
757 women participants across 11 countries

"I remember feeling such... security and safety, peace and relief. There [were] two locked doors between me and my husband, if he ever got mad at me [and came] to see me at work..."

"I was working at a large discount retailer and we didn't have a phone and I told him I'd be off at a certain time, and I didn't get off then 'cause they asked me to work late.... and I didn't have a way to call him... so he came in and dragged me off by my hair."

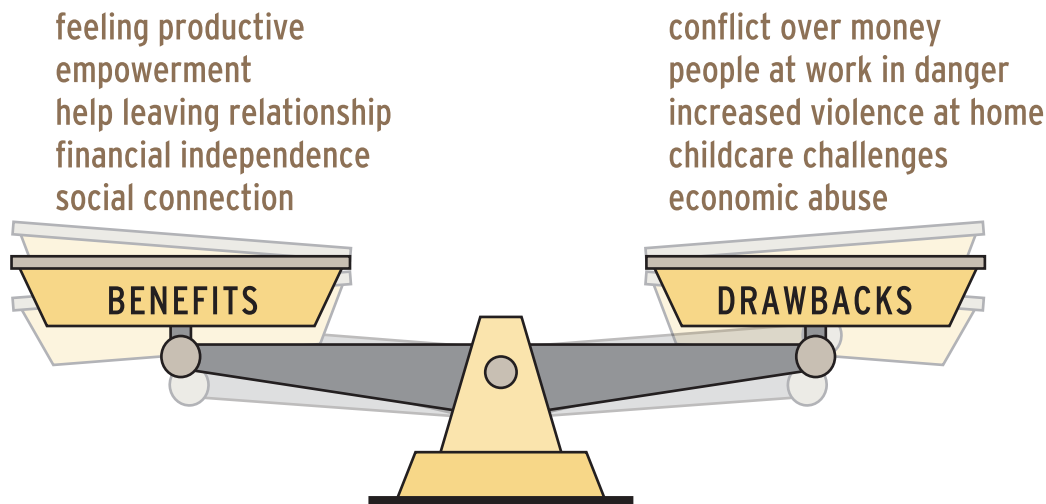
KEY FINDING

Our study revealed a wide range of benefits and drawbacks of work for women survivors, but the impact of work for many women exposed to IPV was *not straightforward...*



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For some women, work means balancing benefits & drawbacks, such as:



There was also variation across women's experiences in three key areas:

- earning income (e.g., less conflict about money vs. more IPV)
- safety at work (e.g., free from IPV vs. IPV continues at work)
- people at work (e.g., supportive vs. judgemental coworkers)

“[I was] indebted to them [the organization] for helping me get out of [the IPV] relationship and I stayed for 20 years.... The only problem was that [they] were just as abusive and I was just as tied to them.”

PRACTICE & POLICY IMPLICATIONS

- Employers and policy-makers must 1) understand how work and workplaces can help or hinder survivors – sometimes both at once, and 2) embrace the challenge of ensuring that work is a safe and positive space.
- These efforts, along with research in this area, are key to tackling the complex problem of IPV and expanding the role of the workplace in IPV support and prevention.

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www.DVatWorkNet.org