

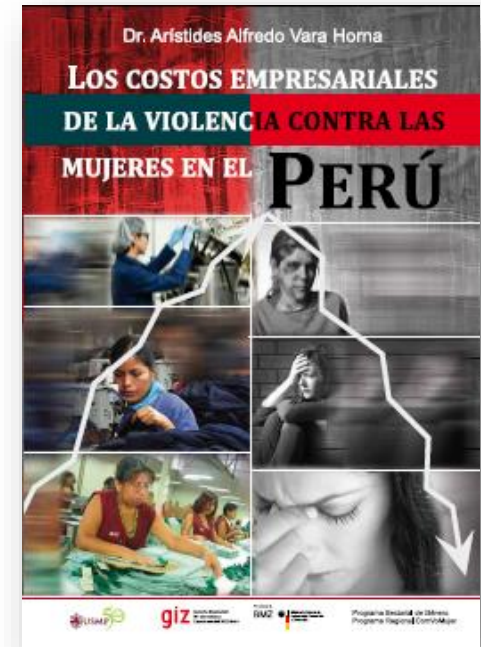
# الجلسة الثالثة: تجربة دولة البيرو

المشاورات الإقليمية حول تحديد التكلفة الاقتصادية للعنف ضد المرأة  
الإسكندرية، جمهورية مصر العربية  
24 – 25 تشرين الأول/ أكتوبر 2017

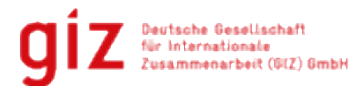


# Business Costs of Intimate Partner Violence against Women (IPVAW) in Peru

Dr. Arístides Alfredo Vara Horna  
avarah@usmp.pe



Implementada por



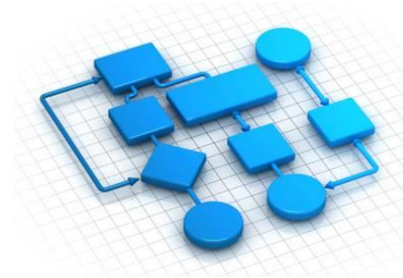
# Content



Women in the Peruvian labor market



Why companies should fight against IPVAW?



How the study was done?



IPVAW on female workers in Peru



Managers: detects only 1 out of 10 cases



Opportunity cost: 1 annual salary

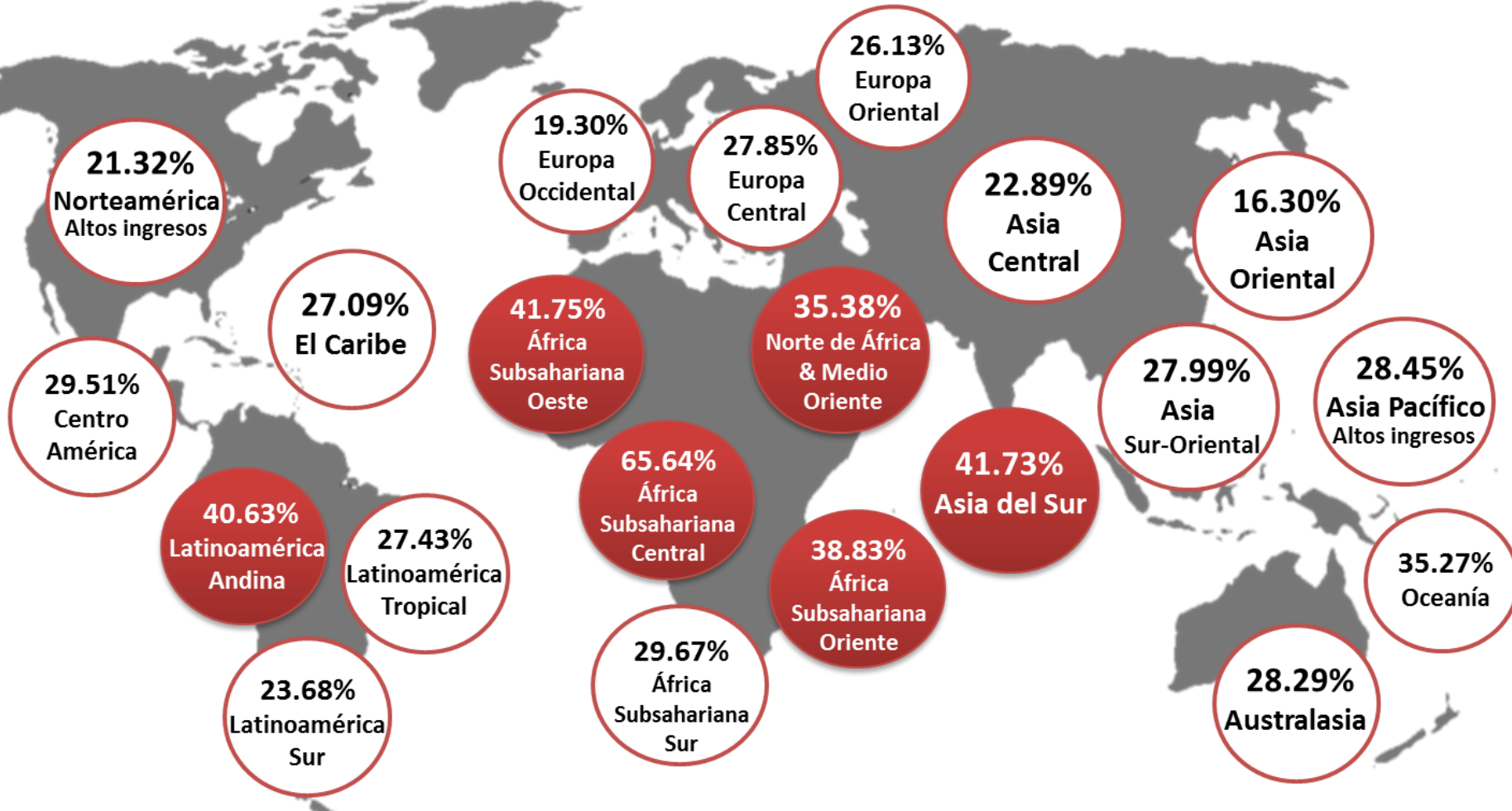


Invisible business costs of IPVAW



How prepared are the companies?

