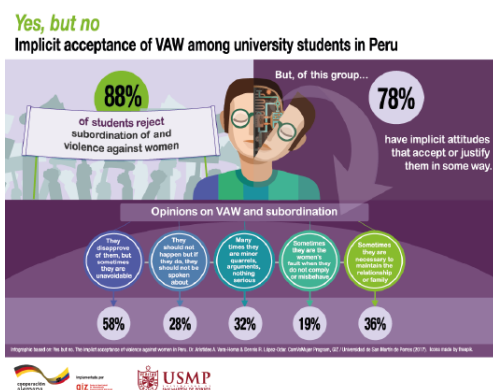


Peru

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The cost of violence against women in formal micro-enterprises: the case of Peru

In Latin America, microenterprises and other forms of micro-entrepreneurship account for over 95 % of all business activity and are an important source of employment and livelihoods for millions, especially for women.

Due to their sheer number, the microenterprise is of great interest to both government and the financial sector. Governments view the microenterprises as a source of economic development and thus have designed policies and allocated resources to promote them; and the financial sector has found them to be a profitable market niche, and a source of attractive profits. At the same time, this growth potential is affected by the scourge of violence against women, violence which occurs everywhere, but which causes relatively more damage in developing economies.

Gender violence aggravates poverty across societies, affects economies and destroys businesses, as shown in a number of diverse studies from around the world and those carried out by the Universidad de San Martín de Porres and German Cooperation, implemented by the GIZ, through its Regional ComVoMujer Program. In 2012, ComVoMujer conducted pioneering research in Ecuador to determine the costs of violence against women in relationships (VAW) in microenterprises and micro-entrepreneurship. In addition to being the first national estimate of costs of violence in microenterprises in Latin America, it gave rise to numerous new hypotheses and theories.

Today, three years later, it is possible to estimate the economic impact of violence against women in relationships in formal Peruvian microenterprises. Using primary data and new methodologies, we now have an accurate diagnosis: Peruvian microenterprises lose between 1 982 and 2 417 million dollars a year, as a result of violence against women, or about 1.2 % of the national GDP.

Other significant contributions shown here are the validation of the existence of three scenarios of VAW and the relationship between VAW and empowerment. It has also been shown that subordination or submission of women does as much harm as violence itself, resulting in impoverished resources and capabilities.

In short, this document is born from the connected effort of a work team with wide experience and, of course, the testimony of the 357 women who answered the survey with veracity and trust.



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Executive summary: “Violence against women and its financial consequences for businesses in Peru”

In 2012, 23.24% of paid female workers* in Peru were affected by some form of violence by their partners or ex-partners. As a result of violence against women, 70 million working days per year are being lost, representing a loss of business value added of at least 6,744 million US dollars, equivalent to 3.7% of GDP.



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Factsheet “Violence against Women costs Peruvian Businesses Billions Every Year”

The factsheet provides information on the process of studying the business costs of violence against women in Peru and the significant economic impact of violence against women to the detriment of competitiveness. The study opens a line of research in business sciences in Latin America, which relates productivity, gender and violence from a social responsibility approach.



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Direct and indirect effects of workplace sexual harassment on the productivity of victims and witnesses: The preventive role of equitable management a

This research demonstrates the impact of equitable management as a protective factor against workplace sexual harassment (WSH) and its consequences on labor productivity. It also shows that there are invisible costs for colleagues who witness WSH, through counterproductive behaviors, such as sabotage or production deviance, with an indirect decrease in labor productivity. We used a structured questionnaire that was answered by 827 women from 37 small, medium, and large private companies in the Lima Metropolitan Area, Peru. We designed a conceptual model and tested it using structural covariance equations. We found that equitable management is a preventative factor for WSH. Equitable management not only decreases the probability of the occurrence of WSH by 2.2 times but also—if it exists—reduces its pernicious impact on productivity through various indirect effects. Equitable management can reduce the labor productivity costs caused by WSH by 4.6 times.



Direct and indirect effects of workplace sexual harassment on the productivity of victims and witnesses: The preventive role of equitable management

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ABSTRACT

This research demonstrates the impact of equitable management in a generative factor against workplace sexual harassment (WPH) and its consequences on the productivity of the victims and witnesses. The study was conducted in a public university in Brazil, with 100 participants. The results indicate that equitable management (EM) has a positive effect on the productivity of victims and witnesses. The study also indicates that EM has a positive effect on the productivity of victims and witnesses. The study also indicates that EM has a positive effect on the productivity of victims and witnesses.

1. Introduction

Workplace sexual harassment (WPH) is one of the most prevalent forms of gender violence at work. A meta-analysis based on 55 published studies that date, on average, 28.3 years ago, reports findings on workplace sexual harassment, including its prevalence, its effects on victims and witnesses, and its impact on organizational performance. The results indicate that WPH has a negative effect on the productivity of victims and witnesses. The study also indicates that EM has a positive effect on the productivity of victims and witnesses.

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Preventing Workplace Sexual Harassment and Productivity Loss during Crisis Periods: The Protective Role of Equitable Management

This study examines the role of equitable management in preventing sexual harassment in the workplace and a loss of productivity during periods of crisis due to natural or social disasters. A structured survey of 445 women from 76 companies in five regions of northern Peru and a structural equation analysis show that companies that implement equitable management can mitigate the adverse effects of social conflicts and natural disasters. These findings indicate that equitable management is inversely related to counterproductive behaviors ($\beta = -0.259$, $p < 0.001$), sexual harassment at work ($\beta = -0.349$, $p < 0.001$), and turnover intention ($\beta = -0.527$, $p < 0.001$) and is positively associated with organizational citizenship behaviors ($\beta = 0.204$, $p < 0.001$) and psychological empowerment ($\beta = 0.240$, $p < 0.001$). Social conflicts and natural disasters, on the other hand, increase workplace sexual harassment ($\beta = 0.244$, $p = 0.027$) and intention to quit ($\beta = 0.252$, $p < 0.001$) and have a considerable impact on the loss of work productivity ($\beta = 0.662$, $p < 0.001$). However, in companies with fairer and more equitable management, this impact is much smaller and mitigated by these good practices. This suggests that equitable management protects against and prevents sexual harassment at work. In addition, it acts as a mechanism that enhances organizational citizenship behaviors and attitudes in the workplace which remain even in adverse external environments. This is an effective tool and strategy for maintaining productivity and organizational resilience in difficult times.

Are Companies Committed to Preventing Gender Violence against Women? The Role of the Manager's Implicit Resistance

This study aims to provide evidence that managers' commitment towards preventing gender violence against women is affected by implicit resistance from the patriarchal culture. A structured questionnaire was given to 673 managers of 243 small, medium, and large private companies in Metropolitan Lima, Peru. We design and test a conceptual model using covariance-based structural equation modeling. Even though 90.3% of managers report being committed to and in favor of preventing gender violence in companies, 48.6% have intense implicit resistance against it. In general, 3 out of 4 managers do not believe in violence against women because they consider it "biased", and think that policies should only talk about family or partner violence. In addition, 2 out of 4 believe that equality policies have "hidden interests" that generate mistrust. The structural equations show that implicit resistance, directly and indirectly, decreases managers' commitment and actions towards preventing gender violence in organizations. Gender biases, irrational beliefs about sexual violence, and a lack of appreciation of gender equality strongly predict these resistances. Business involvement in the prevention of gender violence is a more complex process than expected, requiring a reinforced strategy aimed at overcoming managers' implicit resistance.

