

## **FAIR WORK COMMISSION**

### **Fair Work Act**

#### **s.156 - 4 Yearly Review of Modern Awards**

#### **Family and Domestic Violence Leave (AM2015/1)**

### **Statement of Dr Michael Flood**

I, Dr Michael Flood, of the University of Wollongong in the state of New South Wales, state:

1. I am an Associate Professor in Sociology and Australian Research Council Future Fellow at the University of Wollongong. My current research focus is interpersonal violence and its prevention, particularly with reference to men and masculinities.
2. I hold a Doctorate of Philosophy in Gender and Sexuality Studies from the Australian National University. I have published widely on matters related to gender, sexuality and interpersonal violence, including on topics such as men's engagement in violence prevention, fathering, pornography, anti-feminist men's groups, and homophobia. Attached to this statement and marked Annexure MF1 is a copy of my curriculum vitae which includes my publication record.
3. I have an extensive record of community and professional engagement. I have given 52 keynote or invited addresses to professional, advocacy, and academic audiences, including 11 to international gatherings. I have made a significant contribution to the prevention of men's violence against women. This includes the following:
  - (a) I wrote the report which informed VicHealth's influential prevention framework *Preventing Violence Before It Occurs* (2007);
  - (b) I co-authored significant reports on national standards for the primary prevention of sexual assault and on respectful relationships education in school; and
  - (c) I have provided expert advice to the NRL, AFL, and the Australia Defence Forces.
4. In 2006, I was awarded a NSW Violence Against Women Prevention Award in recognition of my efforts in raising community and professional awareness of the issue of violence prevention.
5. I was recently engaged by Our Watch to co-contribute to the development of the National Framework for the Prevention of Violence Against Women and Children.

6. I have an extensive record of scholarly publication, with a total of 30 journal articles, 20 book chapters, two edited collections, and 22 research monographs, as well as over 80 other publications. My research has attracted close to \$1.5 million of external funding, including a recent prestigious ARC Future Fellowship (4 years of full-time funding, awarded to “outstanding researchers”) for research on men’s roles in violence prevention.
7. My research has documented growing efforts to engage men and boys in the prevention of violence against women, assessed the shortcomings and challenges of this work, and identified directions for effective practice. I have made further, significant contributions to scholarship on domestic and sexual violence by examining the factors which shape attitudes to these forms of violence, assessing particular strategies including bystander intervention and settings-based prevention, and contributing to debates regarding violence’s prevalence and patterning. These contributions sit in the context of my wider work on the social organisation of gender and sexuality, in which I have advanced scholarly knowledge regarding men and masculinities.
8. I was requested by the Australian Council of Trade Unions to prepare a report for the purpose of the Fair Work Commission proceedings relating to the ACTU’s application for Family and Domestic Violence Leave. Attached to this Statement and marked Annexure MF-2 is a copy of the letter of instructions from the Australian Council of Trade Unions.
9. I subsequently prepared a report in accordance with the letter of instructions, a copy of which is attached to this Statement and marked Annexure MF-3, and dated 26 May 2016. (Report).
10. I have been provided with, read, understood and complied with Federal Court of Australia Practice Note CM-7 - Expert witnesses in proceedings in the Federal Court of Australia in the preparation of the Report.
11. The Report reflects my specialised knowledge gained through training, study, research and experience as outlined in this Statement and Annexure MF-1.

Signed,

*M. Flood*

Dated: May 26, 2016

**ANNEXURE MF-1**

**CURRICULUM VITAE OF DR MICHAEL FLOOD**

## **Dr Michael Flood**

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Sociology  
School of Social Sciences, Media and Communications  
Arts Central  
Building 19.1050  
Faculty of law, Humanities and the Arts  
University of Wollongong  
NSW 2522

## **Positions Held**

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### *Academic appointments*

- 2015- Senior Lecturer (Level C) and ARC (Australian Research Council) Future Fellow, Sociology, School of Social Sciences, Media and Communications, Faculty of Arts, University of Wollongong
- 2012- Senior Lecturer (Level C), Sociology, School of Social Sciences, Media and Communications, Faculty of Arts, University of Wollongong
- 2010-2011 Lecturer (Level B), Sociology, School of Social Sciences, Media and Communications, Faculty of Arts, University of Wollongong
- 2008-2010 Research Fellow (Level B), Violence Against Women Program, VicHealth and La Trobe University Partnership, La Trobe University
- 2007-2008 Lecturer (Level B), Sociology, School of Social Sciences, Media and Communications, Faculty of Arts, University of Wollongong
- 2007-2008 Conjoint Senior Lecturer, School of Medicine, University of Western Sydney
- 2005-2007 Postdoctoral Fellow, Australian Research Centre in Sex, Health and Society (ARCSHS), La Trobe University (ARC Discovery Fellowship)
- 2005-2007 Visiting Fellow, National Centre in Epidemiology and Population Health, The Australian National University
- 2003-2005 Research Fellow, The Australia Institute (July 2003 - February 2005)
- 2002-2003 Course Convenor and Lecturer (Level B), Gender Studies, The Australian National University (October 2002 - July 2003)
- 2001-2002 Course Convenor and Lecturer (Level B, 40% fractional), Gender Studies, The Australian National University (first semesters 2001 and 2002)
- 2000-2001 Visiting Fellow, Gender, Sexuality & Cultural Studies, School of Humanities, The Australian National University

### *Other appointments*

- 2001-2002 Sexual Health Promotion Coordinator, Family Planning ACT (SACS Grade 6)
- 2000-2001 Information and Education Officer, Legal Aid Office ACT, part-time
- 1998-2000 Schools Educator, Domestic Violence Crisis Service, part-time

## **Research Expertise**

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Sociology of gender, especially in relation to men and masculinities  
Interpersonal violence and its prevention  
Sexualities and especially male sexuality and heterosexuality  
Sociology of families  
Social research methods

## Education

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- 2001 PhD, Gender and Sexuality Studies (Centre for Women's Studies), The Australian National University.  
Thesis title: *Lust, Trust, and Latex: Why Young heterosexual men don't use condoms*
- 1989 Bachelor of Arts (Honours), Sociology, The Australian National University.  
Thesis title: *The Representation of Gender and the Erotic in Magazine Advertising*

## Publications

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### Edited Books and Journals

Flood, M., with R. Howson (eds.) *Engaging Men in Building Gender Equality*. Cambridge Scholars Press (2015).

Flood, M., and N. Pelling (eds.) *Counselling Psychotherapy, and Health*, Special Issue: The Use of Technology in Mental Health, 5(1) (2009).

Flood, M., J. Gardiner, B. Pease, and K. Pringle (eds.) *The International Encyclopedia of Men and Masculinities*. Routledge (2007).

### Refereed Journal Articles

Flood, M. "Work With Men to End Violence Against Women: A critical stocktake." *Culture, Health, & Sexuality* (in press, accepted June 22 2015).

Corboz, J., M. Flood, and S. Dyson "Challenges of Bystander Intervention in Male-Dominated Professional Sport: Lessons from the Australian Football League." *Violence Against Women* (in press, accepted May 22 2015).

Jewkes, R., M. Flood, and J. Lang "From Working With Men and Boys to Changing Social Norms and Reducing Inequities in Gender Relations: A paradigm shift in prevention of violence against women and girls." *The Lancet*, DOI: 10.1016/S0140-6736(14)61683-4 (2014).

Flood, M. "Male and Female Sluts: Shifts and stabilities in the regulation of sexual relations among young heterosexual men." *Australian Feminist Studies* 28 (2013).

Flood, M., B. Martin, and T. Dreher "Combining Academia and Activism: Common obstacles and useful tools." *Australian Universities Review* 55 (2013).

Flood, M. "Separated Fathers and the 'Fathers' Rights' Movement." *Journal of Family Studies* 18 (2012).

Flood, M. "Men as Students and Teachers of Feminist Scholarship." *Men and Masculinities* 14 (2011).

Flood, M. "Involving Men in Efforts to End Violence Against Women." *Men and Masculinities* 14 (2011).

Flood, M. "Building Men's Commitment to Ending Sexual Violence Against Women." *Feminism & Psychology* 21 (2011).

Flood, M. "Fathers' Rights' and the Defense of Paternal Authority in Australia." *Violence Against Women* 16 (2010).

Flood, M. "The Harms of Pornography Exposure Among Children and Young People." *Child Abuse Review* 18 (2009).

Flood, M., and B. Pease "Factors Influencing Attitudes to Violence Against Women."

*Trauma, Violence and Abuse* 10 (2009).

Flood, M. "Youth, Sex, and the Internet." *Counselling, Psychotherapy, and Health* 5 (2009).

Pease, B., and M. Flood "Rethinking the Significance of 'Attitudes' in Challenging Men's Violence Against Women." *Australian Journal of Social Issues* 43 (2008).

Flood, M. "Men, Sex, and Homosociality: How bonds between men shape their sexual relations with women." *Men and Masculinities* 10 (2008).

Flood, M. "Involving Men in Gender Practice and Policy." *Critical Half* 5 (2007).

Flood, M. "Exposure to Pornography Among Youth in Australia." *Journal of Sociology* 43 (2007).

Flood, M., and B. Pease "Undoing Men's Privilege and Advancing Gender Equality in Public Sector Institutions." *Policy and Society* 24 (2006).

Flood, M. "Changing Men: Best practice in sexual violence education." *Women Against Violence* 18 (2005-2006).

Flood, M. "The Myth of Women's False Accusations of Domestic Violence and Misuse of Protection Orders." *Women Against Violence* 16 (2004-2005).

Flood, M. "The Myth of False Accusations of Child Abuse." *Women Against Violence* 16 (2004- 2005).

McInnes, E., G. Orkin, K Swinbourne, and M. Flood "What's Wrong With a Presumption of Joint Custody?" *Family Matters* 55 (2003).

Flood, M. "Lust, Trust and Latex: Why young heterosexual men do not use condoms." *Culture, Health, & Sexuality* 5 (2003).

Flood, M. "Engaging Men: Strategies and dilemmas in violence prevention education among men." *Women Against Violence: A Feminist Journal* 13 (2002-2003).

Flood, M. "Pathways to Manhood: The social and sexual ordering of young men's lives." *Health Education Australia* 2 (2002).

Taft, A., K Hegaity, and M. Flood "Are Men and Women Equally Violent to Intimate Partners?" *Australian and New Zealand Journal of Public Health* 25 (2001).

Flood, M. "Men's Collective Anti-violence Activism and the Struggle for Gender Justice." *Development* (Special Issue: Violence against Women and the Culture of Masculinity) 44 (2001).

Flood, M. "Men's Movements." *Community Quarterly* (Special Issue: Masculinities) 46 (1998).

