



# Labour Rights for Female Construction Workers Project 2016-2018

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Final Evaluation Report  
April 2019

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We hope that the findings will strengthen the collective efforts by NGOs, civil society, trade unions, construction companies and the government to further advance the rights and protections for construction workers in Cambodia.

Sincerely,

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## Acronyms

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ACILS	American Center for Independent Labour Solidarity
ADA	Austrian Development Agency
BWTUC	Building and Wood Workers Trade Union Federation of Cambodia
CCA	Cambodian Constructors Association
CLC	Cambodian Labour Confederation
CSO	Civil Society Organisation
CWPD	Cambodian Women for Peace and Development
DoWA	Department of Women's Affairs (District)
DV	Domestic Violence
EU	European Union
FCW	Female Construction Worker
FGD	Focus Group Discussion
IEC	Information, Education and Communication
ILO	International Labour Organisation
KAP	Knowledge, Attitude and Practice
KII	Key Informant Interview
LANGO	Law on Associations and Non-Governmental Organisations
LRCW	Labour Rights for Female Construction Workers
LSCW	Legal Support for Children and Women
MCW	Male Construction Worker
MoLVT	Ministry of Labour and Vocational Training
MoLMUPC	Ministry of Land Management, Urban Planning and Construction
N	Number of Respondents
NAPVAW	National Action Plan to Prevent Violence Against Women
NGO	Non-Governmental Organisation
OSH	Occupational Safety and Health
PPE	Personal Protective Equipment
R	Number of Responses
TWG	Technical Working Group
TWG-FCW	Technical Working Group on Female Construction Workers

## Terms

Mekar	Supervisor or Team Leader for group of construction workers
Prakas	Ministerial Order
Sangkat	Administrative sub-divisions of districts (Khan) in Phnom Penh

## Executive Summary

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### Introduction

CARE International in Cambodia (CARE) implemented the three-year *Labour Rights for Female Construction Workers* (LRCW) project, with funding from the European Union and the Austrian Development Agency, from January 2016 to December 2018 to enhance the protections for women in the construction sector. The project aimed to strengthen the capacity of female construction workers, civil society and government, and increase the voice and influence of female construction workers. The LRCW project partners included the Ministry of Labour and Vocational Training (MoLVT), Cambodian Women for Peace and Development (CWPD), Legal Support for Children and Women (LSCW) and the Building and Wood Workers Trade Union Federation of Cambodia (BWTUC). The target areas included seven districts in Phnom Penh.

The purpose of the evaluation was to assess the progress towards the project's goal and outcomes, to evaluate the relevance, effectiveness, efficiency, impact and sustainability of the project, to capture lessons learnt, and generate key recommendations for future programming. The evaluation included quantitative and qualitative methods involving a desk review, interviews with 171 female construction workers, separate group discussions with 26 female and male construction workers, and individual interviews with 21 project partner staff and other key stakeholders. The evaluation took place from 25 January to 25 March 2019, including visits to ten construction sites in five districts around Phnom Penh.

### Key Achievements

#### *Project Goal and Objectives:*

**Improvements in Equal Opportunity at Work:** Almost 20 per cent more women at the endline (59 per cent) than the baseline (40 per cent) said women and men have equal opportunities for training at work. This is a positive finding on the increased value of women's work. However, only one-third of women (37 per cent) thought men and women had equal opportunities for promotion at work. This indicates more skills and leadership training for women are a priority.

**Increased confidence and knowledge of rights:** More women at the endline (82 per cent) than the baseline (66 per cent) were confident to report a workplace problem to the company. This increase can be attributed to the LRCW project lessons on labour rights as well as the referrals and legal aid services provided by project partners. Few women (15 per cent) experienced workplace problems or made a complaint and the majority (84 per cent) approached their supervisor or company manager (24 per cent) for help. The main reasons for complaints were late payment of wages (63 per cent) or wages not paid in full (26 per cent), though the incidents of wage problems decreased by over 20 per cent since the baseline. Most women at the endline (73 per cent) and baseline (81 per cent) who made complaints reported they were satisfied with the results.

**Company commitment to improving policies and workplace conditions:** The Technical Working Group on FCWs (TWG-FCW) with CARE, LSCW and nine construction companies

developed the “Minimum Standards on Ensuring Appropriate Working Conditions in the Construction Sector” policy document and seven construction companies had committed to applying the Minimum Standards by the end of the project.

**Recommendations on labour rights issues:** A significant achievement is that six recommendations on labour rights issues were formally submitted by FCW representatives through a variety of different activities and were accepted for consideration by the MoLVT. The recommendations are 1) Increase the number of inspections at sites 2) Expand NSFF to the construction sector 3) Issue more regulations on OSH 4) Accelerate approval of the three *Prakas* on a) personal protective equipment b) working at heights (prevention measures) and c) standards for construction worker living sites 5) Ensure construction companies and sub-contractors register workers for the NSSF and 6) Develop standardised employment contracts for construction workers and disseminate this information to construction companies.

**Government regulations (*Prakas*) on worker protections:** Another important achievement was the LRCW project input into the four *Prakas* related to worker protections, especially for female workers, drafted in cooperation with the MoLVT and the ILO Enhancing Occupational Safety and Health (OSH) project. The four *Prakas* are 1) Personal Protective Equipment (PPE), Protection from falling from high places 3) Dormitories (Living Sites) and 4) Social Services.

***Expected Result 1: 3,000 females working in the construction sector are aware of their rights and have increased ability to access protections and advocate for improved labour rights, protections and working conditions***

**Over 3,600 FCWs and 600 MCWs reached through peer education:** CARE partners trained 69 FCWs as peer leaders and 29 FCW peer leaders and 7 Trade Union peer leaders remained active at the end of the project. By the end of 2018, a total of 3,667 FCWs had joined lessons with peer leaders on five different topics, including Gender and Culture, Safety and Health, Labour Rights, Labour Rights and Gender, Alcohol and Money. In addition, 18 male construction worker (MCW) peer leaders were trained and reached 643 male construction workers with the lessons.

**Increased awareness of labour law and employment conditions:** More women at the endline (50 per cent) than the baseline (30 per cent) knew that their employment conditions were regulated under the Cambodian Labour Law. In addition, significantly more women recognised they had verbal employment contracts at the endline (64 per cent) compared to the baseline (25 per cent). These findings demonstrate an increase in awareness of employment contracts and labour regulations by female construction workers.

**Increased safety training for workers:** Almost eight of ten workers surveyed at the endline (78 per cent) received some workplace safety information at the start of their work, a 21 per cent increase from the baseline (57 per cent). More supervisors (38 per cent) but fewer companies (37 per cent) were paying for medical treatment of work related injuries at the endline compared to the baseline, but over 40 per cent of FCWs also paid for medical treatment if injured.

**Increased awareness of safety and help seeking behaviour:** About two-thirds of women (67 per cent) at the endline felt their current living conditions at the construction sites were safe. There was a significant of change in the reasons cited by the 33 per cent of women who did not feel safe: reduced domestic violence by neighbours (from 56 to 29 per cent) and alcohol abuse (from 56 to 41 per cent), which were two topics addressed by the trainings. Another significant change is that half the women (48 per cent) at the endline survey who experienced any form of domestic or intimate partner violence in the last 12 months *sought help from others*, which is more than double the percentage at the baseline (22 per cent).

**Increased referrals and resolutions of worker complaints:** Against a target of 65, a total of 44 relevant legal aid cases were received by LSCW, 99 per cent of the complaints were wage related, 80 per cent were successfully resolved while 20 per cent were not processed due to lack of information and documentation related to employment.

***Expected Result 2: 100 private sector construction companies have increased awareness of workplace rights and implement improved protections and better working conditions***

A total of 277 construction company staff from 71 construction companies attended a series of trainings, meetings and workshops on various aspects of labour rights, gender equality and occupational safety and health. The Training for Construction Managers “Equal Opportunities in the Construction Sector” included four key topics on gender equality, labour rights, OSH and protection for women in the workplace. Follow up activities by CARE revealed that over half of the 71 companies that joined the training sessions and other activities had developed action plans to improve the working conditions for construction workers.

An important milestone is that seven companies have committed to implementing the Minimum Standards policy document, which specifically includes special protections for FCWs. This is an achievement in that no construction companies interviewed at the start of the project had any written employment policies, safety guidelines or gender or sexual harassment policies in place.

***Expected Result 3: Capacities of duty bearers are enhanced towards the promotion of a better institutional environment that is responsive and accountable to construction workers.***

The LRCW project held one training session with 20 labour inspectors from the MoLVT in 2016, and the MoLVT is reported to have conducted 111 inspections at different construction sites around Phnom Penh in 2018. Through engagement in project activities such as social dialogues, advocacy workshops and TWG-FCW events, the MoLVT has gained increased understanding of the issues facing construction workers, especially women, and have included specific actions for construction workers in national plans, developed new labour regulations, and is committed to further improving current systems, such as labour inspection checklists.

## **Key Challenges**

Given the complex nature of the construction industry in Cambodia, including short-term temporary work, underdeveloped regulatory framework, limited knowledge of labour laws and



weak enforcement mechanisms within the construction sector, the LRCW project made significant contributions to the knowledge required for future interventions. Some of the key challenges and lessons learned included 1) the limited time available for FCWs to attend trainings as many women work seven days a week so there is a need to advocate for paid time off for skills training 2) the long time required to establish relations with construction companies and the limited access to company management and construction sites resulted in a disconnect between companies trained and workers trained at sites 3) the difficulty to engage with senior company managers may require more systematic engagement through government ministries and regulatory bodies and 4) the need to ensure partnership modalities with the relevant ministries includes increased engagement in the project design phase as well as support for follow up activities that contribute to increased ownership of project outcomes.

## Conclusions

**Relevance:** The LRCW project's rights-based strategies remain very relevant to the Cambodian context where women's work is undervalued and gender inequalities persist in the home and workplace. The multi-level approach of the project, working at the individual, group, workplace and institutional levels, engaged rights holders and duty bearers in the promotion of gender equality, labour rights and decent work in line with international standards and government policies.

**Effectiveness:** CARE's partnership model of working with specialised organisations was important to achieve the project objectives. LSCW's legal expertise and experience was critical for providing legal aid services for FCWs and for engaging with the MoLVT as the secretariat of the TWG-FCW. CWPD's strong experience working on women's issues and championing the peer education model enabled them to quickly train and work with FCWs. BWTUC provided useful insight into the construction sector, trade unions and labour rights issues, and with ongoing institutional strengthening can continue interventions through their membership. In addition, external stakeholders appreciated CARE's coordination role and being invited to participate in the TWG-FCW and multi-stakeholder dialogues.

Building the capacity of FCW peer leaders, through skills building sessions, monthly meetings and engaging them in direct dialogue with government officials and construction companies increased the legitimacy of the issues raised by the FCWs and in the construction sector. The peer educator model was an effective approach to reach over 3,600 FCWs, to build leadership capacities of women workers, to strengthen agency among FCWs, and to increase recognition of the value of women's work from male colleagues and supervisors. However the lack of free time to join the sessions and the crowded living spaces were not conducive to learning.

**Efficiency:** There was significant learning throughout the project life cycle. Given this was a new sector for CARE, it was important to understand the complexities of the construction industry, to establish relations with new partners and stakeholders and to conduct studies to inform project interventions. While the project started off slow by the end of Year 3 most targets had been reached and all activities had been conducted. It was not efficient however to work

directly with workers in many small construction sites scattered around the city without a direct connection to the construction company management. Future projects should work with construction companies, sub-contractors and workers, in an interconnected and comprehensive manner, so follow up and monitoring with workers and companies is coordinated.

**Impact:** Strong progress was made towards achieving the goal *“To advocate for and promote implementation of fundamental labour rights and protections in the construction sector in Cambodia”* and the objective *“To strengthen capacity of female construction workers, civil society and government on labour rights and to increase the voice and influence of female construction workers”*. This is evidenced by more women at the endline (59 per cent) than the baseline (40 per cent) reporting equal opportunities for training at work and more women at the endline (82 per cent) than the baseline (66 per cent) feeling confident to report a workplace problem to the company. Through project activities, FCWs successfully raised six recommendations on improving labour rights that were recognised by the government for inclusion into national plans. Importantly, the project succeeded in turning awareness into action through TWG-FCW input on the four *Prakas* on OSH, influencing the government to include FCWs into government plans and the development of the Minimum Standards on Ensuring Appropriate Working Conditions in the Construction Sector.

**Sustainability:** The project needs more time to strengthen mechanisms for sustainability though BWTUC has the potential to continue to support peer leaders to conduct training sessions with members on gender equality and labour rights, some construction companies will implement the Minimum Standards to improve working conditions and the MoLVT has included recommendations from FCWs and the TWG-FCW for the construction sector into the new Strategic Plan 2019-2023.

## Key Recommendations

Many stakeholders were very impressed with and referred to the LRCW project, the first of its kind in Cambodia, as an innovative ground breaking pilot project for the construction sector. Most stakeholders stated that three years was too short and more time was needed to build on the project’s achievements to date, especially as significant progress was made in engaging construction companies to improve working conditions for construction workers in the final year. Given that the government, ILO, NGOs, companies and other development agencies are still actively working to improve labour rights and working conditions in the garment sector after more than 15 years, the project should continue for at least another three years.

As the LRCW project has started to make significant changes in the construction sector and to advance workers’ rights, the following recommendations are put forward for consideration:

Funding agencies including the EU should continue to fund key activities that 1) continue to roll out the training package with female and male construction workers 2) support the implementation of the Minimum Standards policy document with construction companies 3) engage FCWs and relevant stakeholders through the TWG-FCW in dialogues to advance

worker protections and 4) support the MoLVT to improve the labour regulations and capacity for quality labour inspections at construction sites.

The CARE LRCW project partnership model utilising specialised partner agencies for project activities to achieve results should be replicated in future labour rights projects. This includes expanding the use of the excellent quality IEC materials and training packages produced. In addition, projects should always have a Men's Engagement and Role Model Strategy.

For future projects, CARE can leverage their now well established contacts with the construction companies to gain access to and train FCWs (and MCWs) employed by companies and/or sub-contractors. Using both the peer model approach to train FCWs (and MCWs) combined with training of construction company focal point persons will expand the outreach and institutionalise the training package for construction workers within construction companies.

It is recommended that CARE seek additional donor funding to roll out the Minimum Standards policy document with committed construction companies and expand to include more construction companies.

Future projects should continue the TWG-FCW model of engaging FCW peer leaders in stakeholder dialogues with relevant government ministries, construction companies, project partners and other stakeholders to effectively utilise evidence from project activities to successfully influence government actions, as well as employer practices.

For future projects, it is recommended to leverage the technical expertise, assistance and convening role of the UN, specifically the ILO, for continued work within construction sector. This should include advocating with the MoLVT to require compulsory training for all construction company employers on the labour law and regulations, including compliance.

With the support of EU and other agencies, advocate with construction companies and the MoLVT for a community learning program where workers get paid time off from work (ie one to two hours) for skills and employment related training. This might require additional government regulations for enforcement and monitoring.

For donors, it is recommended that future labour rights projects build in more time up front to ensure sufficient time to involve relevant government ministries in the project design phase. This may also include making project funds available for an inception phase that allows for flexibility to modify the logframe based on the baseline study and initial assessments.

Organisations and donors such as EU should support the MoLVT to implement their new five-year Strategic Plan 2019-2023, which includes actions to improve labour rights, monitor working conditions and conduct joint inter-ministerial labour inspections in the construction sector. It is suggested to provide additional training with a follow up package of activities aimed at collecting information as evidence for increasing budgets for inspections in line with the government's performance budgeting process.

## 1. Introduction

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### 1.1 Background and Context

Cambodia's construction industry has become Cambodia's second largest in terms of economic growth. In 2017, the sector employed around 260,000 workers. Many workers are unskilled and work informally as day labourers. An estimated 20-40 per cent of the construction workers are female; many women have migrated from rural areas to work in the capital city of Phnom Penh. Female construction workers are often in the lowest paid positions without access to equal pay for equal work and with little voice to advocate for improved working conditions.<sup>1</sup> There is no clear definition of or set minimum wage for the construction industry.

Construction is considered one of the most dangerous industries in the country.<sup>2</sup> In 2009, the Ministry of Labour and Vocational Training (MoLVT) introduced its first occupational safety and health (OSH) master plan with six priority areas, though it is recognised that major improvements are still needed.<sup>3</sup> Employers are responsible for occupational safety and health under the Cambodian Labour Law<sup>4</sup>, and are required to join the National Social Security Fund (NSSF), but health insurance is not compulsory and there is a lack of a specific safety code for construction workers.<sup>5</sup> Most female construction workers are situated outside the protective system, thus rendering them extremely vulnerable in terms of health, safety and social security.

Cambodia has ratified eight fundamental International Labour Organisation (ILO) conventions. The Cambodian Labour Law (1997) sets out the rights and obligations of the employer and workers in a labour relationship, including employment conditions, prohibiting all forms of discrimination, protects against sexual harassment and provides special protections for women workers. However, unskilled construction workers have few workplace protections and limited access to protection by the law, and women have little voice to advocate for improving working conditions and protections.

While the Labour Law has provisions related to freedom of association and collective bargaining, Trade Unions estimate that less than one-third of their members are women. For female construction workers these problems are exacerbated by social norms that undervalue their contributions at the work place, lead to less pay, reduced security and fewer opportunities for work progress and training. Traditional gender roles place family and household responsibilities on women while women have fewer opportunities and less social capacity to voice concerns and advocate for their rights.

Since 2015, a series of legislative and administrative initiatives have impacted civil liberties, including freedom of association, peaceful assembly and expression. In some cases, such as with the 2016 Law on Trade Unions, these have been inconsistent with international norms and

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<sup>1</sup> Janssens, 2013

<sup>2</sup> Consiglio and Pisey, 2014

<sup>3</sup> Mauney and Amling, 2015

<sup>4</sup> Labour Law, Art 228-230

<sup>5</sup> Mauney and Amling, 2015

standards<sup>6</sup>, while mandatory registration, onerous permission and reporting requirements under the 2015 Law on Associations and NGOs (LANGO) and subsequent administrative regulations<sup>7</sup> have created a challenging environment for civil society organisations (CSOs) to operate in.

## 1.2 Project Information

CARE International in Cambodia (CARE) implemented the three-year Labour Rights for *Female Construction Workers* (LRCW) project from January 2016 to December 2018 to enhance the protections for women in the construction sector. The project, funded by the European Union and the Austrian Development Agency, has engaged with civil society, government agencies, and private sector businesses with the aim of promoting safe work environments for women as well as increasing equal opportunities and working conditions among women and men in the construction industry.

The overall objective of the project is to advocate for and promote implementation of fundamental labour rights and protections in the construction sector in Cambodia, through strengthening the capacity of female construction workers, civil society and government, and increase the voice and influence of female construction workers. The key expected results of the project are 1) 3,000 females working in the construction sector are aware of their rights and have increased ability to access protections and advocate for improved labour rights, protections and working conditions 2) 100 private sector construction companies have increased awareness of workplace rights and implement improved protections and better working conditions 3) Capacities of duty bearers are enhanced towards the promotion of a better institutional environment that is responsive and accountable to construction workers.

