



ADDRESSING SEXUAL HARASSMENT

CARE'S SOLUTION FOR THE GARMENT INDUSTRY

40 million people work in the garment, textile & footwear industry in Asia.

75% of garment workers globally are women.



1 in 3 women workers in garment factories in Asia report experiencing workplace sexual harassment.

Workplace sexual harassment: why is it a problem?

HARASSMENT AFFECTS WORKERS



Significant physical & mental health consequences



Leads to toxic work environments & deepens gender-based discrimination

HARASSMENT AFFECTS BUSINESSES



Productivity of affected workers can be reduced by up to 50%¹



Absenteeism & turnover place added burdens on HR and production teams.

HARASSMENT AFFECTS THE INDUSTRY



Productivity cost to the Cambodian garment industry estimated at USD\$89 million per annum.¹



Reports of unaddressed supply chain harassment can negatively affect brand reputation.

Absence of reports is no longer enough to demonstrate that a supply chain is free of harassment.

New international laws will increase focus on compliance.



Businesses must ensure they have workplace systems which prevent and respond to reports of harassment effectively.



Women must be empowered to speak up safely without fear of negative consequences.

CARE's solution.

Global focus on the issue of sexual harassment in the workplace means companies are starting to take more proactive steps to ensure their workers are safe and respected.

CARE can help.



CARE offers simple tools and training to support factory management.

CARE's evidence-based tools help workplaces effectively prevent and respond to incidences of sexual harassment.



The result? Women feel safer at work.

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Improving organisational compliance on sexual harassment: CARE's approach in the Mekong region



TOOLS

- Workplace policy
- Policy implementation guide
- Reporting mechanisms
- Complaint response processes & tools



SKILLS

- Training for management staff
- Development of sexual harassment committees
- Ongoing coaching to ensure effective policy implementation



UNDERSTANDING

- Targeted worker training package, including:
 - Video drama series
 - Visual aids for interactive sessions
 - Training manuals with discussion guides

Cambodia. Myanmar. Laos. Vietnam.

CARE's approach is tailored to the specific context in each country where we work.

CARE's sexual harassment prevention tools were developed with national stakeholders in Cambodia, including government ministries and industry stakeholders. They were tested with factory HR managers to integrate with existing systems.

In other countries across the Mekong region, CARE works with relevant worker, government and industry representatives to tailor our tools to the context and needs.



With CARE's support, businesses can be confident they have comprehensive systems in place.

Why use CARE's tools?

▶ NO AMBIGUITY

CARE's tools are based on clear legal definitions.

▶ BASED ON EVIDENCE

CARE's solutions draw on global evidence of what are the most effective ways of ensuring women are safe and respected at work.²

▶ FOCUSED ON THE WHOLE WORKPLACE

Sexual harassment is most commonly experienced by women and most commonly done by men. But men also experience sexual harassment. And sexual harassment can take place between members of the same sex.

▶ DEVELOPED WITH FACTORIES

Factory HR managers in Cambodia gave extensive input to the development of CARE's sexual harassment prevention mechanisms.

CARE Delivers Impact:

▶ WOMEN FEEL SAFER

24% ↓ Reduction in perceived risk of sexual harassment among women workers.

💡 ↑ Increase in understanding of what behaviours were not acceptable at work.

🗨️ ↓ Reported reduction in sexually inappropriate verbal teasing by male co-workers.

🗣️ ↑ Increase in women's confidence to report issues to management.

▶ BUSINESSES ARE MORE STABLE

👥 ↓ Managers report reductions in turnover.

🏭 ↑ Safer factories perceived as a more desirable place to work.

👩 ↓ Managers report reduction in conflict on the factory floor.

¹ 'I know I cannot quit': The Prevalence and Productivity Cost of Sexual Harassment to the Cambodian Garment Industry, 2017.

² Reference CARE's publication *What works? Reducing Sexual Harassment in the Workplace: A Rapid Review of Evidence* for further information.



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