Flood, M. "Pro-Feminist Publishing: Delights and dilemmas." *Social Alternatives* 16 (1997).

Castles, F.G., and M. Flood "Divorce, the Law and Social Context: Families of nations and the legal dissolution of marriage." *Acta Sociologica* 34 (1991).

## **Book Chapters**

Flood, M. "Current Practices to Preventing Sexual Violence and Intimate Partner Violence." *In Critical Issues on Violence Against Women: International Perspectives and Promising Strategies*, Eds H. Johnson, B. S. Fisher, and V. Jaquier, Routledge, 2015.

Flood, M. "Men and Gender Equality." In *Engaging Men in Building Gender Equality*. Ed M. Flood, with R. Howson, Cambridge Scholars Press, 2015.

Flood, M. "Preventing Male Violence." In *Oxford Textbook of Violence Prevention: Epidemiology, evidence, and policy*. Eds. P. Donnelly and C. Ward. Oxford University Press, 2014.

Flood, M. "Men's Anti-violence Activism and the Construction of Gender-equitable Masculinities." In *Moving Ahead - Alternative Masculinities for a Changing World*, Eds. Á. Carabí and J. Armengol, Palgrave, 2014

Flood, M. "Preventing Violence Against Women and Girls." *Men in Organizations: Allies or adversaries to women's career advancement*. Ed. R. Burke and D. Major. Edward Elger Publishers, 2013.

Flood, M. "Negotiating Gender: in Men's Research Among Men." *In Men, Masculinities and Methodologies*. Ed. B. Pini and B. Pease (Palgrave), 2013.

Flood, M. "Young Men Using Porn." *Everyday Pornographies*. Ed. K Boyle. Routledge, 2010.

Flood, M. "Violence Prevention with Men: Strategies and challenges." *El Jogo del Hombre: Las masculinidades (A Game for Men: Masculinities)*. Ed. J. C. Ramirez, 2009.

Flood, M., B. Pease, N. Taylor, and K. Webster: "Reshaping Attitudes toward Violence against Women." *Violence Against Women in Families and Relationships: Volume 4, The Media and Cultural Attitudes*. Eds. E. Stark and E. Buzawa. Preger, 2009.

Flood, M., and C. Hamilton "Mapping Homophobia in Australia." *Homophobia: An Australian History*. Ed. S. Robinson. Federation Press, 2008.

Flood, M. "Engaging Men: Strategies and dilemmas in violence prevention education among men." *The Value Basis of Social Work and Social Care*. Ed. A. Barnard, N. Homer and J. Wild. Open University Press, 2008.

Walker, L., M. Flood, and K. Webster: "Violence Against Women: A key determinant of health and wellbeing." *Understanding Health: A Social Determinant Approach*. Ed. H. Keleher and C. MacDougall. Oxford University Press, 2008.

Flood, M. "Bent Straights: Diversity and flux among heterosexual men." *Intimate Citizenships: Gender, Subjectivity, Politics*. Ed. E.H. Oleksy. Routledge (Also in *Tozsamosc I Spoleczestwie Wielokulturowym*. Ed. E.H. Oleksy. Polish Scientific Publisher), 2008.

Flood, M. "What's Wrong with Fathers' Rights?" *Men Speak Out: Views on gender, sex and power*. Routledge, 2007.

C. Buchanan, V. Fan, M. Flood, J. Galeria "Women, Men, and Gun Violence: Options for action." *Missing Pieces: Directions for reducing gun violence through the UN process on small arms control*. Ed. Centre for Humanitarian Dialogue. Geneva: Centre for Humanitarian Dialogue, 2005.

Flood, M. "Backlash: Angry men's movements." *The Battle and Backlash Rage On: Why Feminism Cannot Be Obsolete*. Ed. S.E. Rossi. Xlibiris Press, 2004.

Flood, M. "Men's Collective Struggles for Gender Justice: The case of anti-violence activism." *Handbook for Studies of Masculinities*. Ed. M. Kimmel, R.W. Connell and J Hearn. Sage, 2004.

Flood, M. "Between Men and Masculinity: An assessment of the term 'masculinity' in recent scholarship on men." *Manning the Next Millennium: Studies in Masculinities*. Ed. S Pearce and V. Muller. Black Swan Press, 2002.

Flood, M., and S. Eastwood "Specialist Programs – To reach all the boys." *I can Hardly Wait Till Monday: Women teachers talk about what works for them and for boys*. Ed. D. Hartman. University of New Castle Press, 1999.

Castles, F.G., and M. Flood "Why Divorce Rates Differ: Law, Religious belief and modernity." *Families of Nations: Patterns of public policy in Western democracies*. Ed. F.G. Castles. Hampshire: Dartmouth, 1992.

### **Commissioned Research Reports**

Webster, K., D. Pennay, R. Bricknall, K Diemer, M. Flood, A. Powell, V. Politoff, and A. Ward *National Community Attitudes towards Violence against Women Survey: A full technical report* Melbourne: Victorian Health Promotion Foundation (VicHealth), 2014.

Holmes, S., and M. Flood *Genders at Work: Exploring the role of workplace equality in preventing men's violence against women*. Sydney: White Ribbon Foundation, 2013.

McDonald, P., and M. Flood *Encourage. Support. Act! Bystander Approaches to Sexual Harassment in the Workplace*. Human Rights Commission, 2012.

Flood, M., and V. Kendrick. *LOVEBiTES: An evaluation of the LOVEBiTES and Respectful Relationships programs in a Sydney School*. Wollongong: University of Wollongong, 2012.

Flood, M. *Men Speak Up: A tool kit for action in men's daily lives*. Sydney: White Ribbon Prevention Research Series, No. 3, 2011.

Flood, M. *Where Men Stand: Men's roles in ending violence against women*. Sydney: White Ribbon Prevention Research Series, No. 2, 2010.

Flood, M., D. Peacock, O. Stern, G. Barker, and A. Greig *World Health Organization Men and Gender Policy Brief: Policy approaches to involving men and boys in achieving gender equality and health equity*. Sonke Gender Justice Network, Johannesburg, 2010.

Carmody, M., S. Evans, C. Krogh, M. Flood, M. Heenan, and G. Ovenden *Framing Best Practice: National standards for the primary prevention of sexual assault through education*. Sydney: University of Western Sydney, 2009.

Flood, M., and L. Fergus *An Assault on Our Future: The impact of violence on young people and their relationships*. Sydney: White Ribbon Foundation, 2008.

Dyson, S., and M. Flood *Building Cultures of Respect and Non-Violence: A Review of Literature Concerning Adult Learning and Violence Prevention Programs with Men*. Melbourne: Australian Research Centre in Sex, Health and Society, La Trobe University, 2007.

Flood, M., and B. Pease *The Factors Influencing Community Attitudes in Relation to Violence Against Women: A Critical Review of the Literature*. Melbourne: Victorian Health Promotion Foundation (VicHealth), 2006.

Flood, M., and C. Hamilton *Regulating Youth Access to Pornography*. Canberra: The Australia Institute, Discussion Paper No. 53, March 2003.

Flood, M., and C. Hamilton *Youth and Pornography in Australia: Evidence on the extent of exposure and likely effects*. Canberra: The Australia Institute, Discussion Paper No. 52, February 2003.

## **Research Monographs**

Flood, M. *Evaluation Capacity - building in the Respect, Responsibility and Equality Program: Report on Stage 1 (2008-2010)*. Melbourne: Victorian Health Promotion Foundation (VicHealth), 2013.

Flood, M., L. Fergus, and M. Heenan *Respectful Relationships Education: Violence prevention and respectful relationships education in Victorian secondary schools*. Melbourne: Department of Education and Early Childhood Development, State of Victoria, 2009.

Flood, M., and C. Hamilton *Mapping Homophobia in Australia*. Canberra: The Australia Institute, Web Paper, July 2005.

Flood, M., and C. Barbato *Off to Work: Commuting in Australia*. Canberra: The Australia Institute, Discussion Paper No. 77, February 2005.

Flood, M. *Mapping Loneliness in Australia*. Canberra: The Australia Institute, Discussion Paper No. 76, February 2005.

Flood, M. *Lost Children: Condemning children to long-term disadvantage*. Canberra: The Australia Institute, Discussion Paper No. 64, May 2004.

Flood, M. *Fatherhood and Fatherlessness*. Canberra: The Australia Institute, Discussion Paper: No. 59, November 2003.

Kenyon, M., J. Power, M. Kaitani, and M. Flood *Pacific Men's Health Workshop, 14-18 October 2002, Nadi, Fiji: Report*. Canberra: Australian Reproductive Health Alliance, March 2003.

## **Book Reviews**

Flood, M. Review of Tarrant's *Men and Feminism, Men and Masculinities* 14 (2011).

Flood, M. Review of Worth *et al.*'s *The Life of Brian: Masculinities, Sexualities and Health in New Zealand* *International Journal of Men's Health* 3 (2004).



### **Other non-refereed publications**

I have published over 80 articles in non-refereed publication, including:

- Seven encyclopedia entries in *The International Encyclopedia of Men and Masculinities* and another in *the Encyclopedia of Men and Masculinities*;
- Eight opinion-editorials in Australia's major daily newspapers;
- Articles in the *Development Bulletin* (Research School of Social Sciences, ANU), the journal *HIV Australia*, and the UK National Trust journal, *Impact*;
- Articles in the *Australian Domestic and Family Violence Clearinghouse Newsletter*; the Family Planning Association journal *On The Level*, Melbourne's *Domestic Violence Resource Centre Newsletter*; the journal of the Association of Women Educators *Redress*, No To Violence's *NTV Journal*, and the magazine *XY: Men, Sex, Politics*.

## Research Grants

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### Grants awarded

- 2015-2018 ARC Future Fellowship. *Engaging Men and Boys in Violence Prevention: Effective Directions for practice*, M. Flood (\$640,275 over four years)
- 2015 UOW Global Challenges Strategic Funding. *Visible Parenting in the Workplace: Implications, costs and strategies*, N. Kloeker, D. Drozdowski, M. Flood, J. Atchison, S. Hamylton, and J. Croft (\$5,000).
- 2014-2015 Australian Primary Health Care Research Institute (APHCRI) Foundation Grant. *Promoting Early Intervention with Men's Use of Violence in Relationships Through Primary Care*, K Hegarty, L. Tarzia, R. Vlasis, M. Flood, G. Feder, and C. Humphreys (\$49,009 over two years).
- 2011-2013 ARC Linkage Project. *Taking a Stand: A Study of the Effectiveness of Measures to Introduce Culture Change to End Violence against Women in a Major Sporting Organization in Australia*, S. Dyson, M. Flood, and M. Carmody (\$149,073 over three years).
- 2007 AusAID Gender Equality Training for the Australian Aid Program, ANU Enterprise (The Australian National University), \$449,519.
- 2004-2007 ARC Postdoctoral Fellowship, ARC Discovery Program. *Young Heterosexual Men's Sexual Relations: Contributions to sexual and reproductive health* (\$183,962 over three years).
- 1994-1997 Commonwealth AIDS Research Grants (CARG) Scholarship, Commonwealth Department of Community Services and Health (\$54,000 over three years).
- Total funding awarded: \$1,530,838

### Grants submitted

- 2014 ARC Discovery Project. *Advancing Gender Equity in Male Single-sex Locations: Elite boys' schools*. C. Beasley, M. Flood, P. Papadelos, J. Gill and M. Kimmel (\$452,152 over two years).
- 2014 ARC Linkage Project. *Violence Against Women - A Media Intervention*. M. Simons, J. Morgan, M. Flood, K. Diemer, K. Hegarty, D. Muller, and L. Tarzia (\$108,181 over two years).

