



ITAM

INSTITUTO TECNOLÓGICO AUTÓNOMO DE MÉXICO

THE COSTS OF INTIMATE PARTNER VIOLENCE AGAINST WOMEN IN BUSINESS

MÉXICO



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THE PROBLEM

- ❖ Intimate partner violence against women (IPVAW) is a clear violation of human rights with significant impacts on the economy and the development of countries.
- ❖ There is no country free of IPVAW, which is why its eradication is a global concern and objective of sustainable development.

(Vara-Horna, 2013, 2015, 2015b, 2018)

THE PROBLEM

- ❖ Enterprises can be string allies in prevention of IPVAW, they have power and influence, combined with specific conditions of their organization to generate sustainable behavioural changes.
- ❖ Scientific evidence shows the impact that has IPVAW on the productivity of their workforce.
- ❖ The costs of IPVAW to business have been measured in countries of low-competitiveness, in South America (Bolivia, Peru and Paraguay) as well as in Africa and Asia.

(Vara-Horna, 2013, 2015, 2015b, 2018)

THE PROBLEM

- ❖ Since 2011, the San Martín de Porres University in Peru, in collaboration with the German development Agency GIZ, has developed effective methodologies to involve the private sector in these investigation progress.
- ❖ In Latin America, México is among the five most competitive countries and with a major corporate sustainability and growth.
- ❖ 43.9% of women in México (2016) have been attacked by their partner or expartner, in a psychological, physical or sexual way. (Vara-Horna, 2013, 2015, 2015b, 2018)

THE PROJECT:

INTIMATE PARTNER VIOLENCE AGAINST WOMEN?

Due to	Manifestation	Scenarios	Effects
<ul style="list-style-type: none">■ Gender inequality■ Macho culture■ Work distribution	<ul style="list-style-type: none">■ Psychological■ Economic■ Physical■ Sexual	<ul style="list-style-type: none">• Couple• Family• Work	<ul style="list-style-type: none">• Individual• Familiar• Social• Occupational

(Vara-Horna, 2013, 2015, 2015b, 2018)

In the present project we will focus on measuring the impact of IPVAV on their labour productivity, including also the cost incurred by the perpetrators (men) and personnel that witnesses IPVAV of their colleagues.

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OBJECTIVES

- ❖ Develop scientific competencies to measure the costs of IPVAW to business in Mexico, through knowledge acquired from Peru, Bolivia and Paraguay.
- ❖ Determine the prevalence of IPVAW in private enterprises in Mexico. This includes the prevalence of survivors, predators and personnel that witnesses IPVAW.

(Vara-Horna, 2013, 2015, 2015b, 2018)

OBJECTIVES

- ❖ Determine the indirect costs of IPVAW for the aggregated value of the private corporate sector in Mexico. This includes the days lost by IPVAW in terms of delays, absenteeism and presenteeism.
- ❖ Set the basis for a public-private platform for corporate prevention of IPVAW.
- ❖ The project establishes three levels of participation: investigation, entrepreneurs and workers.

(Vara-Horna, 2013, 2015, 2015b, 2018)

METHODOLOGY

- ❖ Estimate company costs that arise from IPVAW, working women.
- ❖ Identify the problem and its reflection in the productivity process .
- ❖ Design strategies to mitigate the impact of the costs associated with IPVAW, through prevention programs and support to the victims and participants of IPVAW.

IPVAW affects significantly the corporate sector by:

- ❖ Generating absenteeism
- ❖ Delays
- ❖ Increased rotation of personnel
- ❖ Reducing the work performance
- ❖ Producing negative impact on the whole organization

(Vara-Horna, 2013, 2015, 2015b, 2018)

METHODOLOGY

ABSENTEEISM	ROTATION
<ul style="list-style-type: none">❖ Judicial restriction orders❖ Court appointments❖ Medical attention of survivors	<ul style="list-style-type: none">❖ The females survivors are more likeable to be dismissed❖ Costs of recruitment, selection, induction and training

METHODOLOGY

PRESENTEEISM	ORGANIZATIONAL
<ul style="list-style-type: none">❖ Assist to the working place, but without working at real capacity❖ Distraction and concerns❖ Reduction of efficiency and quality of work	<ul style="list-style-type: none">❖ Domino effect because it also affects the areas of distribution and production❖ Delays in delivery❖ Dissatisfaction of clients❖ Losses for the business and its reputation

METHODOLOGY

WITNESSES	PERPETRATORS
<ul style="list-style-type: none">❖ It can occur at home. Outside or in the working place❖ By telephone, email, sudden appearance in the office❖ Verbal or physical attacks❖ Survivors develop a sense of danger, therefore they feel anxious or distracted	<ul style="list-style-type: none">❖ 75% of aggressors have used labour resources to attack their victims❖ Problems to concentrate, loss of working days, work accidents

(Vara-Horna, 2013, 2015, 2015b, 2018)

Data Collection

- ❖ Between 15 and 20 companies in México
- ❖ Minimum sample of 10,000 workers
- ❖ What is measured?
 - ❖ Demographic and labour information
 - ❖ Intimate partner violence against women
 - ❖ Violence against women in intimate partner relationships, in the workplace
 - ❖ Cost of presenteeism and absenteeism
 - ❖ Witnesses of IPVAW
 - ❖ Emotional and physical morbidity
 - ❖ Labour consequences



(Vara-Horna, 2013, 2015, 2015b, 2018)

IMPORTANT INFORMATION ABOUT THE ENTERPRISES

Enterprise context information

- ❖ Sector
- ❖ Economic indicators
- ❖ Productivity factors
- ❖ Hotels in significant geographic location (income)
- ❖ Corporate governance
- ❖ Social responsibility initiatives

Access to the company and workers

- ❖ Recommendations

Basic information about the work plant

- ❖ Size
- ❖ Organization structure
- ❖ Men and women total proportion
- ❖ Men and women proportion in leading positions of organization structure

Information about the productive process

- ❖ Stages
- ❖ Timelines
- ❖ Areas and schedule

(Vara-Horna, 2013, 2015, 2015b, 2018)

WIN FOR THE ENTERPRISES

- ❖ Individual and confidential diagnose: derivated costs due to IPVAW
- ❖ National comparative diagnose
- ❖ Benchmarking
- ❖ Preventive and accompaniment programs

(Vara-Horna, 2013, 2015, 2015b, 2018)

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THANK YOU