The LRCW project partners included the MoLVT, the Building and Wood Workers Trade Union Federation of Cambodia (BWTUC), and local NGOs, Cambodian Women for Peace and Development (CWPD) and Legal Support for Children and Women (LSCW). The project adopted a peer education approach through building the capacity of 30 female construction worker peer leaders and 10 Trade Union female peer leaders to provide outreach to 3,000 female construction workers around Phnom Penh. The project aimed to build relationships with key private sector construction associations and provide capacity building to 250 private sector construction owners and managers on the needs of female workers. The project also facilitated social dialogue between workers and private sector owners through the establishment of a Technical Working Group. The target areas included 7 districts in and around Phnom Penh.

## 1.3 Purpose of Evaluation

The purpose of the evaluation was to assess the progress and achievements towards the project's goal and outcomes against the logical framework as well as to evaluate the relevance, effectiveness, efficiency, impact and sustainability of the project. In addition, the evaluation aimed to capture lessons learnt, document successes through case studies and generate key recommendations for future programming.

<sup>6</sup> Joint UNCT Cambodia Report in the context of Cambodia's 3<sup>rd</sup> UPR cycle, 12 July 2018; A/HRC/33/39, para 26

<sup>7</sup> A/HCR/30/39, para 20; A/HRC/37/64, paras 8-9

## 2. Methodology

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### 2.1 Approach

The evaluation used a combination of quantitative and qualitative methods to measure progress of the project. A desk review of project documents, reports, materials, studies and the Terms of Reference for the final evaluation provided information on the project's achievements, challenges and lessons learned, and helped frame the interview guides with stakeholders.

#### 2.1.1 Quantitative Method

The quantitative method, using an updated structured questionnaire from the baseline Knowledge, Attitude and Practice (KAP) survey, was used to collect data from female construction workers (FCWs) to measure progress against indicators.

##### 2.1.1.1 Selection and sample size

The calculation of the sample size was based on the target of number of 3,000 FCWs involved in the project activities at different construction sites around Phnom Penh. The sample size was calculated within the parameters of a Margin of Error 0.05, a Confidence Level 0.95 and a Design Effect 1.0<sup>8</sup>, equal to 341 FCWs for the endline survey.

It was initially proposed to do random sampling based on the FCW participant list and with an interval and with the sample size divided based on a selection of construction companies and/or construction sites. However this method was not possible as many construction sites had finished and trained FCWs had moved to other sites and provinces and could not be located. An alternative method was decided whereby CPWD and BWTUC identified sites that were still under construction and where trained FCW peer leaders and FCWs were still working.

Initially it was proposed to conduct the KAP survey with trained FCWs in the same four districts as the baseline survey, in about ten construction sites, on Sundays only, over a period of four weeks in February and March. Instead the team surveyed available trained FCWs identified by the FCW peer leaders at their current construction sites, and not by district. CWPD and BWTUC arranged the field schedule and liaised with peer leaders to organise lists of available FCWs to interview at different sites, on different days and at different times, including evenings.

##### 2.1.1.2 Structured Questionnaire

The baseline survey structured questionnaire was reviewed and revised to include a few questions on training topics and information learnt through participating in the training sessions. The final endline survey questionnaire included nine sections.

#### 2.1.2 Qualitative Methods

Qualitative methods using semi-structured guides were used to engage project stakeholders in reflecting on various aspects of the project's interventions including training contents and

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<sup>8</sup> <https://www.surveysystem.com/sscalc.htm>

approach, participants' learning from trainings, project partnerships, changes in participants' knowledge, attitudes and practices realised through project activities as well as gathering information on best practices, lessons learnt and recommendations for future interventions.

#### **2.1.2.1 Focus Group Discussions**

Focus Group Discussions (FGDs) with female and male construction workers were conducted separately to gather information on project activities as well as changes in knowledge, attitudes and practices of participants. Separate semi-structured guides were developed to explore participants' engagement as well as any changes in their situation as a result of participating in the project activities. Discussions also allowed target groups to reflect on improvements or changes in their work and living situation, company practices and work environment.

The selection of FGD participants was coordinated by two former CWPD staff and current BWTUC members and was by invitation and availability. Separate women and men only groups were held to account for gender and power differences, as well as different life experiences.

#### **2.1.2.2 Key Informant Interviews**

Interviews were conducted with construction company staff that participated in the training sessions and were arranged by CARE project staff. A semi-structured interview guide was developed to explore participants' engagement with the training sessions, knowledge gained, and changes in their practices at work as a result of participating in the project activities.

Interviews were conducted with CARE and all project partners, including CWPD, BWTUC, LSCW and MoLVT officials as well as other identified stakeholders involved in the LRCW project. Discussions allowed project partners and other stakeholders the opportunity to provide information and reflect on project interventions, partnerships, achievements and challenges as well as provide insights on best practices, lessons learnt and suggestions for moving forward.

#### **2.1.2.3 Observation Check Lists**

The baseline survey observation checklist for construction and living sites was updated to include separate toilet and bathing facilities for female and male workers at construction and living sites.

#### **2.1.2.4 Case Studies**

Three case studies were developed through interviews with project participants, including two female construction workers engaged as peer leaders through CWPD and one male construction company staff. All agreed to have their stories told as part of the project evaluation.

The revised structured questionnaire and new FGD and KII guides were developed by the consultant team and reviewed by the CARE LRCW project team. The English versions were translated into Khmer, reviewed and corrections made during the training session. See Appendix 7 for the questionnaire, KII, FGD and case study guides and the observation checklist.

## 2.2 Data Collection and Analysis

### 2.2.1 Data Collection

Fieldwork was conducted over a four and half week period from 17 February to 21 March 2019. Ten female interviewers conducted interviews following the structured questionnaire with 171 FCWs on eight days and evenings from 17 February to 3 March 2019. Interviews were held at ten different construction sites in five districts in Phnom Penh: Chamkar Mon, Dangkao, Sen Sok, Toul Kork, and Chroy Changva districts. Each interview took between 25 and 45 minutes,

Three FGDs with 16 FCWs and two FGDs with ten male construction workers (MCWs) were conducted in four different sites. Each FGD took one and half hours, and all but one FGD were conducted at the living site of construction workers. The female consultant team members held two FGDs with FCWs. The male associate consultant held one FGD with FCWs and two FGDs with MCWs. All FGDs were held in Khmer language.

The consultant team conducted interviews with five (one woman and four men) construction company managers and administration staff. Interviews were conducted separately with CARE, CWPDP, BWTUC and LSCW staff, MoLVT officials as well as three other stakeholders involved in the LRCW project. Interviews took between 45 minutes to one and a half hours.

The consultant team completed observation checklists at seven different construction sites and three case studies were written up, two with FCW peer leaders and one with a male construction company manager.

Interviews with Stakeholders	Number of Participants		
	Female	Male	Total
KAP Survey with FCWs	171	N/A	171
FGD with FCWs (3 FGD) and MCW (2 FGD)	16	10	26
KII with MoLVT Officials	2	0	2
KII with Construction Company/Sub-Contractors	1	4	5
CARE and Project Partners (CWPDP, BWTUC, LSCW)	7	2	9
Other Stakeholders (CLC, ILO, ACILS)	4	1	5
Total	201	17	218

### 2.2.2 Quality Assurance and Ethics

The consultant team trained ten women to administer the structured questionnaires to female construction workers. The one-day training session included an overview of the LRCW project, the purpose of the evaluation and detailed instructions on the structured questionnaire as well as the nature and intent of each question. The training included a practice and review session. The data collectors were provided information on gender sensitive interviewing techniques and ethical considerations, including privacy, confidentiality and recognising potential signs of anxiety. Written referral information was available and provided to respondents as needed.

At the start of each interview, participants were informed of the purpose of the evaluation, how the findings were to be used and assured of the confidentiality of individual responses. All



participants were informed they could decline to participate and/or refuse to answer any question at any time. The data collectors asked for verbal consent from each respondent at the start of the interview. The facilitators requested written consent from FGD participants and case study participants for permission to include their photos, quotes and names in the report.

During the fieldwork, technical assistance, data quality control and field work coordination were the responsibility of the associate consultant. Two experienced data collectors were tasked with checking the questionnaires at the sites at the end of each day. In case of errors or inconsistencies, they consulted with the associate consultant for appropriate action. The associate consultant coordinated the administering of the structured questionnaires at each site.

### **2.2.3 Data Processing and Analysis**

Data from the structured questionnaires was entered into a specifically designed database using SPSS software<sup>9</sup> by a trained data entry person, and was checked by the associate consultant. The data was exported to Microsoft Excel for further processing and checked again for accuracy by the consultant team. Information from FGDs and KIIs was written up in Khmer and/or English, transcribed into English, and reviewed for accuracy. The qualitative data was organised according to the project objective, outcomes and indicators, evaluation objectives and criteria and used to illustrate findings from the analysis of quantitative data.

The data is presented in table form, graphs and charts and with a description. The narrative description and direct quotes are used to elaborate on the findings from the structured questionnaire. The FGD and KII notes were reviewed and triangulated with the data from the surveys and with other interviews, and checked for consistency during the data analysis and processing stage. The observation checklists were used to add to the narrative description and to compare with the information collected from interviews.

## **2.3 Limitations**

We did not reach the proposed target sample size of 341 FCWs as many trained FCWs were no longer in Phnom Penh, were not able to be located, were not available for interviews or the team did not have access to construction sites. However, reaching 171 FCWs is statistically relevant with a Margin of Error of 7.3 per cent at a Confidence Level of 95 per cent.

FCWs were only available for interviews at lunchtime (11am-1pm) or after working hours (5.30pm to 8pm). Most of them were working seven days a week, including evenings. They were busy preparing meals, and were often quite tired to pay attention to the survey questions.

The evaluation team interviewed two senior MoLVT officials, however the labour inspectors who attended the training by CARE were not available at the final evaluation due to other work commitments. Very few participating construction companies were available for interviews at the endline evaluation, so the team relied on project reports and interviews with other stakeholders.

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<sup>9</sup> SPSS (Statistical Package for the Social Sciences) is a software package used for statistical analysis

## 3. Findings

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### 3.1 Demographic Characteristics

#### 3.1.1 Profile of female construction workers

The majority of female construction workers (74 per cent) interviewed at the endline had migrated from six provinces including Prey Veng, Kampong Thom, Kandal, Kampong Cham, Svay Rieng and Kampong Speu provinces. All but one Muslim woman interviewed identified their ethnicity as Khmer. Fifty women (29 per cent) indicated they had a disability, including some difficulty in seeing (60 per cent), hearing (20 per cent), walking or climbing stairs (10 per cent) and remembering or concentrating (10 per cent).<sup>10</sup>

Two-thirds (68 per cent) of the women interviewed were 30 years old or older, with 60 per cent between the ages of 30 and 50. Seven per cent of women interviewed were 18 and 19 years old and a few girls were aged 15 to 17, and were with their parents. In Cambodia, the minimum age for employment is 15 years and the minimum age for hazardous work, which includes construction work, is 18 years. Female construction workers are older than female garment workers where studies<sup>11</sup> have shown that over 80 per cent of female garment workers are under the age of 30.

Like the baseline survey, the majority (79 per cent) of women interviewed had only some primary school education or less. One-quarter of the women surveyed had no formal schooling. Most women surveyed identified themselves as semi-literate (44 per cent) or illiterate (42 per cent), with only 14 per cent saying they could read and write well. Almost three-quarters (72 per cent) of the women surveyed were married and living with their husband, 11 per cent were single and 16 per cent were separated, divorced or widowed. Two-thirds of FCWs have two or more children and 85 per cent have at least one child.

#### 3.1.2 Housing, length of time and reasons for construction work

Virtually all women (96 per cent) surveyed lived in company housing (68 per cent) or on construction sites (28 per cent), in temporary shelters nearby, on the site or in the actual building being constructed, free of charge. Most temporary structures are divided into small rooms, with two-thirds of workers living with 1-3 persons, usually family members. All living sites visited had latrines and bathing facilities and water for bathing and washing was available. All the toilets and bathing areas were “public” and were shared by male and female workers.

More than twice as many FCWs surveyed at the endline had worked in construction for at least three years (49 per cent) compared to 22 per cent at the baseline. At the endline, 24 per cent of the FCWs surveyed had worked for less than one year compared to 42 per cent at the baseline. The selection of FCWs who had participated in the training sessions from 2016-2018 and were still working in Phnom Penh for the endline interviews may have influenced the length of years worked in construction.

<sup>10</sup> Adapted from The Washington Group Short Set of Questions on Disabilities

<sup>11</sup> CARE Gap Inc. P.A.C.E. Reports, 2010-2012

Like the baseline survey, the majority of women surveyed said they did construction work because they were in debt or poor (70 per cent). One-third (33 per cent) said there were no other jobs nearby their villages compared to 50 per cent at the baseline. More FCWs at the endline said they followed their husband to work (27 per cent) while fewer mentioned seasonal work (nine per cent) compared to the baseline (27 per cent). This may be an indication that more women consider construction work as long-term employment, with implications for construction companies, skills training and the construction industry as a whole. Still, very few women (3 per cent) consider themselves skilled or trained for any other work.

About half (48 per cent) of the women surveyed at the endline knew the name of the construction company or supervisor (*Mekar*) they worked for, higher than at the baseline (39 per cent). While improving, this low level of recognition of their employer has implications for filing work complaints as LSCW reported that some complaints could not be processed, as the FCWs did not know the name of the company or *Mekar* they worked with.

### 3.2. Overall Project Objective

**OO: To advocate for and promote implementation of fundamental labour rights and protections in the construction sector in Cambodia**

#### **Indicators of Achievement:**

10-66% of FCW who perceive increasingly safe and equal work environment as well as increased access to protection/justice

4 successful inspections implemented through site checks and standardised processes for improvements/penalties identified in inspections

10-60% of private sector construction companies that have adopted and implemented working conditions minimum standards for FCW

***Indicator of achievement: 10-66% of FCW who perceive increasingly safe and equal work environment as well as increased access to protection/justice***

*Indicators:*

*75% Of FCW who perceive women and men have equal opportunity to receive training at work*

*80% Of FCW who perceive women and men have equal opportunity for promotion at work*

#### **Improvements in Equal Opportunity at Work**

More women at the endline (59 per cent) than the baseline (40 per cent) said women and men have equal opportunities for training at work. This is a positive finding on the increased value of women's work. Still over one-quarter of women said no. However, only one-third (37 per cent) of women thought men and women had equal opportunities for promotion at work. This is a barrier for women to apply their skills gained and to be rewarded for their skills by achieving higher positions and/or to be paid more for more skilled work. This may be partly because they view their work as temporary and to earn money, not as a career or profession, and also suggests more skills and leadership training are needed for women.

Table 1: Equal opportunity for training

Q 47	Equal opportunity for training?	Baseline N=286	Endline N=171
		%	%
1	Yes	40	59
2	No	22	28
3	Workers do not receive training	31	6
4	Don't know	7	6
	Total	100	100

Table 2: Equal opportunity for promotion

Q 48	Equal opportunity for promotion?	Baseline N=286	Endline N=171
		%	%
1	Yes	33	37
2	No	42	54
3	Workers are not promoted	30	1
4	Don't know	5	8
	Total	100	100

*Indicators:*

*20% Of FCW who experience workplace problem made a complaint about workplace problem*

*90% Of FCW who filed a complaint reported satisfaction with results*

*80% Of FCW who feel confident to report a workplace problem to the company*

**Workplace Problems and Complaints**

Like the baseline, the vast majority (84 per cent) of FCWs interviewed said they have never experienced a problem at their workplace regarding working conditions. Of the 16 per cent of women who had experienced some problem, the main reasons cited were around payment of wages, including late payment of wages (63 per cent) or wages not paid in full (26 per cent), though the incidents of wage problems have decreased by over 20 per cent since the baseline.

Like the baseline, few FCWs at the endline (15 per cent or N=26) have ever made a complaint about a workplace problem to anyone. Like the baseline, the vast majority (84 per cent) approached their supervisor/*Mekar* for assistance to solve their workplace problems and 24 per cent went to a company manager for help. At the endline, eight per cent contacted a NGO partner (CWDP or LSCW) while at the baseline ten per cent contacted the union representative. The difference can be explained that at the baseline, BWTUC facilitated access to the construction sites where they had members whereas at the endline, CWPD assisted with identifying the majority of FCWs and construction sites.

The majority of women at the endline (73 per cent) and baseline (81 per cent) who made complaints reported they were satisfied with the results. FGDs with FCWs and MCWs confirmed that most of the problems and complaints were about payment of wages, including not being paid the right amount of money for the number of days worked and not being paid in full. In some cases the *Mekar* took off without paying workers and could not be located, and therefore the cases were not resolved.

The slight decrease (8 per cent) in satisfaction at the endline may also be that because of the project activities FCWs had a better understanding of their rights and more confidence to report workplace problems, and so they had higher expectations that the issues they raised would be resolved. In FGDs, FCWs mentioned they still do not get paid equal wages as men, they do not

have work contracts, they do not have any paid leave or holiday pay and are not fully covered for work related accidents or illnesses.

*“The lesson on labour rights is the most important for us as we now know that we can claim our rights and ask for what we need under the Labour Law.” (FGD with FCW Peer Leaders)*

Table 3: Complaints

Q 65	Whom did you complain to? (Multiple answers)	Baseline	Endline
		R=28	R=29
		%	%
1	Supervisor/Mekar	64	84
2	Company Manager	18	21
3	Union Representative	11	0
4	NGO (CWPD/LSCW)	0	8
5	Arbitration Council	4	0
6	Police	34	34

Table 4: Satisfied

Q 66	Satisfied with the result?	Baseline	Endline
		N=26	N=26
		%	%
1	Yes	81	73
2	No	19	27
	Total	100	100

LSCW reported that of the 20 per cent of cases filed by FCWs that were not successful, FCWs did not know the name or other details of the supervisor or company and did not have any form of documentation. The lack of written contracts in the construction industry is a barrier for FCWs and workers in general when they face workplace problems and wish to file a complaint.

### Increased confidence to report a workplace problem

More FCWs surveyed at the endline (82 per cent) than the baseline (66 per cent) said they felt confident to report a workplace problem to the company. This increase can be attributed in part to the LRCW project lessons on labour rights as well as the referrals and legal aid services provided by project partners. FGDs with FCWs and peer leaders also confirmed that many FCWs who joined the training sessions felt empowered to raise issues with the company and/or supervisor on a range of issues, from safety equipment, workload, accident compensation and maternity leave.

*“FCWs now dare to report problems to supervisors/managers and can provide clear reasons for their requests, such as the need for safety equipment, compensation for injuries and equal wages.” (KII with FCW Peer Leaders)*

*Indicator: 80% of company provide safety information orientation or training for FCW*

### Increased safety training for workers

The vast majority of women surveyed at the endline (78 per cent) received some workplace safety information at the start of their work, a 21 per cent increase from the baseline (57 per cent). Over half the women (56 per cent) received less than one hour of safety instruction, similar to the baseline. But at the endline, 29 per cent of women who received workplace safety information at the start of work received a minimum of one hour of safety training compared to

only 8 per cent of FCWs at the baseline. This is a very positive achievement that more workers are receiving formal OSH training and for longer periods of time.

