



**UNSW**  
SYDNEY

Gendered Violence Research Network

**Enhancing Women's Voice  
to STOP Sexual  
Harassment  
Final Evaluation –  
Myanmar**

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Commercial-in-confidence

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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

ANCP	Australian NGO Cooperation Program
CO	CARE Country Office
CTUM	The Confederation of Trade Unions
DFAT	Department of Foreign Affairs and Trade (Australia)
EU	European Union
FE	STOP Final Evaluation
HR	Human Resources
ILO	International Labour Organization
KII	Key informant interview
LHEO	Let's Help Each Other organisation
MELF	CARE Monitoring, Evaluation and Learning Framework
MTR	STOP Mid-Term Review Report
SH	Sexual Harassment
SHPC	Sexual Harassment Prevention Committee
WSHPP	STOP Workplace Sexual Harassment Prevention Package

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# Glossary

**Advocacy:** Advocacy is the deliberate process of influencing those who make decisions about developing, changing and implementing policies to reduce poverty and achieve social justice.

**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 not aimed at sexual cooperation but convey insulting, hostile, and degrading attitudes based on one's gender (Leskinen, E & Cortina, L., 2014).

**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 (SH) 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<sup>1</sup>, 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. It is important to note that the SIA is intended to complement the findings of the Final Evaluation (FE) of the STOP, as implemented in the other three project sites. In this way, the SIA and the Final Evaluation should be read as two parts of a single whole.

The STOP project is evidence-based. This strength of evidence is reflected in the rapid review of evidence first published by CARE (Campbell and Chinnery 2018) in November 2018, which provides a comprehensive discussion of how to prevent and respond to SH in the workplace. The continued inclusion of evidence into the project cycle ensures that the STOP project is built on current best practice.

This report provides an overview of Final Evaluation findings of the full STOP project and evaluation findings relating to the STOP project in Myanmar.

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<sup>1</sup> Hereafter, Laos

# STOP Project Learnings - Myanmar

The STOP project in Myanmar has had a notable impact in the policy advocacy space through its collaboration with a diverse range of international and local stakeholders, for example, their contribution to amending the *Occupational Safety and Health (OSH) Law*. This will be presented as a case study at the end of this report. STOP Project findings from Myanmar in relation to the specific research questions posed by CARE Australia are provided as follows:

## Effectiveness of the STOP project in Myanmar

The STOP evaluation findings in Myanmar 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.

The STOP project's accomplishments in Myanmar relative to opportunity are notable. If the project were to have the opportunity to deepen engagement with factories, brands and governments in the region over a greater period of time, this may enhance its social impact.

The STOP project has **demonstrated positive impacts on participating garment factories' awareness of SH** in Myanmar. The STOP project, in Myanmar, has:



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from Noun Project

- a) **Assisted factory management to set up clearer guidelines and mechanisms** for dealing with and preventing sexual harassment.
- b) **Empowered female workers to report SH** incidents and become more aware their rights.



The frequency of in factory **observed SH has decreased**



While there was a **decrease of reported instances of SH** following the implementation of the STOP packages in factories, **forty per cent of female workers still felt it would be risky for them to take action** regarding SH in their factory



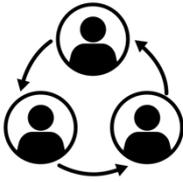
There is **increased knowledge of SH** amongst factory workers



Workers had **increased confidence and knowledge** to report experiences of SH in factories

**Continued funding support from sponsors is required for the STOP project to effect further change.**

## Perceptions of STOP by stakeholders



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The STOP project in Myanmar has **been described by its NGO, government and factory partners as valuable**. These partnerships have been built up through hard work and careful dedication. This report provides noteworthy examples of successful advocacy and social awareness-raising

## Social and policy 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
- b. how factory management can be persuaded and encouraged to address this 'silent' problem

## Monitoring well



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**The MELF should be reviewed and consolidated to enhance data integrity.**

There is confusion amongst all STOP Country Office 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 (see pg.16 for details of tools implemented in MMR). While the MELF is comprehensive for factory programming it does not capture advocacy. Monitoring advocacy work is also important moving forward.

# 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)

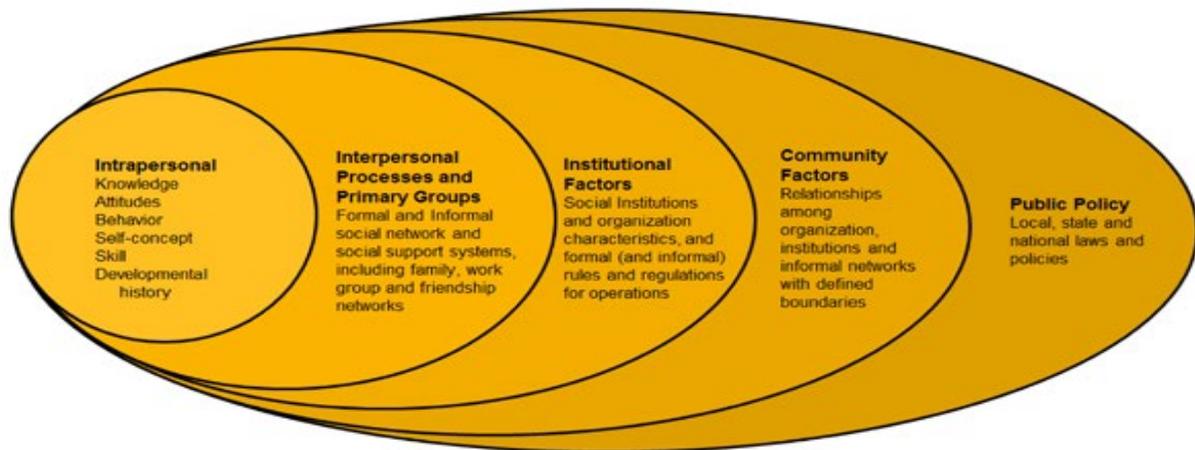


Figure 1. Socio-Ecological Model of Violence Prevention<sup>2</sup>

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.

