

BUSINESS CASE

Invisible Costs of Intimate Partner Violence Against Women

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What is PreViMujer/GIZ?

The program
Bilateral program of the German Development Cooperation, carried out by GIZ.

Collaborations
Public institutions, civil society organizations, universities, as well as private sector entities.

Objective
To have the state, private sector and civil society make a greater contribution towards preventing violence against women.

Presentation overview

- > Introduction
- > Why should companies prevent IPVAW?
- > How were the investigations conducted?
- > Key findings
- > Questions & answers

Timeline GIZ - ComVo/PreViMujer & USMP

- 2011-2012**
 - Conceptual framework: VAW is a business case
 - Invisible costs of VAW for micro-enterprises - Ecuador
- 2013**
 - Business costs of VAW - Peru
- 2014**
 - Costs of VAW for micro-enterprises - Peru
 - Business costs of VAW - Bolivia
 - How to prevent VAW?
 - Scholarship program
- 2015**
 - Business costs of VAW - Paraguay
 - Management model to prevent VAW
 - Illustrated conceptual framework
- 2016**
 - VAW and its impact on academic productivity - Peru
 - Yes but NO: Implicit acceptance of VAW - Peru
- 2017**
 - Costs of VAW for micro-enterprises - Paraguay
 - Impact of VAW on the job performance of teachers - Peru
 - Country's cost of VAW - Paraguay
- 2018**
 - VAW and its impact on academic productivity and behavior - Ecuador
 - Country's cost of VAW - Ecuador
 - Equitative Management Degree

Catálogo de materiales 2009/2018

Construye la violencia contra las mujeres en Latinoamérica

http://info.comvomujer.org.pe/catalogocomvo/catalogo_comvomujer_web.pdf

What is the yearly cost of violence against women on large and medium-sized enterprises?

In relation to GDP

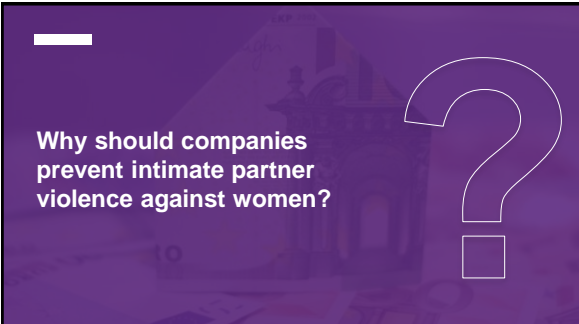
Nations lose 2 - 5% of their yearly GDP

Because of violence against women, only taking into account medium and large enterprises.

For Peru, this means roughly 6.7 billion US\$.




Why should companies prevent intimate partner violence against women?



IPVAW

- Destroys labor productivity
 - Absenteeism
 - Employee turnover
- Increases presenteeism at work
 - Diminished or zero productivity
 - Decreased quality
 - Work accidents
- Destroys organizational climate
 - Bad working climate
 - Loss of security
 - Loss of prestige and organizational reputation




How were the investigations conducted?



Initial remarks

- VAW is a fundamental human rights violation of pandemic proportions.
- Multiple forms of Violence against Women.
- **Universally prevalent form is Intimate Partner Violence against Women (IPVAW).**
- Intimate Partner Violence Against Women is defined as physical, sexual, psychological or economic violence perpetrated by an intimate (ex-)partner.



Four types of violence that companies should control

| | | | |
|---|---|---|---|
|  |  |  |  |
| External violence | Violence related to services | Internal violence | Intimate partner violence against women |



How does IPVAW affect the productivity of companies?

Intimate partner violence against women

Physical and emotional harm

Low labor productivity

- Presenteeism
- Absenteeism
- Tardiness
- Staff turnover

Logos: GIZ, USMP, PreViMuler

Does low productivity only come from survivors of violence?

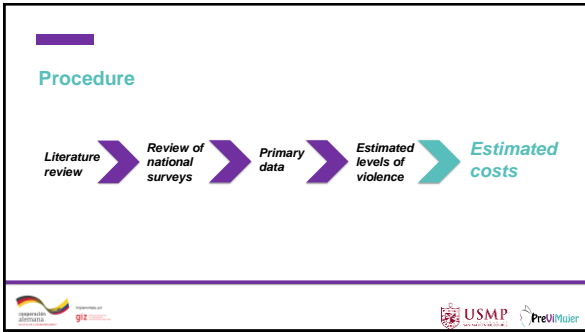
Low productivity does NOT come only from survivors of violence

