

MAPPING GLOBAL WORKPLACE SEXISM: THE ISRAELI CONTRIBUTION TO THE WORLDWIDE SEXISM SURVEY (WSS-Q)

Reut Hendel & Itamar Levy
Advisor: Dr. Orly Bareket
Department of Psychology, Ben-Gurion University of the Negev

INTRODUCTION

Sexism in the workplace remains a persistent global issue (Smith, 2025). Although overt forms are increasingly condemned (England et al., 2020; Scarborough et al., 2019), more subtle expressions continue to shape women’s experiences (Bareket & Fiske, 2023; Zehnter & Ryan, 2023). The Worldwide Sexism Survey Questionnaire (WSS-Q) maps exposure to nine sexist ideologies across cultures (Zehnter et al., in prep). This poster presents findings from the Israeli sample.

OBJECTIVE

- Translate and culturally adapt the WSS-Q into Hebrew.
- Administer the survey to a representative sample (Israeli working women).
- Contribute to the international dataset to assess cross-national variation in the prevalence, perception, and outcomes of sexist ideologies.

As part of a preregistered global study, no prior hypotheses were set for the Israeli sample; the current analysis explored exposure patterns across sexism types and perspectives, and their links to wellbeing indices.

METHODOLOGY

- **Instrument:** WSS-Q — 48 items across 9 sexist ideologies (e.g., hostile, benevolent, modern sexism), plus 3 outcome items (e.g., mental well-being, self esteem).
- **Translation Process:** Forward and backward translation, reconciliation, and cultural adaptation per WSS guidelines.
- **Participants:** 332 working Israeli women (ages 18–65), recruited via Panel4All.
- **Administration Platform:** Online via SoSci Survey (GDPR-compliant and pre-programmed).

RESULTS

Exposure differed across sexism types, $F(8, 2648) = 57.11, p < .001$.