<sup>2</sup> 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 WSHP 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 (seven in Myanmar), having also been further adapted from the original Cambodian package and implemented to varying degrees in Laos, Myanmar and Vietnam.

The STOP WSHP in Myanmar was developed to include:

1. Workplace SH Policy
2. Implementation Guide for HR Managers and SH/WCC members for the Workplace Policy on Prevention and Response to SH
3. The SH Prevention Trainer's Manual
  - a. How to use
  - b. Session 1 – introduction & film showing
  - c. Session 2 – what is SH
  - d. Session 3 – unpacking the gender box
  - e. Session 4 – listen & support
  - f. Session 5 – the reporting process
  - g. Session 6 – bystanders can stop SH everywhere
  - h. Films
4. Training for Workplace Coordination Committees and HR Managers in:
  - a. Gender, power, and violence (1/2 day)
  - b. SH and implementing the SH policy
  - c. Sexual harassment complaints handling training - human resources only



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).



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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.

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, Zinzan, Denby and Currington 2018).



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## Definitions of Sexual Harassment

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

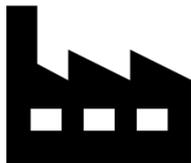
a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment.  
(care.org.au/stop; retrieved 08/06/2019)

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.

# The STOP Project – Implementation in Myanmar

## The Garment Industry in Myanmar

Myanmar is undergoing a profound transformation, emerging from more than 50 years of military rule, centralised control, and internal conflict to democracy since 2010. NGOs play a vital role in community development and bridging the gaps for the people to access basic education, health care, economic and social wellbeing. CARE has been working in Myanmar since 1995.



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**Since the early 1990s, the garment industry in Myanmar has been contributing significantly to the economy.** According to the Myanmar Garment Manufacturers Association, there are currently 400 garment factories in Myanmar. Recent data indicates that almost 1.2 million people (86% women) are employed in the garment and textile industry in Myanmar (ILO 2020: 10).

**While this industry is small in comparison to countries like Vietnam, it was until recently anticipated to grow.** A recent ILO report into the challenges and opportunities for the Myanmar garment industry identified challenges with growth to be poor infrastructure and lack of adequate facilities to meet production demands (ILO 2018: 5).

**It is salient to note that the full extent of the effects of COVID-19 in 2020 on the garment industry and Myanmar factories remains unknown.** There are reports of disruptions to the supply chain, cancellation of orders and factories closing (ILO, 2020:10), border closures, anxiety about Myanmar's economy generally and concerns for the safety of unemployed rural and migrant women workers returning to their villages.

All of these factors will influence the future of Myanmar's garment industry and the continuation of the STOP project implementation.

## Legal Regulation of Sexual Harassment in Myanmar

There are two major national initiatives influencing the prevention of SH in Myanmar:

1. The *Myanmar National Strategic Plan for the Advancement of Women (2013- 2022)* Myanmar National Committee for Women's Affairs (MNCWA) which calls for assessments on SH of women in the workplace as well as workplace related responses, including reporting. It also mandates implementation in the form of workplace policies related to SH.

[https://myanmar.unfpa.org/sites/default/files/pub-pdf/NSPAW2013-2022\\_0.pdf](https://myanmar.unfpa.org/sites/default/files/pub-pdf/NSPAW2013-2022_0.pdf)

2. *The Myanmar Garment Manufacturers Association Code of Conduct (MGMA CoC)* ratified in 2015, is a voluntary code that seeks to encourage companies (and importantly their sub-contractors) to uphold the stated values and principles through a step by step process.  
<https://www.myanmargarments.org/code-of-conduct/>

SH can be addressed legally as a workplace dispute via the *Settlement of Labour Disputes Law* (Pyidaungsu Hluttaw Law No. 5/2012) implemented by the Ministry of Labour, Immigration and Population (MOLIP). This law mandates employers to establish Workplace Coordination Committees to address labour disputes, but there are no specific provisions or guidance for responding to disputes relating to SH. Each Committee is responsible for handling complaints and referring the matter to the Arbitration Council if the issue cannot be resolved at the workplace level. While the law itself is not clear on SH, STOP trains these committees in handling SH complaints.

<https://www.ilo.org/dyn/natlex/docs/ELECTRONIC/90651/104624/F2131582018/MMR90651%20Eng.pdf>

At the time of writing there is an innovative legislative response proposed, but still pending approval (as of April 2020) – the *Prevention and Protection of Violence Against Women Law*. The draft bill includes definitions of what would be identified as applicable situations; types of SH covered under the law; actors; and the workplace. Additionally, the draft bill outlines key responsibilities of the employer including prevention, protection and remedies. The draft bill also mandates employers to set up workplace level grievance mechanisms.<sup>3</sup>

A new Convention (190) and accompanying Recommendation to combat violence and harassment in the world of work were adopted by the International Labour Conference in June 2019 but is not yet in force and Myanmar has not yet ratified. This provides an unprecedented opportunity to improve global efforts to address some of the most pervasive abuses facing women workers.

## Summary of Implementation of STOP Package – Myanmar

The following summary data were provided by the Myanmar CO team about implementation of the STOP Package to January 2020.

