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Gendered Violence Research Network

*A Social Impact Analysis of
CARE's 'Enhancing Women's
Voice to STOP Sexual
Harassment' Project*

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Commercial-in-confidence

For further information:

Jan Breckenridge: j.breckenridge@unsw.edu.au

Professor and Co-Convenor

Gendered Violence Research Network

School of Social Sciences

UNSW Sydney 2052

t +61 (2) 9385 2991

www.arts.unsw.edu.au/gvrn

Authors: Pichamon Yeophantong, Jan Breckenridge and Mailin Suchting

About the Authors

Dr Pichamon Yeophantong is an Australian Research Council Fellow and Senior Lecturer at the University of New South Wales, Canberra.

Professor Jan Breckenridge is Co-Convenor of the Gendered Violence Research Network at the University of New South Wales, Sydney.

Mailin Suchting is the Manager of the Gendered Violence Research Network at UNSW Sydney.

About the Gendered Violence Research Network

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This document has been prepared for the sole purpose of our services associated with CARE Australia and it is expected that this document and its contents, including work scope, methodology and terms will be treated in strict confidence by CARE Australia.

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Abbreviations and Acronyms

ANCP	Australian NGO Cooperation Program
BFC	ILO Better Factories Cambodia
CO	CARE Country Office
CSR	Corporate social responsibility
DFAT	Department of Foreign Affairs and Trade (Australia)
EBA	'Everything But Arms' Initiative
EU	European Union
FE	STOP Final Evaluation
FGD	Focus group discussion
GBV	Gender-based violence
GDP	Gross domestic product
GMAC	Garment Manufacturers Association in Cambodia
HR	Human Resources
ILD	International Labour Day
ILO	International Labour Organization
IWD	International Women's Day
MELF	CARE Monitoring, Evaluation and Learning Framework
MoLVT	Ministry of Labour and Vocational Training (Cambodia)
MOWA	Ministry of Women's Affairs (Cambodia)
MTR	STOP Mid-Term Review Report
SH	Sexual harassment
SHPC	Sexual Harassment Prevention Committee
SIA	Social Impact Analysis
STOP	Enhancing Women's Voice to Stop Sexual Harassment
ToT	Train the Trainer program
VAW	Violence against women
WSHPP	STOP Workplace Sexual Harassment Prevention Package

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Glossary

Discrimination: Discrimination is rooted in prejudice and occurs when a person or a group of people, is treated less favourably than another person or group because of their race, colour, national or ethnic origin, sex pregnancy or marital status, age, disability, religion or sexual preference.

Sexual Harassment: Sexual harassment is any unwanted, unwelcome or uninvited behaviour of a sexual nature which could be expected to make a person feel humiliated, intimidated or offended.

Gender-Based: 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 private life. The violence is specifically 'directed against a woman because she is a woman or that affects women disproportionately' (CEDAW, Article 1).

Gender harassment: A broad range of verbal and nonverbal behaviours that convey insulting, hostile, and degrading attitudes based on one's gender.

Gender norms: A subset of social norms (see below) about socially shared expectations about behaviour that apply to individuals based on socially identified sex.

Harasser: Person or people who sexually harasses another person.

Organisational: A set of shared assumptions that guide what happens in organisations by defining appropriate behaviour for various situations. Organisational culture affects the way people and groups interact with each other, with clients, and with stakeholders. It can also affect how much employees identify with their organisation.

Social norms: Social norms are behavioural rules constructed and shared by a group and are different from individually held beliefs and attitudes. A social norm is made up by one's beliefs about what others do and by one's beliefs about what others think one should do.

Target: Person or people who have experienced some form of sexual harassment. The word victim is problematic as it perpetuates stereotypes about lack of agency or resilience of people targeted by these behaviours.

Workplace: A workplace covers any site or location that a person attends to carry out their work or trade. A workplace includes any online activity which relates to work, including on- and off-site work-related events including social events, emailing, texting, tweeting or other social media activity, and any other activities that have a connection to the workplace

Introduction

The Enhancing Women's Voice to Stop Sexual Harassment project (STOP), an initiative of CARE Australia, has been working since 2017 to prevent and address the under-reported problem of sexual harassment in mainland Southeast Asia's garment sector.

At the time of writing, STOP is the only initiative that addresses this issue on a multi-country scale within the sub-region. Operating across a pool of garment factories in four Mekong countries—Cambodia, Lao PDR, Myanmar and Vietnam—STOP aims to enhance women's voice and economic rights at both the national and factory levels. Based on a socio-ecological model of violence prevention, CARE Country Offices (COs) are working with participating factories to create workplaces where female workers feel safe and experience less SH through the implementation of standardised SH reporting mechanisms and rigorous training programs. Supported by CARE Regional staff, each CARE CO engages with relevant country, regional and international stakeholders to strengthen the national regulatory environment to promote laws, policies and mechanisms to address SH in the workplace.

In 2018, CARE Australia commissioned a consortium of researchers from UNSW Sydney and UNSW Canberra to undertake an independent evaluation the STOP project and provide a separate Social Impact Assessment (SIA) focused on Cambodia STOP as the particular case study. The SIA is intended to complement the findings of the Final Evaluation (FE) of the STOP, as implemented in the other three project sites. The SIA and the Final Evaluation should be read as two parts of a single whole.

The UNSW team drew upon a range of evaluative sources including factory surveys, focus group discussions and key informant interviews with factory workers, middle management and government officials. A conceptual framework is also advanced in order to better capture the nuances of social impact and gender transformation, and to provide a rigorous basis on which to evaluate STOP's development and implementation in Cambodia.

With a focus on Cambodia, this SIA report documents the ways in which STOP is contributing to improvements in factory workers' and managers' understanding and awareness of sexual harassment as professionally, socially, legally, and ethically unacceptable. It demonstrates the value of taking sexual harassment seriously in Cambodia's garment sector. It contributes to practical understanding of how sexual harassment and broader gender dynamics can play out on the factory floor, and how they should be addressed.

STOP Project Findings - Cambodia

- The STOP evaluation findings in Cambodia are consistent with those of all participating countries demonstrating **observable improvements in factory workers' and managers' understanding and awareness of SH as professionally, socially and ethically unacceptable.**
- **STOP is a transformative experience for factories, government, industry associations, brands and CARE staff.** This is significant as the project, while building on the 'Safe Workplaces, Safe Communities' project previously developed and implemented, STOP has only existed for three years in Cambodia at the time of this SIA.



STOP in Cambodia has



Created by Luis Prado
from Noun Project

- **empowered female workers to acknowledge that sexual harassment exists, recognise it is not acceptable and to speak out against it.**
- **worked to meaningfully improve the wellbeing of millions of female and male factory workers employed in Cambodia's garment industry.**

Overall, the STOP project exhibits two notable strengths:

- The **evidence-based and interdisciplinary nature** of its approach to addressing SH in the workplace
- The **multi-sited design which allows for context-sensitivity and the 'bottom-up' development of project content.**
- **CARE has been established in Cambodia as a trusted 'brand' and authority on gender-based violence and sexual harassment prevention.**

STOP Social Impact Findings for Cambodia

Knowledge and attitudes toward sexual harassment have improved overall post-STOP for both female and male workers and managers.



Factory workers have an improved understanding of what sexual harassment is. More workers now understand that it is not just rape or sexual assault but can include a range of more nuanced behaviours.



Male factory workers have improved awareness that sexual harassment is a problem and that preventing SH is about protecting women and girls.



Female factory workers are more aware of services that can assist them if they experience sexual harassment and have increased confidence in the systems to address SH in the factory.



Female and male managers in two factories highlighted in case studies demonstrated an improved understanding of SH as a problem and the importance of prevention.



More workers and managers agree that their factories now have clearer policies and processes to protect workers from sexual harassment.



The STOP project has raised awareness of SH at the national policy level, including advocacy for Cambodia's ratification of the ILO Convention on Violence and Harassment in the world of work. This work has been facilitated by engaging with relevant government ministries and agencies.



Male factory workers still view sexual harassment as oftentimes 'unintentional'.



Some results appear ambiguous. Whilst sexually harassing behaviours tended to be observed less post-STOP, the proportion of workers who reported observing SH behaviours in the factory increased at final evaluation, but this has not corresponded with an increase in actual reporting.

The STOP Project

CARE Australia, through its partner CARE Country Offices (COs), has been working to prevent and address the issue of SH in mainland Southeast Asia's garment sector since 2017.

STOP is funded by CARE Australia and the Australian Government through the Department of Foreign Affairs and Trade's Australian NGO Cooperation Program (ANCP) and the Gender Action Platform (GAP).

STOP is aligned with CARE International's organisational remit of working in gender transformative ways to cultivate gender equality and justice and uses an adapted version of the World Health Organisation's 'socio-ecological model of violence prevention' (see Figure 1 below)

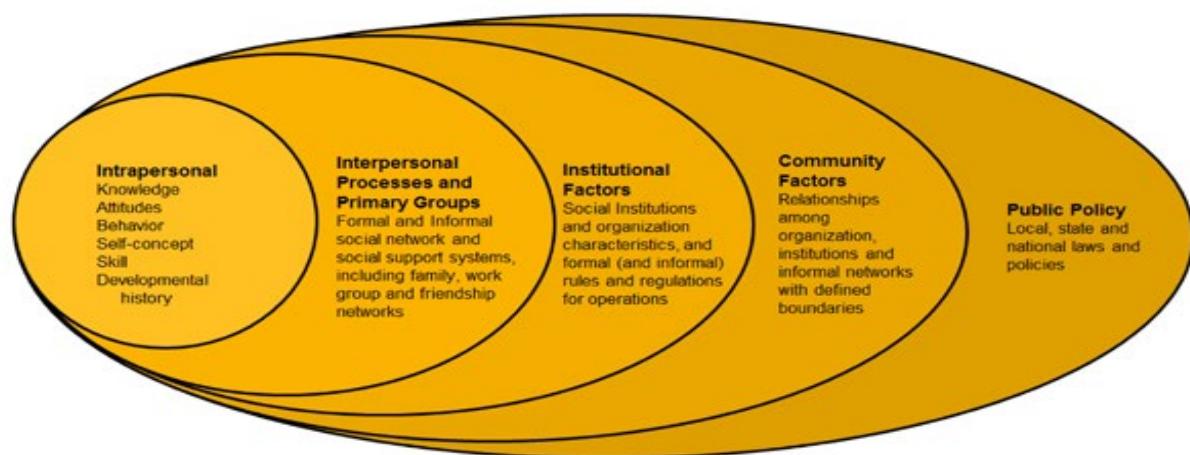


Figure 1 Socio-Ecological Model of Violence Prevention¹

STOP's key objectives can be summarized as follows:

1. To support garment factories in developing effective workplace mechanisms to respond to SH.
2. To make female garment factory workers feel safe enough to report SH, and through engagement with garment factories, enable them to do so without negative consequences.
3. To strengthen the national regulatory environment to promote laws, policies and mechanisms to address SH in the workplace.

STOP works with participating factories to implement STOP's Workplace SH Prevention Package (WSHPP) to create workplaces where female workers feel safe and experience less SH. This is achieved using a 'social norms approach' at the individual, factory, and societal levels.

¹ Adapted from McLeroy, K. R., Steckler, A. and Bibeau, D. (Eds.) (1988). The social ecology of health promotion interventions. *Health Education Quarterly*, 15(4): 351-377.

STOP's WSHPP was originally developed and implemented in Cambodia under the 'Safe Workplaces, Safe Communities' project. The package has since been rolled out in 42 factories across the four Mekong countries (19 in Cambodia), having also been further adapted from the original Cambodian package and implemented to varying degrees in Laos, Myanmar, and Vietnam.

In Cambodia, the STOP package includes:

- A model sexual harassment policy.
- Implementation guide.
- Training to factory Sexual Harassment Prevention Committees and Human Resource management in:
 - Culture and gender, GBV, SH and responses to SH at the workplace.
 - Sexual Harassment Complaints Handling Training.
- Worker training.
- Communications and events.
- CARE coaching and support.

CARE also provides a Monitoring, Evaluation and Learning Framework (MELF) to evaluate all activities undertaken within the package. The logic of the STOP project's implementation is represented in Figure 2 below.

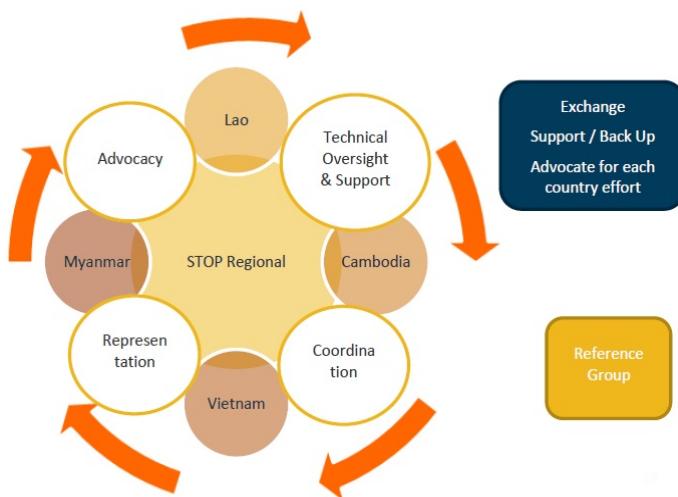


Figure 2. STOP Implementation Logic

Sexual Harassment in Garment Factories

By the end of 2015, there were approximately 60-75 million people employed in the garment and textiles industry worldwide, 75% of whom were women. There is also burgeoning evidence of how abusive behaviour in the workplace affects profits and productivity, as well as worker satisfaction in their employment (Hameed, Breckenridge, Bennett, Mafileo, Simeon and Stevens, 2016), and how SH should be addressed as a workplace issue (see Truskinovsky et al., 2014; BetterWork 2014; BetterFactories 2018).

Most recently, in January 2018, CARE International commissioned a survey, which was conducted online by The Harris Poll, of 9,408 adults across eight countries and spanning six continents. The research results provide important findings that support the STOP project and this evaluation. In particular, the results underlined how there are vast disparities in global understandings of what acceptable behaviour and SH looks like in the workplace.



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from Noun Project

When viewed from the perspective of gender inequality, women are considered to have less value and fewer rights than men, and are also barred from accessing resources and opportunities, as they are more vulnerable to experiencing SH (Dundas, Zinzen, Denby and Currington 2018).



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from Noun Project

Definitions of Sexual Harassment

CARE currently employs the definition of SH, proposed at the International Labour Organization's (ILO) Labour Conference 2018, as:

a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment.
(care.org.au/stop; retrieved 08/06/2019)

This definition is consistent with international statutes that describe SH as conduct of a sexual nature, which is unwanted or unwelcome and which has the purpose or effect of being intimidating, hostile, degrading, humiliating or offensive. The conduct may indirectly or directly target an individual or group.

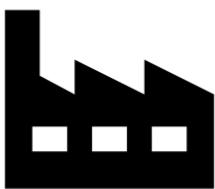
Implementation context in Cambodia

The Garment Industry in Cambodia

Cambodia's US\$7 billion-garment industry is the country's largest sector, accounting for 40% of the country's gross domestic product (GDP). Prior to the outbreak of the global COVID-19 pandemic, this thriving sector was responsible for employing approximately 700,000 workers, of which up to 90% were women. Of these women, 64% were internal migrants, with another 66% being under the age of 30 (CARE International 2017: 3; 26).



But despite its significance as a critical source of local employment and economic growth, recent years have witnessed the industry become embroiled in a series of controversies: these include reports of worker maltreatment as a result of questionable HR management practices, such as providing inadequate access to toilets, issuing short-term contracts, and imposing long working hours—all for the purported sake of enhancing factory productivity and profitability.



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from Noun Project

In 2019, the mass layoff of workers from major garment factories due to their participation in labour strikes made headline news, underscoring the job insecurity faced by workers in this sector. In early 2020, supply chain disruptions, a sharp decrease in global demand for clothing, and factory shutdowns caused by COVID-19 and the European Union's (EU) decision to partially withdraw the 'Everything But Arms' (EBA) provision for Cambodia due to human rights concerns²—have only aggravated the precarity that has now come to characterize this industry.

By May 2020, around 130 factories had requested the Cambodian Ministry of Labour and Vocational Training (MoLVT) for permission to suspend their operations completely or partly, with an estimated 100,000 Cambodian workers losing their jobs either permanently or temporarily (Hoekstra 2020). These figures are likely to increase through the remainder of 2020, as the longer-term viability of smaller and subcontractor factories is brought into question (Hoekstra 2020).

² The EBA Initiative was introduced in 2001 and grants Least Developed Countries duty- and quota-free access for almost all products, with the exception of arms and ammunition. Partial withdrawal of this allowance for Cambodia would see standard duties apply to a number of Cambodia apparel exports, potentially making them less competitive in the global market.