# Bolivia, Peru and Ecuador are the countries of South America with the highest levels of violence against women.

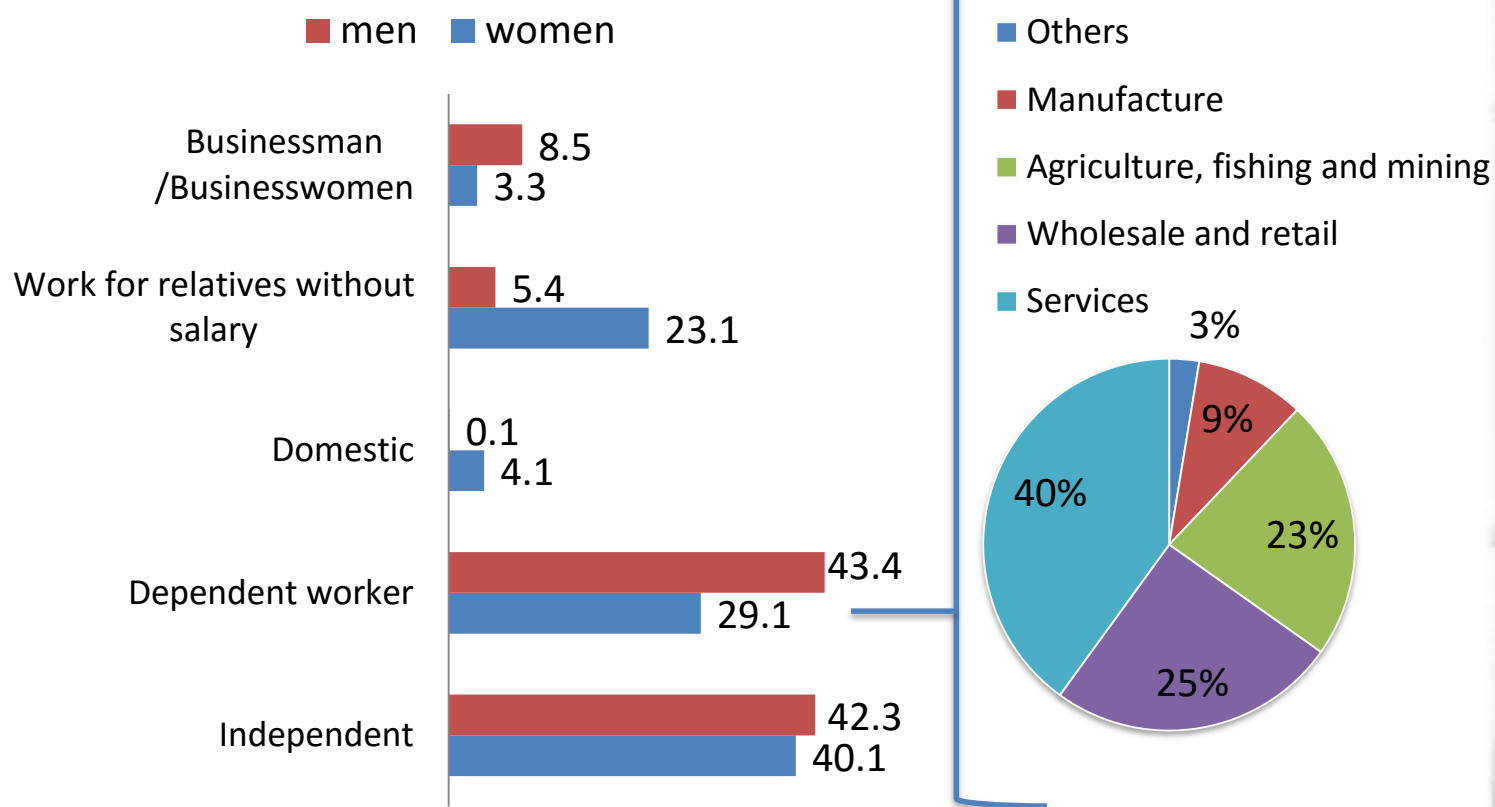




# **Women in the Peruvian labor market**

# Economically active female population (45.2%): 7 million

- Each year, 187,000 women enters into the labor market in Peru.
- Women earns less than men (30%).





