

UN Women All Staff Session
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A Resource Book on
**Intimate Partner Violence for
United Nations Staff in Asia**

“Not until the half of our population represented by women and girls can live free of fear, violence and everyday insecurity, can we truly say we live in a fair and equal world.” - António Guterres



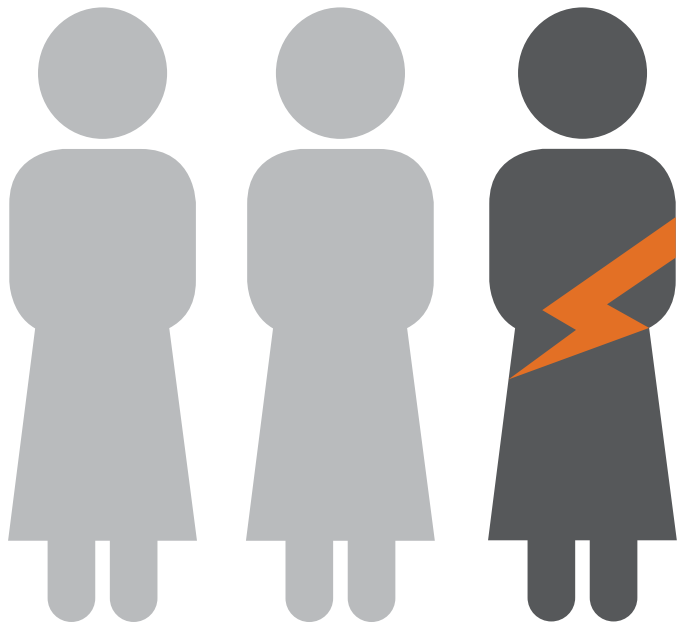
The IPV Resource Book

- Designed to support UN staff members and other personnel who encounter IPV either in their own lives or that of colleagues.
- Part 1: An overview of the problem and the regional context.
- Part 2: Practical guidance, from how to recognize IPV to where to seek help.
- Annex: Resources in Thailand, Nepal



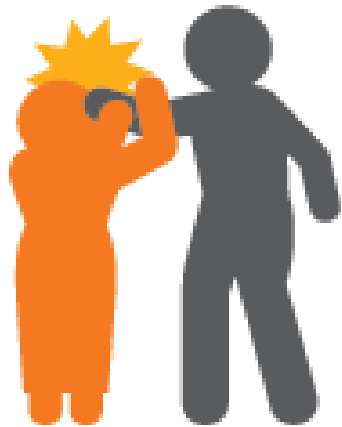
A Resource Book on
**INTIMATE PARTNER
VIOLENCE FOR
UNITED NATIONS
STAFF IN ASIA**

WHAT IS INTIMATE PARTNER VIOLENCE (IPV)?

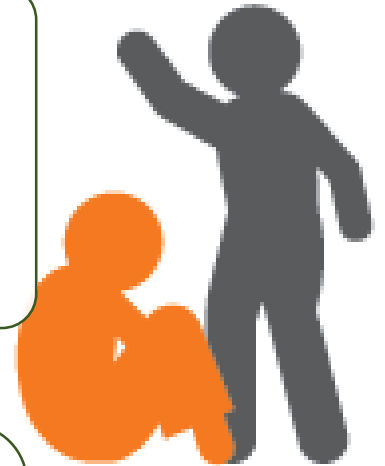


- IPV consists of a pattern of assaultive and coercive behaviours, including physical, sexual, psychological/emotional and economic abuse, by a current or former intimate partner.
- Occurs within heterosexual or same-sex relationships and does not require sexual relations.
- Globally, **1 in 3 women** worldwide experience physical or sexual violence in their lifetime, by their intimate partners.

