

RESEARCH STUDY

SEXUAL HARASSMENT

EXPERIENCED BY FORMAL WORKERS IN CAMBODIA



DECEMBER 2023

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List of Abbreviations

BS	Banteay Srei
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CSDG	Cambodian Sustainable Development Goal
CSO	Civil Society Organization
DV	Domestic Violence
DW	Domestic Workers
FGD	Focus Group Discussion
FHI 360	Family Health International 360
GBV	Gender-Based Violence
ILO	International Labor Organization
IWDA	International Women’s Development Agency
KII	Key Informant Interview
LGBTQI	Lesbian, Gay, Bisexual, Transgender, Questioning (or: queer), Intersex
MoLVT	Ministry of Labor and Vocational Training
MOWA	Ministry of Women’s Affairs
NAPVAW	National Action Plan to Prevent Violence Against Women
NGO	Non-Governmental Organization
NSPC	National Social Protection Council
NSPPF	National Social Protection Policy Framework
NSSF	National Social Security Fund
RGC	Royal Government of Cambodia
ToR	Terms of Reference
UN WOMEN	United Nations Entity for Gender Equality and the Empowerment of Women
PwD	Persons with Disability
VAW	Violence Against Women

Acknowledgments

This study titled “Sexual harassment experienced by formal workers in Cambodia” was tasked by the Banteay Srei (BS, or “Citadel of Women”) to the independent research team. The research began between July to November 2023, covering three areas: The capital city, Phnom Penh, Siem Reap province and Battambang province. The research was led by Professor Kasumi, Gender Academic at Pannasastra University of Cambodia, and the field interviews were led by Touch Sokeang, assisted by Sou Sung Meng, and Kong Dara. Additionally, Hong Sochea worked on data analysis and drafting findings from the research.

First and foremost, we would like to express our sincere appreciation to the management team of BS. Including the Executive Director, Ms. Sdeung Phearong, and the project coordinator Ms. Cheath Chansolinda for providing us with the opportunity to conduct this research study. We also would like to express our thanks to the BS’s project staff members and officers, as well as all the partners. For their efforts and for arranging for field work logistics alongside accompanying the research team in the target areas. And for sharing their insights, information, and suggestions in a warm, open and constructive manner.

We would like to express a special thanks to all of the relevant stakeholders and partners, especially to the advisory group set up for this study, including Ministry of Labor and Vocational Training (MoLVT) and Ministry of Women’s Affairs (MoWA), FHI 360, UN WOMEN, CARE International, Central, Solidarity Center and Love is Diversity for providing insightful inputs, in-depth information and share their professional experiences contribute to the research. Special thanks also go to the participants in the study for sharing their personal experiences and opinions and for allowing us to learn from them. We sincerely hope that this research will contribute to the improvement of all the workers in Cambodia for the better protection of and prevention of harassment and sexual harassment at the workplace. Furthermore, we sincerely thank the artist Ms. Hul Kanha who drew a special painting for the cover of the research book and Mr. Mao Veasna who designed the cover page.

Nakagawa Kasumi,
Lead Consultant

Executive summary

In 2023, Banteay Srei (BS) conducted the study titled “Sexual harassment experienced by formal workers in Cambodia” to better understand how formal employees understand and experience harassment/sexual harassment in the workplace in Cambodia. The research covered main areas of formal employment: recruitment process, workplace environment and awareness of harassment and sexual harassment, employees’ experiences of harassment and sexual harassment, and impacts from those acts. The study was carried out in Phnom Penh, Battambang and Siem Reap province, between July to November 2023. The research was led by Professor Kasumi, Gender Academic at Pannasastra University of Cambodia, with her research team members.

Key findings from the Literature review

- **National policy and legal framework:** A strong policy framework is set up to prevent harassment and sexual harassment in the National Action Plan to Prevent Violence Against Women (NAPVAW) (2019-2023) and the Neary Rattanak V (2019-2023) of the Ministry of Women’s Affairs. Discrimination against women is prohibited (Cambodia Constitution, 1993), and offenses of harassment are prohibited (Art. 250 of Criminal Code). However, the definition of harassment in Art. 250 is very narrow and only states, “Sexual harassment is an act in which a person abuses the power that was vested in him/her in his/her function to pressure another person in exchange for sexual favor(s)”. The Labour Code (1997) also prohibits harassment (Art. 172) without a definition of what constitutes acts of harassment.
- **International framework:** Cambodia has ratified the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and its Optional Protocol, as well as 13 International Labor Organization (ILO) conventions. However, Cambodia has not ratified ILO Convention No. 190 on Eliminating Violence and Harassment in the World of Work.
- **Gender norms in Cambodia:** Cambodian women are expected to follow social norms, while men are allowed to enjoy their ‘gender privilege’. Invisible social norms continue to confine women to household and childcare duties, while at the same time, the family’s economic status pressures women to engage in income-generating activities.
- **Violence Against Women (VAW) is alarmingly high:** Violence Against Women (VAW), a manifestation of gender discrimination, is high in Cambodian society with over 30% of Cambodian women having experienced physical, sexual, emotional, or economic violence perpetrated by their intimate partners in their lifetimes. (Ministry of Women’s Affairs, 2016).
- **Prevalence of sexual harassment in Cambodia:** There is no national data on the prevalence of harassment or sexual harassment, but available data shows that over 33% of female garment factory workers report experiencing sexually harassing behaviors in the workplace over the last 12 months (Care International, 2017).

Key findings from fieldwork interviewees

The primary data collection for this study was conducted with 400 formal workers (190 females, 190 males and 20 LGBTQI individuals) along with 10 key stakeholders (6 females, 2 males and 2 LGBTQI individuals), 13 employers (6 females) in the private sector, 11 staff members from BS (2 females), and 9 persons with disabilities (2 females, 7 males). This study intentionally excludes factory workers because there are already some studies done by CARE international. More than half of the participants in this study were young (18 to 35 years old) and the majority of them graduated from university. Below is a summary of findings.

Social protection and workplace environment

- Slightly more than half of respondents (53% of females and 56% of males) possessed the NSSF Card. 45% of respondents (47% of females and 44% of males) had been employed for more than one to two years.
- Safety at the workplace is provided by the majority of employers; only 12% of females and 16% of males reported some areas in their workplace is unsafe.
- Slightly over 10% (12% of females and 10% of males) feel unsafe during their commute. They report of the fear of the possibility of being harassed/sexually harassed while going to work and back home.
- Diversity is apparently not promoted in many workplaces. Less than half of the participants (42% of females and 42% of males) reported that their companies have no presence of staff with disabilities, ethnic minorities, or LGBTQI individuals.

Awareness and experiences of harassment and sexual harassment

- Slightly more than half of respondents (101 females, 53%, and 108 males, 57%) reported there were policy related to harassment or sexual harassment at their workplace.
- Limited understanding of harassment and sexual harassment was identified: 41% of females and 53% of males ever heard the term harassment, and only 23% of females and 28% of males ever heard the term sexual harassment.
- LGBTQI individuals have a high prevalence of experiencing harassment: out of 20 LGBTQI individuals, 15 (75%) experienced harassment at their workplace.
- 22% of females and 34% of males reported experiencing supervisor harassment at the workplace whilst 16 LGBTQI individuals (80%) experienced such harassment at the workplace.
- More males (17%) than females (9%) ever received inappropriate contents of sexual nature (pornography) on social media (Facebook, YouTube, Messenger, or Telegram).
- More than one-third of participants in the study have directly witnessed unwelcome physical/verbal contact by someone at their workplace 60 females (36%) and 68 males (32%) and 57 females (30%) and 71 males (37%) have experienced unwelcome physical/verbal contact.
- More than half (64% of females and 53% of males) said they would ask for help in the case of harassment or sexual harassment at the workplace.

- Sexual harassment greatly impacts workers of all genders and ages; some participants had to quit the job due to harassment or sexual harassment, while some are depressed or feel unwilling to go to work.

Recommendations

Based on the results of the study, a set of recommendations are suggested:

Findings	Recommendations
Compliance to international standard to protect employees is not fully maintained	Cambodia needs to take collective actions to ratify ILO convention C190 to take appropriate steps to prevent harassment and sexual harassment in the workplace.
The Cambodian legal and policy framework does not have a clear definition of harassment and sexual harassment	1) The RGC may consider issuing Prakas to overcome the specific shortcoming on harassment and sexual harassment in the existing laws. 2) The RGC may consider drafting a new law specifically on harassment and sexual harassment by linking to labor law and criminal code to regulate specific types of harassment and sexual harassment with a victim-centered approach. 3) The update on NAP-VAW or other gender-related policies (such as NRT, national gender policy) need to be in line with such a specific law.
Lack of national data on harassment and sexual harassment	The RGC, development partners, academics, and NGOs need to closely collaborate to gather more data on harassment and sexual harassment at work. Data is crucial to establishing improved legal and policy frameworks that are directly meeting the needs and gaps in this field.
Compliance of private sector to be strengthened to address harassment and sexual harassment	The RGC may start close collaboration with all registered companies to set up a policy on harassment and sexual harassment at the workplace with a response mechanism. A pilot program can be implemented with some companies. The experience can be utilized to use good practices as a national model to be used by other enterprises.
Harassment and sexual harassment at the workplace	
High incidence of harassment and sexual harassment	The RGC, NGOs and academics need to accelerate their efforts to spread information about harassment and sexual

	harassment at the workplace. Prevention can be more effective by organizing campaigns, seminars, and events. And by cooperating with civil society organizations and academics who are promoting the prevention mechanism.
Limited awareness about harassment and sexual harassment and lack of orientation to employees	Private businesses should take more actions to spread information about harassment and sexual harassment at the workplace, targeting to the management level to hold them accountable for the prevention of harassment and sexual harassment. The private sector needs to provide mandatory training and orientation on harassment and sexual harassment prevention for their employees.
Lack a proper mechanism to report harassment (except policy)	The RGC needs to take more proactive measures to ensure that all registered companies have a policy on harassment and sexual harassment at the workplace with a response mechanism. A pilot program can be tried with some companies and utilize good practices as a national model to be used by other enterprises.

Recommendation for future research studies:

- Specific research on harassment toward individuals with disability, ethnic minority and LGBTQI people.
- Harassment and sexual harassment against women workers in the entertainment sector.
- Harassment and sexual harassment against informal workers sector (street vendors, farmers, who are not in formal employment).
- Online harassment experienced by girls, women, and members of vulnerable groups (LGBTQI, PwD, elderly, children, indigenous people).
- Harassment and sexual harassment in school and around school

1. Introduction

Workplace harassment and sexual harassment is a universal concern, and Cambodia is not immune to those human rights violations. Despite the strong legal and policy framework to protect workers, limited efforts have been taken to address harassment and sexual harassment at the workplace. This study was conducted to gain understanding about harassment and sexual harassment in Cambodia and to identify gaps to ensure all the workers in Cambodia are free from harassment and sexual harassment at the workplace.

1.1 Background

Banteay Srei (Citadel of Women) is a registered Cambodian NGO with over twenty years of experience working with poor vulnerable Cambodian women in rural areas and to promote women in political, economic, and social development. Banteay Srei evolved from the International Women's Development Agency (IWDA), an Australian NGO. Banteay Srei has become a leading Cambodian NGO in the areas of building women's leadership in rural areas, strengthening women's participation in local community development processes, promoting gender equality and women's rights, and increasing community action on positive gender relations and against Gender-Based Violence (GBV) in Siem Reap and Battambang.

1.2 . Objectives of the Study

Three main objectives of the study were set:

- 1) To provide an overview of the international and national laws, policies, and practical measures addressing harassment and sexual harassment in the workplace in Cambodia
- 2) To provide a general overview of the issues of harassment and sexual harassment in the workplace in Cambodia, regarding Banteay Srei's target areas in Cambodia (Battambang, Siem Reap, and Phnom Penh).
- 3) To assess the gap between the policies and practices for harassment and sexual harassment and to provide recommendations on potential actions and measures for the government to protect Cambodian workers (both female and male).

1.3. Key terms used in this research

Harassment: Harassment refers to a range of unacceptable behaviors 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.¹

Sexual harassment: Sexual harassment is defined as any behavior of a sexual nature that affects the dignity of women and men, which is considered as unwanted, unacceptable, inappropriate and offensive to the recipient, and that creates an intimidating, hostile, unstable or offensive work environment.² According to the MOWA's gender terminology book (2023), "Sexual harassment is any unwelcome sexual advances that are either verbal or physical and are of a sexual nature." Under the Cambodian Criminal Code, Article 250 states, "Sexual harassment is an act in which a person abuses the power that was vested in him/her in his/her function to pressure another person in exchange for sexual favor(s) and is punishable by imprisonment of between 6 (six) days to 3 (three) months and a fine of between 100,000 (one hundred thousand) Riels and 500,000 (five hundred thousand) Riels."

Diversity: Diversity in the workplace refers to the similarities and differences that exist between people and that can impact employment and business opportunities and outcomes. Diversity refers not only to similarities and differences linked to personal characteristics but also similarities and differences such as values, work styles, caring responsibilities, hierarchical levels and work roles. Each person has multiple groups they identify with, which can change over time, potentially influencing and shifting their employment opportunities and outcomes.³ The MOWA's gender terminology book (2023) defines it as "Any dimension that can be used to differentiate people from one another. It is about empowering people and appreciating what makes them different in terms of their age, gender, ethnicity, religion, disability, sexual orientation, education, and nationality."

2. Methodology of research

2.1. Process of the study

The process of the study was inclusive, participatory and consultations with key stakeholders (Banteay Srei, provincial halls, national authority) were done throughout the study. The Do-No-Harm principles were deployed, and a safeguarding mechanism was set up with Banteay Srei.

¹ ILO (2019). C190 – Violence and Harassment Convention, 2019 (No. 190). Available at: https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C190.

