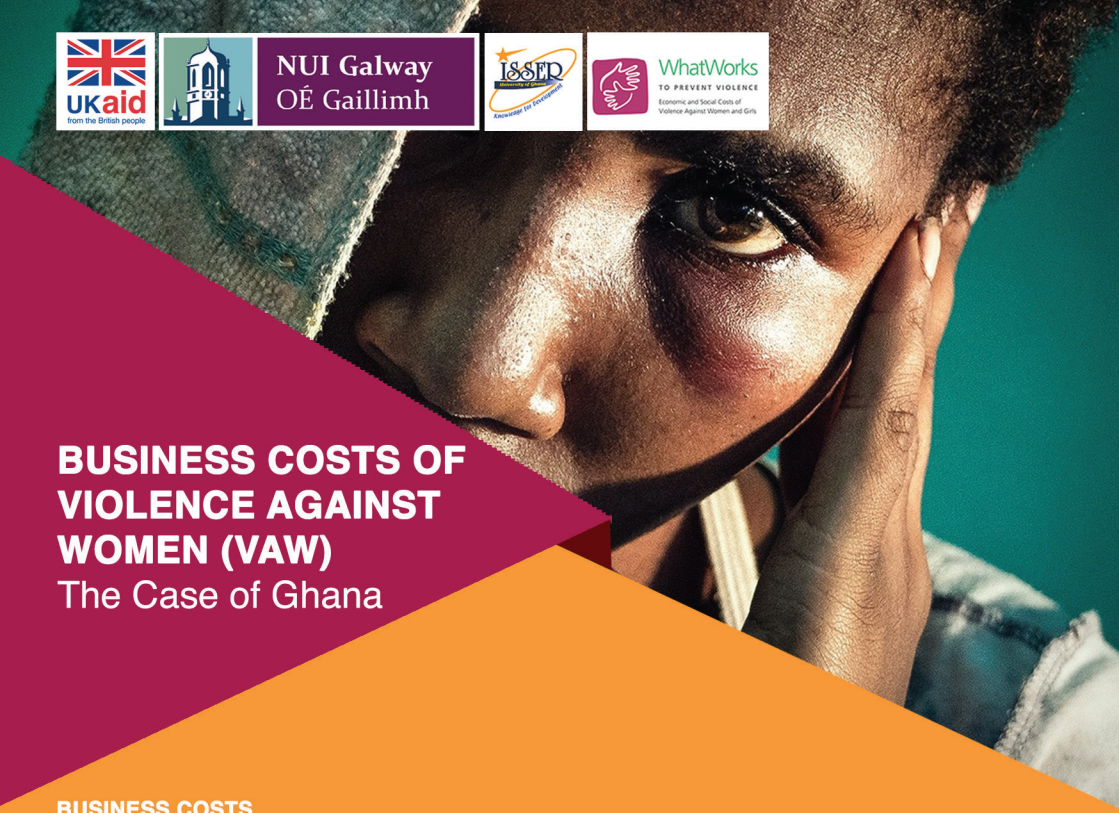


BUSINESS COSTS OF VIOLENCE AGAINST WOMEN (VAW)

The Case of Ghana

BUSINESS COSTS

- Violence against women (VAW) is now acknowledged as a global problem with significant economic costs.
- Despite recognition of potential costs to businesses, few studies have specifically examined the economic impacts of VAW.
- However, VAW has serious repercussions for the business sector, affecting both male and female employees.

KEY FINDINGS

26%

The prevalence rate of females employees experiencing Intimate Partner Violence (IPV) in the last 12 months in Ghana

22%

of male employees reported being violent towards their partner

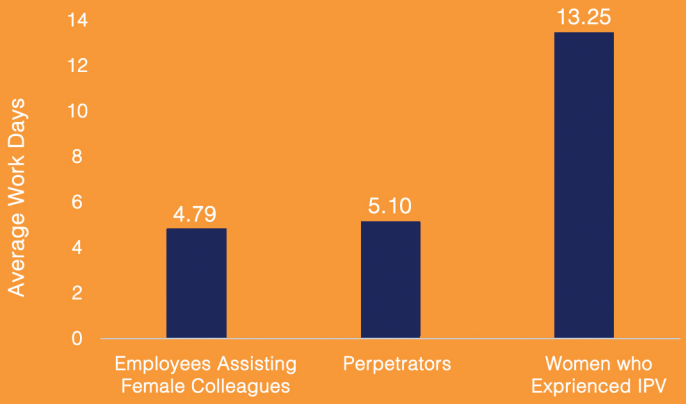
3%

of employees took time off work to assist a female colleague who experienced violence

19%

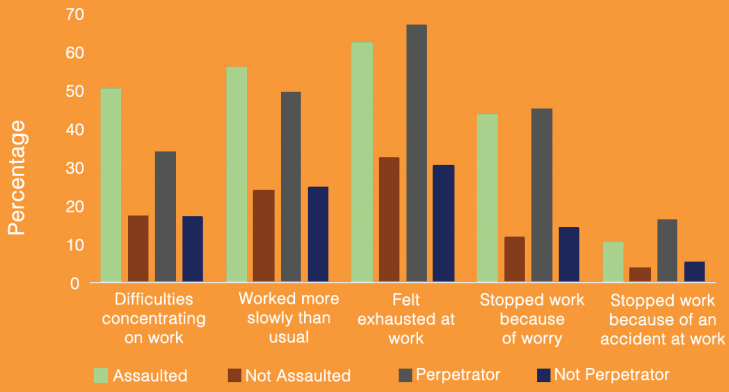
of employees reported assisting female colleagues experiencing IPV

AVERAGE WORK DAYS LOST*



*Includes absenteesim and presenteeism

WORK-RELATED EFFECTS: A COMPARISON



CONCLUSIONS

VAW is not just a domestic issue within the four walls of the household, it adversely impacts the business sector - key points:

- Results suggest a strong association between domestic violence and productivity impacts for survivors and perpetrators.
- These initial findings suggest that the scale of loss due to VAW arising in the business sector could be significant.
- Investment in mitigating VAW can be beneficial to individual businesses in terms of output and margin through reduction of lost labour hours, and through increased productivity of female and male employees.