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Women are especially vulnerable, not least because they make up the majority of the workforce. It is well-documented that female workers face greater physical and mental health risks that arise from having to work in stressful factory environments. This is evident from the problem of mass faintings that has long plagued the sector's female workforce (Sotheary 2018; Kawazu 2019). Despite the Cambodian government's campaign promises to improve working conditions in the lead-up to the 2018 general election, sizeable challenges remain

with respect to revising the country's *Labour Law* and, more fundamentally, transforming the traditional social norms that privilege gender stereotypes and discrimination against women in the workforce.

The COVID-19 outbreak has exacerbated the risk of sexual harassment not just in Cambodia but also globally, with a marked increase in reports of violence against women and girls (CCHR 2020; UN Women 2020). As a consequence of losing their employment, women's position within the household may be undermined, jeopardising their families' social security and wellbeing and increasing the risk of poverty. The US\$70 per month promised to suspended factory workers is less than 40% of the country's minimum wage and will barely cover the cost of basic necessities of those living in Phnom Penh and other urban areas (Hoekstra 2020). What emerges is a rather bleak picture of Cambodia's garment industry.

In these conditions, initiatives like CARE Australia's 'Enhancing Women's Voice to Stop Sexual Harassment' in garment factories project (STOP) are crucial to ensuring workers' safety and wellbeing, as well as to the sector's recovery and longer-term viability. With the country's factories—and even major international brands—struggling more so than before to carry out much-needed worker welfare and corporate social responsibility (CSR) programs, the centrality of international NGOs in assisting with the effective implementation of such projects is expected to become more pronounced.

In the Cambodian context, STOP exists alongside a number of sexual harassment projects also focusing on the garment sector (see Appendix A).³ One stakeholder observed

Compared to other SH prevention programs for the garment sector, STOP's intervention presents a more complex and richer approach to dealing with the problem of sexual harassment—one that goes beyond ticking boxes in a checklist (Interview, Phnom Penh, February 2020).

³ With the exception of STOP, only Better Work's 'Tackling Sexual Harassment in Garment Factories' and CARE Cambodia's 'Safe Workplaces, Safe Communities' appear to have been subject to independent evaluations.

The Social Impact Analysis

The aim of this SIA is to evaluate STOP and, more specifically, its WSHPP's effectiveness and social impact in Cambodia. Its objectives are summed up as follows:

- To measure the key outcomes of the STOP project and, if findings permit, contribute to building an evidence base for a business case for acting on sexual harassment.
- To facilitate effective and respectful stakeholder engagement in relation to the social impact of the STOP project and its WSHPP.
- To identify both positive and negative impacts of the WSHPP across the five levels of the adapted socio-ecological model in the delivery of the STOP project.
- To promote better development outcomes in future STOP delivery through lessons learnt, in effect minimising the risk of negative impact and enhancing positive social impact across the different factory sites.

Given that STOP was initially designed with Cambodia in mind and has been implemented for the longest period there, specifically building on the 'Safe Workplaces, Safe Communities' program that had been running for three years (2013-2016) prior, Cambodia was decided as the appropriate focus of the SIA. Focusing on Cambodia also allows the SIA to analyse in greater depth the multilevel impacts of the WSHPP over a longer period of time and, in so doing, generate insights and lessons that may be equally applicable to the other three STOP countries. This SIA report proceeds in six sections.

Part 1 sets out the SIA's methodology and data sources.

Part 2 explains the SIA's conceptual framework, as grounded in the principles of gender transformation, the prevention-response continuum, and the dynamics of normative change.

Part 3 elaborates on the findings of desktop research on the nexus between sexual harassment and firm performance, gaps in Cambodia's legal and policy mechanisms to address SH, and the importance of SH to international brands in the garment sector.

Part 4 evaluates STOP's stakeholder engagement and how different components of the WSHPP have been received by target stakeholders.

Part 5 outlines the key challenges faced by STOP and the CO in its implementation.

Part 6 then assesses the impacts of STOP's implementation in the Cambodian factory context. This includes an integrated analysis of STOP's impacts in two Cambodian garment factories, which were purposively selected for this study.

The **Conclusion** provides a summary of findings and reflection on the STOP project's impacts beyond the workplace. It also turns to consider future directions for the initiative, including any future possibility of modifying the STOP program for other apparel sectors and the project's commercialisation.

1. Data and Methodology

The SIA adopts an interdisciplinary, mixed-methods approach to assess the social impact and influence of the STOP and its WSHPP on participating factories in Cambodia.

Qualitative data draws on two rounds of in-depth, face-to-face interviews and focus group discussions (FGD) conducted by UNSW in March 2019 and February 2020 with the assistance of a CARE-recruited, Khmer-English interpreter with the primary stakeholders in Cambodia selected in consultation with the STOP CO staff ⁴ (see Appendices B and C for data source examples).

In Cambodia, a total of 11 external stakeholders were interviewed individually, using a guided open-question format to maximise flexibility and opportunities for inclusion of multiple perspectives. Two FGDs were conducted with nine STOP CO staff members in 2019 and 2020. In 2019 one group interview was conducted with two attendees at a Phnom Penh-based Factory H (B) #1 for the MTR. This has been previously reported.

Further group interviews were conducted in 2020 at two different factory sites:

- Factory H (A) #1: 17 workers, line supervisors and managers participated across four sessions.
- Factory G #2: 18 workers, line supervisors and (middle) managers participated in four sessions.

A combined list of interviewees (group and individual) and FGD participants from the 2019 and 2020 fieldwork trips is included in Appendix B, though, whenever indicated, requests for anonymity have been fully respected.⁵

The **quantitative data** used in this SIA is drawn from the survey and monitoring data that were collected from a convenience sample of garment workers and managers from 19 factories in Cambodia. These were collected by the STOP CO, but with the UNSW team responsible for cleaning and analysing the data. In Cambodia, the following data (baseline and at evaluation) were collected:

- **Tool 1 – Factory data sheet** provides information on the situation in the factory on issues that might be related to addressing sexual harassment in the workplace.
- **Tool 5 – Bi-annual monitoring report** provides information on factory actions to implement the policy and complaints mechanism.
- **Tool 6 – Employee questionnaire** provides information on the environment in the factory, participants' own perceptions of social norms surrounding harassment, any experience with harassment, and their ability to cope or choose alternative employment.

⁴ Including factory managers, line supervisors and workers, brands, government officials from the Ministry of Interior, Ministry of Women's Affairs (MOWA) and MoLVT, other NGO and industry representatives such as the ILO's Better Factories Cambodia (BFC) and the Garment Manufacturers Association in Cambodia.

⁵ This project received ethics approval (HC190116) from UNSW Canberra on 12 March 2019.

- **Tool 8 – Pre- and post-training data of CARE training of SHPC and HR/management** provides pre and post-test to all people who receive training.
- **Tool 11 – Checklist for implementation of a sexual harassment policy** provides information on the status of implementation of the SH policy.

Utilising baseline survey data from the MELF is important to the SIA, as its comparison to the survey results at evaluation enables a more straightforward assessment of change among the target population over time, post-STOP intervention.

Data from Tool 6 (baseline survey administered in 2018; survey administered at evaluation in 2020) is instructive, as it provides an overview of factory workers' attitudes and knowledge of sexual harassment, confidence to report sexual harassment in the factory, and observations or experiences of sexual harassment.

However, there are some limitations in the data collection process that means care has to be taken when interpreting the analysis. Examples include:

- In Tool 6 participant matching of baseline and evaluation responses did not occur. The baseline was completed by 544 workers (managers and non-managers), compared to 510 potentially different workers at evaluation.
- Timeframes for tracking the impacts from STOP on the garment workers in either factory are necessarily constrained due to funding and project timelines.
- It is difficult to ascertain how any of the changes and improvements generated from STOP's intervention observed might be sustained or become diminished over time.

2: Framework for Analysing Impact and Social Change

The conceptual framework used in this report draws on knowledge about gender-based violence (GBV) and sexual harassment prevention, gender transformation and policy diffusion.

Defining Social Impact

Social Impact is the cumulative effect of an activity or course of action on the well-being of a community and/or individuals. Social impact can be **direct or indirect, intentional or unintentional**, and may come **as a significant improvement (positive impact) or deterioration (negative impact)** in people's well-being, or a noticeable change in an aspect of community¹ concern.

This SIA's focus is on tracking the changes that stem from the package's implementation in participating Cambodian factories in relation to:

- behaviours relating to sexual harassment and its prevention - **social**
- attitudes and social norms regarding sexual harassment in the workplace - **normative**
- developments in relation to anti-sexual harassment regulations or laws at the factory and national levels - **policy**

This builds on the theory of change (ToC) that underpins the STOP project and the WSHPP model and outlines the potential mechanisms that enable garment factories to better address and respond to sexual harassment in the workplace see Figure 3.

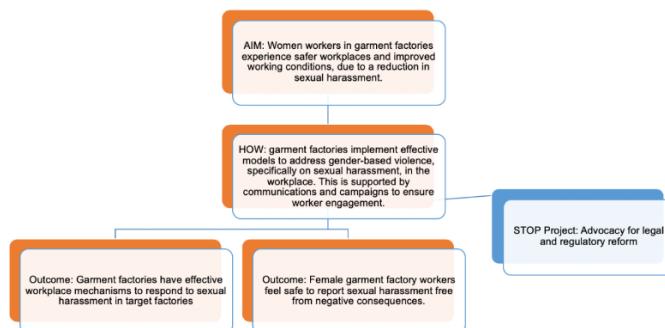


Figure 3. Model of the Workplace Sexual Harassment Prevention Package Source: CARE Presentation on 'Our Sexual Harassment Prevention Package'

STOP also understands sexually harassing behaviours on the continuum captured in Figure 4.

A continuum of sexual harassment behaviors				
Gender harassment	Sexist hostility	Sexual hostility	Unwanted sexual behavior	Sexual coercion
Verbal or non-verbal behavior that is or derogatory to a person's gender	Verbal or non-verbal behavior that is sexist	Explicitly sexual verbal and non-verbal behaviors that make the work environment hostile	Unwelcome, offensive interest of a sexual nature	Requests or threats for sexual cooperation in return for job security or benefits.

Source: STOP Project Baseline Guidance.

Figure 4. Continuum of Sexual Harassment Behaviours

This SIA's overall findings indicate that many experiences of SH have largely been underreported at factories due to the lack organisational awareness, available resources and adequate prevention mechanisms at both the factory and national policy levels.

As noted by one interviewee from Cambodia's Ministry of Interior, sexual harassment

"[has] a broad definition and we have not disseminated [information about it] enough and reach enough population yet. That is why our purpose is to continue these efforts, so dissemination is as important as collecting information and getting reports".

Furthermore, as pointed out in the STOP WSHPP model policy, **SH incidents can happen both inside and outside of the factory context**—for example, on the way to and from the factory, which proved quite common in the Cambodian context (CARE International 2017), as well as in factory-managed worker dormitories.

Understanding the drivers of Sexual Harassment

The SIA focusses on two key aspects of the research evidence firstly the causes of workplace SH and secondly how SH is to be mitigated and prevented.

The SIA draws on current theories and evidence that describe the drivers of sexual harassment in the workplace as:

- asymmetrical power dynamics
- sociocultural variables such as conservative gender norms or the lack of gender equality within an organisation and the society more broadly
- the prevalence of violence-supportive attitudes
- the existence of structural opportunities to engage in sexually harassing behaviours.

The power and incentive imbalances within the factories can give rise to SH risks (see Better Work 2016). The export-oriented garment industry render workers especially vulnerable to such harassment. In Cambodia, the industry largely employs young female workers, many of whom will have migrated from rural areas for their first formal employment. These workers will often

occupy a 'low power' position within the factory, being accountable to a line supervisor who assesses their performance. Productivity pressures can also amplify SH risks.

The lack of organisational awareness, factory resources, and political will can further contribute to the under-reporting of SH incidences and a broader failure to recognise SH as a real problem affecting the wellbeing of workers.

The in-depth factory interviews conducted in Cambodia revealed some inconsistencies in the accounts from workers and managers with respect to the prevalence of SH on the factory floor. Most managers stated that their factories had no reports of SH whereas the workers interviewed would, on occasion, disclose incidents of SH, such as inappropriate touching and remarks. (Interviews, Phnom Penh, March 2019 and February 2020).

The absence of reporting sexual harassment within a factory does not mean the absence of harassment. STOP factory data aligns with emerging policy and academic scholarship on this issue, especially in South and Southeast Asia, indicating sexual harassment is widespread in garment factories and the supply chain (Morris and Rickard 2019: 9).

Fear of reprisal and dismissal among the workers can exacerbate this culture of silence. In addition, discussing SH in factories openly, including by government, can be perceived to have potential impacts on investment, especially from foreign sources. As observed by a STOP CO staff member (FGD, Phnom Penh, 15 February 2020),

"factories continue to request confidentiality...[and the] government [also] try to keep it confidential otherwise we will lose investors in Cambodia".

A Gender Sensitive Approach to Social Change

The SIA aims to identify whether and how workers' attitudes and organisational norms related to gender and sexual harassment have, or have not changed, following STOP's implementation in factories. To do this the SIA draws on significant scholarship on gender and social norms change and relies on two underpinning principles:

- 1. Transforming social norms will take time as the subordination of women can be deeply ingrained within a society within patriarchal social systems.** In the Cambodian context, it is important to acknowledge not only how traditional Cambodian culture might perpetuate such norms, but also how the country's cultural landscape could potentially be utilised by interventions like STOP to strengthen SH and GBV response and prevention (see Eisenbruch 2018).

2. There are different ways in which gender norms can be transformed in the workplace:

The Gender at Work framework (see Figure 5) and its four quadrants—individual consciousness and capability (top left), access to resources (top right), informal norms and social structures (bottom left), and formal rules and policies (bottom right)—are useful for examining the opportunities for and challenges to achieving gender equality, as well as underscoring the interconnected nature of gendered power relations.

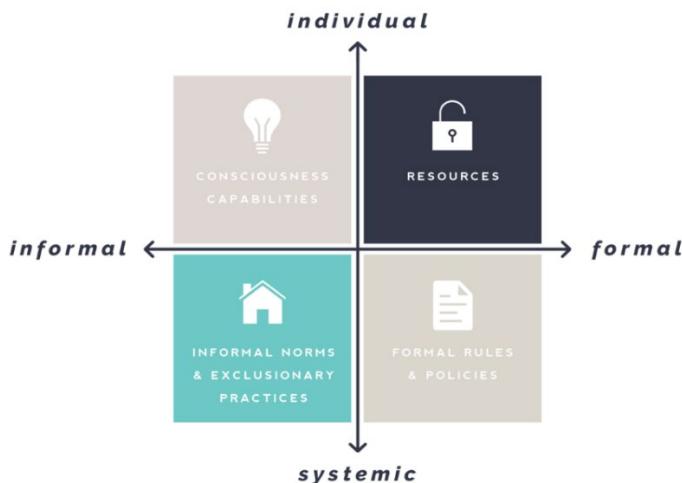


Figure 5. The Gender at Work Framework

Source: Gender at Work (available at: <https://genderatwork.org/analytical-framework/>)

Applied to the issue of sexual harassment, the quadrants highlight the foundational conditions for meaningful and gender-sensitive change, which also correspond broadly to the interrelated and multi-tiered elements of STOP's adapted socio-ecological model:

- **Individual consciousness and capability:** Raising female workers' voices and agency to report SH as a problem.
- **Access to resources:** Increasing female workers' SH prevention knowledge and training, and access to reporting mechanisms.
- **Informal norms and social structures:** Raising social awareness of SH and promoting the adoption of social norms that reject SH and promote gender equality.
- **Formal rules and policies:** Revising legal frameworks and policies to better respond to SH incidents and behaviours.

Although the STOP project focuses more on motivating change at the individual and factory levels through the WSHPP, the qualitative interview data suggests that it also provides broader impacts potentially influencing policymaking and the community. Illustrating this broader impact, at one participating factory, a group of female and male workers after receiving SH training, sought to educate younger women in their communities about SH and their rights (Interviews at Factory H (A) #1, Phnom Penh, 14 February 2020). It is still too early to confirm that STOP has achieved norms transformation however examples like this show the potential for STOP to resonate across the four quadrants of the Gender at Work framework and to effect greater social change at a later stage.

3: Sexual Harassment and Cambodia's Garment Industry

Sexual harassment can impact individual and factory performance

A review of existing scholarship readily reveals how eliminating workplace violence and harassment not only improves workers' wellbeing but also firm productivity and, by extension, profitability. Research studies exist that demonstrate how SH in the workplace can impose multiple costs and damages not just on individual workers, but also on employers and the broader society (FWF 2018). The impact on individuals, which can range from physical harm to emotional and psychological distress, can affect worker productivity and overall business performance.