Implementation was documented across seven factories and with written verbal Memoranda of Understanding had been completed for all of these factories. Three factories had adopted the CARE model policy, three factories modified their existing policy and one factory is adopting the CARE model policy. **An Implementation Plan was underway in all factories.**

Train the Trainer programs for the existing Workplace Coordination Committee or Sexual Harassment Prevention Committee and HR Managers was completed in five factories and is

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<sup>3</sup> CARE Myanmar works to support the development of the PoVAW law via the provision of technical assistance as a member of the Gender Equality Network and via other projects including the Royal Flower Project (Gender Equality and Women Empowerment Program -GEWEP Phase I), the Kumudra Project (GEWEP Phase II) funded by NORAD and the Aung Myin Hmu Project funded by the Livelihood Food Security fund.

underway in the sixth and seventh factories. Training of workers had also been completed in five factories using training resources developed using comics and videos.

**Five communications events were held with a total of 1001 participants.**

## Evaluation Methods and Findings

UNSW researchers drew upon a range of evaluative sources, methods and strategies in conducting the evaluations for Myanmar, Laos and Vietnam, and the SIA for Cambodia using data collected by CARE COs, using the MELF and data collected directly by UNSW during in-country field visits and remotely.

**STOP has been effective against overall outcomes for the final evaluation** and also each of the areas proposed in the socio-ecological model of violence prevention. The results of the evaluation suggest promising, longer-term implications for a factory's reputation, productivity as well as profitability in an uncertain, post-COVID-19 world.

Data was mapped, where possible, to indicators and outcomes contained in the MELF, in order to track the progress of the project against its stated objectives and targets. The collection of quantitative data in one factory was not possible due to the effects of COVID-19.



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The first round of data collection referred to as baseline data in this report, were collected for the Mid-Term Review in February 2019. The analysis of data revealed that, overall, the STOP project demonstrated **consistent and sustained progress** in line with its overarching objectives. Follow-up data collected by COs and UNSW and analysed as part of this Final Evaluation in March/April 2020, referred to as evaluation data, further considered how the STOP project's **implementation in each country has begun to contribute to normative social and policy change in factories.**

### Myanmar



**The STOP evaluation findings in Myanmar 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.**

**Myanmar has undertaken important advocacy work and developed strong project partnerships contributing towards STOP project goals.**

The evaluation questions for Myanmar are:

1. How effective has the adaptation and implementation of the WSHP been in Myanmar?
2. How is STOP and its package perceived by target and other external key stakeholders?

Using a participatory framework, the evaluators worked for this report with the Myanmar CARE CO and Regional team to gather factory surveys and other monitoring data collected by the COs with UNSW undertaking focus group discussions and key informant interviews with factory workers, middle managers and government officials. The UNSW team analysed these data to respond to the evaluation questions and Indicators nominated in the STOP MELF.

## Survey and Monitoring Data

The MELF collects stories of both the number and type of changes in factories using 13 Evaluation Tools, examining the attitudes and knowledge of SH, confidence to report SH in the factory, and observations and experiences of SH as well as worker and manager perceptions of the effectiveness of the package in their factory.

Key findings are provided from data collected from seven factories in Myanmar before and after the implementation of STOP, which present an opportunity to comment on changes within factories that may be attributed to the STOP package over time. In Myanmar, the following data were collected and analysed:

- Tool 1: Factory data sheet - provides information on the situation in the factory on issues that might be related to addressing SH 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 (collected at baseline and follow-up) - 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.
- Tool 8: Pre and post-training data for participants of CARE training of SHPC and HR/management - provides pre and post-test to who receive training (collected at pre-training and post-training). There is an additional, different, pre and post-test for worker training participants.
- Tool 7 & 9: FGD for Factory Garment Workers & KII for managers who have been trained – summaries of focus group discussions for workers and key informant interviews with managers.
- Tool 11: Checklist for implementation of a SH policy - provides information on the status of implementation of the SH policy

Where our analysis of results indicated a statistically significant<sup>4</sup> finding rather than a trend in the data, we have noted with  highlighting that this result is able to be directly attributed to the Stop Package.

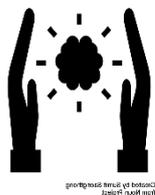
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<sup>4</sup> A statistically significant finding is a determination by our analysis that the results in the data are not explainable by chance alone.

## Findings from Surveys and Monitoring Data in Myanmar

### Summary



Analysis of the survey and monitoring data suggested that following the implementation of the CARE package in Myanmar factories, **knowledge of SH tended to improve** among both male and female factory workers and managers.

Further, **female garment workers appeared to have increased knowledge of the policies/penalties** in place to protect them from SH in the workplace, and **increased confidence to report factory SH** to a friend, immediate superior, HR department or senior manager.

While there was a **decrease of reported instances of SH** following the implementation of the STOP packages in factories, **forty per cent of female workers still felt it would be risky for them to take action** regarding SH in their factory.

Data collected from the Myanmar factories found that **all factories who provided data reported groups/platforms where female workers were able to represent the voice of female workers**. Some factories had established committees in which **women were able to participate to give feedback about employment matters** in the factory.



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The following data outlines how overall knowledge of SH changed for workers between baseline and evaluation data collection demonstrating that knowledge tended to improve following training for both female and male factory workers.

### Recognising Sexual Harassment

**The majority of workers recognised what SH in the workplace is**, during the evaluation:



**98% of female and male workers agreed that the 'unwanted touching of the body by a co-worker or manager is SH'**. In comparison, at pre-training test, 69% of female workers (80% of male workers) agreed with this statement.



**100% of female and male workers agreed that 'unwanted staring is SH'**. In comparison, at pre-training test, almost 67% and 60% (respectively) agreed with this statement.