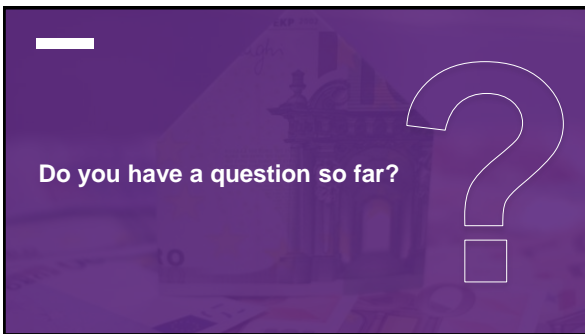
Aggressors

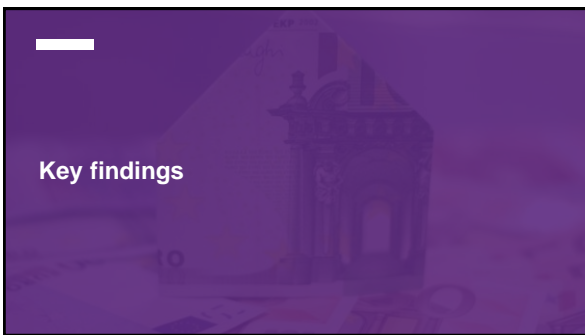
Witnesses

Female survivors of violence

Logos: GIZ, USMP, PreViMuler







IPVAW on female workers in Peru

| Region | Rate |
|---------------------------------|------|
| Tarma | 14 |
| La Libertad | 17.6 |
| Trujillo | 17.8 |
| La Oroya | 18.9 |
| Arequipa | 20.3 |
| Moquegua | 20.4 |
| Chilca | 21 |
| Callao | 22 |
| San Martín | 22.6 |
| Amazonas | 23.1 |
| San Fernando de Valle de Katari | 25.3 |
| Madre de Dios | 25 |
| Apurímac | 26.4 |
| San Juan de los Ríos | 27.3 |
| Yaucales | 28 |
| Chachabamb | 28.6 |
| Chota | 30.1 |
| Chota | 30.9 |
| Lima | 31.8 |
| Chota | 32.8 |
| Lima | 37.8 |

Managers

- 38 out of 100 managers report cases
- Observed cases per year: 2 out of 100
- Total annual victims observed: 46 thousand

Salaried women

- Attacked women per year: 23 out of 100
- Total annual victims: 450 thousand
- Violence witnesses (not attacked): 216 thousand

Salaried men

- Aggressors per year: 25 out of 100
- Total annual aggressors: 312 thousand
- Violence witnesses (not aggressors): 269 thousand

92/100 managers: IPVAW has affected productivity

| Impact | Percentage |
|-----------------------------|------------|
| Fired/resigned | 35.4% |
| Sanctioned at work | 34.2% |
| Decreased performance | 77.2% |
| Stopped working temporarily | 70.9% |
| Late or missed appointments | 60.8% |

Peruvian managers detect only 1 out of 10 cases.

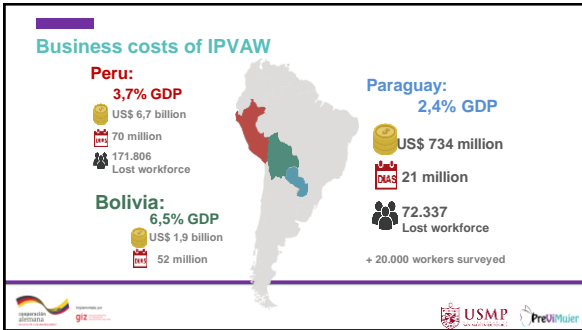


Invisible business costs of IPVAW: Peru

| Cost categories | Women (victims) | Men (aggressors) | Total US\$ (million) |
|--|-----------------|------------------|----------------------|
| Tardiness | Not significant | 44,8 | 44,8 |
| Absenteeism | 404,0 | 764,2 | 1 168,2 |
| Presenteeism | 613, 9 | 2 291,9 | 2 905,8 |
| Witness presenteeism (Not victims or aggressors) | 357,0 | 237,1 | 594,1 |
| Employee turnover | 54,6 | Not included | 54,6 |
| Laid off and still unemployed | 1 976,5 | Not included | 1 976,5 |
| Total in US\$ million | 3 406, 0 | 3 338,0 | 6 744,0 |

Annual costs measure in value added million US\$ dollars in terms of days lost and labor productivity





Thank you for your attention!
Your questions are welcome.