Studies from across the Asia-Pacific region demonstrate:

- sexual harassment leads to increased workplace tension and absenteeism, which can in turn impede professional collaboration, heightened financial risks, and productivity loss (Haspels et al. 2001: 161)
- there are indirect tangible costs to productivity due to SH. In the Cambodian garment industry these losses were estimated at up to US\$89 million per year. This included turnover costs, absenteeism costs and presenteeism costs. (CARE International 2017: 2)
- reducing violence and harassment can increase worker satisfaction, retention, and overall performance (Better Work 2016: 51)
- factories with better working conditions and higher compliance relating to SH prevention were more productive and profitable, such that "improving working conditions is an investment, not a cost" (Better Work 2016: 51)

By engaging with workers, factory managers and brands, STOP advances the business case for organisational response to sexual harassment in Cambodia's garment sector.

The Mid-Term Review, conducted in March 2019 and a review of STOP program documents and stakeholder interviews in 2020 demonstrates that **STOP is not only a unique intervention program, but one that also stands to deliver real-world insights into how SH should be dealt with in the workplace.**

Brands care about sexual harassment—so, too, should factories

Compared to other STOP countries, **the Cambodian garment sector is unique in terms of the prominent role that brands play in encouraging standards compliance among their suppliers.**

In June 2018, in the wake of a global campaign led by international organizations like Global Labor Justice and Human Rights Watch, both H&M and Gap had publicly declared support for a binding ILO Convention on Violence and Harassment⁶ in the world of work, including GBV in garment supply chains (Global Labor Justice 2019).

From the interviews conducted:

- ‘Brand power’ in Cambodia constitutes an important factor that has facilitated STOP’s implementation, helping to persuade their suppliers to join STOP. For example, Factory H (A) #1 was originally recommended by H&M to contact CARE about the STOP workplace package in 2018.
- SH might not have seemed to be an easy entry-point for STOP however, the fact that it managed to generate interest among brands by building on the anti-SH momentum from #MeToo, among other factors, has helped to ensure STOP’s adoption by factories.
- Global movements like #MeToo can effectively highlight the prevalence of VAW and sexual harassment in various domains of social and professional life. One interviewee noted they have also contributed to raising awareness among brands about how SH can feature in their supply chains and affect their business reputation (Sara Park, Phnom Penh, 19 March 2019).

There are major gaps in Cambodia's policy and legal frameworks in relation to sexual harassment

Despite growing awareness among Cambodian policymakers about SH issues and national laws and policies relating to the prevention of violence against women, Cambodia’s legislation is still limited in its capacity to respond to sexual harassment as a key issue of concern. Specifically:

- The *Labour Law* (1997; amended 2007) states that “all forms of sexual abuse are strictly prohibited”, it does not include a clear definition of sexual harassment (Lo and Vibol 2015:

⁶ The convention has since been adopted by the ILO but is yet to be ratified by the Cambodian government.

30). The *Criminal Code* (2009) includes provisions for various sexual offences and serves as the legal basis for prosecuting sexual harassment.

- The *Criminal Code* includes a narrow definition of SH⁷ however the *Code* has no provision for prosecuting behaviours that do not constitute physical acts, such as verbal harassment and other non-verbal behaviour (e.g. whistling, sexually suggestive gestures, or display of sexual materials).
- The *Law on the Prevention of Domestic Violence and Protection of Victims* (2005) addresses certain types of sexual violence, but it is only applicable when violence is perpetrated between people within the same household and does not extend to the workplace.

In addition to national legislation, the 'Second National Action Plan to Prevent Violence Against Women' (NAPVAW II; 2014-2018) has served as Cambodia's main policy instrument that articulates the key strategies and coordinated, multi-sector approach to prevent and eliminate VAW.⁸ The NAPVAW includes actions to tackle sexual harassment in the workplace and the community through improvements to laws and policies.

The Ministry of Women's Affairs (MOWA) mandate also enables it to receive complaints from survivors of GBV, including sexual harassment, and to provide legal advice and support. There remains a lack of data on the number and nature of complaints received due to the lack of systematic reporting and data collection (Rose and Nguyen 2018: 4).

By engaging in sustained advocacy with government stakeholders and key ministries like MOWA and the Ministry of Interior, the STOP project is:

- contributing to the creation of an alliance of anti-SH advocates in positions of authority
- laying the groundwork for systemic change through incremental efforts aimed at modifying the formal rules and informal norms that enable sexual harassment.

⁷ Article 250 defines SH as "an act that a person abuses the power which was vested to him/her in his/her functions in order to put pressure again and again on other persons in exchange for sexual favour".

⁸ At the time of writing, the Cambodian government is still in the process of formulating the 'Third National Action Plan to Prevent Violence Against Women' (NAPVAW III). It is listed as one of the three key documents on gender equality in 2019 (MOWA 2019, 18). See 'Cambodia report on the occasion of the 25th Anniversary of the Fourth World Conference on Women and the adoption of the Beijing Declaration and Platform for Action' (1995).

4: Stakeholder Perceptions and Assessment of STOP

This section considers the views of stakeholders who have been engaged by CARE (see Appendix B for a list), and their subsequent reception of the project, impact of its different components and in particular key elements of the WSHPP.

An overall finding is that STOP and its WSHPP have been positively received among factory staff, brands and government having also contributed to building peer-to-peer networks within the SH prevention policy and advocacy space.

STOP's key stakeholders were interviewed and asked to comment on the relevance and suitability of different elements of the WSHPP in particular:

- Training the Trainer (ToT) modules for SHPC members,
- Social norms videos and other communications materials (e.g. posters),
- STOP outreach activities and events with workers and other stakeholders.

The majority of stakeholders emphasised how STOP addressed an under-appreciated problem in the industry, while also making note of areas for future development and improvement.

By way of example, a representative from H&M commented that STOP's influence reaches beyond the issue of sexual harassment to also contribute to empowering workers and building respect and understanding within the workplace, which makes the project appealing to brands and factories (Interview, Phnom Penh, 13 February 2020). They also noted that for future development STOP could communicate more frequently with brands about their factory outreach activities to assist with monitoring factory progress on SH prevention (Interview, Phnom Penh, 13 February 2020).

Training the Trainer Modules

STOP training addressed a demand from brands and factories for greater understanding of SH issues—particularly in light of the ILO's prioritisation of SH as a 'zero-tolerance' issue—which established programs like Better Factories Cambodia were unable to meet .

Overall, based on interviews conducted in 2019 and 2020, the training courses were experienced by factory staff and perceived by external stakeholders positively.

The training was described as "easy to understand", with role-playing and pictures used to make the messages more accessible to workers and more easily re-delivered by the trainer.



Figure 6. Chanda Poster

The training was “not complicated, not like classroom training, but more like [a] session [where workers] can share ideas and learn together”. Moreover, the fact that the management training was “participatory” and “gave management room to think...debate the idea and...get to a common understanding together” was commended (Interview with H&M representative, Phnom Penh, 13 February 2020).

According to the STOP Quarterly Factory Planning and Actuals, across the 19 participating factories, it would take on average 2.58 days to complete the ToT courses and 2 days for the HR training (HR training courses were conducted on the same days for all factories).

Some interviewees raised concerns about

- resource and time constraints
- difficulty in getting factory management staff and workers to fully commit to the training courses as designed and scheduled by STOP
- some factory managers still requested that the training programs be condensed further.

As one STOP staff member noted,

“we face [the] challenge [of] companies commit[ting] to do training but not fully commit to give resources and personnel to do training [...] We have [a] master plan to guide the factory for [when] we work in each year. However, we face the challenge in terms of operation and deliver training to [Sexual Harassment Prevention] Committee people and workers”
(Interview, Phnom Penh, 18 March 2019).

One female manager at Factory H (A) #1 pointed out the productivity implications of the STOP training modules and the need for the package to be more flexible:

One of the things that I can see like the training method, in the past, when they teach us the ToT, from steps 1-5, then we have to take time for [a] specific group to train consecutively for five times. It is time consuming and hard to get done by production workers (Interview, Phnom Penh, 14 February 2020).

One female compliance officer (Phnom Penh, 11 February 2020) noted that in a number of STOP factories, the SH awareness training for workers run by STOP-trained HR and compliance managers had to be shortened and condensed. Responding to such feedback, the CARE CO team attempted to increase flexibility in their approach to administering the training however limitations were also expressed.

As observed by a MoLVT respondent,

"CARE has done [training] both during working hours and lunchtime. But it is hard for them to work in working hours: for employees, they cannot make time for us. They have to work from 7-11am and have short break time. So sometimes we change [the] project implementation to weekend, but for workers, it is hard for them to engage on Sundays because it's their only chance to relax" (Interview, Phnom Penh, 15 February 2020).

The STOP CO have consistently emphasised their commitment to training taking place during workers' paid working hours, rather than during their unpaid leisure time. However, this was not always possible.

While the majority of local factory managers interviewed had generally found the training materials useful and accessible, an important recommendation emerged from our analysis of the interviews:

- while garment factories have a higher proportion of female workers, it was repeatedly raised by factory interviewees that the WSHPP trainings should find ways to engage more with male workers, beyond training only (see Appendices C and D, Table D2 for samples of gender-disaggregated data).

"I want the factory to not only call the women to join the training, but also men who also work in other lines as well, so that all the men in factory can join the training and learn about the issue" (Interview, male mechanic at Factory G #2, Phnom Penh, 11 February 2020).

It is clear that the STOP package was intended to address the more pronounced issue of women experiencing SH in the factory workplace, participants recognised the importance of responding to all instances of SH including those experienced by men. Also, as the majority of perpetrators are men, education for men was thought to be a potentially useful prevention strategy.

Social Norms Videos and Other Communication Materials

STOP communication materials focus on raising awareness among factory workers of sexual harassment and its prevention, as well as problematising sociocultural norms that enable and normalise sexual harassing behaviours.

Important communication elements of the WSHPP are:

- A social norms video, which centres on the experiences of a female garment worker, *Chanda* who is experiencing SH.
- STOP communication materials (see Figures 7, 8 and 9) that target garment factory workers.

Factory and government interviewees were unanimous in stating that the video and materials are useful, informative, and accessible, with the characterisations proving relatable to the workers. As an example, one male administrative staff at Factory H (A) #1 remarked,

“for the video, I think it is about power abuse to the worker and it make the worker feel uncomfortable. It depicts the real story in the factory...Because of this video, it makes workers and managers alert and remind them about this issue”
(Interview, Phnom Penh, 14 February 2020).

Most factory managers indicated a desire to see more videos produced with English and Chinese language subtitles and made available on social media, which is popularly used by workers, as a means to ensure that STOP’s message is disseminated to a wider audience—not just workers and line supervisors, but also middle and top management (Interviews with factory workers and managers, Phnom Penh, February 2020).

In addition, the majority of factory managers are not Cambodian and are mostly fluent in or understand English and Chinese. Some participants recommended that **training and other communication materials should be made available not only in Khmer but also in English and Chinese languages**, so that “all the management and supervisors can learn more about this issue” (Interview with Factory H (A) #1 female compliance officer, Phnom Penh, 14 February 2020). This is echoed by another male compliance officer at Factory G #2:

“if you can, your posters should have three languages, because we are not talking only to locals or English-speaking. In Cambodia, we have a lot of Chinese. Please include three languages” (Interview, Phnom Penh, 11 February 2020).

This would require additional resourcing for STOP to hire translators and interpreters who can produce material and deliver training in these languages.



Figure 7. 'Listen! Support! Report!' Chanda Poster

Most factory managers requested more materials from STOP, especially posters that can be put up in 'strategic' locations (e.g. in front of the restrooms, canteen, along hallways) as constant reminders to workers and managers of what constitutes SH behaviours and how SH can happen to workers and managers alike.

Factory management at both Factory H (A) #1 and Factory G #2 indicated their strong commitment to screening the video to groups of workers, despite resource (e.g. lack of television monitors) and time constraints (screening usually happened during workers' lunch breaks).

Workers interviewed suggested:

- the accessibility of these materials could be enhanced to better engage with less educated workers by using more photos/illustrations and making them more 'entertaining'
- the STOP materials, activities and events be made available or held outside of the factory and within the broader community in order to raise awareness about SH issues among youths and school children who are viewed as the future generation of factory workers. While these audiences are not the target groups for STOP, it is perhaps an unintended impact, that STOP participants were able to envisage a like program for other population groups.

Outreach Activities and Events

Overall, STOP outreach activities and events were well-received and viewed as “interesting” by factory staff.

One female worker at Factory H (A) #1 noted how the Q&A session were especially informative because of its participatory dimension that engaged workers (Interview, Phnom Penh, 14 February 2020).

Another female line leader, also at Factory H (A) #1, commented on how the ‘freebies’ provided at such events were also positively perceived, with the hand fans proving to be particularly “useful” as they contained a lot of important SH-related messages and serve as a constant reminder to workers of these messages (Interview, Phnom Penh, 14 February 2020).

Our analysis of the data collected showed that worker outreach activities and social awareness-raising events clearly constitute a prominent feature of the Cambodian STOP project. Examples include International Women’s Day (IWD) 2019, International Labour Day (ILD) and 16 Days of Activism.

International Women’s Day (IWD) 2019

A total of 4,868 workers from 18 factories attended including 4,260 female workers and 418 male workers Of these, 740 people were from Factory H (A) #1 (female: 695; male: 45); and 200 people (female:165; male:35) from Factory G #2 .

Workers are actively involved through different ‘infotainment’ activities and such events provide an opportunity to reinforce the messages provided during training and show factory commitment to sustained efforts to address SH. Interviews at Factories H (A) #1 and Factory G #2 describe these STOP -sponsored events as welcome given the factories do not usually have the resourcing available to organise these activities themselves (Interviews, Phnom Penh, February 2020).

At final evaluation, it was evident that the STOP CO has invested considerable effort in maintaining relationships and partnerships in multiple sectors—government, business, NGO, and factory.

Indicators of stakeholder perceptions of effectiveness of CARE’s partnerships and the STOP program were:

- the opportunity provided by CARE to Better Factories Cambodia to have its trainers observe STOP trainers in action.
- CARE CO participation in the BFC learning seminar on sexual harassment for suppliers (Interview with Sara Park BFC Technical Advisor, Phnom Penh, 19 March 2019).

- BFC recommending factories and buyers contact the CARE CO in light of their SH expertise (Interview, Phnom Penh, 19 March 2019).
- a regional conference on sexual harassment prevention, co-organised by BFC and CARE Cambodia in 2019, which resulted in major buy-in from brands on the issue of preventing sexual harassment in suppliers (Interview, Phnom Penh, 11 February 2020).
- activities such as the ‘café gatherings’ organised with senior factory management, the Sexual Harassment Prevention Committees and brands facilitated the sharing of experiences and challenges faced with government representatives (Interview Director-General of MoWA), Phnom Penh, 18 March 2019).

These activities allowed **the STOP CO to maintain and deepen their existing relationships with key government stakeholders to enhance their acceptance of SH as a problem in Cambodian society and “open their eyes”** (STOP CO staff, Phnom Penh, 18 March 2019).

Some external stakeholders made specific suggestions to broaden the program’s social impact.

- Engagement with other apparel sectors (e.g. footwear)
- Target other audiences (e.g. school children and youths)
- More capacity development opportunities for partner organisations and government agencies.

To engage with other sectors or the younger generation, very different audience-specific materials would need to be produced to extend STOP’s reach beyond garment factories. With respect to other apparel sectors, STOP would need to develop sector-specific strategies to better understand market demands and demographics. CARE may wish to consider the suggestions presented in this section although many of them are unlikely to be feasible due to the need for additional resourcing and change in project focus.

5: Findings of the Social Impact Analysis

This section of the Report discusses the findings of the SIA, derived from an analysis of the surveys and interviews, focus groups and monitoring information collected by MELF Tools against the adapted socio-ecological and the Gender at Work frameworks⁹.

Two FGDs were conducted with nine STOP CO staff members in 2019 and 2020. In 2019 one group interview was conducted with two attendees at one Cambodia factory for the MTR. This has been previously reported.

In addition to the MELF data collected from the 19 factories participating in STOP and the stakeholder interviews and FGD conducted at mid-term and end of evaluation, two factories were chosen for closer scrutiny to assist with the assessment of impact:

- Factory H (A) #1: 17 workers, line supervisors and managers participated across four sessions.
- Factory G #2: 18 workers, line supervisors and (middle) managers participated in four sessions.

The presentation of findings will distinguish the source of data where required.

Factory context at baseline

Across the 19 Cambodian factories that participated in the STOP program, women workers comprised the majority of factory employees. A large number were also migrant workers, which can mean their personal circumstances are even more precarious.

Based on the baseline study, workers generally reported in the factory:

- they were 'well-treated'
- they had a positive opinion of their managers¹⁰
- they encountered indirect experiences of SH (i.e. seeing or hearing SH in the factory)
- gender harassment and sexist hostility were the most prevalent forms of SH observed.

A high number of workers reported they had personally experienced SH:

- 56% of the total sample experienced at least one form of SH within the 12 months prior to the baseline survey

⁹ This is based on data collected from the baseline study in 2018, which had interviewed 544 workers (staff and managers) from across the 19 factories, along with 14 key informants and 20 FGDs.

¹⁰ The baseline report does note, however, that these opinions may be 'overstated' due to the presence of managers in the interview setting.