² ILO (2015). Code of Conduct on Sexual Harassment in the Workplace Brochure. Available at: https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-hanoi/documents/publication/wcms_371182.pdf.

³ ILO (2014). Transforming Enterprises through Diversity and Inclusion. p121. Available at: https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---act_emp/documents/publication/wcms_841348.pdf.



2.2. Methodologies for the study

The research team did a comprehensive literature review on existing documents and carried out the interviews. The following methods and tools were used:

- **Advisory group:** An Advisory Group was set up at the beginning of the research period to gather professional views from key stakeholders—including the Ministry of Labor, Vocational Training (MoLVT) and Ministry of Women’s Affairs (MoWA), UN WOMEN, CARE Cambodia, Central, Solidarity Center and Love is Diversity. The advisory group contributed to the analysis of the research findings at the validation workshop.
- **Desk review:** A desk review of existing literatures on international conventions, Cambodia legal framework, reports from UN, CARE International, local NOGs, news articles, and journals related to harassment and sexual harassment of formal workers.
- **Primary data collection:** Data was collected with 443 respondents including females, males, LGBTQI and individuals with disability. The research was conducted in two provinces, Siem Reap and Battambang, and the capital, Phnom Penh.
- **Analysis:** Based on desk review, key stakeholder interviews and the results from the primary data collection, a summary of findings was produced with concrete recommendations for next step.
- **Validation workshop:** A validation workshop was held and attended by BS, key stakeholders, development partners, BS’s team and the research team were able to reaffirm findings.

2.3. Participants to the study

This study had 443 participants (190 females, 20 LGBTQI, 9 PwD) participated in this study.

Type of respondents	Targeted (#)	Actual Met (#)			
	Total	Female	Male	LGBTIQ	Total # (% against the original target)
Formal employees (18–35 years old)	400	190	190	20	400 (100%)
Banteay Srei's management team and board of directors (Phnom Penh)	2	1	1	0	2 (100%)
Banteay Srei's provincial office Management team (Battambang and Siem Reap)	4	6	1	0	7 (175%)
Banteay Srei's provincial staff (Battambang and Siem Reap)	4	2	0	0	2 (50%)
Employers (both females and males)	15	6	7	0	13 (87%)
People at high risk of harassment and violence (people with disabilities)	10	2	7	0	9 (90%)
Stakeholders, NGO partners development partners	10	6	2	2	10 (100%)
Total	445	213	208	22	443 (99%)

2.4. Research Ethics

Throughout the research study (consultations, preparation, data collection, analysis, and verification), the consultant team followed BS's values and safeguarding policy and harassment prevention policy. The consultant team strictly followed all guidelines during data collection.

2.5. Research limitations

- Many employees were unwilling to participate in the interviews, and more than one out of two persons approached by the research team refused to participate in the study. They were either busy or they were not willing to talk about their workplace issues to outsiders.
- Some participants had more than two jobs and once the research team found out that she/he was also employed in the government, the interview had to stop. The team tried to find a new person to participate.

- A limited number of employers in the provinces were available for meetings, as many businesses were apprehensive about the research team auditing their workplaces.
- Not all government stakeholders were interviewed as planned due to their conflicting schedules.
- Each interview took quite a long time because researchers had to explain key terms (such as harassment and sexual harassment), so that participants could fully understand the meaning of those terms and the purpose of the research.
- Some participants carried on trauma due to their experiences of harassment or sexual harassment in the past (including attempted rape by co-worker), but the research team, but the research team did not have any means to provide any support to them.

3. Literature Review

3.1. Cambodian legal and policy framework

Cambodia's legal and policy framework for gender equality: The Cambodia constitution (1993) explicitly prohibits discrimination against women⁴. The Labor Law (1997) in its article 172 states, “all forms of sexual violation and harassment are strictly forbidden”⁵; however, there is no definition of harassment in the Labor Law. Cambodia's criminal code also (2007) forbids harassment in Art. 250.⁶ The definition of harassment is very narrow, though, as it defines sexual harassment as “an act in which a person abuses the power that was vested in him/her in his/her function to pressure another person in exchange for sexual favor(s)”. Regarding the policy framework, the Royal Government of Cambodia (RGC) implemented the Rectangular Strategy phase IV (2019-2023). Side four on improving gender equality and social inclusion stated that the RGC’s strategic goal is to strengthen gender equality and social protection enhancing the socio-economic situation and strengthen women’s roles in society, because women are the backbone of the economy and society. As a continuation of the rectangular strategy, RGC has implemented the Pentagonal Strategy phase 1 (2023-2028) in the seven-mandate government and side 4 of the strategy emphasizes the strengthening of the social security system by expansion of healthcare service toward universal coverage.⁷ Those commitments by the RGC are in close alignment with the international framework such as Cambodian Sustainable Development Goal (CSDG) with CSDG 5 on gender equality.⁸

⁴ Article 45 states, “All form of discrimination again women shall be prohibited. The exploitation of women in employment shall be prohibited.”

⁵ According to the labour law, the punishment will be dealt with the Criminal Code.

⁶ Art. 250: Sexual harassment is an act that a person abuses the power which was vested to him/her in his/her functions in order to put pressure again and again on other persons in exchange for sexual favor. The sexual harassment is punishable by an imprisonment of between 6 (six) days to 3 (three) months and a fine of between 100,000 (one hundred thousand) Riels and 500,000 (five hundred thousand) Riels.

⁷ Royal of Government of Cambodia (2023), Pentagonal Strategy-Phase I: Growth Employment, Equity, Efficiency and Sustainability: Building Foundation Toward Realization of Cambodia Vision 2050

⁸ Cambodia Sustainable development goal 5: Achieve gender equality and empower all women and girls,

MoWA has implemented its gender equality policy called Neary Rattanak V 2019-2023, and its strategy 2 on education for women and girls emphasizes awareness-raising for workplace safety including implementation of policies to prevent sexual harassment.⁹ The National Action Plan to Prevent Violence Against Women (NAPVAW) (2019-2023) states to reduce violence against women and girls, including those at increased risk, through intensified prevention interventions, improved response, better access to quality services, and multi-sectoral coordination and cooperation.¹⁰

International frameworks that Cambodia has committed to: Cambodia made commitments to comply with the international framework for gender equality, including the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) in 1992 and its Optional Protocol in 2010. Cambodia has also ratified 13 International Labor Organization (ILO) conventions, including the Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87), Right to Organize and Collective Bargaining Convention, 1949 (No. 98), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), the Minimum Age Convention, 1973 (No. 138), and the Worst Forms of Child Labor Convention, 1999 (No. 182). However, Cambodia has not ratified ILO Convention No. 190, the first international treaty to recognize the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment.¹¹

3.2. Women's economic empowerment in Cambodia

Women's participation in Cambodia's economy: Women's economic participation is high in Cambodia with 74.3% of adult women engaged in work.¹² By sector, 30% of working women are in the agricultural sector, 45.4% in the services sector, and 24.55% in the industry sector.¹³ Regarding the employment status, 41% of women are paid wage employees, 38.6% are self-employed, 20.2% are unpaid family workers, and only 0.3% are in employer positions.¹⁴

Employment opportunities for lower educated women: Despite the high participation rate among women in economic activities, young women who didn't complete high school education remain in lower paid and low-skilled work sectors. Only 37.1% of females

end all forms of discrimination against all women and girls everywhere and eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.

⁹ Ministry of Women Affairs (2019). Neary Rathanak V: Strengthening Gender Equality and Women's Empowerment (2019-2023).

¹⁰ National Action Plan to Prevent Violence Against Women 2019- 2023.

¹¹ The Convention was adopted in June(2019) by the International Labour Conference of the International Labour Organization (ILO), and came into force on 25 June 2021.

¹² Nation Institute of Statistic (2019), Cambodia Social Economic Survey, p 130.

¹³ You, Sotheary (2020). "Addressing Unpaid Work in Cambodia." HAPSc Policy Briefs Series 1, no. 2. p109-115.

¹⁴ National Institute of Statistic of Ministry of Planning (2019). Cambodia Socio-Economic Survey 2019/20.

completed high school education in the academic year 2021-2022.¹⁵ Therefore, 44% of women are employed in the garment sector and 15% in construction; both sectors offer low-threshold job possibilities for less educated females to gain a stable income.¹⁶ As of 2019, the construction sector employed 785,210 (10%) workers (129,261 female, 3.4% and 655,950 male, 15.9%).¹⁷

Vulnerable employment status for women: The share of women's vulnerable employment is high; unpaid family workers accounted for 11.9%, and self-employed constituted 36.1% respectively for both sex as in 2019.¹⁸ Furthermore, Domestic Worker (DW) is female dominated work and ILO estimated 240,000 DWs are working in Cambodia.¹⁹ They are excluded from the labor law protection and lack access to the National Social Security Fund (NSSF).²⁰ There are around 1.4 million Cambodian workers with access to the social protection scheme, however, over seven million Cambodian workers remain without access to social protection.²¹ The garment industry employs over 800,000 low-educated women²², and they struggle in combining overtime demands in the factory with household pressures; men are more likely than women to report that they cannot refuse overtime for fear of being terminated. Commonly, factory workers use unsafe trucks as means of transport, which causes accidents and injures or even kills workers on overloaded trucks.²³

3.3. Violence Against Women (VAW) and sexual harassment in Cambodia

Domestic Violence (DV) or violence by intimate partner is a serious concern: Over 30% of Cambodian women have experienced physical, sexual, emotional or economic intimate

¹⁵ Ministry of Education, Youth and Sports (2021). Public education statistic and indicators year 2021-2022. p55.

¹⁶ Whereas the garment industry is defined as dominated by females, the construction sector is still characterized as a typical male sector. See, Weimann-Sandig, Nina (2021): Everyday struggle- Gender Equal Working Conditions for Females in Cambodia? In: the Malaysian Journal of Social Sciences and Humanities (MJSSH), Volume 6, Issue 1, January 2021.

¹⁷ NIS of MoP (2020). Report on Cambodia labor force survey 2019. p31.

¹⁸ National Institute of Statistic, Ministry of Planning, (2019). Report on Cambodia labor force survey 2019. p 73

¹⁹ Phnom Penh Post (2021). Domestic workers face challenges, in need of protection, available at <https://www.phnompenhpost.com/national/domestic-workers-face-challenges-need-protection>. The original statistics gathered by ILO are unavailable.

²⁰ Nathalie Both, et al., (2018). Practical Option for the Extension to Workers in the Informal Economy in Cambodia. ILO and NSSF.

²¹ ILO & NSSF (2017). Extending Social Protection to informal workers in Cambodia Extending Social Protection to informal workers, available at: <https://www.social-protection.org/gimi/ShowResource.action?id=57400>

²² KAS (2020), The Risks of Industry 4.0 on Cambodia's Garment Sector, available at <https://www.kas.de/en/web/kambodscha/single-title/-/content/the-risks-of-industry-4-0-on-cambodia-s-garment-sector>.

²³ Khuon Narim, Cambojanews (2021). Covid-19 continues to spread in garment factories, where workers cannot avoid a crowd, available at <https://cambojanews.com/covid-19-continues-to-spread-in-garment-factories-where-workers-cannot-avoid-a-crowd/>

partner violence experience in their lifetime²⁴. It is the most widespread form of violence against women and is a serious concern in Cambodia. One in five women aged 15-49 reported they had experienced physical violence at least once since age 15, and 9% experienced physical violence within the 12 months before the survey.²⁵ Women are expected to follow social norms, and beliefs which allow men to enjoy their 'gender privilege', while women under-value their capacity and potential. Invisible social norms continue to confine women to household and childcare duties, while at the same time the family's economic status pressures women to engage in income-generating.

Sexual harassment at the workplace: As noted above, sexual harassment at the workplace is considered as a form of violence against women and a human rights violation under the Cambodian labor law (Art.172)²⁶, although there is no clear definition of sexual harassment in the law. Women working in the hospitality, tourism, and entertainment industry in Cambodia perceive a regular and daily risk of sexual harassment in and around the workplace. Sexual harassment, a form of VAW, takes place in the context of deeply entrenched cultural norms, which punish women for failing to live up to ideals of chastity and obedience. Women working in the hospitality, tourism, and entertainment sector may be seen to have contravened those norms, and thus shown less respect.²⁷ There is no government data about the prevalence of sexual harassment, but some NGOs collected sample data at garment factories, as explained below.

Sexual harassment in Cambodia garment factories: In a previous study conducted by CARE International in 2017, titled "I know I can't quite", one-third of female workers in garment factories experienced sexual harassment in their work environment.²⁸ A quarter of men (50 of the 198 men) reported being asked questions of a sexual nature in the workplace.²⁹ Moreover, the NGO Solidarity Center conducted a study titled Women Workers Address Gender-Based Violence (GBV) in Garment Factories in Cambodia in 2019. It showed that 87% out of a total of 83 women participants reported experiencing verbal harassment or unwanted touching based on their gender. And 28% of women stated that someone at work had forced them to sleep with them to extend a contract, fix their sewing machine or to obtain a bonus.³⁰ A similar estimate by ILO (2022) concludes

²⁴ UNFPA Cambodia (2021). Fact-sheet -UNFPA Cambodia, available at <https://cambodia.unfpa.org/en>

²⁵ World Health Organization (2021). Devastatingly pervasive: 1 in 3 women globally experience violence. World Health Organization. Available at <https://www.who.int/news/item/09-03-2021-devastatingly-pervasive-1-in-3-women-globally-experience-violence>.

²⁶ Cambodian labor law 1997, Art. 172.

²⁷ Care Cambodia (2018), Dignified work for female hospitality, tourism and entertainment workers, available at <https://www.care-cambodia.org/gbv-expansion>

²⁸ Care International (2017). "I know I can't quite." The Prevalence and Productivity Cost of Sexual Harassment to the Cambodian Garment Industry.

²⁹ Ibid.

