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Influence Of Gender and Domestic Violence Against Women on Job Performance In 2020

Influencia De La Violencia De Género E Intrafamiliar Hacia La Mujer En El Desempeño Laboral En 2020.

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Abstract

The high percentage of declining work performance of women in the city of Santo Domingo is directly related to the alarming rise in interfamily abuse. Gender violence in Ecuador and Latin America, as well as in the rest of the world, has been a problem as old as the constitution of societies themselves. From 2017 onwards, Ecuador has carried out some concrete actions that seek to stop gender violence and its consequences. Beyond the denaturalization of this social problem, the causes and consequences that have generated gender violence in Ecuador against women must be contextualized. Specifically, the consequences that result in the productive and labor activities of women, which contribute to the economic development of the country. This research uses a quantitative approach to measure the impact of gender violence on job performance. The historical gap in the obtention of job positions between men and women, both in the formal and informal sectors, has been significant. Only 26.4% of the 3.3 million women who are part of the economically active population (EAP) in Ecuador held full-time jobs.

Keywords: *Women, Employment, Abuse, Unemployment.*

Resumen

El elevado porcentaje del decreciente desempeño laboral en las mujeres de la ciudad de Santo Domingo se relaciona directamente con el alza alarmante de maltrato interfamiliar. La violencia de género en Ecuador y en América Latina, así como en el resto del mundo, ha sido un problema tan antiguo como la constitución de las mismas sociedades. El Ecuador, desde el 2017 en adelante, ha realizado algunas acciones concretas que buscan frenar la violencia de género y sus consecuencias. Más allá de la desnaturalización de este problema social, se debe contextualizar las causas y consecuencias que ha generado la violencia de género en el Ecuador contra la mujer, y específicamente las consecuencias que devienen en las actividades productivas y laborales de mujeres, que contribuyen al desarrollo económico del país. El presente artículo de investigación utiliza un enfoque cuantitativo para medir el impacto de la violencia de género en el desempeño laboral. La brecha que históricamente ha existido en la ocupación de una plaza de trabajo, tanto en el sector formal e irregular, entre hombres y mujeres, ha sido diametralmente marcada, ya que solo el 26,4% de los 3,3 millones de mujeres que son parte de la población económicamente activa (PEA) en Ecuador mantuvieron un empleo pleno.

Palabras Clave: *Mujer; Empleo, Maltrato, Desempleo.*

Introduction

Gender violence represents a serious problem for humanity today; because it affects all countries and

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millions of people; especially women and girls, although no one is exempt from suffering from it. The World Health Organization warned in 2012 that “violence against women and girls constitutes a problem of pandemic proportions” (Artiles de León, 2014).

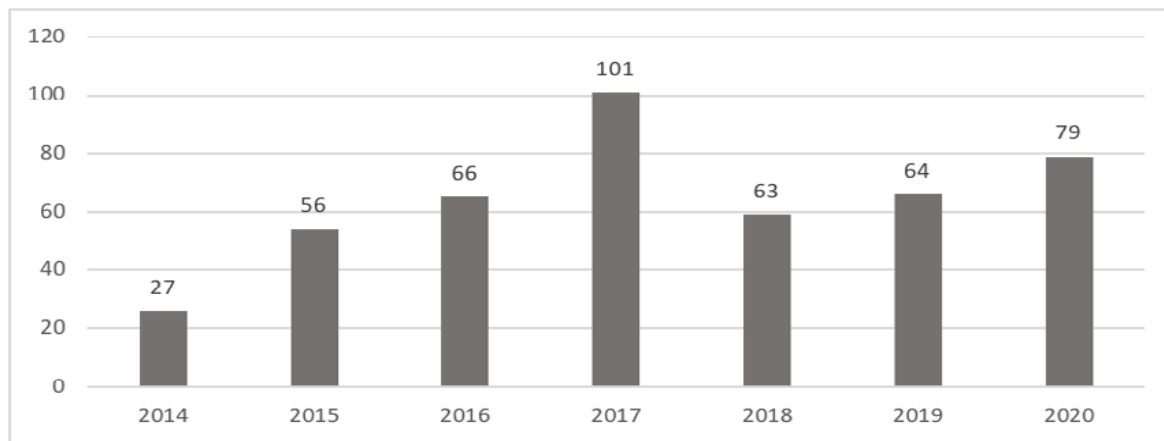
The Declaration on the Elimination of Violence against Women, approved in United Nations General Assembly resolution 48/104 on December 20, 1993, and published on February 23, 1994, is the first international document to address this type of violence clearly and specifically. In its first article, it defines violence against women as any act of gender-based violence that results in or is likely to result in, physical, sexual, or psychological harm or suffering to women. This also includes threats of such acts, coercion, or arbitrary deprivation of liberty, whether it occurs in public or private life. (Yugueros García, 2014)

According to the details provided by Buvinic et al. (1999), violence against women, especially when it occurs within the home, is an obstacle to a country's development. This is because it restricts the exercise of rights for half of the population, undermines their freedom and well-being, and also imposes economic costs on families, communities, and the state.