- sexist comments and sexual hostility were the most prevalent forms, being experienced by 73% and 61% of workers respectively
- gender harassment and unwanted sexual behaviour were reported by 23% and 19% of workers, respectively.

Of the workers interviewed, most perceived SH to be 'private business' and that SH happens because of inappropriate behaviour on the survivor/victim's part. These attitudes stigmatise the survivor/victim and make disclosure more difficult.

There was also very limited understanding of what behaviours may constitute sexual harassment. When asked about specific behaviours female workers mainly identified 'attempts at rape' and 'coercion for sexual favours (specifically intercourse)' rather than more subtle interactions and patterns of abusive behaviour and sexist attitudes.

Factory context at final evaluation

The majority of the STOP program and activities were implemented between baseline and final evaluation.

Both female and male workers and managers at the STOP final evaluation, reported their knowledge of SH had increased and their attitudes were more aligned with STOP values in relation to SH.

Interviews with workers and managers at Factory H (A) #1 and Factory G #2 found that, as a result of participation in STOP, they now recognise SH as unacceptable in professional, legal, cultural and moral terms. Participants also recognised that sexual harassment can be perpetrated in different forms.

The following sections demonstrate observable impacts of STOP at different levels of the socio-ecological model: intrapersonal, interpersonal, institutional, community, and policy.

Impacts at the Intrapersonal Level

The intrapersonal level of the socioecological model covers knowledge, attitudes, behaviour, self-concept, skill and developmental history.

Factory workers have an improved understanding of sexual harassment.

- The majority of female and male factory workers interviewed at both Factories H (A) #1 and G #2 had indicated how, prior to receiving training and engaging with STOP-related activities and communications materials, they did not know what SH was.
- At evaluation, female workers interviewed at Factories H (A) #1 and G #2 explained how they now understand that SH is 'more than raping', and that 'inappropriate speech', 'showing pornography' can also amount to SH (Interviews, Phnom Penh, 14 February 2020).

- This is consistent with the factory surveys, conducted in 17 factories, recording a reduction in the number of female workers who agreed with the statement ‘verbal harassment is hardly ever serious and is mostly just joking’ (B: 45.4% to E: 38.4%).
- At Factory H (A) #1, a female line leader disclosed how:

“there used to be many harassments committed by [the factory’s] mechanics, but once they learned about SH, the mechanics no longer acted inappropriately to workers” (Interview, Phnom Penh, 14 February 2020).

In interviews, female factory workers also expressed confidence in being able to ‘stop’ sexual harassment in their factories.

Male factory workers reported recognising:

- a continuum of SH behaviours
- if a SH act caused harm or discomfort to their female peers, even when unintended, it is unacceptable in professional, legal, social and moral terms (Interviews, Phnom Penh, February 2020).

While still frequently viewing sexual harassment as ‘unintentional’, male factory workers demonstrated improved awareness that sexual harassment is a problem and that preventing SH is about protecting women and girls.

There were differences in the extent of change in knowledge and attitudes toward SH between female and male workers captured in MELF data. At both baseline and evaluation, a higher proportion of male workers agreed with the statements:

- ‘verbal harassment is hardly ever serious and is mostly just joking’ (B: 21%; E: 22.7%)
- ‘we shouldn’t be too harsh on those accused of sexual harassment’ (B: 35.8%; E: 45.3%).¹¹

These results are consistent with the Factory # 1 and 2 evaluation interviews where male workers reported:

- women can also ‘harass’ men by ‘joking around’ with them.
- STOP’s definition of SH should be less broad as ‘joking’ was seen as a common practice derived from traditional Cambodian culture.
- Most did acknowledge preventing SH is ‘about men giving value to women’ (Interview, Phnom Penh, 14 February 2020).

¹¹ Compared to B: 21.2% and E: 36.8% for women.

Other interviewees at Factory G #2 noted how SH is ‘a big problem’ in law and ‘cultural law’, and how people who commit SH are “immoral” (Interviews, Phnom Penh, 14 February 2020).

Based on the factory interviews, **the UNSW team found that worker training conducted by the Sexual Harassment Prevention Committee (SHPC) is a major factor that can improve the level of awareness of SH and its prevention among workers.**

However, the interviews identified gaps in female and male workers’ knowledge of sexual harassment. For example:

- approximately half of the workers still believed that a worker who gets sexually harassed must be at least partly responsible for the behaviour.
- one female manager at Factory G #2, noted that before participating in the STOP training, she would blame SH on women who dressed provocatively but that, after STOP, she realised that this is wrong because people have the “right” to dress however they desire (Interviews, Phnom Penh, 14 February 2020).
- the fact that a limited number of factory workers has received training from the SHPC, with more having been exposed only to the STOP communications materials and activities, may explain this outcome.

At Factories H (A) #1 and G #2, female and male managers demonstrated an improved understanding of SH as a problem and the importance of prevention.

The MELF survey data demonstrates that changes in knowledge and attitudes among managers appear to be varied.

There were some areas of improvements at evaluation for male managers. For example, the proportion of male managers who agreed with the statement that ‘a male and female from the same workplace who are dating in a consensual relationship is sexual harassment’ decreased from 10.0% at baseline to 0% at evaluation.

The interview data from Factory H (A) #1 and Factory G #2 confirm both male and female managers agreed that:

- asymmetrical power dynamics are a real problem in factories and can enable SH
 - SH can potentially have productivity implications due to its effects on workers’ welfare
 - SH is a ‘big problem’ that can harm the reputations of factories and buyers
 - anecdotally, there were observable improvements to workers’ knowledge and behaviour about SH
 - female workers appeared to feel more confident about reporting SH and using the complaints mechanism.
- (Interviews, Phnom Penh, 14 February 2020)

G Some sexually harassing behaviours tended to be observed less post-STOP, but the proportion of workers who reported observing SH in the factory increased for some behaviours at evaluation.

The majority of SH behaviours listed the factory survey (MELF Tool 6) were observed by male and female workers in the factory at both baseline and evaluation. Some SH behaviours appeared to be observed less frequently at evaluation; however, there was an apparent increase for other SH behaviours observed in the factories. Appendix D, Table D3 provides a detailed list of the behaviours that workers identified observing at baseline and evaluation.

There are a number of reasons why there may have been these differences between baseline and final evaluation observations in the factory survey (MELF Tool 6).

- increased awareness of the range of behaviours constituting SH in the factory as a result of STOP training and activities, may have resulted in improved worker recognition at evaluation.
- only a very small number of workers reported observing some examples of SH behaviours at both baseline and evaluation. The small increases in the number of observations between baseline and evaluation for some examples of SH behaviour are therefore not meaningful.
- the baseline and evaluation responses to the survey were not matched. Different workers may have responded to the factory survey (MELF Tool 6) evaluation survey at each point.
- at baseline, female factory workers were able to identify a greater number of sexually harassing behaviours than male workers. At evaluation, a greater proportion of male workers identified more types of SH behaviour and differences between male and female factory workers ability to observe SH in the factory decreased. The increased capability of male workers to identify SH may explain the increase in observed SH at evaluation.

It is important to note that the reported increase in observed SH was not accompanied by an actual increase in SH reporting by factory workers. However, the lack of reporting of an apparent increase in observed SH may be explained by:

- uncertainty about the process of reporting
- lack of confidence or fear of reporting a SH incident happening to another worker
- fear of not being believed
- fear of loss of employment or other forms of retribution

Immediate informal action may have already been taken to rectify the situation (e.g. the harasser being given a warning by the line manager) meaning a formal report was not necessary.

There is an overall reduction at evaluation in the proportion of female workers who reported experiencing sexual harassment.

At baseline,

- a higher proportion of female workers reported experiencing a number of sexual harassment behaviours.
- there was a significant association between being a woman and the participant having experienced the following:
 - ‘someone making a sexist remark about men or women’ ($p=0.006$)
 - ‘someone making a sexist joke about men or women’ ($p=0.015$)
 - ‘whistling or staring in an uncomfortable, sexual way’ ($p=0.007$)

At evaluation,

- a higher proportion of male workers reported experiencing the following behaviours compared to male workers in the baseline:
 - ‘being told sexual jokes or shown pornography’ ($p=0.022$)
 - ‘being touched inappropriately, embraced or kissed without their consent’ ($p=0.009$).
- the lower proportion of female workers reported experiencing the following behaviours compared to female workers in the baseline:
 - ‘being criticised for not appearing enough like a woman’ (B: 11.7%; E: 9.9%)
 - ‘acting enough like a woman’ (B: 10.6%; E: 8.0%),
 - ‘being told sexist jokes about men or women’ (B: 36.1%; E: 17.9%)
 - ‘being touched inappropriately without their consent’ (B: 4.8%; E: 1.8%).

(See Appendix D, Table D4 for a more comprehensive presentation of results, disaggregated by sex.)
- The prevalence of some behaviours such as ‘someone making a sexist remark about men or women’ (B: 25.1%; E: 31.0%) appeared to have increased for both men and women at evaluation.

Female and male factories workers reported SH experiences in the factory at much lower rates than they reported observing SH behaviours. What this potentially suggests is enhanced awareness of SH behaviours, but still a lack of worker confidence in reporting incidences of SH.

Impacts at the Interpersonal Level

The interpersonal level of the socio-ecological model covers interpersonal processes and primary groups including formal and informal social network and social support systems such as family, workgroup and friendship networks.

This section presents key findings from the factory survey and factory interviews. For additional details, see Appendices B, C and D.

Female workers expressed an increased awareness of services that could assist them if they experienced sexual harassment and increased confidence in the systems to address SH in the factory.

- the proportion of female workers who knew where they would go to if they experienced sexual harassment increased (B: 86.2%; E: 93.1%)
- those who agreed that there are services to assist people who experience sexual harassment also increased (B: 85.5%; E: 91.5%).

These trends have been accompanied by female workers' increased confidence in the perceived effectiveness of systems to address sexual harassment in the factory, at evaluation.

When survey participants were asked to rate their confidence to take action regarding sexual harassment in the factory, the results reveal a promising trend at evaluation. There was an increased proportion of female workers who felt confident to report sexual harassment to a

- friend (B: 81.4%; E: 94.3%)
- immediate supervisor (B: 89.2%; E: 97.5%)
- HR department (B: 85.1%; E: 93.3%)
- senior manager (B: 81.4%; E: 92.0%)

At evaluation, 44.6% of female workers still felt it would be risky for them to take action regarding sexual harassment in their factory. However:

- nearly 90% of female workers also felt that they knew the correct channels to report SH in their factory
- over 90% indicating that they would feel comfortable to report SH.

These results are further supported by the interviews undertaken in Factory H (A) #1 and Factory G #2. Female factory workers and managers noted that they felt more supported by their factories:

- at Factory H (A) #1, one female worker and trade union representative noted how STOP had helped to bolster the trade union's efforts to improve workers' welfare and protect their rights (Interview, Phnom Penh, 11 February 2020).
- at Factory G #2 the managers interviewed commented on how they had received support for STOP activities from top management (Interview, Phnom Penh, 14 February 2020).

The support described by Factory H (A) #1 and Factory G #2 is also consistent with activities undertaken in all participating factories that have:

- established committees, in which women are able to participate and give feedback about employment matters in the factory. This includes establishing the STOP Sexual Harassment Prevention Committee, which reflects the buy-in that the project has received from factories and their management.
- all but one of the factories have a trade union active in the factory (the percentage of female workers reported to be active in these unions varied significantly across the factories from 0% to 95.9%).

Impacts at the Institutional Level

The institutional level of the socio-ecological model covers institutional factors, social institutions and organisation characteristics and formal and informal rules and regulations for operations.

At the institutional level within factories the findings suggest changes to workers' attitudes to factories' sexual harassment policies and processes. Specifically:

More workers and managers agree that their factories now have clearer policies and processes to protect workers from sexual harassment.

This overarching finding is supported by select factory survey findings and information from factory interviews:

- the percentage increase in 'female workers who agreed that their factory has policies to protect them from sexual harassment' from 81.6% at baseline to 90.8% at evaluation
- STOP assisted Factory H (A) #1 to develop a complaints handling mechanism and reporting template, as well as build the capacity of staff to deal with SH issues as they arise through the SHPC.

Increased awareness of these organisational policy and procedures may have a broader effect on workers' confidence to report SH, as well as providing a deterrence for possible perpetrators, now and in the future.

As one female manager remarked,

'when we have the SHPC, we have a place where the worker can turn to...[when] the perpetrator know that there is a certain place [within the factory] that cares about the victim, they [won't] dare to do anything to the victim.' (Interview, Phnom Penh, 14 February 2020).

Further, it is the case that at evaluation, all factories with a trade union reported that the union was doing something about sexual harassment in the factory.

Impacts within the Community

The community level of the socio-ecological model covers community factors, relationships amongst organisations, institutions and informal networks within defined boundaries.

I think it [STOP] should continue because there are not many people [who] know about sexual harassment...If the project continue in the future, then more people will know and this knowledge can be transferred to next generation...[We] can tell them to our children. (Interview, Phnom Penh, 14 February 2020)

This female storeroom assistant at Factory H (A) #1 was not the only interviewee to point out the potential impacts that the STOP project could have on broader Cambodian society, especially if the program's scope were to extend beyond the factory. As noted by another female line worker at Factory H (A) #1, in schools

"there are no teachers or curricula to teach people about sexual harassment".

This type of comment made by interviewed factory workers suggests that factory workers and managers perceived a potential for CARE to have an even greater impact on the community.

"not just train workers but students as well. Students are young and immature and don't understand sexual harassment, and sometimes what they do is inappropriate...[I] would like CARE to expand the[ir] target" (Interview, Phnom Penh, 11 February 2020).

As stated earlier, the rationale behind this is that many of these students are the future generation of factory workers. Again, the number of participants who recommended an extension or like program for use with other population groups or sectors, suggests satisfaction with the STOP product and confidence in its effectiveness. A policymaker from the Ministry of Labour and Vocational Training likewise observed how:

If we want good habits to be continued and become a culture over the long term, we have to continue...CARE should continue as much as possible...People who learn today, they will get old and the next generation will come. If it becomes the culture, the young generation will follow the older generation and will not make mistakes. This is [what] we have to commit ourselves to try hard to do it. (Interview, Phnom Penh, 15 February 2020)

It is also likely that after receiving the STOP training discussions amongst family members and small community groups may include conversations about the STOP program content. One female worker at Factory H (A) #1 and a male manager at Factory G #2 shared how, after receiving SH prevention training, they had also sought to share their learnings with their family members and wider community (Interviews, Phnom Penh, February 2020).

Illustrating this broader impact, at one participating factory, a group of female and male workers after receiving SH training, sought to educate younger women in their communities about SH and their rights (Interviews at Factory H (A) #1, Phnom Penh, 14 February 2020).

Even the visual presence of the life size Chanda poster may flag the importance of the issue to the broader community.



Figure 8. Lifesize "Chanda" Signage at a Garment Factory (2020)¹²

These broader ripple effects may produce important social impacts within the broader community in the long term unable to be captured within the timeframe of this evaluation.

Impacts in Public Policy

The public policy level of the socio ecological model refers to the local, state and national laws and policies.

Although the STOP project focuses more on motivating change at the individual and factory levels through the WSHPP, the interview data suggest that it also provides broader impacts potentially influencing policymaking and the community.

By engaging with relevant government ministries and agencies the STOP project has worked to raise awareness of SH at the national policy level, including advocacy for Cambodia's ratification of the ILO Convention on Violence and Harassment in the world of work. In this way, it progressively builds on CARE Cambodia's track record in the GBV and SH prevention spaces (e.g. the 'Safe Workplaces, Safe Communities' program).

With global movements like #MeToo spotlighting the prevalence of VAW and sexual harassment in various domains of social and professional life, they have also contributed to raising awareness among brands about how SH can feature in their supply chains and affect their business reputation (Interview with Sara Park, Phnom Penh, 19 March 2019). In June 2018, in the wake of a global campaign led by international organizations like Global Labor Justice and Human Rights Watch, both H&M and Gap had publicly declared support for a binding ILO

¹² Source: Photo taken by Pichamon Yeophantong

Convention on Violence and Harassment^[1] in the world of work, including GBV in garment supply chains (Global Labor Justice 2019).

All interviews undertaken with a range of external stakeholders including key government ministries, other NGOs, industry association and brands report benefitting from their engagement with the STOP project.

STOP was perceived as contributing to their:

- SH prevention capabilities (e.g. the case of the ILO-BFC)
- ability to ensure workers' welfare in the supply chain
- understanding of SH as an important policy problem in Cambodian garment factories (e.g. the cases of the Ministry of Women's Affairs and the Garment Manufacturers Association in Cambodia).

In Cambodia, it is clear that more stakeholders are aware of SH as a problem, even though obstacles remain in driving the Cambodian government's and factories' internalisation of SH prevention principles and policies.

^[1] The convention has since been adopted by the ILO but is yet to be ratified by the Cambodian government.