TYPES OF VIOLENCE: a *few* examples



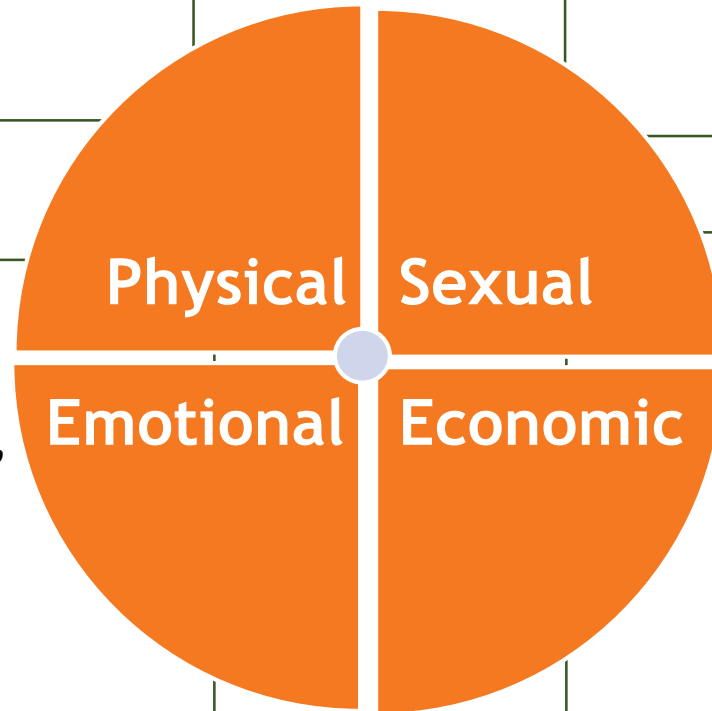
- Hitting
- Kicking
- Burning
- Grabbing
- Pulling hair



- Harassing
- Rape
- Sexual abuse
- Unwanted touching



- Verbal bullying
- Intimidation, threats
- Surveillance
- Isolation
- Humiliation
- Confinement to the home



- Taking someone's money
- Controlling money
- Denial of funds, food and basic needs
- Control access to health care and employment



TERMINOLOGIES



	Definition	Relationship status	Types of violence
Gender-based violence	Violence directed against a person because of their gender	Includes non-partner violence	Physical Sexual Economic Emotional
Intimate partner violence	Violence committed by a current or former partner	Includes non-sexual relationships, dating, civil partnerships, marriage	
Domestic violence	Abusive behavior, usually in private sphere	Committed by people connected by marriage or blood	

MYTHS MAKE IT HARD FOR SURVIVORS TO GET SUPPORT



Rape only involves strangers

No one in the UN would experience such things

“Real” rape cases involve physical injuries

Rape only occurs in public spaces

If they are in love/ married, it's not rape

It is not my problem

It's because she wore a sexy dress

Violence is a private issue

A survivor/ victim will report immediately

ANYONE CAN BE A VICTIM

This is because abuse:

- Happens **everywhere** –in large cities or rural communities, and in all countries, cultures and societies
- Happens **anytime** – at the start of a relationship or later on (even after) [**note**: leaving abusive relationships high risk time]
- Happens **across all social classes and income groups**
- Happens **regardless** of education levels, social status, mental or physical ability or disability
- Happens **across all age groups**, from the very young to the elderly
- Happens **across all ethnic, religious, racial or cultural backgrounds**

THE COMMON THREAD IN IPV

Power and control in IPV

- One person is **exerting power and control** over another
- Abuser uses the **bonds of closeness and intimacy** built over time within that relationship
- Any personal information the abuser knows about the victim can be used to **control and violate the victim**



WHAT CAUSES/REFINFORCES IPV?



- Norms granting male control over female behaviour and decisions
- Rigid gender roles
- Legal context, lack of implementation of laws, impunity