Table 5: Workplace safety training

Q 50	How long was the workplace safety training or information?	Any training		Yes, training	
		Baseline N=286	Endline N=171	Baseline N=161	Endline N=134
		%	%	%	%
1	No training	40	19	N/A	N/A
2	Less than 1 hour	52	56	92	71
3	1 hour to 4 hours	4	14	6	17
4	1-3 days	0	5	0	7
5	More than 3 days	1	3.5	2	5
6	Don't know	3	3.5	0	0

***Indicator of achievement: 4 successful inspections implemented through site checks and standardised processes for improvements/penalties identified in inspections***

The MoLVT reported to CARE that the labour inspectors conducted 111 inspections in 2018 at different construction sites, with no inspections in 2017 and two in 2016 for a total of 113 over the three-year project period. The MoLVT is in the process of revising the standard inspection checklist developed by ILO, which now includes many different sectors, such as garment factories, entertainment/hospitality and construction. The checklists and reports were not available for review by CARE or the consultant team.

The MoLVT recognises the challenges their departments and inspectors face to access and conduct quality inspections at construction sites, including but not limited to weak regulations, capacity of the labour inspectors, limited financial resources, low levels of authority to access sites, lack of proper equipment and limited follow up and enforcement. Actions to improve labour inspections for the construction sites are included in the new MoLVT 5 year Strategic Plan 2019-2023, and also include support from ILO. Interviews with stakeholders also confirm the limited actions and effectiveness and reach of labour inspectors to construction sites.

***“In the 8 years I have worked in the construction sector, I have never seen labour inspectors.” (FGD with MCWs)***

***“Last year one inspector came to the site and told everyone to wear safety equipment. Now the supervisor is more strict with the workers about wearing equipment.” (FGD with FCWs)***

***“Labour inspectors are often not allowed to enter construction sites, and so they just visit the company office.” (KII with CARE partners and stakeholders)***

***Indicator of achievement: 10-60% of private sector construction companies that have adopted and implemented working conditions minimum standards for FCW***

*Indicators:*

*20% of company code of conduct, employee handbook or safe employment protocols for FCWs / workers*

*70% of company have occupational safety and health policy guidelines for FCWs/workers*

*80% of company provide safety information orientation or training for FCWs/workers*

**Company commitment to improving policies and workplace conditions for FCWs**

At the end of the project and through the LRCW project activities, seven construction companies had committed to applying the “Minimum Standards on Ensuring Appropriate Working Conditions in the Construction Sector” developed by the TWG-FCW with CARE, LSCW and a group of nine construction companies in 2017 and 2018. The aim of the policy document is to enhance workers’ working conditions, health and safety protections, particularly for women, and to ensure that men and women receive the same conditions and benefits without discrimination.

Interviews with the five construction company staff by the consultant team revealed that all companies had made some improvements to their employment policies and workplace conditions for workers after participating in the trainings and workshops. For example, one company has developed a personnel policy and disseminated this to all company workers. Another has started to enrol their company construction workers in the NSSF and has developed an “equal pay for equal work” policy, which will be implemented soon. Another company staff discussed improvements in OSH at the work sites, specifically distributing safety equipment and requiring their sub-contractors to provide safety equipment to all workers.

Observations by the consultant team during data collection with FCWs at other construction and living sites revealed that many workers had proper safety equipment, such as hats and reflective vests, but more men than women were wearing them. Some women said they were too hot and uncomfortable to wear, despite the fact they knew of the importance of wearing safety equipment. Latrines and bathing facilities were adequate at some sites, insufficient at other sites and one site did not have any facilities.

**Fewer days off per week for FCWs surveyed at the endline**

The vast majority (85 per cent) of FCWs surveyed at both the endline and baseline are working eight hours per day in line with the Labour Law. However more women at the endline (35 per cent) than the baseline (22 per cent) said they did not have any days off during the week, meaning they worked seven days a week. Fewer FCWs (48 per cent) surveyed at the endline said they had one day off per week compared to the 78 per cent at the baseline survey. As construction workers are paid on a daily basis, they only get paid for the actual days worked, so many were inclined to work everyday to earn more money. Observations during fieldwork confirmed that many FCWs were working on Sundays, and the team was only able to interview trained FCWs during lunch hours or after 5.30pm, from Monday to Sunday. Discussions with FCWs revealed that they were not forced to work on Sundays, but often felt they should work

the extra day or hours to earn more money as they received a daily wage. When they worked they got paid, when they did not work, they did not earn money.

### 3.3 Specific Objective

**SO: To strengthen capacity of female construction workers, civil society and government on labour rights and to increase the voice and influence of female construction workers**

#### **Indicators of Achievement:**

3 recommendations on labour rights issues formally submitted by FCWs and adopted in meetings of government, trade union and conferences

65 complaints filed with and addressed by Unions, Arbitration Council, Government and Court

3 government regulations drafted on labour rights and protections

30 workplaces with improved working conditions by the end of the project

#### 3.3.1 Key achievements/positive changes

***Indicator of Achievement: 4 recommendations on labour rights issues formally submitted by FCWs and adopted in meetings of government, trade union and conferences***

Over the three years, CARE progress reports and documentation shows that six recommendations on labour rights issues were formally submitted by the FCW representatives through a variety of means including: formal petitions, presentations, social dialogues and meetings with government representatives, construction company employers, trade unions, ILO OSH project staff, CARE partner NGOs, other NGOs/CSOs and female construction workers. The recommendations were 1) Increase the number of inspections at sites, 2) Expand NSFF to the construction sector, 3) Issue more regulations on OSH, 4) Accelerate approval of the three *Prakas* on a) personal protective equipment b) working at heights (prevention measures) and c) standards for construction worker living sites, 5) Ensure construction companies and sub-contractors register workers for the NSSF and 6) Develop standardised employment contracts for construction workers and disseminate this information to construction companies.

Interviews with different stakeholders confirmed that the MoLVT has received, discussed and accepted these recommendations and have included them in various action plans, including the new five year MoLVT Strategic Plan 2019-2023. This is a significant achievement. The TWG-FCW has played a very important role in providing a platform for FCWs to raise issues about their working and living conditions and in following up on actions with the MoLVT.

***Indicator of Achievement: 65 complaints filed with and addressed by Unions, Arbitration Council, Government and Court***

CARE project reports show a total of 55 complaints involving 512 workers (117 women) were received, and 24 were addressed by BWTUC and LSCW. LSCW reports that 99 per cent of the cases were wage related and often just required negotiation and informal mediation with the employer, not formal legal processes. No cases were submitted for formal review as they were



all under the 1 million riel (\$USD 250) minimum level. The two cases submitted for unpaid wages that were formally submitted to the MoLVT were not resolved as the supervisor could not be located.

In Cambodia, there is a lack of trust in the formal legal and court system, and legal processes can often take a long time and cost money, which many poor people cannot afford. This underscores the importance of disseminating information on legal aid and making legal aid services widely available to poorer communities, especially women, as the LRCW project did.

***Indicator of Achievement: 3 government regulations drafted on labour rights and protections***

A significant achievement was the LRCW project input into the four *Prakas* related to worker protections drafted in cooperation with the MoLVT and the ILO Project on Occupational Safety and Health. The four *Prakas* are 1) Personal Protective Equipment (PPE) 2) Protection from falling from high places 3) Dormitories (Living Sites) and 4) Social Services. CARE and partners cooperated with the MoLVT to specifically address issues of FCWs, workers, such as ensuring proper lighting for the safety of women, including on the way to latrines for prevention of sexual harassment, provisions for pregnant women in construction work, providing time and place for breast feeding and provision of equipment and training regardless of gender. At the end of December 2018, the four *Prakas* were formally submitted to the Legal Council at the MoLVT.

Interviews with CARE, project partners and other stakeholders engaged in this activity highlighted the importance of these regulations to improve working conditions for female workers in the construction sector. While interviews with construction company staff did not reveal any knowledge of these four *Prakas*, they all stressed the importance of more government regulations and enforcement mechanisms for industry compliance.

Confirming the importance of these four *Prakas*, especially the *Prakas* on Social Services, is that almost half of the women surveyed at the endline and baseline said female construction workers are not allowed to continue working if they get pregnant and only one-third said they could bring their children to breastfeed at work. The Labour Law stipulates that female workers are entitled to two paid nursing breaks, each of 30-minute duration for new mothers to breastfeed their child until a child is 12 months old.<sup>12</sup>

***Indicator of Achievement: 30 workplaces with improved working conditions by the end of the project***

As indicated above, seven construction companies have committed to applying the “Minimum Standards on Ensuring Appropriate Working Conditions in the Construction Sector” developed by the TWG-FCW with CARE, LSCW and a group of nine construction companies in 2017 and 2018. The consultant team did not have access to any company policy documents so could not verify the information, and we did not visit their company construction sites or projects. However this policy document is a significant accomplishment as the Minimum Standards document

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<sup>12</sup> Labour Law, Art 184, 185

covers health and safety at the workplace, accommodation for workers, prevention of sexual harassment, training and equal opportunity for workers, written employment contracts and communication between construction companies and sub-contractors.

As stated above, interviews with the five construction company staff by the consultant team revealed that all companies had made some improvements to their employment policies and workplace conditions for workers after participating in the trainings. Most improvements mentioned were around improvements in safety equipment and training for workers, a few mentioned prevention of sexual harassment information and knowledge of the NSSF and importance of equal pay. It was evident through discussions many companies were still in the very early stages of discussing and/or developing formal employment policies with company management, and many had only applied personnel policies to company staff not workers.

FGDs with FCWs and MCWs confirmed improvements in working conditions such as raising wages for all FCWs equally and compensating workers for overtime (\$USD 1 per two hours over time) at one site, constructing more latrines and toilets at living sites as well as providing safety equipment free of charge. Furthermore, there is a concerted effort by supervisors/*Mekars* to inform and remind workers about the importance of safety and wearing safety equipment at the worksites, and FCWs acknowledged this change. However, most workers still do not have written employment contracts.

Observations by the consultant team during data collection with FCWs at other construction and living sites confirmed that many workers had proper safety equipment, such as hats and reflective vests. Compared to the baseline, many latrines and bathing facilities at the living sites were vastly improved, with walls and roofs, but at some sites they were still inadequate.

### 3.4 Expected Result 1

**ER1: 3,000 females working in the construction sector are aware of their rights and have increased ability to access protections and advocate for improved labour conditions**

#### **Indicators of Achievement:**

30 FCW peer leaders and 10 Trade Union peer leaders trained and active in peer-to-peer trainings and meetings outreaching to 3,000 FCW

80% of targeted FCWs report improved knowledge and understanding of their rights and entitlements

65 referrals for supportive legal services of FCWs to LSCW

3 actions/recommendations on proposals identified by TWG as priority for voicing up to private sector employers or duty bearers by the end of the project

### 3.4.1 Key achievements/positive changes

#### ***Indicator of Achievement: 30 FCW peer leaders and 10 Trade Union peer leaders trained and active in peer-to-peer trainings and meetings outreaching to 3,000 FCW***

CARE partners, CWPD and BWTUC, successfully reached out and trained 69 FCWs as peer leaders and by the end of the project, 29 FCW peer leaders and seven Trade Union peer leaders continued to be actively involved. CWPD continued to recruit and train peer leaders throughout the project life cycle, holding monthly training and information sessions, updating their knowledge related to the five lessons, advancing their skills and confidence to conduct informal sessions with other FCWs and sharing information among one another.

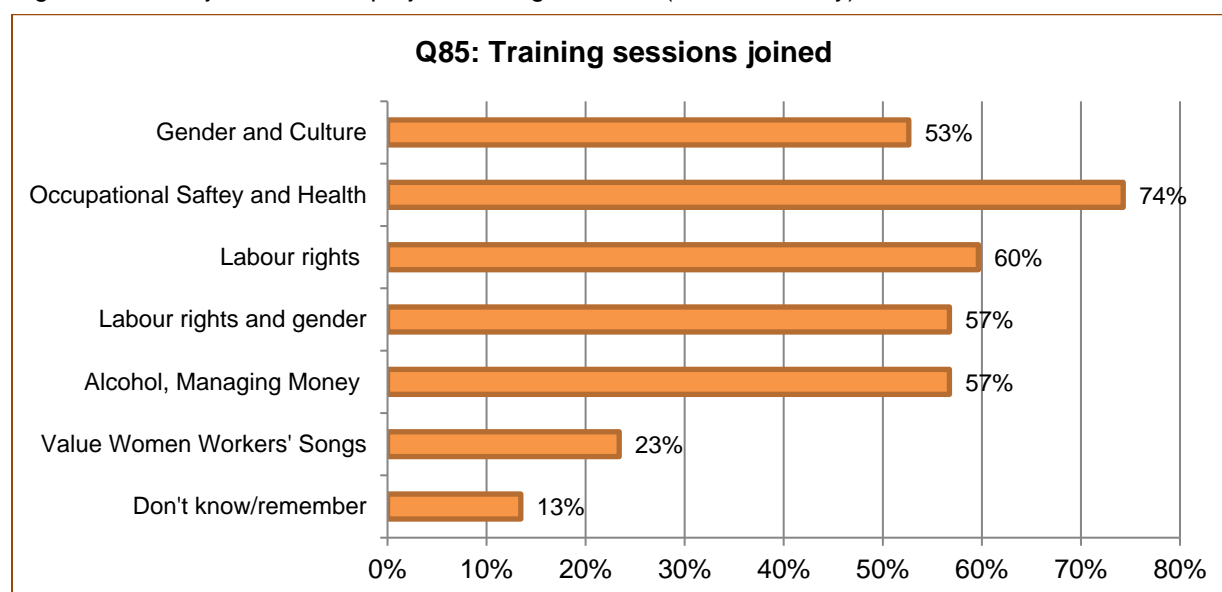
The LRCW project training sessions and package of materials for FCWs included five topics for peer leaders to use when holding informal sessions with groups of female construction workers. CWPD reports that peer leaders reached 3,467 FCWs and BWTUC reports Trade Union peer leaders trained over 200 FCW members on five different topics over the three-year project period. Some FCWs trained through CWPD participated in all five sessions, while others only joined a few sessions, depending on their availability and interest. All FCWs trained by BWTUC peer leaders attended the five lessons in one 3-4 hour afternoon session, while CWPD trained FCW peer leaders usually held 45 min to one hour sessions focusing on one topic at a time over a period of a few weeks, as FCWs often had no days off and no time to join in long sessions.

***“We have joined many different activities, such as training sessions, monthly meetings, training other FCWs, workshops, round table discussions, exhibitions, and International Women’s Day advocacy events. A few of us joined the Karaoke video on Value Women’s Work. These were all important to find and raise the issues of FCWs to others.”(FGD with FCW Peer Leaders)***

In 2018, CWPD and BWTUC recruited and trained 18 MCW peer leaders and they in turn delivered peer-to-peer sessions to over 600 male construction workers. This is a very positive and welcome achievement to bring the same important lessons on safety, gender, labour rights, alcohol and money to male workers. This was appreciated by FCWs.

The CWPD database of FCWs trained showed that 50 per cent of FCWs attended all five sessions, fairly evenly spread across each lesson. Of the FCWs surveyed at the endline, only 36 per cent replied they had attended all five sessions. Three out of four women surveyed said they had attended the session on Safety and Health, almost 60 per cent had joined in the three sessions on Labour Rights, Gender and Labour Rights and Alcohol and Money while slightly over half had joined in the session on Gender and Culture. About one in four women had heard or seen the Karaoke Video Song on Value Women’s Work performed by the FCW peer leaders. Some women had difficulty remembering the session topic or if they had attended.

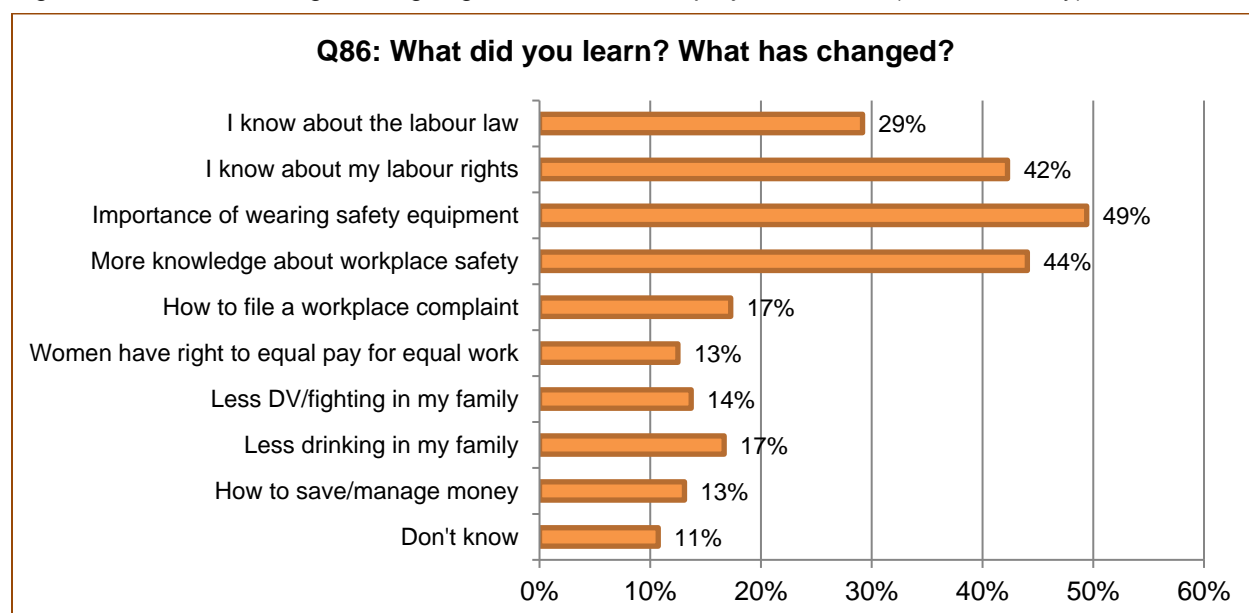
Figure 1: FCWs joined LRCW project training sessions (Endline survey)



**Indicator of Achievement: 80% of targeted FCWs report improved knowledge and understanding of their rights and entitlements**

At the endline survey, half the women said they learned about the importance of safety equipment, over forty per cent knew more about workplace safety and labour rights, and 30 per cent knew more about the labour law and working conditions. About 17 per cent knew how to file a workplace complaint, 17 per cent said there was less alcohol use in the family while about 13 per cent mentioned equal pay for equal work, less domestic violence, and managing money as knowledge they had gained.

Figure 2: FCWs Knowledge/Changes gained from LRCW project sessions (Endline survey)



FGDs with FCW peer leaders at the endline revealed significant changes in knowledge of labour rights and employment conditions, as well their confidence to raise issues of concern directly with their supervisors and in round table discussions with government officials, private sector companies and Trade Unions.