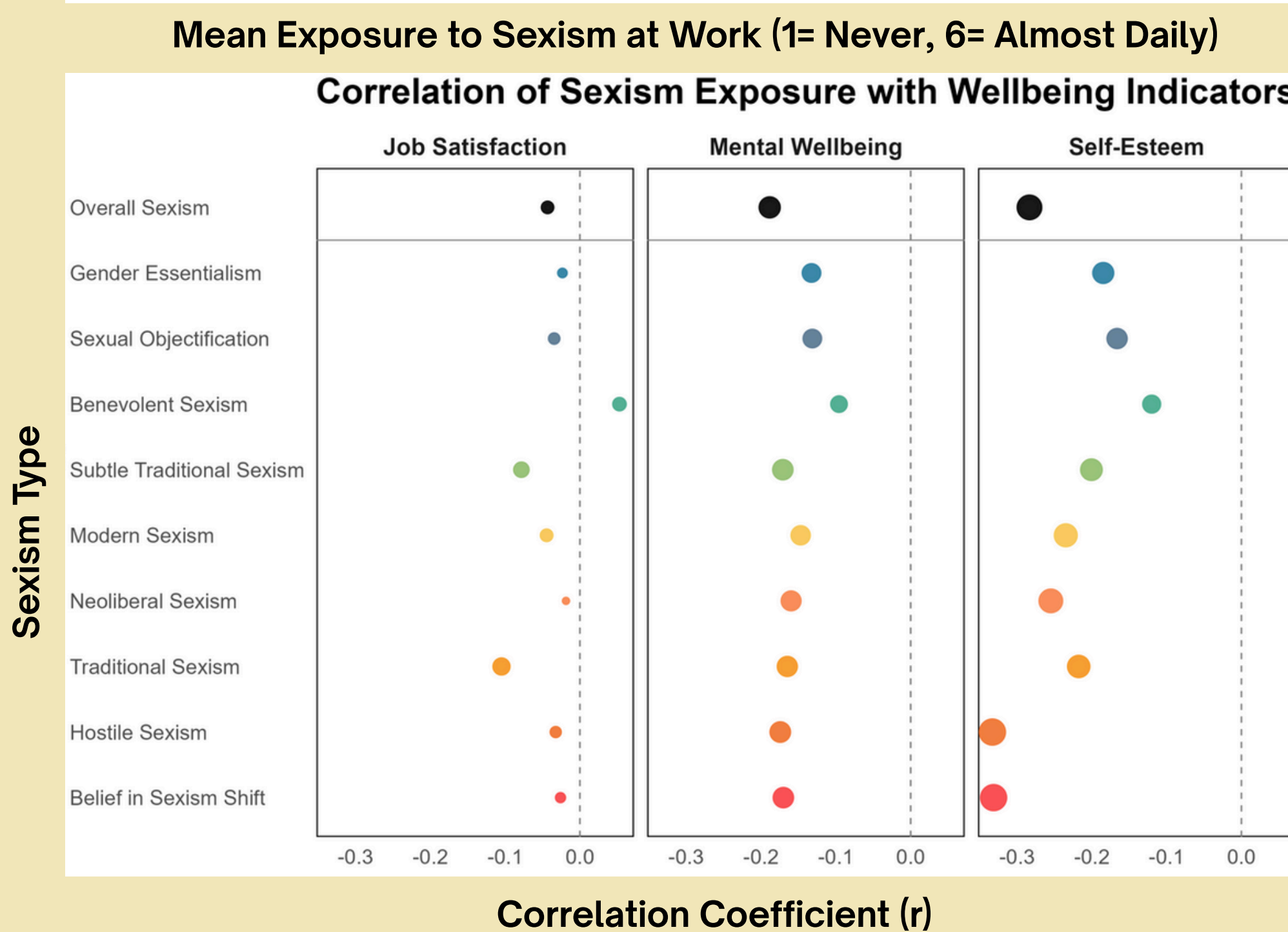
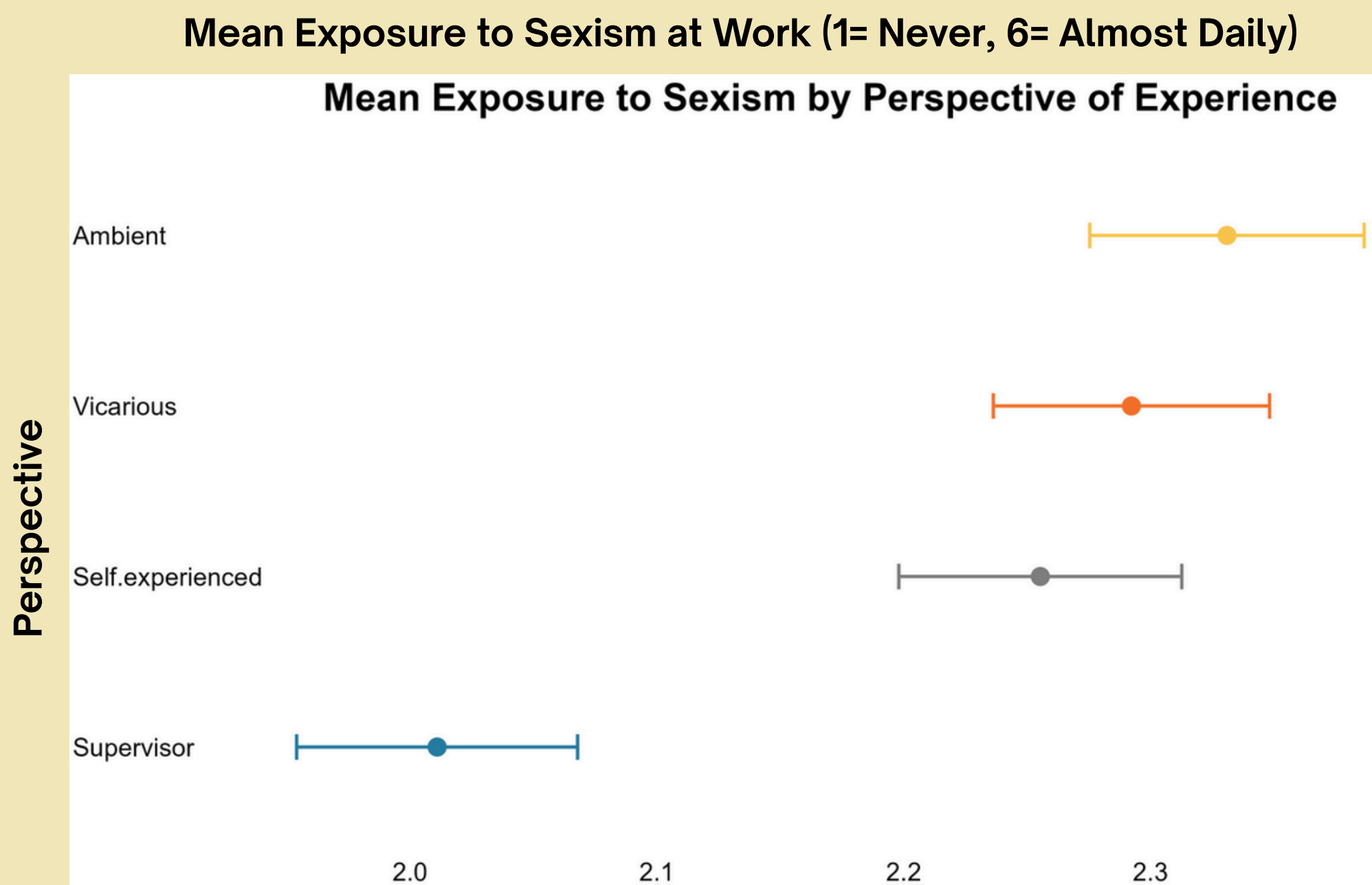
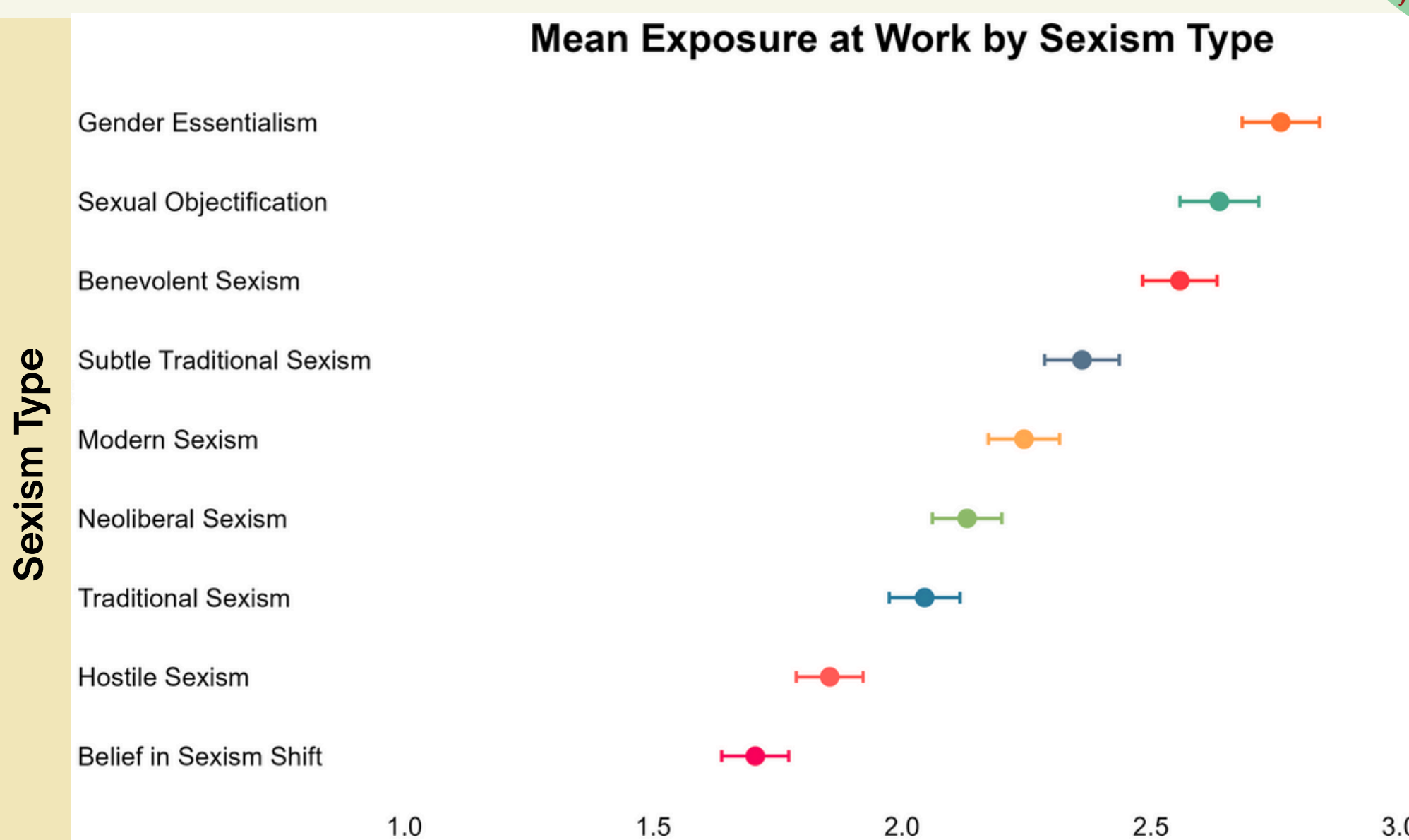
- Gender essentialism, sexual objectification, and benevolent sexism were most commonly reported.
- Traditional, hostile, and reverse sexism (belief in sexism shift) were least reported.

