

**“Toolkit”**

**Violence against Women is a Workplace Issue**

This toolkit has been prepared for Clubs to use as part of the *Zonta says No* *to Violence against Women* campaign and to further align our advocacy work to the *Women’s Empowerment Principles.*

The toolkit is based on the themes raised in the paper, *Productivity gains from Workplace Protection of Victims of Domestic Violence*. It is intended to be used as a resource for Clubs for presentations to employers, panel discussions, debates or at club meetings. Suzanne Snively one of the co-authors of the paper is happy to be involved in promoting this work.

All documents I have referenced are included in the toolkit so Clubs can access more information or source more material as they choose. I have included a PowerPoint presentation that Clubs are welcome to use – this can be adjusted to suit different presenters or contexts.

Christine Cook, Advocacy Chair, Zonta District 16, 2015.

The Women’s Empowerment Principles

* Establish high-level corporate leadership for gender equality
* Treat all women and men fairly at work—respect and support human rights and non-discrimination
* Ensure the health, safety and well-being of all women and men workers
* Promote education, training and professional development for women
* Implement enterprise development, supply chain and marketing practices that empower women
* Promote equality through community initiatives and advocacy
* Measure and publicly report on progress to achieve gender equality

[**http://weprinciples.org**](http://weprinciples.org/)

**Contents of the Toolkit**

**Document Summary**

**PowerPoint Presentation*. Violence against Women is a Workplace Issue.***

**Related Documents**

*Domestic Violence – Victims’ Protection Bill*. Consultation Document (Jan Logie)

*Domestic Violence Workplace Rights and Entitlements Project “Safe at Home, Safe at Work.* National Domestic Violence and the Workplace Survey, 2011. (Ludo Mc Ferran, Australian Domestic and Family Violence Clearinghouse, Centre for Gender Related Violence Studies)

*Diversity delivers a distinct competitive advantage.* Bank of New Zealand, Diversity Case Study, 2014.

*Productivity gains from Workplace Protection of Victims of Domestic Violence.* (Kahui, Ku and Snively, 2014)

*Supporting Staff Affected by Family Violence.* Ministry of Social Development. (Kerry Tudor)

*The Audacity of Caring*. Context for Debate 21 July 2015. (Suzanne Snively)