# Why companies should fight against IPVAV?

# 4 types of violence that companies should control

**Type I**



**Type II**



**Type III**



**Type IV**



# IPVAW destroys labor productivity

## Absenteeism

Tardiness

Unjustified  
absence

Unexpected  
Leaves

Changing shifts



## Employee turnover

Firing , resigning

New hiring of  
personnel

Unproductive days

Training costs



# IPVAW increases presenteeism at work



Diminished  
work  
productivity

Quality  
decreased



Accidents at  
work



Zero  
productivity



# IPVAW destroys the organizational climate



**Destroys the climate, security and organizational reputation**



**Internal Clients: IPVAW witnesses**



**External Clients: loss of prestige**



# The costs of violence not only come from the victims



**Victims**



**Agressors**

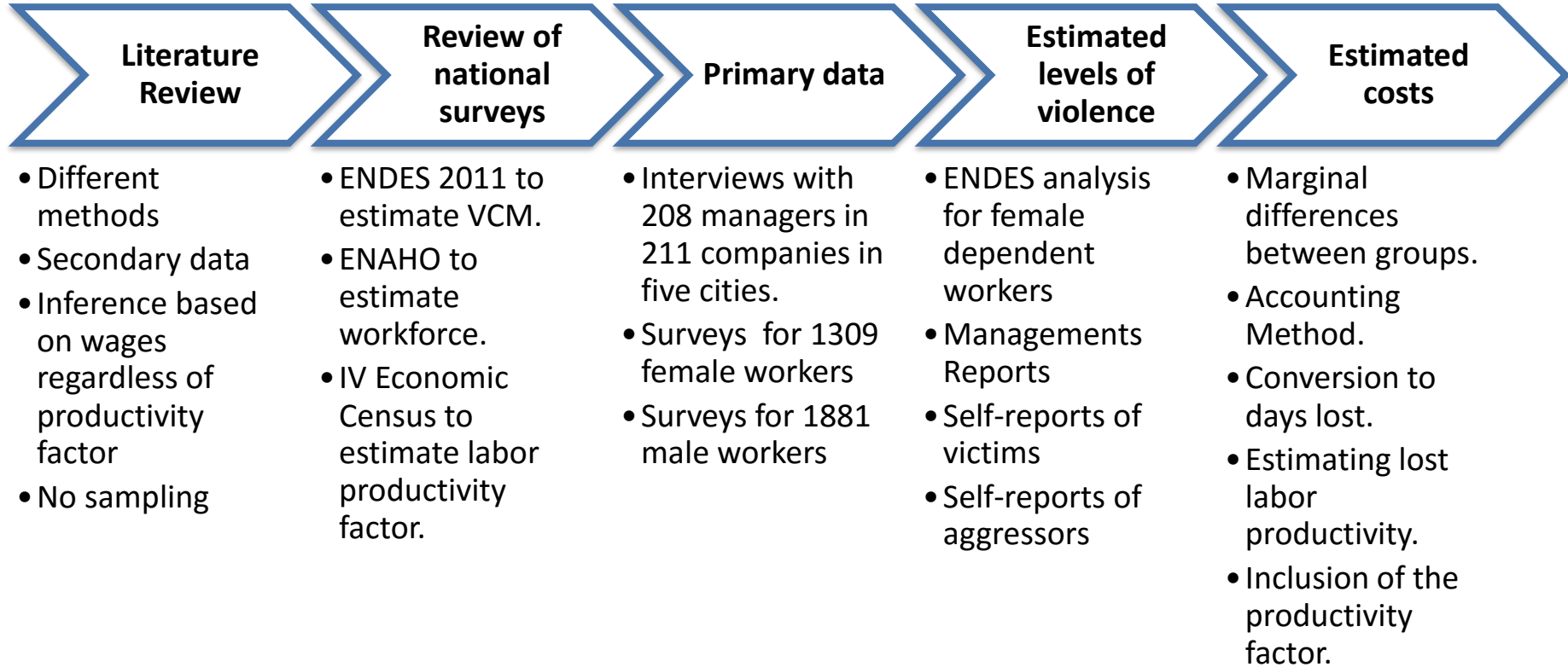


**witnesses**



**How the study was done?**

# Procedure



# Triangulation of Information

## NATIONAL SURVEYS

- Range = 28 thousand women aged 15 to 49 years (ENDES, 2011)
- Sample = 5,366 women > 18 years, salaried

## MANAGERS

- Cities: **Lima, Chiclayo, Puno, Cusco and Iquitos.**
- 211 companies with 41 thousand workers.
- Sector: Services and trade (48,5%), manufacturing (42.3%) y extractive –infrastructure (9.1%).
- Company size: Big company(42.3%), medium enterprises (10.6%), small company (30.8%) y microenterprise(15.3%)

