

ONE IN THREE Women

COMPANIES UNITED TO END
VIOLENCE AGAINST WOMEN

The OneInThreeWomen network's good practices

*Acting for the rehousing
of domestic violence's victims*

ONE IN THREE Women

COMPANIES UNITED TO END
VIOLENCE AGAINST WOMEN

Introduction

Re-housing is a central concern in the lives and reconstruction of domestic violence survivors. In 2020, 77% of incoming calls to 3919 (the French helpline) have addressed the issue of housing during the interview (source: Fédération Nationale Solidarité Femmes, Observatoire des violences conjugales 2021, p.16). During lockdown, rehousing became even more urgent. Indeed, police interventions for violence increased by 48% and incoming calls to 3919 by 400% (source: Solidarité Femmes, Observatoire des violences conjugales 2019, p.4).

Since 2018, the OneInThreeWomen network, the first European network of companies committed against domestic violence, has been supporting employees who are victims of domestic violence by proposing measures and initiatives to simplify the legal process and access financial and rental assistance.

Discover here some replicable good practices to optimise support for employees.

What forms of support in companies ?



Support employees

Welcoming, guiding and supporting employees who are victims of domestic violence through social workers or a dedicated internal service to allocate permanent housing or assist with administrative procedures.



Financial aid

Direct financial assistance or payment of costs (hotel nights, removals, deposit, accommodation, etc.). The release of financial assistance may be subject to certain company-specific terms and conditions.



Networking

Multidisciplinary work with partners inside and outside the company (e.g. the company's social protection services, association networks, social landlords, etc.).



Housing

Some companies have their own rented accommodation for employees in vulnerable situations. These structures help them find shelter.

Example of good practices

L'ORÉAL



- **Member of the OneInThreeWomen network since 2018.**
- **An intern network of social workers, occupational physicians and nurses**, available to listen to each employee who wishes to share a situation.
- **Individualised support** with administrative and legal formalities.
- **Temporary provision of emergency accommodation** and search with partners for childcare facilities.
- **Kindly management** of absences necessary for adequate care.
- Possible **financial support** from the mutual aid commissions of the social and economic committees.

KORIAN



- **Member of the OneInThreeWomen network since 2018.**
- **Individualised social support** for employees by the Korian staff social service: information on aid schemes, referral to local associations, support in administrative procedures.
- **Partnership with Action Logement** (actor which contributes to the rehousing of employees): requests related to situations of violence are given priority. Working in partnership with their social support service to support employees.
- **Partnership with Malakoff Humanis** social action to provide financial support to employees. Up to 1,500 euros can be made available in the form of a grant.

BNP PARIBAS



- **Member of the OneInThreeWomen network since 2018.**
- Employees can contact the group's social service, which is made up of 36 social service assistants throughout France.
- **Action Logement scheme** (actor which contributes to the rehousing of employees) : working in partnership with this housing collector to relay and support priority situations and to encourage the processing of emergency rental situations, but also of dedicated aid and services.
- **Malakoff Humanis scheme** (company social protection group): working in partnership to apply for dedicated financial aid.
- **Partnership with the association Women Safe** to enable synergistic support work aimed at providing effective and personalised care for victims.
- These measures are aimed at all employees in vulnerable situations.



- **Member of the OneInThreeWomen network since 2018.**
- As part of its **new agreement to promote gender equality in the workplace**, the SNCF is giving its employees who are victims of domestic violence **three days' leave** to file a complaint, attend a court hearing, visit a court lawyer or make an appointment with a specialised local association.
- The SNCF has **a housing service**: employees facing domestic violence are given priority in their search for permanent accommodation.
- Employees can call on a social worker near their home (96 locations throughout the country) or their place of employment in order to be **supported in their efforts, informed of their rights and guided if necessary** (legal service, housing, police station, etc.).
- The SNCF's social service can **investigate, allocate and deliver one-off assistance in a reactive manner** (on the same day depending on the urgency) in order to meet the initial needs (food, accommodation, childcare, etc.).



- **Member of the OneInThreeWomen network since 2018.**
- Relocating requests to the local level to solicit local reference actors.



- **Member of the OneInThreeWomen network since 2019.**
- **Support of employees** applying for follow-up with social workers (a request for permanent housing and administrative procedures).
- **Partnership with the Women's Foundation** and Action Logement (actor which contributes to the rehousing of employees).
- Assistance is open to all (employees and outsiders). Urgent applications are processed within 24 to 48 hours. Non-lump sum financial assistance. In 2020, the budget of the OuiCare Solidarity Fund amounted to 320,000 euros.



- **Member of the OneInThreeWomen network since 2020.**
- **Collaboration with the social support service** of Action Logement (actor which contributes to the rehousing of employees).
- Communication on emergency housing assistance and hotel payments.

Conception and writing:

Aurore PEREIRA DE OLIVEIRA, Project manager Violence against women

Marion HELBERT, Project manager Violence against women

Contributors to this publication:

Companies in the OneInThreeWomen network: Kering Foundation, L'Oréal, Korian, BNP Paribas, Carrefour, Fonds de Solidarité OuiCare, Publicis, SNCF, Epnak, Pwc, AFD.

Contacts Fondation Agir Contre l'Exclusion

Aurore PEREIRA DE OLIVEIRA

Project manager Violence against women

a.pereira-de-oliveira@fondationface.org

+33 (0)7 54 35 29 84

Marion HELBERT

Project manager Violence against women

m.helbert@fondationface.org

+33 (0)7 52 02 30 78

About the OneInThreeWomen network

The OneInThreeWomen network is the 1st European network of companies committed to fighting violence against women, co-founded by the Fondation Agir Contre l'Exclusion (FACE) and the Kering Foundation in 2018, and joined by Korian and L'Oréal as ambassadors as well as by BNP Paribas, Carrefour, SNCF, the OuiCare Solidarity Fund, Publicis, PwC, EPNAK, and the AFD.



Helpline

- To find your local helpline: https://ec.europa.eu/justice/saynostop_vaw/helpline.html

