CARE CAMBODIA

Safe Workplace, Safe Communities

Endline Survey
November 2016
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ABBREVIATIONS

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<thead>
<tr>
<th>Abbreviation</th>
<th>Description</th>
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<tbody>
<tr>
<td>BSIC</td>
<td>Beer Selling Industry of Cambodia</td>
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<tr>
<td>BCC</td>
<td>Behaviour Change Communication</td>
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<td>CC</td>
<td>Commune Councils</td>
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<tr>
<td>CCWC</td>
<td>Commune Committee for Women and Children</td>
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<tr>
<td>CAMFEBA</td>
<td>Cambodia Federation of Employers and Business Association</td>
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<tr>
<td>DWCCC</td>
<td>District Consultative Committee on Women and Children</td>
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<tr>
<td>FGD</td>
<td>Focus Group Discussion</td>
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<tr>
<td>GF</td>
<td>Garment Factory</td>
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<tr>
<td>GMAC</td>
<td>Garment Manufacturers Association of Cambodia</td>
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<tr>
<td>GBV</td>
<td>Gender based violence</td>
</tr>
<tr>
<td>HT</td>
<td>Hospitality and Tourism</td>
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<tr>
<td>ILO</td>
<td>International Labor Organisation</td>
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<tr>
<td>KII</td>
<td>Key Informant Interviews</td>
</tr>
<tr>
<td>KTV</td>
<td>Karaoke TV</td>
</tr>
<tr>
<td>Mol</td>
<td>Ministry of Interior</td>
</tr>
<tr>
<td>MoLVT</td>
<td>Ministry of Labor and Vocational Training</td>
</tr>
<tr>
<td>MoWA</td>
<td>Ministry of Women’s Affairs</td>
</tr>
<tr>
<td>NGO</td>
<td>Non-government organization</td>
</tr>
<tr>
<td>N</td>
<td>Number</td>
</tr>
<tr>
<td>SABC</td>
<td>Solidarity Association of Beer Promoters</td>
</tr>
<tr>
<td>SWSC</td>
<td>Safe Workplace Safe Communities</td>
</tr>
<tr>
<td>TWGG-GBV</td>
<td>Technical Working Group on Gender Subcommittee on Gender-Based Violence</td>
</tr>
</tbody>
</table>
1. **Background**

1.1 **Introduction**

In Cambodia, women and girls continue to be subjected to physical, emotional, sexual and economic violence, cutting across all divisions of income, culture and class in their daily public and private spheres. Gender-based violence (GBV)\(^1\) in Cambodia takes place in the context of deeply entrenched cultural norms that disadvantage women and girls. There is no one single cause of GBV in Cambodia but it is rooted in social and cultural attitudes and norms that privilege men over women and boys over girls (MoWA, 2014).

Violence against women, both domestic and in the workplace, is commonplace. Acceptance of GBV among the community is still unacceptably high, with 80 percent of both men and women failing to respond when they hear of cases of abuse (MoWA, 2009). While the legal framework is in place to protect women, GBV including sexual harassment both in the workplace and in the community, remain a significant risk for women in Cambodia due to weaknesses in implementation of laws and policies.

Women represent 51.4 percent of the formal labor force in Cambodia, predominantly in the garment industry and the tourism and hospitality sectors. Young rural female migrant workers, often with low levels of literacy, have limited job opportunities and job security, often living and working in unsafe conditions. They are at high risk of exploitation by others because they have limited access to information and forms of protection. Policing mechanisms are weak in the communities where migrant workers live—individuals and gangs often subject women to violence including rape, verbal abuse, sexual harassment, robbery and theft, with limited action taken by local law enforcement. In addition, female migrants who enter the tourism and hospitality sectors are often subjected to sexual harassment from abusive clients. The overwhelming evidence therefore indicates that women workers are at risk both inside and outside the workplace.

1.2 **Project Description**

The *Safe Workplaces, Safe Communities* project aims to reduce GBV including sexual harassment in Cambodian workplaces and communities. Specifically, the project intended to address the problems of GBV and sexual harassment in the work place in high risk industries by building on best practice from a proven CARE model from the beer-retailing sector in Cambodia developed over the past eight years.

In Cambodia CARE, has been involved in addressing GBV and sexual harassment for the past decade. This project took a multi-level approach working at both policy and community level.

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\(^1\) GBV is any act that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.
Firstly, CARE engaged with the population at risk, supporting female workers to form and develop peer to peer networks which will educate workers on their rights and enable them to address issues related to GBV and sexual harassment in the workplace. As well as directly reaching those most at risk, this process was designed to sensitize employers in the targeted industries and foster adherence to GBV and sexual harassment and laws and policies.

For women workers in the hospitality and tourism2 sector, training was through peer education, organized by a local partner the Solidarity Association of Beer Promoters in Cambodia (SABC). For garment factory workers, factory human resources managers were trained and were assisted to develop work-plans as to how they would educate their workers and raise awareness about sexual harassment.

Secondly, CARE worked at the community level, training frontline police in appropriate GBV and sexual harassment response, training commune councils to promote greater awareness and to develop effective referral networks, as well as raising awareness in the wider community (particularly among young men) through developing a peer education approach.

Finally, CARE built on its existing relationships with key government ministries3 to strengthen the policy approach to GBV and sexual harassment issues, providing key technical support and capacity building to enable the implementation of existing policies, support the development and adoption of workplace and community based models to address issues of GBV and sexual harassment.

1.3 STUDY OBJECTIVES

The objective of this study is document endline measures for indicators in the Safe Workplace Safe Communities Project. The overall project goals and outcomes are:

**Safe Workplace Safe Communities Specific Goals and Outcomes**

**Goal:** Women workers in garment factories, tourism and hospitality industries experience less GBV and sexual harassment in the targeted Cambodian workplaces and surrounding communities.

The project has three outcomes:

**Outcome 1:** Women in the targeted workplaces are able to report sexual harassment in the workplace and are free from negative consequences;

**Outcome 2:** Local authorities are implementing response actions to address GBV in the targeted communities; and

**Outcome 3:** Ministry of Women’s Affairs scales up a multi-sectoral approach to GBV and sexual harassment protection for urban female migrants based on project lessons learned.

The indicators are outlined in each section in the Findings.

2. METHODOLOGY

The methodology for the Safe Workplace Safe Communities Project baseline included a desk review of secondary data sources and collection of primary data through key informant interviews (KIIs) and

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2 The hospitality and tourism workers included restaurant workers, hotel workers, casino workers and beer promoters.