³⁰ Solidarity Center (2019). "In Our Own Words: Women Workers Address Gender-Based Violence in Garment Factories in Cambodia." June. Retrieved from <https://www.solidaritycenter.org/wp-content/uploads/2019/06/Gender.Cambodia-report.6.19.pdf>

that approximately 40-60% of women and 10% of men are being harassed at work.³¹ Sexual harassment at the workplace could have an indirect cost to the garment sector up to \$89 million a year. Finally, the burden is put onto women not feeling safe in their jobs and calling in sick or resigning, reducing productivity.³²

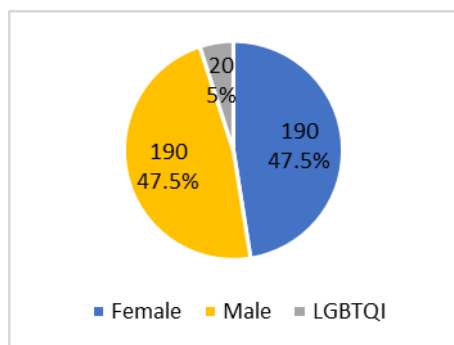
4. Main Finding from Data Collection

This section presents the findings from the interviews with 400 formal workers (190 females, 190 males and 20 LGBTQI individuals) along with 10 key stakeholders (6 females, 2 males and 2 LGBTQI individuals), 13 employers (6 females) in the private sector, 11 staff members from BS (2 females), and 9 persons with disabilities (7 males and 2 females).

The data charts presented in this section show the number of and the percentage from the data generated by interviewing 380 formal workers (190 females, 190 males). The response from LGBTQI individuals and key stakeholders are described in the narratives. All the names used in the “Personal Story” are changed to maintain confidentiality of the participants.

4.1. Demographics of participants (formal workers)

Figure 1: Genders of participants



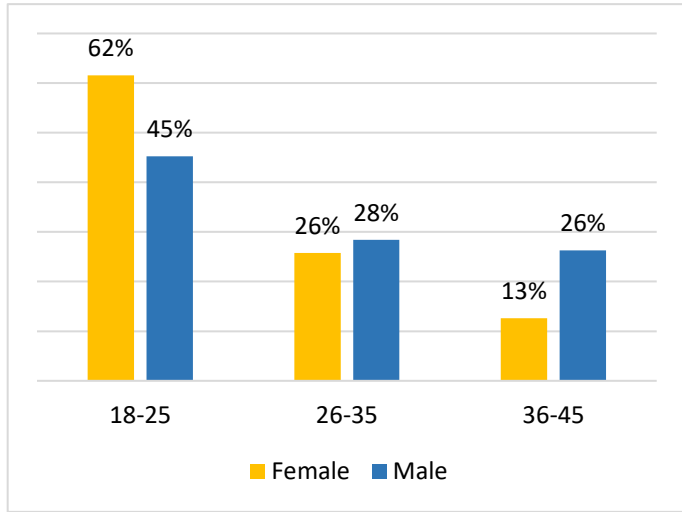
Finding 1: Out of the total 400 formal workers participated in this research, 190 respondents (47.5%) were females, 190 respondents (47.5%) were males, and 20 respondents (5%) were LGBTQI individuals. 15 LGBTQI individuals were mobilized by the Love Is Diversity (the partner organization to this research), while 5 LGBTQI individuals were approached by the research team. To enable a direct comparison between females and males, an equal number of participants from each gender (190 females and 190 males) were targeted.

³¹ Babbitt, L., Brown, D., & Antolin, A. (2020). Sexual harassment: Causes and remediation: Evidence from better factories Cambodia. Better Work Discussion Paper No. 38. International Labor Office, Geneva.

³² Sok, Chan Khmer Time (2019). Sexual harassment at work costs garment industry \$89 million a year, <https://www.khmertimeskh.com/652048/sexual-harassment-at-work-costs-garment-industry-89-million-a-year/>

Figure 2: Age range of participants

Finding 2: More than half of participants in this study were young; 117 females (62%) and 86 males (45%) were between 18 and 25 years old; 49 females (26%) and 54 males (28%) were between 26 and 35 years old, and 24 females (13%) and 50 males (26%) were between 36 and 45 years old. Out of 20 LGBTQI participants, 8 LGBTQI individuals were between 18 and 25 years old; 9 LGBTQI individuals were between 25 and 35 years old, and 3 LGBTQI individuals were between 36 and 45.



Finding 3: The majority of participants graduated from university level, which demonstrated their sound understanding of social issues and social rules, 125 females (66%) and 108 males (57%). Followed by high school graduates of 31 females (16%) and 44 (23%) males. 13 females (7%) and 17 males (9%) completed secondary school level. 6 females (3%) and 9 males (5%) completed primary school level. 7 females (4%) and 7 males (4%) completed graduate or postgraduate level. 7 females (4%) and 2 males (1%) didn't attend school. 1 female (1%) and 3 males (2%) completed technical vocational, education and training (TVET). Most of LGBTQI individuals 15 (75%) completed university college. And 5 (25%) of LGBTQI person attended upper secondary school.

Figure 3: Educational Level of participants

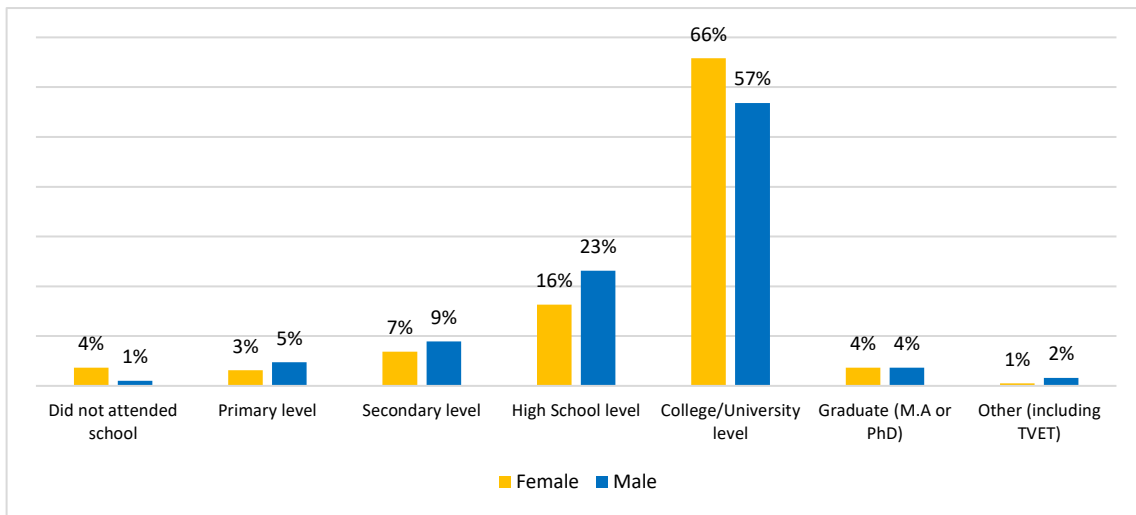
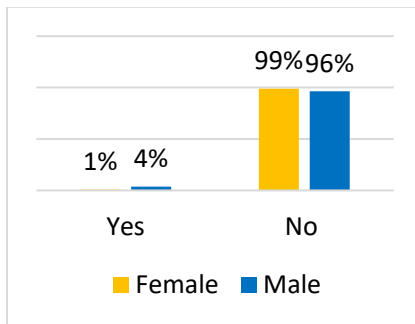


Figure 4: Disability status

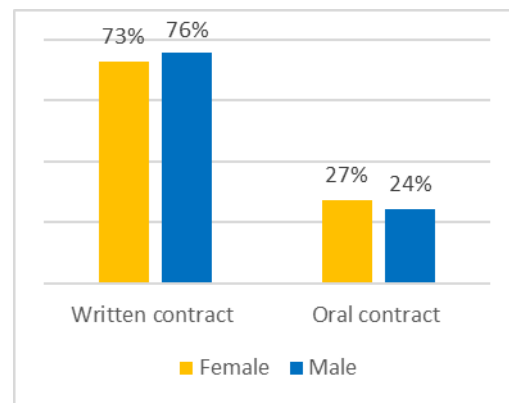


Finding 4: Almost all the participants (188 female, 99%, and 183 males, 96%) were not persons with disability. On the other hand, 2 females (1%) were persons with disability (one with broken arm and another with leg amputation) and 7 males (4%) were persons with disability (one with a lost arm, one with an amputation, and one with broken fingers). No LGBTQI individuals had any disability.

4.2. Employment Type

Finding 5: Most of the participants have a written contract. As 138 females (73%) and 144 males (76%) have written contracts compared to oral contract 52 females (27%) and 46 males (24%). Additionally, 20 LGBTQI person (100%) are employed with a written contract.

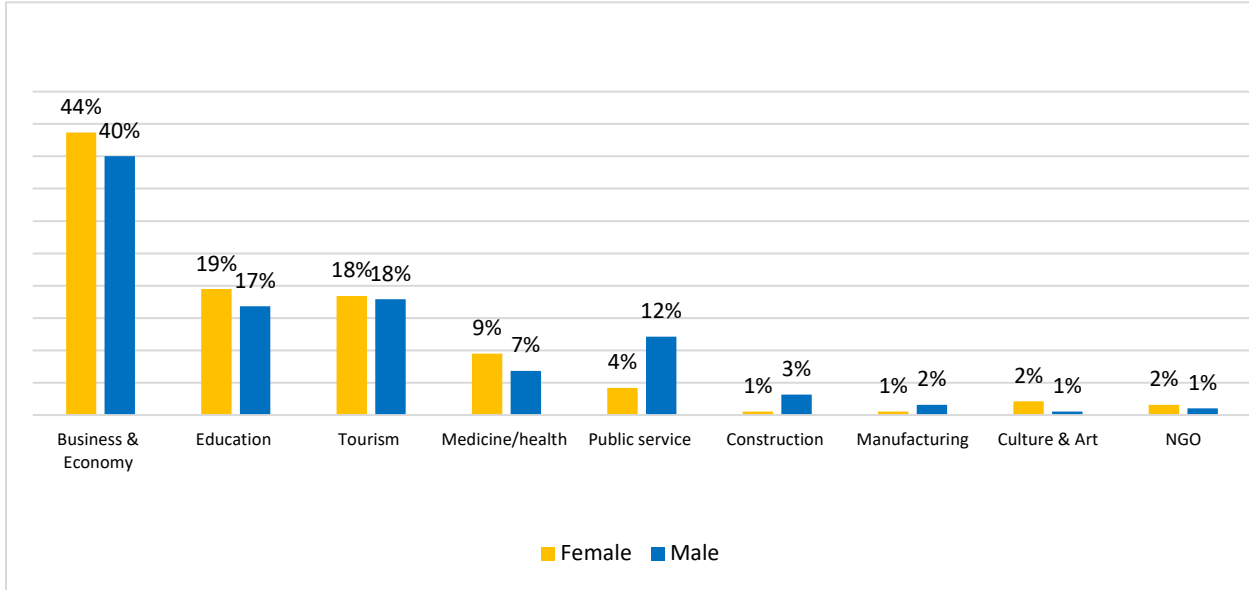
Figure 5: Type of Contract



4.3. Employment Sector

Finding 6: The sectors the participants were employed in are diverse: 81 females (43%) and 55 males (29%) were employed in the business & economy category (private business & bank, microfinance, real estate, trading, mobile company). 36 females (19%) and 33 males (17%) have been employed in the education sector (private schools or research institutions). 31 females (16%), and 31 males (16%) were employed in tourism (hotel, restaurant, and souvenir shop). 10 females (5%) and 31 males (16%) were employed in public service (transport: bus, airline, shipping, delivery like Food Panda, Grap and eGATS). 15 females (8%) and 14 males (7%) were employed in medicine/health (pharmacy, hospital, and clinic). 5 females (3%) and 3 males (2%) were employed in non-governmental organizations (NGO) or civil society organizations (CSO). 1 female (1%) and 5 males (3%) were employed in construction. And 3 males (2%) were employed in culture & art and 1 male (1%) was employed in manufacturing (automobiles). Regarding the 20 LGBTQI individuals, 13 LGBTQI individuals were employed in business & economy sectors, 2 LGBTQI individuals were employed in education, and 5 LGBTQI individuals were employed in tourism. This study intentionally avoids interviewing factory workers because there are some studies already done by CARE International.

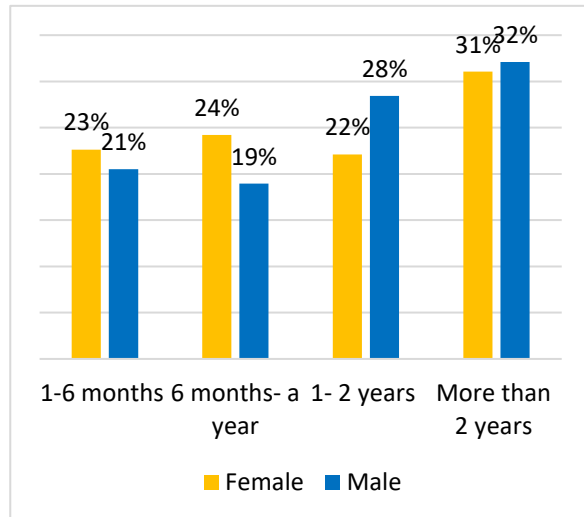
Figure 6: Sector of Employment



4.4. Working Duration of the current workplace

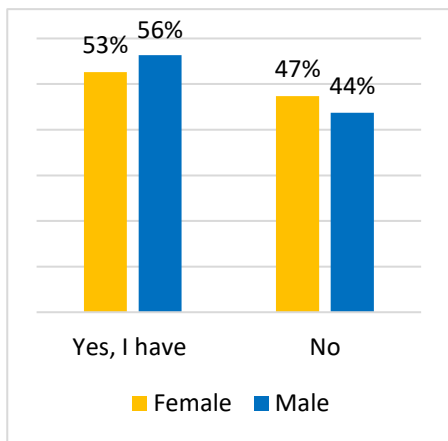
Finding 7: Almost half of the participants have worked at the current workplace for more than one year, demonstrating that they have some understanding about the workplace culture and rules. 59 females (31%) and 61 males (32%) were employed for more than two years. Followed by one to two years (42 females, 22%, and 54 males, 28%). 46 females (24%) and 36 males (19%) were employed between 6 months to one year. 43 females (23%) and 39 males (21%) were employed between one and six months. 9 LGBTQI individuals were employed for more than two years, 8 LGBTQI individuals were employed for one to two years, 3 LGBTQI were employed six months to one year.