## FEMAL WORKERS

- Surveyed at work
- Range= 14 thousand women
- Sample= 1,309 women

## AGGRESSORS

- Surveyed at work
- Range = 27 thousand men
- Sample = 1,881 men





# **IPVAW on female workers in Peru**



# IPVAW on female workers in Peru

## Managers

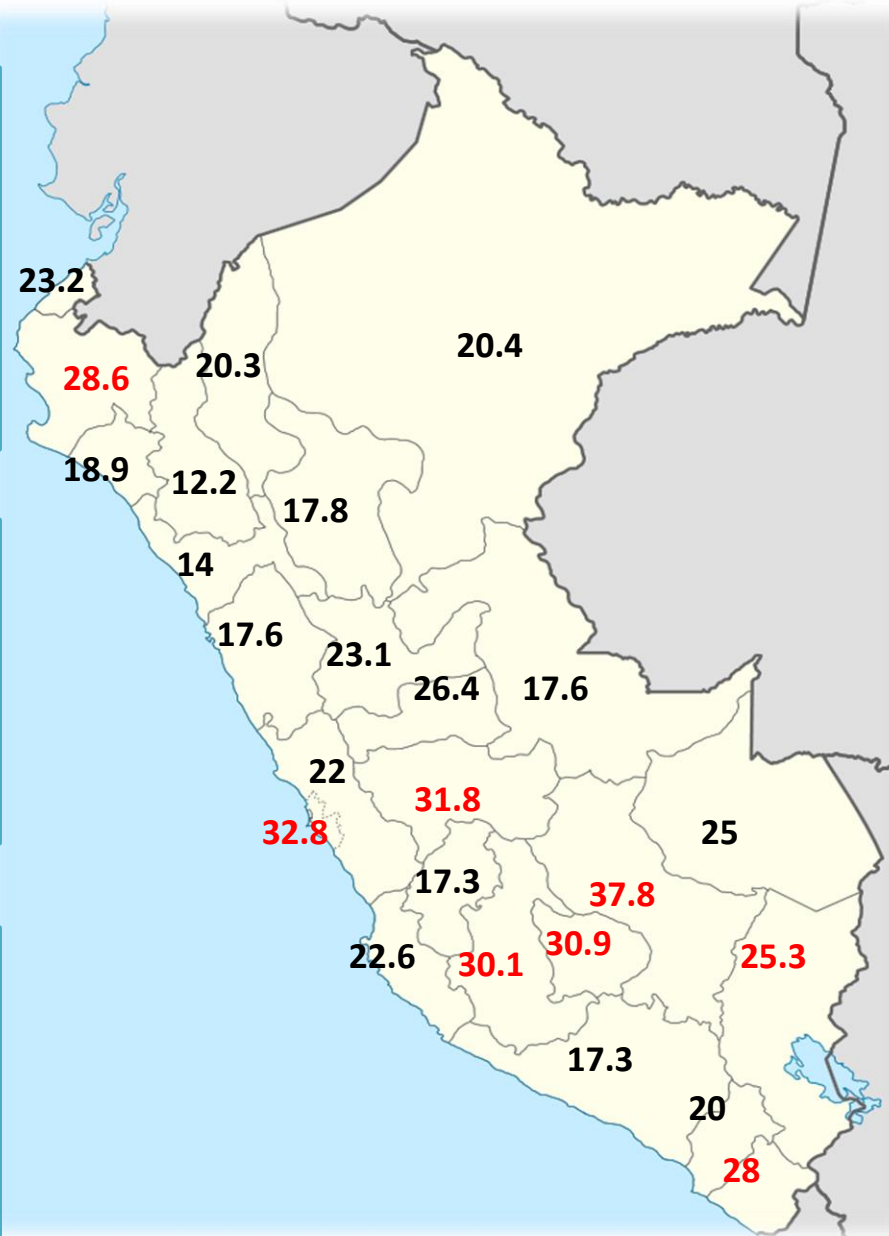
- 38 out of 100 managers report cases
- Observed cases per year : 2 out of 100
- Total annual victims observed : 46 thousand
- Laid off and hired elsewhere: 42 thousand
- Laid off and still unemployed: 71 thousand

## Salaried women

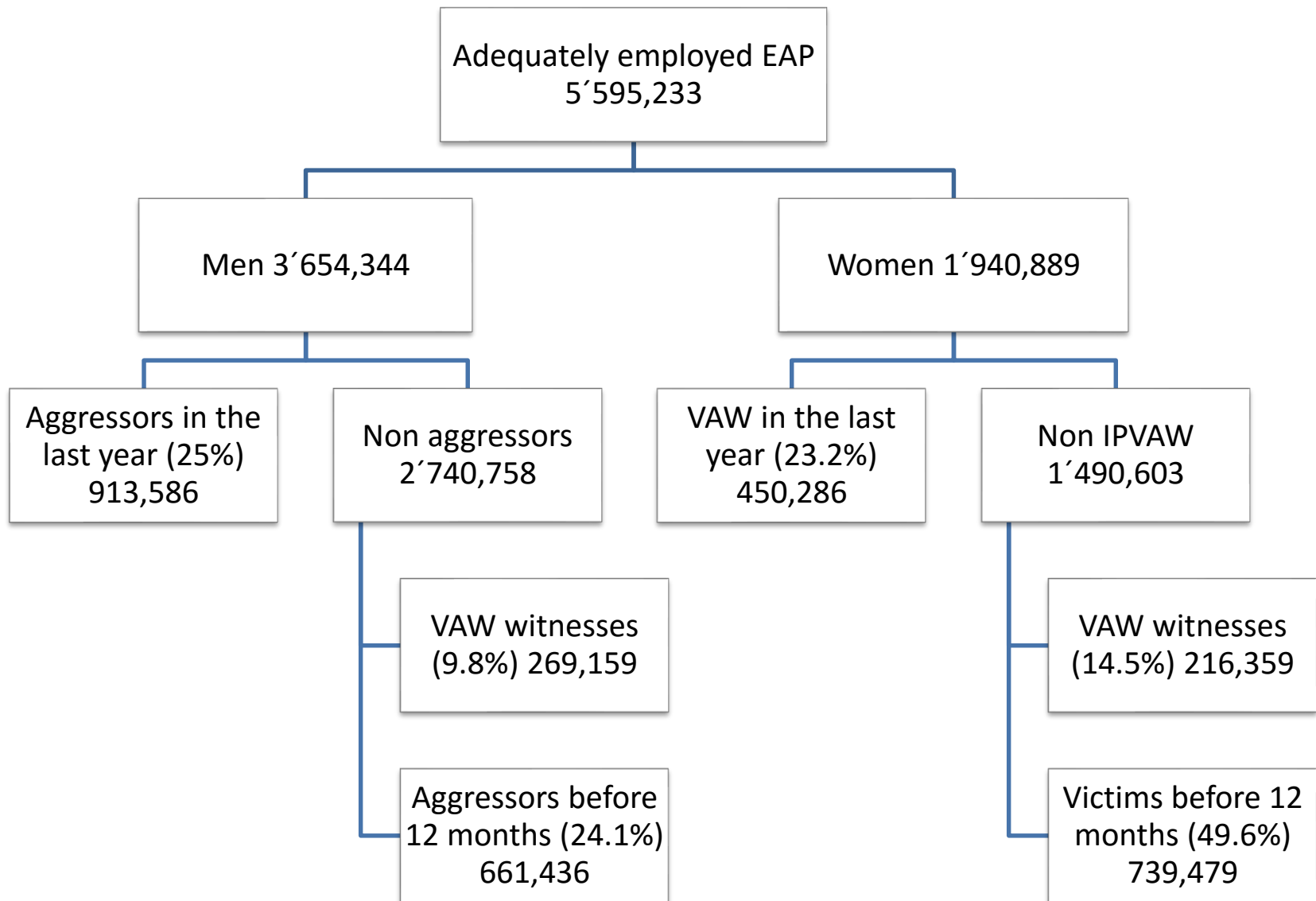
- Attacked women per year: 23 out of 100
- Total annual victims : 450 thousand
- Violence witnessess (non attacked): 216 mil

