

Data and scientific evidence

The San Martín de Porres University (USMP) and ComVoMujer conducted several studies on the costs of violence against women.

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Ecuador

Executive Summary “The business costs of violence against women in Ecuador”

Violence against women is one of the most serious and widespread violations of human rights and a chronic social problem that creates harmful effects at all levels. In Ecuador, 6 out of 10 women have experienced some type of gender violence (INEC 2011). As it is present in all spaces in which we participate and interact, it is unquestionable that it is also present in companies, affecting the business world.

12,101 employees from 35 large and medium-sized companies located in different cities of the country participated in this research. It improves and adapts, for the Ecuadorian context, a methodology previously used by the GIZ and the Universidad de San Martín de Porres. It determines the economic impact that violence against women in intimate partner relationships (VAW) has on large and medium-sized Ecuadorian companies, which results in a loss of productivity of almost US\$1.8 billion dollars per year, equivalent to 1.65% of the gross domestic product (GDP), seriously undermining the possibilities of full development of individuals, companies, and the country.



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Infographic “The business costs of violence against women in Ecuador”

Infographic on the business costs of violence against women in Ecuador.



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Executive Summary “The individual, domestic and community costs of violence against women in Ecuador”

In Ecuador, according to the Encuesta Nacional de Relaciones Familiares y Violencia de Género contra las Mujeres¹ (National Survey on Family Relations and Gender-Based Violence against Women), approximately 65 out of every 100 women are psychologically, economically, physically, or sexually abused at least once in their lifetime. Violence against women in intimate partner relationships (VAW) is the most prevalent form of genderbased violence. VAW acquires a series of forms and manifestations, ranging from the most bloody, such as sexual abuse and physical violence, to the more subtle and invisible, such as economic violence and emotional violence. The study understands VAW as an exercise of coercive power, since all these attacks occur within an unequal power relationship between men and women, being a mechanism used by men to keep women submissive and subordinate to their authority.

For centuries, VAW and its effects have been underestimated by society. Determining the economic impact of VAW, from an integrated approach, including a multilevel analysis, is necessary to strengthen the arguments in favor of its effective prevention.

This study calculates the costs of VAW for Ecuador, and takes into account an approach at different levels to demonstrate that VAW is also a brake on social and economic development, as it destroys women’s well-being, health, productivity, and capital, not only at the individual level, but also at the family and community levels.



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The individual, domestic, and community costs of violence against women in Ecuador

More than a year is lost per year, households, and communities due to violence against women.

US\$2 billion

Costs incurred by

Individual women	Households	Communities
\$1.2 billion	\$343 million	\$340 million

Main costs
(lost income, food insecurity, social support provided)

Lost income	Food insecurity	Social support provided
\$884 million	\$238 million	\$144 million

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Executive summary: “The Invisible Costs of Violence against Women for Ecuadorian Micro-enterprises”

50% of small business owners have experienced violence by their partners. This fact not only negatively affects the profitability and productivity of their businesses, but also puts their existence at risk. The publication helps both private and public sector institutions to recognize the negative impact of gender-based violence.

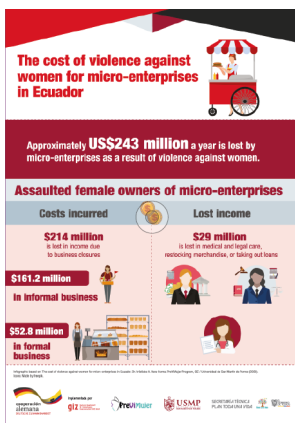


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Infographic “The cost of violence against women for micro-enterprises in Ecuador”

Infographic on the cost of violence against women for micro-enterprises in Ecuador



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Executive Summary “The direct governmental costs of violence against women in Ecuador”

A key element in making violence against women visible in all its forms and spheres of occurrence is the generation of statistical information, which makes it possible to quantify, characterize, and measure this social problem.

The collaboration established between GIZ, through its Program for the Prevention of Violence against Women (Prevención de la Violencia contra las Mujeres - PreViMujer) and the Technical Secretariat of the *Toda una Vida* Plan, with the support of the Universidad de San Martín de Porres in Peru, has made it possible to carry out this task that seeks to demonstrate the state's investment in prevention, care, and sanction of violence against women.

This document synthesizes the main results of the study which indicates that state institutions directly invested almost US\$76.2 million in prevention and care of violence against women in 2017. Most of the expenses came from the justice sector (US\$41.8 million), followed by the health sector (US\$19.7 million), and education (US\$14.2 million). Only 1.73% of the total was invested in prevention of violence against women, specifically in the health sector (US\$529,000), justice sector (US\$267,000), and education sector (US\$11,000).



