



## BCC training kits

### Workplace sexual harassment prevention package for garment factories in Cambodia

#### Introduction

CARE's 'Sexual Harassment Stops Here!' workplace prevention packages were developed by CARE Cambodia, based on extensive work with garment factories to prevent sexual harassment in the workplace.

Through the 'Safe Workplaces, Safe Communities' project, participating factories worked in consultation with CARE to develop a tailored workplace sexual harassment policy. CARE also delivered training to hundreds of garment factory HR personnel on preventing sexual harassment in the workplace.

To deliver the ongoing staff training themselves, factories requested a training package that would change the behaviour of their workers to prevent and report harassment. CARE developed a comprehensive multi-media package that is easy for HR Managers or factory Sexual Harassment Officers to follow and facilitate.

#### How do the 'Sexual Harassment Stops Here' prevention packages work?

Each module of the 5-part training package centres around an episode of 'Chanda's Story', a live-action film that follows a garment factory worker who is being sexually harassed in the workplace. As the story builds across training sessions, the content of each episode is leveraged with the use of games, activities and group discussion.

The films were made with high production values and the impactful use of music. They were shot in a garment factory, with a cast of garment factory workers that training group participants will find easy to identify with.

#### CARE Project

'Safe Workplaces,  
Safe Communities'

#### Languages

Khmer and English

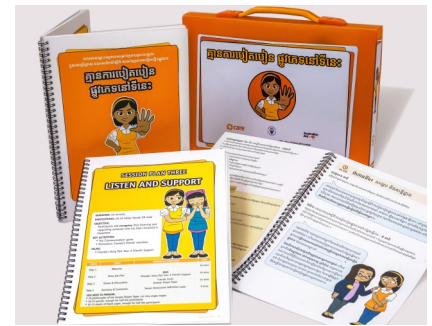
#### Beneficiaries

Garment factories that have implemented a workplace sexual harassment policy.

## What does the 'Sexual Harassment Stops Here' workplace prevention package include?

Each portable training kit contains:

- A colourful training manual for the facilitator, complete with step-by-step lesson plans including speech notes, discussion guides and tips
- Posters for the factory, designed as movie posters to prompt interest amongst participants
- A DVD containing all 5 episodes of 'Chanda's Story', as well as a karaoke video and an infographic referenced in the lesson plans
- Additional resources used throughout the lesson plans, including
  - Visual aids for defining sexual harassment
  - Scenes from 'Chanda's Story' to prompt discussion
  - Character cards with lanyards for role play
  - Opinion cards to assist with individual expression
- The Workplace Sexual Harassment Policy developed through CARE's 'Safe Workplaces, Safe Communities' project
- An implementation guide for using the Workplace Sexual Harassment Policy in Cambodian garment factories.



## Why do the prevention packages work?

Feedback from factories was that, in addition to educating workers about sexual harassment, they needed to convince them that there is a safe procedure they can use to report it. The training toolkit, featuring 'Chanda's Story', allows factories to do just that.

By following Chanda's story, factory workers will be able to relate to and empathise with the experience of someone who has been harassed. The training not only demonstrates the procedures in the policy, it encourages workers to listen to and support each other - and then take the message that 'sexual harassment stops here' out into their communities.

## Where are the prevention packages available?

All elements of CARE Cambodia's sexual harassment workplace prevention package are available in Khmer or English. The films are in Khmer, and can be provided with English subtitles.

The kits are delivered in bright durable carry cases for easy storage, and an initial 'train the trainer' session with CARE is recommended. CARE may be available to provide some ongoing technical support to ensure that factories have the information they need to implement the package effectively.

For further information please contact CARE Cambodia's program team for Socially Marginalised Women at [khm.info@careint.org](mailto:khm.info@careint.org) or phone us on **+855 (0) 23 727 145/7/8**.