## Salaried men

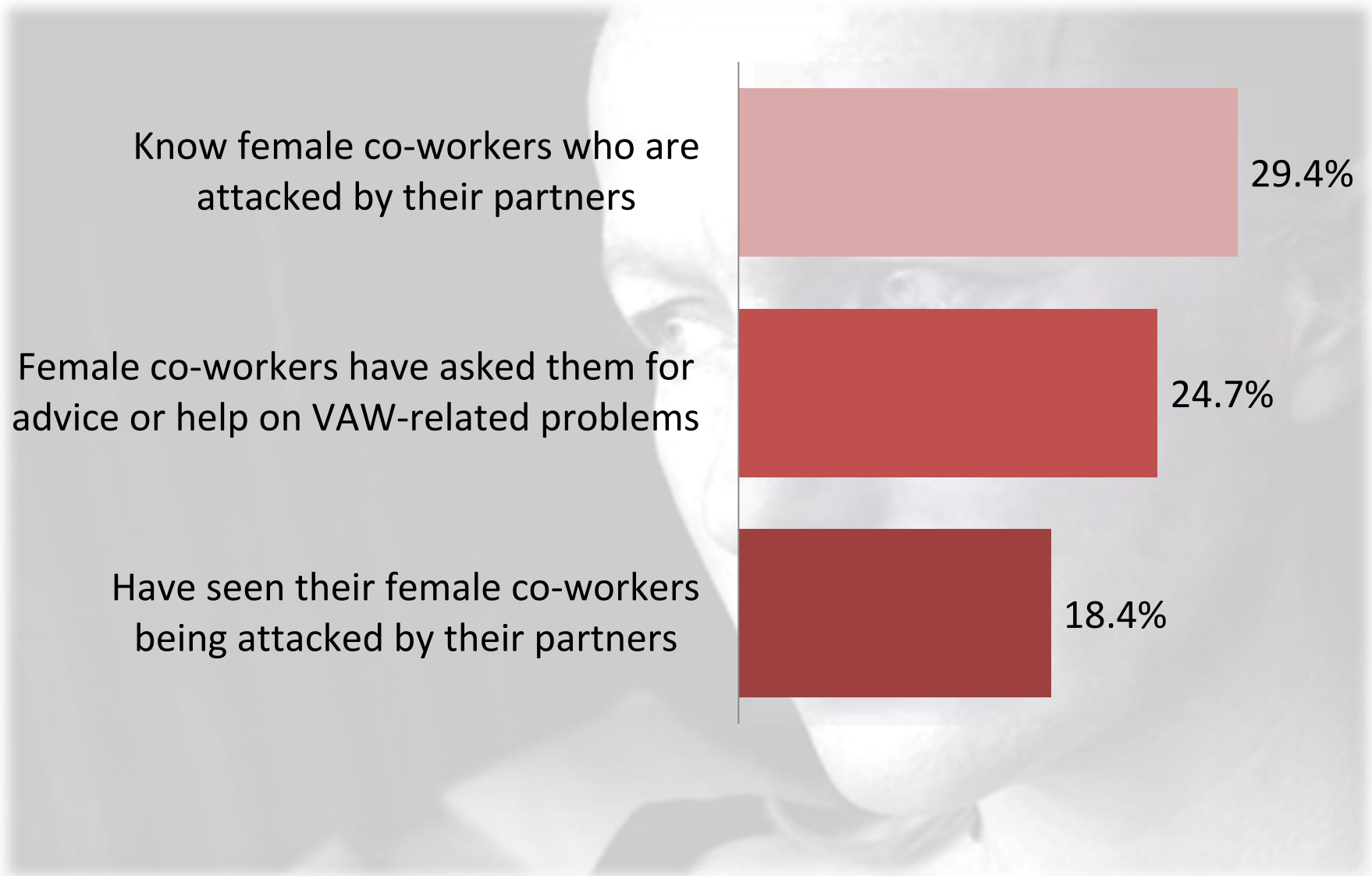
- Aggressors per year : 25 out of 100
- Total annual aggressors : 913 thousand
- Violence witnessess (non aggressors): 269 thousand



