



care[®]

It starts with equal

What works to prevent sexual harassment?

Taking evidence to action



WHAT WORKS?

REDUCING SEXUAL HARASSMENT

IN THE WORKPLACE

A rapid review of evidence



Preventing & responding to sexual harassment in the workplace

CARE's research draws on:

- Literature on sexual harassment specifically
- Broader public health evidence regarding the prevention of violence
- Literature from social psychology in addressing and changing social norms
- Evidence from development studies on gender transformative programming

What constitutes 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.

(Australian Human Rights Commission, 2008).

Workplace sexual harassment:

- Occurs in the world of work.
- Related to the person's sex and/or about sex.
- Not mutual
- Affects work environment or terms & conditions of employment.



How prevalent is workplace sexual harassment?

2016 figures



1 in 3 women

2016 figures for women in Cambodia reporting harassment in previous 12 months

Likely under-reported due to:

- Minimisation
- Victim blaming
- Target backlash

2018 figures

Emerging, raw, data from our baseline suggests these figures are higher

| | Cambodia | Laos | Vietnam | Myanmar |
|----------------------------------|----------|------|---------|---------|
| Ever experienced any form of SH | 57% | 70% | 45% | 74% |
| Avg # of forms of SH experienced | 2.5 | n/a | 2.5 | 3.2 |

Spotlight on: Policy and Procedure

Sexual harassment prevention requires clear, fair standards.



Policies must be based on the following principles

- Survivor-centered
- Confidentiality
- Equality
- Safety
- Respect
- Multiple reporting channels
- Flexible complaints process
- Fairness
- Timely Resolution
- Fair sanctions and disciplinary measure

Spotlight on:
Policy and
Procedure

In Myanmar



- Policies were developed in consultation with factory management, workers' representatives and concerned government department
- Policies explicitly require a survivor-centered approach to receiving and handling complaints
- Policy statement ensured factory management commitment to abide the policy and implementation
- Sexual harassment committees formed with members of strong representation from management and worker sides, also ensuring women workers representation

Spotlight on:
Organisational
leadership

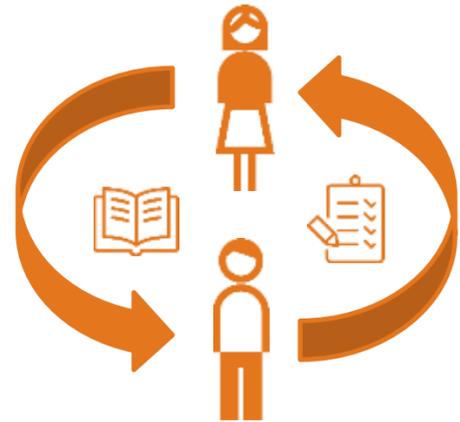
Sexual harassment prevention starts with leadership.



- Leaders must be **VISIBLE**.
- Leadership must be engaged **ALONGSIDE** broader efforts.
- Leaders must **UPHOLD** workplace policies.
- Leadership must go **BEYOND** the immediate issue.



Organisational leadership: Promising ways to engage leaders



Promote a network of information leadership

Informal leaders can play a role in building knowledge and perceptions regarding what's appropriate.



Workplace champions

Identifying individual champions or key figures to promote cultures of change and more equitable working conditions.



Partnering with feminist and women's groups

Work with local women's service providers to develop messaging.



Management and leadership commitment

This is essential to promote more inclusive cultures and norms.

Organisational leadership: Promising results engaging leaders in Myanmar



Workplace champions

Identify the champion of change at different levels



Partnering with feminist and women's groups

Local women's organizations were consulted in developing story lines and messages for IEC materials



Management and leadership commitment

Ensured leadership buy-in throughout the planning, implementation and monitoring

Spotlight on:
Shifting
workplace norms

Addressing sexual harassment in the workplace requires unpacking an organisation's core beliefs, attitudes, and norms.

In workplaces where women experience

- a low-level culture of jokes,
- being belittled or demeaned,
- being stereotyped by their gender,

a hostile workplace for women can be created and this can have significant impacts on them.

Workplace leaders at many levels can play a key role in shifting workplace norms by becoming 'champions of change' and sending a strong message about the types of workplace behaviour that will not be tolerated.

Shifting workplace norms: Management and leadership commitment is essential to promoting more inclusive cultures and norms



Collective responsibility



Bystander pledge



Consistency



Education



Leading by example



Accessible information

Spotlight on: Legal Reform

Legal reform at national and international levels is critical to improving workplaces.

Myanmar aims

Goal: Garment Sector workers are experiencing a safe working environment

Overall Outcome: Effective national laws and policies are in place and implemented to prevent and respond to GBV in the workplace

Myanmar outcomes

Advocacy at National level for:

1. Support of ILO Convention on Violence and Harassment in the World of Work at International Labor Conference
2. Integration of sexual harassment provision in the labor laws; some proposed changes were included in Occupational Safety and Health Bill

#ThisIsNotWorking



#ThisIsNotWorking

In June 2019, governments, unions and employer bodies came together to vote on the first global Convention on ending violence and harassment in the world of work.

Now that C190 has been adopted we will be working to see it ratified and reflected in national laws.

Global legislation can ensure no woman is left unprotected by sexual harassment laws.



Violence & Harassment

A range of behaviours



Workers

Including everyone



World of work

It's everywhere



care[®]

It starts with equal

Ei Shwe Yi Win

Project Director, Myanmar

Roslyn Dundas

Advocacy Manager, Australia

**Download the full
report and report
summary from:
care.org.au/stop**

CARE's solution:
Sexual
harassment
prevention

Hear from managers using CARE prevention tools in their factories



Watch CARE's short video:

<http://www.care-cambodia.org/single-post/2018/07/02/STOP-Preventing-Sexual-Harassment>

<https://www.youtube.com/watch?v=KJqhjnsfML0#action=share>