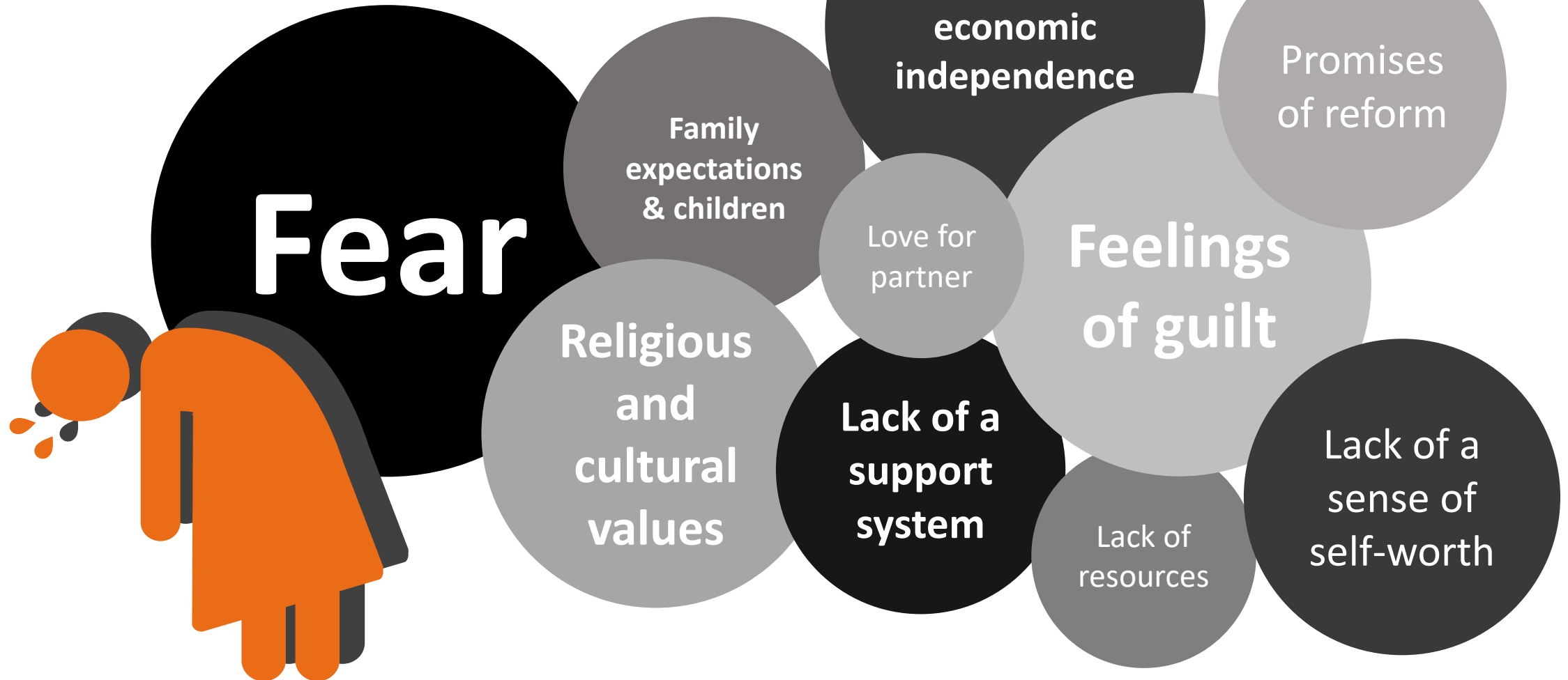
- Condoning or staying silent about IPV because it is considered a private matter



- Male control of wealth and decision-making in the family
- Influence of the extended family

- Having a sense of entitlement or privilege or power over the other
- Learned behaviour – witnessing intimate partner violence and/or being abused as a child

“Why does s/he stay?”



→ Why does s/he abuse?

Some common excuses for abusive person include:

- It is his right as the head of the household.
- It is his way of showing how much he loves her.
- He has to discipline her.
- His previous partner hurt him.
- He abuses those he loves the most.
- He holds in his feelings too much.
- He is mentally ill.
- He has an aggressive personality.
- He is afraid of intimacy and abandonment.
- He has low self-esteem.
- His boss mistreats him.
- He has poor communication skills.
- He grew up with abuse in his family.
- He feels victimized....

HOWEVER, none of these reasons justify hurting another person.
There is no justification for violence and these are not valid reasons to perpetuate intimate partner violence.

CONSEQUENCES OF IPV

On survivors

- Injuries
- Isolation
- Low self-esteem
- Mental health issues
- Suicide attempts
- Poor work performance
- **Death**

On children

- Physical/sexual /emotional abuse
- Neglect
- Normalizing violence
- Live in daily fear
- Feel responsible for the abuse
- Reduced education performance

On workplaces

- Low productivity
- Absence from work
- Employee turnover

On society

- National expenditures on health care
- Cuts into educational achievement
- Decreased productivity
- Decrease in potential revenue

