

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



Garment factory were working safe in the workplaces

BACKGROUND

“Enhancing Women’s Voice to Stop Sexual Harassment” project addresses multi-faceted vulnerabilities of marginalised women in urban settings in Laos. It built on previous experience in strengthening legal literacy, community mobilisation and life skills amongst marginalised women, as well as strengthening the motivations and skills of duty bearers to implement protections since 2014.

This second phase will be built on good results of the phase I, but continue to strengthen the evidence-base on effectiveness of workplace interventions to tackle sexual harassment in factory settings. This evidence will inform national advocacy efforts as well as global campaigns such as the proposed ILO’s Convention to eliminate Workplace Gender-Based Violence in collaboration with CARE International’s Dignified Work team Strategy and related Global Advocacy efforts by CARE and organizations such as International Confederation of Trade Unions. The project will work in a participatory approach to ensure female workers are actively engaged in the development of workplace, mechanisms; training and monitoring and evaluation, and that their voice is heard in speaking out more broadly against sexual harassment. This project will contribute to enhancing equitable gender norms through women’s voice and advocacy approaches.

The project focuses its advocacy efforts to strengthen the regulatory environment for gender-based violence and factory conditions at the national level through engagement on labour codes; ILO/IFC Better Work standards; garment associations and regulatory authorities. By framing activities through the lens of CARE’s Women’s Empowerment Framework, the project also links to a regional initiative, which aims to draw lessons from the individual country-level projects (PACMUW phase I) and identify effective interventions and innovations. This aims to generate a shared evidence base to more effectively address the needs of marginalized urban women.

OBJECTIVES

Women workers in garment factories experience safer workplaces, due to a reduction in sexual harassment.

GLIMPSE



Location

Vientiane Capital
(Sisettanak, Chanthabury,
Sykhotthabong, Nasaithong and
Saithany Districts,)

TimeFrame

January 2020 - December 2023

Beneficiaries

Direct 35,676 people, women 17,838
Indirect 140,815 people, women 70,407

Partners

Lao Federation of Trade Unions

Donor agencies

The Australian Government through the
Department of Foreign Affairs and Trade



OUTCOMES

- **End of Project outcome:** Garment factories implement effective and appropriate models to address sexual harassment in the workplace.
- **Intermediate outcome 1:** Garment factories have effective workplace mechanisms to respond to sexual harassment in target factories.
- **Intermediate outcome 2:** Female garment factory workers feel safe to report sexual harassment free from negative consequences.
- **Intermediate outcome 3:** National regulatory environment of factories is strengthened to promote mechanisms to address Sexual Harassment in the workplace.

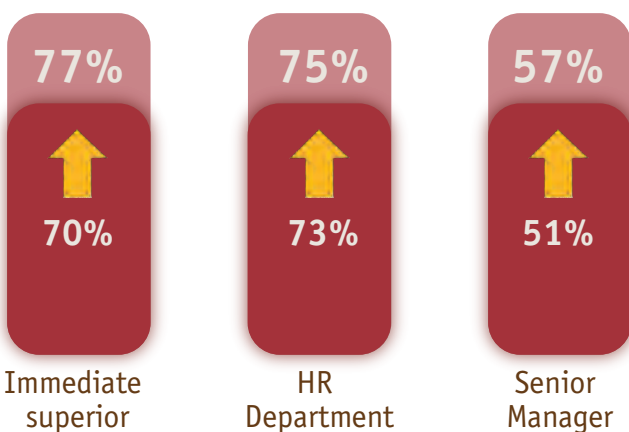
IMPACTS

All target factories had established committees in which women were able to participate to give feedback about employment matters in the factory.

The proportion of female workers who felt confident that they knew the correct channels to report Sexual Harassment:

- The majority of female workers who responded (81%) agreed that their factory has “policies to protect workers from sexual harassment”
- Most female workers (73%) agreed that their factory “has leaders who enforce policies against sexual harassment”, and that ‘there are penalties enforced against those who sexually harass others’ (78%)
- 71% of female factory workers indicated they would feel comfortable to report Sexual Harassment.

Between baseline and evaluation data collection, there was an increase in the proportion of female workers who agreed that they felt confident to report Sexual Harassment to their:



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