6. Key Challenges to Implementing STOP

This section of the report focuses on the challenges encountered by the STOP CO in Cambodia in carrying out the project and rolling out the WSHPP. **These challenges include staff resourcing, project implementation delays, and difficulties in getting factories to engage as well as report and record sexual harassment cases.**

Barriers faced by the STOP team

One of the earliest difficulties faced in project implementation by the STOP team in the CARE CO concerns the accessibility of factories and their workers. Because the notion of SH remains 'new' to most garment factories in the country, it has not been widely prioritised by the private sector. As a result, despite the senior management of participating factories being supportive of STOP, the trainers have encountered recurring challenges in convincing production teams to allow workers to undergo the SH prevention training due to rigid production schedules. In addition, workers were not sufficiently incentivised to participate in the training as a consequence of their strict production targets. These constraints invariably created delays in the implementation of the STOP WSHPP.

The team also had to deal with the reluctance of factories to share internal data due to corporate sensitivities (i.e. the fear of damaging their reputation with brands and workers). It is likely the case that SH incidents have largely been underreported within STOP participating factories, if not within the sector more broadly. As noted by a brand representative:

"sometimes we don't see it [SH] in the reports, [and when we] talk to workers, they say it's not there...that everything is fine, but I don't think that's the case" (Interview, Phnom Penh, February 2020).

Reporting challenges are reflected in the difficulties in implementing the MELF tools, with one STOP CO member recounting how the team had to spend a lot of time convincing the factories to present "true data" (FGD with STOP CO, Phnom Penh, 15 February 2020). Similarly, factory managers involved in STOP made a general comment that collecting data using the MELF tools was a demanding process and that they would appreciate more assistance with it as well as advance notice of at least one to two weeks. This is consistent with feedback provided by other STOP country offices and the UNSW evaluation team.

The Cambodian STOP team also identified, that given the considerable number of tools in the MELF, it was not always possible to collect the data within the intended period of time. It was reported during the FGDs with the STOP CO in 2019 and 2020 that team members felt the project was understaffed. They indicated how they did not feel like they had enough human

resources to conduct the supervision and evaluation as intended, with some also mentioning the lack of expertise among STOP team members and technical support from CARE. Views were also expressed about how the package required on-site supervision and spot-checks but that these were difficult to implement as the team did not have enough time or the capacity to do so (FGD with CARE CO, Phnom Penh, 15 February 2020).

The Cambodian team further reported the additional pressure they experienced by being perceived by the other STOP team as the “lead country” responsible for developing the STOP package. They were hesitant to be positioned as a source of experience and expertise when they themselves are still learning.

CARE managed and addressed these issues constructively through a number of working groups.

Challenges faced by participating factories and brands

Factories and brands described limitations in their ability to ‘push’ STOP implementation. Managers from Factory H (A) #1 and Factory G #2 indicated that making the financial case for STOP was complex as it was unclear what would factories stand to gain from their participation.

Factories reported struggling to ensure that a suitable number of managers and workers were exposed to the WSHPP videos. One manager mentioned how there were not enough monitors to screen the video, but that top management was unlikely to approve the purchase of more monitors for this purpose. Difficulties were also reported in ensuring staff and managers undergo training (Interviews, Phnom Penh, February 2020).

Similarly, a H&M representative noted that brands also have to make hard financial decisions when it comes to deciding which corporate social responsibility program to prioritise and fund in light of broader societal and market trends (Interview, Phnom Penh, 13 February 2020).

Feedback from factory staff and the UNSW team strongly recommend that the MELF tools require revision and more support is needed from CARE to enhance the implementation capacity of the STOP CO. The current MELF does not easily allow documenting positive changes in workers’ attitudes and organisational performance from implementing STOP. Factory managers specifically noted this would enable them to advance an even stronger case to factory management about STOP’s importance and potential benefits.

Challenges in collecting verifiable data, gaining factory access and ensuring that SH prevention training takes place, together with STOP’s relatively short implementation timeframe makes establishing change and direct causation in an evaluation, a complex task.

Stakeholder suggestions for greater impact

Over the course of the interviews conducted, there were three key suggestions about how STOP could achieve greater impact:

- expanding target population groups including engagement with men
- expanding other sectors and target other stakeholder groups
- possible commercialisation of the WSHPP

Expanding target population groups

The STOP project feeds directly into CARE Cambodia's wider programming that focuses on gender transformative projects. In an interview the CARE Cambodia's Deputy Country Director (Programs) reported on a self-assessment undertaken of CARE programs which revealed:

- of all CARE projects currently implemented, 20% globally and 19% regionally can be regarded as gender transformative compared to 60% of all CARE Cambodia's projects
- 60% of all CARE Cambodia's projects may be regarded as gender transformative.

(Interview, Phnom Penh, 11 February 2020)

International NGOs are faced with the vexed position of how to best manage programs designed to champion women's empowerment. One consideration is how programs developed to prevent violence against women can and should engage with men. Some men, as well as perpetrating violence against women, or in this case SH may also be directly victimised. In addition, more men than women may hold positions of power that can either facilitate or hinder implementation of a program like STOP.

Recognition of these points prompted comments from factory workers and other stakeholders to question whether men were being adequately included in the STOP initiative particular given one of the goals was transformation of social norms about sexual harassment.

This could be done through the development of training and communications materials that explicitly target men's attitudes towards gender and SH. A number of male factory interviewees indicated:

- sometimes felt 'targeted' by STOP's training content:
- whilst recognising that the main perpetrators of SH are male, it would be helpful for STOP content to also address how men can be harassed too
- they were unaware of how they should deal with SH if it happened to them
- training content should provide a 'less broad' and 'more precise' definition of SH and the different types of behaviour

(Interviews, Phnom Penh, February 2020).

Interviewed male workers and managers at Factory H (A) #1 and Factory G #2 reported concern that their unintentional behaviours may be misinterpreted. Behaviours described were:

- looking at a woman for too long
- staring at a woman

(Interviews, Phnom Penh, February 2020).

If the STOP program were to continue, CARE may wish to strategically consider ways to engage with men to improve their understanding of how behaviours at all points of the sexual harassment continuum (Figure 5) may still give rise to a culture where SH is tolerated or accepted.

The majority of male factory workers and managers interviewed expressed an appreciation of STOP and the 'new' knowledge it provided on SH prevention. They also agreed that the project should be continued in factories.

Expanding STOP to other sectors and population groups

Some external stakeholders suggested that STOP may translate well into other large apparel sectors in the country like footwear, where women also make up the majority of the worker population.

One interviewee from GMAC suggested that STOP's current project coverage could be expanded and that STOP materials could be disseminated amongst other industries to ensure SH prevention in policy and the private sector. (Interview with Ly Tek Heng, Phnom Penh, 19 March 2020). This possibly reflects the positive regard for STOP's effectiveness.

Workers interviewed, at both Factory H (A) #1 and Factory G #2 advocated for an expansion of the STOP package into schools to target the younger generation. Again, these suggestions for expansion into different target groups indicate satisfaction with the original STOP package.

If the STOP program were to continue, CARE may wish to strategically consider ways to attract the additional resources required to expand STOP and to recalibrate the original rationale and focus on the program.

Commercialising STOP

The proposal to commercialise the STOP project through the application of a fee-for-service model was raised by CARE Australia as a potential avenue to make the project self-sustaining. While it is not possible for this SIA to fully examine the feasibility of this proposal due to insufficient data, the UNSW team did ask relevant stakeholders (i.e. CARE staff, factory managers, brands, GMAC, and ILO-BFC) to comment on the viability of such an endeavour within the Cambodian business context.

The majority of respondents were positive about the idea, noting that doing so could also allow the STOP project to be scaled up and rolled out into other sectors. But the following caveats were expressed.

- Factories and brands might not have the financial capacity to purchase the package
- CARE would need to strengthen the business case for STOP to demonstrate productivity gains and profitability
- Longer term analysis of the STOP program would be required

Commercialisation could be a viable possibility, were CARE to consider partnering with other organisations. GMAC, expressed strong interest in such a partnership, especially with the establishment of its Cambodian Garment Training Institute three years prior, indicating that it would be willing to leverage its industry networks to promote factory buy-in (Interview, Phnom Penh, 19 March 2019). A shared value partnership could be useful in this regard, especially if the partner organisation has an established reputation in the sector and can draw on their networks to help identify ‘industry leaders’ to champion the cause. However, in the current COVID-19 context, commercialisation may not be a realistic goal.

STOP has proven to be a transformative experience for its key stakeholder and target groups of factories, trade unions, government, industry association, brands and CARE staff. It is difficult to achieve and unrealistic to expect major norms transformation in broader Cambodian society given the relatively short timeframe in which the program has been operating.

STOP’s ability to effect varying degrees of change across the four quadrants of the Gender at Work framework and at different levels of the socio-ecological model is promising. STOP has demonstrated impact in empowering female factory workers to acknowledge that sexual harassment exists; that it is not acceptable; and to speak out against it.

This is evident from the accounts of interviewed workers who describe how their engagement with STOP marked the first time that they heard the term ‘sexual harassment’ and how, before STOP, they believed they had to tolerate the inappropriate sexual behaviours of their male peers. They now feel like they can say ‘no’ (Interviews, Phnom Penh, February 2020).

Future support for STOP

Beyond SH prevention serving the collective good and speaking to the broader principles of responsible business and human rights, there are three key reasons for why brands and factories should support STOP’s implementation in garment factories.

- there are no comparable programs currently available—whether run by the Cambodian government, ILO’s Better Factories or other NGOs—that deals with SH in this sector and contribute to building local factory capacity to address it in the workplace.

- global calls for ethical consumerism and sustainable supply-chain management on the rise, SH controversies can have profound repercussions on a company's and factory's reputations and on their profitability and workforce job satisfaction. As Ly Tek Heng, Operations Manager of GMAC remarked,

"preventing sexual harassment [provides] indirect benefits [that] can't [be] calculated into money. It is [about] long-term and workforce protection investment, and productivity accrual investment" (Interview, Phnom Penh, 19 March 2019).

Echoing this, a factory manager interviewed observed how

'Sexual harassment' is a sensitive word; no buyer likes the word—[we need] to prevent it before it happens (Interview, Phnom Penh, 14 February 2020).



Figure 9. STOP 'Support!' Poster

- mobilisation of a high degree of stakeholder support from within the Cambodian government, the ILO, individual factories, and major brands like H&M. Investing in STOP, factories and brands would stand to gain access to this network of support that can also serve to enhance their organisational standing.

Conclusion

Implementation of the STOP project and its WSHPP in Cambodia has demonstrated effectiveness and impact. This is even more notable given the resource, time and factory access constraints within which the STOP CO has had to operate.

The following social impacts have been identified through this SIA. The STOP project:

- **addresses a critical gap** in the region by addressing the under-reported problem of sexual harassment faced by female workers in the garment sector in four Southeast Asian target countries.
- **is underpinned by a compelling rationale**—that gender-based violence can have a significant impact on business productivity and worker wellbeing.
- **is evidence-based** and draws its understanding and approach to the problem of sexual harassment in the workplace from legal, socio-political, and business lenses.
- **is strengthened by the socio ecological conceptual model** which recognises the role organisations, workforces and workplace culture can play in transforming the experience of women and having positive impacts on gender equality beyond the workplace.
- **has positioned itself strategically** within national, regional, and international policy debates on labour and gender rights.
- **has engaged with and consulted relevant stakeholders**, in particular, policymakers, trade unions and factory managers to gain privileged access to select factories and their management staff.
- **has enhanced regional awareness and understanding of sexual harassment** and how to address it in the workplace.
- **has demonstrated consistent and sustained progress** in line with its overarching objectives and varying implementation contexts.

Future Considerations

The UNSW team proposes the following points for future consideration by CARE.

CARE should consider the continuation of the STOP project in Cambodia. Implementation of STOP and its WSHPP package in Cambodia has been effective and impactful, especially when

considering the resource, time, and factory access constraints within which the STOP CO has had to operate. To do so the following points are important.

- **Dedicated support to enhance the project implementation** and monitoring capacity of the STOP CO.
- **Commercialisation STOP in partnership with other organisations, including industry associations.** A shared value partnership could be useful, particularly if the partner organisation has an established reputation in the sector and can leverage their networks to help identify ‘industry leaders’ to champion the cause.
- **Expansion of the STOP social norms work to include both women’s empowerment and a deeper engagement with men and existing institutions to transform patriarchal norms ‘from within’.** Women’s empowerment should remain a central focus.
- **The WSHPP training may benefit from developing additional content** that also speaks to the attitudes and experiences of male workers including those who may be impacted sexual harassment.
- **Provision of WSHPP training and communications materials in Khmer, English, and Chinese languages.** This will widen communication of STOP to workers and line supervisors, as well as a factory’s middle and top management in Cambodia.
- **Broadening its reach and impact through careful exploration of the implementation of STOP in Cambodia’s other large apparel sectors in the country, like footwear,** where women also make up the majority of the worker population.
- **Reviewing and, if needed, recalibrate its stakeholder engagement strategy** to account for more recent developments in the garment industry and Cambodian society as a result of COVID-19 pandemic.

Regional STOP Project Learnings

Overall, the STOP project shows two notable strengths

1. **The evidence-based and interdisciplinary nature of its approach** to addressing SH in the workplace.
2. **Multi-sited design** which allows for context-sensitivity and the 'bottom-up' development of project content and resources.

STOP Project findings from all four countries in relation to the specific research questions posed by CARE Australia are provided as follows:

Effectiveness of the STOP Project in Each Country

Project implementation varies across the four countries due to differences in when the STOP project was introduced, the size of the garment sector, and inconsistent data collection between countries.

The STOP project has **demonstrated positive impact on participating garment factories' awareness of SH** in Cambodia, Myanmar, Vietnam, and to a lesser extent in Laos.

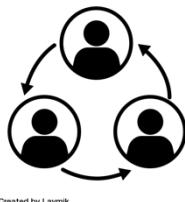


Created by Luis Prado
from Noun Project

The STOP project, in all four countries, has:

- a. **Assisted factory management to set up clearer guidelines and mechanisms** for dealing with and preventing SH.
- b. **Increased the confidence of female workers to report SH incidents** and become more aware their rights.

Perceptions of STOP by Stakeholders



Created by Laynik
from Noun Project

The STOP project has **been consistently described by its NGO, government, brands and factory partners as valuable**. These partnerships have been built up through hard work and careful dedication. Each report provides noteworthy examples of successful multi-stakeholder engagement, policy advocacy and social awareness-raising.

- **Brand and factory stakeholders indicated a desire to engage further with STOP to develop shorter modules and alternative content delivery** for the STOP WSHPP to mitigate concerns about the productivity implications of the package's time and resource requirements.

- Stakeholders indicated that significant work needed to be undertaken with project partners in the advocacy area first, before addressing individual or normative change in factories.
- Stakeholders in each country raised questions about whether the entry-point used for the STOP project—that is, focusing on SH as opposed to using a ‘safe and dignified workplace’ was the most appropriate framing.

Social Impact at the Factory and National Levels



- The STOP project is a major intervention program that is on the cusp of generating very real impact and social change in:
 - a. how factories and their workers understand SH as a genuine problem; and
 - b. how factory management can be persuaded and encouraged to address this ‘silent’ problem.
- The STOP project’s accomplishments relative to opportunity are notable. If the project were to have the opportunity to deepen engagement with factories, brands and governments in the region, this would enhance its social impact.
- Continued funding support from sponsors is required for the STOP project to effect further change.

Monitoring Well



- The MELF should be reviewed and consolidated to enhance data integrity. There is confusion amongst CARE COs teams and factories about the number and complexity of the Monitoring, Evaluation and Learning Framework (MELF) tools, resulting in some tools not being implemented or being replicated.
- The MELF is suitable for monitoring intrapersonal and interpersonal changes. If measurement of change or impact at the community institutional and policy levels is required, the MELF required further review.

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Appendices

Appendix A. Desktop Review of Sexual Harassment Interventions in Garment Factories across Asia

Table A1. Programs

Organisation/ Program Name	Country/ Region	What do they do?	Objectives and perception of the program	Evaluation of the program
Better Work <i>Tackling sexual harassment in garment factories</i> Since 2012	The program is active in 1,600 factories employing more than 2.2 million workers in Bangladesh, Cambodia, Ethiopia, Egypt, Haiti, Indonesia, Jordan, Nicaragua and Vietnam.	- 'Establishing systems' – implementing an anti-sexual harassment policy , support the development of grievance mechanisms, providing referrals to relevant national authorities. - 'Awareness raising' – animated videos, posters, 'do's and don'ts' checklists 'Building capacity' – Targeted training on prevention, response and reporting for general managers, Human Resources managers, line supervisors and workers	This initiative is seen as a multi-tiered approach to tackling working conditions, worker wellbeing, factory performance, buyer behaviour and social and human development at the factory-level. Better Work regularly monitors compliance with ILO standards and national legislation to ensure improvements are ongoing and not confined to the time of intervention and research.	"Factory-level evidence across all countries shows that the Better Work programme is having a significant and positive impact on working conditions. This includes reducing the prevalence of abusive workplace practices, increasing pay and reducing excessive working hours, and creating positive effects outside the factory for

¹³ The Better Work Global programme is supported by a pooled fund provided by key donor partners including Australia (Department of Foreign Affairs and Trade, DFAT), Denmark (Ministry of Foreign Affairs, Danida), Netherlands (Ministry of Foreign Affairs), Switzerland (State Secretariat for Economic Affairs, SECO), and United States (US Department of Labor, USDOL). See International Labour Office (ILO), "Progress and potential: How Better Work is improving garment workers' lives and boosting factory competitiveness: A summary of an independent assessment of the Better Work programme," International Labour Office. Geneva: ILO, (2016): 53.