3 Ministry of Interior, Ministry of Women’s Affairs and Ministry of Labor and Vocational Training.
focus group discussions (FGDs). A brief survey was carried out with women working in garment factories and in hospitality and tourism venues. The data was collected in October and November 2016.

2.1 Desk Review
A desk review of secondary data was completed. This included project documents, proposals, log frames, periodic reports.

2.2 Primary Data Collection
The target area for the project is in six communes around Phnom Penh. The communes are areas that have large populations of women that have migrated and women that are working as garment factory (GF) workers or in the hospitality and tourism (HT) sectors. The communes are: Kilomet Number 6, Phnom Penh Thmey, Preak Leap, Chorm Chao, Kakap and Toul SangKe.
Primary data was collected in these target areas through key informant interviews, through focus group discussions and a brief survey.

2.3 Key Informant Interviews
Key Informant (KIs) were conducted with government actors at relevant line ministries. These included Ministry of Interior (MoI) (Anti-Human Trafficking Police) and the Ministry of Women’s Affairs (MoWA). An interview guide was designed with key themes targeted to the specific ministry.
Interviews were conducted by the international consultant with interpretation when required. Detailed notes were recorded. Interview guides are available in Annex A.

2.4 Focus Group Discussions
Focus Group Discussions (FGDs) were held with duty bearers and female employees. Duty bearers included District Women’s and Children’s Consultative Committees (DWCCC), Commune Committees for Women and Children (CCWC) Gender Focal Points, and Anti-Trafficking Police. The FGD were in each category had representatives from each of the target communes so 5-6 people participated in each group.

FGDs were held with female employees in GF and HT. A total of 7 FGDs were held with HT workers and 20 with GF workers.

FGDs were held with men in the community. Three FGDs were held with Tuk Tuk drivers and 1 with students.

FGDs were conducted by the international consultant with interpretation when required and a National Consultant. Detailed notes were recorded. Interview guides are available in Annex B.

2.4.1 Brief Survey
A brief survey was conducted with total of 411 female workers. This included HT and GF workers. The survey was completed with a total of 100 HT workers and 311 GF workers. The survey was conducted in 7 factories Quantum Factory, Quality Textile, Sportex, Sixplus, Spender, Canterance, M&V Factory. The HT workers were organized by SABC.

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Tuk Tuk is a common form of transportation that uses a motorcycle to pull a cart that can hold large numbers of people.
Of the 311 GF workers interviewed 15 percent were under 20, 41 percent between 20 and 29 and 42 percent over 30 years old.

Of the 100 HT workers interviewed 22 percent were under 20, 43 percent between 20 and 29 and 34 percent over 30.

HT tourism workers are somewhat younger than GF workers interviewed.

Of the 311 GF workers interviewed half were married and approximately 40% single. Under 5 percent were divorced, under 2 percent in a relationship but not married, and under 5 percent were widowed.
Of the 100 HT workers interviewed approximately 43 percent were married and just over 25 percent were single. A higher percentage (14.29 percent) were divorced and just over 12 percent were widowed.

Of the 411 GF workers interviewed the just over 19 percent were on the job less than one year, just over 33 percent on the job for 1-3 years and just over 23 percent 3-5 years. And just over 23 percent were on the job for over 5 years.

For the 100 HT workers interviewed the vast majority -just over 55 percent had been on the job for between 1 and 3 years. Just over 17 percent were on the job less than one year and just over 12 percent were on the job for more than 5 years.

2.4.2 Sexual Harassment Video Vignettes
In order to better understand their perceptions of sexual harassment and to facilitate discussions about types of sexual harassment, a video with 6 vignettes of different incidents of sexual harassment was developed and shown to FGD participants in the target populations. A discussion was then held about what constitutes sexual harassment. These same videos were shown in FGDs in the baseline study.

The videos were also shown to FGDs with men. The answers for men were not recorded separately, but a group response as the numbers of respondents were not large enough.

2.5 Limitations of Study
The study is necessarily limited by the method of data collection. All responses for KIIs, FGDs and Brief Survey respondents must be taken at face value and cannot be independently verified. This was however mitigated by interviewing different stakeholders about the same information to permit triangulation of data.

Inadequate records kept by local authorities do not permit exact measurements of endline numbers of reports on GBV and SH cases.

Large numbers of men were not interviewed. The Why Stop campaign targeting men was being conducted in the final months. However, FGDs were conducted with the key target groups of men driving Tuk Tuks and with students.
2.6 Ethical Considerations

As part of this study, there were FGDs with women that have likely experienced GBV. This direct communication requires a review of the ethical considerations. The International Research Network on Violence Against Women and World Health Organisation stipulate the prime importance of confidentiality and safety; the need to ensure the research does not cause the participant to undergo further harm (including not causing further traumatization); the importance of ensuring that the participant is informed of available sources of help; and the need for interviewers to respect the interviewee’s decisions and choices.

The following safeguards were put in place:

Individual Consent: At the start of the FGDs, participants were informed orally of the purpose of the study and nature of the study. Because of low levels of literacy in Cambodia, and the fear people might have of recording their names, the interviewer requested verbal consent of the participants to conduct the FGD. As part of the consent procedure, the participants were informed that the individual information collected will be held in strict confidence individually but that what they say would be summarized with other people’s comments. Prior to asking for consent, the interviewer shared the general topics to be discussed. The participants were told they were free to terminate participation at any time. All FGDs granted permission for the group to continue.

Confidentiality:

Participants in the FGDs or KIs were not asked their full names. Participants were told that no identifying information will be shared about them specifically. Participants were also asked not to share any information they learned about each other outside the group. All gave verbal consent. Each signed for the small gift received, but names were not recorded by the researcher with the notes of the FGDs.

Referral for Service:

In addition, if any women disclosed violence and a requested service they were provided contact information of organizations working on GBV. One woman did disclose and was provided immediate contact information with the Worker Information Center that had helped to organize the interview. The staff person was in the building so the direct contact was arranged.
3. FINDINGS

3.1 PERCEPTIONS AND EXPERIENCES OF SEXUAL HARASSMENT AT WORK

**Project Goal:** Workers in garment factories, tourism and hospitality industries experience less GBV and sexual harassment in the targeted Cambodian workplaces and surrounding communities

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Baseline</th>
<th>Endline</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. % of sample women workers perceiving a reduced risk of GBV and sexual harassment at work</td>
<td>Women in all FGD perceived a regular and daily risk of sexual harassment at work and surrounding communities. The risk was lower when the employer did not tolerate sexual harassment of employees</td>
<td>Overall 39% of women workers perceive a reduced risk of SH Disaggregated by GF and HT: 99% of HT workers and 20% of GF workers perceive a reduced risk</td>
</tr>
<tr>
<td>2 % of targeted employers taking positive action to implement GBV and sexual harassment protections at work</td>
<td>Recommendation: to gather information on existing policies and practices as relationships are developed within the project with new employers</td>
<td>85.5% of GF workers report that their employer has a policy against sexual harassment 99% of the HT workers report that their employer has a policy against sexual harassment Out of 100 factories engaged an estimated 50% are taking some positive action against sexual harassment</td>
</tr>
</tbody>
</table>

3.1.1 Understanding of Sexual Harassment

A key priority in the endline was to gauge women workers and men in the communities’ perceptions of sexual harassment in and around the workplace. A gap in the law in Cambodia is the lack of a clear definition of sexual harassment. For the purposes of this study the definition was used that includes verbal sexual comments about their bodies and/or appearance, requests or demands for sexual favours, unwanted touching, fondling or grabbing, being shown sexually suggestive materials and receiving phone calls, messages or emails related to sexual offers.