So, it can be considered that through the identification of tangible and intangible costs, the relationship between development and violence against women is recognized (García, 2005). However, to achieve such development, the Fourth World Conference on Women (1995) indicates that education is an indispensable tool because it enables individuals to become agents of change towards gender equality. A comparative study on domestic violence in nine developing countries showed that educated women tend to reject the practice of domestic violence. Nevertheless, discrepancies found in the type of information available in each country about violence against women did not allow for correlating the level of education with violence against them (Johnson & Leone, 2005).

In Ecuador, the Organic Integral Penal Code, in Article 155, defines violence as "any action that involves physical, psychological, or sexual abuse carried out by a family member against a woman or other members of the family unit" (National Assembly of Ecuador, 2018).

It is common to look within families and societies at how the negative numbers of domestic violence are increasing (Acebo del Valle et al., 2018), and it can be seen that, on average, one-fifth of girls are victims of sexual abuse, a quarter of children have been physically abused; and, a third of women have suffered physical or sexual violence from their partner at some point in their lives, data that is growing alarmingly according to the World Health Organization (2021).



Source: Attorney General's Office of Ecuador (2021).

In this context, data from the United Nations Organization shows that the COVID-19 pandemic has

generated a significant increase in rates of intimate partner violence. In Ecuador, data from the State Attorney General's Office allow us to identify the magnitude of gender violence in Ecuador (Council of the Judiciary, 2018), and its increase as a result of the COVID-19 pandemic. Figure 1 shows the evolution of the number of femicides in Ecuador since 2014, and it is observed that the year 2020 presents the second-highest value of the historical series. According to the Comprehensive Organic Penal Code (COIP), in its article 141, femicide is defined as the person who, as a result of power relations manifested in any type of violence, kills a woman for the fact of being a woman or because of her gender condition.

The issue of domestic violence has root causes, including a lack of opportunities for formal education, extreme poverty rates in the majority of the world's population, and inadequate state assistance with social and economic development programs. All of this highlights that the immediate visible effects of this problem generally result in poor and low productivity among individuals affected by this social issue when it comes to their work performance (UN Women, n.d.).

In Ecuador, in recent years, there has been a notable increase in scientific research concerning the state of gender-based violence. This is substantiated by the findings presented by Más Camacho et al. (2020) in their empirical study conducted in the Bolívar province, Ecuador. Their research concludes that key factors contributing to domestic violence include jealousy related to infidelity, unemployment leading to economic strain, issues related to alcoholism and substance abuse, as well as the lack of adequate housing.

Joint actions at the global level, framed within the Sustainable Development Goals, which consider gender equality and the empowerment of all women and girls as a fundamental human right, achieved positive results to help countries confront violence from any perspective, although there is still a long way to go. Today, the world is facing a pandemic that has hit the entire humanity without discrimination based on gender, age, socioeconomic situation, or any other connotation that could privilege someone.

The pandemic has forced families all around the world into long quarantine periods. However, instead of diminishing, intrafamily issues have been alarmingly on the rise. Psychological pressure, the anxiety of confinement, economic hardships, and limitations have exerted strain on interpersonal relationships, causing them to weaken and deteriorate. The United Nations stresses that in some countries, the number of calls to assistance hotlines has increased fivefold due to the surge in rates of intimate partner violence brought about by the COVID-19 pandemic.

The social impact of this research is expected to yield a positive outcome, as long as the study can provide insights to comprehend vulnerable sectors within the family, such as women and children. It is crucial to acknowledge that there are alternatives to improve their quality of life, provided that organizations become aware of the complexity of this social issue. The research is also anticipated to offer a series of recommendations aimed at mitigating this social problem to some extent. This will contribute to the well-being of these vulnerable groups and help create a more supportive and safer environment for them.

Violence against women, however, has become a significant issue in recent years, leading to profound consequences and setbacks. Often, local, national, and global authorities merely serve as observers of the statistics and evolution of this violence against women. In line with the description above, Table 1 presents data regarding the overall violence that women experience throughout their lives.