Organisation/ Program Name	Country/ Region	What do they do?	Objectives and perception of the program	Evaluation of the program
				workers and their families.” ¹⁴
Better Work <i>Respectful Workplace Programme</i> 2018 - present	Initially delivered to factories in Jordan, Vietnam, and Indonesia and piloted in Bangladesh. ¹⁵ Collaborating with CARE in Cambodia. Intended to expand to the remaining Better Work countries in 2019.	<p>A course which targets sexual harassment and broader gender-based violence and harassment issues for managers and workers. There is a tiered approach across levels of seniority, for example the general managers' course covers 'The Hidden Cost of Sexual Harassment in your Factory', middle managers cover 'The Importance of Prevention and supervisors/workers receive the 'Do's and Don'ts' checklist. Further assistance on upgrading relevant policies, grievance mechanisms, and management systems. There are also 'train-the-trainer' sessions to transfer skills and knowledge laterally.</p>	The program is seen as an expansion of Better Work's pre-existing garment factory efforts (above). The initiative was developed in tandem with the five-year Global Gender Strategy (2018), which includes a revision of materials and a program tailored specifically to sexual harassment prevention and reporting.	Nil.
Fair Wear Foundation (FWF)	Bangladesh & India	The program is designed to provide factories with the tools they need to implement anti-harassment laws, and workers with the knowledge required to use the systems	It aims to establish effective systems to address and prevent violence and harassment against women and men in the world of work.	Program evaluation in 2015 (published in 2018) assessed participating factories in Bangladesh. The assessment included

¹⁴ International Labour Office (ILO), "Progress and potential," Geneva: ILO, (2016): 51.

¹⁵ International Labour Office (ILO) and International Finance Cooperation (IFC), "Sexual harassment at work: Insights from the global garment industry," (2019): 15, <https://betterwork.org/wp-content/uploads/2020/01/SHP-Thematic-Brief.pdf> (accessed 5 April 2020).

Organisation/ Program Name	Country/ Region	What do they do?	Objectives and perception of the program	Evaluation of the program
<p><i>The FWF Violence and Harassment Prevention Programme¹⁶</i> 2012 - present</p> <p>Funders: United Nations Trust Fund to End Violence against Women, the Dutch Ministry of Foreign Affairs.</p> <p>Partners: Fair Wear Foundation (Netherlands), SAVE, Cividep (India), AMRF Society, Awaj Foundation (Bangladesh).</p>		<p>provided for by the law. This is done in four ways:</p> <ul style="list-style-type: none"> - Training courses – for workers (basic rights, anti-harassment laws and information regarding helplines), and senior managers (explain the project, the law, and how a functional complaint process can lead to lower worker turnover and better productivity). - Development of anti-harassment policies and committees. The committee can file grievances on behalf of garment workers and ensure cases are resolved appropriately. - Peer-to-peer training – trainers give every worker in the programme a booklet and ask him or her to share what he or she has learned with ten other workers and report back. - Worker helplines – In cases when workers have questions about their rights, or when the anti-harassment committees are not yet functional, 		<p>226 workers who completed a semi-structured questionnaire and an in-depth interview with the trainers. Between 2013 and 2015, verbal, physical and psychological harassment declined however sexual abuse increased. FWF attributed this to a growing willingness to discuss sexual violence and harassment along with increased trust in committee members and process.</p> <p>Feedback from the trainers and workers shows that the overall work atmosphere in participating factories has improved. here is a culture of increased</p>

¹⁶ Fair Wear Foundation (FWF) "Breaking the Silence — the FWF Violence and Harassment Prevention Programme," (2018), https://api.fairwear.org/wp-content/uploads/2018/04/2018_FWF_Breaking-the-silence.pdf (accessed 5 April 2020).

Organisation/ Program Name	Country/ Region	What do they do?	Objectives and perception of the program	Evaluation of the program
		they can access the helpline number and the sexual harassment reporting system.		openness and understanding about sexual based violence Fair Wear Foundation 2013, <i>Standing Firm Against Factory Floor Harassment: preventing violence against women garment workers in Bangladesh and India</i> A short report summarising the work being done, results and future improvements.
CARE Cambodia Safe Workplaces, Safe Communities (SWSC)¹⁷ Dec 2013 - Nov 2016 Funder: UN Trust Fund to End Violence Against Women ¹⁸	Cambodia - Phnom Penh & surrounding areas	- Training and peer education: (life skills training for women hospitality and tourism workers; peer education for men and boys to change perceptions about women; gender and sexual harassment (SH) training to garment factory HR managers; workshops and training for police and commune leaders on	The SWSC project adopts a multi-sector approach and aims to reduce GBV and sexual harassment in Cambodian workplaces and communities, which include the garment sector.	Key findings ¹⁹ - Garment factories have worked with CARE to devise a workplace sexual harassment policy which they are now implementing;

¹⁷ CARE Cambodia, "Safe Workplaces, Safe Communities (SWSC)," CARE Cambodia, <https://www.care-cambodia.org/swsc> (accessed 6 April, 2020).

¹⁸ Barbara Andreatta and Laura Taylor, "CARE A Roadmap for Change—Impactful Women's Empowerment and Gender Equality Initiatives," CARE International, (2016): 7, available at: https://www.care.org/sites/default/files/roadmap_for_change_31_may_2016.pdf.

¹⁹ Ibid, 7.

Organisation/ Program Name	Country/ Region	What do they do?	Objectives and perception of the program	Evaluation of the program
Project partners: Solidarity Association of Beer Promoters in Cambodia (SABC) & People Health Development Association (PHD)		<p>appropriate gender based violence (GBV) and SH responses);</p> <ul style="list-style-type: none"> - Raising awareness about GBV and SH in workplaces and communities through campaigns/ events/ products. - Supporting local project partners. - Supporting private sectors partners to develop SH policies and reporting mechanisms. - Providing technical support to Ministry of Women's Affairs (MoWA) and other Ministries when required. - Coordinating ministerial interaction. 	Beneficiaries included female workers from garment, hospitality and tourism industries Male clients, outlet owners, high school and university students and police officers.	<ul style="list-style-type: none"> - Men/boys have been targeted through high profile campaigns. - Additionally, CARE continues to work with police and Ministry partners to equip duty bearers with knowledge and skills to address GBV and work towards coordinating a multi-sectoral approach.
CARE <i>Enhancing Women's Voice to STOP Sexual Harassment (STOP)</i> ²⁰ Jul 2017 - Jun 2021 Funded by Australian Government through the Department of	Cambodia, Laos, Myanmar, Vietnam. The project was implemented and tested in	<p>The 'Prevention package' includes a workplace sexual harassment policy, implementation guide and multimedia training modules for staff outlining prevention and reporting.</p> <p>Beyond the factory setting STOP will advocate for improved national policy and legal frameworks –</p>	<ul style="list-style-type: none"> - Supporting garment factories to develop effective workplace mechanisms to respond to sexual harassment; - Supporting female garment factory workers to feel safe to report sexual harassment and do so free from negative consequences; 	An evidence review as opposed to an evaluation. ²¹ The review speaks directly to the STOP initiative and makes recommendations. Key findings:

²⁰ CARE Cambodia, "Enhancing women's Voice to Stop Sexual Harassment (STOP)," CARE Cambodia, <https://www.care-cambodia.org/stop> (accessed 6 April, 2020).

²¹ Helen Campbell and Suzi Chinnery, "What works? Preventing & Responding to Sexual Harassment in the Workplace; A Rapid Evidence Review," CARE Australia, (2018).

Organisation/ Program Name	Country/ Region	What do they do?	Objectives and perception of the program	Evaluation of the program
Foreign Affairs and Trade (DFAT), Gender Action Platform and Australian NGO Cooperation Program (ANCP).	Cambodia initially before expanding to Laos, Myanmar and Vietnam.	tripartite engagement with government, industry associations, trade unions and the International Labor Organization (ILO).	- Strengthening the national regulatory environment of factories to promote laws, policies and mechanisms to address sexual harassment in the workplace.	<ul style="list-style-type: none"> - Gender policing and gender harassment require attention in behaviour change programs. - Staff should receive training on trauma informed responses to disclosure and training to avoid collusion with harassers. - Bystander intervention training for staff along and ongoing, institutional support for bystanders as well as victims. - Support for program staff. <p>Evidence Gaps:</p> <ul style="list-style-type: none"> - Consideration of program mechanisms that 'allow' norms to change and participants to change their perception. - Whether employment security affects rate of harassment.

Organisation/ Program Name	Country/ Region	What do they do?	Objectives and perception of the program	Evaluation of the program
				- More specific work with men and masculine workplace cultures.
CARE Addressing Gender Based Sexual Harassment (GBSH)²² Dec 2019 - Oct 2020	Cambodia and Vietnam	Similar to STOP (above) CARE's package includes a workplace sexual harassment policy; implementation guide for factories and a comprehensive multi-media training for factories to deliver to staff to prevent and report sexual harassment.	- Supporting garment factories to develop effective workplace mechanisms to respond to sexual harassment; - Supporting female garment factory workers to feel safe to report sexual harassment, and through engaging with garment factories, to do so free from negative consequences; - Collect and provide evidence on what works in tackling sexual harassment in workplace to scale anti-sexual harassment model beyond this project.	Nil.
Sisters for Change (SFC) <i>Eliminating Violence Against Women at Work</i> 2015 – 2016 In partnership with local NGO, Munnade.	India – Bangalore	- held workshops for 100s of garment workers to raise awareness about India's Sexual Harassment of Women at Workplace (Prevention, Prohibition and redressal) Act 2013; - worked with Munnade to conduct a survey of women workers to	A legal capacity-building project to empower women garment workers in Bengaluru (Bangalore), Karnataka to challenge sexual harassment and violence at work.	Nil.

²² CARE Cambodia, "Project profile—Addressing Gender Based Sexual Harassment (GBSH)," CARE Cambodia, <https://www.care-cambodia.org/gbsh> (accessed 6 April, 2020).

Organisation/ Program Name	Country/ Region	What do they do?	Objectives and perception of the program	Evaluation of the program
		<p>evidence the scale of harassment and violence they face;</p> <ul style="list-style-type: none"> - trained a cadre of Paralegals to advise and support women garment workers suffering harassment and to hold factory management to account for investigating complaints of harassment and crimes of violence against women workers. 		
Global Fund for Women <i>Working for Justice – ending Violence in the Garment Industry</i> Announced Dec 2016 In partnership with Laudes Foundation (formerly C&A Foundation) and NoVo Foundation ²³	Bangladesh, Cambodia, Vietnam, Myanmar, and India.	<p>There is little information specifying what strategies are being implemented on the ground. The program appears to act as a funding stream to diverse local efforts (see 'Shojag' below)</p> <p>Media and advocacy campaigns highlighting the lessons of successful approaches.</p>	<p>The collaboration will find, fund and strengthen organisations working to end gender-based violence against women in South Asia.</p> <p>The initiative focuses on bolstering leadership skills and strengthening female garment workers. A holistic approach is taken addressing simultaneously workplace conditions, social norms and legal frameworks and enforcement.</p>	Nil.
Business for Social Responsibility (BSR)	Piloted in Bangladesh,	The implementation approach of <i>HERproject</i> is identical in each	HERrespect helps promote Positive Gender Relations	- Significant impacts in changing attitudes to

²³ US\$1 million from NoVo Foundation and \$1.5 million Euros from the Laudes Foundation. Global Fund for Women, "NoVo Foundation joins Global Fund for Women and Laudes Foundation (formerly C&A Foundation) collaborative to end gender-based violence in the garment industry" (2017) <https://www.globalfundforwomen.org/novo-foundation-joins-initiative-to-end-gender-based-violence-in-the-garment-industry/> (accessed 4 April 2020).

Organisation/ Program Name	Country/ Region	What do they do?	Objectives and perception of the program	Evaluation of the program
<p>HERrespect²⁴ 2016 - present</p> <p>Funders: Bill & Melinda Gates Foundation, C&A Foundation, Levi Strauss Foundation (LSF), Mastercard Center for Inclusive Growth, Takeda Pharmaceuticals, The Walt Disney Company, What Works to Prevent Violence Against Women and Girls Programme²⁵</p>	<p>India, Ethiopia, and Kenya.²⁶</p>	<p>country (but with culturally sensitive drawings supporting the curriculum and adaptive additions). In practice, it identifies, trains and cooperates with local NGOs that deliver training to peer educators at targeted factories and farms, who then train the remaining female workers.</p> <ul style="list-style-type: none"> - Gender transformative training for middle management, female and male workers to raise awareness on gender and violence, reflect on social norms, and build skills to prevent and address sexual harassment and intimate partner violence; - Factory-wide campaigns on prevention and response to violence; - Guidance on best practices and policies to prevent and address sexual harassment, and 	<p>through Workplace Interventions. It aims to address the root causes of violence against Women by shifting norms that reinforce unequal relationships between women and men, supporting improved communication and teamwork, and strengthening factory systems.</p>	<p>harassment and gender-based violence.</p> <ul style="list-style-type: none"> - Less acceptance and normalization of the use of violence by workers and managers, which suggests a shift in workplace culture. - Workers becoming more willing and equipped to engage in respectful dialogue with managers/colleagues at work and with intimate partners, and developing better coping mechanisms to handle work stress. - Greater awareness on protection mechanisms and support for affected women inside

²⁴ This is a pillar of HERproject—a collaborative initiative that seeks to empower low-income women working in global supply chains and has worked in across 14 countries.

²⁵ Business for Social Responsibility (BSR), “Funders,” <https://herproject.org/partners/funders> (accessed 5 April 2020).

²⁶ “HERrespect: How Business Can Make a Difference on Violence against Women and Girls—Program Summary,” HERproject, (2019), available at: <https://herproject.org/files/curriculum/herrespect-program-summary-june2019-rev.pdf>.

Organisation/ Program Name	Country/ Region	What do they do?	Objectives and perception of the program	Evaluation of the program
		- Community campaigns to mobilize leaders and men, and support participants to become “Change Makers” in both workplace and community.		and outside of the workplace. ²⁷
Action Aid Cambodia <i>Cambodia: Creating Safe Cities in Cambodia</i> ²⁸ Jul 2017 – Jun 2018 Supported by the Intrepid Foundation and ActionAid Australia. ²⁹	Cambodia	- The project supported women to lead a range of campaigning activities , as women hit the streets to campaign against sexual harassment and worked to secure billboards promoting messages against gender-based violence. Other creative activities include using art and performance to discuss how systems of patriarchy and capitalism work to oppress and abuse women’s bodies, labour, and mobility. - workshops for women’s groups, local authorities, Ministries, and Parliament to discuss Gender Responsive Public Services.	The campaign focuses on gender-based violence in public spaces and aims to - demand public services that are more responsive to women’s needs, - promote a zero-tolerance attitude towards violence against women, and - build a strong local movement that connects women in Cambodia to a global campaign against sexual violence in public spaces. It supports women from vulnerable communities,	Nil.

²⁷ Ibid, 5.

²⁸ “Cambodia: Creating Safe Cities in Cambodia,” <https://actionaid.org.au/programs/creating-safe-cities-in-cambodia/> (accessed 9 April 2020).

²⁹ There is a similar project supported by ActionAid and the Intrepid Foundation in Bangladesh, with limited information available (see ActionAid, “Safe Cities for Women in Bangladesh”, (2018) <https://actionaid.org.au/wp-content/uploads/2018/09/Project-Summary-Safe-Cities-Bangladesh.pdf>.

Organisation/ Program Name	Country/ Region	What do they do?	Objectives and perception of the program	Evaluation of the program
		<ul style="list-style-type: none"> - feminist leadership training for women and outreach meetings in six areas of Cambodia's capital Phnom Penh. Feminists from across the region have come together to share stories about their work and activism, - women leaders have attended the third Asia Pacific Feminist Forum in Chiang Mai, Thailand. 	including garment workers, LGBTIQ people, sex workers, entertainment workers, as well as activists and university students, to mobilise.	
ActionAid Viet Nam <i>Initiative to End Gender Violence in the Garment Sector</i> Mar 2019 – Jun 2019 Funded by the Global Fund for Women, carried out by a coalition of organisation and	Vietnam, specifically four factories in Hai Phong and Ho Chi Minh City.	<ul style="list-style-type: none"> - A training course on sexual harassment, sexual autonomy and bodily integrity held for members of Local Activist Groups Against Sexual Harassment (LAGASH) for factories in Hai Phong and Ho Chi Minh City, Vietnam. Training sessions were held in August 2019 for a combined total of 76 people. Refresher training was conducted in December 2019.³¹ - 'Topic Talk' is a group counselling session that provides 	<p>According to the project approval from the City people's committee³⁴, the project aims to:</p> <ul style="list-style-type: none"> - raise awareness and capacity of female garment workers so that they have a voice about their rights; - establish an effective system to protect women from gender-based violence, especially 	Nil.