# IPVAW on female workers in Peru



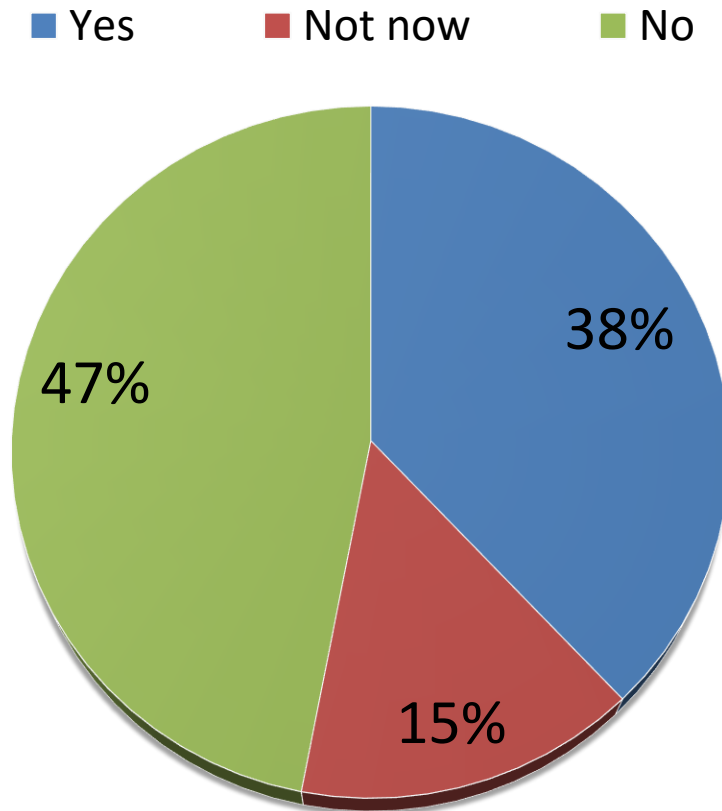
# IPVAW according to female witnesses





**Managers: detects only 1  
out of 10 cases**

# Is any of your female workers attacked by their intimate partner?

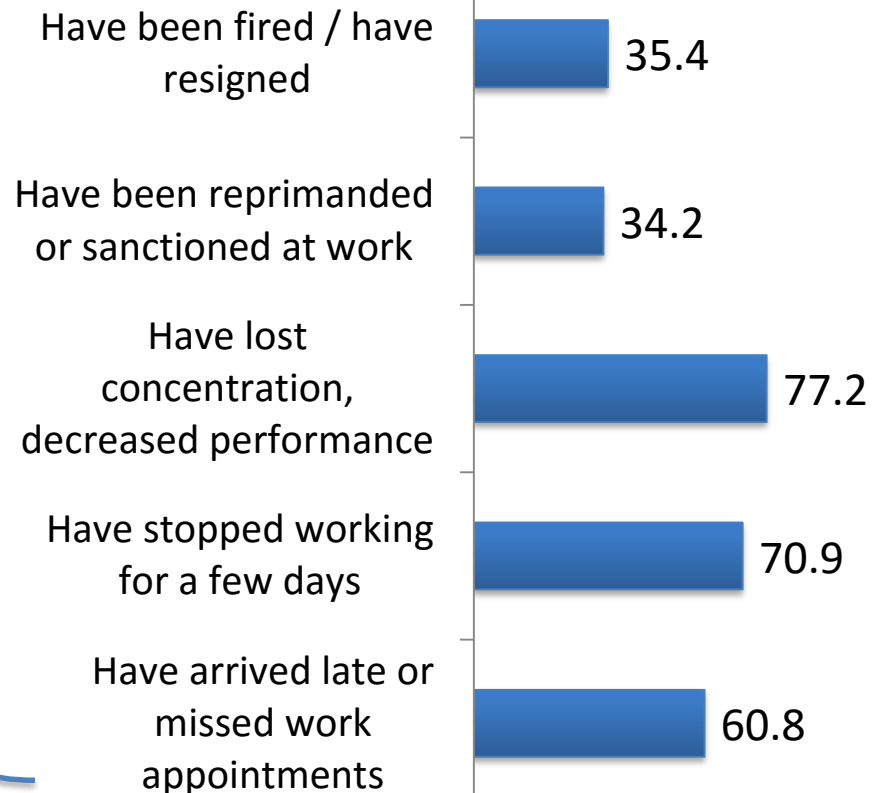


## Source of knowledge:

58% : Testimony of the victim.

38.4% : Direct observation.

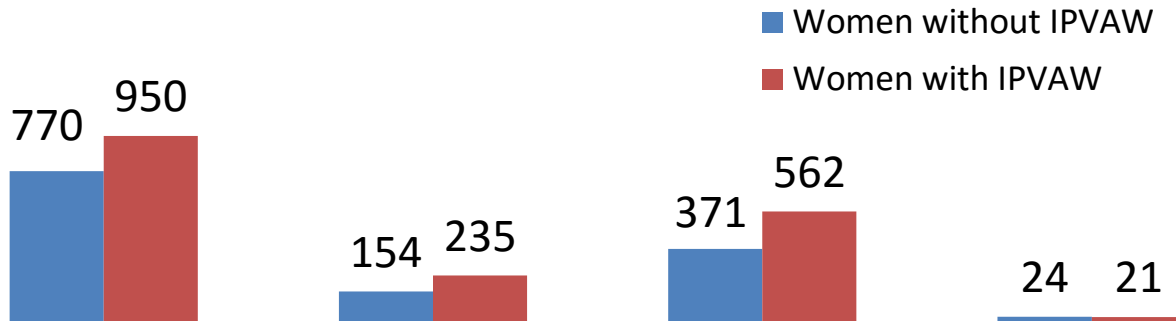
## 92 out of 100 managers: "IPVAW has affected productivity"



