

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.

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

Antonio A. Vera-Ruiz ¹, Esteban R. Acosta-González, Ulises Quiroz-Castro ² and Alberto Díaz-Rodrigo ³

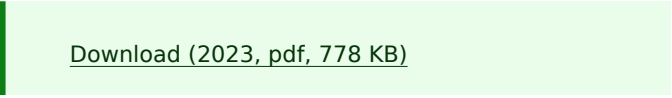
¹ Facultad de Ciencias Administrativas y Recursos Humanos, Universidad de San Martín de Porres, Lima, Perú; ² ³ Universidad César Vallejo, Trujillo, Perú

Abstract. This study aims to explore whether the manager's resistance to gender equality prevents gender violence against women in organizations. A conceptual framework is proposed, and a theoretical model is developed. The model is tested using data from 200 managers in Peru. The results show that the manager's resistance to gender equality is negatively related to the manager's commitment to gender equality. This relationship is mediated by the manager's implicit resistance to gender equality. The results also show that the manager's implicit resistance to gender equality is positively related to the manager's resistance to gender equality. The results also show that the manager's resistance to gender equality is positively related to the manager's resistance to gender equality. The results also show that the manager's resistance to gender equality is positively related to the manager's resistance to gender equality.

Keywords: manager's resistance; gender equality; implicit resistance; prevention; violence against women

1. Introduction

Gender violence against women (GV) is one of the most serious and persistent manifestations of gender-based violence (GBV). GV is defined as any act or course of conduct based on gender that causes death or serious physical, sexual, psychological, or economic harm or suffering to women (United Nations, 2017). The prevalence of GV is high, and it is a global problem. In Peru, the prevalence of GV is 15.8% (Ministerio de la Mujer y Poblaciones Vulnerables, 2018). The prevalence of GV is high, and it is a global problem. In Peru, the prevalence of GV is 15.8% (Ministerio de la Mujer y Poblaciones Vulnerables, 2018). The prevalence of GV is high, and it is a global problem. In Peru, the prevalence of GV is 15.8% (Ministerio de la Mujer y Poblaciones Vulnerables, 2018).



Revision #1
Created 7 July 2025 22:20:35 by Karen López
Updated 7 July 2025 22:35:16 by Karen López