***“We noticed that many Peer Leaders and FCWs are now confident to negotiate with their Supervisor/Mekar to ask for increases in their wages and to provide safety equipment.” (Kil with CWPD)***

**Indicators:**

*75% Of FCW know their work is regulated under the Labour Law*

*50% Of FCW with written or verbal employment contract*

*90% Of FCW get time off for maternity leave*

**Increased knowledge of labour rights under the law**

More women at the endline (50 per cent) than the baseline (30 per cent) knew that their employment conditions were regulated under the Cambodian Labour Law. This demonstrates increased awareness by FCWs of their rights to protection under the law as a result of the project activities. Still about one-third of FCWs surveyed did not know indicating more dissemination of the labour law and protections is required in the construction industry.

There was a significant increase in the percentage of women surveyed at the endline (64 per cent) compared to baseline (25 per cent) who recognised they had verbal employment contracts. Written contracts are not common in the construction industry. Under the Labour Law, an employment relationship between an employer and a worker can be governed by either an oral or a written contract.<sup>13</sup> These findings demonstrate an increase in awareness of employment contracts and labour regulations by female construction workers.

Table 6: Covered by Labour Law

Q 23	Know if covered by the Labour Law	Baseline N=286	Endline N=171
		%	%
1	Yes	30	50
2	No	18	15
3	Don't know	51	35
	Total	100	100

Table 7: Written or verbal contract

Q 24	Have written or verbal contract	Baseline N=286	Endline N=171
		%	%
1	Yes, written	10	8
2	Yes, verbal	25	64
3	No	64	23
4	Don't know	0.3	4
	Total	100	100

**Limited enforcement of right to maternity leave**

Fewer women at the endline, 59 per cent, compared to 74 per cent at the baseline said they could take time off for maternity leave. Almost half of the women surveyed at the endline and baseline said female construction workers are not allowed to continue working if they get

<sup>13</sup> Labour Law, Art 65

pregnant. The informal nature of construction work and employment contracts, combined with low levels of enforcement by government, compliance for women's right to maternity leave and work protections during pregnancy by construction companies and sub-contractors remains low.

Table 8: If pregnant, are women allowed to work?

Q 40	If pregnant, can women continue to work?	Baseline N=286	Endline N=171
		%	%
1	Yes	37	42
2	No	44	47
3	Don't know	19	11

Table 9: Maternity Leave

Q 41	Maternity Leave	Baseline N=286	Endline N=171
		%	%
1	Yes	74	59
2	No	9	21
3	Don't know	17	20

#### Indicators:

*60% Of FCW report company pays for work related injuries*

*30% Of FCW report company pays for work related illness*

*30% Of FCW report company pays wages for days off due to work related injury*

#### Mixed improvement for compensation for work related injuries/illnesses

For work related injuries, more supervisors/*Mekars* (38 per cent) but fewer companies (37 per cent) were paying for medical treatment at the endline compared to the baseline. The combined total was slightly higher at 75 per cent at the endline, signalling no real change from the baseline (69 per cent). Over 40 per cent of FCWs at the endline and baseline also paid for treatment if injured.

For work related illnesses, the vast majority (77 per cent) of workers paid for medical treatment themselves, with less than 30 per cent of companies and *Mekars* contributing for expenses. This is similar to the baseline of 82 per cent of workers paying for treatment for illnesses themselves again signalling no real change.

Table 10: Payment for injuries

Q 36	Who pays for treatment if injured (Multiple answers)	Baseline R=350	Endline R=211
		%	%
1	Company	48	37
2	Self/Own pay	44	41
3	Supervisor (Mekar)	21	38
4	Private Insurance	0.3	2
5	NSSF	1	0
6	Don't know	7	5

Table 11: Payment for illnesses

Q 37	Who pays for medical treatment if sick (Multiple answers)	Baseline R=312	Endline R=188
		%	%
1	Company	13	13
2	Self/Own pay	82	77
3	Supervisor (Mekar)	6	15
4	Private Insurance	0	0
5	NSSF	0	0
6	Don't know	8	5

An employer is responsible for providing adequate means of protection for employees, ensuring occupational safety and hygiene, and improving working conditions,<sup>14</sup> and is responsible for

<sup>14</sup> Kong, P. Cambodian Labour and Employment Law, ref Labour Law, Art 23, Art 228-230

work accidents or occupational diseases. The Labour Law (Articles 254) states that victims of work-related accidents shall be entitled to medical assistance. The efforts by the LRCW project through the training and TWG-FCW to raise awareness and advocate with government and companies for the roll out of the NSSF (Article 256) to construction workers is an important contribution to improving workplace protections, but much more work in this area is needed to ensure coverage is extended to all construction workers.

*“Before the training we were not clear about NSSF. Afterwards we trained the workers on the benefits of NSSF and we started to enrol workers contracted by the company in this scheme.” (KII with Construction Company staff)*

*“The government is committed to expanding NSSF to the construction sector, including FCWs, in the new 5 year MoLVT Strategic Plan.” (KII with other stakeholders)*

*Indicators:*

*70% Of FCW feel current living conditions are safe*

*60% Of FCW who experienced domestic/intimate partner violence sought help to stop violence*

*30% Of FCW who experienced sexual harassment at workplace sought help/filed complaint with company, MoLVT or Trade Union*

**Increased awareness of safety and changes in reasons for feeling unsafe**

Slightly more FCWs interviewed at the endline (67 per cent) than the baseline (61 per cent) felt their current living conditions at the construction sites were safe. Of the 33 per cent of women who *did not feel safe*, there was a significant reduction in domestic violence by neighbours (from 56 to 29 per cent) and alcohol abuse (from 56 to 41 per cent) as the reasons for feeling unsafe, which were two topics specifically addressed by the LRCW project trainings. However, of the 33 per cent of women who did not feel living conditions were safe, more women at the endline (50 per cent) than the baseline (29 per cent) felt that poor sanitation and housing conditions were a safety issue.

Table 12: Reasons for feeling unsafe at living site (Baseline and Endline surveys)

Q 61	If no, what are the reasons you feel unsafe (Multiple answers)	Baseline: No (N=112), R=303	Endline: No (N=57, R=131)
		%	%
1	A lot of drinking/alcohol use (male)	56	41
2	Neighbours' domestic violence/fighting	56	26
3	Too crowded/too many people	40	30
4	Robbery/thieves	39	50
5	Drug use/addiction	31	35
6	Poor housing conditions/poor sanitation	29	50

The consultant team observed that basic sanitation facilities at living sites were provided and in a few sites, separate latrines and bathing areas for women and men were designated. However,

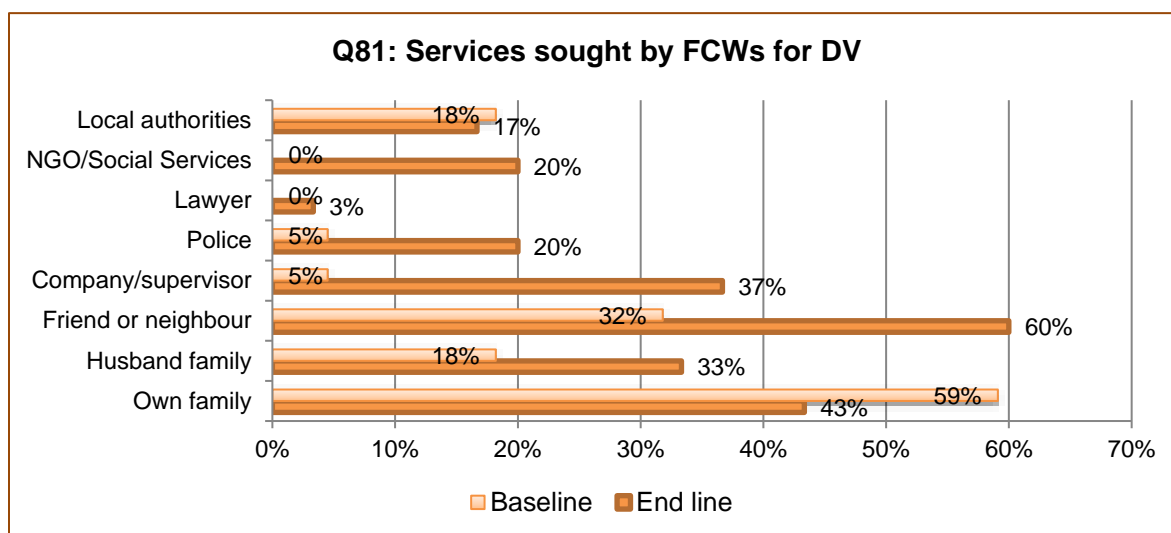
at many sites hygiene conditions still could be improved, as there were too few toilets and some latrine and bathing structures had cracked walls or no roofs so you could easily see inside. In some sites, toilets were farther away from living areas and the area was poorly lit, placing women and girls' personal safety and privacy at risk.

**“Women don’t dare to use the toilets at night as the area is not well lit and they are a bit far away from our rooms.” (KII with FCWs/Site Observation)**

### Help seeking behaviour in cases of violence and sexual harassment

A significant change is that half the women (48 per cent) at the endline survey who experienced any form of domestic or intimate partner violence in the last 12 months *sought help from others*, which is more than double the percentage at the baseline (22 per cent). Of major significance is that 38 per cent of women at the endline approached the company manager or supervisor, 20 per cent sought assistance from police and 23 per cent of women sought services from NGOs or social services, including legal aid, compared to almost no one at the baseline. This demonstrates that when information on prevention of violence against women combined with assistance to access services for survivors of violence are made available to women, especially at no cost, women are more likely seek out and utilise these services.

Figure 3: Services sought for DV



More FCWs surveyed at the endline (39 per cent) than the baseline (16 per cent) reported *experiencing some form of sexual harassment* in the 12 months. This may not indicate an increase in sexual harassment incidents but that through project interventions women are less hesitant or shamed to reveal incidents of sexual harassment directed at them. This is further confirmed, as there was little change from the baseline (32 per cent) to the endline (39 per cent) of women who *saw other women* being sexually harassed by men at the workplace. Often the first step in addressing sexual harassment is recognising the behaviours that are not acceptable, that women are not at fault for being sexually harassed, and there is no shame in acknowledging being a victim of such acts.



Table 13: Type of sexual harassment experienced (Baseline and Endline surveys)

Q 56	Type of sexual harassment happened to you by male workers in last 12 months	Baseline N=286		Endline N=171	
		Yes = 45		Yes = 44	
		#	%	#	%
a.	Used impolite/offensive sexual language with you	33	12	38	22
b.	Said rude words about your body	35	12	44	26
c.	Stared at your body in a sexual way	36	13	39	23
d.	Made obscene sexual signs or gestures to you	25	9	28	16
e.	Showed you sexual pictures you did not want to see	7	2	18	11
f.	Asked to have sex with you, that made you feel humiliated, intimidated or offended	5	2	9	5
g.	Touched your body in a sexual way you did not want	14	5	12	7
h.	Forced you to do a sex act you didn't want to do	1	0.3	1	0.6

Neither the baseline nor endline survey asked about actual reporting of incidents of sexual harassment by women who experienced such. But far more FCWs surveyed at the endline (83 per cent) than the baseline (65 per cent) said they would tell their supervisor or company manager if they personally experienced sexual harassment at the workplace, an indication that FCWs are more aware that companies/supervisors prohibit and/or would take action against sexual harassment. Significantly 13 per cent would tell a NGO (CWPD or LSCW) showing increased awareness of NGO services as result of project interventions. Not surprisingly, very few women would report to the police, local authorities, government departments or the union representative.

Table 14: Actions if experienced sexual harassment at work

Q 59	If you experienced sexual harassment at work, what would you do? (Multiple answers)	Baseline N=286	Endline N=171
		R=386	R=242
		%	%
1	Tell my supervisor	54	64
2	Tell the man to stop/deal with it myself	26	29
3	Tell other co-worker	18	11
4	Tell the company manager	11	19
5	Tell NGO (CWPD or LSCW)	1	13
6	Call police/commune/MoLVT/MoWA	2	1
7	Tell the union representative	0.3	3

**Indicator of achievement: 65 referrals for supportive legal services of FCWs to LSCW**

By the end of the project, a total of 44 relevant legal aid cases had been referred and received by LSCW through partners, radio announcements, special events and referral service cards. Of the 44 cases, 99 per cent of the complaints were wage related such as unpaid wages or delayed payments, with two sexual harassment complaints and one rape case.

LSCW reports that of the 44 cases, 80 per cent of the cases were successfully solved in that FCWs received payment of their wages. For the remaining 20 per cent, the FCWs did not know or remember the employer, sub-contractor or supervisor's name and there was no documentation to process the claim. This lack of awareness of the employer/*Mekar* is confirmed in that only about half (48 per cent) of the women surveyed at the endline knew the name of the construction company or supervisor they worked for, which is slightly higher than at the baseline (39 per cent). While improving, this low level of recognition of employers has implications for filing work complaints as LSCW reported that some complaints could not be processed, as the FCWs did not know the name of the company or *Mekar* they worked with.

At the start of the project, many FCWs did not want to raise issues at work for fear of repercussions at work, and they did not believe that legal services were free so they did not want to file complaints. In Year 2, LSCW provided more information and support to CWPD and BWTUC and FCW peer leaders on labour rights and availability of free legal aid services, and as a result more FCWs actively sought assistance. The LRCW project also developed and distributed referral service cards to FCWs to increase awareness of services.

***Indicator of achievement: 3 actions/recommendations on proposals identified by TWG as priority for voicing up to private sector employers or duty bearers by the end of the project***

As indicated above, the TWG-FCW further prioritised the key suggestions raised by FCWs and formally submitted six recommendations for action to improve FCWs' working conditions and rights as follows: 1) Increase the number of inspections at construction sites, 2) Regulate the minimum wage for the construction sector 3) Expand NSFF coverage to the construction sector 4) Develop standard employment contracts 5) Create a reporting system for FCWs and 6) Issue the four new *Prakas* on OSH covering the construction sector

Interviews with different stakeholders confirmed that the MoLVT has received, discussed and accepted these recommendations and have included them in various actions plans, including the 5 year MoLVT Strategic Plan 2019-2023. The TWG-FCW has had an important role to play in following up on actions with the MoLVT. Interviews with construction company staff reaffirmed the importance of having clear laws and regulations for the construction industry, as well as industry standards, so that more construction companies understand the importance of compliance and how to comply. Furthermore, some companies have encouraged the government to register all construction companies so they can enforce compliance across the entire construction industry, not just with some companies that are willing to cooperate and improve conditions on their own within the sector.

### **3.4.2 Key Challenges**

**FCWs had limited time to join learning sessions:** Interviews with CARE and partner staff, FCW peer leaders and Trade Union peer leaders, key stakeholders and direct observations by the consultant team and data collection team confirmed that the majority of FCWs worked at least eight hours a day and often seven days per week. As such FCW peer leaders held short 45 minute sessions on one lesson with other FCWs during their lunch break or after working

hours after dinner, and sometimes after a ten hour work day. This was not a conducive learning environment as women were tired, busy cooking and doing other household chores. Furthermore the sessions were held in small crowded noisy spaces at the living sites, where distractions were common. Future project should address this through working with construction companies to allow for paid time off in one or two hour increments, or by ensuring time off on Sundays is provided to workers.

*“Some FCWs did not participate in the lessons as they were so tired and busy cooking and doing other household chores.” (KII with CWPD, FGD with FCW Peer Leaders)*

**Temporary /Transitory nature of construction work:** Construction workers often moved locations or stopped work with little or no advanced notice so many FCWs did not receive all five lessons in the LRCW project training package. At the endline survey, only 36 per cent of FCWs surveyed had learned all five topics. Future projects should address this through working with companies to allow for paid time off in one or two hour increments, or by ensuring time off on Sundays is provided to workers. While BWTUC Trade Union peer leaders trained their female members in one half-day session, which covered four or five topics<sup>15</sup>, they only had the capacity and resources to reach 200 FCW members.

**Disconnect between companies trained and workers trained:** Despite significant efforts by CARE project staff to contact and coordinate with construction companies to organise both the training for company staff and to allow CWPD and BWTUC to train the construction workers at their sites, less than ten companies participated in both the training for construction company managers and the training for construction workers. As such the training of construction company staff and construction workers were conducted separately with no connection to each other. This made follow up with FCW peer leaders and workers difficult, and some workers were fearful to attend sessions without the express permission or knowledge of the trainings by the company management or supervisor/Mekar.

*“Some FCWs said they were afraid that the company owner or Mekar would fire them if they joined the training with us.” (KII with BWTUC)*

*“Sometimes the Mekars allowed us to train the FCWs, but the company management did not agree, so we had to stop training and look for other sites.” (KII with CWPD)*

**Limited access to construction company/sites:** Because of a lack of agreement by construction companies to allow CARE partners to train their workers directly or to train their staff focal points, CARE partners were left to their own devices to find, contact and get permission from construction companies, site managers, sub-contractors and supervisors/Mekars to train workers. CWPD estimates they identified 90 per cent of construction sites themselves, sometimes requesting letters of support from district or sangkat officials to contact

<sup>15</sup> BWTUC has their own labour rights training as part of Union membership so peer leaders focused on other 4 topics

construction companies. This placed a huge burden on the partners, especially CWPD, to find construction workers themselves, often in isolation apart from any connection with company management or the work that the CARE project team was doing with other construction companies.

*“We have limited contact with company staff, only Mekars at the sites. Many larger companies did not agree to meet us, even when we had written support letters from various government offices.” (KII with CARE Partners)*

## 3.5 Expected Result 2

**ER 2: 100 Private sector construction companies have increased awareness of workplace rights and implement improved protections and better working conditions**

### **Indicators of Achievement:**

250 private sector construction owners and managers have been trained to implement improved working conditions

At least 50% of the private sector construction owners and managers address FCW priorities (rights, protections, benefits) at the end of the project

6 formal meeting between FCW peer leaders, Trade Union members and private sector employers and managers for information sharing and advocating for their rights

### 3.5.1 Key achievements/positive changes

***Indicator of achievement: 250 private sector construction owners and managers have been trained to implement improved working conditions***

By the end of the project, CARE had worked in close cooperation with 71 construction companies and 209 construction company staff (55 women and 154 men) had attended a series of trainings, meetings and workshops on various aspects of labour rights, gender equality and occupational safety and health. The Training for Construction Managers “Equal Opportunities in the Construction Sector” included four key topics on gender equality, labour rights, OSH and protection for women in the workplace. In addition, 68 company employees who had already attended the Manager Training participated in refresher trainings in 2018. Pre and post- tests from trainings in 2018 revealed that knowledge of participants increased from 60 to 80 per cent.

In total, 277 construction company staff members were trained, meeting the revised target of 250.

Of the 71 companies, nine construction company staff members joined together with the TWG-FCW to discuss, provide input and help formulate the “Minimum Standards on Ensuring Appropriate Working Conditions in the Construction Sector” policy document, which was finalised in October 2018. By the end of the project seven companies had committed to applying and improving working conditions for FCWs as outlined in the Minimum Standards guidelines.

***Indicator of achievement: At least 50% of the private sector construction owners and managers address FCW priorities (rights, protections, benefits) at the end of the project***

CARE reports that over half of the 71 companies that joined the training sessions and other activities had developed action plans to improve the working conditions for construction workers and/or develop company policies following information gained from the sessions. These included actions such as increased provision of safety equipment and protections for women (and men) workers, consideration of equal pay for equal work and review of labour law regulations such as payment schedule of wages for workers and leave entitlements.

