



“I know I cannot quit”

***The Prevalence and
Productivity Costs of Sexual
harassment to the Cambodia
Garment Industry***



Overview



- CARE's WEE strategy, Dignified Work Strategy
- Context: Women & the Cambodian Garment Industry
- Prevalence and Cost of Sexual Harassment
- Recommendations
- STOP initiative



Women's Economic Empowerment



CARE's strategy on WEE sets out what CARE will do to meet our aim: **30 million women having greater access to and control over economic resources by 2020.**

Four key areas of WEE Strategy:

1. Financial inclusion
2. Women & value chains
3. Dignified work
4. Entrepreneurship



CARE's work on sexual harassment

- **Research**

Estimating the Prevalence and Productivity Cost of Sexual Harassment

- **Solutions**

The Sexual Harassment Prevention Package for Garment Factories

- **Increasing our impact**

- Scaling up and out by adapting the Package through the STOP project in other Mekong countries
- Advocacy on an ILO convention addressing GBV
- Engaging the private sector



Research: Estimating the Prevalence and Productivity Cost of Sexual Harassment



Sometimes, of course I think about not going to work anymore because of this [sexual harassment]. But then I think about my family condition and I know I cannot quit.”

- Nationally **representative sample**
- Measures **cost** of turnover, absenteeism, and presenteeism
- Makes **recommendations** to industry and Government.
- ⁴Will be used in **advocacy**.





Women & Cambodian Garment Industry

Women garment factory workers

- 600,000 in workforce
→ 85%
- Approx. 64% are internal migrants
- Remittances: 40% of her income

Cambodia Garment Industry

- 1995, textile exports = USD 27 million
- 2015, textile exports = USD 6 billion
- One third of Cambodia's GDP





Demographics of Women Surveyed in the Research



Women Workers in the Garment Industry

- Predominant: Female (85%); male (15%)
- Young: 27 years (66% women under 30)
- Married (51%)
- Migrant status: Internal migrant (64%)
- Low education: grade 9 or less (85.6%)
- Low earnings: USD 145/month or USD 209/month including overtime + bonuses
- Low leadership: <4% have line leader or office role





Key Finding:



1. Sexual harassment is a regular occurrence for women. **Nearly 1 in 3 female garment factory workers** report experiencing sexually harassing behaviours in the workplace over the last 12-months.
2. **One in four men** surveyed (50 of the 198 men) reported being asked questions of a sexual nature in the workplace.
3. The productivity cost of sexual harassment in the garment industry is estimated at **USD 89 million or 0.52 per cent of Cambodia's 2015 GDP.**



Coping Strategies of Women



- Retorts to insults;
- Skin thickening- enduring harassment;
- Story-telling to protect other women;
- Becoming invisible – being silent, not bringing attention to oneself, wearing clothes that don't stand out;
- Being critical of women;
- Victim blaming;
- Ostracising perpetrator as a group defence mechanism;
- Missing days from work;
- Moving jobs within the factory;
- Moving to another factory;
- Dropping out of garment industry;
- Expecting something to happen - being vigilant and defensive;
- Limited or no social life;
- Shouting for help;
- Walking in groups;
- Walking quickly or running to factory bus stop;
- Not answering door at night;
- Never leaving room at night – even in the case of medical emergency;
- Sensitivity and awareness of surroundings when leaving factory during night shifts;
- Being friendly in order to create familiarity.



Views on sexual harassment



*“[Sexual harassment] is a problem inside the factory. [When these things happen], **some people care and some people don’t**. Normally those who care, only care the first time and then **it becomes normal**.”*

~Male Garment Worker

*“**Women have to be very moral**, not pretend to be sexy girl or bad girl. If people see that you are an honorable girl, then people cannot harass you.... [However] some of them call their boyfriend or girlfriend to come to their rented room, **they go out at night and drink and so on**. If they act like this, then they already have a relationship with a boyfriend or girlfriend, **so they cannot say they [suffer] harassment**.”*

~Male Village Leader



Recommendations: Cambodia Policy



CARE Cambodia's overall recommendations are threefold:

1. Improve productivity, prevention and protections through industry and Government jointly promoting harassment-free work and community environments
2. Work towards better legal protections against sexual harassment
3. Invest and support programs, law and policies that continue to build the reputation of Cambodia as a country committed to gender equality, appropriate labour standards and protection against sexual harassment.

Multiplying impact: Scaling up and out



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

GOAL Long term	Women workers in garment factories experience safer workplaces, due to a reduction in sexual harassment
GOAL End of project	Garment factories implement effective and appropriate models to address sexual harassment in the workplace
OUTCOMES	1. Garment factories have workplace mechanisms 2. Women feel safe to report sexual harassment 3. National regulatory frameworks are strengthened.





**International Labour
Organization**

**Proposed ILO
convention:**

**Ending violence and
harassment against women
and men in the world of work**



**CARE supports the
International Trade Union
Confederation's campaign**

<http://www.ituc-csi.org/gender-based-violence>

Contacts and further information

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Reports and blog can be found on web page

<https://www.care.org.au/preventing-sexual-harassment/>

<http://www.care-cambodia.org/>