### Consultancies

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Authorship of a Healthy Relationships and Sexual Ethics Education Program for the Australian Defense Force (ADF), 2014 (\$29,000)

Expert validation of the Australian Defense Force Academy (ADFA) Healthy Relationships and Sexual Ethics Program, 2013-2014 (\$8,750).

Invited Co-Author, *Bystanders and the Prevention of Workplace Sexual Harassment*, Human Rights Commission, 2011-2012 (\$5,000).

Invited Author, *LOVEBiTES: An evaluation of the LOVEBiTES and Respectful Relationships programs in a Sydney school*, 2011-2012 (\$9,124).

Invited Author, Submission on behalf of the White Ribbon Foundation to the Victorian Government's Consultation Framework for an Action Plan to Address Violence against

Women and their Children, 2012 (\$2,225).

Invited Author, *An Evaluation of the LoveBites Violence Prevention Program*. Sydney: National Association for the Prevention of Child Abuse and Neglect (NAPCAN), 2011 (\$9,125)

Invited Author, *Where Men Stand: Men's roles in ending violence against women*. Sydney: White Ribbon Prevention Research Series, No. 2, 2010 (\$6,914)

Invited Author, *Engaging Men and Boys in Building Gender Equality*. Information Paper for Beijing+15. Melbourne: Jera International, 2010 (\$2,250).

Invited Co-Author, *An Assault on Our Future: The impact of violence on young people and their relationships*, White Ribbon Foundation, 2008 (\$4,000).

Invited Co-Author, *World Health Organization Men and Gender Policy Brief: Policy approaches to involving men and boys in achieving gender equality*, 2008 (\$4,200).

Invited Author, *Preventing Violence Before It Occurs: A Framework and background paper to guide the primary prevention of violence against women in Victoria*, Victorian Health Promotion Foundation (VicHealth), 2007 (\$6,000).

Contributor, *Program Evaluation Of The APL 'Sexual Assault - Respectful Behaviours In Sport' Education Module & Dissemination Strategy For State/Territory Leagues*, Australian Football League, 2006-2007 (\$1,000).

Invited Expert, *Victorian Health Promotion Foundation (VicHealth) Violence Against Women Community Attitudes Project*, 2005-2006 (\$4,000).

Invited Expert, *National Rugby League (NRL) Violence Prevention Project*, 2004-2005 (\$4,000).

Invited Co-Author, *The Impact of X-rated and Internet Pornography on Young People's Attitudes and Values*, The Australia Institute, November 2002 - February 2003 (\$8,000).

*Pacific Men's Health Workshop*, Australian Reproductive Health Association, Fiji, 14-18 October 2002 (Facilitation of a 5-day workshop for men from around the Pacific, and a report on the week) (\$4,000).

Total consultation fund awarded: \$107,538

## Awards

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- 2006 NSW Violence Against Women Prevention Award (one of 10 given each year nationally), for playing "an important role in raising community and professional awareness of the issue of violence prevention", NSW Department of Community Services.
- 2002 2nd prize, Best Up-and-Coming Researcher Competition, *Culture, Health & Sexuality* journal.

## Conference Papers

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### Keynote and Invited Addresses

#### 2015

"Forging Alliances between Academics and Activists." Invited presentation, Final Plenary Panel, *International Conference on Masculinities: Engaging Men and Boys for Gender Equality*, New York, March 5-8.

"How do we shift men's relations to pornography? An assessment of abstinence (feminist and Christian), sexuality education, critical literacy, and other strategies." Invited address, *Gender and Sexual Politics Symposium*, University of Auckland, New Zealand, 28 January

## **2014**

"Engaging men and boys in violence prevention: The development of a field." Invited address, *UWS Research and Practice Workshop: Engaging men and boys in preventing violence against women*, Sydney, November 20.

"Engaging Boys and Young Men in Preventing Men's Violence Against Women: Progress and challenges." *New Zealand Family Planning Conference*, 31 October - 2 November, Wellington

"Critical Issues on Violence Against Women: International Perspectives and Promising Strategies." *Annual Conference for Domestic Violence NSW*, Sydney, 22-23 October.

## **2013**

"Engaging Boys and Young Men in Preventing Men's Violence Against Women: Progress and challenges." *New Zealand Family Planning Conference*, Wellington, 31 October - 2 November.

"Gender and LGBTIQ Domestic and Family Violence." *2nd National Gay, Lesbian, Bisexual Transgender & Intersex Domestic and Family Violence Conference*, Sydney, 19 September.

"The Prevention of Men's Violence Against Women." *Regional Domestic Violence Conference*, Wagga Wagga, 11-12 July.

"Gender and Domestic Violence: Comparing women and men as victims and perpetrators of domestic violence." *Women & Child Health Symposium*, Sydney, 11 July.

"Involving Men in Ending Violence Against Women: Facing challenges and making change." Keynote address, *White "Ribbon Conference (Global to Local Preventing Men's Violence against Women - Research, Policy and Practice in One Space)*, Sydney, 13-15 May.

## **2012**

"Damned Lies and Statistics: Understanding Gender and Partner Violence." *Symposium, Australian Domestic and Family Violence Clearinghouse*, Sydney, December 6.

"He Hits, She Hits: Assessing debates regarding men's and women's experiences of domestic violence. Seminar, Videocast and DVD Resource, Queensland Centre for Domestic and Family Violence Research (CDFVR), CQUniversity, June 22.

## **2011**

"Building Community Capacity to Evaluate Violence Prevention." *Regional Skills Building Workshop on Primary Prevention of Gender based Violence*, Colombo, Sri Lanka, 3-5 November.

"Let's Stop Violence Before It Starts: Using primary prevention strategies to engage men, mobilise communities, and change the world." *United Against Domestic Violence -Engaging All Men in Prevention*, Mt Gambier, South Australia, 15 July.

## **2010**

"Gender and Violence Prevention: Four difficult issues." Seminar, Psychology, University of Auckland, New Zealand, July 30.

"Violence Among Young People: Social and cultural determinants and effective strategies of primary prevention." ARACY (*Australian Research Alliance for Children and Youth*) *Seminar Series on Adolescent Behaviour*; June 22.

"Violence, Family Law, and Fathering." Presentation to *In the Best Interests of the Child: Outcomes for children in family law*, South Coast Family Pathways Network, Nowra, 17 March.

## 2009

"Pornography, Harm, and the Regulation of Internet Content" Presentation to *The Tangled Web; Beyond an internet filter*; NewMatilda.com forum, Melbourne, 27 April.

"Prevention of Sexual Assault: Theoretical perspectives." *FAMSACA Conference –Forensic and Medical Sexual Assault Clinicians Australia Inc.*, Sydney, 28 February.

"Men's Roles in Sexual Exploitation and its Prevention." *Global Symposium on Engaging Men and Boys in Achieving Gender Equality*, Rio de Janeiro, Brazil, 30 March -3 April.

## 2008

"The Good, the Bad, and the Ugly: Men, masculinities, and crime prevention." *Masculinities and Crime Seminar*; Institute of Criminology, University of Sydney, 3 November.

Panel, "Masculinity and Sexual Risk-taking in Asia and the Pacific." *Everyday Lives: The 10th Social Research Conference on HIV, Hepatitis C and Related Diseases*. National Centre in HIV Social Research (NCHSR), University of New South Wales, 27-28 March.

## 2007

"Men and Gender in Policy and Advocacy." *Technical Consultation -Engaging Men and Boys in Sexual and Reproductive Health, Gender-Based Violence Prevention, Fatherhood, and Maternal and Child Health*, UNFPA-WHO-Instituto Promundo-MenEngage, Salzburg, Austria, 29 November - 1 December.

"Boys, Sex, and Porn: New technologies and old dangers." *Whatever Happened to Child Sexual Abuse? BASPSCAN* and Nottingham Trent University Unit for Critical Studies in Men and Masculinities, London, 29 November.

"Preventing Intimate Partner Violence." *Domestic Violence: Examining Practice*, Port Stephens, 1 November.

"Explaining, and Preventing, Intimate Partner Violence." *Women's Domestic Violence Court Assistance Program (Legal Aid Commission) Conference*, Sydney, 2 August.

"Supporting Separated Fathers and Encouraging Men's Positive Involvement in Parenting." *The Field of Fatherhood: Crossings of the Terrain*, Conference, Hawke Institute for Sustainable Societies, University of South Australia, 19 June.

"Harmful Traditional and Cultural Practices Related to Violence Against Women and Successful Strategies to Eliminate such Practices -Working with Men." *United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP) Expert Group Meeting –Strategies for implementing the recommendations from the Secretary-General's Study on Violence against Women with Particular Emphasis on the Role of National Machineries*, Bangkok, Thailand, 26-27 April.

"Explaining, and Preventing, Intimate Partner Violence." *Women's Domestic Violence Court Assistance Program (Legal Aid Commission) - Ten year anniversary celebration*, Sydney, 8 March.

## 2006

"Violence Prevention With Men: Strategies and Challenges." *Second International Colloquium of Studies on Men and Masculinities*, Guadalajara, Mexico, 21-23 June.

"The Debate Over Men's Versus Women's Family Violence." *AIIA (Australian Institute of Judicial Administration) Family Violence Conference*, Adelaide, 23-24 February.

"Separated Fathers and the Fathers' Rights Movement." *Feminism, Law and the Family Workshop*, Law School, University of Melbourne, 24 February.

## 2005

"Mainstreaming Men in Gender and Development." AusAID Gender Seminar Series, Canberra, 8 December.

"Father's Rights and Family Law." *Community Law in the 21st Century: National Community Legal Centres Conference*, Canberra, 9-12 October.

"Fathers' Rights and Violence Against Women." *Refocusing Women's Experiences of Violence*, Sydney, 14-16 September.

