

TOOL 4.3

Guidelines for Finding and Assessing Available GBVH Data

- » **GOAL:** Provides guidance on identifying and assessing GBVH data specific to your company
- » **TARGET UNITS:** Community Engagement, Employee Assistance, Internal Communications, Human Resources, Legal, Medical, Occupational Health and Safety (OHS), Gender Focal Points, Security, and Unions

Data is a crucial tool for understanding gender-based violence and harassment (GBVH). Data on GBVH can be obtained from different sources, including qualitative, quantitative, and mixed method approaches. Qualitative methods in GBVH research include interviews, focus groups, and observations, among other approaches. Quantitative methods in GBVH research produce information that can be summarized in numbers and can be useful for drawing conclusions about a broader group. Quantitative methods include surveys, case management tools, client satisfaction surveys, pre/post tests, etc.⁴⁴ Mixed methods is a research approach in which researchers collect and analyze both quantitative and qualitative data within the same study—for example, a cross-sectional survey combined with qualitative data collection activities.

Official statistics are usually compiled and produced by national statistical offices and are based on data from surveys and/or administrative sources. It is important to note that for GBVH, these sources often capture only a fraction of the actual prevalence⁴⁵ and incidence⁴⁶ of violence. Other sources can include sample surveys. These may not be statistically representative, but they are useful when no other statistically representative⁴⁷ information is available, or when organizations dealing with reported cases of violence against women have limited case records on hand (such as the police, health, justice, or and social services).

It is important to note that for GBVH, **official sources often capture only a fraction** of the actual prevalence and incidence of violence.

When considering data about GBVH:

- Not all countries will have comprehensive data about all forms of GBVH

⁴⁴ The Global Women's Institute, George Washington University, [Gender-Based Violence Research, Monitoring, and Evaluation with Refugee and Conflict-Affected Populations: A Manual and Toolkit for Researchers and Practitioners](#).

⁴⁵ Prevalence refers to the number of persons within a demographic group (e.g., female or male) who are victimized during a specific time period, such as a person's lifetime or the previous 12 months.

⁴⁶ Incidence refers to the number of separate victimizations, or incidents, perpetrated against persons within a demographic group during a specific time period.

⁴⁷ A statistic is representative if it represents the attributes of a known parameter in the population. When the statistic does not represent the population parameter, it is called unrepresentative.

- Most countries will not have data on workplace bullying, sexual harassment, or sexual exploitation and abuse connected to the workplace
- You can use proxies to assess GBVH risks
- The most commonly used proxy for all forms of GBVH is intimate partner violence. Data from the UN Women Global Database on Violence Against Women can be found [here](#).
- Causes and risk factors that can exacerbate GBVH include:
 - › High levels of gender inequality, including gender stereotypes, multiple and intersecting forms of discrimination, and unequal gender-based power relations
 - › Low levels of GBVH services
 - › Remote worksites
 - › Labor influx/use of transient workers
 - › Use of military or private security forces
 - › Heightened fragility due to recent or ongoing conflict
- Other data sources for GBVH and gender inequity include:
 - › [The WEF Global Gender Gap Report](#): Benchmarking report across 153 countries on progress toward gender parity, including the prevalence of GBVH.
 - › [The World Bank Group's Gender Data Portal](#): Source of sex-disaggregated data and gender statistics including country-level GBVH statistics.
 - › [UN Multi-country Study on Men and Violence in Asia and the Pacific](#): Assessment of men's experience of violence, including their perpetration of violence against others.
 - › [UN Women Global Database on Violence against Women](#): A 'one-stop shop' for information on prevalence and measures undertaken by governments to address violence against women.
 - › [USAID Demographic and Health \(DHS\) Program STATcompiler](#): Tool to collate demographic and health indicators across more than 70 countries, including prevalence data on women's experience of sexual violence and physical violence.
- You may also be able to source industry-specific data of GBVH risks. Most of the data available is company- or country-specific and may not be comparable. However, it may still be helpful to build your company-specific business case.

How do you know if the data is reliable?

Generally speaking, quantitative data about prevalence that is collected by the national statistical office is the most accurate. However, there are variations in how countries collect data. UN Women analyzed the country data available globally and standardized the findings.⁴⁸

⁴⁸ UN Women, [Global Database on Violence Against Women](#).

When you assess other sources of quantitative data, check the sample size and how the sample was chosen. Small sizes can indicate that the data findings may not be statistically significant.⁴⁹ The choice of sample size may also bias the data collected. If the sample has been chosen for convenience⁵⁰, it may not necessarily be bad data, but the sample size needs to be large enough for the findings to be reliable. In many instances, GBVH researchers chose a sample of convenience where participants can opt in as they want to ensure that participation is voluntary.

Qualitative data is very useful to gain a more nuanced understanding of the issues. Qualitative data is usually context specific and can investigate dynamics and response to GBVH at the company and community level. Qualitative data is not usually useful to establish prevalence, however, the data will give you more of an understanding of the experience of those experiencing GBVH and those who respond to GBVH. It can also identify strengths and challenges with policies and procedures.

Mixed methods research that involves both qualitative and quantitative data can be helpful as it can triangulate findings giving you an overall view of prevalence and more detailed descriptions of experience and processes. Remember though, that all data is only as good as the research methodology that underpins it. For more information about conducting research on GBVH, see the [World Health Organization's guidelines on researching violence against women](#)⁵¹.

GBVH can affect workplace culture and lead to employee disengagement.

Disengaged workers have

49% MORE ACCIDENTS

60% MORE ERRORS & DEFECTS

37% HIGHER ABSENTEEISM

and an almost

50% INCREASE IN VOLUNTARY TURNOVER

Source: Emma Seppälä and Kim Cameron, "[Proof That Positive Work Cultures Are More Productive](#)," *Harvard Business Review*, 2015.

⁴⁹ Statistical significance indicates that an effect you observe in a sample is unlikely to be the product of chance

⁵⁰ For more rigorous results, a randomized controlled trial (RCT) is used. An RCT is an experimental form of impact evaluation in which the population receiving the program or policy intervention is chosen at random from the eligible population and a control group is also chosen at random from the same eligible population. H. White, S. Sabarwal, and T. de Hoop, "Randomized Controlled Trials (RCTs)," *Methodological Briefs: Impact Evaluation 7*, Florence: UNICEF Office of Research, 2014.

⁵¹ M. Ellsberg and L. Heise, [Researching violence against women: practical guidelines for researchers and activists](#). World Health Organization, 2005.