Figure 7: Duration of the Work



4.5. Possess of National Social Security Fund (NSSF) Card

Figure 8: Possession of NSSF Card

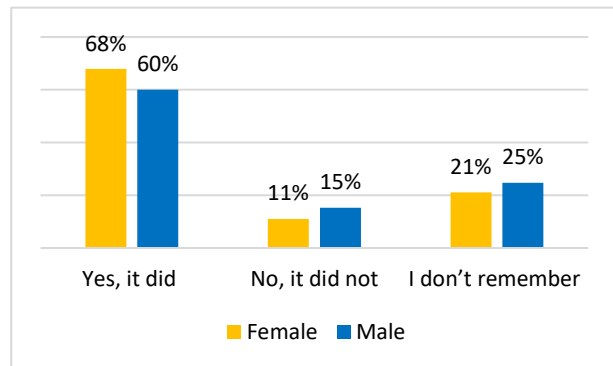


Finding 8: Providing a National Social Security Fund (NSSF) card is mandatory for a company that employs more than eight persons.³³ However, only slightly more than half of participants had NSSF; 101 females (53%) and 107 males (56%).³⁴ On the other hand, 89 females (47%) and 83 males (44%) didn't receive one. Whilst 13 LGBTQI individuals didn't hold NSSF cards, and 7 LGBTQI individuals were provided NSSF cards.

4.6. Job Advertisement for Inclusiveness

Finding 9: More than half of participants remembered that the job advertisement, when they applied for the current work, was inclusive; with a clear memory that their companies were promoting females to apply to work. 129 females (68%) and 114 males (60%) responded that companies strongly encourage women to apply. 40 females (21%) and 47 males (25%) didn't remember, while 21 females (11%) and 29 males (15%) said no. 7 LGBTQI individuals responded that companies strongly encourage women to apply, 4 LGBTQI individuals didn't remember, while 9 LGBTQI individuals said no.

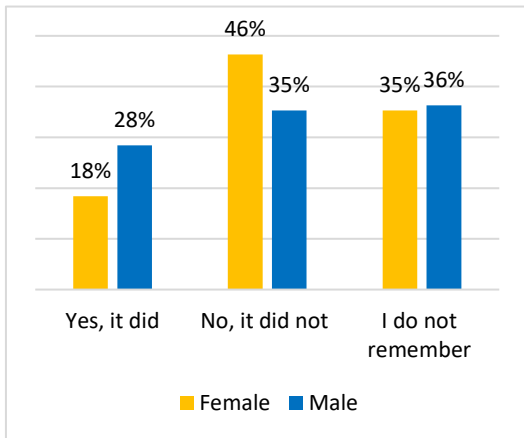
Figure 9: Recruitment to promote females



³³ Law on social security scheme (2019). Art.10.

³⁴ Out of those who did not have a NSSF card, they may be employed in a small company with less than 8 employees, but this specific question was not asked.

Figure 10: Company's Emphasis on PwD Applicants

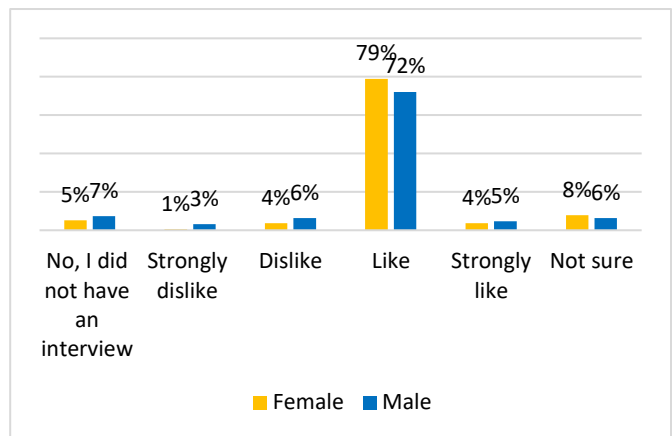


Finding 10: In comparison to the companies' active encouragement to recruit females, their approach to hiring persons with disabilities (PwD) was limited. Less than half of participants (88 females, 46%, and 67 males, 35%) reported their companies didn't encourage PwD to apply for the position at their workplaces. 67 females (35%) and 69 males (36%) didn't remember, and 35 females (18%) and 54 males (28%) remembered their companies encouraged PwD to apply. Half of the LGBTQI individuals (10) did not remember this aspect, 7 LGBTQI individuals were not sure, and 3 LGBTQI individuals said their company emphasized PwD in the advertisement.

4.7. Process of Recruitment

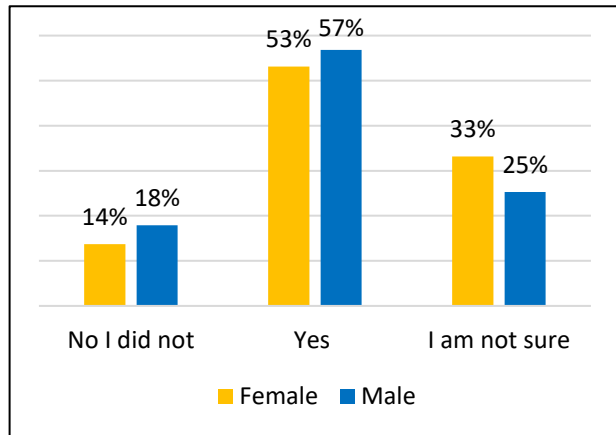
Finding 11: More than half of respondents (150 females, 79%, and 137 males, 72%) like the recruitment process. They had a good memory of their job interviews. Most participants said they were not asked about their personal issues, and the interview panel was friendly and respectful when speaking with them. Some respondents also reported that the panel positively motivated them during the interview. Moreover, 7 females (4%) and 9 males (5%) said they strongly liked the interview panel. In contrast, 7 females (4%) and 12 males (6%) didn't like the interview panel. 1 female (1%) and 6 males (3%) said they strongly disliked the interview panel. Moreover, 10 females (5%) and 14 males (7%) didn't have a job interview. 15 females (8%) and 12 males (6%) were not sure (meaning, they do not remember whether they had a job interview, or they did not want to talk about it). Among 20 LGBTQI individuals, 11 LGBTQI individuals disliked the interview panel, and 9 LGBTQI individuals strongly liked the interview panel.

Figure 11: Feelings about Job Interview



Finding 12: Slightly more than half of respondents (101 females, 53%, and 108 males, 57%) reported there were policies or laws related to harassment and sexual harassment at their workplace.³⁵ A female teacher at a private school said, “We have protection policies and a code of conduct for employees, especially a dress code and guidance is provided during a monthly meeting with all employees.” A female supervisor working at a large hotel in Phnom Penh also said that she had an in-depth orientation about harassment policy when she started work. On the other hand, 63 female, 33% and 48 males, 25% were not sure, and 26 females, 14% and 34 males, 18% did not have. 2 LGBTQI individuals report they learned about policies or laws related to harassment and sexual harassment. 14 LGBTQI individuals were not sure, and 4 LGBTQI individuals said yes.

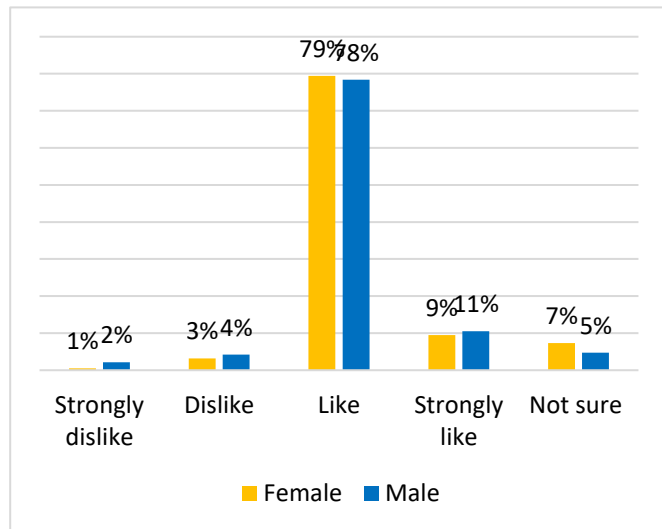
Figure 12: Policies/Laws related to Harassment/SH in the workplace



4.8. Work environment

Finding 13: The majority of participants had a good and positive feeling towards their workplace. More than three quarters (151 females, 79%, and 149 males, 78%) reported they liked their workplace atmosphere. Additionally, 18 females (9%) and 20 males (11%) reported they strongly liked their workplace atmosphere. 14 females (7%) and 9 males (5%) reported they were not sure. 6 females (3%) and 8 males (4%) reported they dislike their workplace environment. While 1 female (1%) and 4 males (2%) reported they strongly disliked their workplace environment. 8 LGBTQI individuals didn’t like the workplace, 12 LGBTQI individuals reported they strongly like it.

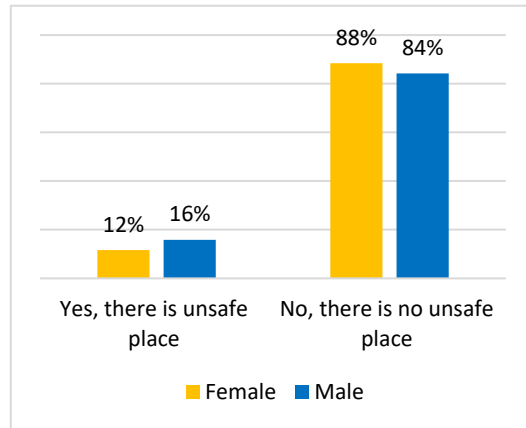
Figure 13: Workplace environment



³⁵ This question was asked about “existence” and it was not clarified if the policy is in a written document, or oral rules. Commonly those employed in big companies (banks, schools, hotels) could say that they had a policy and there was an orientation. Moreover, the question asked for “harassment and sexual harassment” as a package.

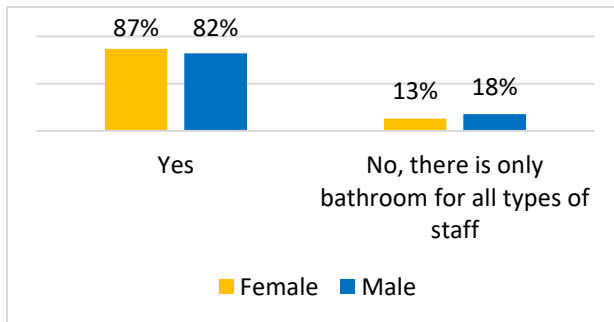
Figure 14: Safety Concerns in the Workplace

Finding 14: The majority of participants found their workplace safe: 66 females (88%) and 168 males (84%) reported that there was no safety concern at their workplace. On the other hand, 22 females (12%) and 30 males (16%) said that there were safety concerns at their workplace. Such as a dark/remote warehouse, a dark bathroom for men, and a private meeting room (which anyone can be locked inside with someone else). 12 LGBTQI individuals reported their workplace had safety concerns, 8 LGBTQI individuals reported their workplace had no safety concerns.



“Bathroom can be unsafe place for some workers. I have seen a customer pulling my staff to the bathroom and touched her body and requested her to go out with him”. –A Female Fashion shop owner

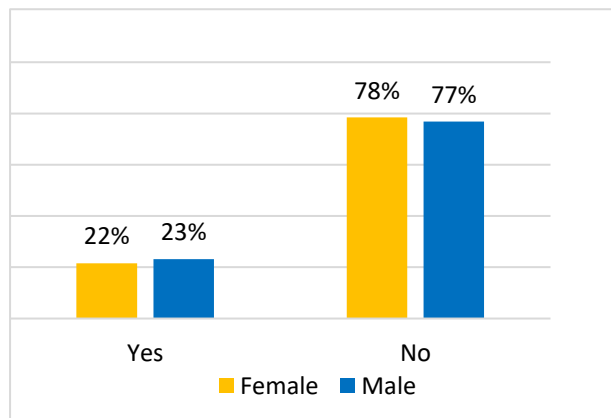
Figure 15: Availability of Separate Bathrooms for genders



Finding 15: The majority of participants (168 females, 87%, and 160 males, 82%) reported their workplace has separate bathrooms for females and males. 25 females (13%) and 34 males (18%) said there were no separate bathrooms, mostly because their workplace is small and there are not many employees. 18 LGBTQI individuals reported that the companies had separate bathrooms, and 2 LGBTQI individuals reported there was only one bathroom.

Finding 16: Over three-quarter of the participants (149 females, 78%, and 146 males, 77%) reported their companies didn't have a separate bathroom for PwD, while 44 females (22%) and 41 (23%) males said there was a bathroom for PwD. 18 LGBTQI individuals said their companies didn't have a separate bathroom for PwD, while 2 LGBTQI individuals said their companies has one, and 18 LGBTQI individuals reported there was no bathroom.

Figure 16: Availability of a bathroom for PwD



Finding 17: The majority of participants (182 female, 96%, and 180 males, 95%) reported they used their own private transport, including motorbikes, cars, or bicycles, to commute to their workplace. A small number, 6 females (3%) and 6 males (3%), walked to work. And 2 females (1%) and 6 males (2%) used public transport (public city buses, tuk-tuk, and taxis). 18 LGBTQI individuals used their personal transport, while 2 LGBTQI individuals used transport service.