"Raising the Profile of Domestic Violence as a Gender-Based Issue." *Women's Domestic Violence Court Assistance Program Conference (Legal Aid Commission)*, Sydney, 31 August - 1 September.

"Children, the Internet, and Pornography." *Sexual Integrity Forum*, Parliament House, Canberra, 8-9 August.

"Sexual Ethics." *Vincent Fairfax Fellowship Symposium 2005*, Sydney, 22-24 July.

"Boys, Young Men and Gender Equality." *United Nations Commission on the Status of Women*, Panel: Future perspectives on the promotion of gender equality: Through the eyes of young women and men, New York, 9 March.

## **2004**

"Between Sex and Violence: Men, power, and sexual assault." *3rd Annual Centre for Social Change Conference*, Centre for Social Change Research, Queensland University of Technology (QU1), Brisbane, 29 October.

"Men's Roles in the Promotion of Gender Equality in the Asia-Pacific Region." *United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP) High-level Intergovernmental Meeting to Review Regional Implementation of the Beijing Platform for Action, and its Regional and Global Outcomes*, Bangkok, Thailand, 7-10 September.

"Men's Role in the Public Politics of Gender Equality." *Universal Forum of Cultures Barcelona 2004*, Barcelona, Spain, 31 July.

"Men and Masculinities in Academic Scholarship." *Universal Forum of Cultures Barcelona 2004*, Barcelona, Spain, 30 July.

"Youth, Sex, and the Internet." *Internet, Media and Mental Health Conference*, Brisbane, 21-24 April.

## **2003**

"Addressing the Sexual Cultures of Heterosexual Men: Key strategies in involving men and boys in HIV/AIDS prevention." *Expert Group Meeting on The role of men and boys in achieving gender equality*, United Nations Division for the Advancement of Women (DAW), Brasilia, Brazil, 21-24 October.

"Gender, Homophobia and Heterosexism." *Anti-Homophobia Interagency Roundtable: Gender Construction and Its Impact on Homophobia*, Sydney, 27 August.

"Deconstructing the Culture of Sexual Assault: Violence prevention education among men." *Practice and Prevention: Contemporary Issues in Adult Sexual Assault in New South Wales*, University of Technology Sydney, 12-14 February.

## **2000-2002**

"Engaging Men in Ending Family Violence." *Unraveling the Complexities of Family Violence... A Holistic Approach*, Coffs Harbour, 7-8 March 2002.

"Lust, Trust and Latex: Encouraging young heterosexual men to use condoms." *Family Planning ACT Sexual Health Update for Doctors*. 3 November 2001.

"Men's Sexual Health: Patterns, issues and strategies." *Innovations to Excite: Women's and Sexual Health Nurses Associations, Fifth National Conference*, Canberra, 1-2 November 2001.

"Masculine Understandings: Why young heterosexual men don't use condoms." *Expanding Men's Interest in Reproductive Health*, Australian Reproductive Health Alliance (ARHA) Forum, CHOGM, Brisbane, 8 October 2001.

"Engaging Men in Stopping Violence." *Expanding Men's Interest in "Reproductive Health"*, Forum, CHOGM, Brisbane, 8 October 2001.

"Men's Roles in Achieving Gender Justice." *Australian Women Speak: Inaugural National Women's Conference*, Canberra, 26-28 August 2001.

"Men, Masculinities and Gender Studies." *8th Interdisciplinary Gender Studies Conference*, University of Newcastle (Central Coast Campus), 29 June 2001.

"Men, Masculinities, and Men's Violence." *Regional Violence Against Women Conference*, Tumut, 13-14 October 2000.

### **Contributions to Government and other Inquiries**

- 2014 Member, Expert Advisory Group (EAG), *Learning and Evidence Project- Working with boys and men to promote gender quality*, Department for International Development (DFID), UK.
- 2014 Member, Faculty Against Rape (USA)
- 2011 Chair, Expert Reference Group for *White Ribbon Research Series Preventing Men's Violence Against Women*
- 2012-2014 Member, Executive Advisory Board, Bravehearts Inc. (providing therapeutic, support and advocacy services to survivors of child sexual assault)
- 2009-2013 Member, Reference Group, Australian Domestic and Family Violence Clearinghouse, University of NSW
- 2010-2013 Reference Group, Australian Bureau of Statistics *Personal Safety Survey 2013*
- 2009 Reality & Risk Reference Group (A community education project on youth and pornography managed by Brophy Family and Youth Services, South West Victoria)
- 2008 VicHealth Violence Against Women Advisory Committee
- 2008 Oral Sex and Young People Reference Group, Family Planning NSW (March to June)
- 2007 *United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP) Expert Group Meeting – Strategies for implementing the recommendations from the Secretary-General's Study on Violence against Women with Particular Emphasis on the Role of National Machineries*, Bangkok, Thailand, 26-27 April
- 2005-2007 Implementation Group, AFL (Australian Football League) Respect and Responsibility Policy
- 2005-2006 National Leadership Group, White Ribbon Campaign
- 2004-2006 Human Rights and Equal Opportunity Commission (HREOC) Advisory Group, *Striking the Balance: Women, Men, Work and Family*
- 2004-2005 Invited Expert, National Rugby League (NRL) Violence Prevention Project
- 2004-2005 Reference Group, Australian Bureau of Statistics *Personal Safety Survey*
- 2003 *Expert Group Meeting on The role of men and boys in achieving gender equality*, United Nations Division for the Advancement of Women (DAW), Brasilia, Brazil, 21- 24 October
- 2002-2007 Management Committee, Canberra Fathers' and Children's Service
- 1998-2001 Men's Reference Group, Domestic Violence Crisis Service (providing information and feedback on its men's phone line)
- 1999 Expert Advisory Group, Australian Study of Health & Relationships
- 1990-1997 Coordinating Editor (and founder) of the quarterly magazine *XY. Men, Sex, Politics*, publishing 397 feature articles in 26 editions

1995 Reference Group, Office of the Status of Women (OSW) research on community attitudes to violence against women, Department of Prime Minister and Cabinet

### **Web Resources**

I am the author of three major online resources, as follows:

*The Men's Bibliography*: A comprehensive online bibliography of writing on men, masculinities, gender, and sexualities, listing over 22 000 works (19th edition, 2009).

URL: <http://mensbiblio.xyonline.net/>

*XYonline*: Online magazine focused on men, masculinities, and gender politics.  
Coordinator and founder: 2001-.

URL: <http://www.xyonline.net>

*PROFEM*: Electronic mail list focused on men, masculinities, and gender relations.  
Moderator and co-founder: 1997-.

URL: <http://www.xyonline.net/content/profem-mail-list>



**ANNEXURE MF-2**

**ACTU LETTER OF ENGAGEMENT – DR MICHAEL FLOOD**

2 May 2016

Associate Professor Dr Michael Flood  
School of Humanities and Social Inquiry  
University of Wollongong  
Northfields Avenue  
WOLLONGONG NSW 2522

Via e-mail:

*CONFIDENTIAL: SUBJECT TO LEGAL PROFESSIONAL PRIVILEGE*

Dear Dr Flood,

#### **FOUR YEARLY REVIEW OF MODERN AWARDS – FAMILY & DOMESTIC VIOLENCE LEAVE**

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As you are aware, the ACTU has made an application to the Fair Work Commission for paid family and domestic violence leave.

#### **Engagement**

We wish to engage you to provide the ACTU with a written report containing your expert opinion on the matters set out below and to give evidence at the hearing of the review. Hearings are scheduled to occur in October or November 2016 in Sydney however no firm dates have as yet been set. We will advise as soon as those dates have been confirmed.

We confirm that we have accepted the financial terms of your engagement specified by you.

#### **Background Information**

##### *Duty*

You will be engaged by the ACTU to assist the Commission by providing your expert opinion in accordance with our instructions to you. Your overriding duty is to assist the Commission. You are not an advocate for the ACTU. **Attached** to this letter is a copy of the Expert Witness Code of Conduct published by the Federal Court of Australia. Although you are not formally bound by the Code, as a matter of proper practice we intend to adopt the Federal Court Rues concerning the engagement of expert witnesses, and the terms of the Code that govern your conduct under this engagement. Please read the document carefully.

##### *The ACTU application*

The Australian Council of Trade Unions (ACTU) is the peak body for Australian unions, consisting of 46 affiliates who together represent about 1.8 million workers.

In accordance with s156 of the Fair Work Act 2009 (Cth), the Fair Work Commission (Commission) is required to conduct a 4 yearly review of modern awards. As part of this review, the ACTU has made an application seeking to include a new leave entitlement in modern awards for workers who experience family and domestic violence. The ACTU's application would provide employees experiencing

family and domestic violence with 10 days' paid leave (followed by 2 days unpaid leave on each occasion) in order to, for example, make re-location and other safety arrangements, seek legal advice, or to make court appearances or attend relevant appointments. The ACTU has made this application on behalf of, and with the support of its affiliates who represent workers across all industries and therefore, modern awards.

**Attached** is a copy of the proposed family and domestic leave clause pursuant to the ACTU's application.

### **Expert Opinion**

The ACTU seeks a written report containing your opinion on the following matters, setting out the reasons for the opinion as well as any factual findings or assumptions on which such opinion is based.

1. What are the primary drivers of violence against women?
2. The academic basis for family and domestic violence being considered a 'gendered violence'.
3. An explanation of the ways in which family and domestic violence impact men and women differently.

### **Timing and Communications**

We would be grateful for receipt of your report no later than 5 May 2016.

Please note that all communications between you, the ACTU and its legal representatives can, on request, be provided to the employer organisations and the Commission. This includes any draft of your report, including your working notes.

### **Report Format**

Your role is to assist the Commission by providing your expert opinion in accordance with our instructions to you. As a matter of formality, it is likely that your expert report will be annexed to a brief witness statement (which we will assist to prepare in due course).

1. In order to ensure your report can be used easily at the hearing of this matter, we ask that you include the following matters in the report:
  - (a) a brief summary of your opinion or opinions at the beginning of the report;
  - (b) a glossary of any specialised terminology;
  - (c) references to any literature or other materials cited in support of your opinions. Please use a uniform citation method throughout the report. If you use parenthetical referencing (Chicago-style citation), please provide pinpoint citations where applicable;
  - (d) a bibliography;
  - (e) numbered paragraphs and page numbers, and headings where appropriate; and
  - (f) margins of at least 2.5 centimetres, and line spacing of at least 1.5 points, with 12 points between paragraphs.
2. At the conclusion of your report, please include a declaration to the following effect:

*I have made all the inquiries that I believe are desirable and appropriate and that no matters of significance that I regard as relevant have, to my knowledge, been withheld from the Commission.*
3. We will also require you to provide a detailed curriculum vitae, setting out the study, training, and experience that establishes your expertise in relation to the issues raised by these instructions.

