



Conference discussion: “Step by step towards costing Violence Against Women in the Arab Region” – Calculating the cost to business

Beirut, 20-21 Sept, 2018 (ESCWA, UNFPA)

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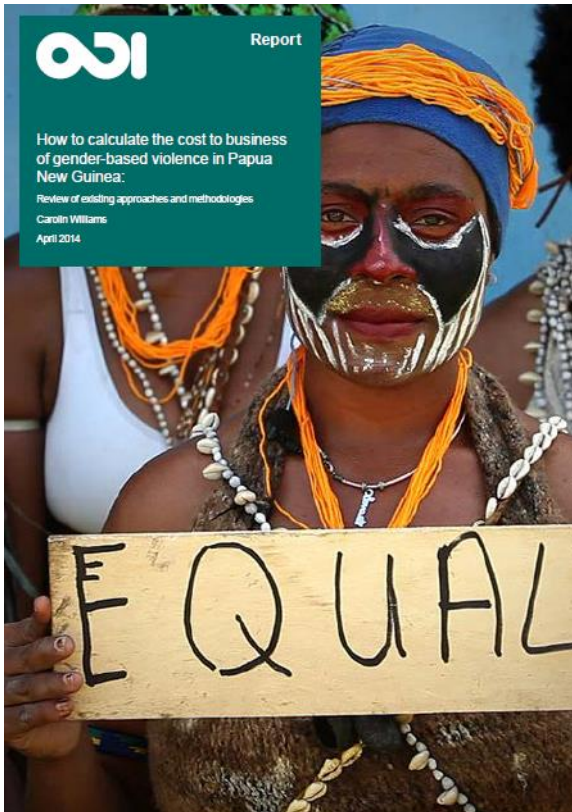
Date: **20 Sept Aug 2018**

Calculating the cost to business of VAW



- What is the best **methodology** for costing the impacts for VAW in businesses?
- What **data** is needed?
- What criteria should be applied to assess the **quality** of the data?
- How would you recommend this methodology be **applied** (inc. in the Arab States, if possible)?

Background



October 2015



Report

Gender violence in Papua New Guinea

The cost to business

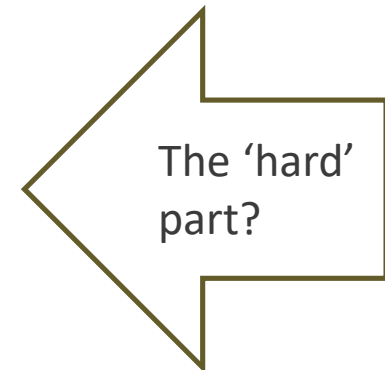
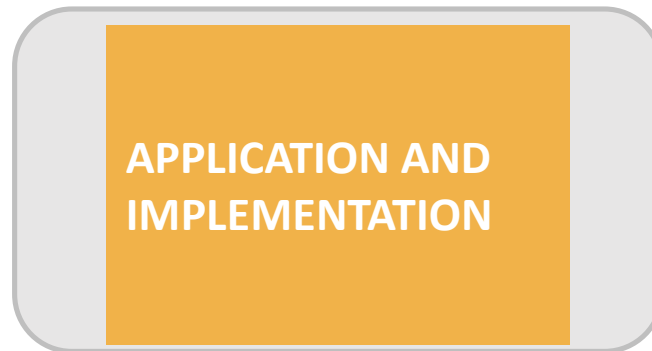
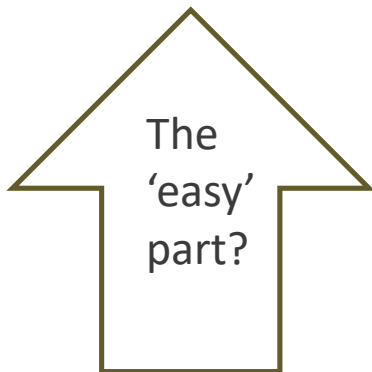
Emily Darko, William Smith and David Walker

Key messages

- 68% of survey participants experienced gender-based violence (GBV) during the past year, with 47% experiencing more severe forms of GBV.
- On average, employees experienced a total of 7.8 incidents of GBV in the past 12 months and 2.4 incidents of severe GBV. Women experienced an average of 9.4 incidents in the past year.
- On average, each staff member loses 11.1 days of work per year as a result of the impacts of gender violence: 2.0 days lost to 'presenteeism', 5.0 days to absenteeism and 4.1 days helping other victims of GBV. For one of the firms in this survey, this means an estimated 26,200 staff days lost per year.
- The cost of staff time lost due to GBV is high. For one of the firms covered, it is estimated to total 300,000 kina; for another, almost 3 million kina, representing 2% and 9% respectively of those companies' total salary bills.
- If other direct costs are included, (counselling, recruitment and induction costs, medical costs), then the total cost to one firm increased by 45%.



Levels of complexity



Putting business costs in context...