Interviews with five company staff at the endline revealed that one company developed an equal wage policy for men and women and another company is in the process of promoting this principle within the company policy and with sub-contractors. However this equal wage policy is directed more at employees of the company and has not yet filtered down to the construction workers, but this represents a start.

***Indicator: 30% of company provide special protections for FCWs according to Labour Law***

At the baseline, no companies interviewed had policies for women, such as maternity leave, in line with the Labour Law. At the endline, interviews with all five companies revealed they had made improvements in safety and protections for women workers at sites such as providing free safety equipment, providing more latrines for workers, some had separate toilet facilities for women and men, and one company had separate living places for male and female workers. If one considers that seven out of 71 companies trained have committed to implementing the Minimum Standards policy document, which specifically includes special protections for FCWs, then overall about ten per cent of companies can be considered to have formal special protections for women, which is an achievement from zero at the baseline.

***Indicator: 30% of company have gender or sexual harassment policy***

At the baseline, no companies interviewed had a sexual harassment policy and few had any understanding of sexual harassment and the negative impact on women and the work environment. At the endline, one company out of five interviewed specifically mentioned actions the company has taken against sexual harassment, including establishing a working committee to address sexual harassment complaints. (See case study) Another company staff member indicated a decrease in teasing of a sexual nature by male colleagues in the company office as a result of staff attending the Training for Construction Managers on “Equal Opportunities in the Construction Sector.” Again if one considers the seven companies that have formally committed to implement the Minimum Standards document, which includes prevention of sexual harassment, then overall ten per cent can be considered to have a gender policy, which is an achievement from zero at the baseline.

At the endline survey, more FCWs (83 per cent) than at the baseline (65 per cent) said they would tell their supervisor or company manager if they personally experienced sexual harassment at the workplace, an indication that FCWs are more aware that companies/supervisors prohibit and/or would take action against sexual harassment. In FGDs

with FCWs, FCW peer leaders and MCWs mentioned that both female and male workers who had attended the training sessions were more aware of sexual harassment behaviours and they have seen a reduction in inappropriate sexual language and actions since the LRCW project activities.

*“Women are now able to tell male colleagues to stop using sexually inappropriate words and actions towards women. Some male workers have changed their behaviours as well, such a less sexual joking, less touching and less staring at women’s bodies as they know it makes women feel uncomfortable.” (FGD with MCWs; FGD with FCWs)*

***Indicator of achievement: 6 formal meeting between FCW peer leaders, Trade Union members and private sector employers and managers for information sharing and advocating for their rights***

Over the three years, six formal meetings between FCW peer leaders and stakeholders were conducted, in the form of information sharing meetings, social dialogues and advocacy workshops. The three social dialogues and two advocacy workshops involving participants, including FCW peer leaders, representatives from the MoLVT, Ministry of Women’s Affairs (MoWA), Ministry of Land Management Urban Planning and Construction (MoLMUPC), district officials, Trade Union representatives, Cambodia Constructors Association (CCA), and NGO partners, highlighted key issues presented by FCW peers leaders such as dismissal due to pregnancy, lack of safety equipment, unsafe working conditions, accidents and lack of medical coverage, forced overtime, unpaid wages and lack of sufficient toilets. Other issues raised were requests for enrolment in NSSF, proper safety equipment, equal pay and a minimum wage for construction workers.

Endline interviews with stakeholders, including CARE project staff, project partners, company staff and other stakeholders who had participated in these events were all visibly impressed with the FCW peer leaders’ confidence to speak up about their problems at work and make suggestions for improving working conditions. The FCWs spoke clearly, confidently and presented facts and reasons to back up suggestions. As a result, many supervisors/*Mekars* and some companies have responded positively, providing safety equipment, some have increased wages of FCWs, and others have improved conditions at the living sites.

*“We can see that many company managers and supervisors/*Mekars* now place more value on the work done by FCWs. They help pay for medical costs, and have improved and increased the number of toilets in some sites.” (KII with CARE partner)*

*“The FCWs are confident to request safety equipment and wage increases directly with their supervisors/*Mekars*. We also encourage them to improve the quality of work so they can get the same wages as men for the same work.” (KII with Company)*

*“Now the company helps cover the case of medical treatment if someone is injured, we get \$USD 1 extra for hours worked overtime and are paid on time. The Mekar speaks more politely to us and gives us short breaks at work.”  
(FGD with FCWs)*

### 3.4.2 Key Challenges

**Long time to convince construction companies to engage:** It took a long time and many different approaches to convince different construction companies to engage in the LRCW project activities, and it was only towards the end of Year 2 that more companies and company staff started getting very involved in the project. Despite CARE project staff reaching out through many different business networks, private sector platforms, real estate companies, government departments, NGO partners and social media, fewer companies than expected became involved in the project. This challenge was highlighted in both the baseline and business analysis study at the start of the project. In future projects, new approaches will be required.

**Nuancing the use of rights-based language:** CARE partners learned to nuance the term “labour rights” when dealing with supervisors and managers at construction sites for the LRCW project training sessions with FCWs, as they were often not allowed in or banned from continuing training sessions. Some supervisors/*Mekars* were worried that “rights” meant fostering worker protests against companies and would be at risk of being fired. The terms laws, protections, safety and gender were stressed in informal communications with site managers and supervisors. As pointed out in the business analysis study, making the business case for improving rights of workers is critical for buy in of companies. Securing formal approval from top company management is important for CARE project partners and sub-contractors/*Mekars* to operate in a safe and secure environment.

**Lack of senior company management and employer buy in:** Despite the CARE project team efforts, few senior level company managers were engaged in the LRCW project. Interviews with participating company staff, mostly administration and human resource staff, recognised this weakness and said they often had to make the case to senior management themselves to be involved in the project and/or make changes to company policies and practices. They said they often had little influence over company management, unless they had clear regulations and documents from the government, especially the MoLVT. Some participants did not have approval from the company owner to join the training and requested CARE to formally contact the employer directly. They all recommended more direct engagement of MoLVT in the project as the government has more direct influence over construction companies.

## 3.6 Expected Result 3

**ER 3: Capacities of duty bearers are enhanced towards promotion of a better institutional environment that is responsive and accountable to construction workers**

**Indicators of Achievement:**

4 inspections conducted

3 trainings by MoLVT for their staff on FCW rights and entitlements, and conducting the inspection process

6 advocacy / outreach events on FCWs issues and sharing evidence based cases

1 Technical Working Group is perceived by other non-TWG stakeholders as functioning and exerting influence as an advocacy platform for addressing labour rights specifically for FCWs

1 publication on investigations and evidence-based cases shared with stakeholders by the TWG

**3.6.1 Key achievements/positive changes*****Indicator of achievement: 4 inspections conducted***

CARE progress reports indicated that the MoLVT conducted 111 inspections at different construction company sites around Phnom Penh in 2018, and the majority of the 113 inspections were conducted in Year 3 of the project. However, limited information is available on the quality, type or outcomes of these inspections as documents were not available for review, despite requests made by CARE and the evaluation team. The MoLVT explained they were confidential reports for internal use and not for distribution.

***Indicator of achievement: 3 trainings by MoLVT for their staff on FCW rights and entitlements, and conducting the inspection process***

According to CARE reports, the project held one training with 20 labour inspectors from the MoLVT in 2016, through contracting with a local law firm with expertise in the labour law and OSH. No trainings took place in Year 2 or Year 3 as the MoLVT focused attention on finalising the updated labour inspection checklist. Furthermore, the MoLVT requested a specialised international consultant to deliver the training to the MoLVT labour inspection team, however CARE was not able to identify suitable consultants or specialised firms to deliver the training.

***Indicator of achievement: 6 advocacy / outreach events on FCWs issues and sharing evidence based cases***

CARE reports that five advocacy events were conducted over three years, including presenting the LRCW project baseline study and the business analysis findings<sup>16</sup>, collecting and sharing issues faced by FCWs and in 2018 sharing findings from the OSH and NSSF study by LSCW<sup>17</sup> and a final round table event with many stakeholders and relevant ministries to learn and discuss more about issues faced by FCWs. All these events raised the profile of the problems construction workers faced, especially women, and led to increased attention and action by stakeholders to work towards systematically addressing the issues, through including construction workers and FCWs in national plans, developing new labour regulations, enforcing existing regulations and improving current systems, such as labour inspection checklists.

<sup>16</sup> A business analysis of implementing and improving labour rights in the construction industry in Cambodia, Emerging Markets Consulting, December 2016

<sup>17</sup> Situational Analysis Report on the Application of Occupational Safety and Health Measure and Access to National Social Security Fund (NSSF) to Female Construction Workers in Cambodia, LSCW, June 2018, Phnom Penh



Endline evaluation interviews with all stakeholders, including CARE staff, project partners, MoLVT officials, and other stakeholders who had participated in these events were all visibly impressed with the FCW peer leaders' capacity and confidence to clearly articulate key concerns and suggestions for improving working conditions in the construction sector. The issues raised by the FCWs were grounded in personal experiences and factually presented, while the requests for improvements were reasonable and linked with current labour laws and regulations and government national plans. As a result, their issues and requests have largely been accepted into government plans and to some extent construction company policies.

*“The MoLVT officials were impressed at how confident and articulate the FCW peer leaders were at these events. They listened carefully to the problems encountered by the FCWs and accepted them as they heard directly from them.” (KII with CARE project partner)*

*“We can see that officials from MoWA have encouraged FCWs to continue raising concerns and to contact them directly for assistance as a result of these dialogues.” (KII with Stakeholders)*

***Indicator of achievement: 1 Technical Working Group is perceived by other non-TWG stakeholders as functioning and exerting influence as an advocacy platform for addressing labour rights specifically for FCWs***

Interviews with non-project members who have engaged in the TWG-FCW and participated in some multi-stakeholder dialogues and other events organised by the TWG-FCW were very impressed and appreciative of the LRCW project and the TWG-FCW activities. Other Trade Unions and agencies interviewed commented that the platform was used to successfully raise awareness of the issues facing female construction workers, and that the government representatives and officials listened to the concerns raised by the FCW peer leaders at these dialogues and events.

In addition, the TWG-FCW members were able to link with other groups to successfully advocate for the inclusion of FCW issues into the NGO report on human rights in Cambodia, the Universal Periodic Review (UPR)<sup>18</sup>, in 2018 as well as to the 2018 NGO Shadow Report to CEDAW<sup>19</sup>, the key international instrument to promote the rights of women. Also in 2018, through CARE's engagement in the national led Technical Working Group on Gender and Gender-Based Violence led by MoWA, the TWG-FCW advocated for FCWs to be considered as a priority key population in the third National Action Plan to Prevent Violence Against Women (NAPVAW) 2019-2023.

<sup>18</sup> Universal Periodic Review is the UNOHCHR and member States mechanism for reporting on human rights

<sup>19</sup> Convention on the Elimination of All Forms of Discrimination Against Women

***Indicator of achievement: 1 publication on investigations and evidence-based cases shared with stakeholders by the TWG***

Two important studies on female construction workers were conducted and findings disseminated to stakeholders under the auspices of the TWG-FCW. The TWG-FCW has used the key findings to guide advocacy work and raise awareness of issues facing female construction workers. Many of the recommendations have guided and been included in project activities, such as trainings, social dialogues, stakeholder meetings and round table discussions with government ministries, construction companies, project partners and FCWs.

The first report, *Analysis of Labour Rights in Cambodia: Bridging the Gap for Female Construction Workers* by LSCW in 2017, identified gaps in the legal framework, collected evidence based cases and made recommendations to improve labour rights and protections for FCWs. The second report, *Situation Analysis Report on the Application of Occupational Safety and Health Measures and the Access to the National Social Security Fund to Female Construction Workers in Cambodia* by LSCW in 2018, captured experiences of FCWs related to health and safety issues and knowledge around the NSSF and made recommendations on OSH and NSSF. The findings of both studies have been strategically used by the CARE LRCW project and the TWG-FCW to advance labour rights and protections for FCWs and will serve as an important road map for future work with the construction sector for years to come.

### **3.4.2 Key Challenges**

**Working relationship and partnership with MoLVT:** There were some challenges in communication, misunderstanding and sensitivities around the role of the MoLVT in the CARE LRCW project almost from the beginning. While the MoLVT officials actively participated in many project events, there was weak ownership throughout the project life cycle, which might have been the result of insufficient involvement of MoLVT during the LRCW project design. While MoLVT officials acknowledged the many issues facing the construction sector and their responsibilities, and have included key components into their new five year action plans, which is a significant achievement of the LRCW project, the MoLVT worked at their own pace, prioritising their own activities, apart from the project.

**Sensitivities around research findings:** CARE reports that unfortunately the MoLVT did not accept the findings of the two studies conducted by LSCW under the LRCW project, the Legal Analysis and the Situational Analysis on OSH and NSSF, for public dissemination as the reports highlighted many problems and gaps in the implementation of the labour law and regulations in the construction sector. In addition, the MoLVT was not involved in the design of the study and felt the scope was too small and limited only to Phnom Penh, and therefore did not fully represent the construction industry throughout the country. While the MoLVT privately acknowledged the problems within the construction sector and with regulating and complying with the labour law, and have included key recommendations into action plans, they did not want the findings to be published or widely disseminated

**Limited capacity and authority of labour inspectors:** It is widely acknowledged by most of the stakeholders interviewed as well as the CARE progress reports that the MoLVT labour inspectors still have limited capacity and authority to conduct inspections at construction sites. The MoLVT were not provided with technical assistance or resources to support key activities such as inspections, and so did not prioritise this action within the project.

**Limitations on democratic space:** Since 2015, some restrictions on freedom expression and association as well as onerous permission and reporting requirements for NGOs and Associations under the LANGO and the Law on Trade Unions presented challenges for the operating environment for NGOs, Associations and Trade Unions. This was noticeable in problems with formally registering the TWG-FCW with the government, in the decision to change the name from community journalists to community storytellers to protect FCWs and the difficulties of Trade Unions to access construction sites and workers.

### 3.7 Contribution to CARE International Strategy 2020 key indicators

The baseline study collected information on several CARE International Strategy 2020 key indicators. As a result, sessions related to women's empowerment and gender equality, violence against women, and money and savings were included in the training sessions.

#### ***Union, group or association membership***

Twenty-four per cent of female construction workers interviewed at the endline survey were members of the Trade Union, similar to the baseline (20 per cent). More women at the endline, nine per cent, said they took part in another women's group compared to almost no women at the baseline. Some FCWs felt that participation in the LRCW project training sessions constituted a women's group, and this should be celebrated as a form of increasing women's agency. This is especially important as the vast majority of union members are men (60 per cent) and union leadership is male dominated (over 90 per cent).

#### ***Participation in household financial decision-making***

Like the baseline, about seven in ten women surveyed equally participate in household financial decision-making. All ever-married women surveyed at the endline have some say over how they spend the money they earn with *70 per cent always* participating and *29 per cent sometimes* participating in the decision-making process at home. Like the baseline, the majority (91 per cent) of women participate in decisions on major household purchases, explained as land, farm assets, motorcycles, etc. Over 20 per cent of all women make the decision themselves and 70 per cent of ever-married women make joint decisions with their husbands.

#### ***Attitudes towards intimate partner violence***

A significant positive change is that 44 per cent of women surveyed at the endline *rejected all six reasons* as justification for men hitting their wives. This is much higher than the baseline where only 26 per cent FCWs surveyed rejected all six reasons.

A higher percentage of women at the endline surveyed compared to the baseline *do not* accept wife beating, with increases from five to 24 per cent. (Table 15) The proportions of all women who believe that wife beating is justified if the wife neglects the children or goes out without telling him have decreased *significantly* from 54 to 30 per cent and from 48 to 34 per cent respectively.

Table 15: Attitudes towards wife beating (All women; Baseline and Endline surveys)

Q 78	Is a husband/intimate partner justified to hit his wife following reasons?	Baseline N=286			Endline N=171		
		Yes	No	Don't know	Yes	No	Don't know
		%	%	%	%	#	%
1	If a meal is not prepared on time/burnt	20	78	1.4	17	83	1
2	If she argues with him	32	63	5	25	72	3
3	If she neglects the children	54	42	5	30	68	2
4	If she goes out without telling him	48	48	4	34	63	3
5	If she refuses to have sex	22	66	12	14	77	9
6	If she asks him to use a condom	10	69	21	4	89	7

Note: Statements sourced from CDHS 2014; Source: LRCW Project Baseline and Endline surveys

### Experiences of domestic / intimate partner violence against women

Like the baseline, 39 per cent (N=63) of ever-married or partnered female construction workers surveyed at the endline experienced at least one type of emotional, physical or sexual violence by a husband or intimate partner in the last 12 months.

Similar to the baseline, about one in three ever-married women (28 per cent) surveyed at the endline experienced *emotional violence* by husbands or intimate partners in the form of insults, over ten per cent of ever-married women experienced at least one form of *physical violence* such as being pushed or slapped by husbands or intimate partners and three per cent of ever-married women were physically forced to have sexual intercourse when they did not want to in the last 12 months.

Figure 4: FCWs experience domestic violence

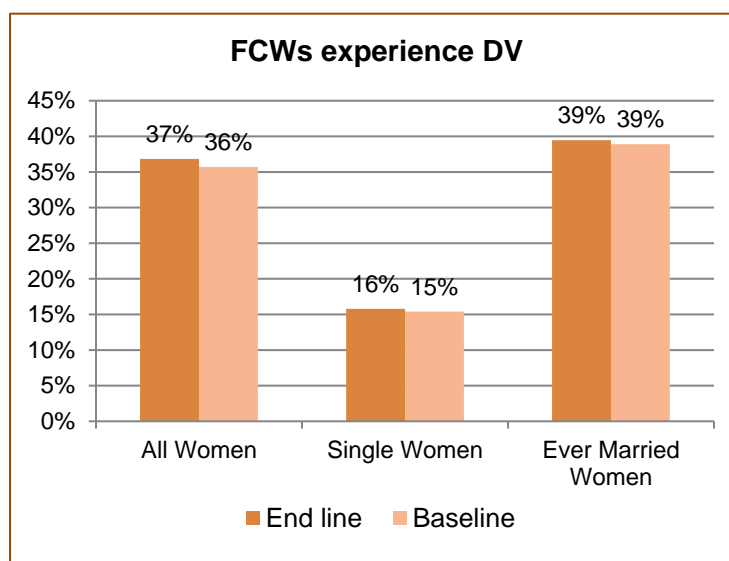


Table 16: Experience of emotional, physical or sexual violence

Q 79	In the past 12 months, did your husband/intimate partner ever?	Baseline	Endline
		Yes	Yes
		Ever Married	Ever Married
		%	%
a.	Insult you or make you feel bad about yourself	32	28
b.	Say or do something to humiliate you in front of others	17	15
c.	Threaten to hurt or harm you or someone you care for	18	12
d.	Threaten to attack you with a knife, gun or other weapon	7	5
e.	Push you, shake you or throw something at you	9	12
f.	Slap, twist your arm or pull your hair	10	15
g.	Punch you, kick you, choke you or beat you up	9	6
h.	Physically force you to have sexual intercourse when you did not want	2	3

Note: Questions adapted from CDHS 2014

### **Sexual violence by persons other than an intimate partner**

At the endline, four per cent of all women surveyed reported to have experienced sexual violence from someone other than their husband or intimate partner in the last 12 months. This is similar to the baseline of 2.8 per cent. Other studies show that there is a fair chance that these responses may be underreported given the sensitive nature of the questions.