To first understand if study participants understand sexual harassment, a video with 6 short vignettes of different types of sexual harassment was shown. These are the same videos that were shown in the baseline. The examples of sexual harassment included visual, verbal, physical sexual harassment including use of coercive behaviour.

Groups of GF workers and HT workers were shown the 6 vignettes one at a time and asked to state if it was sexual harassment. Following is a brief description of the scene in the vignette and a brief summary of the responses of HT and GF workers on their perceptions of sexual harassment.
Vignette 1 Restaurant:  This scene is an older man at a restaurant visually and verbally harassing the waitress (without threats). When she is trying to take his order the customer continually steers the conversation away from ordering and repeatedly comments on her looks and says he can’t focus on food because of her. When she walks away he stares at her body.

The participants in the FG were asked to view the scene and then afterward asked if it was sexual harassment. HT workers responded 100 percent that Video 1 was sexual harassment. GF workers responded differently. Approximately 82 percent of workers reported the scene was sexual harassment.

The video was also shown to men in FGDs. Generally, men who were working as Tuk Tuk Drivers or students, all responded that the video scene demonstrated sexual harassment. They discussed that the man was looking at the woman and would not focus on ordering food. Different than at the baseline, the Tuk Tuk Drivers that had participated in the program, immediately said that this was wrong, where earlier many had said ‘it is just something that women have to put up with in the job’. There appeared to be a better understanding of women’s right not to be harassed.
Vignette 2 Beer Garden: This scene shows a beer promoter serving group of young men. One young man keeps trying to get her to sit with the group and physically tries to pull her down to sit with her. She resists trying to pull away.

The participants in the FG were asked to view the scene and then afterward asked if it was sexual harassment. HT workers responded 100 percent that Video 2 is sexual harassment. Again, garment factory workers responded a bit differently with 95 percent reporting Video 2 is sexual harassment.

In all FGDs the both students, and Tuk Tuk drivers perceived this behaviour as sexual harassment. Some discussion was held by the both groups that this was common behaviour in this setting, but they did see it as wrong for the young woman in the video to be treated this way. One common was ‘she just wants to do her job’.

As was reported in the baseline, women working in HT sectors reported this kind of behaviour is very common and what they deal with most days from their customers. Comments from GF workers were that this is sexual harassment, but it is ‘part of the job’ in that kind of setting. One comment was that ‘I don’t want to work in a beer garden, even though I could make more money because I don’t want to deal with this behaviour.

HT workers also reported that when this kind of behaviour happened they had learned to ‘joke it off’ or ‘ask for help from a friend’. One HT worker gave an example of when a customer was harassing her and would not stop and she had changed tables with another server.

Figure 2 Shot from Video 2: Beer Garden

<table>
<thead>
<tr>
<th>Video 2: Beer Garden HT Workers</th>
<th>Video 2: Beer Garden GF Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>N=99</td>
<td>N=310</td>
</tr>
<tr>
<td>Yes 100%</td>
<td>Yes 95%</td>
</tr>
<tr>
<td>No 0%</td>
<td>No 5%</td>
</tr>
</tbody>
</table>

-Yes □ No □

-Yes □ No □
Vignette 3 Walking Home from Factory: The scene shows a group of women walking home from work from a garment factory and several young men pull in front of them on motor bikes and stop. The young men try to get the women to go with them and say rude comments about garment factory workers.

The participants in the FG were asked to view the scene and then afterward asked if it was sexual harassment. In this scene 96 percent of HT workers reported this scene is sexual harassment. GF workers responded much differently. Only 63 percent of GF reported Scene 3 sexual harassment.

In this scene the boys do not actually say anything about sex, but they do say rude comments and ask them to ‘go with them’. In each of the FGDs garment factory workers discussed this and reported that the behaviour was common. That boys would try to talk to them after work. They also said that it was common that people ‘looked down on them’ because they were GF workers.

Interestingly, the Tuk Tuk drivers and students saw this as harassment. One comment from a student was that even though they did not ask for sex, that was what they ‘had in mind’.

Vignette 4 Casino: The scene is in a casino. The manager invites an office worker into his office and offers her an improved position working closer with him. He invites her to sit by him and shows her a video on his phone of man touching a woman in sexual manner and tries to pull her near. She resists

5Looked down on was a term that meant seeing them as less valuable because of their job
The participants in the FG were asked to view the scene and then afterward asked if it was sexual harassment. Both HT and GF workers said 100 percent that the scene in Video 4 is sexual harassment. The discussion was quickly that this was very explicit – very clear that this was sexual harassment.

For Tuk Tuk Drivers and students, this video was also seen as sexual harassment. All said this behavior was wrong and the ‘girl’ should not have deal with this in her job.

Comments were also that she should report him to his supervisor, the owner or the HR manager. No participants thought the behavior of the man was appropriate.

**Video 4: Casino Managers Office**

- HT Workers N=99
  - Yes: 100%
  - No: 0%

- GF Workers N=310
  - Yes: 100%
  - No: 0%

**Video 5: Sewing Sample Room**

- HT Workers N=99
  - Yes: 99%
  - No: 1%

- GF Workers N=310
  - Yes: 99%
  - No: 1%

Vignette 5 Sewing Sample Room: This scene is inside a garment factory. The inspector is looking at the clothing sewn by a garment worker and is pointing out mistakes. He walks over to her and tries to put his arms around her and touch her.
The participants in the FGD were asked to view the scene and then afterward asked if it was sexual harassment. Nearly all of HT and GF workers perceived Video 4 as sexual harassment (100 percent of HT and 99 percent of GF).