In this regard, it would seem that little or nothing is done to address this issue. Moreover, the contribution that women make to the state's productive machinery has also been significantly affected over time (INEC, 2019). In Ecuador, data from the National Survey on Family Relationships and Gender Violence against Women (ENVIGMU) provides information about gender-based violence at the national and regional levels.

Table 1: Incidence of gender violence in Ecuador and Pichincha.

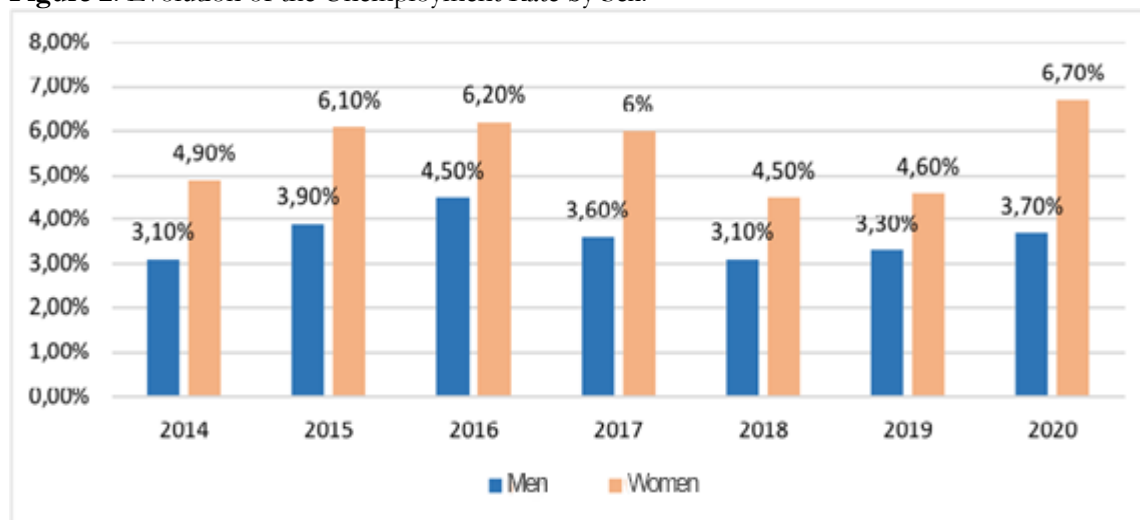
Type of gender violence	Nacional level	Pichincha Level
Percentage of women who have lived some type of gender violence in the educational field	19.2%	23.7
Percentage of women who have lived some type of gender violence in the labor sphere	0.1	28.2
Percentage of women who have lived some type of gender violence in the social ambit	32.6	41.2
Percentage of women who have lived some type of gender violence in the Familiar scope	20.3	23.3
Percentage of women who have lived some type of gender violence by their current or former partner	42.8	44.5

Source: National Institute of Statistics and Censuses, INEC (2019)

The consequences of this social issue are manifold, but within this study, specific attention is given to the ability of women to respond and perform efficiently in their work environment while dealing with this burden. The deterioration of the Ecuadorian labor market has worsened due to the COVID-19 pandemic, according to data from the National Survey of Employment, Unemployment, and Underemployment (ENEMDU) by the National Institute of Statistics and Censuses (INEC). The following Table 2 identifies the main gender gaps in the Ecuadorian labor market, showing significant gender disparities in key labor indicators, including unemployment, income, and informality in employment.

Table 2: Gender Gaps in the Ecuadorian Labor Market.

Indicators	Men	Women
Unemployment rate by sex at the national level	4.8%	7.2%
Average labor income by sex (USD) at the national level	372.1	328.0
Average working hours by sex (hours) at the national level	37:13	31:34
Percentage of the population in the informal sector by sex at the national level	44.8%	48.6%

Figure 2: Evolution of the Unemployment Rate by Sex.

Source: National Institute of Statistics and Censuses, INEC (2021).

Furthermore, in one year, the percentage of women in full employment dropped from 30.1% to 26.4%. In other words, in September 2020, only 894,189 women worked 40 hours per week and received at least a basic salary, equivalent to \$400 monthly in 2020 (Coba, 2020). Analytical studies confirm the existence of a gender pay gap in the national labor market. Rivera Vázquez & Araque Jaramillo (2019) concluded that women earned 9% less than men in 2017, a fact that confirms the historical existence of inequality in remuneration in the national labor market.