- 68% of survey participants experienced gender-based violence (GBV) during the past year, with 47% experiencing more severe forms of GBV
- Average impact: 2 days lost to productivity loss, 5 days to absenteeism and 4.1 days helping other victims of GBV
- 2% and 9% of companies' total salary bills

METHOD

Econometric method

Propensity Score matching

Willingness-to-pay principle

Daily Adjusted Life Years (DALY)

Accounting method

- Majority of methods are
 - ‘deductive’ or top-down in nature
 - Rely on national datasets (patchy)
 - Highly technical and cost-intensive
 - Focus on individuals (DALY)

METHOD

Econometric method

Propensity Score matching

Willingness-to-pay principle

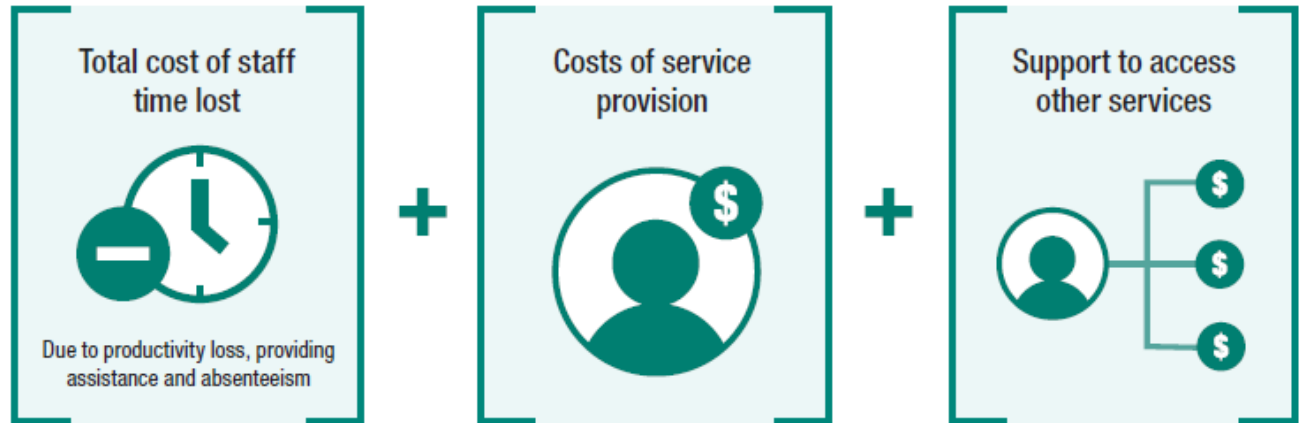
Daily Adjusted Life Years (DALY)

Accounting method

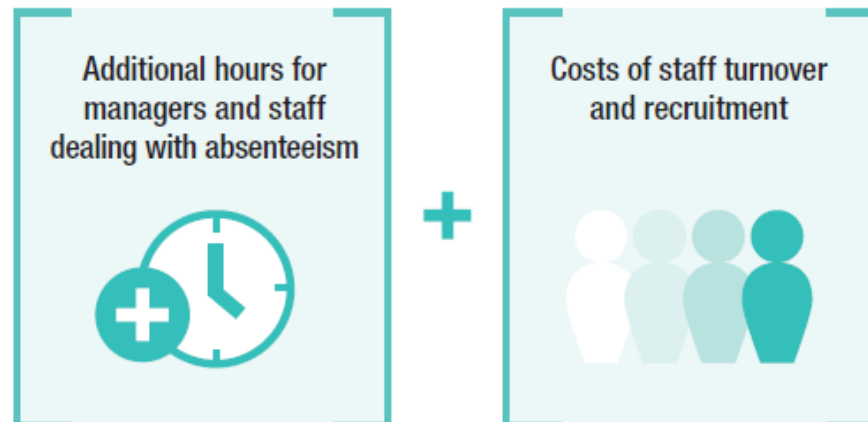
- Accounting method
 - Focuses on relatively straightforward accounting data
 - Can be relatively cost-effective*
 - Highly context sensitive
 - Makes available a comparison of sectors/industries
- Side note: GBV-IMS tool for categories

TYPES OF DATA

Calculating direct costs for the company



Where possible, other indirect costs are also added:



TYPES OF DATA

Additional forms of contextual data are required

Obtained through formative research (pre-study)

- Help-seeking behaviours
- Different forms of VAW are interpreted (local terms and concepts)
- The types of services used to respond to VAW within firms themselves (counselling, hot-lines etc.)

QUALITY OF DATA

Feasibility Assessment

Memory attrition

Triangulation

- Can be a time-intensive exercise:
 - map data quality, quantity and gaps that pre-exist in within the accounts of the business
- Errors can occur due to memory loss (6-12 month window, and confronting 'complex' incidents requires skilled survey design and implementation
- Semi-structured interviews with managers can elicit information on staff numbers, salaries, leave and absenteeism, turnover, recruitment costs, training costs, and services offered

APPLICATION AND IMPLEMENTATION

The 'hard' part?

**Definitional challenges:
GBV, DC, IPV, VAW, FSV**

Selecting level of focus

- How to obtain firm participation in both the short or medium term, given the inherent disincentive as perceived by business?
 - Need critical mass, stakeholder engagement in business platforms
 - Provision of strong internal or external credibility of implementing parties
- Definitional challenges should be accounted for in the form and function of studies: e.g. DV vs IPV. Where are girls in the picture?
- Choosing study scale at micro (firm), meso (sub-sector) or macro (sector or industry) has significant implications for investment, findings and advocacy utility
- Important to add Value for Money (VfM) evaluations into discussions to counter-balance overall costs



Questions, clarifications, corrections?

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