³¹ "ActionAid Vietnam provides training for Local Activist Groups Against Sexual Harassment (LAGASH)," ActionAid Vietnam, 8 August 2019, <https://vietnam.actionaid.org/en/news/2019/actionaid-vietnam-provides-training-local-activist-groups-against-sexual-harassment> (accessed 9 April 2020).

³⁴ Ho Chi Minh City, "Duyệt dự án Sáng kiến chấm dứt bạo lực giới ngành may mặc giai đoạn 2019 – 2020" [Approve the initiative of Garment industry violence ending phase 2019 – 2020], Công Báo - Thành phố Hồ Chí Minh [Official gazette of Ho Chi Minh City] (2019) <http://congbao.hochiminhcity.gov.vn/tin-tuc-tong-hop/duyet-du-an-sang-kien-cham-dut-bao-luc-gioi-nganh-may-mac-giai-doan-2019-2020> (accessed 8 April 2020).

Organisation/ Program Name	Country/ Region	What do they do?	Objectives and perception of the program	Evaluation of the program
government institutions. ³⁰		<p>psychological support and legal advice to victims of sexual harassment. The program worked with 170 garment factory workers in June 2019.³²</p> <ul style="list-style-type: none"> - The Rhythm of Joy is a music event to raise awareness for sexual harassment prevention in the workplace. Female garment workers attended the event.³³ 	sexual harassment in garment factories.	
Shojag (awaken) Coalition (consists of 5 organisations – Naripokkho, Christian Aid, BRAC, Bangladesh Legal Aid and Services Trust (BLAST) and SNV)	Bangladesh, specifically the cities Gazipur, Savar, Ashulia and Tongi.	<ul style="list-style-type: none"> - Raising awareness, strengthening the capacity of accountable private and public bodies; - protecting the rights and legal entitlements of female workers and engaging factories towards promoting systemic changes across the garment sector. 	The project focuses on the root causes of gender-based violence and addresses unequal power relations by raising awareness and strengthening structural mechanisms to prevent violence and sexual harassment in the workplace, including support and protection mechanisms. The program prioritises protection ,	Nil.

³⁰ including ActionAid Vietnam, the Department of Gender Equality - Ministry of Labor - Invalids and Social Affairs, Vietnam Lawyers Association, People's Committee of Binh Tan district - Ho Chi Minh city and Labor Federation of Hai Phong city.

³² "ActionAid provides psychological and legal advice to garment workers on sexual harassment," ActionAid Vietnam, 12 July 2019, <https://vietnam.actionaid.org/en/news/2019/actionaid-provides-psychological-and-legal-advice-garment-workers-sexual-harassment> (accessed 9 April 2020).

³³ "ActionAid Vietnam organizes concert to raise awareness of sexual harassment in workplace," ActionAid Vietnam, 6 August 2019, <https://vietnam.actionaid.org/en/news/2019/actionaid-vietnam-organizes-concert-raise-awareness-sexual-harassment-workplace> (accessed 9 April 2020).

Organisation/ Program Name	Country/ Region	What do they do?	Objectives and perception of the program	Evaluation of the program
<i>Ending Gender-based violence in RMG sector³⁵</i> Sept 2017 - Feb 2020 Funded by the Global Fund for Women			prevention, prosecution and partnership at three levels – the factory, the commute to work and dormitories/hostels.	
Justice and Care <i>Prevention of Sexual harassment in the M&S Supply Chain³⁶</i> 2018 Co-funded by the British High Commission New Delhi and Marks & Spencer, the latter facilitated access to the factories.	India, specifically two factories in Bangalore.	<p>The project was a pilot intervention over the course of four months. Activities include:</p> <ul style="list-style-type: none"> - Theatre workshops for promoting gender equality in the workplace - Training sessions divided into three broad categories including awareness building sessions, institutionalisation process and sustainability. - Communication and Awareness material including community handbooks, posters and standees and an 'interactive art installation'. 	<p>The objectives were to:</p> <ul style="list-style-type: none"> - Equip women workers with an understanding of their rights at the workplace, the ability to recognise sexual harassment, the confidence to report incidents they experience or witness in their workplace, and knowledge on what to expect when they do so; - Equip management with a knowledge of the law in relation to sexual harassment, and how to run a working 	Following the intervention period interviews were conducted with 53 of the workers involved. Overall the assessment indicted an 'increased awareness' of the importance of a safe work environment, responsibility of employers and legal aid available to workers who have faced incidents of harassment. ³⁷

³⁵ SNV Netherlands, "SHOJAG: Ending gender-based violence in RMG sector <https://snv.org/project/shojag-ending-gender-based-violence-rmg-sector> (accessed 8 April 2020).

³⁶ Justice and Care, "Promoting Gender Equality at the Workplace: Factory Floor Research and Interventions in two factories on Prevention of Sexual Harassment in the M&S Supply Chain," (2018), available at: <https://www.justiceandcare.com/wp-content/uploads/2018/05/PROMOTING-GENDER-EQUITY-AT-THE-WORKPLACE-1.pdf> (accessed 9 April 2020).

³⁷ Ibid, 30.

Organisation/ Program Name	Country/ Region	What do they do?	Objectives and perception of the program	Evaluation of the program
			Internal Committee that's able to process and resolve grievances reported by workers; - Leave behind Champions of Change who will seed 'behavioural change' among the entire workforce over time.	The intervention period and assessment lasted 4 months, this period was not long enough to significantly measure workplace change.
Asia Foundation <i>Harassment-Free Workplaces in China's Textile and Apparel Industry</i> ³⁸ Announced in March 2019 Funded by the Levi Strauss Foundation (LSF)	China	<ul style="list-style-type: none"> - promoting industry-wide guidelines to stop workplace sexual harassment: A coalition of legal and labour rights experts, gender experts, and company representatives developed strategies and protocols to promote gender equality and create non-discriminatory and harassment-free workplaces, which were then instituted in five pilot enterprises in Fujian and Hubei Provinces; - developing stronger legal protections for survivors: Findings and formal recommendations for legislation were shared online and in a series of workshops. Legislative proposals developed	This two-year project is designed to systematically address sexual harassment in China's textile and apparel industry by equipping workers and employers with tools to prevent and respond to it.	Nil.

³⁸ Lesley Wynn, "Curbing Sexual Harassment in China's Garment Industry," 13 March 2019, The Asian Foundation, <https://asiafoundation.org/2019/03/13/curbing-sexual-harassment-in-chinas-garment-industry/> (accessed 5 April 2020).

Organisation/ Program Name	Country/ Region	What do they do?	Objectives and perception of the program	Evaluation of the program
		<p>from the report were also submitted to government agencies;</p> <p>- instituting employee education programs: leadership trainings held for more than 100 line workers and managers in the pilot garment factories. Training recipients then went on to conduct peer education workshops for over 1,800 fellow employees.</p>		

Table A2. Research and campaigns

Organisation/ Program Name	Country/ Region	What do they do?	Objectives and perception of the program	Further implications
Solidarity Center <i>Women Workers Address Gender-Based Violence in Indonesian Garment Factories³⁹</i> 2018	Indonesia	<p>With support from the Solidarity Center, 17 activists and female leaders of workers in three Indonesian unions— FSB Garteks, the Federation of Independent Trade Union (GSBI) and the National Workers' Union (SPN)— conducted a series of GBV action research activities in the world of work.</p> <p>During 2018, garment workers and union leaders interviewed and held focus groups with 105 female garment workers, ages 18 to 45, in the textile, garment, shoes and leather sectors from four provinces in Indonesia.</p> <p>Based on their experiences with this project, including the information and awareness raising workshops, participants developed recommendations for preventing and ending gender-based violence in the world of work for employers, unions, the government and workers.</p>	<p>Specifically, this research is aimed at:</p> <ul style="list-style-type: none"> - Building awareness among workers, employers and the government regarding GBV in the garment and apparel sectors; - Preventing GBV in the world of work by conducting in-depth interviews with women garment workers to gather information about the scope and incidents of GBV in the garment and apparel sectors; - Advocating for elimination of GBV in world of work. The learnings from this project will be used to advocate for specific action addressing GBV in the garment sector. 	<p>The research increased awareness and understanding among women workers and their union leadership that has already led to one union prioritising addressing GBV next year, including negotiating agreements with at least two factories to create "GBV free zones." The union also is supporting a global ILO convention to end violence and harassment in the world of work, including GBV, and is forming a coalition with community-based organizations to urge the Indonesia government to</p>

³⁹ "In Our Own Words: Women Address Gender-Based Violence in Garment Factories in Indonesia," Solidarity Centre, (2019), <https://www.solidaritycenter.org/wp-content/uploads/2019/06/Gender.Indonesia-report.6.19.pdf> (accessed 10 April 2020).

				support the convention. ⁴⁰
Solidarity Center <i>Women Workers Address Gender-Based Violence in Garment Factories in Cambodia⁴¹</i> 2018 Coalition of Cambodian Apparel Workers Democratic Unions (C.CAWDU), Cambodian Alliance of Trade Unions (CATU), the Free Trade Union of Workers of the Kingdom of Ca	Cambodia	<p>23 women leaders from seven unions in Cambodia representing garment-sector workers came together in 2018 to learn more about gender-based violence (GBV) and harassment in the workplace, and to determine how best to increase awareness, understanding and effective responses to gender-based violence in our unions and our workplaces.</p> <p>During 2018, these women interviewed and held focus groups with 83 female co-workers in garment factories</p> <p>Based on their experiences with this project, including the information and awareness raising workshops, participants developed recommendations for preventing and ending gender-based violence in the world of work for employers, unions, the government and workers.</p>	<p>Specifically, this research is aimed at(same as above):</p> <ul style="list-style-type: none"> - Building awareness among workers, employers and the government regarding GBV in the garment and apparel sectors; - Preventing GBV in the world of work by conducting in-depth interviews with women garment workers to gather information about the scope and incidents of GBV in the garment and apparel sectors; - Advocating for elimination of GBV in world of work. The learnings from this project will be used to advocate for specific action addressing GBV in the garment sector. 	

⁴⁰ Ibid.

⁴¹ "In Our Own Words: Women Address Gender-Based Violence in Garment Factories in Cambodia," Solidarity Centre, (2019), www.solidaritycenter.org/workers-craft-rule-on-gender-based-violence-at-work/ (accessed 12 April 2020).

<p>Human Rights Watch (HRW) <i>Combating Sexual Harassment in the Garment Industry</i>⁴² 2019</p>	<p>Bangladesh, Cambodia, India, Myanmar, Pakistan.</p>	<p>Based on interviews with workers, union officials, and social auditors, the report describes the experiences of women garment workers struggling against abuses at work across several countries and explains why company-led efforts to police factory conditions have fallen short— and are particularly ill-suited to detecting and ensuring redress for sexual harassment at work.</p> <p>The findings point to:</p> <ul style="list-style-type: none"> - the limitations of audit-centred company due diligence efforts in creating a safe environment for discussing and addressing sexual harassment at workplace; - the need for rigorous and consistent government action to prevent, detect and address violence and harassment at work; - the need for a binding ILO convention, which is the best path towards clear standards and robust, government-led protections and responsibilities for employers. 	<p>As the International Labour Conference is considering a binding convention on violence and harassment at work, it presents a moment of unprecedented opportunity to improve global efforts to address some of the most pervasive abuses facing women workers.</p> <p>The report argues that the effort to create an ILO Convention is the best pragmatic path forward, and one that governments, civil society and industry leaders alike should get behind it.</p>	<p>Nil (Limited information).</p>
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⁴² Human Rights Watch (HRW), Combating Sexual Harassment in the Garment Industry,” 12 February 2019, Human Rights Watch, https://www.hrw.org/news/2019/02/12/combating-sexual-harassment-garment-industry#_ftnref23 (accessed 10 April 2020).

<p>Asia Floor Wage Alliance (AFWA) and Global Labour Justice (GLJ) #GarmentMeToo Campaign 2019</p>	<p>Focused on Asian garment supply chains in India, Indonesia, Sri Lanka.</p>	<p>The campaign spotlights the gender-based violence that women garment workers face daily in supplier factories across Asia. It builds on a series of 2018 global supply chain research documenting gender-based violence in Asian garment supply chains of Gap, H&M, and Walmart.⁴³</p> <p>The research also led to the formation of the Women's Leadership Committee of the Asia Floor Wage including fourteen women trade union leaders across four countries organized to lead negotiations with brands aimed at collaboratively transforming cultures of impunity for gender-based violence and harassment (GBVH) on garment global supply chains.⁴⁴</p> <p>The campaign further launched "Report on Gender Justice on Garment Global Supply Chains – An Agenda to Transform Fast-Fashion", which provided recommendations to the ILO and Garment Brands, and called for actions to adopt the Safe Circle</p>	<p>Purpose of the campaign is to target the supply chains of garment apparel brands in order to bring brands and their suppliers to the table with supplier unions to bargain and create changes on production lines at the industrial level as well as along global supply chains.</p>	<p>The 2018 global supply chain reports were covered by more than 50 news outlets across 17 countries and described by The Nation as a "#MeToo Movement for the Global Fashion Industry."</p>
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⁴³ Global Labour Justice, "Asia Floor Wage Alliance Women Trade Union Leaders Garment Supply Chain Statement," Global Labour Justice, (2018), https://www.globallaborjustice.org/portfolio_page/asia-floor-wage-alliance-women-trade-union-leaders-garment-supply-chain-statement-july-2nd-2018/ (accessed 10 April).

⁴⁴ Ibid.

		strategies approach in order to create a GBVH free workplace. ⁴⁵		
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Appendix B. Stakeholder Interview and Focus Group Schedule

Table B1. Interviews and focus groups conducted for Cambodia in 2019

2019 Cambodia: n=13 interviews				
Name	Position	Organisation	Date of Interview	
Poh Yulieng	Director – Anti-trafficking	Ministry of Interior (Mol)	19-Mar-19	
Phum Sukphea	Deputy Director – Violence and Rape	Ministry of Interior (Mol)	19-Mar-19	
Ly Tek Heng	Operation Manager	GMAC	19-Mar-19	
Nhean Sochethra	Director-General	Ministry of Women's Affairs (MOWA)	18-Mar-19	
Siv Nhim	Admin Manager	Factory H (A) #1 Cambodia	18-Mar-19	
Borina Morn	Senior Program Manager, Dignified Work and STOP	CARE Cambodia	18-Mar-19	
Davit Chhuon	STOP Senior Project Officer	CARE Cambodia	18-Mar-19	
Tessa Walsh	Technical Advisor	CARE Cambodia	18-Mar-19	
Sokunthea	STOP Senior Project Officer	CARE Cambodia	18-Mar-19	
Sophea	STOP Senior Project Officer	CARE Cambodia	18-Mar-19	
Hemreang	STOP Advisor	CARE Cambodia	18-Mar-19	
Solar	Gender Advisor	CARE Cambodia	18-Mar-19	
Sara Park	Technical Advisor	ILO-BFC	19-Mar-19	

⁴⁵ Global Labor Justice (GLG) and Asia Floor Wage Alliance (ALWA), “End Gender Based Violence and Harassment — Gender Justice on Garment Global Supply Chains: An Agenda to Transform Fast-Fashion,” (2019), https://www.globallaborjustice.org/wp-content/uploads/2019/06/End-GBVH_GL_AFWA-2019.pdf (accessed 10 April 2020).