## Trends in Observing Sexual Harassment

The proportion of female workers who reported *observing* SH appeared to decrease between the **baseline and the evaluation data collection** for all behaviours, including:



Criticising a woman for not appearing (79% vs 64%) or acting enough like a woman (80% vs 66%).



Touching someone inappropriately without their consent (54% vs 23%); and telling sexual jokes or showing pornography (35% vs 13%).



During the evaluation data collection 31% (n=44) of female workers observed the behaviour 'calling someone a prostitute as an insult' compared to 5% (n=1) of male workers.



More male workers compared to female workers reported observing the behaviour 'telling sexual jokes or showing pornography' and more male workers compared to female workers also reported experiencing this behaviour at evaluation data collection.

This difference in observation of some SH behaviours, between male and female workers, may be a reflection of the CARE factory training provided. That is, increased recognition for female and male workers, of what constitutes SH in the workplace. Some types of SH may be more commonly perpetrated by male workers and therefore be may observed more frequently by their male colleagues such as 'telling sexual jokes or showing pornography', whereas, female workers may be more likely to be called a prostitute than a male factory worker.

Please note, that for the evaluation data, the sex of the perpetrator could not be included for the observation of SH behaviours.

## Trends in Reported Experiences of Sexual Harassment

At post-training collection more than **1 in 3 female workers and staff** (36%) **agreed that people who are sexually harassed should not discuss their experience outside of the factory** because it would make the factory look bad. The number had decreased from **just under 2 in 3** (58%) at the pre-training test.

**However, 2 out of 5 female workers** (40%) **still felt it would be risky for them to take action regarding SH in their factory**

There was also a smaller percentage of female workers who reported *experiencing* certain SH behaviours **at evaluation data collection compared to baseline**, suggesting that these behaviours had reduced in the factory context. Specific examples include:



At evaluation data collection a **significantly larger percentage of male workers compared to female workers** reported experiencing the behaviour 'been told sexual jokes or shown pornography'. Male workers reported that this behaviour was perpetrated by another male worker in 100% of the cases. Similarly, female workers who experienced this behaviour all reported that the behaviour was perpetrated by another female worker.



The proportion of female workers who reported being told sexual jokes or shown pornography decreased from 14% at baseline to 1% at evaluation data collection. This finding was statistically significant ( $p=0.042$ ).



13% of female workers reported that someone had spread a rumour of a sexual nature about them at baseline compared to 5% at evaluation data collection.

### Number of Managers with Knowledge About Sexual Harassment

Across six factories, 13 line managers (6 female line managers; 7 male line managers) and 21 senior staff (14 female senior staff; 7 male senior staff) had received the SH training at time of the evaluation round of data collection.



SH knowledge and attitudes of workers in management positions and senior staff tended to improve between baseline and at evaluation data collection. There was one exception: 'we shouldn't be too harsh on those accused of SH'

## Female Workers Have Platforms or Groups to Voice Concerns About Sexual Harassment

All factories did have groups/platforms where female workers were able to represent the voice of female workers. In particular workers reported that factories had committees set up in which women were able to participate to give feedback about employment matters in the factory.

- In the majority of Myanmar factories, the representation of women on the committees was 50 percent or greater.
- Three factories also reported that there were other groups available that women could join to discuss problems occurring within the factory.

CARE Myanmar recognised the value in developing broad based alliances and supporting women's groups, trade unions and labour rights organisations to improve working conditions for female factory workers. In light of this, multiple workshops were held in Myanmar in March and June 2018 with participants including representatives from factories, trade unions, labour right/women right organizations, ILO, NGOs and INGOs. These workshops, included discussions which provided opportunities for participants to share experiences, understand common issues and challenges for female factory workers. Further, this process provided the opportunity to cultivate collaborative advocacy.

Below are two examples of groups/platforms where female garment workers are able to participate to give feedback about employment matters including SH.

### The Let's Help Each Other (LHEO) organization:

Established since 2014, to promote the worker's life economically and socially, also promotes the labour rights including being safe from SH. Some group members actively participated in the events and campaigns conducted by CARE Myanmar in 2018 and 2019. This included an awareness session on SH.

After participating in the awareness session, a participant, along with fellow group members, organized a strike for labour rights at a factory. During the strike, the workers requested for a review and revision of unfair labour rights and to take action immediately when SH occurs in the factory. As a result, the factory senior management team took action against three employees who were perpetrating SH, dismissing all three.

### The Confederation of Trade Unions (CTUM):

Established in 2015, works principally for the rights of the employees, including the provision of assistance to women who are sexually harassed the workplace with legal and counselling services. CARE Myanmar supports CTUM to facilitate events, campaigns and awareness sessions on SH within and outside the factory.

A woman in a leadership position in CTUM and group members who participated in awareness sessions on SH conducted by CARE Myanmar supported three women who experienced SH, in three different factories. After receiving information that male supervisors frequently sexually harassed their female workers, the women investigated

those issues. As a result, the perpetrators of SH were fired from the factory after the CTUM raised the issue with the factories and shared the outcome of their investigation.

## Workers' Confidence to Report Sexual Harassment at their Factory

**1 in 4 female workers** in the Myanmar factories agreed during the evaluation data collection that it is risky to take action about SH in the factory.



**There was an increase between the baseline and evaluation data collection in all workers who reported that 'I would feel confident I know the correct channels to report SH'.** The proportion of workers who agreed with this statement increased from 74% at baseline to 94% during evaluation data collection.



**At one factory** there was a slight decrease during the evaluation data collection in the percentage of workers who agreed that they felt confident to report experiences of SH to the HR department (86% to 81%) or to let senior managers know about experiences of SH (82% to 78%).