The direct governmental
costs of violence against
women in Ecuador

Executive summary

Dr. Arístides A. Viza-Hernández
PreViMujer Program, GIZ / Universidad de San Martín de Porres

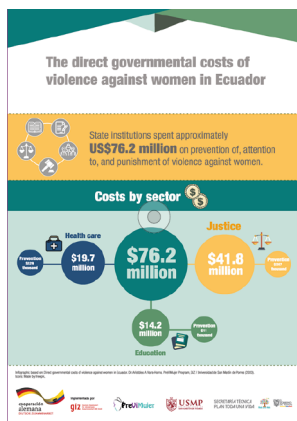


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Infographic “The direct governmental costs of violence against women in Ecuador”

Infographic of the direct governmental costs of violence against women in Ecuador



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Study “The country costs of violence against women in Ecuador”

This study is the second of its kind to be carried out in Latin America, its only precedent being a similar study carried out in 2017 by the Regional Program to Combat Violence against Women in Latin America (Programa Regional Combatir la Violencia contra las Mujeres en Latinoamérica), also of the German Cooperation, implemented by the GIZ, in Paraguay. These are the first studies that measure the effects of gender-based violence against women in a comprehensive manner and with primary data for the entire country. However, although both studies use the same conceptual framework and measurement strategy, the Ecuadorian study incorporates some new cost categories, such as, for example, the costs produced by food insecurity, intergenerational impacts (in the case of householdlevel costs), and the social support received by assaulted women (at the community level).

The results of the country cost study indicate that Ecuador loses approximately US\$4,608 million annually due to violence against women. This amount represents 4.28% of its gross domestic product (GDP). We hope that this evidence will help to make the situation more visible and raise the awareness of public and private institutions about the enormous economic impact of VAW, demonstrating that it is a problem that transcends individual spheres and affects all levels of society.



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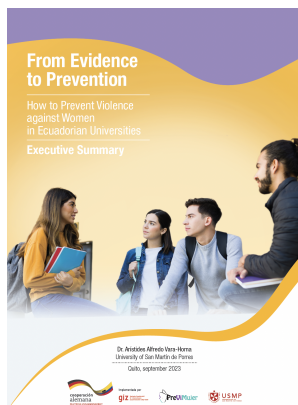
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From Evidence to Prevention. How to Prevent Violence against Women in Ecuadorian Universities - Executive Summary

Ecuadorian universities assume USD 68,833,079 in indirect costs (for students and teachers) per year, as a result of violence of partners and other members of the university community. This amount is translated into 3,664,409 lost days for 252,429 students and teachers affected by sexist violence. In addition, 7 out of 10 male and female students, who witnessed VaW situations, did not act or intervene.

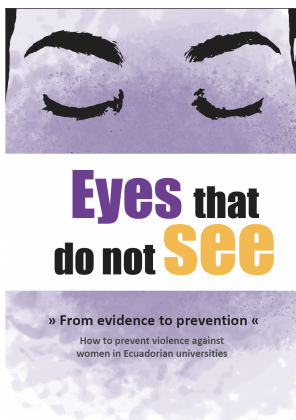


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Infographic: Eyes that do not see. From evidence to prevention. How to prevent violence against women in Ecuadorian universities.

Infographic of the study, "Eyes that do not see. From evidence to prevention. How to prevent violence against women in Ecuadorian universities."



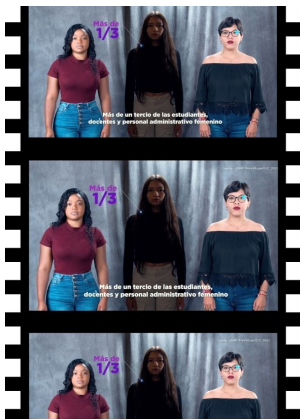
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National study: From Evidence to Prevention. How to Prevent VAW in Ecuadorian Universities - Video

<https://www.youtube.com/embed/smDcFTRaOiU>

Universities in Ecuador assume USD 68,833,079 in indirect costs (of students and teachers) per year, as a result of violence against women from partners and other members of the university community. This amount translates to 3,664,409 lost days for 252,429 students and faculty members affected by gender-based violence. In addition, 7 out of 10 male and female students who witnessed situations of VAW did not act or intervene.