Table B2. Interviews and focus groups conducted for Cambodia in 2020

2020 Cambodia: n=42 interviews n=5 FGD			
Name	Position	Organisation	Date of Interview
Supheak	Human Resources	CARE Cambodia Focus Group Discussion	15-Feb-20
Tiew	STOP Senior Project Officer	CARE Cambodia Focus Group Discussion	15-Feb-20
Pisay	Intern	CARE Cambodia Focus Group Discussion	15-Feb-20
Davit	STOP Senior Project Officer	CARE Cambodia Focus Group Discussion	15-Feb-20
Borina Morn	Senior Program Manager, Life Free From Violence and STOP	CARE Cambodia Focus Group Discussion	15-Feb-20
Tessa Walsh	Technical Advisor	CARE Cambodia	15-Feb-20
Jan Noorlander	Deputy Country Director	CARE Cambodia	11-Feb-20
Tui Sokchea	Compliance Assistant	Factory G #2 Garments Factory Cambodia	12-Feb-20
Muihea	Compliance Officer	Factory G #2 Garments Factory Cambodia	12-Feb-20
Phonsynan	HR Assistant Admin	Factory G #2 Garments Factory Cambodia	12-Feb-20
Keum Dani	Production Assistant	Factory G #2 Garments Factory Cambodia	12-Feb-20
Polo	Mechanic	Factory G #2 Garments Factory Cambodia	11-Feb-20
Gunkin	Mechanic	Factory G #2 Garments Factory Cambodia	11-Feb-20

Davit	Mechanic	Factory G #2 Garments Factory Cambodia	11-Feb-20
Leng Khorn	Store Leader	Factory G #2 Garments Factory Cambodia	11-Feb-20
Reasmey	Stamper	Factory G #2 Garments Factory Cambodia	11-Feb-20
Cheay Dani	Line Leader	Factory G #2 Garments Factory Cambodia	11-Feb-20
Levi	Line Leader	Factory G #2 Garments Factory Cambodia	11-Feb-20
One Sokha	Line Leader	Factory G #2 Garments Factory Cambodia	11-Feb-20
Pari	Union	Factory G #2 Garments Factory Cambodia	11-Feb-20
Malayne	QC	Factory G #2 Garments Factory Cambodia	11-Feb-20
Ing Huat	Compliance	Factory G #2 Garments Factory Cambodia	11-Feb-20
Marion	Industrial Engineer	Factory G #2 Garments Factory Cambodia	11-Feb-20
Tola	IT	Factory G #2 Garments Factory Cambodia	11-Feb-20
Kosala	QS System	Factory G #2 Garments Factory Cambodia	11-Feb-20
[Anonymous]	[Anonymous]	H&M	13-Feb-20
Lang	Compliance Officer	Factory H (A) #1 Factory Cambodia	14-Feb-20
Pong Chan Paukun	Sewing Line Supervisor	Factory H (A) #1 Factory Cambodia	14-Feb-20
Boo Sokna	Line Leader	Factory H (A) #1 Factory Cambodia	14-Feb-20
Vong Sinart	Building C; Attendance Assistant	Factory H (A) #1 Factory Cambodia	14-Feb-20

Khuon Kol	Data Officer	Factory H (A) #1 Factory Cambodia	14-Feb-20
Chea Kunthea	Storeroom Assistant	Factory H (A) #1 Factory Cambodia	14-Feb-20
Peu Sreysang	Storeroom Assistant	Factory H (A) #1 Factory Cambodia	14-Feb-20
Pleung Sopheak	Mechanic	Factory H (A) #1 Factory Cambodia	14-Feb-20
Siv Sophal	Administration	Factory H (A) #1 Factory Cambodia	14-Feb-20
Oun Sokseha	Ironing Line Leader	Factory H (A) #1 Factory Cambodia	14-Feb-20
Sing Sokhieng	Storeroom Leader	Factory H (A) #1 Factory Cambodia	14-Feb-20
Pheارون	Sewing Line Worker	Factory H (A) #1 Factory Cambodia	14-Feb-20
Sela	Storeroom Worker	Factory H (A) #1 Factory Cambodia	14-Feb-20
Pheara	Storeroom Worker	Factory H (A) #1 Factory Cambodia	14-Feb-20
Chanti	Sewing Line Worker	Factory H (A) #1 Factory Cambodia	14-Feb-20
Sim Nem	Sewing Line Worker	Factory H (A) #1 Factory Cambodia	14-Feb-20
H.E. Dr Huy Han Song	Secretary of State and Chair of the HIV/AIDS Committee of the MOLVT	The Ministry of Labour and Vocational Training (MoLVT)	15-Feb-20
H.E. Chea Soknea	[unknown]	The Ministry of Labour and Vocational Training (MoLVT)	15-Feb-20
H.E. Mathida	[unknown]	The Ministry of Labour and Vocational Training (MoLVT)	15-Feb-20
[Anonymous]	Director General of the Social Development Department	Ministry of Women's Affairs (MoWA)	7-Apr-20
[Anonymous]	Deputy director of Protection Department	Ministry of Women's Affairs (MoWA)	7-Apr-20

Appendix C. Tool 1 – Factory Demographic Data and Total Factory Demographic Data for Cambodia

Table C1. Factory Demographic Data for Cambodia

	Male Workers	Female Workers	Total Workers	Male Staff	Female Staff	Total Staff	Total Workers & Staff
Factory B	127 (4.4%)	2760 (95.6%)	2887	32 (38.6%)	51 (61.5%)	83	2970
Factory Q	464 (33.0%)	944 (67.1%)	1408	4 (14.3%)	24 (85.7%)	28	1436
Factory C	291 (29.2%)	707 (70.8%)	998	9 (60.0%)	6 (40.0%)	15	1013
Factory QC	109 (7.0%)	1449 (93.0%)	1558	25 (34.3%)	48 (65.8%)	73	1631
Factory T	63** (6.7%)	884** (94.3%)	937**	9 (32.1%)	19 (67.9%)	28	965
Factory H (A) #1	*	*	*	230 (7.4%)	2870 (92.6%)	3100	3100
Factory QA	*	*	*	220 (11.1%)	1767 (88.9%)	1987	1987
Factory O	336**	2710**	3005**	24	31	55	3060

	(11.2%)	(90.2%)		(42.6%)	(56.4%)		
Factory W	150 (10.7%)	1250 (89.3%)	1400	3** (20.0%)	14** (93.3%)	15	1415
Factory P	273 (62.9%)	161 (37.1%)	434	21 (60.0%)	14 (40.0%)	35	469
Factory H (B) #1	125 (7.4%)	1558 (92.6%)	1683	10 (32.3%)	21 (67.7%)	31	1714
Factory M	105 (8.1%)	1191 (91.9%)	1296	11 (40.7%)	16 (59.3%)	27	1323
Factory J	133 (7.0%)	1778 (93.0%)	1911	2** (11.8%)	5** (29.4%)	17	1928
Factory BL	37 (8.1%)	421 (91.9%)	458	7 (28.0%)	18 (72.0%)	25	483
Factory G #2	519 (15.0%)	2946 (85.0%)	3465	21 (40.4%)	31 (59.6%)	52	3517
Factory GF	*	*	*	253 (22.0%)	897 (78.0%)	1150	1150
Factory S	340 (12.3%)	2429 (87.7%)	2769	50 (49.5%)	51 (50.1%)	101	2870
Factory K	540 (20.6%)	2083 (79.4%)	2623	23 (45.1%)	28 (54.9%)	51	2674

Table C2. Total Factory Demographic Data for Cambodia

	Total	mean/%	SD	Range
Total Workers + Staff	33705	1872.5	947.1	469 - 3517
Total Male Workers + Staff	4566	253.7 (13.5%)	156.5	44 - 563
Total Female Workers + Staff	29182	1621.2 (86.5%)	880.8	175 - 2977

Appendix D. Tool 6 – Sample Characteristics

Table D1. Sample characteristics at baseline (N=544) and evaluation (N=510).

		Baseline n (%)/mean (sd)	Evaluation n (%)/mean (sd)
Age		30.37 (6.69)	30.91 (7.08)
Gender	Female	463 (85.1)	435 (85.3)
	Male	81 (14.9)	75 (14.7)
Education level	Completed high school or above	146 (26.8)	158 (31.0)
	Below high school	398 (73.2)	352 (69.0)
Marital status	Single/divorced/widowed	174 (32.0)	165 (32.4)
	Married/in a relationship	370 (68.0)	345 (67.6)
Has children	Yes	340 (62.5)	331 (64.9)
	No	204 (37.5)	179 (35.1)
Factory	Factory A	29 (5.3)	-
	Factory B	-	30 (5.9)

	Factory BL	-	30 (5.9)
	Factory C	24 (4.4)	30 (5.9)
	Factory G #2	29 (5.3)	29 (5.7)
	Factory GF	29 (5.3)	31 (6.1)
	Factory H #1	58 (10.7)	60 (11.8)
	Factory J	29 (5.3)	30 (5.9)
	Factory K	29 (5.3)	30 (5.9)
	Factory M	28 (5.1)	30 (5.9)
	Factory O	29 (5.3)	30 (5.9)
	Factory Q	29 (5.3)	30 (5.9)
	Factory QC	59 (10.8)	60 (11.8)
	Factory R	27 (5.0)	-
	Factory S	29 (5.3)	30 (5.9)
	Factory SD	29 (5.3)	-
	Factory ST	29 (5.3)	-
	Factory T	29 (5.3)	30 (5.9)
	Factory W	29 (5.3)	30 (5.9)
Position	Worker	511 (93.9)	489 (95.9)

	Manager	33 (6.1)	21 (4.1)
Length of time employed at the factory	Less than 1 year	108 (19.9)	35 (6.9)
	1-2 years	162 (29.8)	172 (33.7)
	3-4 years	123 (22.6)	109 (21.4)
	5 years or more	151 (27.8)	194 (38.0)

Table D2. Factory workers trained by STOP Cambodia between June 2018–July 2019

	Total Workers	Total Worker Trained (%)	Total Male Workers	Total Male Worker Trained (%)	Total Female Workers	Total Female Worker Trained (%)
Factory C	1286	400 (31.1%)	292	50 (17.1%)	994	350 (35.2%)
Factory Q	1313	300 (22.8%)	372	100 (26.9%)	941	200 (21.3%)

Factory QC	1860	355 (19.1%)	166	58 (34.9%)	1694	297 (17.5%)
Factory ST	1550	378 (24.4%)	205	66 (32.2%)	1345	312 (23.2%)
Factory SD	792	243 (30.1%)	63	25 (39.7%)	729	218 (30.0%)
Factory S	2403	343 (14.3%)	246	34 (13.8%)	2157	309 (14.3%)
Factory O	2804	841 (30.0%)	243	73 (30.0%)	2561	768 (30.0%)
Factory QA	1896	116 (6.1%)	216	8 (3.7%)	1680	108 (6.4%)
Factory R (closed)	0	0	0	0	0	0
Factory GF	1200	289 (24.1%)	264	64 (24.2%)	936	225 (24.0%)

Factory J	2062	200 (9.1%)	123	10 (8.1%)	1939	190 (9.7%)
Factory H (A) #1	3484	296 (8.5%)	290	30 (10.3%)	3194	266 (8.3%)
Factory H (B) #1	0	306	*	*	*	291
Factory K	2853	1200 (42.1%)	240	240 (100.0%)	2613	960 (36.9%)
Factory M	191	110 (57.6%)	83	2 (2.0%)	108	108 (100.0%)
Factory W	1420	*	181	*	1239	*
Factory T	808	180 (22.2%)	47	28 (59.6%)	761	152 (20.0%)
Factory A (closed)	0	0	0	0	0	0

Factory G #2	4014	273 (6.8%)	529	41 (7.8%)	3485	232 (6.7%)
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* Missing data

Table D3. Workers who observed sexual harassment occurring in the factory at baseline and evaluation, disaggregated by sex

Tool 6 item	Baseline n (%)		χ^2 (P value)	Evaluation n (%)		χ^2 (P value)
	Females	Males		Females	Males	
Criticising a man by saying he is not appearing enough like a man	271 (58.5)	50 (61.7)	0.390 (0.532)	241 (55.4)	56 (74.7)	9.923 (0.002)
Criticising a man by saying he is not acting enough like a man	277 (59.8)	61 (75.3)	7.252 (0.007)	258 (59.3)	59 (78.7)	9.522 (0.002)
Criticising a woman by saying she is not appearing enough like a woman	296 (63.9)	47 (58.0)	1.187 (0.276)	273 (62.8)	46 (61.3)	0.015 (0.903)
Criticising a woman by saying she is not acting enough like a woman	300 (64.8)	55 (67.9)	0.348 (0.555)	277 (63.7)	48 (64.0)	0.086 (0.769)
Someone made a sexist remark about men or women	246 (53.1)	24 (29.6)	15.171<br (<0.001)<="" b=""/>	228 (52.4)	38 (50.7)	0.158 (0.691)
Someone made a sexist joke about men or women	289 (62.4)	30 (37.0)	17.638<br (<0.001)<="" b=""/>	223 (51.3)	36 (48.0)	0.293 (0.588)
Calling someone a ‘prostitute’ as an insult	130 (28.1)	6 (7.4)	16.997<br (<0.001)<="" b=""/>	107 (24.6)	17 (22.7)	0.086 (0.770)
Telling sexual jokes or showing pornography	168 (36.3)	10 (12.3)	18.084<br (<0.001)<="" b=""/>	152 (34.9)	26 (34.7)	0.005 (0.942)
Spreading a rumour of a sexual nature about someone	172 (37.1)	17 (21.0)	8.015 (0.005)	112 (25.7)	21 (28.0)	0.237 (0.626)

Whistling or staring at someone in an uncomfortable, sexual way	128 (27.6)	21 (25.9)	0.123 (0.726)	100 (23.0)	26 (34.7)	5.367 (0.021)
Making unwanted invitations for sex or persistent unwanted requests to go out on dates	74 (16.0)	-	15.226 (<0.001)	22 (5.1)	4 (5.3)	0.018 (0.894)
Touching inappropriately, embracing or kissing a co-worker without their consent	100 (21.6)	2 (2.5)	17.259 (<0.001)	27 (6.2)	9 (12.0)	3.111 (0.078)
Inviting someone on a date with the promise of hiring or promotion	57 (12.3)	-	11.429 (0.001)	9 (2.1)	1 (1.3)	Fisher's Exact (1.000)
Inviting someone on a date with threat of demotion/loss of income/firing if they didn't do it	48 (10.4)	-	9.544 (0.002)	2 (0.5)	2 (2.7)	Fisher's Exact (0.107)
Threatening someone with rape as punishment or to make them work harder/faster	52 (11.2)	-	10.351 (0.001)	3 (0.7)	1 (1.3)	Fisher's Exact (0.462)
Sexually assaulting someone at the factory	71 (15.3)	4 (4.9)	6.412 (0.011)	6 (1.4)	6 (8.0)	Fisher's Exact (0.004)
Forcing someone to have sex at the factory	48 (10.4)	-	9.319 (0.002)	1 (0.2)	-	Fisher's Exact (1.000)

Table D4. Number and proportion of workers who experienced sexual harassment in the factory at baseline and evaluation, disaggregated by sex

Tool 6 item	Baseline n (%)		χ^2 (P value)	Evaluation n (%)		χ^2 (P value)
	Females	Males		Females	Males	
Someone criticising you by saying you are not appearing enough like a man	N/A	4 (5.0)	N/A	N/A	14 (18.7)	N/A
Someone criticising you by saying you are not acting enough like a man	N/A	5 (6.2)	N/A	N/A	13 (17.3)	N/A
Someone criticising you by saying you are not appearing enough like a woman	54 (11.7)	N/A	N/A	43 (9.9)	N/A	N/A
Someone criticising you by saying you are not acting enough like a woman	49 (10.6)	N/A	N/A	35 (8.0)	N/A	N/A
Someone making a sexist remark about men or women to you	116 (25.1)	9 (11.1)	7.573 (0.006)	135 (31.0)	23 (30.7)	0.004 (0.949)
Someone making a sexist joke about men or women to you	167 (36.1)	18 (22.2)	5.949 (0.015)	92 (21.1)	19 (25.3)	0.658 (0.417)
Been called a ‘prostitute’ as an insult	12 (2.6)	-	2.120 (0.145)	16 (3.7)	1 (1.3)	1.092 (0.296)

Been told sexual jokes or shown pornography	90 (19.4)	23 (28.4)	3.360 (0.067)	78 (17.9)	22 (29.3)	5.276 (0.022)
Someone spread a rumour of a sexual nature about you	112 (24.2)	16 (19.8)	0.754 (0.385)	49 (11.3)	8 (10.7)	0.023 (0.879)
Whistling or staring at you in an uncomfortable, sexual way	39 (8.4)	-	7.277 (0.007)	27 (6.2)	4 (5.3)	0.086 (0.770)
Making unwanted invitations for sex or persistent unwanted requests to go out on dates with you	5 (1.1)	-	Fisher's Exact (1.000)	1 (0.2)	-	Fisher's Exact (1.000)
Someone touched you inappropriately, embraced or kissed you without your consent	22 (4.8)	1 (1.2)	Fisher's Exact (0.229)	8 (1.8)	6 (8.0)	Fisher's Exact (0.009)
Someone invited you on a date with the promise of hiring or promotion	2 (0.4)	-	Fisher's Exact (1.000)	-	-	N/A
Someone invited you on a date with threat of demotion/loss of income/firing if you didn't do it	1 (0.2)	-	Fisher's Exact (1.000)	-	-	N/A
Someone threatened you with rape as punishment or to make you work harder/faster	2 (0.4)	1 (1.2)	Fisher's Exact (0.384)	1 (0.2)	-	Fisher's Exact (1.000)
Experienced sexual assault at the factory	11 (2.4)	2 (2.5)	Fisher's Exact (1.000)	-	1 (1.3)	Fisher's Exact (0.147)
Forced to have sex at the factory	-	-	N/A	-	-	N/A