## Female Workers Knowledge of Sexual Harassment Policies

136 factory garment workers (112 female workers; 24 male workers) across the six factories had received training in SH policy and prevention systems during the evaluation data collection.



Almost all the female workers who responded (99%) agreed that their factory 'has policies to protect workers from SH'. In comparison, at baseline 45% agreed with this statement.



The majority, 97% (n=137) of female workers agreed that they knew who they would go to in the factory if they experienced SH. In comparison, at baseline, 68% agreed with this statement.



The majority, 90% (n=128) of female workers agreed that their factory has leaders who enforce policies against SH. In comparison, at baseline, 33% agreed with this statement.



The majority, 94% of female factory workers (n=134) felt they knew the correct channels to report SH in their factory. In comparison, at baseline, 74% agreed with this statement.



At evaluation data collection, 87% (n=123) of female workers indicated they would feel comfortable to report SH, compared to 65% at baseline.

**However, at evaluation data collection approximately 22% of female workers approx. 1 in 5 were still unaware of policies in their factory.**



There was an increase in the percentage of female workers who agreed that they felt confident to report SH to;

- A friend (85% vs 94%), ✨
- Immediate superior (82% vs 94%)
- HR Department (79% vs 92%)
- Senior Manager (67% vs 90%).



At evaluation data collection almost, all female workers agreed that the systems in place in the factory will be effective in reducing SH in the factory (98%). In comparison at baseline, 82% agreed with this statement.

The quantitative data underscore the overall importance and achievements of the STOP project in Myanmar.

## Interviews and Focus Groups

A total of 20 interviews were conducted in Round 1, March 2019 for the MTR<sup>5</sup>, and 2, March/April 2020 for the Final Evaluation, of interviews in Myanmar with different stakeholders identified by CARE CO and Regional Staff. The second round of interviews were undertaken with different stakeholders providing a broader pool of informed comment and feedback and included, four interviews and one focus group that were conducted remotely by UNSW team members. This does mean though, that we did not capture change in stakeholder perceptions of the impact of the STOP at different points in time although some stakeholders in the evaluation interviews were able to speak to the changes they perceived over time. The COVID-19 pandemic also affected the availability of some key stakeholders for interviews.

## Effectiveness and Impact

The qualitative data analysed for the MTR identified accomplishments of the CARE Myanmar team which included but were not limited to:

- Engaging with and recruiting companies to join the project
- Advising companies on SH policy development and developing model SH policy
- Developing communication strategies and campaigns
- Working to raise factories' and stakeholder's awareness of SH
- Advocating for SH to be included in labour (e.g., Settlement of Labour Dispute Law), occupational health and safety legislation

<sup>5</sup> Quotes taken from interviews conducted during Round 1, are indicated in the following section by 'collected for MTR'

- Developing partnerships with government and non-government groups to facilitate project implementation
- Capacity building for Trade Unions and Worker Organizations
- Delivering training to factories, and
- Conducting baseline surveys for the project

Stakeholder perceptions of the STOP effectiveness and impact were largely unchanged in the first and second rounds of the follow-up interviews in 2020.

It is worth noting that the effectiveness of STOP has been achieved under difficult circumstances. Stakeholders discussed what they perceived to be a lack of understanding of what behaviours constitute SH and the lack of an agreed definition at both the MTR and Final Evaluation of interviews.

...when it comes to unwelcome or quid pro quo and other things that they don't really see it as SH but as cultural issues. So, **there is debate over the definition** (SLP, FW)

Stakeholder interviews and focus group participants noted that the STOP project had effectively opened the conversation about SH and the types of behaviours and attitudes that may be considered problematic.

Before we started, no one talked about SH in our factory, but after we did the training, we now remind each other of behaviour. We can discuss, learn, and avoid. Such discussion - consciously strengthens our awareness of SH. **I think the biggest achievement is the awareness in our factory** (Anonymous)

**Both the quantitative and qualitative data provide evidence of improved awareness of SH at the factory level.** It is useful to distinguish between short term impact and genuine transformation of the garment sector. This perspective was emphasised by stakeholders who suggested that STOP should not be a one-off training, but a recurring and long-term project.

Stakeholders gave positive reviews of the effectiveness of Myanmar STOP package, including the training approach, material, and model SH policy. Stakeholders highlighted the amount of work that CARE had put into developing the package and reported their satisfaction with the tailored end-product and the support provided by the CARE CO team.

We have received similar training from other industries before but **from CARE Myanmar, it was more precise and detailed and provided terms of gender ...after series of training, some women come to understand that this is not the right thing** (Confederation of Trade Unions Myanmar - collected for MTR)

Myanmar did report some difficulties in getting consistent access and cooperation from factories, especially in the earlier stages of outreach, the project does demonstrate a successful

and appropriate focus and engagement with, local stakeholders (e.g. factory managers and workers, other NGOs).

One of the most significant achievements of STOP in Myanmar was—as highlighted by the country representative of Fair Wear Myanmar (FW)—the advocacy achievement, specifically in terms of engaging with the advocacy network and advocating for new provisions in Myanmar’s Occupational Health and Safety (OSH) Law. This achievement is the focus of the Case Study provided for Myanmar at the end of this section.

## Factors Facilitating Project Implementation

The qualitative data revealed that there were factors that contributed to the CARE CO team’s capacity to rollout the project. These factors relate firstly to the CARE CO team’s positive attributes including good knowledge and experience, a capacity to be flexible and accommodating to factories’ needs and passion for the project. Second, the analysis of the qualitative data on the Myanmar project showed that stakeholder partnerships were key to the STOP project’s implementation.

One stakeholder in the MTR highlighted there was room for closer collaboration between CARE Myanmar and project stakeholders. The stakeholder noted how increased collaboration could help the team develop training material that was more suited to the need and concerns of business.