Regarding the impact of gender violence on labor productivity, there is not much empirical work at the national and regional levels. Arango et. al (2019) analyze the incidence of domestic violence on the productivity of the textile sector in Colombia, based on a qualitative analysis, and conclude that domestic violence is a factor that affects the low level of performance and productivity of female workers. On the other hand, Bernabé Fuentes (2017) evaluates in the city of Santo Domingo the extra-work factors that lead female workers to be absent from their workplaces, especially gender-based violence, and concludes that these factors generate high costs for organizations and delays in achieving results. However, there are no quantitative studies conducted at the Santo Domingo level to measure the impact of gender-based violence in the productive sphere.

Methods

For this article, initially, a literature review was conducted on databases such as Scielo, LILACS, and in libraries of higher education institutions, considering scientific articles not older than 5 years that had the keywords in some field: abuse; gender-based violence; domestic violence; job performance. The information was reviewed, and the necessary elements for the study's development were summarized.

In the second instance, field research was implemented; since it was necessary to collect information *in situ* through the application of techniques such as interviewing experts on the topic of gender violence; and a survey directed at a representative group of affected women; apparently because of this social pathology.

The study used an exploratory and random approach that allowed us to have an overview of the presence of the problem of gender and domestic abuse against Quito women, particularly in the economically active female sector.

The quantitative and qualitative analysis carried out with the information collected from the survey and interview allowed to validate the problem that led to the investigation. In addition, it helped define possible actions or strategies that allow to reduce this social problem.

It was taken into account to use questions that were easy to understand, short, phrased affirmatively, and with mutually exclusive multiple-choice answers. The survey was validated by experts unrelated to the project and compared with similar studies conducted in other parts of the world.

On the other hand, the methods and techniques used initially included the inductive method, which is characterized by moving from the particular to the general. It was used in the analysis of the theoretical foundations that make up the article and allowed the evidence collected to verify the likelihood of the arguments established in this project (Andrade et al., 2018).

The deductive method is the process that goes from the general to the specific, obtaining precise conclusions, this forms a structure in the research work (Westreicher, 2020).

On the other hand, the analytical-synthetic method analyzes each part of the information and combines it into a whole. This method allows obtaining answers, which will be obtained through different instruments to complete the entire project effectively (Editorial Etecé, 2021). In the research, the

instrument used was the survey, as it allowed for validating the problem and understanding how domestic violence affects women in the workplace.

For this project, a non-probabilistic sampling method was used, and the design type is convenience sampling, or at the investigator's discretion. Variability analysis was considered, and Microsoft Office Excel was used for data management, as it is user-friendly. The collected data were coded into pivot tables and easy-to-understand figures. Additionally, statistical measures like means and standard deviations were employed to assess the gender influence.

In the city of Santo Domingo, there are 640,753 urban households. Data that was obtained from INEC (2019) and a margin of error of 5% will be considered. In addition, non-probabilistic sampling is applied, since this method divides the population into subgroups, and participants are selected according to pre-specific quotas in relation to demographic characteristics.

In this sense:

Population: 640753 $P=0.5$

$Q=0.5$

$Z= 1.96$

$D=0.05$

Therefore, a sample of 384 women is taken with the following inclusion criteria: mothers, middle class, middle-lower class, professionals with basic to higher education, and who live in the city of Santo Domingo, Metropolitan District: central - South and North. Due to the health situation, the survey was administered through a Google form that was sent to emails.

Results

As for the research results, the first aspect analyzed was the composition of the surveyed households to identify their family dynamics. Among all the respondents, 71.4% have households consisting of both a mother, father, and children, while 5.7% are comprised of mothers and children. In conclusion, the majority of the households are biparental.

The following Table shows the household members of each woman surveyed.

Table 3: Household Members.

Options	No. Responses	Percentage
Mother, father and children	274	71.4%
Mother, children, and others	88	22.9%
Mother and children	22	5.7%
TOTAL	384	100%

Within the socioeconomic level of the family group, 95.7% of families have a middle-class socioeconomic level, while 4.3% are from lower class, as shown in Table 4.

Table 4: Socioeconomic Level of the Family Group.

Options	No. Responses	Percentage
Upper class	0	0
Middle class	367	95.7%
Lower class	17	4.3%
TOTAL	384	100%

Regarding the economic contribution of household members, it's noteworthy that 70% are fathers, and

67.1% are mothers who work and contribute to household expenses, while in 45.7% of cases, it's the children who contribute to household expenses. In conclusion, in the majority of households, both mothers and fathers work and contribute to expenses (Table 5). As for the level of education, out of all the respondents, 77.1% of families have a higher level of education, 21.5% have a medium level of education, and 1.5% have only a basic level of education (Table 6).