Figure 17: Transportation to workplace

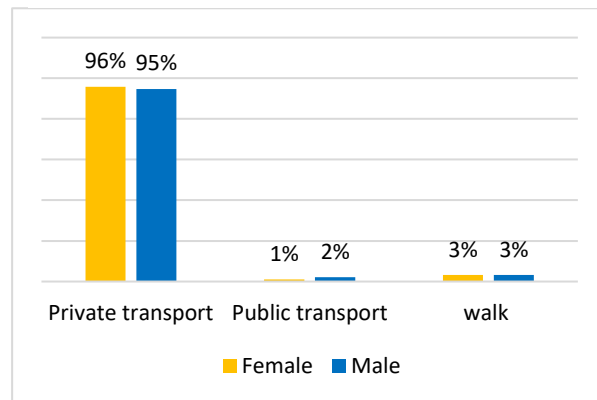
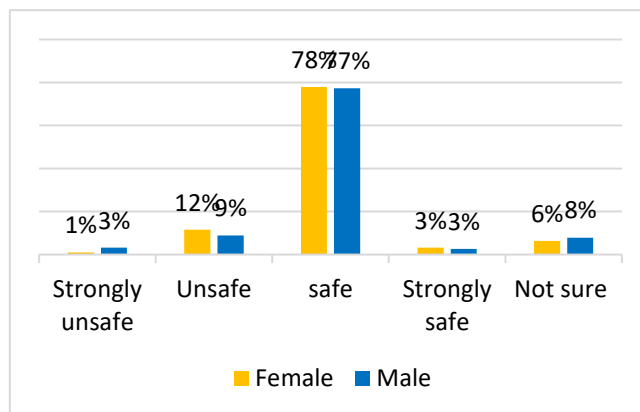


Figure 18: Safety During Commuting

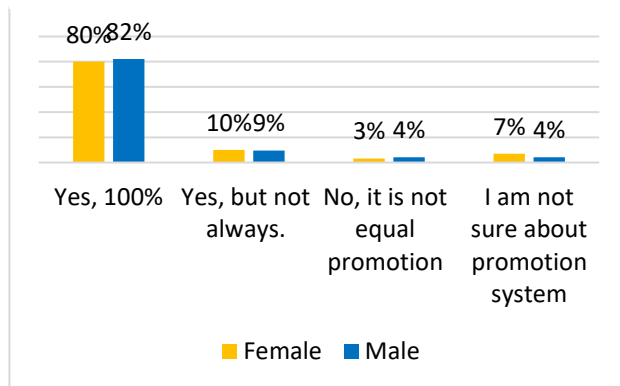
Finding 18: The majority of participants (148 females, 78%, and 147 males, 77%) reported they felt safe to go to work and back home, while 6 females (3%) and 5 males (3%) felt strongly safe, and 5 LGBTQI individuals felt strongly safe commuting. However, 22 females (12%) and 17 males (9%) said they felt unsafe. 2 females (1%) and 6 males (3%) said they felt strongly unsafe as well as 15 LGBTQI individuals felt unsafe. As, 12 females (6%) 15 males (8%) said they weren't sure about that.



"I am always worried when I travel back to my house from work, as the street entrance goes into my house is quiet and dark. There are many young men standing along the street. They always stare at me and talking loudly and laughing." -A female employee working at a Café restaurant.

4.9. Discrimination and Harassment at the workplace

Figure 19: Perception towards Gender-Equal Promotion

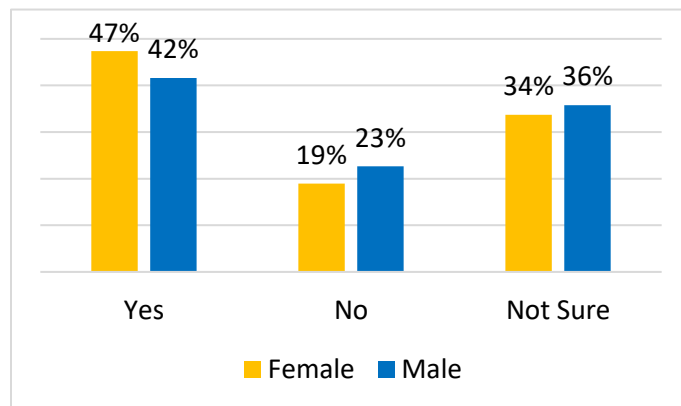


Finding 19: Over 80% (156 females, 80%, and 152 males, 82%) reported they feel that their companies have a fair promotion system for women; 22 females (9%) and 17 males (10%) reported to have a good system but not always. On the other hand, 6 females (3%) and 8 males (4%) reported they lacked equal promotion and 13 females (7%) and 8 males (4%) were not sure. All LGBTQI individuals (20) reported there were no equal promotions.

“[At my previous work place] I openly identified myself as gay, but unfortunately, my coworkers discriminated me. I faced oppressions from them, as their attitudes had changed since I disclosed my identity. So I’ve decided to quit the job.” - A gay person working at a supermarket

Figure 20: Company's Promotion of Diversity

Finding 20: Less than half of participants (90 females, 47%, and 79 males, 42%) feel their company promotes diversity.³⁶ 68 males (36%) and 64 females (34%) responded they weren’t sure about it. 36 females (19%) and 43 males (23%) said that their company didn’t promote diversity in hiring at all. 12 LGBTQI individuals reported their company promotes diversity, while 8 LGBTQI individuals weren’t sure about it.



A personal story 1: Mr. Sor is a 32-year-old teacher, working in Siem Reap Province. Sor said, *“I have seen countless victims of harassment and sexual harassment, including [bullying about] skin color, hand patting and looking at women’s bodies inappropriately.”* He said those incidents are usually occurring in his workplace but also outside the workplace. *“I have seen many colleagues becoming ill because they cannot stand the*

³⁶ “Diversity” is a rather new term to most Cambodians, and to enable them easily understand the concept, the research team explained that diversity is social inclusion by proactively hiring people from diverse background including ethnicity, diverse religion beyond Buddhism, PwD, LGBTQI persons.

trauma caused to them.” He hoped that everyone in Cambodia will learn about harassment and sexual harassment so they can prevent those acts.

Figure 21: Presence of staff with PwD, ethnic minorities, LGBTQI in the company

Finding 21: Slightly more than two-fifths (80 females, 42%, and 48 males, 44%) said that their company hires no PwD, ethnic minorities or LGBTQI staff. 70 females (37%) as well as 70 males (37%) stated that their company recruited PwD, ethnic minorities, and LGBTQI individuals. 40 females (21%) and 36 males (19%) were not sure about this. All 20 LGBTQI individuals said yes to this question.

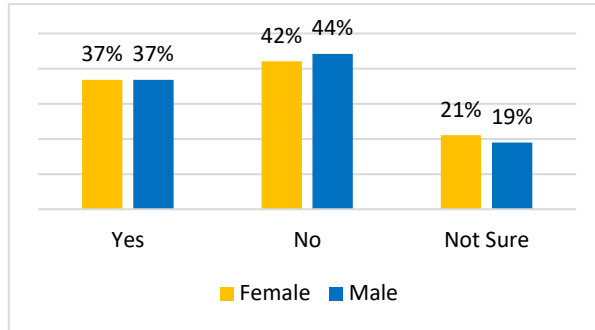


Figure 22: Incidents of Unfair Layoffs Due to Gender

Finding 22: The majority of participants (161 females, 85%, and 140 males, 74%) said there was no incident of unfair layoff. 25 females (13%) and 41 males (22%) were not sure about the unfair layoff. Alarming, 4 females (2%) and 9 males (5%) said there were unfair layoffs due to gender discrimination. 14 LGBTQI individuals said there were unfair layoffs due to gender discrimination. While 6 LGBTQI individuals said there weren't any layoffs due to discrimination.

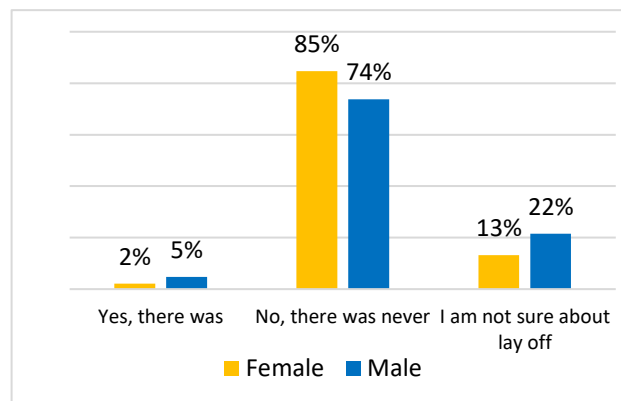


Figure 23: Measures to Prevent Discrimination Against Women

Finding 23: More than half of participants (128 females, 67%, and 133 males, 70%) said they were not aware or not sure about the prevention measure of discrimination against women at their workplace. A female shop owner said, “Some companies have measures to prevent discrimination against women and take care of pregnancy, but some still don't have measures to prevent and use bad words toward pregnant women”. Only one-third of participants (62 females, 33%, and 57 males, 30%) said there were some kinds of measures to prevent discrimination against women. 14 LGBTQI individuals said there were, while 6 LGBTQI individuals said no.

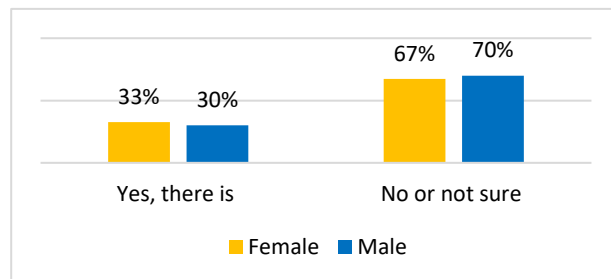


Figure 24: Knowledge on the concept of harassment

Finding 24: Regarding participants' knowledge of the notion of "harassment", 77 females (41%) and 100 males (53%) reported that they knew the term "Harassment". A male employee at a casino hotel said, *"I have heard about harassment which is related to bully words (short, tall, skinny, black, and white)"*. Moreover, a female nurse said, *"Harassment takes the form of power or authority wielded by a supervisor or manager who resorts to shouting, complaining, and displaying inappropriate behaviors toward staff, often accompanied by inappropriate offers for exchange"*. On the other hand, 88 females (46%) and 61 males (32%) said they didn't know what it meant. 25 females (13%) and 29 males (15%) said that they were not sure about it. 16 LGBTQI individuals knew what the term meant, while 4 LGBTQI individuals had never heard of it.

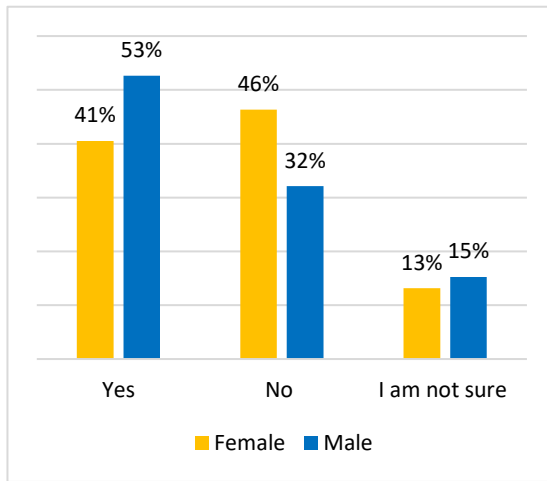
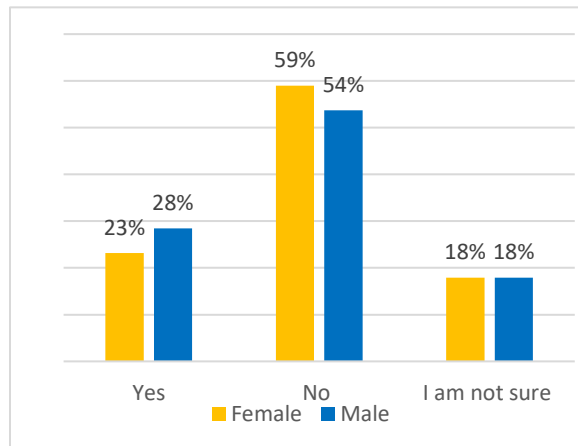


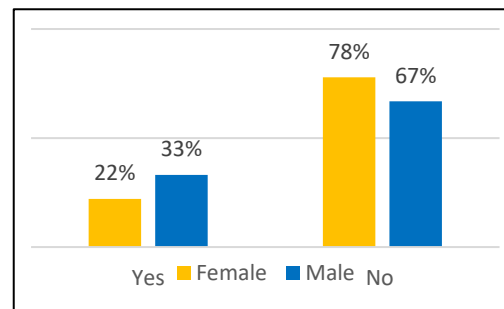
Figure 25: Awareness of Term Sexual Harassment

Finding 25: Regarding the awareness of the term sexual harassment, a question was asked, "Have you ever heard about the term 'Sexual Harassment at work'?". 112 females (59%) and 102 males (54%) reported that they have never heard the term "Sexual Harassment" before. 44 females (23%) and 54 males (28%) reported «Yes». 38 females (18%) and males were not sure. Meanwhile, 16 LGBTQI individuals reported they have heard the term of sexual harassment, 3 LGBTQI reported «no» and 1 LGBTQI individual was not sure about it.



Finding 26: Alarming, less than one-third of participants had ever received an orientation at the workplace about harassment or sexual harassment. 42 women (22%) and 63 males (33%) recalled, whilst 148 women (78%) and 127 males, 67% never had an orientation. 14 LGBTQI individuals never had an orientation, while 6 LGBTQI individuals had an orientation.