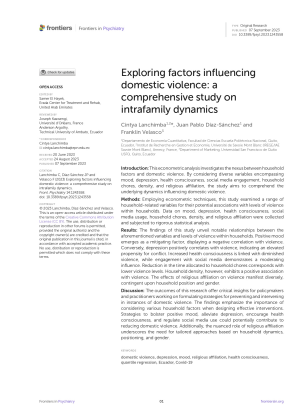


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Exploring factors influencing domestic violence: a comprehensive study on intrafamily dynamics

This econometric analysis investigates the nexus between household factors and domestic violence. By considering diverse variables encompassing mood, depression, health consciousness, social media engagement, household chores, density, and religious affiliation, the study aims to comprehend the underlying dynamics influencing domestic violence.



[Download \(2023, pdf, 548 KB\)](#)

Unveiling the determinants of femicide in Ecuador: a comprehensive analysis

This paper reports an investigation of the determinants of femicide using the context of Ecuador as case of study. To do so, we use official data spanning 2018 to 2022 from the National Survey on Family Relations and Gender Violence against Women in Ecuador with a dataset revealing 1,325 femicides and violent deaths of cisgender women and girls. Using a probit regression model, we find that several variables related to perpetrators’ such as level of education, employment status, and variables related to the crime itself such as location emerge as pivotal factors in understanding femicide incidents. This study contributes to a more profound comprehension of femicide’s multifaceted determinants, emphasizing the dynamic nature of these factors. The research aids in the development of evidence-based policies to address this societal issue effectively.



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Determinants of intimate partner violence in Ecuador: Evidence from the 2019 ENVIGMU survey

The study analyzes intimate partner violence against women in Ecuador and its association with socioeconomic and cultural variables. The analysis uses data from the Family Relationships and Gender-Based Violence Survey (ENVIGMU), a nationally representative cross-sectional survey whose most recent round was conducted by the National Institute of Statistics and Censuses (INEC) in 2019. The methodology employs three probit models: the first incorporates socioeconomic factors, the second considers experiences of violence in the family of origin, and the third examines the influence of gender roles. The results indicate that intimate partner violence is associated with multiple factors, showing that having experienced family violence and endorsing traditional gender roles are linked to a higher probability of experiencing intimate partner violence. This study underscores the importance of implementing public policies that promote gender equality and mitigate intergenerational violence.



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Bolivia

Executive Summary

“Violence against women and its financial consequences for businesses in Bolivia”

As a result of violence against women, Bolivian companies lose 52,858,213 working days per year, representing a loss of US\$ 1,976,294,112, equivalent to 6.46% of the GDP. The study shows that having aggressors as collaborators is more costly for companies, as they represent more than 50% of these costs.



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Emotional Distress and Academic Presenteeism in Male University Perpetrators of Intimate Partner Violence: A Mediated Structural Model

Although the consequences of intimate partner violence (IPV) for female victims have been widely documented, the psychological and academic correlates of perpetration remain underexplored. This study examines whether emotional distress statistically mediates the association between IPV perpetration and academic presenteeism among male university students.



Article

Emotional Distress and Academic Presenteeism in Male University Perpetrators of Intimate Partner Violence: A Mediated Structural Model

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Abstract: Although the consequences of intimate partner violence (IPV) for female victims have been widely documented, the psychological and academic correlates of perpetration remain underexplored. This study examines whether emotional distress statistically mediates the association between IPV perpetration and academic presenteeism among male university students. A conceptual model was submitted to 360 students from the Universidad Mayor de San Martín in Bolivia. Using validated instruments and Partial Least Squares Structural Equation Modeling, we assessed direct and indirect associations. Findings indicate that 31% of students reported perpetrating at least one form of IPV, with co-occurring university withdrawal and psychological distress being most common. Perpetrators reported higher levels of emotional distress compared to non-perpetrators and exhibited higher academic presenteeism (reduced academic functioning despite physical exhaustion). The structural model indicated a significant indirect effect of IPV perpetration on academic presenteeism through emotional distress ($\beta = 0.107, p < 0.001$), accounting for 36.2% of the total effect. These findings suggest that university men are more prone to emotional symptoms when female partners and support systems are integrating behavioral accountability with counseling, school, and academic support while recognizing the intervention effectiveness assessed in this study.

Keywords: violence against women; university students; perpetration; emotional distress; academic presenteeism; academic performance; mediation model

1. Introduction

Intimate partner violence against women (IPV) is a global public health issue with profound implications for individual well-being and social development. Its occurrence spans across cultures, socioeconomic status, and educational levels, affecting physical, psychological, and labor productivity (García et al., 2015; World Health Organization, 2015). More recently, psychological, physical, and academic distress (IPV) have been linked to cycles of coercion and control, particularly affecting women in heterosexual relationships (Patterson, 2015; Finkelhor, 2015).