**...curriculum developed by NGO is sometimes not relevant to business; problem between development and business sector; have to reframe some things;** (Business Coalition for Gender Equality)

At end of evaluation some stakeholders raised similar views suggesting training products could be further tailored to specific contexts, could be shorter and perhaps be more mindful of factory and government sensitivities to the issue of SH.

Members of SH project of CARE Myanmar, they didn’t work in a factory before, they are not familiar with the actual situation of the factory. maybe in the future, we also need to improve the communication between the project team and the factory. So, the project team can have better understanding of actual situation and listen to feedback from factory and help solve difficulties encountered by the factory in project practice. (Anonymous)

Another thing is that Myanmar government and employer associations are afraid that the issue might affect the image of the country, so might scare investors away. So that is another thing (SLP, FW)

While there was feedback that tailoring and further consideration of the sensitivity of the messaging would be helpful, there was also acknowledgement of efforts made by the CARE CO to consider continuous improvement and work constructively with factories.

“CARE Myanmar – in my impression, I think **they are working hard to practice this project, listen to our feedback patiently, and find ways to solve problems we report.** When I report any difficulties that we meet, they also share experience from other factorise to us so we can try to learn from others to solve the problem.” (JL, Gainway)

Stakeholders noted that there were challenges around factory engagement due to concerns about how their involvement in the project might affect their productivity and increase their workloads.

**...most of the time, the factory owners or senior level in factory don't want to accept the fact that there are issues or cases of SH... because it delays their operations;** they don't want to spend time solving these issues and want to get work done...  
(Confederation of Trade Unions Myanmar - collected for MTR)

Stakeholders also reported challenges in delivering training. These included, time constraints, difficulties in catering to the education levels of factory workers, and concerns about how workers' participation in training may affect their job security, particularly where this training was conducted off site.

If we are talking to workers, we cannot organize training days more than 2 days; 2 days is maximum, if workers leave more than 3 days without informing, then they will lose job; also **we worry that people will lose job because they attend the training, then it will be our responsibility.** (MICS, collected for MTR)

Initial communication issues were identified by some factories who reported they had some difficulties communicating with the CARE team, their understanding of this being that STOP staff had limited understanding of the actual working context of factories.

Members of SH project of CARE Myanmar, they didn't work in a factory before, they are not familiar with the actual situation of the factory. **Maybe in the future, we also need to improve the communication between the project team and the factory.**  
(Anonymous)

Myanmar stakeholders raised the issue more than once that training videos were not understood by factory managers (predominantly Chinese speaking) as the videos were in the Burmese language with English subtitles.

**Because most management in Myanmar... speak Chinese. My suggestion is to have the trainers who can speak Chinese to provide training course to them.** Maybe will be better to have training provided to the management in Chinese. (Anonymous)

Also, translating results of the baseline data collection to English for the Chinese-speaking brand management and factory managers was not effective because of the language barrier.

**It was the first experience CARE team presenting to the management. At that time, we feel that ok because it is done in English, the audience, the GM (general manager), even mid management not good in English, that made the meeting not that effective.** (Anonymous)

It is likely that in Myanmar, starting with SH rather than a broader 'respectful' or 'safer' workplaces frame may have adversely affected the pace of implementing STOP and factory uptake of the project.

**...they should do their awareness training first and impacts of SH; and link to opportunities and gender more broadly;** if they go only with SH, not thinking about the other contexts and gender issues, they will face more challenges; there will be more resistance. (ILO - collected for MTR)

Stakeholders also proposed different ways training content and delivery could be improved, in particular, more repeat training on SH to reinforce messaging, shorter training sessions that are more convenient for workers and improved organisation of training.

A current and ongoing challenge impacting upon the garment industry in Myanmar and the implementation of STOP is the COVID-19 pandemic. The garment sector across the Mekong countries has been unexpectedly and adversely affected by the COVID-19 pandemic which in turn may influence the sustainability of STOP implementation in factories. The UNSW team were informed that training in factories has been put on hold due to COVID-19 which will affect the ongoing implementation of STOP in each country.

**At this moment, we arranged training for the workers, but considering COVID-19 you know, at this moment it is not good to organise so many people together. So, we stopped temporarily.** (Anonymous)

However, some stakeholders were equivocal about the situation of workers and factories resulting from COVID:

**So now it's really hard to say how big [the impact is].** Now we are closely monitoring to what the government [does] and make sure how to prevent and how to [take] action. This is what we can say. We cannot say anything now. (Anonymous)

## Relevance

Data collected from the stakeholder interviews identified ways in which the project's scope and focus could extend its relevance. One stakeholder highlighted the importance of ensuring that the project goes beyond engaging with workers and works with factory owners and government bodies as well so that the issue of SH can be adequately addressed.

**To end SH in factories, we cannot only focus on workers, we have to focus on owners of factories and government as well.** (MICS – collected for MTR )

STOP's relevance in Myanmar goes beyond the scope of the project. The STOP project works on different aspects of the broad issue of SH, including SH messaging, awareness raising, advocating for law reform and changing factory managerial attitudes.

## Efficiency

The qualitative data did not particularly address the issue of efficiency. However, the process of gaining access to and engaging with factories had been a time-consuming one, drawing attention to the challenges that the team had faced in recruiting factories may have created issues in terms of time efficiency.

While CARE aims to deliver the full STOP package, as reported previously, various stakeholder businesses prefer shorter and more condensed training. Interviewees from a brand in Myanmar discussed the possibility of purchasing the package and have suggested CARE condense the training or deliver certain modules.