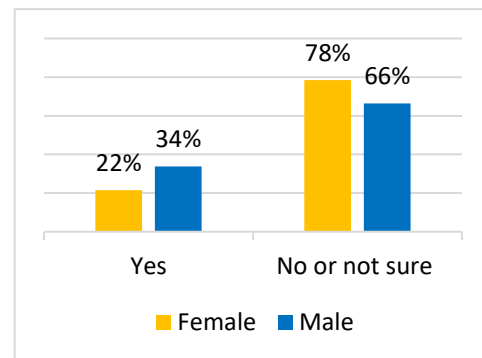
Figure 26: Harassment/Sexual Harassment



4.10. Experience of Harassment/Sexual Harassment

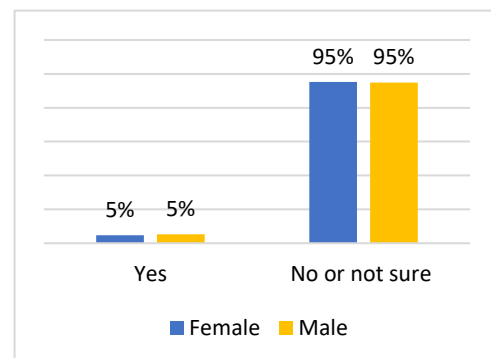
Finding 27: The majority of participants (149 females, 78%, and 126 males, 66%) reported their supervisors had never committed verbal harassment at the workplace. However, 41 females (22%) and 64 males (34%) have received or witnessed verbal harassment, such as harsh words or pressure to complete the assigned tasks in an unwelcome manner. A female employee at a bank said, *“My boss complained and yelled at me about my work performance just in front of my colleagues because I did not complete the task as expected.”* 16 LGBTQI individuals reported their supervisor had used derogatory language (shouting, steering a bad look) toward them, and 4 LGBTQI had never experienced supervisor harassment at their workplace. A LGBTQI person said, *“We encountered various forms of harassment, discrimination, and faced challenges expressing ourselves at work. Undoubtedly, we are the most vulnerable group within the workplace.”*

Figure 27: Supervisor’s verbal harassment at workplace



Finding 28: Alarming, 5% (10 females and 10 males) had ever experienced touching, hitting or punching from their supervisor at the workplace. A male waiter at Café shop said, *“My manager expressed his anger with the body language. And by throwing my report, that I had handed to him, [at me] and complained that I didn’t fulfill the responsibility for the job well. He continued [to say that] if I can’t do the job, he’ll fire me.”* The study also met with two women who were raped (one was an attempt to rape, as described below) by their respective supervisors and left the work. However, the majority (181 females, 95%, and 180 males, 95%) reported they have not experienced such acts. 15 LGBTQI individuals had experienced touching,

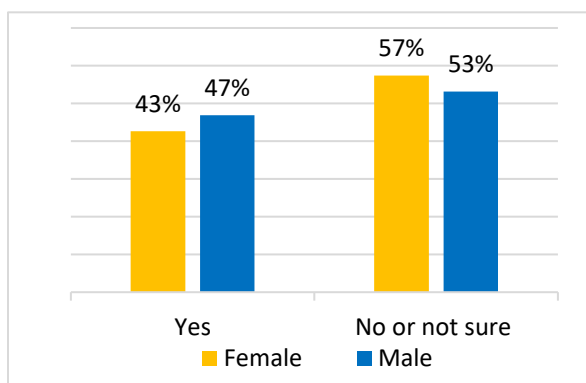
Figure 28: Supervisor’s physical harassment at workplace



hitting, or punching from their supervisor in the workplace, and 5 LGBTQI individuals had never experienced it at all.

Personal story 2: Ms. Lim, 29 years old, is a nurse in a private hospital. She works at this hospital for almost one year. She was almost raped several times in the hospital by a psychiatrist working there, but he failed. Then he always talks that story [attempt rape] with his friends just like talking about a joke. She felt that psychiatrist enjoys sharing the story with his friends. She had a hard time accepting what happened to her. Finally, Ms. Lim reported the case to the director at her workplace. As the result, the attempted man was fired by director and had to pay \$500 in compensation to her, but he wasn't arrest.

Figure 29: Incidents of Inappropriate Comments on Appearance



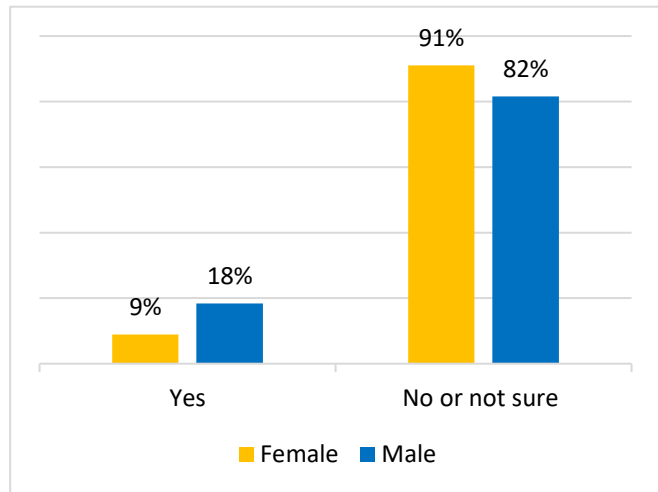
Finding 29: Experiences of incidents of inappropriate comments on appearances of participants was also asked. 81 females (43%) and 89 males (47%) had experienced an incident of an inappropriate comment on appearance, while 109 females (57%) and 101 males (53%) had never experienced an inappropriate comment on appearance. All LGBTQI individuals (20) had experienced incidents of inappropriate comments on appearance. *As an example, a 19-year-old gay teacher at a private school said, “I experienced harassment from students because I am a gay. My students always joke about me. Someone may say to me, “I love you” and then, they all laugh. I felt embarrassed about such an attitude. When this occurs, I don't want to go to work anymore.”*

Personal story 3 Ms. Srey, 21 years old, works as a cloth seller at the market in Siem Reap province (photo of her in the market is on the right). She is also a 1st year student at Cambodia University for specialties, and she works as a full-time staff to support her family. Her workplace is clean, but occasionally some foreign customers try to harass her. If it continues beyond the line, she always asks for help from a seller nearby. Still, she still feels not safe about some customers who try to do some actions on her. She said, *“They always ask me about the lump under my eye and why it is so big. They say I am an unlucky girl because of the lump.”* All of those words make her feel upset and ashamed.



Figure 30: Incidents of Inappropriate Sexual Conversation

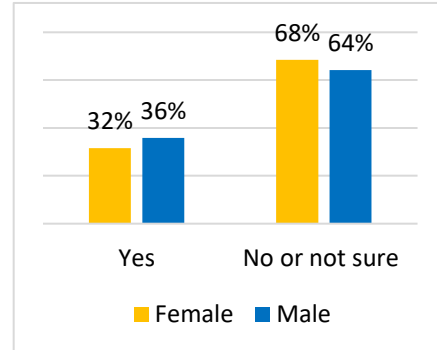
Finding 30: The majority (173 females, 91%, and 155 males, 82%) never experienced or overheard inappropriate sexual conversations in the workplace. 17 women (9%) and 35 men (18%) had experienced a conversation of a sexual nature in their workplace. A male gym owner said, *“I opened this gym and noticed that there were many cases of harassment and sexual harassment by male instructors. I think that the gym is one of the most dangerous places for harassment and sexual harassment. For example, a male gym instructor was spying while his female student was changing her clothes. This female was also invited to dinner by this male instructor many times”*. Additionally, 11 LGBTQI individuals reported to have heard inappropriate sexual comments, and 9 LGBTQI individuals reported to have never heard.



Additionally, 11 LGBTQI individuals reported to have heard inappropriate sexual comments, and 9 LGBTQI individuals reported to have never heard.

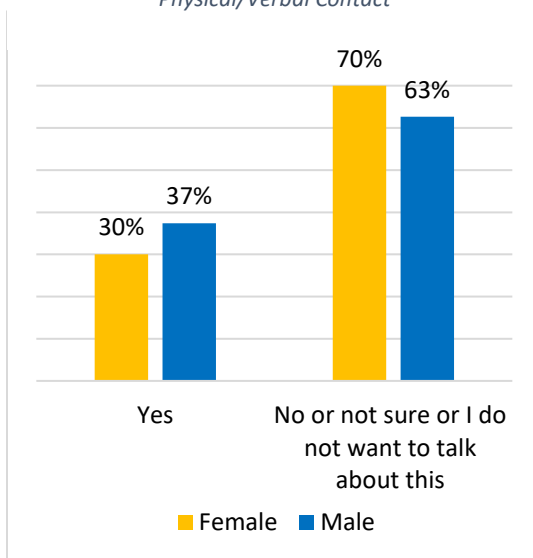
Finding 31: Alarmingly, one-third of participants in the study have directly witnessed unwelcome physical/verbal contact by someone at their workplace. 60 females (36%) and 68 males (32%) had witnessed unwelcome physical/verbal contact at their workplace. A 24-year-old male pharmacist said, *“I was bullied many times at my workplace (a pharmacy) because being a pharmacist is considered to be female work. People around me said that I was ‘gay’ to do women’s jobs. Now I moved to a private company where people around me respect my profession.”* 15 LGBTQI individuals reported they had seen incidents of unwelcome physical and verbal contact, and 5 LGBTQI individuals had never seen.

Figure 31: Witnessing Incidents of Unwelcome Physical/Verbal Contact



Personal story 4: Vinak is 28 years old from Kandal province, completed only high school and now works at one Casino Hotel. He has been working as a room service for 4 years. He struggles with unfriendly customers all the time. Although the casino has a policy for harassment prevention, it actually is not implemented, and employees are not protected. His supervisor puts a lot of pressure on his responsibilities. He said, *“Once when I brought foods to a customer in the room, he touched my shoulder, looked at my body and admired my face. I had to pull his hand off, then placed food on the table and walked away. I was so scared about what happening to me. Not only body touch but eye contact harassment often occurs in my workplace.”* He wants the owners to place a sign or a poster about harassment/sexual harassment prevention, so clients are aware of it. Vinak suggests that the government needs to do more awareness-raising about harassment/sexual harassment. Education on harassment should also be included in school curriculum to educate young generation in order to eliminate this.

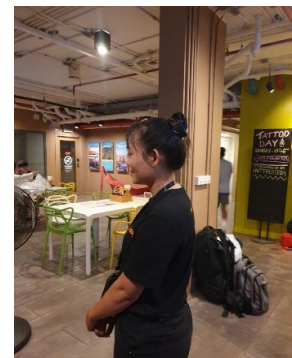
Figure 32: Personal Experience of Unwelcome Physical/Verbal Contact



Finding 32: More than half of the participants (133 females, 70%, and 119 males, 63%) have never experienced or weren't sure whether they experienced unwelcome physical/verbal contact, while 57 females (30%) and 71 males (37%) have experienced unwelcome physical/verbal contact. A 20-year-old waiter at a bar in Siem Reap shared her experience by saying, *“My boss told me to meet him at a building a bit far away from the workplace [bar]. But I went to meet him, and he forced me to sleep with him. I suffered physically and mentally. I haven't reported the case because I don't want to lose my job”.* Approximately two-thirds of participants (130 females, 68%, and 122 males, 64%) reported they had never seen an incident of unwanted physical or verbal contact while they were

working. Regarding LGBTQI individuals' experiences, alarmingly, 18 LGBTQI individuals (90%) had experienced unwelcome physical contact such as sexual joking and bullying due to their diverse sexualities or gender identities. A gay person said, *“I've experienced physical harassment; my colleagues touched my hip, nipple and used bad words toward me.”*

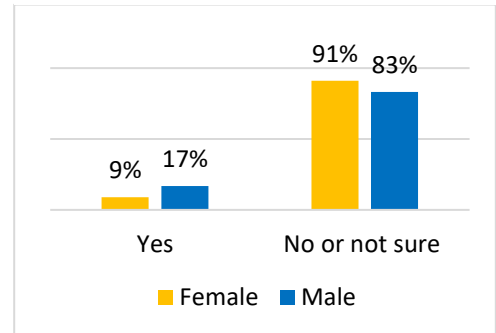
Person story 5: Ms. Sreyneat, a 30-year-old working mother, has two children, living in Siem Reap. She's currently working as a receptionist at a hotel. Ms. Sreyneat experienced unwelcome acts while she was a street vendor. Her neighbors used to bully her with rude words as well as look down on her vendor job. *“I tried to be ok in front of them, as I understood that this society regards jokes and funny stories of someone is nothing bad and acceptable as normal.”*



She felt the same at her current workplace when guests behave inappropriately towards her at the hotel. She said, *“Those people judge my appearance, they may touch my shoulder or other parts.”* She didn’t feel well when they did this to her. Furthermore, she didn’t know how to tell them to stop. She kept those unwelcome incidents only with her and kept going to work. Ms. Sreyneat said. *“Guests were Kings, so I must always use sweet words to them. After all, I have to support my family, so I would do everything to keep my position.”*

Figure 33: Incidents of Inappropriate Content Circulation on social media

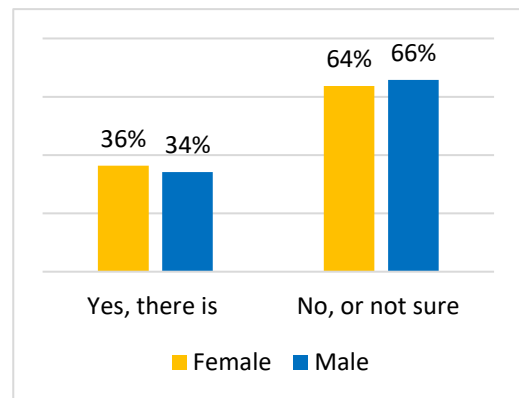
Finding 33: The majority of participants (178 females, 91%, and 158 males, 83%) reported they were unsure about incidents of inappropriate content circulation on social media. 17 females (9%) and 32 males (17%) said they used to receive inappropriate content via social media. The content was related to sexy photos and porn videos. 10 LGBTQI individuals said they used to receive inappropriate contents circulate on social media, and 10 LGBTQI individuals had never experienced them.



