Intimate Partner Violence & the Workplace: A Saskatchewan Study

Total estimated economic cost of IPV in Canada

$7.4 billion

Total estimated losses to employers

$77.9 million

PATHS conducted an online survey (n=437) and focus groups & interviews (n=27) with Saskatchewan workers in 2016

83% of those, said the abuse followed them to work

50% of SK respondents reported experiencing abuse compared to 33% in pan-Canadian study

Impact of IPV at work

Of those affected by IPV:

Unable to concentrate at work

83%

Called in sick because too upset to work

61%

Made a mistake at work

46%

Been afraid to go to or leave work

30%

Felt co-workers were getting annoyed

29%

Been reprimanded at work

18%

Quit a job

15%

Lost a job

12%

“...I was taking a lot of leave. Not once was I ever asked, 'Hey are you okay?' I never had any kind of support for that. Nobody asked me directly, 'Is there something else going on? Can we help you with it?' None of that. I was burning through sick leave and taking leave without pay. Nobody even addressed it.
Emotional and Psychological Abuse Experienced by Respondents

- Being yelled at or sworn at: 49%
- Being called names: 42%
- Partner gets jealous when talks to others: 37%
- Being humiliated in front of others: 36%
- Controlling who respondent talks to: 22%

While some of these behaviours (yelling, for example) may seem less serious, they are part of a more serious pattern of emotional and psychological abuse (such as humiliation, mocking, and being controlled and prevented from seeing family and friends) that can lead to physical violence.

Physical Violence Experienced by Respondents

- Pulling hair, slapping, or pushing: 24%
- Kicking, punching, or hitting with an object: 17%
- Confinement or being locked in: 12%
- Sexual Assault (forced to have sex): 11%
- Choked or Strangled: 10%

Proposed Changes

- Legislation to protect workers experiencing IPV from job loss
- Workplace services and supports
- Training in workplaces (to increase awareness of the impact of IPV and provide coworkers and managers with information on how to respond)
- Offering interventions and safety plans on an individualized, case-by-case basis

PATHS offers the Make it Our Business training program, which provides education and training to assist employers and employees in recognizing and responding to Domestic Violence in the workplace.

For more information please visit: pathssk.org/ipv-workplace

Contact Us:
- (306)522-3515
- paths.research@sasktel.net
- pathssk.org
- facebook.com/pathssask
- @PATHS_SK