As in the baseline, GF workers were able to talk about this as a real occurrence in their lives. No participants gave examples of this occurring, particularly to ‘a friend’. On a positive note, some said that managers in factories knew now that they ‘cannot do this kind of behaviour any more’. This was perceived as a result of sexual harassment training in the workplace.

For Tuk Tuk drivers and students immediately said this was sexual harassment. One comment from Tuk Tuk drivers was that he owner should be told because this was wrong. The woman was ‘only trying to work’.

Video 6 Office: This scene is inside an office. A male co-worker repeatedly sends a female co-worker emails, texts and flowers. The female co-worker does not respond. She does not say no, but she does not respond, and tries to avoid him. He does not stop sending her emails.

The participants in the FG were asked to view the scene and then afterward asked if it was sexual harassment. The responses for this scene were much more varied. Eighty-eight percent of HT workers said Video 6 was sexual harassment, and only 34 percent of garment factory workers.

Again as in the baseline, there was significant discussion about this video. The common theme was ‘he is in love with her’. However, as is represented in the data, HT workers clearly were better able
to see that she did not welcome the repeated pushing by the man to the office worker to meet or have a relationship.

For Tuk Tuk drivers, this one was also more difficult. The majority said he should leave her alone when she stopped, but others said, he was the man and had to push if he wanted a relationship with her. So again, this was not clearly sexual harassment for the participants.
3.2 Percent of Sample of Women Workers Perceiving a Reduced Risk of GBV and Sexual Harassment

A total of 411 GF and HT workers responded to the statement “My Risk for sexual harassment has decreased over the last 3 years”.

Out of the total workers (both GF and HT) 39.42 percent agree, 42.82 percent disagree, and 17.76 were neutral that their risk of sexual harassment has reduced.

When the data is disaggregated by GF and HT a significant difference in their response emerges. HT workers see more of a reduced risk than GF workers.

HT workers: 99 percent agreed their risk for sexual harassment is reduced over the last three years.

GF workers: 20.26 percent agree; 56.59 percent disagree and 23.15 percent are neutral that their risk for sexual harassment is reduced over the last three years.

In the baseline, workers reported a regular and daily risk of sexual harassment. In order to understand if this continues, workers were asked to respond to the statement “Sexual harassment is a daily risk on my job”.
HT workers: 98 percent agree that sexual harassment is a daily risk.

GF workers: 76.21 percent agree that sexual harassment is a daily risk.

So while the overall risk of sexual harassment is reduced there is still a perception of a high risk of sexual harassment in the workplace by women working in garment factories and hospitality and tourism venues.

In FGDs with female workers, the vast majority reported that the risk for sexual harassment was reduced. They provided examples or comments stating that men coming to HT venues were ‘afraid of the police’ now, and that employers now did not tolerate it so much – like the past. One woman in a group had been a HT worker in a beer garden for more than 10 years. She said the situation today is ‘nothing like the past’.

In FGDs with GF workers some described low risk – they had not experienced sexual harassment and did not expect to. Workers quoted the sexual harassment policy stating their workplace did not tolerate sexual harassment.

In FGD with HT workers many described that they had learned more about their rights and that they did not tolerate abuse any more – and since they did not tolerate it did not happen as much. One worker said ‘in the past we would have reported nothing because it would do no good. Now we can ask for help to our employer, to an NGO and even the police if it is really bad.’

3.2.1 Percentage of targeted employers taking positive action to implement GBV and sexual harassment protections at work

Interviews conducted with GF workers and HT workers were in factories and in venues that CARE has targeted with its sample workplace policies.

In interviews with program staff, the project identified different levels of actions taken by employers. The general process was that a two-day training was provided by CARE and MoWA in cooperation with GMAC. GMAC would advertise the training and GF management and HR staff could attend. Overall about 100 GFs received training. The training required factories to develop a workplan as to how they would pass on learnings about sexual harassment in their factories.

Six factories engaged with CARE with intense training and implementation. With these factories, a memorandum of understanding was signed, and each implemented a sexual harassment policy took measures to promote the policy, through training and awareness raising in their factory. CARE
provided a more structured guidance on training content by developing a comprehensive behaviour change communication package (BCC), which included the policy, and implementation guide (including forms for recording cases) and 5 multi-media training sessions for HR managers to implement. This package was offered to all 100 factories that had attended CARE’s training, but the training of the trainer on this package unfortunately did not occur until November 2016 and the benefits of the package are not captured in this data.

Other factories that received training engaged at different levels. Some only participated in 16 Days of Activism to End Violence against Women, some shared information back at the factory disseminating to line managers. Some were successful at engaging men. A particular group that was reached were drivers (trunk drivers). Other factories were not able to implement any action. The CARE staff estimate that about half of the 100 factories engaged implemented some type of action as a result of the training.

3.3 **Workers Reporting of Sexual Harassment**

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Baseline</th>
<th>Endline</th>
</tr>
</thead>
<tbody>
<tr>
<td># of female workers expressing a willingness to report sexual harassment in the workplace</td>
<td>Very few women in FGD report a willingness to make formal complaints of sexual harassment in the workplace. No women had made reports and few knew of people that had</td>
<td>95 percent of GF and 100 percent of HT state they would report a case in the workplace to an employer</td>
</tr>
<tr>
<td># of reported incidents of sexual harassment in the workplace</td>
<td>Set baseline when first working with new employers by developing a system to document incidents</td>
<td>Formal reports can be made, but employers hesitant to record due to negative consequences</td>
</tr>
<tr>
<td>% of sexual harassment actions that result in actions</td>
<td>Set baseline when first working with new employers by developing a system to document incidents</td>
<td>Formal actions were limited, but more actions were reported to protect women</td>
</tr>
</tbody>
</table>

**Outcome 1**: Women in the targeted communities are able to report sexual harassment in the workplace and are free from negative consequences

**If I experience sexual harassment at work I will report it to my employer**

N=411

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>95.50%</td>
<td>3.54%</td>
<td>0.96%</td>
<td>100.00%</td>
</tr>
</tbody>
</table>
3.3.1 Female workers’ willingness to report sexual harassment in the workplace

In the brief survey, participants were asked to respond with agree, disagree, or neutral to the statement *If I experience sexual harassment at work I will report it to my employer.*

**95.5 percent of GFW** and **100 percent of HT** workers responded that they agreed with this statement. This is an exciting result as at baseline few people were willing to report and in fact the literature states that most people do not report.

In the brief survey, participants were asked to respond with agree, disagree, or neutral to the statement *If I experience sexual harassment in the community I will report to the local authorities or police.*

96.45 percent of GFW and 100 percent of HT workers responded with agree to this statement.