## **4. Lessons Learned**

As recommended in the baseline survey report, CARE partners started to train male construction workers in the third year of the project, reaching over 600 men. This was an important addition to the project activities as male construction workers face similar wage payment problems and some occupational and safety related issues as women, and were able to support women in raising problems and advocating for change. Importantly involving men in the project activities on the topics of gender equality, sexual harassment, domestic violence, and alcohol use require attitude and behaviour change in men, not only women.

An important achievement is that by involving the MoWA and District Department of Women Affairs (DoWA) officials in project activities and multi-stakeholder dialogues, the MoWA has increased awareness of the issues facing female construction workers and have prioritised FCWs in the draft NAPVAW III 2019-2023 and the new five year Strategic Plan on Gender Equality and Women's Empowerment 2019-2023.

The term "formal Technical Working Group" was not well understood among partner staff at the start of the project, leading to confusion over whether the group needed to be formally registered with the government, which was not possible due to the strict requirements of the 2015 Law on Associations and NGOs. Furthermore, the term Technical Working Group is used by the government to describe their formal government mechanism of engagement with line ministries, development partners, private sector businesses, NGOs and civil society in the

development, implementation and monitoring of national strategies and action plans. As such the TWG-FCW became a project coordination mechanism to share information among LRCW project partners and non-members, hold multi-stakeholder dialogues on joint advocacy issues, and identify issues for further research. Future projects should avoid the term “TWG”.

Through project activities, the project partners learned that only ten per cent of construction company staff had employment contracts and they had little understanding themselves of the labour law, labour rights and/or entitlements, so a strong case is made of the need to create awareness at the construction company management level of employer obligations under the labour law. Most of the construction company staff interviewed at the endline advocated for the need to directly engage with higher level company management to effect change in company policies and practices, and this requires clear laws and regulations from the government.

The best practice project model is the collaboration of the LRCW project with one company, Pisonoka International Corp, whereby CARE engaged the company management staff in the Training for Construction Managers “Equal Opportunities in the Construction Sector” and then Pisonoka collaborated with CWPD to provide the training lessons to the construction workers. The human resource and administrative staff from Pisonoka also attended the refresher training in 2018 with CARE to become company focal points for the training sessions with workers.

## 5. Conclusions

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The vast majority of stakeholders interviewed felt that while there were numerous challenges and lessons learnt as a result of the CARE LRCW project, solid progress was being made in establishing working relationships between and among government ministries (MoLVT, MoWA and MoLMPUC), participating construction companies, NGOs/CSOs and Trade Unions and in creating awareness of the importance of working to improve labour rights and conditions for female and male workers in the construction sector.

Many stakeholders referred to the LRCW project, the first of its kind in Cambodia, as an innovative ground breaking pilot project for the construction sector. A few stakeholders also referenced the many years (since before 2000) of efforts and work required by all relevant stakeholders to improve working conditions and wages for workers, especially female workers, in the garment and textile industries in Cambodia. Three years is considered too short for this type of project and more time is needed to continue to build on the project’s achievements to date, especially as significant progress was made in engaging construction companies to improve working conditions for construction workers in Year 3.

***“I think the LRCW project is very good but it seems like the project is only mid-way and now it is finished. We need to have more cooperation from larger construction companies and we need the Labour Law to have clear regulations about the construction sector so all companies will comply. (KII with Construction Companies)***

## 5.1 Relevance

**Rights-based strategies:** The LRCW project's rights-based strategies remain very relevant to the Cambodian context where women's work is undervalued and gender inequalities persist in the home and workplace. It has been quite successful in raising the "hidden" issues of female construction workers and bringing them to the attention of the government ministries, including MoLVT, MoWA, MoLMPUC, construction companies, Trade Unions as well as other NGOs, CSOs, UN Agencies and other development partners in Cambodia.

**Inclusion of FCWs in government plans:** To this extent the LRCW project, through collaboration of the project partners and government officials, has successfully advocated for the inclusion and recognition of female construction workers in the draft five year Strategic Plan for Gender Equality and Women's Empowerment 2019-2023, the draft NAPVAW III 2019-2023 and has linked with the joint MoLVT and ILO Enhancing OSH Project (2017-2020) funded by Japan as well as the new five year Occupational Safety and Health Action Plan of the MoLVT. Furthermore, MoLVT officials have stated the construction sector is part of the new five year MoLVT Strategic Plan 2019-2023, inclusive of female construction workers, OSH and labour inspections.

*"This is a very good project. In the future it would be good to include both men and women as the MoLVT focuses on all construction workers." (KII with MoLVT)*

**Multi-level level approach:** The project's rights-based strategy took a coordinated multi-dimensional and multi-level approach, working at the individual, group, workplace and institutional levels, in line with international standards and the government's policies and plans to promote gender equality and decent work, including the MoLVT and MoWA's strategic and action plans. Working with the private sector however requires different strategies to promote the rights of workers for both the benefit of workers and companies as well as clear, consistently applied and enforceable regulations by the MoLVT and other government agencies for the construction industry.

*"Our company complies with the laws, but when the laws, regulations and practices are not clear, it is difficult for the company management to know how to comply." (KII with Construction Company staff)*

**Sustainable Development Goals:** Furthermore, the LRCW project focus on FCWs is also in line with the Sustainable Development Goal (SDG) 5 on Gender Equality and the SDG 8 on Decent Work and Economic Growth, inclusive of the principle of "Leaving No One Behind".

## 5.2 Effectiveness

**Specialised partners:** CARE's partnership model of working with specialised organisations was important to achieve the project objectives. LSCW's expertise in the labour law and legal

services was critical for providing legal aid services to FCWs and the background of working with the MoLVT on migrant domestic workers regulations lent them credibility and legitimacy as the secretariat of the TWG-FCW. CWPDP's strong experience working on women's issues and championing the peer education model, especially with semi-literate women, enabled them to identify, train and work with female construction workers, despite the lack of company management engagement. Furthermore, CWPDP management leveraged their strong working relationships with the MoWA, DoWA and local government structures to draw attention to the female construction workers as a priority group. Finally BWTUC, as a new collaborator with CARE, provided useful insight into the construction sector, trade unions and labour rights issues, and with continued institutional strengthening and capacity building, holds the most promise for sustainability of interventions through their membership.

**Peer Educator approach:** The peer educator model was an effective approach to reach out and train over 3,600 female construction workers, especially given that the construction workers work and live together in close proximity. Furthermore, this approach is building leadership capacities of women workers and increasing agency between and among FCWs, as well as garnering increased recognition of the value of women from male colleagues and supervisors. However as mentioned above, the timing of the short training sessions, whether during lunch time or in the evening after work was not conducive to learning.

*“We have observed that the FCWs who have not yet joined the training are not able to speak up or raise any concerns to their supervisor. They are so afraid.” (FGD with FCWs/Peer Leaders)*

**Increased voice of FCW Peer Leaders:** Building the capacity and confidence of FCWs, especially the peer leaders, through the training sessions, monthly meetings, skills building sessions and engaging them in direct dialogue with government and construction companies increased the legitimacy of the issues raised by the FCWs and in the construction sector. While there was turnover of FCW peer leaders throughout project, reflective of the nature of construction work, CWPDP managed this very well by recruiting and training new peer leaders.

*“Through our participation in the workshops organised by the CARE LRCW project, we have seen how the FCWs have the courage to speak up and share their experiences with us. Before the FCWs did not know about their rights under the Labour Law.” (KII with MoLVT official)*

**CARE project coordination role:** CARE partners appreciated the support of the CARE project team for project activities, including institutional strengthening, financial resources and management. External stakeholders interviewed appreciated being invited to participate in the TWG-FCW and multi-stakeholder dialogues and were very impressed with the open discussion among the government officials, construction companies, FCW peer leaders, project partners and other participants around issues within the construction sector and specifically facing women. Yet CARE could have taken a stronger leadership role earlier in the project to ensure the diverse set of partners respected each other's roles, as there was some initial distrust



between partners, some lack of sharing of information and unwillingness to take on more responsibility to advance the project objectives. This was also evident in discussions with some stakeholders who were not aware of the construction company trainings, trainings for labour inspectors or the peer-to-peer trainings for FCWs.

**Limited leverage with private sector:** Unfortunately, the complexities of the construction industry in Cambodia were not conducive to the project design whereby CARE trained and worked with construction companies and then CARE partners trained and worked with the same company or sub-contractor and their construction workers in a well coordinated and organised structure, linking one level of activities to another. As such the training of construction companies and construction workers were in large part separate and apart from each other, limiting the impact and scope of the project. Furthermore, CARE anticipated that the CCA would be able to provide some pathway into the construction sector, but despite regular contact, the CCA had little influence over its members in encouraging them to join the LRCW project activities. Future projects need to build in sustained strong high-level investment in building working relationships with private sector companies at the start.

**Improving modality of working relationship with MoLVT:** While CARE and the MoLVT had a Memorandum of Understanding for the LRCW project, the MoLVT had a limited role to support project activities, beyond engaging in trainings and dialogue. It seems they felt at times marginalised, and not really invested in the project, in part perhaps because they were not involved in the project design and from the limited technical and financial assistance provided to the MoLVT. Given that the construction sector is a complex industry that is not well regulated, has limited standards, and compliance mechanisms, enforcement and regulations are still weak and the fact that construction companies advocated for standardised regulations and enforcement of government laws and regulations in order to comply, a case can be made for more direct support and increased engagement with the MoLVT to promote women and men's rights and protections within the construction sector.

### 5.3 Efficiency

**Excellent IEC Materials:** CARE has made exceptional use of local services to develop excellent and effective IEC materials, training packages, video spots, stickers, posters and all types of different communication materials for the project. The use of the same simple messages, for example "Value Women's Work," and eye-catching materials, such as colourful posters, have also captured the attention of many other stakeholders and made explaining the project objectives very easy and relatable. The training materials are user friendly and appropriate with low level literacy target groups like FCWs. The same messages and some materials were adapted for the Training for Construction Managers "Equal Opportunities in the Construction Sector" with construction companies. The video spot and song performed by FCW peer leaders was empowering for the women and engaging at the same time.

**Implementation of Project Activities and Budget Performance:** A brief review of the annual and final project budget and expenditure reports showed that only 20 per cent of the total

budget was expensed in Year 1, in Year 2 this rose to 53 per cent and by the end of 2018, 87 per cent of the total project budget had been spent. This is consistent with progress reports and interviews that revealed a somewhat slow start to project activities in Year 1 in part due to the normal learning required to work in a new rather complex sector, the construction industry, forging relations with new partners (BWTUC and LSCW) and stakeholders (construction companies) and investing in research, studies, and material development to inform project activities. In Year 2, project activities accelerated especially with training of FCWs, outreach events and TWG-FCW activities, with the exception of the trainings with the MoLVT labour inspectors, which was stalled. In Year 3, there were a lot of activities, and many significant events were completed in the final three months of the project.

**Significant Learning from the LRCW Project:** As mentioned by many stakeholders and project partners, a three year time frame is very short for a new project in a new complex sector such as the construction industry. By the end of Year 3, the project was showing significant results with increased construction companies engagement in commitments to improving labour rights for FCWs. Examples include the finalisation of the Minimum Standards document, strong performance of the TWG-FCW for advancing female construction workers issues into government national plans as well as increased knowledge and capacity of FCWs, especially female peer leaders, to advocate for improved working conditions and rights under the Labour Law. Virtually all stakeholders suggested the project activities continue, albeit with improvements based on lessons learned.

**Inefficiencies in working at sites, not through companies:** While necessary to reach the target of 3,000 FCWs for the LRCW project, it is not efficient, effective or sustainable to identify and work with female construction workers in small sites scattered in and around the city, without some connection or relationship at the higher management level of sub-contractors or construction companies. Sometimes FCWs moved at short notice without informing others, and did not complete the lessons. Other times, CWPD and FCW peer leaders went to sites for lessons, only to find FCWs were not available, wasting valuable time and resources. Follow up and monitoring is almost impossible, despite the fact that CWPD kept an elaborate database of all FCWs trained, with names, ages, addresses, phone numbers, etc., but at the endline fewer than 200 FCWs could be located. The next project needs to work with construction company management, supervisors/*Mekars* and female and male construction workers, in an interconnected, coordinated and comprehensive manner.

**Target Locations and Target Districts:** As construction projects of different sizes start and end at different rates, and workers move to different sites and different locations, in and around Phnom Penh, fixed target districts for project activities neither helped nor hindered the project implementation. Future projects should work with construction companies and their workers or sub-contractors, as this is more efficient for implementation, monitoring and evaluation.

## 5.4 Impact

**Contributions to increased capacity for promoting labour rights:** The LRCW project interventions contributed towards progress in achieving the project goal “*To advocate for and promote implementation of fundamental labour rights and protections in the construction sector in Cambodia*” and the objective “*To strengthen capacity of female construction workers, civil society and government on labour rights and to increase the voice and influence of female construction workers*”. This is evidenced by more women at the endline (59 per cent) than the baseline (40 per cent) reporting women and men have equal opportunities for training at work and more women at the endline (82 per cent) than the baseline (66 per cent) feeling confident to report a workplace problem to the company. Through project activities, FCWs successfully raised six key recommendations on improving labour rights that were recognised by the government for inclusion into national plans. Furthermore, by the end of the project, more construction companies were aware of and committed to improving working conditions for construction workers through training and other activities as well as the Minimum Standards on Ensuring Appropriate Working Conditions in the Construction Sector.

**Increased awareness of the value of FCWs, Equal Pay and OSH:** The LRCW project has succeeded in significantly raising awareness of the issues of female construction workers, and construction workers in general, at the national level with government ministries and with construction companies. Awareness has turned into action through the TWG-FCW input into the four *Prakas* on OSH, influencing the government to specifically include female construction workers into many of the new government strategic plans and the development of the Minimum Standards on Ensuring Appropriate Working Conditions in the Construction Sector. These are all significant achievements.

**Increased self-confidence to raise issues:** The most significant impact on female construction workers has been through the training and engagement of the many female peer leaders who have been trained by CARE, CWPD and BWTUC to deliver peer information sessions to other FCWs as well as through their engagement in multi-stakeholder dialogues and other project activities. These FCW peer leaders have increased their knowledge of labour rights and laws and have in turn advocated and received increases in wages and improved attention to safety equipment for workers, especially for women.

**Improved self worth and value:** At the baseline many FCWs seemed to agree that women’s work at construction sites was worth less than men’s work so they accepted less pay. While pay is still not equal for equal work by men and women construction workers, interviews with FCW peer leaders and project staff have revealed many FCWs have since asked their supervisors to do the same work as men and at the same wage.

*“I have been able to increase my wage to the same wage as men who do the same work and I continue to advocate for equal pay for female workers who do the same work as men.” (Kil with FCW Peer Leader)*

**Improved negotiation and speaking skills:** As a result of the trainings and activities, many FCWs understand their rights and know how to negotiate with their supervisor, especially on wages and safety equipment.

*“Before the FCWs did not dare to speak to the Mekar, but now they dared to raise issues directly, and have been successful to get some improvements in wages, payments and safety equipment.” (KII with BWTUC and CWPD)*

**Increased value of women’s work:** Male construction workers, supervisors and some companies have demonstrated increased recognition of the value of women’s work. FGDs with MCWs said they recognise that many women can do the same or equal work as men, and they agree that women should get paid the same as men for the same tasks. Some companies have also mentioned that they have now established the principle of equal wages for women in their employment policy, and will soon roll this out.

*“As a result of engagement with the project, our company now provides the same wage for men and women who perform the same tasks. Before FCWs were paid 30% to 40% less than men.” (KII with Construction Companies)*

## 5.5 Sustainability

**FCW sharing information:** The FCW peer leaders, especially the most active ones, have stated in interviews that they will continue to share information with their fellow FCWs, and with their improved knowledge of labour rights, protections and working conditions, they will continue to raise issues with their supervisors and company managers as much as possible. However there is no structure for CWPD to continue providing support to FCW, unless they are linked with BWTUC.

**BWTUC and members:** BWTUC has perhaps the most potential sustainability to continue to share the lessons and information from the training package with FCWs and MCWs through their membership. More importantly BWTUC will continue to advocate and work for improvements in labour rights, including wages, OSH, working conditions and protections on behalf of its membership and with the support of other like-minded organisations, Trade Unions and the ILO. CARE support for institutional strengthening and capacity building to BWTUC leadership and management throughout the LRCW project, including support for female leadership, has also contributed to sustainability of the project objective.

**Company policies:** Some of the construction companies that participated in the trainings and the working group on the Minimum Standards have updated and improved their employment policies for workers, including improved safety training and equipment, improved living and sanitation conditions for workers as well as wage increases and equal wages for equal work for women and men. All construction company staff interviewed requested the LRCW project activities continue as well as having specific activities aimed at convincing company employers

and owners of both the benefits of improving labour rights and working conditions for workers and the requirements of compliance in accordance with the Labour Law.

**MoLVT Inspections:** The MoLVT has made improvements to the standard inspection checklist and the role of the various departments within the ministry is to conduct labour inspections of companies so this activity will continue. The new five-year MoLVT Strategic Plan 2019-2023 includes improvements in the construction industry standards and inspections as well as recommendations from the LRCW project and the TWG-FCW. Furthermore, the MoLVT's four *Prakas* related to worker protections for the construction industry have incorporated the recommendations of the TWG-FCW and MoLVT officials have used their knowledge and participation in project activities to focus more attention on female construction workers.

**Commitment of TWG members:** The TWG-FCW has the possibility to continue with the formal commitment by members to 1) Share information and dialogue with stakeholders on labour rights, 2) Receive referrals and engage in case litigation strategies 3) Conduct multi-stakeholder dialogues on joint advocacy issues and 4) Apply recommendations from research conducted by LSCW under the LRCW project. Interviews with LSCW and BWTUC confirm their continued engagement with the TWG-FCW, other non-project members including CLC and ACILS are also strongly committed to participate as invited, while CARE and CWPD are non-committal as they rely on future project funding.

**Engagement with ILO project:** The LRCW project partners can continue advocating for improvements in labour rights and working conditions through their engagement with the Project Advisory Board of the MoLVT and ILO Enhancing OSH project. Through the TWG-FCW, CARE, LSCW and BWTUC have secured invitations and places on the Project Advisory Board.

## 6. Recommendations

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The following are suggestions for CARE to consider for future projects within the construction sector, and includes some suggestions on project design, collaboration with partners, construction companies, relevant government ministries, donors as well as other stakeholders.

### 6.1 Successful activities for duplication / multiplier effect

Based on the evaluation findings that many stakeholders consider the LRCW project as a very useful pilot project that has started to make significant changes in the construction sector and worker's rights, but the three year project time frame was too short, donors should continue to fund activities that 1) Continue to roll out the training package with female and male construction workers 2) Support the implementation of the Minimum Standards policy document with construction companies 3) Engage relevant stakeholders through the TWG-FCW in dialogues to advance worker protections and 4) Support the MoLVT to improve the labour regulations and capacity for quality labour inspections at construction sites.