If you have any questions, or wish to discuss further, please do not hesitate to contact Gabrielle Starr on

Yours faithfully,

A handwritten signature in black ink, appearing to read 'G. Starr', written over a large, light-colored oval shape.

Gabrielle Starr  
Legal and Industrial Officer

**ANNEXURE MF-3**

**EXPERT REPORT OF DR MICHAEL FLOOD**

## **EXPERT REPORT OF DR MICHAEL FLOOD**

### **1. SUMMARY**

- 1.1. Most intimate partner violence is by men against women. If we focus only on women's and men's experience of any physically aggressive act by an intimate partner or former partner, the victims of such acts are about three-quarters female and one-quarter male.
- 1.2. Once, however, that we consider the character and extent of a range of violent and abusive behaviours, and once we acknowledge the impact, history of, and context for such behaviours, the vast majority of victims of intimate partner violence are women.
- 1.3. Among victims, women are more likely than men to be subjected to frequent, prolonged, and extreme violence, be sexually assaulted, sustain injuries, and fear for their lives.
- 1.4. Looking at this another way, the victims of intimate partner violence who suffer serious injuries, who live in fear, or who are killed by their current or former partners are far more likely to be female than male.
- 1.5. In turn, perpetrators of intimate partner violence are more likely to be male than female, and among male and female perpetrators, men are more likely than women to initiate violence rather than use it in self-defence, to use violence to control their partners, and to use particular forms of emotional abuse.

### **2. INTRODUCTION**

- 2.1. This report focuses on 'intimate partner violence' – on violence by individuals against their intimate partners or ex-partners. 'Partner' here includes spouses, de facto partners, and non-cohabiting sexual partners such as boyfriends and girlfriends. This report focuses on intimate partner violence between heterosexual (male-female) partners or former partners.
- 2.2. The term 'family and domestic violence' includes intimate partner violence, but also includes other forms of intra-familial violence, including parent-child, child-parent, and sibling-sibling violence and violence by extended family members against other family members.
- 2.3. In some places, the discussion is broadened to 'violence against women', an inclusive term for a range of forms of violence which women experience, including physical and sexual assaults and other behaviours which result in physical, sexual, or psychological harm or suffering to women.

- 2.4. The term ‘violence against women’ thus includes domestic violence, rape and sexual assault, sexual harassment, and other forms of violence experienced by women, largely perpetrated by men.
- 2.5. Among academic scholars, there has been debate over whether to define violence in relationships and families in narrow or broad terms. In the ‘narrow’ camp, definitions of intimate partner violence focus on physically aggressive acts, while in the ‘broad’ camp, definitions include a greater range of physical and sexual behaviors which cause harm, as well as non-physical behaviors such as psychological and verbal abuse, and a variety of controlling and coercive strategies. There are compelling reasons for the latter, as follows:
  - 2.5.1. Physical and sexual violence by an individual (usually a man) against his partner or former partner (often a woman) frequently is accompanied by other forms of abuse designed to control, intimidate and belittle her. This pattern of controlling behaviours is one of the most consistent findings in studies of partner violence across the world, as Webster et al. (2015: 67) notes from a range of studies.
  - 2.5.2. Non-physical forms of coercion and abuse may occur in the absence of physical or sexual violence, or physical forms of violence may be relatively infrequent (Webster et al. 2015: 67).
  - 2.5.3. Psychological and emotional abuse can be more injurious than physical violence, and coercive behaviours which take place without the threatened or actual use of force can be terrifying, controlling, and injurious.
- 2.6. Thus, intimate partner violence or domestic violence (between adults) can best be understood as involving a systematic pattern of power and control exerted by one person against another, involving a variety of physical and non-physical tactics of abuse and coercion, in the context of a current or former intimate relationship. While the presence of any aggressive behaviour between partners or former partners in a sense can be described as domestic violence, this pattern of power and control is domestic violence in the ‘strong’ or ‘proper’ sense.

*Structure of this report*

- 2.7. I have been asked by the ACTU to provide a written report containing my opinion on the following matters:
  - 2.7.1. The primary drivers of violence against women. I have addressed this subject from Part 5 of this report.

2.7.2. The academic basis for family and domestic violence being considered ‘gendered violence’. I have addressed this subject from Part 3 of this report.

2.7.3. An explanation of the ways in which family and domestic violence impact men and women differently. I have addressed this matter from Part 4 of this report.

### **3. INTIMATE PARTNER VIOLENCE AS GENDERED VIOLENCE**

3.1. Intimate partner violence is highly gendered. First, it is a highly gendered phenomenon: most intimate partner violence is by men against women. Second, there are substantial contrasts between women’s and men’s experiences as the victims of intimate partner violence. Third, there are substantial contrasts in women’s and men’s perpetration of intimate partner violence.

#### *Patterns of violence*

3.2. Intimate partner violence is one of a range of forms of interpersonal violence experienced by men and women. There are stark contrasts in men’s and women’s experiences of violence, as follows:

3.2.1. Men are more likely than women to experience violence.

3.2.2. Both men and women are most at risk from male perpetrators.

3.2.3. Among female and male victims of violence, women are more likely than men to be assaulted by someone known to them, while men are more likely to be assaulted by a stranger.

3.2.4. Related to this, violence against women is more likely than violence against men to take place in the context of family and other relationships.

3.2.5. Among men and women who experience violence in families and relationships, a greater proportion of violence to adult female victims than adult male victims involves violence by current or former partners. Most violence to adult men in families is by individuals other than their partners or ex-partners.

3.3. More men than women experience at least one incident of violence in their lifetime. Since the age of 15, about 4 in 10 women (40.8%) and 1 in 2 men (49%) have experienced some form of violence. However, women are far more likely than men to experience sexual violence, with 1 in 5 women (19.4%) of women experiencing sexual violence (including sexual assaults and sexual threats) since the age of 15, compared to 1 in 22 men (4.5%) (Cox 2015: 22). There are similar contrasts in men’s and women’s experiences of sexual violence in the last 12 months (Cox 2015: 25-26).



- 3.4. Both men and women are most at risk from male perpetrators. Men and women alike are three times as likely to be physically assaulted by a man as a woman (Cox 2015: 28). Moreover, men are more likely to be injured when their assailant is male rather than female, and for both male and female victims injuries tend to be more severe when the assault is perpetrated by a male (Cox 2015: 34, 38).
- 3.5. Among men and women who experience violence, women are far more likely than men to be assaulted by someone known to them. There is a stark gender contrast in the proportions of the violence men and women experience which is represented by perpetrators known to them. Women are most likely to have experienced violence perpetrated by a known person, specifically a former partner. Men are most likely to have experienced violence perpetrated by a stranger (Cox 2015: 28).
- 3.6. Looking at all forms of family violence (whether by partners or family members), it is clear that family violence among adults is overwhelmingly a crime against women. Victorian data for example show that over a decade, close to 80 per cent of adult victims of family violence incidents are female (Victorian Government Department of Justice 2009: 48). Furthermore, among all adult victims of violence in families, women's victimisation is more likely than men's to be by current or former partners. For example, Victorian data over a ten-year period find that among the perpetrators of family violence against adult female victims, about 80 per cent are current or former domestic partners or other intimate partners. In contrast, less than half the perpetrators of family violence against adult male victims are current or former partners, and greater proportions than among female victims are parents or step parents and other family members (Victorian Government Department of Justice 2009: 54-55). In other words, most family violence against adult men is by individuals *other than* female partners or ex-partners.

#### *Patterns of intimate partner violence*

- 3.7. What about patterns of intimate partner violence in Australia? 'Intimate partner' here includes partners that a person may or may not be living with, and thus includes cohabiting partners (spouses and de facto partners) as well as boyfriends, girlfriends and dates. (Note that these statistics bring together categories of perpetrator treated separately for example in the Personal Safety Survey.)
- 3.8. The ABS Personal Safety Survey (**PSS**) provides data on the numbers and proportions of men and women who have ever experienced any kind of violence – any physical or sexual aggression or the threat of these – by a partner or former partner. There are limitations to the information about patterns of intimate partner violence which can be gained from the PSS,

particularly in assessing women's and men's experiences as victims of domestic violence 'proper', of a systematic pattern of power and control, as I discuss later in more detail. Nevertheless, I begin with this data.

#### *Lifetime victimisation*

3.9. Since the age of 15, close to 2.2 million women in Australia (2,194,200) have experienced at least one incident of violence by a male intimate partner, and close to 700,000 men (694,100) have experienced at least one incident of violence by a female intimate partner (Cox 2015: 30). Among the adults who have ever experienced violence by a cohabiting partner, 448,000 of the 1,928,000 victims are men, meaning that men represent 30.2 percent of this population and women represent 69.8 percent of this population (Cox 2015: 33). Roughly one in six women, and one in 20 men, have ever experienced violence by a cohabiting partner (Cox 2015: 33). Focusing on violence by a boyfriend, girlfriend, or date (a non-cohabiting partner), close to a million women reported violence by a boyfriend or male date (981,300, 11.2% of all women), while close to 300,000 men (295,100, 3.5% of all men) experienced violence by a girlfriend or female date (Cox 2015: 32).

#### *Victimisation in the last 12 months*

3.10. In the last 12 months, 186,900 women and 75,300 men experienced violence by an intimate partner (including a current partner, former partner, or boyfriend, girlfriend or date) (Cox 2015: Supplementary tables, Table A2). This included, for example, 135,900 women and 51,200 men who experienced physical assault by an intimate partner.

3.11. These figures could be used to claim that men are 'one in three' or 'one in four' of the adult victims of intimate partner violence. However, such claims are both simplistic and misleading. These figures tell us about the numbers and proportions of men and women who have ever experienced any kind of violence – any physical or sexual aggression or the threat of these – by a partner or former partner. They do not, however, tell us about the severity, frequency, history, impact, or context of this violence. In other words, these figures by themselves do not allow a proper assessment of women's or men's experiences of intimate partner violence.

3.12. Similarly, looking at intimate partner homicides (in which an individual was killed by their current or former intimate partner), of victims in Australia over mid-July 2000 to mid-June 2012, about one-fifth were male. Female victims comprised 78 percent, and male victims comprised 22 percent. All the 129 women were killed by a male intimate partner (current or former), and 31 of the men were killed by a female intimate partner and five by a male intimate partner, meaning that male victims were 21 percent of all victims of heterosexual

intimate partner homicides over this period (Domestic Violence Death Review Team 2015: viii). As I note below, however, focused analysis found that all the male victims themselves were domestic violence perpetrators, and there were *no cases* where a woman who was a domestic violence abuser had killed a male victim.