To better understand if in fact reports are happening in the brief survey participants were asked to respond to the statement *I know someone (including myself) that has reported sexual harassment.*

100 percent of HT workers knew someone that had reported and just over 34 percent of GF workers knew someone that had reported sexual harassment.

Again, this an exciting result as reporting – or seeking help appears to be increasing or an option that participants consider. In FGDs participants described reporting to Solidarity Association of Beer Promoters, to the local authorities and to school. Women also knew about and shared the information on the national hotline number 1288.

That the HT workers had higher rates of reporting is to be expected. Research in Cambodia shows higher rates of sexual harassment in HT and tourism venues than in GF. This coupled with the longer work with HT workers on building reporting and support systems is supported through this result.

In FGDs women gave examples of trying to encourage each other to report. Some said they had talked to employers or friends. Others said they were afraid to report because they did not want to be seen as a trouble maker. In all cases women, could describe where to report. This included calling
the hotline, telling their employer, or calling the police or local authorities. The participants all readily said where to report.

3.3.2 Incidents of Sexual Harassment Reported in the Workplace

At baseline one of the challenges identified was the inadequate reporting system to document reports of sexual harassment in the workplace. At that time, it was recommended that a baseline should be set of reports made when first contact was made with a new venue, and development of some kind of system to document. CARE Cambodia did undertake this process and found that the vast majority of factories did not have sexual harassment policies and that where there were policies, they were substandard and poorly (or not at all) implemented.

In the BCC package a reporting form or recordkeeping system for documentation is included. In KII a key challenge was identified in recording sexual harassment complaints. Particularly at GFs the staff have a significant concern that having a list of formal complaints can impact the factory negatively. For example, if a brand wanted to contract with them for work, if they had a high number of sexual harassment cases it could mean the brand did not want to contract with them. So, this trend results in a significant dis-incentive for formal reporting.

GFs also reported that when there are complaints that they try to ‘settle the problem verbally’. In this case the data is not recorded into the system. In some factories, an internal hotline is available for persons to call. This takes the place of a complaints box. There have been some calls to the hotline, but not related to sexual harassment yet.

While formal complaints are still difficult to document, there appears to be an increased willingness to report complaints. HT workers all state they will report and large numbers say they have actually reported. In FGDs, this is commonly to an employer, or membership group, so again little formal documentation is completed. But obviously since the baseline, the women workers are much more willing to report.

3.3.3 Actions taken as a result of sexual harassment result in actions

As noted above, when complaints are made, the most common action is to try to settle the complaint verbally. This was noted as ‘small cases’ of verbal harassment.

As noted also, there are significant concerns about reporting, particularly in garment factories. In addition, to making the business ‘look bad, the employers also had the attitude that contacting the police would only make the problem bigger. The quote ‘why do you want to make the fire burn’ was given, suggesting that it was best not to move forward to more formal responses.

Commonly women working in HT reported that they did seek help for actions from the employers with differing degrees of success. Some employers were very willing to intervene and stop the sexual harassment. Others just ignored the complaint. The HT workers reported very clearly that their employers were much more likely to intervene and help them than they were a few years ago. They said that the attitude toward them – and what they should put up with – had changed allot. One young woman said that ‘our employer now knows about our human rights’.
### 3.4 Duty Bearers Perceptions and Response to GBV

**Outcome 2:** Local authorities are implementing response actions to address GBV in the targeted communities;

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Baseline</th>
<th>Endline</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Number of formal police cases opened on women experiencing GBV and registered with Ministry of Interior</td>
<td>➢ Inadequate reporting system to determine number of cases of sexual harassment reported to local authorities however, respondents reported informally 0 cases in the communes of sexual harassment and rapes could not be measured.</td>
<td>➢ Inadequate documentation system and unwillingness to document due to negative view of commune or police</td>
</tr>
<tr>
<td>2. Number of cases of women experiencing violence reported by the commune council to the police for further investigation (in line with the commune safety policy)</td>
<td>➢ 0 Cases of Sexual harassment were formally reported</td>
<td>➢ Inadequate documentation system and unwillingness to document due to negative view of employer</td>
</tr>
<tr>
<td></td>
<td>➢ Two to 3 cases of rape per year for all 6 communes combined</td>
<td></td>
</tr>
<tr>
<td>3. # of men in targeted communes have knowledge on GBV and sexual harassment and the legal framework that applies</td>
<td>➢ In the 6 vignettes of sexual harassment men perceived 4 out of 6 were absolutely harassment and said that this ‘kind of behaviour is normal’ University students had a better understanding of sexual harassment than male garment workers or tuk tuk drivers</td>
<td>➢ Estimates should be included from <em>Why Stop</em> when calculated.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>➢ Estimates of over 30,000 reached in different events</td>
</tr>
</tbody>
</table>

#### 3.4.1 Formal police cases opened on women experiencing GBV and registered with Ministry of Interior

Again, there is significant hesitancy about reporting formally. While the police have received significant training, there are still few formal police cases opened for women experiencing sexual harassment. Women experiencing intimate partner violence are much more likely to have a case opened with the police. In interviews with police at the local level and at the national level, the same issue was raised – that most cases of sexual harassment could be resolved without a police case. Some examples of cases where a woman sought help the police helped to negotiate a settlement with the perpetrator, and in another was referred to an NGO. A challenge identified was in the lack

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*GBV based on project priorities to include sexual harassment, rape or other GBV experienced in the workplace or community.*
of a consistent reporting form. They reported that CARE has worked with them on documentation, but the system has not yet been fully instituted. In this case however, the documentation would be of a service provided but not necessarily of formal reports.

In FGDs with women, some challenges were reported. For example, one woman reported that she had tried to report to the police, but that the police required a fee for the report. When she did not have it she called to SABC for help instead of the police.

3.4.2 Cases of women experiencing violence reported by the Commune Council to the police for further investigation (in line with the Commune Safety Policy)

Participants in the FGD with CC and CCWC reported that they had not received ‘many cases’. They did report that CARE had worked with them on understanding sexual harassment, and providing referral on cases. They clearly described the process for receiving a survivor and for providing and referring services.

**Formal reports from Commune Councils to Police of Sexual Harassment:** The participants on the Commune Council and the Commune Committee for Women and Children reported in FGDs that they made no official reports of sexual harassment to the police in their communes however they had some women seek help.

Participants did report that sexual harassment happened in their communes and reported that common sites for harassment were in the community from youth; in restaurants from customers both toward wait staff and beer promoters; and women that worked in garment factories both at work and coming and going to work.

The authorities provided examples of women seeking help and them referring the case to NGOs. Case had been referred to Cambodia Women’s Crisis Center and Khemara.

