




SAFE COMPANY - ZERO TOLERANCE TOWARDS VIOLENCE AGAINST WOMEN






Research on the costs generated by the Violence Against Women (VAW) in the business context.

The German Cooperation implemented by the GIZ, through the regional program ComMoMujer, in 2014 delivered the results of the analysis of more than 30 Bolivian companies that measured the rates of violence within their companies

This study showed that Bolivian companies lose almost 2000 millions dollars a year because of violence against women. The social cost is much higher.



QUALITATIVE INDICATORS

Indicators registered in 2014 on the survey of Violence Against Women in Droguería INTI S.A.

- Five out of ten women have experienced some situation of violence.
- 45.1% of the female workers have been assaulted at some time in their relationships.
- 54.1% of workers have attacked their couples some time.
- In the last year there was an average of 28 attacks.
- Annually, 27.5 productive days are lost.

At the CEO's initiative, a comprehensive management model is implemented in order to work and fight to change these results.

2014



Implementation of the Equitable Management Model for all workers of the Company for 3 and a half years. (More than 1000 workers)

The effectiveness of the management model to prevent Violence Against Women depends on how much management's behavior has been aligned for such purposes.

It is for this reason that Unequal Management Patterns were worked by the management's in workshops, before spreading and implanting in all the personnel the policies and actions of prevention.

2014- 2015

Presentation of the Results during the closure of the implementation stage




The % of Violence Against Women has decreased

- The % of Violence Against Women has decreased 21.3%
- Staff witnessing violence has dropped -29.4%

The number of days lost has decreased


- The number of days lost per victim has decreased by 13.4%
- The number of days lost per aggressor has decreased 26%
- The number of days lost witnesses has decreased 47.4%





It has worked?

- The application of the Management Model to prevent VAW has reduced 21.3%, passing the prevalence of 48.8% in 2015 to 38.4% in 2018.
- Consequently, the number of days lost per Violence Against Women has been reduced by 41%, equivalent to US \$ 25.8 thousand per 100 workers.



- Investment of the Droguería (pharmacy) INTI S.A Euros 172,656.59
- Investment of the German Corporation Euros: 162,656.58
- In three and half years violence against women was reduced and \$247,000 was saved

AWARDS





AWARDS



AWARDS



AWARDS