## Sustainability

Many of the challenges discussed in the previous sections may influence the project's long-term sustainability. There were however key pragmatic and conceptual challenges to the sustainability of STOP reported by stakeholders.

Despite acknowledging excellent support by the Myanmar CO team, some stakeholders raised concerns about the negative impact on factory productivity of allocating work time to training.

**One person takes one hour to take one training class. There are six classes in total. If there are 1500 people who need to take training, then takes 9000 hours, not including review process. lots of working hours lost.** It affects our production. (Anonymous)

Given these concerns over lost production time due to worker/manager training, businesses may prefer shorter modules or a more condensed training package. It may also mean considering other communication media and information sharing strategies.

**Factories really have concerns about productivity and time loss already. Even we showed them that SH also cost productivity, but for them, it's their concern. If you can have a better design, it will be more effective.** (Anonymous)

Stakeholders suggested a strategy to share the STOP workload, where factories could talk to other factories, working to support factories to mentor other factories and share their learnings of the STOP journey there would be potential benefit to learn from others. However, in Myanmar the STOP project is still at an early stage and so there is limited experience to draw from.

The qualitative data demonstrate Myanmar team members have undertaken extensive and effective advocacy work to bring about policy and legislative changes required to embed the community and social awareness necessary for STOP to be more easily adopted by factories.

As several stakeholders note, there is still a lot of work to be done in the area.

**Labour law is not very precise;** it is stated in labour law that minimum wage is 4400 and over time get double, but does not prescribe what time labourer's get what amount; **so factory owners can pay whatever they like;** and **no mechanisms in place to inform or report because labourers are not aware of labour law; so SH law would be even more difficult to establish** (Confederation of Trade Unions Myanmar - collected for MTR)

Overall, the stakeholder comments suggest that, whilst there are challenges, the STOP project in Myanmar is progressing towards having a sustainable future in Myanmar.

# Myanmar Case Study – Advocacy



The STOP project in Myanmar has had a notable impact in the policy advocacy space through its collaboration with a diverse range of international and local stakeholders.

Currently, no data exists on the national prevalence of SH in the workplace in Myanmar. This is due, in part, to the lack of reporting mechanisms, the lack of legal regulation requiring compliance on this issue, as well as resistance from the Myanmar government and the garment industry to produce such data. As the Country Representative of Fair Wear Foundation (FWF) Sanlatt Phyu observed, the “Myanmar government and employer associations are afraid that the issue might affect the image of the country - [that it] might scare investors away”.

Even so, a study commissioned by the ILO, which surveyed 320 workers across 16 factories, found incidences of SH in 14 out of 16 factories. However, most survivors took no action as a result of the harassment (ILO, 2018). Despite this growing body of evidence of the pervasiveness of SH in the garment sector, the issue remains highly sensitive in Myanmar. From FGDs and interviews with the STOP CO in Myanmar and its advocacy partners, it is clear how they have had to face a series of challenges and obstacles to implementing STOP, including traditional socio-cultural norms and the reluctance of duty bearers to acknowledge SH as a problem. As one STOP CO team member noted, there are “culturally rooted opinions [that] accept SH as happening in Myanmar” which, in turn, allows for “excuses [about how] Myanmar people are ethical and [that SH is] not happening in reality. [This is] very rooted in their mind, so [it is] difficult to change their mindset—for governments and employers”.

Because of these barriers, the STOP CO and its partners like the FWF and Gender Equality Network (GEN) had to come up with a ‘360-degree’ advocacy plan through detailed situational analysis and broad-based stakeholder engagement to ensure context sensitivity. In so doing, they identified whom to approach and who the people with high decision-making power are, committing themselves to building a trust-based relationship with these actors over the long term. Within a span of approximately one year, the STOP CO was able to build up a “feminist alliance” of strategic partners (Ma Nilar Tun, CARE Gender Advisor), who share a common interest in preventing gender-based violence and SH in the workplace. Collectively, they supported high-impact outreach and awareness-raising activities, such as a study trip to India (organised by FWF) that invited representatives from the Ministry of Labour, MGMA, the national parliament and trade unions to observe how SH has been dealt with in India’s garment factories.

A particularly noteworthy achievement in terms of the STOP CO’s collaborative policy advocacy is their contribution to amending the *Occupational Safety and Health (OSH) Law*. As part of the ongoing labour law reform in Myanmar, the *OSH Law* has been under review for several years, but with advocacy groups only involved in the later stages of the review process. The STOP CO and its partners advocated for the inclusion of a broader definition of psychological incidents, which would also encompass SH incidents in the workplace, as the OSH Law was focused only on

physical health and safety concerns, but not on violence or harassment. However, because of a long amendment process, several parties were hoping to see it passed quickly in parliament and were thus less willing to push for more SH-related provisions to be included in the amended law. Despite these pressures, the work of the STOP CO and its partners saw the coalition build functional relationships with a variety of external stakeholders in government (e.g. parliamentarians and other policymakers) through multiple communication channels (e.g. email, phone, Facebook messenger and Viber chat), who were willing to support the inclusion of more SH-related provisions in the amendment. Upon identifying these individual champions or 'change agents', STOP and its partners would assist them with preparing information packages prior to parliamentary sessions and mobilising their colleagues to raise the issue at higher levels of decision-making.

Ultimately, STOP's collective advocacy efforts proved successful: the finalised *OSH Law* approved by the Union Parliament incorporated changes such as the expansion of the scope of the provisions, the participation of women in OSH committee, and inclusion of the need to provide training of OSH to the committee members.