4.11. Prevention of harassment at the workplace

Figure 34: Existence of Harassment/SH Policy

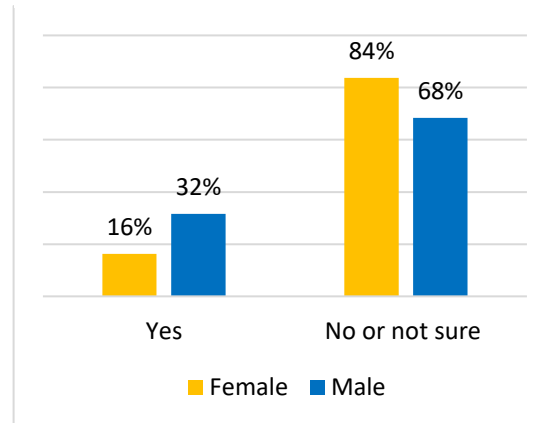
Finding 34: One-third of participants (69 female, 36%, and 65 males, 34%) reported their company had a policy to prevent harassment and sexual harassment. A female manager of a restaurant said, *“My company has a sexual harassment policy, and we ensure that my staff complies with the policy at the office and in the community we worked with.”* On the other hand, 121 females (64%) and 125 males (66%) reported their company didn’t have such a policy. 14 LGBTQI individuals’ workplace had a policy, while 2 LGBTQI didn’t have one.



“Every company should have the procedure in order to protect the privacy of the employee and identity of a person who report [harassment case]. However, having the procedure alone won't really help. The line manager, CEO, or COO should strictly follow it. So, that way we can ensure the effectiveness of the procedure” - A female bank clerk.

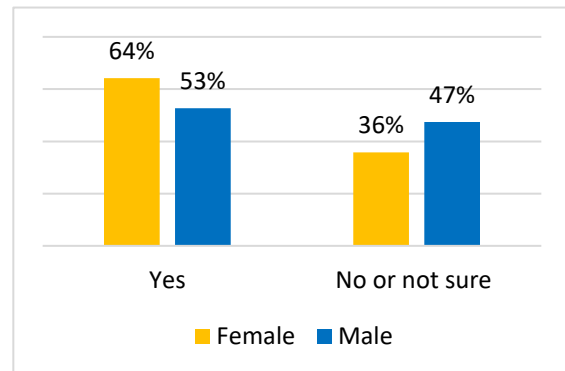
Finding 35: Alarmingly, very limited efforts were taken for the prevention of harassment at the workplace. 31 females (16%) and 60 males (32%) had heard their manager speaking about prevention of harassment and sexual harassment in the meetings. On the other hand, 159 females (84%) and 130 males (68%) had never heard of it. 11 LGBTQI individuals had heard, while 9 LGBTQI individuals had never heard. A LGBTQI person said, *“My boss doesn’t care about this problem (harassment) in our workplace. It is normal for them when staff are joking around.”*

Figure 35: Boss's Communication on Harassment Prevention



Finding 36: Regarding the response mechanism to harassment complaints, 122 females (64%) and 100 males (53%) said they would ask for help in case of harassment. A female teacher at a private school said, *“When I was working at my previous workplace, I was harassed by one male, who always followed me and joked with me on sexual issues. I felt that man took advantage that he was a man who had power over me. I thought I had to be patient as I was still young and new. So, I kept silent, and eventually, I quit that place and moved to my current workplace. I feel I should not keep it [harassment] silent when it happens again. I should report it to my supervisor or other classroom teachers so they may help it to stop.”* Furthermore, an 18-year-old female hotel staff member said, *“There was this one male staff member who touched me from the back, on the shoulder, and I felt uncomfortable about that. So, one day I reported my feelings to the supervisor, and he checked and finally fired that man.”* On the other hand, 68 females (36%) and 90 males (47%) would not seek or not sure if they ask for help. They solve problems by themselves or keep silent. 14 out of 20 LGBTQI individuals said they experience harassment in the workplace because of their LGBTQI character. A gay person said, *“I always got bullied by my classmates in high school, and I always kept the bullying to myself.”* If LGBTQI individuals are forced to normalize the bullying and harassment since they were young, they may not dare to aspire to seek help.

Figure 36: Response to Workplace Harassment



5. Discussion and analysis

This section summarizes key findings from the primary data collection method and desk review.

5.1. Recruitment process for gender equality and formal contract

Fragile contracts: Although more than half of the participants (66% of females and 57% of males) have university level education, approximately a quarter (24% of females and 27% of males) have only an oral contract. This can make their employment status fragile, especially at the time of emergency (e.g., natural disaster or COVID-19 type pandemic). In the case of harassment, they may get scared to complain due to such a fragile status, and they may lack trust in their employers.

Half lacking NSSF despite a formal contract: Almost half of respondents (47% of females and 44% of males) did not possess the NSSF Card. More than half of both female and male participants in this study had worked for the same company for more than two years, with over 76% of participants having a written contract. Companies may ignore the law on social security schemes, or they do not fulfill their responsibilities, and employees may lack understanding about their labor rights.

5.2. Safety and environment in the workplace

Safety in the workplace is mostly maintained, but not all: Safety at the workplace is provided by the majority of employers; over 10% of respondents (12% of females and 16% of males) and 14 out of 20 LGBTQI individuals reported some area in their workplace is unsafe. Article 83. of Cambodian labor law stated, “Failure to implement labor health and safety measures in the workplace as required by existing laws.” workplace.

Some workplaces are not safe for women and LGTBQI individuals: Certain workplaces were identified as unsafe for women and LGBTQI, including business and economy, hospitality, tourism, and entertainment. At those places, 81 females (43%) and 55 males (29%) including 13 out of 20 LGBTQI from the interview reported the same risk of sexual harassment.

Safety while commuting to work: Approximately 10% (12% of females and 10% of males) feel unsafe while they are commuting to work; some reported experiencing harassment/sexual harassment on the way to work or back home. The majority (96% of females and 95% of males) use their own private bicycle/car/motor bike or walk to work, traffic accidents can impose additional financial burden for them in case of accidents as almost half of respondents do not possess NSSF cards.

Lack of diversity at the workplace: Diversity is not promoted in many workplaces. Slightly more than two-fifths of respondents (42% of females and 44% of males) reported that their companies have no staff with disabilities, ethnic minorities, or LGBTQI individuals.

Cambodia is a rather homogeneous society with the majority being Khmer, the notion of diversifying the labor force is not very commonly understood.

5.3. Awareness of harassment or sexual harassment

Limited awareness about harassment and sexual harassment: Alarming, almost two-thirds of participants (64% of females and 66% of males) have never heard/know or received orientation about harassment/sexual harassment policies and 6 LGBTQI individuals also have never heard it. A lack of specific policies on harassment or sexual harassment may negatively contribute to this. Currently, RGC has not made it mandatory for all businesses to set up a harassment prevention mechanism and without the government's order, private sectors may not take a step to raise awareness about harassment or sexual harassment at their enterprise.

5.4. Experience of harassment

Marginalized people experience higher levels of harassment: This study identified that LGBTQI individuals and PwD report high levels of harassment. Out of 20 LGBTQI individuals, 15 (75%) experienced harassment at their workplace. It was reported that it is common that colleagues at their workplace speak of jokes about LGBTQI person's appearance, behavior, or the way they speak. They also encountered physical harassment by touching, hitting, or punching by their supervisor at the workplace.

Prevalence of males experiencing harassment is higher than females: More male (36%) and female (22%) reported to have experienced supervisor harassment in the workplace. Social and gender norms assign Cambodian men to become leaders, to be strong, and they are demanded to complete assigned tasks on time with high quality. As for females, supervisors may not impose too much pressure as women are expected to be weak and subordinate to men in Cambodian society. The common form of harassment is yelling at them, to pressure them to complete tasks by using inappropriate or rude words which are not welcome by the workers.

Online harassment is not very common: Over 10% of participants (17% of males and 9% of females) have ever received inappropriate content of sexual nature (pornography) on social media (Facebook, YouTube, Messenger, and Telegram).

Experienced and directly witnessed unwelcome physical/verbal contact: Alarming, one-third of participants in the study have directly witnessed unwelcome physical/verbal contact by someone at their workplace 60 females (36%) and 68 males (32%) and 57 females (30%) and 71 males (37%) have experienced unwelcome physical/verbal contact. The common forms were bullying (e.g., inappropriate name-calling, about their bodies/appearances), teasing around one's height or weight (e.g., too short, too fat), skin color (e.g., dark skin). Furthermore, in the form of inappropriate touching including hand/shoulder touching, and in the form of sexual jokes or comments on women's bodies.

As noted above, LGBTQI individuals were also targeted for bullying due to some of their behaviors.

Confidence in reporting the incidents: Worryingly, over 80% (91% of females and 83% of males respectively) were lacking confidence in reporting inappropriate sexual conversation and forms of harassment. While 70% of females and 63% of males were uncertain whether they had experienced unwelcome physical and verbal contact before. This suggests that most respondents participating in this study lacked confidence in reporting an incident while it happened toward them.

Impact from harassment and sexual harassment: According to the study, harassment in the workplace impacts employees of all genders and all ages. Some had to leave the job due to harassment, and some became depressed, and others felt unwilling to go to work due to colleagues or supervisors bullying or harassing them. There are no specific economic estimates of damage occurring from harassment. However, it was apparent that productivity goes down when employees are suffering from harassment at the workplace.

6. Recommendation

Based on the findings and analysis, the below table summarizes main issues identified and recommendations are suggested:

Regulatory framework to be strengthened: establish policies to address harassment and sexual Harassment in Cambodia	
Findings	Recommendations
Compliance to international standard to protect employees is not fully maintained	Cambodia needs to take collective actions to ratify ILO convention C190 to take appropriate steps to prevent harassment and sexual harassment in the workplace.
The Cambodian legal and policy framework does not have a clear definition of harassment and sexual harassment	<ol style="list-style-type: none"> 1) The RGC may consider issuing Prakas to overcome the specific shortcoming on harassment and sexual harassment in the existing laws. 2) The RGC may consider drafting a new law specifically on harassment and sexual harassment by linking to labor law and criminal code to regulate specific types of harassment and sexual harassment with a victim-centered approach. 3) The update on NAP-VAW or other gender-related policies (such as NRT,

	national gender policy) need to be in line with such a specific law.
Lack of national data on harassment and sexual harassment	The RGC, development partners, academics, and NGOs need to closely collaborate to gather more data on harassment and sexual harassment at work. Data is crucial to establishing improved legal and policy frameworks that are directly meeting the needs and gaps in this field.
Compliance of private sector to be strengthened to address harassment and sexual harassment	The RGC may start close collaboration with all registered companies to set up a policy on harassment and sexual harassment at the workplace with a response mechanism. A pilot program can be implemented with some companies. The experience can be utilized to use good practices as a national model to be used by other enterprises.

Inclusive workplace and business compliance

Findings	Recommendations
Social inclusion for workplace is limited by private sectors	Private sectors need to proactively promote social inclusion, with the RGC addressing the benefits from diversifying the workforce in the private sector.
40% lack NSSF and unstable contracts	In the case of harassment or sexual harassment, holding a NSSF card can assist survivors to access to needed medical care for free. Private companies need to ensure to provide NSSF to their employees. RGC may consider the application of sanctions for those enterprises that are not complying with the regulation. All employees in Cambodia must know about NSSF and their legal rights to access to NSSF.
Workplace safety (including separate bathrooms) remains a concern	All registered businesses need to ensure workplace safety and set up a hotline or complaint mechanism where anyone can report the safety concerns if the company does not comply with national regulation.

Harassment and sexual harassment at workplace

Findings	Recommendations
High incidence of harassment and sexual harassment	The RGC, NGOs and academics need to accelerate their efforts to spread information about harassment and sexual harassment at the workplace. Prevention can be more effective by organizing campaigns, seminars, and

events. And by cooperating with civil society organizations and academics who are promoting the prevention mechanism.

Limited awareness about harassment and sexual harassment and lack of orientation to employees

Private businesses should take more actions to spread information about harassment and sexual harassment at the workplace, targeting to the management level to hold them accountable for the prevention of harassment and sexual harassment. The private sector needs to provide mandatory training and orientation on harassment and sexual harassment prevention for their employees.

Lack a proper mechanism to report harassment (except policy)

The RGC needs to take more proactive measures to ensure that all registered companies have a policy on harassment and sexual harassment at the workplace with a response mechanism. A pilot program can be tried with some companies and utilize good practices as a national model to be used by other enterprises.

7. Recommendation for future research studies:

- Specific research on harassment toward individuals with disability, ethnic minority and LGBTQI people.
- Harassment and sexual harassment against women workers in the entertainment sector.
- Harassment and sexual harassment against informal workers sector (street vendors, farmers, who are not in formal employment).
- Online harassment experienced by girls, women, and members of vulnerable groups (LGBTQI, PwD, elderly, children, indigenous people).
- Harassment and sexual harassment in school and around school

ANNEX

Annex A: Informal Worker Interview Tool

Research Study on Harassment/Sexual Harassment experienced by Formal Workers in Cambodia's Selected Areas: Phnom Penh Capital City, Siem Reap Province, and Battambang Province

To researchers: make sure you get a person 18-45 years, who is working for someone (company) and “get paid” by her/him.

Date of interview: _____ **Location of respondent:** _____

Interviewee name: _____ **Interviewer name/nickname:** _____

Introduction (*read out the sentence*)

We would like to ask your kind cooperation to accept our interviews as a part of the research study on “Harassment/Sexual Harassment experienced by Formal Workers in Cambodian selected areas”. An NGO called “Banteay Srei” have asked me to collect this data.

Our purpose is to provide an overview of the harassment and sexual harassment in the workplace in Cambodia, in selected areas of Battambang, Siem Reap, and the Capital City of Cambodia, Phom Penh.