- 3.13. Survey instruments such as the PSS have important limitations as sources of information about intimate partner violence. In particular, they:
  - 3.13.1. focus on violent acts and give only limited information about the character of violence in relationships and families, and
  - 3.13.2. rely on samples likely to be shaped by high rates of dropout among perpetrators and victims of intimate partner violence.

*Violent acts, rather than domestic violence*

- 3.14. These figures from the PSS do indicate what proportions of males and females experienced at least one incident of physical or sexual assault or threat by a current or former partner. But they do not tell us whether this violence was part of a systematic pattern of physical abuse or an isolated incident, whether it was initiated or in self-defence, whether it was instrumental or reactive, whether it was accompanied by (other) strategies of power and control, or whether it involved fear and injury and other forms of harm.
- 3.15. In this regard, the PSS is similar to many other quantitative studies using measurement instruments focused on violent *acts*. The most widely used of these is the Conflict Tactics Scale. The Conflict Tactics Scale (CTS) situates intimate partner violence within the context of ‘family conflict’. It asks one partner in a relationship whether, in the last year, they or their spouse have ever committed any of a range of violent acts. The CTS has been widely criticized for not gathering information about the intensity, context, consequences or meaning of the acts involved (Dobash and Dobash 2004: 330). The CTS does not tell us whether violent acts were a single incident or part of a pattern of violence, ignores who initiates the violence, assumes that violence is used expressively (e.g. in anger) and not instrumentally (to ‘do’ power or control), ignores the history of violence in the relationship, omits violent acts such as sexual abuse, stalking and intimate homicide, excludes violence that occurs after separation and divorce, and neglects the question of who is injured (Allen 2011; Dobash and Dobash 2004: 329-332; Flood 2006: 7-9). A revised CTS now includes sexual coercion, but this is omitted by most users of the CTS2 and is still limited in its measurement of sexual violence (Hamby 2009: 27-28).

- 3.16. Because of the limitations of the Conflict Tactics Scale, many CTS-based studies find an apparent gender ‘symmetry’ or ‘equivalence’ in intimate partner violence, at least in men’s and women’s overall use of particular violent acts (Dobash and Dobash 2004: 332).

#### *Sample*

- 3.17. Samples in general population and other surveys are shaped by high rates of refusal particularly among individuals either practising or suffering severe and controlling forms of intimate partner violence (Johnson 2010: 213). Individuals using violence against a partner, *and* those suffering violence at a partner’s hands, are less likely than others to participate in such surveys, particular where more severe violence is involved.
- 3.18. Acts-based instruments like the PSS do have value as surveillance instruments in the general population (Gordon 2000: 776). But they are inadequate for capturing the substance, impact, or dynamics of intimate partner violence, and particularly the more serious forms of this violence.
- 3.19. To arrive at a more substantive understanding of women’s and men’s experiences of intimate partner violence, we must (a) make further use of the PSS data and (b) draw on other data and research on intimate partner violence.

#### *Female and male victims of intimate partner violence*

- 3.20. Among the men and women who experience *any* kind of violence from an intimate partner or ex-partner, a wide range of scholarship documents large contrasts in women’s and men’s experiences. To summarise these contrasts, among victims of intimate partner violence, women are more likely than men to:
- 3.20.1. be subjected to frequent, prolonged, and extreme violence;
  - 3.20.2. be sexually assaulted;
  - 3.20.3. sustain injuries;
  - 3.20.4. fear for their lives; and
  - 3.20.5. to experience other negative consequences such as psychological harms.

#### *Frequent, prolonged, and extreme violence*

- 3.21. Women reporting violence by current or former partners in intimate relationships are significantly more likely than men to experience repeated acts of violence. Whether we focus on violence by current or previous partners, data from the PSS indicates that women are more

likely than men to report experiencing more than one incident of violence (ABS 2012: Table 22).

- 3.22. Similarly, other international research finds that among adult victims of intimate partner violence, women are far more likely than men to be subjected to frequent, prolonged, and extreme violence (Kimmel 2002; Bagshaw et al. 2000; Belknap & Melton 2005: 5-6; Swan and Snow 2002: 290-291).
- 3.23. Some studies rely on clinical samples, from domestic violence programs; perpetrator programs; medical, law enforcement, and criminal justice settings; family court; marital and family therapy; substance abuse programs; and mental health settings. Some of these studies find no differences in men's and women's use of more severe forms of intimate partner violence, others find that men use more severe violence, and yet others find that women use more severe violence (Hamberger et al. 2015: 711). There are methodological issues here, with findings influenced by the size of the sample, whether analysis of police reports is quantitative or qualitative, and whether the data comes from partner report or self-report. Studies with the largest samples show that, on average, men perpetrate more severe violence than women (Hamberger *et al.* 2015: 711-12).

#### *Sexual assault*

- 3.24. Domestic violence often is accompanied by sexual assault and coercion, and indeed, some definitions of domestic violence include sexual coercion and sexual violence.
- 3.25. Comparing females' and males' experiences of intimate partner violence, there are two points to make here. First, women are far more likely than men to be sexually assaulted by an intimate partner or ex-partner. Second, and related to this, women's victimisation by current or former intimate partners is more likely than men's to include sexual assault.
- 3.26. The 2012 Personal Safety Survey records that close to 2.2 million women (2,194,200) reported violence perpetrated by a male intimate partner, including 805,900 who had experienced sexual assault by a male intimate partner. It notes that 694,100 men had experienced violence by a female intimate partner, of which 67,500 men had experienced sexual assault by a female intimate partner (Cox 2015: 30). Two points can be noted here. Among these victims of violence by an intimate partner, far more women than men – 12 times as many – had suffered sexual assault. And, sexual assault was part of the experience of intimate partner violence for a far higher proportion of female victims (37%) than male victims (10%).

- 3.27. International research corroborates that women are far more likely than men to be sexually assaulted by an intimate partner or ex-partner (Kimmel 2002; Bagshaw et al. 2000; Belknap and Melton 2005: 5-6; Swan and Snow 2002: 290-291; Swan et al. 2012). Among adult victims of any kind of intimate partner violence, male victims are less likely than female victims to experience sexual violence in particular. Among men who are the victims of violence by a female partner, there are low rates of sexual violence. For example;
- 3.27.1. In a retrospective phone survey in two US states, of 440 English-speaking men 18 and over enrolled in a healthcare system for three or more years, 28.8 percent had ever experienced physical or nonphysical abuse by a partner in their lifetime, but less than 1 percent had experienced sexual violence (Reid et al. 2008).
- 3.27.2. In a survey among Italian university students, while males and females reported similar rates of experienced and witnessed family violence and intimate partner violence, twice as many women as men reported sexual violence, mostly by family members or partners, and none of the sexual violence against men was by female partners (Romito and Grassi 2007).
- 3.28. Six further studies corroborate the finding that men’s sexual violence and coercion against female partners is more common than women’s sexual violence and coercion against male partners, even in samples comprised entirely of perpetrators (Hamberger *et al.* 2015: 705)
- 3.29. Some clinical studies find subsamples of women who appear to use violence in roughly equivalent ways to men. At the same time, most studies find that “men *more often* initiate and use violence in ways that significantly and adversely affect their partners” (Hamberger *et al.* 2015: 713).

### *Homicide*

- 3.30. Australian homicide data, as described above, suggests at first glance that men are one-fifth of the victims of heterosexual intimate partner homicide. However, once we examine the detail of these cases, a different story emerges. The Domestic Violence Death Review Team’s focused analysis of intimate partner homicides over early 2008 to mid 2012 finds that, “All men in the dataset were domestic violence abusers in the relationship and all women were domestic violence victims. [...] All cases involved male abusers using a range of coercive and controlling behaviours towards the female domestic violence victim prior to the homicide.” (Domestic Violence Death Review Team 2015: ix). That is, the men killed by their female partners or former partners all were themselves perpetrators of violence against the women, and the women’s lethal violence took place in the context of these men’s own violence.

- 3.31. Among adult victims of intimate partner violence, women are more likely than men to sustain injuries, to fear for their lives, and to experience other negative consequences such as psychological harms. I return to these patterns in the section on impact below.

*Female and male perpetration of intimate partner violence*

- 3.32. There are gender contrasts not only in victimisation but in perpetration. The ABS Personal Safety Survey is not a study of perpetration and cannot shed light on this, but a wealth of other research does address perpetrators and perpetration.
- 3.33. There are contrasts in the intentions, motivations, and nature of men's and women's uses of intimate partner violence. In particular, women's perpetration of intimate partner violence is more likely than men's to be motivated by self-defence and to take place in the context of their partners' violence. Men's perpetration of intimate partner violence is more likely than women's to be motivated by control or other instrumental reasons, and to be unilateral rather than bilateral (two-way) or reactive.
- 3.34. In a systematic review of evidence regarding women's motivations for the use of physical intimate partner violence in heterosexual relationships, none of the 14 studies which ranked women's motivations for perpetrating violence found that control was the primary motivation (Bair-Merritt et al. 2010: 186). Instead, four found that self-defence was women's primary motivation, and in another it was the second most common, while other common motivations included anger, desiring one's partner's attention, and retaliation. Various other studies find gender contrasts in motivations for perpetrating relationship aggression. Women are more likely to identify emotional expression, self-defense, or retaliation as reasons for their aggression, while men are more likely to identify instrumental reasons directed towards particular goals (e.g. 'to get her to stop nagging and leave me alone') (Holtzworth-Munroe 2005: 253).

*Self-defence*

- 3.35. Women's physical violence towards intimate male partners is more likely than men's to involve self-defense. This is demonstrated in studies among female perpetrators (DeKeseredy et al. 1997; Hamberger et al. 1994; Swan and Snow 2002: 301), men presenting to hospital emergency departments with injuries inflicted by their female partners (Muelleman and Burgess 1998: 866), and heterosexual couples (Dobash and Dobash 2004: 345). In other words, when a woman is violent to her male partner, it is usually in the context of his violence to her. It is largely reactive, and self-protective (Dobash and Dobash 2004: 345). For example, in a representative sample of American university undergraduates, women's use of physical

violence was more likely than men's to occur in the context of a partner's violence to them. This suggests that women were unlikely to be deliberately using violence to exert control over their partners, and that their violence is more likely to be bilateral (two-way) or defensive (Cercone *et al.* 2005: 215). As Hamberger *et al.* (2015: 712), summarises, available studies show that women are more likely than men to be using physical aggression in response to violence initiated by their partners.