The CARE LRCW project partnership model utilising specialised agencies for project activities and outcomes, including CWPD for peer education model to build the capacity and leadership of female construction workers, LSCW for legal aid support, research and technical assistance and BWTUC for engagement with construction workers for sustainability, can be replicated in future labour rights projects.

Given the excellent quality and visibility of the CARE LRCW project IEC materials and training packages for construction workers and construction managers, including the clear simple messages on Value Women's Work, these should be included in future labour rights project activities.

As construction companies at the final evaluation have strongly encouraged CARE to continue project activities such the training for construction managers which involves information on the labour law, regulations, protections and rights of workers, it is recommended that CARE seek additional donor funding to work on rolling out the Minimum Standards policy document with committed construction companies and expanding the work to include more construction companies.

Through the TWG-FCW, the engagement of FCW peer leaders in social dialogues, roundtable discussions and advocacy workshops with relevant government officials, construction companies, project partners and other stakeholders was a successful model on how to constructively raise both issues and suggestions for improving worker conditions to the attention and action of relevant duty bearers. This successful activity should be replicated in future projects as a way to utilise evidence from project activities to successfully influence government policies and plans, as well as employer policies and company practices.

Through the TWG-FCW, CARE and partners should commit to continue to meet regularly to advance labour rights for construction workers, especially women, in line with their organisational commitments. This includes engaging with the MoLVT and ILO on the Project Advisory Board for the Enhancing OSH project funded by Japan, as a pathway to maintain relationships, influence and voice in the construction sector.

## **6.2 Suggested improvements /additions for future projects**

For future projects, CARE and partners can leverage the work and established contacts with the construction companies through the LRCW project to gain further access to and train FCWs (and MCWs) employed by the company and/or sub-contractor. Using both the peer model approach to train FCWs (and MCWs) combined with training of construction company focal point persons who in turn can train workers will expand the outreach and institutionalise the training package for construction workers within construction companies.

CARE also recognises the importance of strategically engaging with other key relevant ministries including the MoLMPUC and MoWA as well as MoLVT to advance female construction workers rights in future projects.

CARE was commended for their outreach and involvement of non-project members in the TWG-FCW and other project activities, and has been encouraged to build on their successful relationship with BWTUC to consider carefully selecting and expanding their work with other trade unions in the construction sector in future projects. This is important as a mechanism for sustainable outreach to workers as well as strengthening civil society voices.

For future projects, it is recommended to leverage the technical expertise, assistance and convening role of the UN, specifically the ILO, for continued work within construction sector. Given the importance of government labour inspections to enforce compliance with the labour law within the construction sector, but recognising the constraints faced by MoLVT and the construction sector, continued support and collaboration with the ILO and other development partners and NGOs is warranted.

Future projects such as the LRCW project should always have a Men's Engagement and Role Model Strategy, especially when covering topics of gender equality and violence, and especially as men are usually in positions of leadership. The FCWs consistently raised the importance of involving men, for both support to FCWs as well as for behaviour change. This also includes training for construction site supervisors/*Mekars*.

### **6.3 Suggestions for EU/donors for future funding strategy and support**

CARE should continue engagement in the construction sector but given the challenges for organisations to continue key activities after the end of the project, and it is recommended that donors including the EU continue to fund future projects to advance workers rights and to provide strategic support, especially engagement with the MoLVT.

With the support of EU and other donors, advocate with construction companies and the MoLVT for a community learning program where FCWs and MCWs get paid time off from work (ie one to two hours) for training and learning on various topics, including OSH, literacy, gender and labour rights. While the Labour Law contains an article that require employers to provide skill and vocational training to workers, companies only provide training on OSH, and the quality and content varies greatly between companies. This might require additional government regulations for guidance, enforcement and monitoring.

With the support of EU and other donors, advocate with the MoLVT to require and enforce compulsory training for all construction company employers on the labour law and regulations, including compliance with the labour law. Interviews with company staff confirmed that without government laws, rules and regulations, and strict enforcement, including penalties for non-compliance, many companies would not take action.

Organisations working on labour rights need to find additional modalities of working with the MoLVT and other government ministries that fully engages them in project activities to advance project outcomes. It is recommended that future labour rights projects build in more time up front to ensure sufficient time to involve relevant government ministries in the project design

phase. This may also include making project funds available for an inception phase that allows for flexibility to modify the logframe based on the baseline study and initial assessments.

As the MoLVT has included increased attention for construction work and workers into the new five year MoLVT Strategic Plan 2019-2023, donors such as EU should continue to support the MoLVT to implement and improve labour inspections and labour rights with construction companies, perhaps in line with the ILO Better Factories Cambodia program model. This could include assistance to the MoLVT to support their plans to organise inter-ministerial inspection teams (MoLVT, MoLMPUC, Ministry of Health, etc.) to improve the quality, efficiency and effectiveness of inspections with companies across many different sectors.

Given that the MoLVT requested the CARE LRCW project to provide specialised technical assistance aimed at increasing the capacity of labour inspectors to perform site inspections, it is recommended that donors such as EU provide additional training with a follow up package of activities, including site visits, monitoring activities and reflection workshops with labour inspectors. This would enhance the capacity of the MoLVT and assist them in documenting successes as evidence for increasing government budgets for inspections in line with the government's performance budgeting process.



## 7. Appendices

### 7.1 Summary of Logical Framework / CARE Indicators

The tables below include the LRCW project Logical Framework and relevant CARE 2020 indicators, as well as baseline survey and endline survey and evaluation results

Logical Framework Indicators	Baseline	Endline	Note
<i>Overall Objective: To advocate for and promote implementation of fundamental labour rights and protections in the construction sector in Cambodia.</i>			
30-90% Of FCWs who perceive increasingly safe and equal work environment, as well as increased access to protection / justice	10-66%	15%-82%	Baseline/Endline survey
- 80% Of FCW perceive women and men have equal opportunity to receive training at work	40%	59%	Section 4: Q46/Q47
- 80% Of FCW perceive women and men have equal opportunity for promotion at work	33%	37%	Section 4: Q47/Q48
- 20% Of FCW who experience workplace problem filed a complaint about workplace problem	10%	15%	Section 6: Q63/Q64
- 90% Of FCW who filed a complaint report satisfied with results	81%	73%	Section 6: Q65/Q66
- 80% Of FCW feel confident to report a workplace problem to the company	66%	82%	Section 6: Q67/Q68
- 80% Of FCW receive workplace safety information at start of the job	56%	78%	Section 5: Q48/Q49
4 successful inspections implemented through site checks and standardised processes for improvements/penalties identified	Unknown	111	MoLVT reports
20-80% Of private sector and construction companies that have adopted and implemented working conditions minimum standards for FCW (Reference KII Guide for Company: Q13, Q17, Q21)	Unknown 10-60%	10-20%	Baseline: KII w/ companies Endline: (7 of 71 companies)
- 20% Of company code of conduct, employee handbook or safe employment protocols for FCWs/workers	10%	10%	CARE reports (7 of 71 companies)
- 70% Of company have occupational safety and health policy guidelines for FCWs/workers	50%	10%	CARE reports (7 or 71 companies)
- 80% Of company provide safety information orientation or training for FCWs/workers	60%	78%	CARE reports, KII

*Specific Objective: To strengthen capacity of FCWs, civil society, and government on labour rights and to increase the voice and influence of Female Construction Workers.*

3 recommendations on labour right issues formally submitted by FCW and adopted in meetings of government, trade union and conferences	0	6	CARE reports
65 complaints filed with and addressed by Unions,	4	55	Section 6: Q64

	Arbitration Council, Government, and Court			CARE reports
	3 government regulations drafted on labour rights and protections	N/A	4	CARE Reports; KII
	30 workplaces with improved working conditions by the end of the project	0	10	CARE Reports; KII Company
<i>Expected Result 1: 3,000 females working in the construction sector are aware of their rights and have increased ability to access protections and advocate for improved labour rights, protections and working conditions.</i>				
	30 FCW peer leaders and 10 Trade Union peer leaders trained and active in peer-to-peer trainings and meetings outreaching to 3,000 FCW	0	Trained 69 29 CWPD 7 BWTUC	CARE LRCW Reports; KII
	80% of targeted FCW report improved knowledge and understanding of their rights and entitlements	4%-65%	1%-96%	Endline survey; CARE Reports
	- 80% Of FCW know their work is regulated under the Labour Law	30%	50%	Section 3: Q22/Q23
	- 50% Of FCW with written or verbal employment contract	36%	72%	Section 3: Q23/Q24
	- 60% Of FCW report company pays for work related injuries	48%	37%	Section 3: Q35/Q36
	- 30% Of FCW report company pays for work related illness	13%	13%	Section 3: Q36/Q37
	- 30% Of FCW report company pays wages for days off due to work related injury	11%	14%	Section 3: Q37/Q38
	- 90% Of FCW get time off for maternity leave	74%	59%	Section 4: Q40/Q41
	- 70% Of FCW feel current living conditions are safe	61%	67%	Section 5: Q59/Q60
	- 60% Of FCW who experienced domestic/intimate partner violence sought help to stop violence	22%	48%	Section 8: Q79/Q80
	- 20% of FCW who experienced sexual harassment at workplace sought help/filed complaint with company, MoLVT or Trade Union	N/A	N/A	No baseline / endline
	65 referrals for supportive legal services of FCW to LSCW	0	44	CARE/LSCW reports; KII
	3 actions/recommendation proposals identified by TWG as priority for voicing up to private sector employers or duty bearers by the end of the project	0	6	CARE reports; TWG reports, KII
<i>Expected Result 2: 100 private sector construction companies have increased awareness of workplace rights and implement improved protections and better working conditions</i>				
	250 private sector construction owners and managers have been trained to implement improved workplace conditions	0	71 companies 209 staff	CARE Progress reports
	At least 50% of the private sector construction owners and managers address FCW priorities (rights, protections, benefits) at the end of the project	0% (0/10)	10-50%	Baseline KII w/ 10 companies CARE Reports
	- 30% Of company provide special protections for FCWs according to Labour Law (Q14)	0% (0/10)	10% - 50%	KII Guide: Company Q14

- 30% Of company have gender or sexual harassment policy (Q15)	0% (0/10)	10%-20%	KII Guide: Company Q15
6 formal meetings between FCW peer leaders, Trade Union members and private sector employers and managers for information sharing and advocating for their rights.	0	6	CARE Progress reports; KII
<i>Expected Result 3: Capacities of duty bearers are enhanced towards promotion of a better institutional environment that is responsive and accountable to construction workers</i>			
4 inspections conducted	N/A	111	CARE report from MoLVT
3 trainings by Ministry of Labour and Vocational Training (MoLVT) for their staff on FCW rights and entitlements, and conducting the inspection process.	N/A	1 (20 staff)	CARE LRCW reports; KII
6 advocacy / outreach events on FCW issues and sharing of evidence-based cases	0	5	CARE LRCW Reports; KII
1 Technical Working Group is perceived by other non-TWG stakeholders as functioning and exerting influence as an advocacy platform for addressing labour rights specifically for FCW	0	1	CARE Reports KII
1 publication on investigations and evidence based cases shared with stakeholders by the TWG	N/A	2	CARE LRCW project reports

<b>CARE 2020 Indicators</b>				
	<b>CARE 2020 Indicators</b>	<b>Baseline</b>	<b>Endline</b>	<b>Note</b>
	% Of women who are with a union, women's group or cooperative membership through which they can voice their labour rights	21%	33%	Section 6: Q68/Q69 and Q70/Q71
	% Of women who (report they) are able to equally participate in household financial decision-making	69%	68%	Section 7: Q71/72
	% Of people who reject intimate partner violence	26%	44%	Section 8: Q77/Q78
	% Of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner, in the last 12 months	39%	39%	Section 8: Q78/Q79
	% Of women and girls aged 15 years and older subjected to sexual violence* by persons other than an intimate partner, in the last 12 months	2.8% Q83 18.8% Q55&Q83 combined	4% Q84 29.7% Q56&Q84 combined	Section 5: Q55/Q56 and Section 8: Q83/84 combined

\* Sexual violence defined as any sort of harmful or unwanted sexual behaviour that is imposed on someone. It includes act of abusive sexual contact, forced engagement in sexual acts, attempted or completed sexual acts with a woman or girl without her consent, sexual harassment, verbal abuse, threats, exposure, unwanted touching, incest.

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### 7.3 Questionnaire for Female Construction Workers

**CARE Labour Rights for Female Construction Workers (LRCW) Project  
FINAL Version\_15 February 2019 Endline Survey / Evaluation  
Questionnaire for Female Construction Workers (FCW)  
Confidential**

Respondent No: \_\_\_\_\_

Interviewer Name: _____	Interview Date: ____/____/____
-------------------------	--------------------------------

#### Informed Consent and Checklist

Tick (x) when done

1. <b>Explain purpose of survey:</b> To learn more about FCWs experiences	
2. <b>Explain voluntary participation:</b> You can choose to participate or answer	
3. <b>Explain what will happen with information:</b> Information will be used to evaluate the CARE LRCW project and inform future activities	
4. <b>Ask for verbal consent:</b> Check if they agree to participate in the survey	

Interview Location District:	Interview Time Start:
Interview Site/Village:	Interview Time End:

#### Introduction:

Hello. I am (name) working as independent consultant for the CARE LRCW project funded by the European Commission and Austrian Development Agency. We are conducting an evaluation of the project and wish to learn from female construction workers who participated in the training and activities on gender equality, labour rights, working conditions and protections. The information will allow CARE to evaluate the project to inform future activities.

Everything you say will be kept quietly (confidential). We won't let anybody know what you say. Your participation is voluntary, and you can refuse to answer any question if you feel uncomfortable and you can stop the interview at any time. You have the right to contact CARE if you wish to make a complaint about the survey team. *(Give handout)*

All your answers are very important so we want to ask you to answer truthfully. We hope this interview will only take 35 to 40 minutes. **May we start?**

#### Questionnaire Review

Checked by:	Verified by:	Data Entry:
Date:	Date:	Date:

<b>Section 1: Demographic Characteristics</b>			
First, I would like to ask you some questions about your background			
1	How old are you now?	Write exact age in years: _____	
2	What province are you from?	Province: _____	
3	What is the highest grade level you completed?	No school Primary School: Grade 1-3 Primary School: Grade 4-5 Primary School: Grade 6 Lower Secondary School: Grade 7-9 Upper Secondary School: Grade 10-12	1 2 3 4 5 6
4	Can you read and write Khmer?	Yes, can read and write well Yes, can read and write a little No, cannot read or write	1 2 3
5	Are you married?	Single/Never Married Married, live w/husband Married, live separate from husband Divorced or Widowed Single, live with partner/boyfriend	1 2 3 4 5
6	How many children do you have?	0 1 2 or 3 4 or 5 6 or more	1 2 3 4 5
7	Are you Khmer or ethnic minority?	Khmer Ethnic Minority _____ Other (Write Answer) _____	1 2 99
8	Do you have any disabilities?	Yes No (Skip to Q10)	1 2
9	If yes, what type of disability?  (Prompt/read answers)	Difficulty seeing Difficulty hearing Difficulty walking or climbing stairs Difficulty remembering/concentrating Difficulty washing/dressing self Difficulty speaking/communicating	1 2 3 4 5 6
10	What type of housing do you live in now?	Own family house/village With relative Rented house/room On construction site Company provided housing Other (Write answer) _____	1 2 3 4 5 99
11	How many people live in your house now?	1-3 4-6	1 2

		7-9	3
		10+	4
12	How long have you been a construction worker?	0-6 months	1
		7-12 months	2
		Between 1 to 2 years	3
		Between 3 to 5 years	4
		Between 6 to 7 years	5
		Between 8 to 10 years	6
		Over 10 years	7
13	What are the reasons you work in construction?  <i>(Multiple answers, record all answers)</i>	No other work in village / province	1
		Seasonal work when not farming	2
		Family in debt or poor	3
		No skill or training for other work	4
		It is my skill or vocational training	5
		Good paying job	6
		Good future career / job opportunity	7
		Not dependent on family members' income	8
		Follow husband	9
		Other (Write answer) _____	99

### Section 2: Construction Work and Wages

Now, I would like to ask you some questions about your work as a construction worker

14	What is the name of the company you are working for now?	Yes (Write name) _____	1
		Don't know	2
15	What type of construction work/tasks do you do?  <i>(Multiple answers, record all answers)</i>	Carry materials (sand, bricks, wood, cement, lime, etc.)	1
		Tie iron rods (carry/collect)	2
		Clean the area	3
		Mix cement	4
		Install /place tiles	5
		Paint (Mix and apply)	6
		Brick laying	7
		Other (Write Answer) _____	8
			99
16	Do you think your work is unskilled, semi-skilled or skilled?	Unskilled	1
		Semi-skilled	2
		Skilled	3
		Other (Write answer) _____	99
17	What is your daily wage now?	Less than 15,000Riel	1
		Between 15001 to 20000 Riel	2
		Between 20001 to 25000 Riel	3
		Between 25001 to 30000 Riel	4
		Between 30001 to 35000 Riel	5



		Between 35001 to 40000 Riel	6
		Between 40001 to 45000 Riel	7
		Between 45001 to 50000 Riel	8
		Between 50001 to 55000 Riel	9
		Between 55001 to 60000 Riel	10
		Between 60001 to 70000 Riel	11
		Between 70001 to 80000 Riel	12
		Over 80000 Riel (Write answer) ____	13
18	Do you get paid the same daily wage as men do for the same job/level work?	Yes	1
		No	2
		Don't Know	3
19	How often do you get paid your wages?	Daily	1
		Weekly	2
		Every two weeks	3
		Monthly	4
		Other (Write answer) _____	99
20	Do you receive a written pay slip in Khmer with hours worked and wages?	Yes	1
		No	2
21	How many hours per day do you normally work?	8 hours or less	1
		9-10 hours	2
		11-12 hours	3
		More than 12 hours	4
22	How many days off (24 hours period) per week to you get?	0	1
		.5 day	2
		1 day	3
		Other (Write answer) _____	99

### Section 3: Labour Law and Employment Conditions

I would like to ask you some questions about the Labour Law and employment conditions