Exposure also differed by context, $F(3, 993) = 98.68, p < .001$.

- Highest exposure occurred in ambient and vicarious contexts.
- Supervisor-perpetrated sexism was least reported, significantly lower than all other contexts ($ps < .001$).
- Self-experienced exposure fell in between—higher than supervisor ($\Delta = 0.24, p < .001$) but lower than ambient ($\Delta = -0.08, p = .003$).

Sexism exposure was associated with poorer wellbeing outcomes.

- Strongest effects were observed for self-esteem: most sexism types showed significant negative correlations ($rs = -.17$ to $-.33; ps < .05$).
- Overall sexism exposure correlated with lower self-esteem ($r = -.28, p < .001$) and reduced mental wellbeing ($r = -.19, p = .002$).
- No significant correlation was found with job satisfaction ($r = -.04, p = .432$).



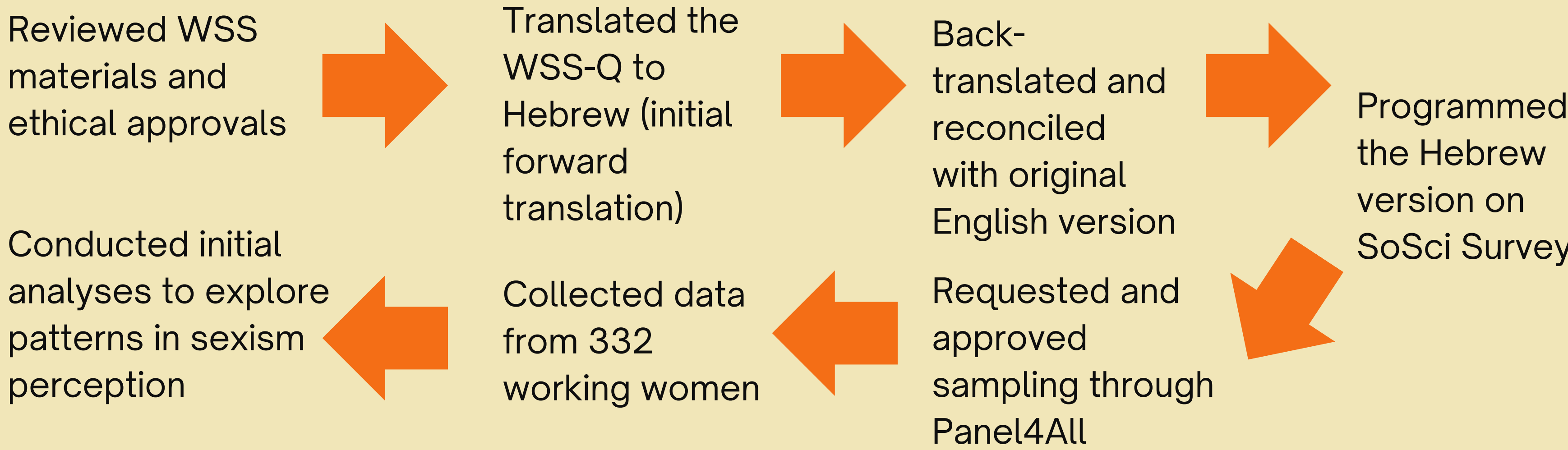
DISCUSSION

Sexism in Israeli workplaces appears subtle, diffuse, and systemic. Women most often encountered gender essentialism, sexual objectification, and benevolent sexism—ideologies that seem harmless but are linked to lower self-esteem and wellbeing. Exposure was highest in ambient and vicarious contexts, suggesting sexism often operates through atmosphere and observation rather than direct targeting.

TYPES OF WORKPLACE SEXISM (WSS-Q)



WORK FLOW OVERVIEW



REFERENCES

Bareket, O., & Fiske, S. T. (2024). A systematic review of the ambivalent sexism literature: Hostile sexism protects men's power; benevolent sexism guards traditional gender roles. *Psychological Bulletin*, 151(3), 456–489.

England, P., Levine, A., & Mishel, E. (2020). Progress toward gender equality in the United States has slowed or stalled. *Proceedings of the National Academy of Sciences*, 117(13), 6990–6997.

Glick, P., & Fiske, S. T. (1996). The ambivalent sexism inventory: Differentiating hostile and benevolent sexism. *Journal of Personality and Social Psychology*, 70(3), 491–512.

Scarborough, W. J., Sin, R., & Risman, B. J. (2019). Attitudes toward gender equality: Change over time, 1977–2016. *Socius: Sociological Research for a Dynamic World*, 5, 1–17.

Smith, J. (2025, March 3). Global gender inequality in employment: A persistent challenge. *MedResQ*.

Zehnter, M., & Ryan, M. K. (2023a). Belief in sexism shift: Development and validation of a new measure. *PLOS ONE*, 18(3), Article e0248374.

Zehnter, M., & Ryan, M. K. (2023b). From subtle bias to systemic disadvantage: A framework for understanding contemporary sexism. *Neuron*, 111(5), 675–687.

Zehnter, M., Ryan, M. K., & Begany, C. T. (2023). *Worldwide Sexism Survey Questionnaire protocol*. University of Exeter.