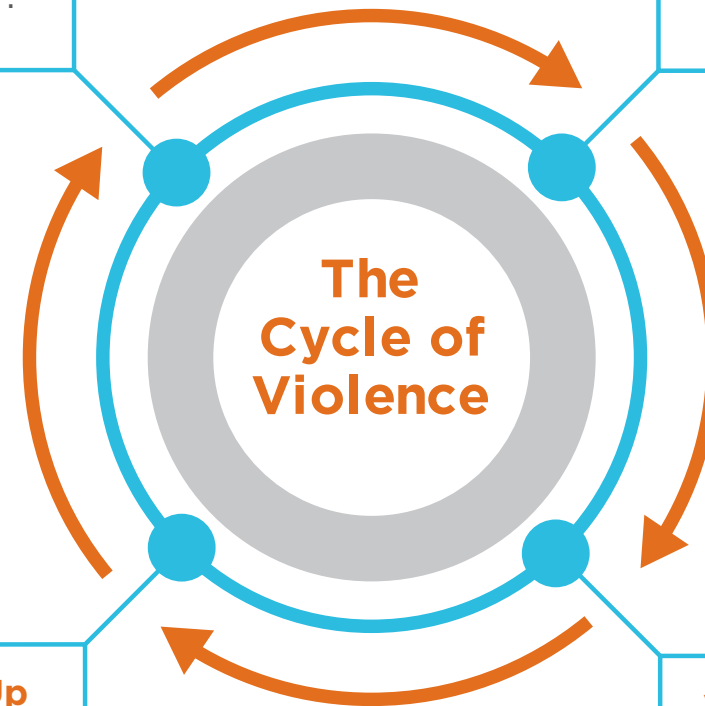
IDENTIFY WHAT IS HAPPENING

In an abusive relationship, you may recognize this pattern.

Calm
Abuser acts like the abuse never happened. Promises made during "making up" may be met. Survivor may hope that the abuse is over.

Tension Building

Abuser starts to get angry. Communication breaks down. Survivor tries to keep abuser calm. Tension becomes too much. Survivor feels like she is "walking on eggshells".



Making Up
Abuser may apologize for abuse. Abuser may promise it will never happen again. Abuser may give gifts to survivor.

Violence

Any type of abuse occurs: Physical, sexual, emotional/psychological, economic.



IF YOU ARE EXPERIENCING IPV,

- If you are experiencing violence, please remember this:



**ALL FORMS OF VIOLENCE
ARE UNACCEPTABLE
YOU ARE NOT ALONE
IT IS NOT YOUR FAULT
HELP IS AVAILABLE**



- Identify what is happening - recognize signs and the cycle of violence
- Know that you are not alone, it is not your fault, and that help is available
- Make a safety plan in case of a life-threatening situation

IF YOU KNOW SOMEONE WHO IS EXPERIENCING IPV



- As a United Nations staff member, you are encouraged to become informed about the topic of intimate partner violence and, when appropriate, to assist others within your family and in the community and workplace.
- Find a private space to talk with the person in a non-judgemental manner and without pressure.

YOU SHOULD SAY:

“It is not your fault.
You are not to blame.”

“It is okay to talk.”

“What happened has no justification
or excuse.”

“No one deserves violence in a
relationship.”

YOU SHOULD NOT SAY:

“But the children need their
father/mother.”

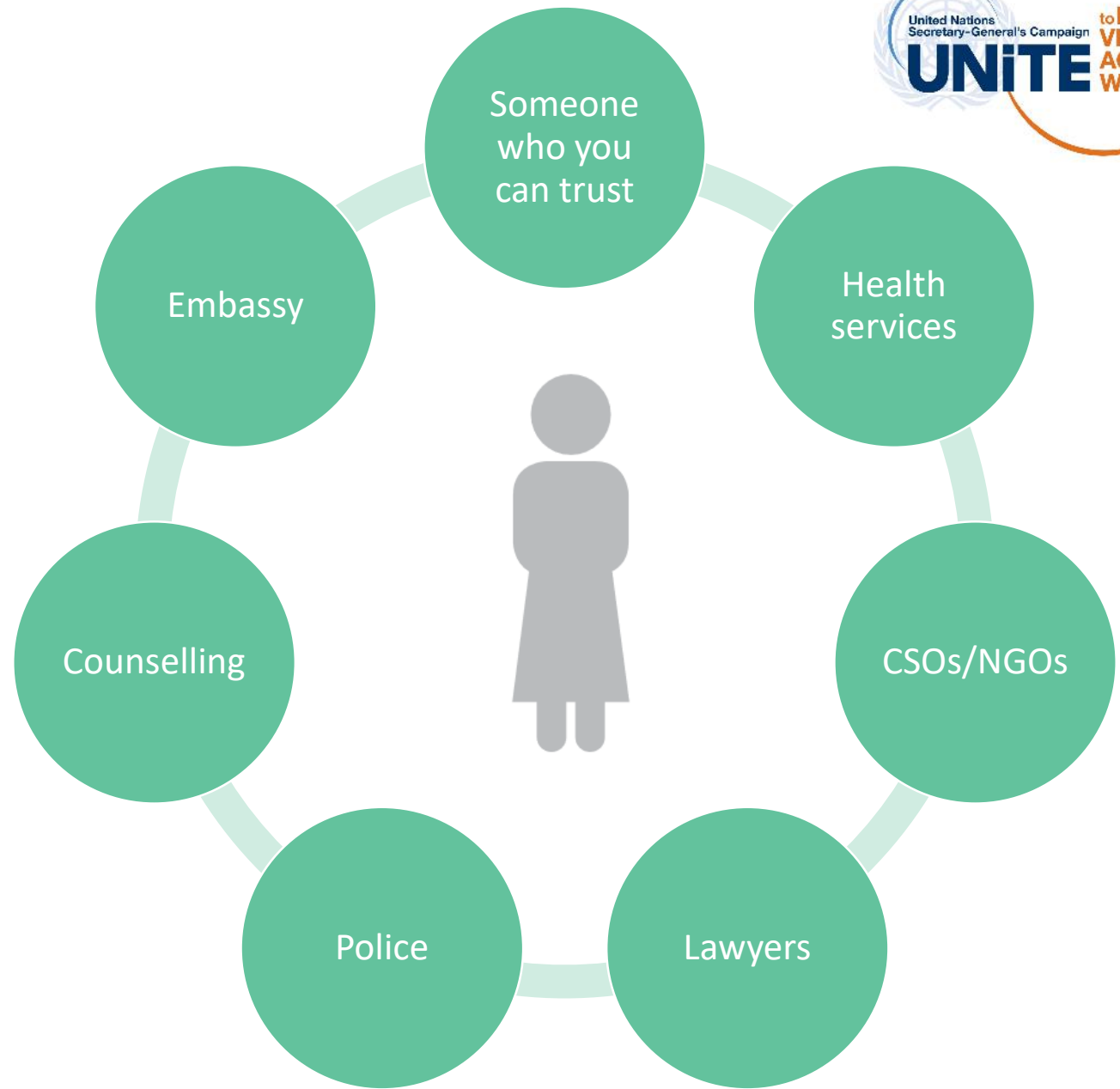
“But he/she loves you.”