# Opportunity cost: 1 annual salary

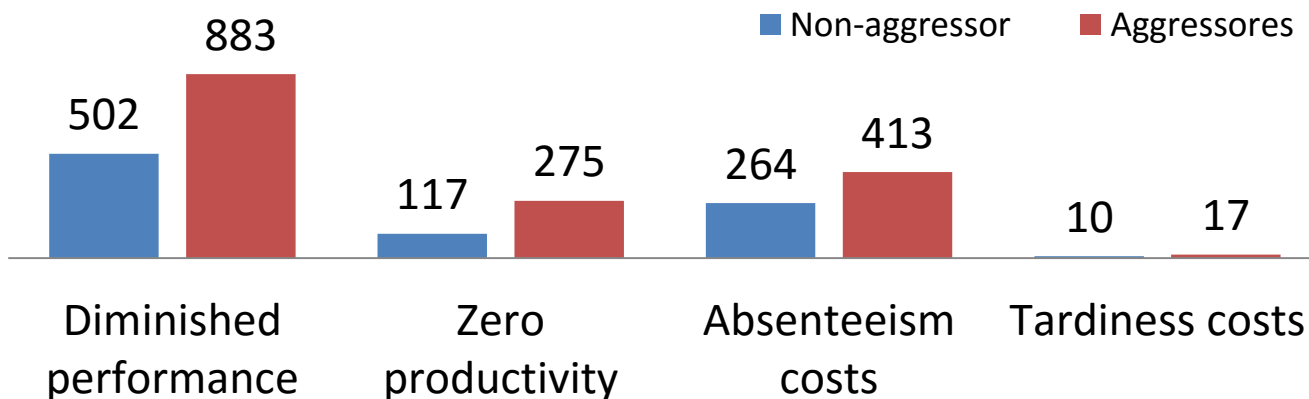
## Victims

(Presenteeism) 273 + (Absenteeism) 181 = US\$ 454



## Aggressors

(Presenteeism) 540 + (Absenteeism) 156 = US\$ 696





# Invisible business costs of IPVAW

# Invisible business costs of IPVAW

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 (No 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
<b>Total in US\$ million</b>	<b>3 406,0</b>	<b>3 338,0</b>	<b>6 744,0</b>

\* Annual costs measure in value added (US\$ million dollars), in terms of days lost and labor productivity.



# Managers only see the top of the Iceberg



Tardiness 1%  
Employee turnover 1%

Absenteeism 17%

Presenteeism 52%

- Labor force 29%

**3.9% of GDP**

70 million unworked days

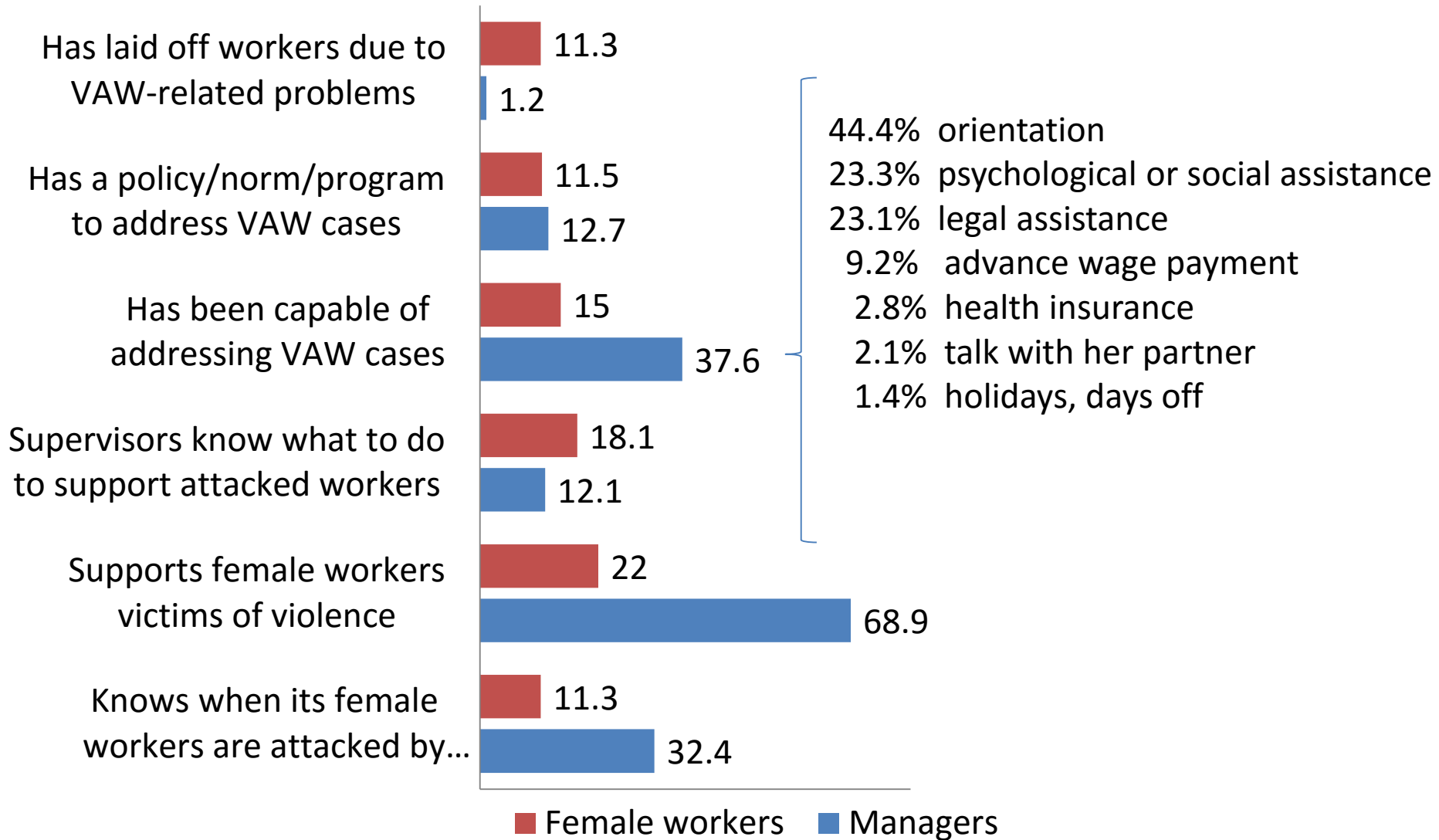
243 Thousand female/ male  
workers without production