Table 5: Household Members Who Work and Contribute to the Family.

Options	No. Responses	Percentage
Others	22	5.7%
Children	175	45.7%
Mother	258	67.1%
Father	269	70%
TOTAL	724	188.50%

Table 6: Family Educational Level.

Options	No. Responses	Percentage
Superior	296	77.1%
Medium	82	21.4%
Basic	6	1.5%
TOTAL	384	100%

After identifying the sociodemographic characteristics of the households surveyed, the following results are presented on the levels of violence and impact on the work productivity of women in Santo Domingo.

The type of relationship and harmony in the home is considered as seen in Table 7.

Table 7: Characterization of the Type of Relationship and Harmony Within the Home.

Options	No. Responses	Percentage
Very good	186	48.6%
Well	148	38.6%
Regular	50	12.9%
Bad	0	0
TOTAL	384	100%

Of all respondents, 48.6% say that the relationship and harmony at home are very good, 12.9% say that it is regular, and none of the respondents mentioned that the harmony and relationship at home are bad.

Table 8: Presence of family abuse within the Home.

Options	No. Responses	Percentage
Never	253	65.7%
Sometimes	71	18.6%
Yes	60	15.7%
TOTAL	384	100%

The emotional state that is generated within the home, and how it affects their level of productivity in their work environment, are shown in Table 9. Of all respondents, 44.3% are sometimes affected in their work environment by the state emotional state that is generated in their home, 35.7% mention that it does not affect them and 20% indicate that the emotional state does affect their work environment.

Table 9: Level Of Productivity Reflected in The Work Environment as A Consequence of the Emotional State.

Options	No. Responses	Percentage
Sometimes	170	44.3%
Never	137	35.7%
Yes	77	20%
TOTAL	384	100%

When asked to what extent the good or bad relationship you have at home affects your work performance. Of all respondents, 48.6% see their work performance as little affected by the relationship they have at home, and, in contrast, 18.6% comment that it greatly affects their work performance (Table 10).

Table 10: Amount to Which Work Performance Is Affected as A Consequence of Emotional Relationships Within the Home.

Options	No. Responses	Percentage
A bit	187	48.6%
Nothing	126	32.9%
A lot	71	18.6%
TOTAL	384	100%

Conclusions

The research conducted leads to the conclusion that gender-based and intrafamily violence against women significantly influences work performance. The results based on socioeconomic criteria highlight that gender-based and intrafamily violence affects women from lower-class households more. Additionally, the consequences of gender-based violence on labor productivity are stronger for women from lower-class households. Similarly, much higher impacts are identified in households with low levels of education. In this regard, it is necessary to consider the importance of economic conditions within gender-based violence issues in public policies. Questioning how domestic violence can be prevented implies asking about the stage in which the population is regarding the social perception of the issue, the current state of research on the topic, and the political will of the country to formulate a comprehensive prevention policy that encompasses the education, health, justice, and social action sectors.

Domestic abuse and gender inequality, as social pathologies, have directly influenced the performance and productivity of women, even reaching a 20% impact in a sector that today is an interactive actor in the economic development of the country. It is a fundamental task of the prevention and care model to guarantee the physical, psychological, economic, and social security and integrity of people affected by domestic violence.

The lack of will and leadership of the main authorities of the State have allowed this social pathology to be instituted, and to be seen as an inevitable and unsolvable problem, based on their false idiosyncratic, cultural, and educational belief acquired and fostered over time. Likewise, the State's lack of decision to rigorously materialize the country's gender equality policies means that the rights of women and children are violated, and the family environment is disrupted. The deep historical and cultural roots that violence has in the domestic context mean that asking about its prevention implies questioning the very basis of the patriarchal culture in which we have all been born.

It is important to build relationships of equality and equity with one's partner and family because it is an everyday task that involves, first and foremost, recognizing that no one deserves to be mistreated, that

nothing justifies violence, and, above all, that we are individuals, not objects, and therefore have the right to be treated with respect, free from all *forms* of discrimination, coercion, or manipulation. It is urgent to acknowledge the enormous costs of not addressing the issue of domestic violence, including direct costs on an individual and societal level, as well as indirect costs affecting individuals, families, the community, and society as a whole.

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