...it's one of the first labour laws that require employers to consider the needs of female workers when establishing workplace OHS committee. (SLP, FW)

Another stakeholder shared:

We worked closely and intensively to include relevant provisions in the OHS law. This is also very concrete achievement out of our collaboration and cooperation, that we managed to include, not the direct words that we would like to include in the law, however, we could put a seat in the law. It's one of the first labour laws that require employers to consider the needs of female workers when they have to establish the OHS committee at workplace. (SLP, FW)

The collaboration also resulted in a broader array of strategic advocacy activities through the development of policy briefs, model workplace policies, evidence-based recommendations, and training programs. These included, for example, initiatives that saw the STOP team advocating through the tripartite mechanism for an amendment to the *Settlement of Labour Dispute Law*, as well as to the Myanmar ILC delegates in support of the *ILO Convention on Violence and Harassment in the World of Work*. Although the Myanmar government was cautious of the ILO due to negative historical experiences and perceptions, all four voting delegates from Myanmar<sup>6</sup> ended up voting in favour of the ILO Convention at the 108<sup>th</sup> ILC, paving the way for further advocacy with respect to the Convention's ratification.

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<sup>6</sup> The voting delegates included two representatives for the Myanmar Government: U Win Shein (Director General of Labour Relation Department, MOLIP), and a representative of the Myanmar Permanent Mission to the UN based in Geneva [Daw Khin Chan Myae and Daw Yi Mar Aung] (Second Secretary Permanent Mission, Geneva); a representative for the employers, Daw Khine Khine Nwe, (Joint Secretary General of the Union of Myanmar Federation of Chambers of Commerce and Industry (UMFCCI)), and U Maung Maung from the Confederation of Trade Unions in Myanmar (CTUM), representing the workers.

Challenges remain, nonetheless. Advocacy on the topic of SH in garment factories has not yet reached a tipping-point in Myanmar, as the issue is still not yet regarded as a priority by the Myanmar government. That said, the successes the STOP team have encountered through its advocacy efforts should not be underestimated, potentially serving as first steps toward more gender transformative change.

## 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.

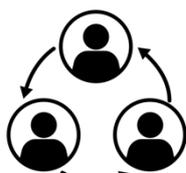


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from Noun Project

The STOP project, in all four countries, has:

- c) **assisted factory management to set up clearer guidelines and mechanisms** for dealing with and preventing sexual harassment.
- d) **empowered female workers to report SH incidents and become more aware their rights.**

### Perceptions of STOP by Stakeholders



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The STOP project has **been consistently described by its NGO, government 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 package 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:**
  - c. how factories and their workers understand SH as a genuine problem; and
  - d. 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



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- **The MELF should be reviewed and consolidated to enhance data integrity.** There is confusion amongst all STOP Country Office 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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## Appendix A. Stakeholder Interview and Focus Group Schedule

Table B1. Interviews conducted for Myanmar in 2019

2019 Myanmar n=15 interviews			
Stav Zotalis	Country Director	CARE Myanmar	21-Mar-19
Swe Swe Khaing	Chairperson of Women Committee	Confederation of Trade Unions of Myanmar (CTUM)	21-Mar-19
Nay Win Naing	Program Coordinator	Fair Wear Foundation (FWF)	21-Mar-19
Aye Thet Oo	National Project Coordinator	International Labour Organization (ILO)	21-Mar-19
Ei Shwe Yi Win	Program Director	CARE Myanmar	21-Mar-19
Phoo Wai Myo	Technical Support Manager	CARE Myanmar	21-Mar-19
Khin Aye Naing	Senior Project Officer	CARE Myanmar	21-Mar-19
Nilar Tun	National Gender Advisor	CARE Myanmar	21-Mar-19
Ko Ko Zaw	Program Manager	CARE Myanmar	21-Mar-19
Thet Zaw Aung	Media and Campaign Specialist	CARE Myanmar	21-Mar-19
Mya Hpone Thant	HR Advisor	CARE Myanmar	21-Mar-19
Nwe Ni Khaing	Technical Support Manager	CARE Myanmar	21-Mar-19
Kyawt Kaythi Win	Country Director	Business Collation for Gender Equality (BCGE)	22-Mar-19
Su Su Nge	Director	Gender Equality Network (GEN)	22-Mar-19
Thet Hnin Aung	General Secretary	Myanmar Industries Craft & Services Trade Union Federation (MICS)	22-Mar-19

Table B1. Interviews and focus groups conducted for Myanmar in 2020

2020 Myanmar n=4 Interviews n=8 FGD			
Gary McGurk	Country Director	CARE Myanmar	7-May-20
San Latt Phyu	Country Representative	Fairwear Foundation	15-Apr-20
[Anonymous]	[Anonymous]	Brand	22-Apr-20
[Anonymous]	[Anonymous]	Factory	14-Apr-20
Ei Shwe Yi Win	Program Director	CARE Myanmar STOP Team Focus Group Discussion	31-Mar-20
Phoo Wai Myo	Technical Support Manager	CARE Myanmar STOP Team	31-Mar-20

		Focus Group Discussion	
Khin Aye Naing	Senior Project Officer	CARE Myanmar STOP Team Focus Group Discussion	31-Mar-20
Nilar Tun	National Gender Advisor	CARE Myanmar STOP Team Focus Group Discussion	31-Mar-20
Ko Ko Zaw	Program Manager	CARE Myanmar STOP Team Focus Group Discussion	31-Mar-20
Thet Zaw Aung	Media and Campaign Specialist	CARE Myanmar STOP Team Focus Group Discussion	31-Mar-20
Mya Hpone Thant	HR Advisor	CARE Myanmar STOP Team Focus Group Discussion	31-Mar-20
Nwe Ni Khaing	Technical Support Manager	CARE Myanmar STOP Team Focus Group Discussion	31-Mar-20