# Costs of IPVAW (companies) vs Social Programs

Social programs 2011	US\$ million	% business costs caused by IPVAW
SAMU (Mobile urgency attention)	15,38	0,2
SMN (Mother-child)	538,46	8,0
PAN (food)	618,08	9,2
<i>Cuna más</i>	73,08	1,1
PELA kindergarten	844,23	12,5
PELA primary school	1 635,00	24,2
PELA high school	1 089,62	16,2
<i>Jóvenes a la obra</i>	13,08	0,2
<i>Pensión 65</i>	92,69	1,4
<b>Total US\$</b>	<b>4 919,62</b>	<b>72,9</b>



# How prepared are the companies?



# Business costs of IPWAV: Replication

## Perú:

**3,7% GDP**



US\$ 6,7 billions



70 millions



171.806

Lost workforce

## Bolivia:

**6,5% GDP**



US\$ 1,9 billions



52 millions



183.534

Lost workforce

## Paraguay:

**2,4% GDP**



US\$ 734 millions

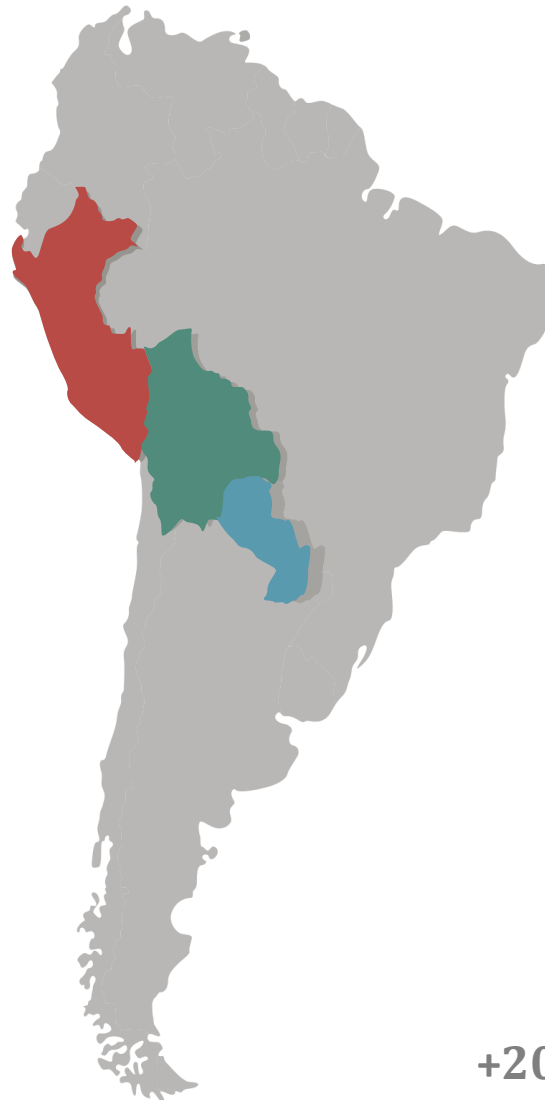


21 millions

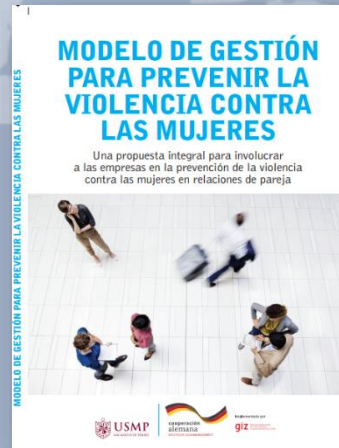


72.337

Lost workforce



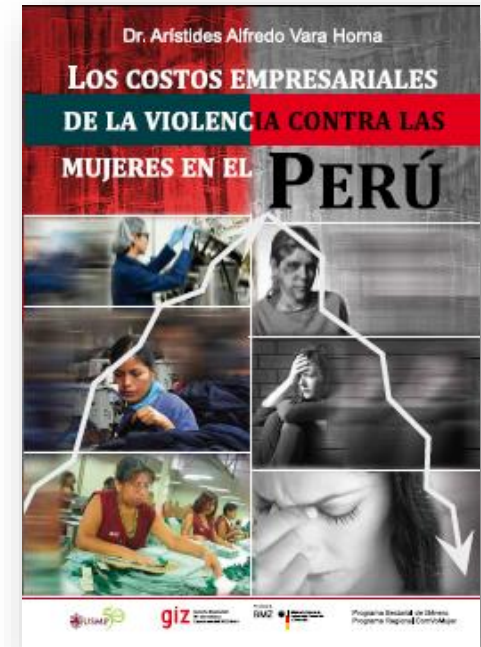
+20,000 workers surveyed



- + 400 companies involved in IPVAW prevention.
- Government recognition of companies that invest in prevention (Peru and Paraguay).
- Labor laws that promote return of taxes by investment.
- Labor laws to protect victims of violence (absenteeism).
- Experimental evidence showing that IPVAW prevention is cost-effective for companies (Bolivia).

# Business Costs of Intimate Partner Violence against Women (IPVAW) in Peru

Dr. Arístides Alfredo Vara Horna  
avarah@usmp.pe



Implementada por