3.36. These contrasts hold even in studies conducted among male and female perpetrators of intimate partner violence (rather than general population samples), where one might expect to see a greater representation of seriously violent female perpetrators. In such studies, male perpetrators are more likely than female perpetrators to be initiating violence and less likely to be using violence in response to ongoing violence by their partners. For example;

3.36.1. Among 34 male and female emergency room patients who were in a current violent relationship, from both men's and women's reports, male partners were far more likely than female partners to initiate the violence, and more likely to use violence in response to violence by their partners (and far less likely to call the police) (Phelan *et al.* 2005).

3.36.2. In a study among individuals in a court-ordered batterer intervention program, 88 percent of the women, and only 15 percent of the men, reported using violence in response to the ongoing physical violence of their partners (that is, for revenge, retaliation, or self-defense) (Kernsmith 2005).

3.36.3. Among men and women arrested for intimate partner violence, female partners of male arrestees had significantly fewer prior domestic violence arrests (4.8%) compared to male partners of female arrestees (19.4%), suggesting that females arrested for IPV were responding to a pattern of IPV set by the male partners (Muftic *et al.* 2007).

#### *Emotional abuse*

3.37. Male perpetrators of intimate partner violence are more likely than female perpetrators to use particular forms of emotional abuse. Some studies among perpetrators find no differences in the overall use of emotional abuse. However, a series of studies find that male perpetrators are more likely than female perpetrators to use specific forms of abuse, as Hamberger *et al.* (2015: 712) summarise:

males are more likely to make nonlethal, hostile, and specific threats (Melton and Belknap 2003); make lethal threats (Feder and Henning 2005); commit serious



emotional abuse (McCarroll *et al.* 2004); and use more emotional abuse that is controlling of another's autonomy (Feder and Henning 2005; Phelan *et al.* 2005).

- 3.38. In considering intimate partner violence, if we focus only on physical violence, and if we focus primarily on physically aggressive acts and not their impact or history or context, we see a pattern of moderate gender asymmetry. Once, however, that we consider sexual, psychological, and emotional abuse, and once we consider levels of victimisation, we see an actual pattern of stark gender asymmetry, in which women are “women are more victimized and more highly victimized, in general, than men” (Hamberger *et al.* 2015: 713).

#### *Men's and women's reporting of victimisation and perpetration*

- 3.39. Studies of the incidence and prevalence of intimate partner violence often rely on individuals' retrospective reporting of their experiences. Some commentators have asserted that gender contrasts in victimisation and reporting in fact reflect biases in the reporting of violence. This is not the case, and if anything, actual biases in reporting lead to the downplaying of men's violence against women. Men and women in couples often disagree on their respective experiences of violence (Chan 2011: 171). Existing research suggests that both men and women contribute to the underestimation of men's violence against women and the overestimation of women's violence against men.

#### *Reporting on perpetration*

- 3.40. A recent article provides a useful review of gender differences in men's and women's reporting of domestic violence. Reviewing eight studies, Chan (2011: 171) finds that men are less likely to report their own perpetration of violence, especially severe violence, than women are to report theirs. As Chan summarises, “most past findings point to a tendency for men to under-report” (174). Various gender-specific factors shape both women's and men's under-reporting of men's intimate partner violence against women (Chan 2011: 173).
- 3.41. There is evidence that men tend to over-estimate their partner's violence (e.g. because of the masculine norm that violence is only legitimate if in retaliation for violence already committed) while women under-estimate their partner's violence (e.g. in normalising and excusing it). On the other hand, men tend to under-estimate their own violence, while women tend to over-estimate theirs (because women using violence is a greater transgression of gender norms and thus more memorable) (Kimmel 2002). Currie (1998) too finds that men upgrade women's violent behaviour, finding it ‘notable’ and ‘remarkable’, while women discount, under-estimate, downplay and normalize the violent behaviour of their male partners.

### *Reporting on victimisation*

- 3.42. There is mixed evidence regarding whether male victims of domestic violence are more or less likely than female victims to report their experience. Four large-scale studies, including Australia's Personal Safety Survey, report that lower proportions of men than women who had experienced physical aggression by a partner reported this to police or told others (ABS 2012: Table 24; Dal Grande *et al.* 2001: 10; Macleod *et al.* 2009: 29-30; Statistics Canada 2009: 11). On the other hand, other large-scale studies find the reverse, that men are more likely than women to report to police or tell others about their victimisation (Schwartz 1987: 66-67; Watson and Parson 2005: 77), or that men and women are equally likely to report victimisation (Grech and Burgess 2011: 9).
- 3.43. A fundamental limitation here is that there has been little research which examines women's and men's reporting of domestic violence to police as part of a substantial examination of this violence itself. We know little about whether the factors shaping under-reporting are similar or different for women and men, and how reporting behaviour may be shaped by characteristics of the violence itself, such as its severity and the levels of fear and injury it produces.
- 3.44. It is possible that, among the pool of men and women who experience any physical aggression from an intimate partner or ex-partner, men are less likely than women to report this to the police or to tell others because they do not see this violence as *serious* or *threatening*. For example, in a British study among heterosexual couples, the researchers first used the Conflict Tactics Scale (a popular, although controversial, measure of violent 'acts' in relationships – see above at paragraph 3.15) to measure men's and women's experiences of domestic violence. This found, as most CTS studies do, that similar proportions of men and women and men had experienced at least some physical aggression by a partner in the last year. However, the researchers went on to interview the men and women about their experiences. In doing this, they found powerful contrasts between men's and women's experiences. The women subjected to violence by their male partners felt frightened, helpless, and trapped. On the other hand, the men subjected to violence by their female partners were 'not bothered', saw it as insignificant or ludicrous or even admirable, and saw its impact as largely inconsequential (Dobash and Dobash 2004). Other studies identify similar patterns (Belknap and Melton 2005). In a Scottish survey for example, men who had experienced violence by a partner were less likely than women to view what happened to them as a crime or to see themselves as a victim of domestic abuse (MacLeod *et al.* 2009: 29). Again, this may be not because these

men failed to see the seriousness or illegitimacy of the violence they experienced, but because in fact the violence was *not* serious.

- 3.45. Thus, if men are less likely than women to report to the police or others when they have experienced physical aggression by a partner, it may be because this violence is less severe, less threatening, and even minor or trivial. Of course, *all* violence in relationships is unacceptable, regardless of who perpetrates it. Women and men have the right to live free of violence in their relationships and families.

#### **4. THE IMPACTS OF INTIMATE PARTNER VIOLENCE ON WOMEN AND MEN**

- 4.1. If we look at the pool of all men and women who have ever experienced violence by a current or former intimate partner, we find important contrasts in the impact of this violence.
- 4.2. Among adult victims of intimate partner violence, women are far more likely than men to sustain injuries, and to fear for their lives (Kimmel 2002; Bagshaw *et al.* 2000; Belknap & Melton 2005: 5-6; Swan and Snow 2002: 290-291). Putting this the other way around, as an Australian study found, when men are subject to domestic violence by women, they are far less likely to be injured, and they are less likely to fear for their own safety (Bagshaw *et al.* 2000). It is a consistent finding that men's violence has more negative consequences than women's violence, in terms of physical injury, psychological harms such as depression, and fear of the partner, whether one examines men and women dually arrested for domestic violence, in domestic violence treatment programs, or seeking care in hospital emergency departments (Holtzworth-Munroe 2005: 252-253). Studies using the Conflict Tactics Scale often find an apparent gender equality in men's and women's perpetration of violent behaviours: roughly similar numbers of men and women report that at least once in a specified time period, they have engaged in at least one of the violent behaviours listed. However, even in these general samples, it is clear that men's violence produces more physical injuries, more negative psychological consequences, and more fear than women's violence (Johnson 2010: 213).

##### *Injuries*

- 4.3. Focusing on physical injuries, there is a significant gender contrast in the outcomes of domestic violence victimisation. A recent systematic review finds that nearly all studies show that female victims suffer more injuries than male victims as a result of intimate partner violence (Caldwell *et al.* 2012: 44). A wide range of studies find that "Women involved in IPA [intimate partner abuse] are more likely than their male counterparts to suffer from

injuries, require medical treatment, lose time from work, and experience bedridden days than are men” (Belknap and Melton 2005: 5-6).

- 4.4. Australian data supports this, finding that women are far more likely than men to be injured as a result of intimate partner violence:
  - 4.4.1. Among individuals admitted to Australian hospitals over 2009-2010 because of assaults by a spouse or domestic partner, women comprised 83 percent (n=2364) and men comprised 17 percent (n=483) (Tovells *et al.* 2012: 106).
  - 4.4.2. Of individuals in a South Australian survey who reported experiencing intimate partner violence, women comprised 81 percent and men comprised 19 percent of those who experienced physical hurt or injury (Dal Grande *et al.* 2001: 148). Among all individuals who reported intimate partner violence, nearly twice as large a proportion of women as men – 44.9 percent of women (176 of 393) and 23.8 percent of men (40 of 168) – experienced physical hurt as a result of the violence. However, while similar proportions of women and men reported bruising and cuts, scratches or burns, 19.9 percent of women and only 0.8 percent of men reported broken bones or fractures (Dal Grande *et al.* 2001: 148).
- 4.5. Clinical studies often find that men and women inflict injury at roughly comparable rates, although women are more likely than men to sustain severe and more frequent injury (Hamberger *et al.* 2015: 714). The first pattern may reflect the fact that most studies of injury infliction involve arrested men and women. Various factors are relevant here: women who injure their partners are at high risk of being arrested, women may be more likely than men to inflict injury using a weapon, and weapon use more strongly predicts arrest for women than men. In short, findings of few or no gender differences may be an artifact of how men and women go through arrest and subsequent recruitment for such studies (Hamberger *et al.* 2015: 714). Also, many studies focus on injuries that occurred during the incident for which the participants were arrested, rather than taking a longer and wider view of injuries.
- 4.6. Among men, the very small contribution to rates of injury represented by violence by female intimate partners simply is dwarfed by the contribution represented by violence by other perpetrators. For example, a four-year study of admissions to the Emergency Department of a Missouri hospital found that among the over 8,000 men who had been assaulted and injured, only forty-five men were injured by their intimate female partners or ex-partners, representing 0.55 percent of male assault visits and 0.05 percent of all male visits (Muelleman and Burgess 1998: 867). In Australia, over 2009-2010, assaults by a spouse or domestic partner represented 7.5 percent of all assault-related hospital visits among males (compared to 27 per cent of all

assault-related hospital visits among females), and 0.19 per cent of all male hospital visits (483 out of 242,478) (Tovells *et al.* 2012: 106).