We would like to acknowledge your contribution that will help us understand our research better and understand the general information about your work. We will have a set of questions to ask your experiences and opinions, but we cannot promise anything regarding your opinions or recommendations. Please feel free to ask us if any question is not clear. If you feel uncomfortable answering our interview, you can ask to stop any time.

If there is no question, let us start. There are some questions that we want to ask about your experiences and opinions related to your work.

I. Family background/General view

1. Your age:
 - A. 18-25
 - B. 26-35
 - C. 36-45
2. Your Gender
 - A. Female

- B. Male
- C. Other (specify, L-G-B-T-I-Q)
- 3. What is your highest education level?
 - A. Did not attended school
 - B. Primary level
 - C. Secondary level
 - D. High School level
 - E. College/University level
 - F. Graduate (M.A or PhD)
 - G. Other (including TVET, but Specify)
- 4. Disability (PWD) status
 - a. Yes (specify type- mobility etc)
 - b. No
- 5. Employment type
 - A. Written contract (FDC/UDC)
 - B. Oral contract
- 6. What industry/sector are you working?

Click	Answer
	Education (private schools or research institutions) teachers/administrator/staff
	Business & Economy (Private business& Bank, Microfinance, real estate, trading, mobile-phone companies)
	Medicine/health (pharmacy or hospital, doctor/nurse/administrator/staff)
	Construction
	Manufacturing (automobiles)
	Culture & Art
	Public service (Transport: Bus, airline, shipping, delivery (Food Panda)
	Tourism (hotel, restaurant, souvenir shop)
	NGO- nongovernment sector (civil society organization)
	Others... (specify)

- 7. How often are you paid?
 - A. Daily
 - B. Weekly
 - C. 2 times per month
 - D. 1 time per month
 - E. Irregular
 - F. Other type (commission, tip based)
- 8. How long have you been working with the current workplace?
 - A. 1-6 months

- B. 6 months- a year
 - C. 1- 2 years
 - D. More than 2 years
9. Is your company officially registered (certificate of registration is posted in office?)
- A. Yes there is a certificate
 - B. No there is no certificate/I never see it
 - C. I am not sure
10. Do you have NSSF card?
- A. Yes, I have
 - B. No

II. Advertisement

11. Do you remember if the company was encouraging women to apply?
- A. Yes, it did (describe how?)
 - B. No, it did not
 - C. I do not remember
12. Do you remember if the company was encouraging PWD to apply?
- A. Yes, it did (describe how?)
 - B. No, it did not
 - C. I do not remember

III. Recruitment process

13. How do you feel about interview panel?
- A. I did not have an interview
 - B. Strongly dislike
 - C. Dislike
 - D. like
 - E. Strongly like
 - F. Not sure
- If B-E, ask details
14. Did you ever learn any policies/Law related to harassment/SH in your company?
- A. No I did not
 - B. Yes
 - C. I am not sure

If yes, ask details

IV. Work environment

15. Now, do you feel comfortable at workplace? (If a respondent had negative experience before but not now, ask what happened before)
- A. Strongly dislike
 - B. Dislike
 - C. Like
 - D. Strongly like
 - E. Not sure
- If B-E, ask details
Why?

- 16.** In your company/office is there any place you may not want to go? (Dangerous place for you including dark room, private small room, or bathroom)
- A. Yes, there is (describe please)
 - B. No, I do not think there is any place like that
- 17.** Do you have a separate bathroom for man and women ?
- A. Yes, all three are separated.
 - B. No, there is only mix bathrooms for all types of staff
- 18.** Do you have a separate bathroom PWD?
- A. Yes
 - B. No
- 19.** How do you go to work?
- A. Private transport (specify)
 - B. Public transport (specify)
 - C. walk
- 20.** When you go to work and go home, do you feel safe?
- A. Strongly unsafe
 - B. unsafe
 - C. safe
 - D. Strongly safe
 - E. Not sure
- Could you explain why?
If yes, please describe.

V. Discrimination and Harassment at workplace

- 21.** Do you think both women and men are promoted equally?
- A. Yes, 100%
 - B. Yes, but not always.
 - C. No, it is not equal promotion
 - D. I am not sure about promotion system
- Please describe why you think so.
- 22.** Does your company promote diversity (hiring staff with disabilities, or ethnic minority or LGBTIQ)
- A. Yes
 - B. No
 - C. Not sure
- Please explain why you think so
- 23.** Is there any staff with disabilities, or ethnic minority or LGBTIQ?
- A. Yes
 - B. No
 - C. I am not sure
- If yes, could you explain.
- 24.** Was there any unfair lay off due to genders? (Such as pregnant women, LGBTIQ was fired)

- A. Yes, there was
 - B. No, there was never
 - C. I am not sure about lay off
- If yes or no, please describe why you think so.

25. Is there any measure to prevent discrimination against women? (Due to pregnancy and family burden, childcare/elder care)

- A. Yes, there is
 - B. No or not sure
- If yes, ask how

26. Have you ever heard the term “Harassment at work”?

- A. Yes
 - B. No
 - C. I am not sure
- If yes, please describe.

27. Have you ever heard the term “Sexual Harassment at work”?

- A. Yes
 - B. No
 - C. I am not sure
- If yes, please describe.

28. Did your workplace give you an orientation about harassment/sexual harassment when you started working?

- A. Yes
- B. No or not sure

If yes what did you learn?

VI. Experience of Harassment/Sexual Harassment

29. At work, have you heard supervisor/boss using bad words to staff?

- A. Yes
 - B. No or not sure
- If yes, please describe (who said what, including gender of people).

30. At work, have you heard supervisor, touching, yield/boss hitting or punching or using other violence to staff?

- A. Yes
 - B. No or not sure
- If yes, please describe (who did what, including gender of people).

31. At your work, have you ever heard jokes about women or men’s appearance (such as fat, big breast, small, dark skin)? If yes, can you share?

- A. Yes
 - B. No or not sure
- If yes, please describe.

32. Have you ever heard any conversation of a sexual nature (orally) at your workplace?
 A. Yes
 B. No or not sure
 If yes, please describe.
33. Have you ever seen any unwelcome physical/verbal contact when you working? It can be not only at workplace but at the party or event outside.
 A. Yes
 B. No or not sure
 If yes, please describe.
34. Have you ever experienced any unwelcome physical/verbal contact when you working? It can be not only at workplace but at the party or event outside.
 A. Yes
 B. No or not sure or I do not want to talk about this
 If yes, please describe.
35. Have you ever gotten inappropriate jokes or sexual photos ever been circulated via social media (telegram or Facebook or Tik-Tok) among work related group/network?
 A. Yes
 B. No or not sure
 If yes, please describe.

VII. Prevention at workplace

36. At your work place, is there a policy to prohibit harassment/sexual harassment?
 A. Yes, there is
 B. No, or not sure
 If there is a policy, what does it say? Please describe
37. Have you ever heard your boss speaking about prevention of harassment/sexual harassment at the meeting at office? If yes, what does it say?
 A. Yes
 B. No or not sure
 If yes, please describe.
38. If you experience harassment at work, would you speak to or ask for help (or keep silent)? Why?
 A. Yes
 B. No or not sure
 Please describe.

VIII. Recommendations

39. What is your suggestion on Harassment/Sexual Harassment prevention at your workplace Please describe.

(Closing remark)

Thank you so much for your cooperation. We highly appreciate your kindness to participate in the interview. Your inputs are valuable for our study. Do you have any question before we finish this interview?

[Annex B: Employer Interview Tool](#)

Research Study on Harassment/Sexual Harassment experienced by Formal Workers in Cambodia's Selected Areas: Phnom Penh Capital City, Siem Reap Province, and Battambang Province

Date of interview: _____ **Location of respondent:** _____

Interviewee name: _____ **Interviewer name/nickname:** _____

Introduction *(read out the sentence)*

We would like to ask your kind cooperation to accept our interviews as a part of our research study about the project titled “Harassment/Sexual Harassment experienced by Formal Workers in Cambodian selected areas”. An NGO called the Banteay Sri have asked me to collect this data.

Our purpose is to To provide an overview of the international and national laws, policies, and practical workplace measures addressing sexual harassment in the workplace in Cambodia, To provide a general overview of the issues of sexual harassment in the workplace in Cambodia, in regard to Banteay Srei’s target areas in Cambodia (Battambang, Siem Reap, and the Capital City of Cambodia, Phom Penh). and To assess the gap between the policies and practices for sexual harassment and to provide recommendations on potential actions and measures for the government to protect Cambodian workers (both female and male).

We would like to acknowledge your contribution as information that will help us understand our research better and understand the general information about your work.

We will have a set of questions to ask your opinions. We are here today to collect your opinions and recommendations for analysis and to take further action, but we cannot promise anything regarding your opinions or recommendations. Please feel free to ask us if any question is not clear. If you feel uncomfortable answering our interview, you can ask to stop any time.

If there is no question, let us start. There are some questions that we want to ask about your experiences and opinions related to your work.

I. Family background/General view

1. Your age:
 - D. 18-25
 - E. 26-35
 - F. 36-45
2. Your Gender
 - D. Female
 - E. Male
 - F. Non-binary
3. How long have you start your business?
 - E. 1-6 months
 - F. 6 months- a year
 - G. 1- 2 years
 - H. More than 2 years

II. Advertisement Recruitment process

4. How many staffs do you have?
5. What is your workplace procedure of seeking new employees, starting job announcement until selecting?
 - A. Yes, I have
 - B. No, I do not have
6. If your workplace would like women to apply, what should it mention in job announcement.
(Please describe)
7. Any legal document or relevant documents require to get this job? (multiple choice)
 - A. 18 years old up
 - B. ID Card
 - C. Birth Certificate
 - D. Witness's sign
 - E. Other....
8. What are methods to select staff?

III. Work environment (Knowledge/Experiences about Harassment/Sexual Harassment)

9. Have you ever heard the term "Harassment at work"?
 - A. Yes
 - B. No or not sure
 If yes, please describe.
10. Have you ever heard the term "Sexual Harassment"? If yes, please describe.
 - A. Yes
 - B. No or not sure
 If yes, please describe.
11. Now, do you think your place feel comfortable for every staff?
 - A. Yes, I feel comfortable 100%
 - B. Yes, I feel comfortable, but not perfect
 - A. No, I do not like
 - B. Yes/No, and there was not a pleasant experience(s) before. – ask details

C. I don't want to tell
Why?

12. Do you ever get complaint from your staff about their work condition? If yes please describe.

- A. Yes
- B. No

13. Is there any measure to prevent discrimination, violence, harassment, sexual harassment?

- A. Yes
 - B. No or not sure
- If yes, what are they? And how?

IV. Prevention at workplace

14. Is there a policy to prohibit harassment/sexual harassment?

- C. Yes, there is
- D. No, or not sure

15. If there is a policy, what does it say?

Please describe

16. Did your workplace have orientation about harassment/sexual harassment when you enter working here?

- C. Yes
- D. No or not sure

17. Have you ever spoken about prevention of harassment/sexual harassment at the meeting at office? If yes, what does it say?

- A. Yes
 - B. No or not sure
- If yes, please describe.

V. Recommendations

18. If anything can be improved at your workplace, what do you want to improve?

19. What is your suggestion on Harassment/Sexual Harassment prevention? Please describe.

(Closing remark)

Thank you so much for your cooperation. We highly appreciate your kindness to participate in the interview. Your inputs are valuable for our study. Do you have any question before we finish this interview?

Annex C: Stakeholder/NGO partner/Staffs Interview Tool

Research Study on Harassment/Sexual Harassment experienced by Formal Workers in Cambodia's Selected Areas: Phnom Penh Capital City, Siem Reap Province, and Battambang Province

Questionnaire for Stakeholder/NGO partner/Staffs

Date of interview: _____ **Location of respondent:** _____

Interviewee name: _____ **Interviewer name/nickname:** _____

Introduction (read out the sentence)

We would like to ask your kind cooperation to accept our interviews as a part of our research study about the project titled “Harassment/Sexual Harassment experienced by Formal Workers in Cambodian selected areas”. An NGO called the Banteay Sri have asked me to collect this data.

Our purpose is to To provide an overview of the international and national laws, policies, and practical workplace measures addressing sexual harassment in the workplace in Cambodia, To provide a general overview of the issues of sexual harassment in the workplace in Cambodia, in regard to Banteay Srei’s target areas in Cambodia (Battambang, Siem Reap, and the Capital City of Cambodia, Phom Penh). and To assess the gap between the policies and practices for sexual harassment and to provide recommendations on potential actions and measures for the government to protect Cambodian workers (both female and male). But we do not focus on garment and civil servants in this study.

We would like to acknowledge your contribution as information that will help us understand our research better and understand the general information about your work.

We will have a set of questions to ask your opinions. We are here today to collect your opinions and recommendations for analysis and to take further action, but we cannot promise anything regarding your opinions or recommendations. Please feel free to ask us if any question is not clear. If you feel uncomfortable answering our interview, you can ask to stop any time.

If there is no question, let us start. There are some questions that we want to ask about your experiences and opinions related to your work.

I. Work environment for women

1. What are positives you see in Cambodian workplace for female workers (who has contract)? (e.g., female workers in private sector such as banks, shopping malls or restaurants)
2. What are challenges that female worker face (who has contract)?

II. Knowledge/Experiences about Harassment/ Sexual Harassment

3. Could you share with us your knowledge about Harassment/ Sexual Harassment at work place in Cambodia? (Actual cases, media reports are also okay)
4. Why Harassment/ Sexual Harassment happen under the Cambodian context?
5. To your knowledge, what measures are taken to prevent gender-based discrimination, harassment at work place in Cambodia?
6. Does your organization have a policy to prevent Harassment/ Sexual Harassment, and if so, how it is applied?

VI. Recommendations

7. What measures can be taken to address challenges of sexual/sexual harassment at work place?

(Closing remark)

Thank you so much for your cooperation. We highly appreciate your kindness to participate in the interview. Your inputs are valuable for our study. Do you have any question before we finish this interview?