

## ADDRESSING SEXUAL HARASSMENT

# HOW TO ENGAGE CARE IN YOUR BUSINESS

**CARE wants to support employers in the garment industry to adopt best practice approaches to preventing and responding to sexual harassment in the workplace.**

CARE's package of tools and training, which supports garment factories to effectively prevent and respond to incidences of sexual harassment, is available in a number of countries across Asia.

### Tailored options


CARE offers a full engagement program with each factory, tailored to link with their existing systems. Our experience shows that ongoing support for HR teams and committees, combined with coaching to improve their own worker engagement, is the most effective way for factories to use these tools to create a workplace where sexual harassment is not tolerated.


A more basic package providing orientation on tools, development of systems and initial worker engagement is also possible.


### BASIC PACKAGE

### FULL PACKAGE

<b>TOOLS</b>	<ul style="list-style-type: none"> <li>• Workplace policy</li> <li>• Policy implementation guide</li> <li>• Reporting mechanisms</li> <li>• Complaint response processes &amp; tools</li> </ul>	 <p><i>All of the basic package plus:</i></p> <ul style="list-style-type: none"> <li>• Monitoring tools for factories to track progress</li> <li>• Analysis of impact</li> </ul>
<b>SKILLS</b>	<ul style="list-style-type: none"> <li>• Training for management staff</li> <li>• Development of sexual harassment committees</li> <li>• 12 weeks coaching for HR teams</li> </ul>	 <p><i>All of the basic package plus:</i></p> <ul style="list-style-type: none"> <li>• Training and sensitisation of leadership &amp; middle management</li> <li>• Additional monthly support to HR teams</li> <li>• Additional reflection and support for sexual harassment committees</li> </ul>
<b>UNDERSTANDING</b>	<ul style="list-style-type: none"> <li>• Targeted worker training package, including:               <ul style="list-style-type: none"> <li>• Video drama series</li> <li>• Visual aids for interactive sessions</li> <li>• Training manuals with discussion guides</li> </ul> </li> </ul>	 <p><i>All of the basic package plus:</i></p> <ul style="list-style-type: none"> <li>• Additional campaign materials</li> <li>• Special events</li> <li>• More intensive worker engagement for larger factories</li> </ul>

 12 month engagement

 Minimum 6 factories

 Costs will vary depending on factory size, location, proximity to other factories, and the specific terms of engagement.

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### Where we are working

CARE's proven models for engaging with workforces on sensitive issues are based on sound evidence of best practice. However, we acknowledge that the operating context can vary greatly from country to country. That is why we tailor how we work to each individual country, ensuring that our engagement with workforces is targeted and relevant.



#### CAMBODIA

**CARE's prevention package is already working directly with factories in Cambodia.**

If you would like to offer this in the factories you work with, contact CARE to develop a specific proposal based on your individual needs.



#### MEKONG REGION

**From 2019, CARE will offer this package in Vietnam, Laos & Myanmar.**

Contact CARE to discuss how the factories you work with can benefit from this.



#### ACROSS ASIA

**CARE tailors its engagement to each specific country.**

Companies which work in other countries where CARE has a presence can contact us to discuss adapting this package to new contexts. We can also advise on alternative solutions based on the situation and our experience.

### Work with CARE in other factory settings

We know that people respond to the familiar, so to change workplace behaviour, employees need to learn from examples which they can relate to.

That is why CARE's package of tools and training to prevent and respond to sexual harassment has been tailored to the specific industry and countries in which we work. For businesses engaged in other sectors in these countries, our proven models will have maximum impact when adapted to the work environment.

**If you want your brand to be a leader in ensuring the workers in your supply chain are safe and respected, contact CARE to discuss how we could adapt these tools to your industry.**

CARE's sexual harassment prevention package in the Mekong was developed with support from the Australian Government. CARE is making this available for others to invest in rolling out these tools in their supply chains or adapting to new contexts.



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