### *Fear*

- 4.7. Numerous studies find that women report greater fear of violent male partners than men do of violent female partners, as a systematic review of published studies on the effects of intimate partner violence for men and women notes (Caldwell *et al.* 2012: 43). In the context of intimate partner violence, women are more fearful of their other-sex partners than are men. Gender differences in fear consistently are found, as Hamberger *et al.* (2015: 713) summarise across eight studies,
  - 4.7.1. whether the study asks about fear of one's partner generally or in the actual violent situation;
  - 4.7.2. regardless of the domain from which the study samples, whether individual arrest, dual arrest, victims' partners, or health care; and
  - 4.7.3. whether or not women are identified as the aggressors in a particular incident.
- 4.8. Four Australian studies corroborate this pattern:
  - 4.8.1. In a national survey of 12-20 year-olds, of those who had experienced actual or threatened physical violence, four times as many girls as boys had been frightened by the physical aggression they experienced, and five times as many girls as boys had been both frightened and hurt (National Crime Prevention 2001: 122-123).
  - 4.8.2. In a survey of 1,643 partnered adults, twice as many women as men subjected to physical aggression by partners said they felt "frightened and intimidated" (Headey *et al.* 1999: 59).
  - 4.8.3. In a study involving focus groups, interviews, and a phone-in, twice the proportion of female victims as male victims of domestic violence were frightened of their partners (58% and 21%). While women reported ongoing fear of their ex-partners after the relationship ended, none of the men did so (Bagshaw *et al.* 2000: 22, 54).
  - 4.8.4. In the national Personal Safety Survey, among individuals who had experienced violence by a previous partner since the age of 15, women were far more likely than men to experience anxiety or fear for their personal safety. Twice the proportion of women than men felt anxiety or fear (72% compared with 35%) due to experiencing violence by their previous partner, and over one-third (39%) of

women but only one-tenth of men (11%) felt anxiety or fear all or most of the time (Webster *et al.* 2014: 84).

- 4.9. The Personal Safety Survey data above suggests that women are nine-tenths of those who feel anxiety or fear because of violence by a previous partner. Of all the individuals who felt anxiety or fear because of violence by their previous partner (n=1,015,797), women comprised 89% of these (n=904,392) while men comprised 11 percent (n=111,405).
- 4.10. One response to this is that women show higher levels of fear in the context of intimate partner violence because they are more willing to report fear than men. However there is evidence that women's elevated levels of fear simply reflect elevated levels of violence. In an Italian study for example, among all the men and women who experienced any kind of violence from a partner or ex-partner, women showed higher levels of injury and fear than men. This is because the women were being subjected to more severe and serious forms of violence, not because they showed stronger reactions to the same level of violence. In other words, this study finds that women are not more fragile than men. The worse health impacts they showed were the outcome of the worse violence they had experienced (Romito and Grassi 2007: 1232).

## **5. THE DRIVERS OF VIOLENCE AGAINST WOMEN**

*What are the primary drivers of violence against women?*

- 5.1. There has been very substantial progress in documenting the primary drivers or causes of intimate partner violence. At least four decades of scholarship have established empirical links between various characteristics of individuals, relationships, communities, and societies which are predictive of domestic and family violence. In this section of this document, I focus on the causes of men's violence against women, particularly intimate partner violence but also other forms of violence such as sexual violence (with which this overlaps).
- 5.2. Let us begin with two general points about explanations of this violence:
  - 5.2.1. Men's violence against women has predictors at *multiple levels* of society, from micro to macro. In academic scholarship there is a growing emphasis on multivariate explanations of violence against women, in which it is assumed that violence is "a multifaceted phenomenon grounded in an interplay among personal, situational, and sociocultural factors" (Heise 1998: 263-264).
  - 5.2.2. These factors can be understood as having a *probabilistic* rather than deterministic influence on violence against women. As Heise (2011: 6) notes, "factors operating

at different levels combine to establish the likelihood of abuse occurring. No single factor is sufficient, or even necessary, for partner violence to occur. There are likely to be different constellations of factors and pathways that may converge to cause abuse under different circumstances.”

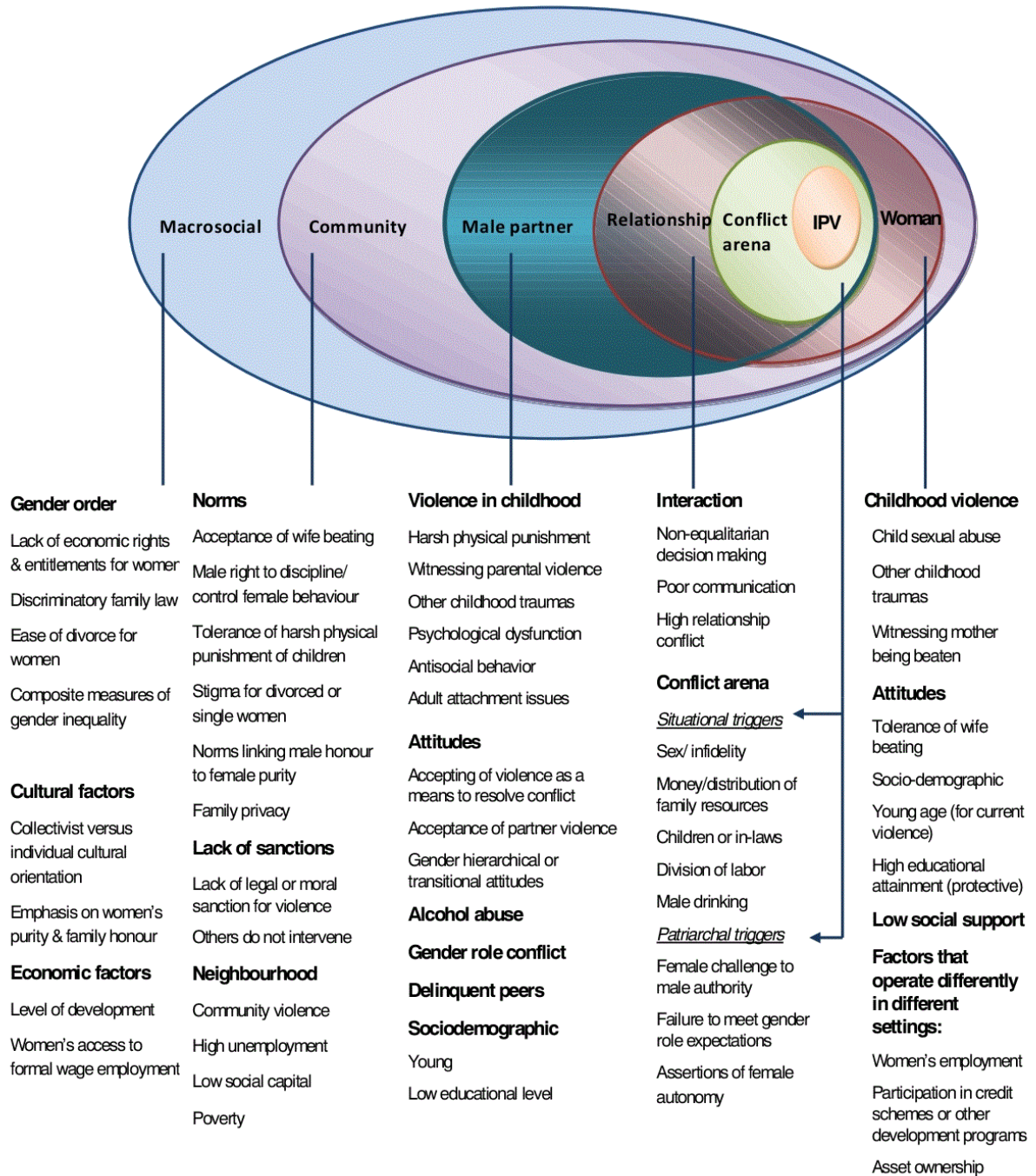
- 5.3. What, then, are the key drivers of men’s violence against women? Kim Webster and I recently reviewed contemporary scholarship on these, as a commissioned contribution to the development of the national violence prevention framework *Change the Story: A shared framework for the primary prevention of violence against women and their children in Australia* (Our Watch *et al.* 2015). Our account provides an up-to-date, comprehensive, conceptually sophisticated, and extensively referenced account (Webster and Flood 2015: 12-43). This then is summarised in the *Change the Story* framework itself (Our Watch *et al.* 2015: 24-33). Page 32 of *Change the Story* provides a succinct, graphical representation of the drivers of violence against women.
- 5.4. Rather than repeating these detailed accounts here, I briefly summarise key points.
- 5.5. Gender inequalities are a root cause of violence against women. At the levels of individuals, relationships, communities, or societies, there are relationships between patterns of gender inequality and men’s violence against women. At the individual level for example, agreement with sexist, patriarchal, and violence-supportive attitudes is an important predictor of men’s perpetration of violence against women. At the level of relationships and families, important predictors include male dominance of interpersonal power and decision-making, and marital conflict. The gendered patterns of peer and friendship groups and organisational cultures are important influences too, with evidence of links between violence against women and disrespectful and violence-supportive peer cultures. At the macro level of entire communities and societies, rates of men’s violence against women are higher in contexts based on male dominance and gender inequality. Note too that gender inequalities are embedded in and expressed through a variety of social phenomena, including social practices (individual and collective patterns of behaviour), social norms, and social structures (both formal and informal, and at the levels of relationships, organisations and institutions) (Webster and Flood 2015: 13).
- 5.6. While gender inequalities are the primary driver of violence against women, there are other factors which also shape violence against women. Two clusters of factors identified in my co-authored review include, first, factors associated with the practice of violence in general and, second, factors which can compound gender inequalities, weaken positive social norms, or in other ways increase the likelihood of violence. The first cluster includes factors such as

childhood victimisation or perpetration, high levels of public and intra-community violence, media representations which normalise violence, and the impact of natural disasters, civil conflict, and war (Webster and Flood 2015: 32-38). The second cluster includes factors such as poverty, harmful drug and alcohol use, relationship separation, social isolation, and rapid social and economic change (Webster and Flood 2015: 38-43).

- 5.7. Other recent examinations of international scholarship on the causes of intimate partner violence provide very similar accounts. In Heise's (2011) recent review regarding partner violence, she presents an ecological framework that summarises the existing evidence base, with each factor listed having been shown empirically to be linked to the risk of partner violence (Heise 2011: 7), as follows:



**Figure 1.2 Revised Conceptual Framework for Partner Violence**



5.8. Gender inequalities based in male privilege and female disadvantage, at multiple levels of society, are central in explaining violence against women. Addressing such inequalities is vital if we are to reduce and prevent this violence.

**Declaration**

I have made all the inquiries that I believe are desirable and appropriate and that no matters of significance that I regard as relevant have, to my knowledge, been withheld from the Commission.

A handwritten signature in blue ink that reads "M. Flood".

Dr Michael Flood

26 May 2016

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