In FGDs with women workers some reported seeking support from the commune council and described being referred for service or the commune helping them resolve the case by talking to the perpetrator.

3.4.3 Men’s Understanding in the Community of Sexual Harassment and Legal Framework of Sexual Harassment

In section 3.1.1 men’s perceptions of sexual harassment in response to the 6 vignettes were summarized. Generally, in all 6 vignettes the men saw the behaviour as sexual harassment.

Behaviour that was considered serious involved forced touching when the woman resisted or other forced sexual contact. Verbal harassment was not seen as serious. In the baseline Tuk Tuk drivers commonly saw sexual harassment as something that women in ‘certain occupations’ had to put up with. In the endline, the Tuk Tuk drivers were much more quick to say the behaviour was wrong. Many had participated in the Orange Day events. Others had heard of the events and had ‘Sexual Harassment Stops Here’ stickers on their tuk tuks, even if they had not participated.

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7The CCWC is a multi-sectoral committee that has a women’s and children’s focal point that is often called in to support victims particularly with referral to legal systems and services
A significant project targeting men – the ‘Why Stop Campaign’ was just being conducted as this endline was being conducted. The impact of this campaign cannot be measured in this endline, however, it was widely seen to be a positive campaign that will have significant impact and was able to effectively engage young men to end sexual harassment.

Outcome 3: Ministry of Women’s Affairs scales up a multi-sectoral approach to GBV and sexual harassment protection for urban female migrants based on project lessons learned.

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Baseline</th>
<th>Endline</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Number and type signed MOU commitments with MOWA</td>
<td>135 MOUS with venues, business etc. 1 with Peak Industry Body</td>
<td>250 MOUs with venues, businesses etc. No formal MOU but working with CAMFEBA closely</td>
</tr>
<tr>
<td>2. Number and types multi-sectoral campaigns led by MOWA</td>
<td>2 Campaigns in Cooperation with Development Partners</td>
<td>Women’s Day 16 Day Campaign Participated in Labor Day with MoLVT Orange Day Activities (25th of month)</td>
</tr>
</tbody>
</table>

3.5 MoWA Scale Up of Multi-sectoral Approach

The SWSC project works in collaboration and cooperation with MOWA. Key priorities are to increase cooperation between MoWA and the private sector and between MoWA and other line ministries.

3.5.1 Signed MOU commitments with MOWA

MoWA in cooperation with CARE works to develop MOUs with different venues and businesses. The MOUs are to increase commitment of employers to protect the rights of women. In prior projects MoWA has developed 135 agreements. During the life of the project MoWA now has a total of 250 agreements.

Additionally a priority was to MoUs with Peak Industry Bodies. Peak Industry Bodies include Garment Manufacturers Association (GMAC), Cambodian Federation of Employers and Business Associations (CAMFEBA), Restaurant Association and Hotel Association. At baseline the project was working with GMAC. Now the project is working more closely with CAMFEBA. The project has reached out to the Restaurant and Hotel Association with little success. Both of these are not well-resourced. Some meetings were held but there has been little success in full inclusion.

3.5.2 Multi-sectoral campaigns led by MOWA

An additional key approach of MoWA and prioritized in the 2nd National Action Plan to Prevent Violence Against Women is to promote multi-sectoral coordination to prevention and response to GBV. MoWA currently works on two major prevention campaigns, the 16 Day Campaign to End Violence Against Women and the Good Men Campaign. These are coordinated by development partners in cooperation with MoWA.

However, a key priority is to extend the multi-sectoral approach to include other key ministries to focus on coordinated actions on GBV. While MoWA works in cooperation with other ministries
through the Technical Working Group on Gender’s subcommittee on GBV (TWGG-GBV), MoWA has not worked bi-laterally with relevant ministries on responses to sexual harassment. However, through CARE and local partner coordinated campaigns and events and policy development, there has been joint attendance by MoWA, the Ministry for Education, Youth and Sports, The Ministry of Labour and Vocational Training, and the Ministry of Tourism.

3.6 SUMMARY
HT workers perceive they have a reduced risk for sexual harassment (100%). CARE and its partner SABC have worked closely in a peer-to-peer model with HT workers. This is reflected in the results as a success.

GF workers also perceive a reduced risk but not in the same numbers. The work with GF workers has been to institute polices and have HR managers complete training. CARE’s multi-media BCC training package has only recently been completed and training under this package will only now be being initiated. The factories that were interviewed were factories where CARE had worked intensely. Likely with longer work with the GF workers more change would be seen, but it is important to note that the research shows that HT workers experience more sexual harassment.

Women workers have a greater understanding of sexual harassment, where to report and where to seek help. Both HT and GF workers are more likely to report or seek help when they experience sexual abuse.

While few formal cases have been registered, employers, local authorities, or police, women themselves report knowing someone that has reported a case or having reported one themselves. When cases are reported, women are receiving some type of help through negotiation with the perpetrator and/or referral to other organisations in many situations.

Men in the community have increased understanding that sexual harassment is against women’s rights.

MoWA has engaged with MoLVT and MoI and other partners through the TWGG-GBV to implement actions to prevent and respond to GBV. MoWA supported the Why Stop Campaign and other events in the community on Orange Day, Women’s Day and 16 Days of Activism to End Violence Against Women.
### Cover Sheet for Interview Notes

*(Complete one sheet for each key informant interview, focus group discussion)*

<table>
<thead>
<tr>
<th>Type of Key Informant</th>
<th>Interviewer</th>
<th>Date</th>
<th>Location (list all that are relevant)</th>
<th>Number Interviewed:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hospital and Tourism Worker</td>
<td></td>
<td></td>
<td>Province</td>
<td>____ Males</td>
</tr>
<tr>
<td>Garment Factory Worker</td>
<td></td>
<td></td>
<td>District</td>
<td>____ Females</td>
</tr>
<tr>
<td>Ministry</td>
<td></td>
<td></td>
<td>Commune</td>
<td></td>
</tr>
<tr>
<td>Commune Council</td>
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<td></td>
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</tr>
<tr>
<td>CCWC</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Police</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Please describe</td>
<td></td>
<td></td>
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</tbody>
</table>

**Total Response for Video Viewing (when applicable)**

<table>
<thead>
<tr>
<th>Video</th>
<th>Yes, it is SH</th>
<th>No, it is not SH</th>
</tr>
</thead>
<tbody>
<tr>
<td>Video 1: Restaurant</td>
<td></td>
<td></td>
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<tr>
<td>Video 2: Beer Garden</td>
<td></td>
<td></td>
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<tr>
<td>Video 3: Walking Home from Factory</td>
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<tr>
<td>Video 4: Casino Manager’s Office</td>
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<td></td>
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<tr>
<td>Video 5: Sewing Sample Room</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Video 6: In office</td>
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</tr>
</tbody>
</table>
Hospitality and Tourism and Garment Factory Workers

Step 1: Welcome the group and explain the purpose

“I am _______________ and I work as a consultant for CARE Cambodia. Do you know CARE? At CARE, we know that working in some occupations sometimes puts us in a vulnerable position where they can experience sexual harassment. CARE has been implementing a project called Safe Workplace, Safe Communities, trying to address sexual harassment in and around the workplace. This project is coming to an end so we are trying to understand any changes in the situation of sexual harassment for women in the workplace. This information will be used to help CARE understand how the program is working and will be presented in a report.

