

# Measuring Social Norms Related to Sanctions, and Sexual Harassment of Women at Work

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## INTRODUCTION

- Structural sexism at workplaces manifests via norms that constrict women's social and economic participation
- Few measures have assessed norms against women working outside their homes
- We present descriptive findings on sanctions against women's work and sexual harassment, in Ethiopia, Kenya, and Zimbabwe

## METHODS

- Findings are from the World Values Survey (WVS) 2020, a population-based survey on social attitudes and norms conducted across over 120 countries
- Data offer first time population estimates on social norms against women's work in Ethiopia (N=1230 adults; 622 men and 608 women), Kenya (N=1266; 637 men and 622 women), and Zimbabwe (N=1215 adults; 600 men and 615 women).

## CONCLUSION

- Our results underline the need for addressing social norms related to sexual morality sanctions for women who work
- Social sanctions against women's work are prevalent across countries; they prohibit women from full social and economic participation, sexualizing and threatening those who are non-adherent to traditional gender roles
- To achieve gender equality, policies must intervene on social norms related to sanctions, as well as address sexual harassment of women in public spaces and the workplace via enforcement of policies
- From measurement and research perspective, more measures related to such sanctions are to be implemented across different geographical and cultural contexts for comparative assessments

## RESULTS

- Findings on norms were largely comparable by sex across national settings
- Higher prevalence of social sanctions against women's work in Zimbabwe (51%-56%), compared to Kenya (34%-37%) and Ethiopia (11%-14%)

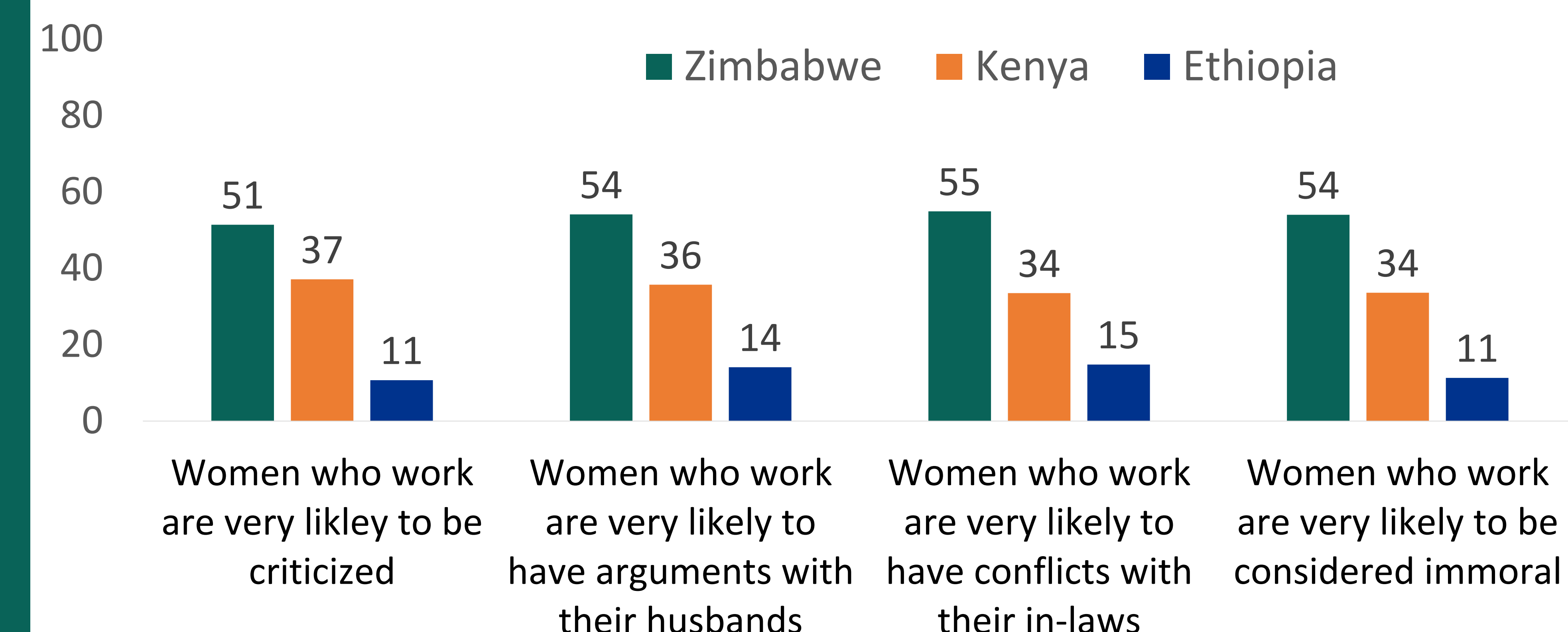


Figure: Social sanctions for women who work (estimates in %)

- For those working outside their homes, around 24% in Zimbabwe, 14% in Kenya, and 5% in Ethiopia reported that women at their workplace experienced sexual harassment either daily or frequently
- Sexual harassment of women in public places was also reported to be common in Zimbabwe (55%) and Kenya (51%)