

## IMPACT SUMMARY:

### Enhancing Women's Voice to STOP Sexual Harassment (STOP)

Since 2017, STOP has worked with factories across South-East Asia to address sexual harassment in the workplace.

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**. Female garment workers experience sexual harassment in their workplace, generally have **limited legal protections, lack job security** and work in an environment where there is often **impunity** for the harassment they experience. In Cambodia alone, sexual harassment costs in the garment industry **USD \$89 million per annum** in lost productivity.<sup>1</sup>

After four years of work, independent evaluations found the STOP project had assisted factory management to set up **clearer guidelines and mechanisms** for dealing with and preventing sexual harassment. It also empowered female workers to be **confident to report sexual harassment** incidents and become **more aware of their rights**.

Women workers feel safe to report sexual harassment free from negative consequences.

Factories are more productive and profitable when they have better working conditions and higher compliance relating to sexual harassment prevention.

#### STOP AT A GLANCE

GOAL 

**Less sexual harassment** experienced by women workers in garment factories



**150,000+ people** reached including 96,000+ women



**42 factories** supported to strengthen their workplace mechanisms



**4 countries**  
Cambodia, Laos, Myanmar, Vietnam

**“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.”**

H&M Cambodia

<sup>1</sup> CARE International (2017) “I know I cannot quit.” *The prevalence and productivity cost of sexual harassment to the Cambodian garment industry*, Canberra: CARE Australia.

## Key Impacts

An **independent evaluation of the impact of the STOP project**, including a Social Impact Analysis for Cambodia, was undertaken by researchers from UNSW Sydney and UNSW Canberra. These impacts represent a snapshot of the consolidated findings.



All factories had strengthened workplace mechanisms to respond to sexual harassment.



**35 factories** adopted a sexual harassment policy.



**40 factories** set up a sexual harassment prevention committee.



Management's knowledge of and attitudes towards sexual harassment improved.



The proportion of factory managers who believe it isn't sexual harassment if the worker did not immediately complain about the behaviour **halved** (Myanmar).



Female workers' knowledge of sexual harassment policies increased.

**45%** → **99%**

The percentage of female workers who say their factory has 'policies to protect workers from sexual harassment' **more than doubled** (Myanmar).



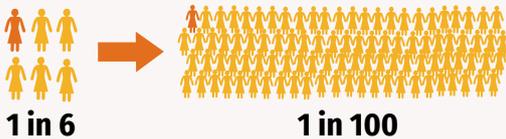
Workers' knowledge of what sexual harassment is increased.

**48%** → **80%**

The percentage of female workers who agree unwanted staring is sexual harassment **increased** (Vietnam).



Female workers reported *observing* less sexual harassment.



The proportion of women who reported *observing* sexual harassment behaviours **decreased** (Cambodia).



Female workers reported *experiencing* less sexual harassment.



The proportion of women who reported *experiencing* sexual harassment behaviours **decreased** (Laos).



Female workers have increased platforms to voice concerns about sexual harassment.

**Myanmar: >50%** Percentage of representation of women on committees.  
**Vietnam: >67%**



Workers' confidence to report sexual harassment increased.



Almost **all** female workers felt confident that they knew the correct channels to report sexual harassment (Myanmar).



STOP contributed to legislative reform in all four countries.