

Cost to business

Extending beyond the individual and community, domestic violence also has a significant economic impact at the business level due to reduced labour productivity. Though this is an area that has received little research attention to date, studies illustrating the impact of domestic violence on both female and male employees, as survivors and perpetrators respectively, are beginning to gain momentum^{1,2} Estimating the costs of domestic violence for businesses enables one to better capture the wider impact of this violence in terms of individuals' employment. Businesses have the resources to address domestic violence and, once informed of the benefits, they can design and implement the relevant policy and procedures.

Costing the impacts of gender-responsive budgeting to business: a practical tool

The majority of methods to estimate the cost of domestic violence to business are deductive or top-down in nature; rely on national datasets (and therefore are patchy); highly technical and cost-intensive; and focused on individuals. The available methods for business are similar to those used for calculating household costs: econometric method, propensity score matching, willingness-to-pay principle, and disability-adjusted life year (DALY)/quality-adjusted life year (QALY) accounting method. The type of costs calculated include staff time lost due to domestic; services provided by businesses to address the violence experienced by women; and financial support provided to women to access other services.³

Calculating direct costs for the company



To complement the data collected and provide a robust estimate of costs, a company needs to collect additional contextual data, which can be obtained through formative research (desk review, interviews, pre-study, etc.) on the following areas: help-seeking behaviours; different forms of domestic violence (local terms and concepts); and the types of services used to respond to domestic violence within firms themselves (counselling, hotlines, etc.).

¹ Aristedes Alfredo Vara Horna, "Violence against women and its financial consequences for businesses in Peru" (Lima, GIZ, 2013), p.13.

² Aristedes Alfredo Vara Horna, "Violence against women and its financial consequences for businesses in Bolivia" (La Paz, GIZ, 2015), p.14.

³ David Walker and Nata Duvvury, "Costing the impacts of gender-based violence (GENDER BASED VIOLENCE) to business: a practical tool" (London, Overseas Development Institute, 2016).