

VIOLENCE  
AGAINST  
WOMEN  
'HONOUR-  
BASED'  
VIOLENCE

EQUALLY SAFE AT  
**WORK**

## About 'honour-based' violence

'Honour-based' violence is a form of abuse, often with multiple perpetrators, that is committed to 'protect' family and community honour. It comes from the false belief that family and community honour is rooted in women's behaviour, appearance and sexuality.

It includes restricting women from doing things which are deemed culturally or religiously inappropriate; forcing marriage; physical or sexual violence; and isolation from family and friends.

## Impact of 'honour-based' violence on the workplace

'Honour-based' violence has similar impacts to those of domestic abuse on women's experiences of the workplace. Examples of how it affects work include:

- Being coerced into specific jobs.
- Being coerced into not going for a promotion

because it is seen as inappropriate, or because they will be expected to interact with men.

- Shaming and judging a woman for wanting a job.
- Threatening to have a woman deported or sent away unless she stops working.
- Preventing women from getting a job by restricting access to a language course.



**For more information and support**

**Domestic Abuse and Forced Marriage**

**24hrs: 0800 027 1234**

**Scottish Women's Rights Centre**

**Mon 2-5pm, Tues 6-8pm, Wed 11am-2pm,**

**Fri 10am-1pm: 08088 010 789**

**Amina (BME women's support)**

**Mon-Fri 10am-4pm: 0808 801 0301**

**Hemat Gryffe (BME women's support)**

**24hrs: 0141 353 0859**

**Equally Safe at Work is an accreditation programme advancing gender equality and preventing violence against women.**

**[www.equallysafeatwork.scot](http://www.equallysafeatwork.scot)**

**[www.closesthegap.org.uk](http://www.closesthegap.org.uk)**



**Close the Gap**

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