Step 2: Obtain Consent: You do not need to share your name to me. Your participation in this group is totally voluntary and at any time if you do not want to answer a question or you want to stop participating it is ok to leave. Some of the areas we want to discuss are sensitive and you might not want to discuss. It is ok not to answer if you are not comfortable.

Our discussion should take about 30 minutes. I have some specific topics to discuss and I will ask some questions where I ask you to record your answers on a sheet. We would like to use the responses we gather to help with the report. If it is ok, we would like to quote some of the things you tell us in our report. However, even though we might quote some of your comments, we will not use your names. Is this ok? (get verbal permission). Also we would ask that anything shared in this group not be shared outside the group (with names). To be able to understand and remember what you have said we would also like to write down the discussion. But again, we will not record your names, only your ideas. Do you have any questions?

Step 3: Show Videos: We would like to show you some scenes and then have a discussion after each about what you have seen. Show each scene (6 scenes one by one) (Show on computer or project if possible). After each scene is this sexual harassment? Why or why not? (after each scene) (record answers).

Step 4: Conduct the Brief Survey: Hand out the survey form and tell the group you will read a question and they should answer by checking happy face is agree, sad face is disagree, and no smile is neutral.

Step 5: Hold a brief discussion (FGD) (Questions are also on form for recording group answers)

1. What is sexual harassment?
2. What kinds of sexual harassment happens in your workplace (or coming and going) (either experience or know about).
3. Has it increased or decreased over the last few years? Do you worry about it? How do you cope?
4. Where do you go for help? (friends, employer, union, co-workers, local authorities, police, other). Has anyone reported a case or talked to your friends? Why or why not? What happened when you did?
5. Are there any activities in your workplace or community about sexual harassment? (listen support, report?)
6. Anything else you think it is important for us to know about sexual harassment in or around the workplace?

Step 6: Thank the group for coming and provide any planned gift etc.
**Brief Survey for Women Work in Garment Factories and Hospitality and Tourism**

1. **Occupation**
   - Hospitality and Tourism Worker
   - Garment Factory Worker
   - Other _Please describe:

2. **Age**
   - < Under 20
   - 20-29
   - Over 30

3. **Sex**
   - Male
   - Female

4. **Length of time at job**
   - < Under 1 year
   - 1-3 years
   - 3-5 years
   - Over 5 years

5. **Marital Status**
   - Single
   - In a relationship (not married)
   - Married
   - Divorced
   - Widowed (spouse died)

<table>
<thead>
<tr>
<th><strong>1. Agreement</strong></th>
<th><strong>2. Disagreement</strong></th>
<th><strong>3. Neutral</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>5. Sexual harassment is a daily risk in my job</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. My risk for sexual harassment at work has decreased (over last 3 years)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. My workplace has policies against sexual harassment that spell out a complaints process</td>
<td></td>
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</tr>
<tr>
<td>8. I feel empowered to act to stop sexual harassment</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9. If I experience sexual harassment at work I will report it to my employer</td>
<td></td>
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</tr>
<tr>
<td>10. If I experience sexual harassment in the community I will report to the local authorities or police</td>
<td></td>
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</tr>
<tr>
<td>11. My employer takes sexual harassment seriously (believes they should address it)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>12. I know someone (including myself) that has reported sexual harassment</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
**Focus Group Discussion Recording Sheet for Hospital and Tourism and Garment Factory Workers (use more pages if needed)**

<table>
<thead>
<tr>
<th>Question</th>
<th>Answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. What kinds of sexual harassment is common in your workplace?</td>
<td></td>
</tr>
<tr>
<td>2. Has it increased or decreased over the last few years? Why do you think the change (if any)</td>
<td></td>
</tr>
<tr>
<td>3. Where do you/women go for help if sexual harassment happens? (friends, employer, union, co-workers, local authorities, police, other).</td>
<td></td>
</tr>
<tr>
<td>4. Has anyone reported a case to the authorities or talked to your friends? Why or why not? What happened when you did?</td>
<td></td>
</tr>
<tr>
<td>5. Are there any activities in your workplace or community to prevent or raise awareness</td>
<td></td>
</tr>
<tr>
<td>About sexual harassment? (listen support, report campaign, 16 day campaign, messages at work, etc.)</td>
<td></td>
</tr>
<tr>
<td>---</td>
<td></td>
</tr>
<tr>
<td>6. Anything else you think it is important for us to know about sexual harassment in or around the workplace?</td>
<td></td>
</tr>
</tbody>
</table>
Men in Community

Step 1: Welcome the group and explain the purpose

“I am _______________ and I work as a consultant for CARE Cambodia. Do you know CARE?

At CARE, we know that working in some occupations sometimes puts us in a vulnerable position where women can experience sexual harassment. CARE has been implementing a project called Safe Workplace, Safe Communities, trying to address sexual harassment in and around the workplace. This project is coming to an end so we are trying to understand any changes in the situation of sexual harassment for women in the workplace. This information will be used to help CARE understand how the program is working and will be presented in a report.

Step 2: Obtain Consent: You do not need to share your name to me. Your participation in this group is totally voluntary and at any time if you do not want to answer a question or you want to stop participating it is ok to leave. Some of the areas we want to discuss are sensitive and you might not want to discuss. It is ok not to answer if you are not comfortable.

Our discussion should take about 30 minutes. I have some specific topics to discuss and I will ask some questions where I ask you to record your answers on a sheet. We would like to use the responses we gather to help with the report. If it is ok, we would like to quote some of the things you tell us in our report. However, even though we might quote some of your comments, we will not use your names. Is this ok? (get verbal permission). Also we would ask that anything shared in this group not be shared outside the group (with names). To be able to understand and remember what you have said we would also like to write down the discussion. But again, we will not record your names, only your ideas. Do you have any questions?