“It will go away if you just bear it.”

“I think it is your personal matter.”



WHERE TO GO FOR SUPPORT



MAKE A SAFETY PLAN

If you feel you are in danger, you may want to develop a plan to leave and take some or all of the following precautions

- Have **important phone numbers** nearby (including outside of phone).
- Think about how to get out of the house safely. Practice ways to go out during an emergency.
- **Prepare an emergency bag** that includes items you will need when you leave, such as extra clothes, important papers (such as identity documents), money and prescription medications. Hide the bag in the home or leave it with a trusted neighbour, friend or relative. **Be careful that this will not put you at further risk.**
- **Know exactly where you will go and how to get there**, even if you have to leave in the middle of the night.

WHAT THE UN CAN DO FOR YOU



- For any UN staff members with any nationalities, you can contact the UN Security & Safety team and the UN emergency team. The Security team is able to:
 - Help you receive medical treatment and report the case to the police;
 - Assist you in communicating with the police in Thai language, if necessary; and;
 - provide you a HIV PEP kit, if necessary
 - **UN Security & Safety : 02-288-1102 (24 hours)**
 - **UN Emergency : 02-288-1100 (24 hours)**
- **Counselling: Dr. Saovanee Bigg**
An external counsellor trained by the UN Critical Incident Stress Management Unit. [Fee for service basis.] E-mail: saovaneen@gmail.com
- **Counselling, referral support for LGBTI+ personnel: Matthew Perkins (Asia focal point).** E-mail: perkinsm@un.org

HOW TO GET SUPPORT IN THAILAND



- If you are not a Thai-national:
 - You may want to contact your embassy
 - An alternative option could be the **Tourist Police Call (Hotline: 1155)** which provides support for foreign nationals working/living in Thailand or **Tourist Assistance Center (Hotline 1672)**.
 - Samartians of Thailand (English hotline: 02-713-6719)
- For medical care with or without proceeding to a police investigation:
 - **Police General Hospital** Location: 492 1 Rama I Rd, Pathum Wan, Pathum Wan District, Bangkok 10330
 - **Hotline : 1300** (One Stop Crisis Centre; OSCC, English service available yet limited)
- If you need legal assistance:
 - [List of lawyers in Thailand](#) (List from the British Embassy in Thailand)

We encourage any United Nations Agency to distribute this resource book, which features key contacts to get support.

To download the full resource book:
bit.ly/IPVresourcebook

To contribute to this resource book or to adapt to your duty station's context, please contact:
asia-pacific.unite@unwomen.org

Scan me!