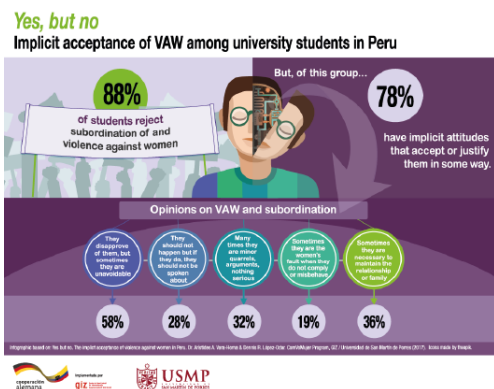
In South America, countries such as Peru, Bolivia, and Ecuador report some of the highest IPV prevalence rates globally, with lifetime prevalence exceeding 40%.

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Peru

Infographic “Yes, but no. Implicit acceptance of violence against women among university students in Peru.”

Infographic “Yes, but no. Implicit acceptance of violence against women among university students in 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.

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.

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

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Abstract: This study examines the role of equitable management in preventing sexual harassment in the workplace and how it predicts the lasting positive or negative impact on productivity in social disasters. A structured survey of 488 women from 76 companies in five regions of southern Peru and a descriptive qualitative analysis show that companies that implement equitable management can reduce the adverse effects of social disasters on sexual harassment. These findings indicate that equitable management is inversely related to misperceptions between $\beta = -0.2282$, $p < 0.001$, social harassment at work $\beta = -0.06$, $p < 0.001$, and turnover intention $\beta = -0.022$, $p < 0.001$ and is positively associated with organizational citizenship behaviors $\beta = 0.2282$, $p < 0.001$ and psychological empowerment $\beta = 0.245$, $p < 0.001$. Social conflict and sexual harassment, on the other hand, increase workplace sexual harassment $\beta = 0.084$, $p < 0.001$ and turnover at work $\beta = 0.077$, $p < 0.001$ and have a considerable impact on the loss of work productivity $\beta = -0.042$, $p < 0.001$. However, in companies with fair and equitable management, the impact is much smaller and mitigated by their good practices. This suggests that equitable management protects against and prevents sexual harassment at work. In addition, it acts as a moderator that reduces organizational citizenship behaviors and facilitates the workplace's quick restoration to normal conditions in disasters. This is an effective tool and strategy for minimizing productivity and organizational performance in crisis times.

Keywords: equitable management; sexual harassment at work; labor productivity in social conflicts and natural disasters; female workers

1. Introduction

In the workplace, critical events such as health epidemics, social conflicts, and natural disasters present challenges that can be devastating to the survival of companies [1]. These challenges can produce serious and significant productivity losses, increased turnover intention, and the emergence of disruptive behaviors, including workplace sexual harassment and other counterproductive behaviors. In response to these crises, many organizations are being forced to work back proactively to restore organizational balance and ensure continuity on the immediate survival of the business. While this strategy may seem appropriate in the short term, evidence also shows significant long-term drawbacks.

In October 2020, Peruvian companies reported a loss of 10.5% of their employees. This is a critical crisis. Similarly, a survey effort was ordered by former President Pedro Pablo Kuczynski. Due to the pandemic, demand for the production of essential goods increased. The resignation of President Dina Boluarte and subsequent the release of Pedro Castillo from imprisonment [2]. Additionally, the arrival of Cyber Storm in March 2021 and



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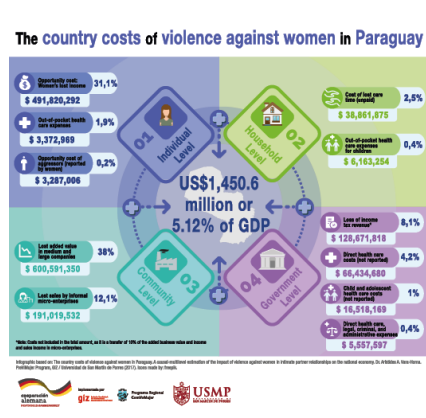
Are Companies Committed to Preventing Gender Violence against Women? The Role of the Manager's Implicit Resistance

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.

Paraguay

Infographic “The country costs of violence against women in Paraguay”

Infographic on the country costs of violence against women in Paraguay.



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