Step 3: Show Video: We would like to show you some scenes and then have a discussion after each about what you have seen. Show each scene (6 scenes one by one) (Show on computer or project if possible). After each scene is this this sexual harassment? Why or why not? (after each scene) (record answers on cover sheet)

Step 4: Conduct the brief survey: Hand out the brief survey and tell the group you will read a question they can mark the answer on the sheet. A happy face is agree, sad face is disagree, and no smile is neutral.

Step 5: Hold a brief discussion (FGD) (Questions are also on form for recording group answers)

2. Is sexual harassment against the law? Is it wrong? Do women cause sexual harassment by their behaviour/dress/job/etc.?
3. What is the impact of sexual harassment on women?
4. Where do women you go for help? (friends, employer, union, co-workers, local authorities, police, other). Have you known anyone go for help? What happened?
5. Anything else you think it is important for us to know about sexual harassment?
**Brief Survey for Men in the Community**

<table>
<thead>
<tr>
<th>1. Occupation</th>
<th>2. Age:</th>
</tr>
</thead>
<tbody>
<tr>
<td>☐ Tuk Tuk Driver</td>
<td>☐ &lt; Under 20</td>
</tr>
<tr>
<td>☐ Student</td>
<td>☐ 20-29</td>
</tr>
<tr>
<td>☐ Other _Please describe:</td>
<td>☐ Over 30</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>3. Sex</th>
<th>1. AGREE</th>
<th>2. DISAGREE</th>
<th>3. NEUTRAL (Not agree or disagree)</th>
</tr>
</thead>
<tbody>
<tr>
<td>☐ Male</td>
<td>❌</td>
<td>❌</td>
<td>❌</td>
</tr>
<tr>
<td>☐ Female</td>
<td>❌</td>
<td>❌</td>
<td>❌</td>
</tr>
</tbody>
</table>

| 4. Sexual harassment is normal for women in some jobs | | |
| | | |
| 5. Sexual harassment has a negative impact on women | | |
| | | |
| 6. Women should not have to experience sexual harassment in the workplace | | |
| | | |
| 7. Sexual harassment of women at work sometimes against the law | | |
| | | |
| 8. Employers should have policies against sexual harassment | | |
| | | |
| 9. Police and local authorities should intervene is sexual harassment to protect women | | |

Page | 29
Focus Group Discussion Recording Sheet for Men in the Community (Tuk Tuk, Students, Drivers, etc.) use more pages if needed

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2. Is sexual harassment against the law? Is it wrong? Do women cause sexual harassment by their behaviour/dress/job/etc.?</td>
<td></td>
</tr>
<tr>
<td>3. What is the impact of sexual harassment on women?</td>
<td></td>
</tr>
<tr>
<td>4. Where do women you go for help? (friends, employer, union, co-workers, local authorities, police, other). Have you known anyone go for help? What happened?</td>
<td></td>
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<tr>
<td>---</td>
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</tr>
<tr>
<td>5.</td>
<td>Anything else you think it is important for us to know about sexual harassment?</td>
</tr>
</tbody>
</table>
Duty Bearers I (MOWA, MOLVT)

MOWA:

1. Law and Policy
   a) Current status of Law and Policy on Sexual Harassment?
   b) What further improvements are needed? What is status of this?

2. MoWA Activities on Sexual Harassment
   a) What activities have been carried out in the last 3 years on sexual harassment at MoWA?
   b) Multi-sectoral initiatives for garment workers, beer promoters, restaurant workers?
      i. Identify actions and partners
      ii. Prevention actions (16 day campaign? Etc.)
   c) Coordination Actions (MoUs) – 135 MOUs (new ones?)
   d) MOUs with Peak Industry Bodies (new ones)

3. Sexual Harassment Actions for Survivors
   a) If a woman is sexually harassed or other workplace GBV where should she go for help now?
   b) Are there support programs, organisations or associations that women can go to for help on sexual harassment in or around the workplace? Do women use them? Why or why not?
   c) What legal action can she take (sexual harassment or other workplace GBV)? Do women take legal action now? Why or why not?
   d) Who are your key partners in this work? (government and non-government)? How do you work together?

MOLVT:

1. Law and Policy
   Sexual Harassment Law and Policy – issue - law and policy not clear on definition
   • Current status of any Law and Policy on Sexual Harassment?
   • Who do you work in collaboration with on sexual harassment policies? (government and non-government)

MOLVT Actions and Priorities
   If a woman is sexually harassed or other workplace GBV where should she go for help now?
   • Are there support programs, organisations or associations that women can go to for help on sexual harassment in or around the workplace? Do women use them? Why or why not?
   • What legal action can she take (sexual harassment or other workplace GBV)? Do women take legal action now? Why or why not?
**Duty bearers II (CCWC, Commune Councils)**

1. What laws and policies does Cambodia have on sexual harassment in or around the workplace? Are these sufficient, or are further laws/policies needed?

2. What kinds of actions/responsibilities does the (CC or CCWC) have/do to prevent or respond to sexual harassment?
   - Possible probes – sexual harassment awareness programs, developing actions to improve conditions of workers coming and going from work (better lighting), more policing, etc.?

3. Any specific activities conducted targeting garment workers, beer promoters, restaurant workers safety?

4. If a woman is sexually harassed where should she go for help now?

5. What legal action can a woman take for being sexually harassed? Do women take legal action in your commune? Where would she go to take that action?

6. If she requests help from the authorities what kind of help is provided? How is that recorded?

7. If she wants to take action what kind of legal action can she take? How is that action recorded? What is the follow-up?

8. How many cases have you had each year on sexual harassment? (record number) What happened with those cases? Were they referred to the police for further investigation in line with Commune Safety Policy?

9. Are there support programs, organisations or associations that women can go to for help on sexual harassment in or around the workplace? Do women use them? Why or why not? Have you ever referred a woman to a program? Was the referral successful?

**Duty bearers III (Police)**

1. What laws and policies does Cambodia have on sexual harassment in or around the workplace?

2. Are these sufficient, or are further laws/policies needed? (Describe recommendation for change)

3. What kinds of actions/responsibilities does the police have/do to prevent or respond to sexual harassment?

4. Have the police had any reports/cases of sexual harassment? (per year)

5. If a woman reports to the police an incident of sexual harassment in and around work what would you do? Please take us through the specific steps she would go through.

6. What are the main barriers to the police providing good responses to sexual harassment of women in and around the workplace?

7. What other (if any) legal action can the victim take? How is that action recorded?

8. Are there support programs, organisations or associations that women can go to for help on sexual harassment in or around the workplace? Have you referred anyone to them? Why or why not?