23	As a construction worker, is your work regulated under the Cambodian Labour Law?	Yes	1
		No	2
		Don't know	3
24	Do you have a <b>written or verbal</b> employment contract?	Yes, written	1
		Yes, verbal	2
		No	3
		Don't Know	4
25	Did the company or <i>Mekar</i> provide you with <b>written information</b> on working conditions (hours, wage, leave, etc.) at the start of work?	Yes	1
		No	2
		Don't remember	3
26	Did the company or <i>Mekar</i> provide you with <b>verbal information</b> on working conditions (hours, wage, leave, etc.) at the start of	Yes	1
		No	2
		Don't remember	3

	work?		
27	Which <b>public holidays</b> do you get off from work? (Multiple answers, list others)	Khmer New Year Pchum Ben Water Festival Other (Write answer) _____	1 2 3 99
28	Do you get paid when you take these <b>public holidays off</b> ?	Yes No	1 2
29	If you work on public holidays, do you get extra pay above daily wage?	Yes No Don't Know	1 2 3
30	Do you receive any <b>paid (annual) leave</b> days off, not including public holidays?	Yes No (Skip to Q32) Don't know (Skip to Q32)	1 2 3
31	Do you know how many <b>paid leave days (annual) you can take</b> ?	Yes, Write number of days _____ No Don't Know	1 2 3
32	How many <b>unpaid leave days</b> can you take?	0 Write number of days _____ As many days as I want Don't Know	1 2 3 4
33	How many <b>paid sick leave days</b> can you take?	0 Write number of days _____ Don't Know	1 2 3
34	Have you been injured at work or been sick because of working conditions in the last 3 months? (I.e., from Dec, Jan, Feb)	Yes No (Skip to Q36)	1 2
35	If yes, what was your injury or sickness? (Multiple answers)	Fell off building or equipment Hit by falling or heavy object Cut hands/feet/body Head or eye injury Electrical shock Skin / eye rashes / irritations Breathing problems Other (Write answer) _____	1 2 3 4 5 6 7 99
36	If you get injured at work, who pays for medical treatment? (Multiple answers)	Company Private Health Insurance Self / Own NSSF Site Manager (Mekar) Don't Know	1 2 3 4 5 6
37	If you get sick from work related conditions, who pays for medical treatment? (Multiple answers)	Company Private Health Insurance Self / Own NSSF	1 2 3 4

		Site Manager (Mekar)	5
		Don't Know	6
38	If you were injured at work and could not work, does the company pay you for days you could not work (Ie disability pay)?	Yes	1
		No	2
		Don't Know	3
39	If you died from a work related accident, does the company pay money to your family?	Yes	1
		No	2
		Don't Know	3

<b>Section 4: Labour Rights and Special Protections for Women</b>			
I would like to ask you some questions on labour law protections for female workers			
40	If you/female worker gets pregnant, are you allowed to continue working?	Yes	1
		No	2
		Don't Know	3
41	Do you/female workers get time off for <b>maternity leave</b> ?	Yes	1
		No (Skip to Q45)	2
		Don't Know (Skip to Q45)	3
42	If yes, how many days do you get off?	Less than 45 days	1
		45 days	2
		90 days	3
		Don't Know	4
		As many days as I want	5
		Other _____	99
43	If yes, do you/female workers get paid for time off for maternity leave?	Yes	1
		No (Skip to Q45)	2
		Don't Know (Skip to Q45)	3
44	If yes, how much do you/female workers get <b>paid during time off /maternity leave</b> ?	No wage	1
		Wages, Half pay	2
		Wages, Full pay	3
		Don't Know	4
		Other (Write answer) _____	99
45	Are you/female workers allowed to return to construction work after giving birth?	Yes	1
		No	2
		Don't Know	3
		Other (Write answer) _____	99
46	Are women allowed to bring babies/children to breastfeed at work?	Yes	1
		No	2
		Don't know	3
47	Do women and men have equal opportunity to receive training at work?	Yes	1
		No	2
		Workers never receive training	3
		Don't know	4
48	Do women and men have equal opportunity to	Yes	1

	be promoted at work?	No	2
		Workers are not promoted	3
		Don't know	4

<b>Section 5: Health, Safety and Protection of Female Workers</b>			
I would like to ask some questions about safety and protections at work			
48	Did you receive any workplace safety <b>information</b> at the start of the job?	Yes No (Skip to Q51)	1 2
50	How long was the workplace safety <b>training</b> or information?	No training Less than 1 hour 1 hour-4 hours (half day) 1 day 2-3 days More than 3 days Don't know	1 2 3 4 5 6 7
51	Does the company provide you with any safety / protective / <b>equipment</b> for work?	Yes No (Skip to Q54)	1 2
52	If yes, what type of equipment/protective gear?  <i>(Multiple answers, record all answers)</i>	Hat Gloves Eye Wear Outer wear (shirts/pants) Shoes/boots Other (Write answer) _____	1 2 3 4 5 99
53	If yes, does the company provide equipment for free /(no cost) to workers?	Yes No	1 2
54	What do you feel are the most dangerous things about the construction site?  <i>(Multiple answers, record all answers)</i>	Sharp objects/equipment Heavy objects/equipment Falling objects/equipment Falling from building/equipment Dust, dirt or chemicals Electrical Male worker behaviour Other people at site (not workers) Other (Write answer) _____	1 2 3 4 5 6 7 8 99
55	Are children allowed on the construction site, (with the exception of babies that need to be breastfed)?	Yes No Don't know	1 2 3
56	Please tell me if any of these types of sexual harassment (Mer ngeay and Luk Lein) happened to you. <i>In the last 12 months, did male workers ever (Read statements below)</i>	<i>Circle yes or no to each statement (If no/no answer to all, Skip to Q58)</i>  Yes      No      Refused/No Answer	

	a. use impolite/offensive sexual language with you	1	2	3	
	b. say rude words about your body	1	2	3	
	c. stare at your body in a sexual way	1	2	3	
	d. make obscene sexual signs or gestures to you	1	2	3	
	e. show you sexual pictures that you did not want to see	1	2	3	
	f. ask to have sex with you, that made you feel humiliated, intimidated or offended	1	2	3	
	g. touch your body in a sexual way that you did not want	1	2	3	
	h. force you to do a sex act you didn't want to do.	1	2	3	
57	If yes to any of the above things mentioned above, how often did you experience it? (Prompt/read answers)	Every day			1
		A few times per week			2
		A few times per month			3
		Only once			4
		Other (Write answer) _____			99
58	Have you seen other women being sexually harassed (Mer Ngeay and Luk Lein) at the workplace?	Yes			1
		No			2
		Don't know			3
59	If you experienced sexual harassment at work, what would you do?  (Multiple answers)	Tell the man to stop/ deal with it myself			1
		Tell my supervisor			2
		Tell the company manager			3
		Tell the union representative			4
		Tell other co-workers			5
		Tell Government (ie MoLVT/MoWA)			6
		Tell NGO (CWPD or LSCW)			7
		Do nothing/ ignore it			8
		Stop work			9
		Other (Write answer) _____			99
60	Do you feel your current living conditions are safe?	Yes (Skip to Q62)			1
		No			2
61	If no, why do you feel unsafe?  (Multiple answers, record all answers)	Poor housing conditions/sanitation			1
		Too crowded/too many people			2
		Area not well lit/poor lighting			3
		A lot of drinking/alcohol (male)			4
		Neighbours domestic violence / fighting			5
		Domestic violence (own)			6
		Robbery/thieves			7
		Drug abuse /addiction			8

	Other (Write answer) _____	99
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<b>Section 6: Workplace problems and complaint mechanisms</b>			
I would like to know more about workplace problems and the mechanisms to solve these.			
62	Have you ever experienced a problem at your workplace regarding working conditions?	Yes No (Skip to Q64)	1 2
63	If yes, what problems did you experience?  <i>(Multiple answers, record all answers)</i>	Late payment of wages No payment of wages Not paid full wages Working too many hours/overtime Not enough days/time off Dismissed for no reason Dismissed because pregnant Problems with other workers Workload too heavy Not clear paper wok on wage Mekar run away Other (Write answer) _____	1 2 3 4 5 6 7 8 9 10 11 99
64	Have you ever made a complaint about workplace problem?	Yes No (Skip to Q67)	1 2
65	If yes, whom did you complain to?  <i>(Multiple answers, record all answers)</i>	Supervisor Company manager Union representative Arbitration Council Government (ie. MoLVT/MoWA) NGO (CWPD or LSCW) Other (Write answer) _____	1 2 3 4 5 6 99
66	If yes, were you satisfied with the results?	Yes (Skip to 68) No (Skip to 68)	1 2
67	If you have not made a complaint, why not?  <i>(Multiple answers possible, record all answers)</i>	Don't know who to complain to Don't think will get results Afraid to lose job No problems at work Don't want to have any further problems at work Other (Write answer) _____	1 2 3 4 5 99
68	Do you feel confident to report a workplace problem to the company?	Yes No	1 2
69	Are you a member of the BWTUC (Trade Union)?	Yes No (Skip to Q71) Don't Know (Skip to Q71)	1 2 3
70	If yes, do you feel confident to report a	Yes	1

	workplace problem to the Trade Union?	No	2
71	Are you a member of any other women's group or association to voice/assert your rights at work?	Yes, (Write name) _____ No	1 2

### Section 7: Women's Empowerment and Decision Making

I would like to know more about your experience with decision-making and money management

72	Do you participate in decision-making on how to spend the money you earned from wages? (Prompt/read answers)	Yes, Always Yes, Sometimes No	1 2 3
73	Do you have enough money every month to meet daily living expenses? (Prompt/read answers)	Yes, Always Yes, Sometimes No	1 2 3
74	Are you able to save money every month? (Prompt/read answers)	Yes, Always Yes, Sometimes No	1 2 3
75	What are you earning and saving money for? (Multiple answers, record all answers)	Buy motorbike/household assets Buy land for house Buy land for farm/farm assets For children education For self education For children's wedding/marriage Buy farm animal (i.e. pig, cow, chicken) Buy jewellery (i.e., gold) Pay back loan For health care/treatment Don't know No savings Other (Write answer) _____	1 2 3 4 5 6 7 8 9 10 11 12 99
76	Who usually makes the decision in your household on major household purchases? (i.e. motorbikes, land, farm assets, TV, etc.) (Prompt/read answers)	Mainly Self Self/Parents or Children together Mainly Parents or Children Husband/Wife together Mainly Husband Other (Write answer) _____	1 2 3 4 5 99
77	Who usually makes the decision in your household on access to women's/wife health care? (i.e. visit health clinic/treatment) (Prompt/read answers)	Mainly Self Single/Parents or Children together Mainly Parents or Children Husband/Wife together Mainly Husband Other (Write answer) _____	1 2 3 4 5 99

<b>Section 8: Domestic /Intimate Partner Violence</b>			
Some of the questions below are very personal and sensitive, and we appreciate your honesty. All the information will be kept confidential.			
78	In your opinion, is a husband/intimate partner justified to hit or beat his wife for any of the following reasons? (Prompt/read answers)	<i>Circle the answer to each statement</i>	
		Yes      No      Don't Know	
	a. If meal is not prepared on time / burnt	1      2      3	
	b. If she argues with him	1      2      3	
	c. If she neglects the children	1      2      3	
	d. If she goes out without telling him	1      2      3	
	e. If she refuses to have sex	1      2      3	
	f. If she asks him to wear a condom	1      2      3	
79	In the past 12 months, did your husband / intimate partner ever (Prompt / read answers)	<i>Circle the answer to each statement</i> (If no /no answer to all Skip to Q84)	
		Yes      No      Refused/No Answer	
	a. Say or do something to humiliate you in front of others?	1      2      3	
	b. Threaten to hurt or harm you or someone you care for?	1      2      3	
	c. Insult you or make you feel bad about yourself?	1      2      3	
	d. Push you, shake you or throw something at you?	1      2      3	
	e. Slap, twist your arm or pull your hair?	1      2      3	
	f. Punch you, kick you, choke you or beat you up?	1      2      3	
	g. Threaten to attack you with a knife, gun or other weapon?	1      2      3	
	h. Physically force you to have sexual intercourse with him when you did not want to?	1      2      3	
80	If yes/If you experienced any types of domestic /intimate partner violence, have you ever tried to seek help?	Yes No (Skip to Q83)	1 2
81	If yes, from whom/where?  (Multiple responses, record all answers)	Own family Husband family Friend or Neighbour Company manager/ supervisor Religious leader Police	1 2 4 5 6 7



		Lawyer	8
		NGO/Social Service Organisation	9
		Local Authority (Village/Commune)	10
		Other (Write answer) _____	99
82	Have you ever told anyone about this?	Yes	1
		No	2
83	If yes/If you have experienced any domestic violence, have you ever <b>not been able to work?</b>	Yes	1
		No	2
84	In the last 12 months, has anyone other than your husband/intimate partner ever forced you in any way to have sexual intercourse or perform any other sexual acts when you did not want to?	Yes	1
		No	2
		No Answer/Refused	3

### Section 9: Final Questions on Training

We would like to ask you a few final questions about the training and your experience

85	Which trainings/ topics did you attend?  <i>(Read answers; multiple answers possible)</i>	Gender and Culture	1
		Occupational Safety and Health	2
		Labour rights	3
		Labour rights and gender	4
		Alcohol, Money (Savings)	5
		Don't Know/remember	6
86	After attending the trainings, what did you learn? What has changed?  <i>(Do Not Read Answers/Multiple Answers)</i>	I know about the labour law	1
		I know about my labour rights	2
		I know the importance to wear safety equipment	3
		I know more about workplace safety	4
		I know how to file a workplace complaint	5
		I know women have right to equal pay for equal work	6
		Less DV/fighting in my family	7
		Less drinking in my family	8
		Know how to save / manage money	9
		Other (Write Answer) _____	99

**End of Questionnaire**

**Thank you for your participation, time and sharing your information.**

## 7.4 Focus Group Discussion Guides

**CARE Labour Rights for Female Construction Workers (LRCW) Project**  
Endline Survey / Evaluation – January- March 2019  
**Focus Group Discussion (FGD) Guide - Female Construction Workers (FCW)**  
Confidential

Facilitators:	Interview Date: ____/____/____
Interview Location/District:	Interview time start:
Interview Site/Village:	Interview time end:

### Informed Consent and Checklist

Tick (x) when done

2. <b>Explain purpose of endline evaluation/FGD:</b> To assess the project's progress, including changes in KAP and lessons learned	<input type="checkbox"/>
5. <b>Explain voluntary participation:</b> You can choose to participate or answer	<input type="checkbox"/>
6. <b>Explain what will happen with information:</b> Information will be used for project evaluation, final report and dissemination of findings	<input type="checkbox"/>
7. <b>Ask for verbal consent:</b> Are you willing to participate in the FGD? <b>May we quote from the discussion today for the report?</b> Yes or No; May we use a group photo for the discussion today for the report Yes or No	<input type="checkbox"/>

### Introduction:

Hello. I am (name) working as independent consultant for the CARE LRCW project funded by the European Union and Austrian Development Agency. We are interviewing female construction workers who participated in the LRCW project trainings and activities about their knowledge, attitudes and practices on gender equality, labour rights, working conditions and protections. The information will allow CARE to assess the results of the project interventions, identify lessons learned and recommendations for future projects. The findings will be disseminated in a final report.

Everything you say will be kept quietly (confidential). Your participation is voluntary and your answers are very important so we want to ask you to answer truthfully. We hope this discussion will only take less than 1.5 hours.

Do you have any questions? May we start the discussion now?

### Participant Profile

Participant	Age (years)	Marital Status*	No of Children	Education (Grade)	Province	FCW (# years work)
P1						

*Marital Status: M (Married), S/M (Single/Unmarried), D/S (Divorced/Separated)*

## FGD with FCWs: Endline Questions

### A) Female Construction Workers

FCWs and some MCWs were trained on topics: 1. Gender and Culture 2. OSH (Health/Safety) 3. Labour Rights 4. Gender and Labour Rights and 5. Alcohol, Money (Savings)

1. What trainings/topics did you participate in with the LRCW project? (Please describe)
2. What did you learn/find most useful/helpful from the trainings? Why?
3. What was the most difficult or least helpful part or topic of the trainings? Why?
4. What other project activities did you engage in? What were the most interesting? Helpful? Why?
5. What are some changes (positive or negative) in yourself or did you see in other participating FCWs knowledge, attitude or practices on gender equality, labour rights, working conditions or productivity? Please describe
6. Have you observed any changes (positive or negative) in participating MCWs knowledge, attitude or practices on gender equality, labour rights, working conditions or productivity? Please describe

### B) Construction Company

Many Construction Companies and staff were trained on different topics: 1. Gender 2. Health/Safety 3. Labour Law and Labour Rights 4. Working Conditions

7. Did you see any changes in construction company employment practices, policies or working conditions for FCWs after the trainings? If yes, Please describe. If not, why not?
  - Recruitment and Training
  - Employment Policies and Codes
  - Occupational Safety and Health
  - Gender Equality (Tasks and Payment, Complaints)
  - Voice of Workers (Processes and Leadership)

### C) Government Regulations

The project also worked with the MoLVT and trained staff/labour inspectors to improve labour rights and working conditions with the construction sector.

8. What changes (positive or negative) have you observed in the government (MoLVT) implementation of labour policies, regulations or inspections, including capacity (KAP) of government officials/inspectors?
9. What recommendations do you have to improve the labour/working conditions in the construction industry as a whole? Please describe
10. What other information or trainings or activities on labour rights and working conditions in the construction sector do you suggest for future project interventions? Please describe

**Thank you for your participation, time and sharing your information.**

**CARE Labour Rights for Female Construction Workers (LRCW) Project**  
 Endline Survey / Evaluation – January-March 2019  
**Focus Group Discussion (FGD) Guide – Male Construction Workers (MCW)**  
 Confidential

Facilitators:	Interview Date: ___/___/___
Interview Location/District:	Interview time start:
Interview Site/Village:	Interview time end:

**Informed Consent and Checklist****Tick (x) when done**

3. <b>Explain purpose of endline evaluation/FGD:</b> To assess the project's progress, including changes in KAP and lessons learned	
8. <b>Explain voluntary participation:</b> You can choose to participate or answer	
9. <b>Explain what will happen with information:</b> Information will be used for project evaluation, final report and dissemination of findings	
10. <b>Ask for verbal consent:</b> Are you willing to participate in the FGD? <b>May we quote from the discussion today for the report?</b> Yes or No; <b>May we use a group photo for the discussion today for the report</b> Yes or No	

**Introduction:**

Hello. I am (name) working as independent consultant for the CARE LRCW project funded by the European Union and Austrian Development Agency. We are interviewing male construction workers who participated in the LRCW project trainings and activities about their knowledge, attitudes and practices on gender equality, labour rights, working conditions and protections. The information will allow CARE to assess the results of the project interventions, identify lessons learned and recommendations for future projects. The findings will be disseminated in a final report.

Everything you say will be kept quietly (confidential). Your participation is voluntary and your answers are very important so we want to ask you to answer truthfully. We hope this discussion will only take less than 1.5 hours.

Do you have any questions? May we start the discussion now?

**Participant Profile**

Participant	Age (years)	Marital Status*	No of Children	Education (Grade)	Province	MCW (# years work)
P1						

*Marital Status: M (Married), S/M (Single/Unmarried), D/S (Divorced/Separated)*

## FGD with MCWs: Endline Questions

### A) Male Construction Workers

FCWs and some MCWs were trained on topics: 1. Gender and Culture 2. OSH (Health/Safety) 3. Labour Rights 4. Gender and Labour Rights and 5. Alcohol and Money (Savings)

1. What trainings/topics did you participate in with the LRCW project? (Please describe)
2. What did you learn/find most useful/helpful from the trainings? Why?
3. What was the most difficult or least helpful part or topic of the trainings? Why?
4. What other project activities did you engage in? What were the most interesting? Helpful? Why?
5. What are some changes (positive or negative) in yourself or did you see in other participating MCWs knowledge, attitude or practices on gender equality, labour rights, working conditions or productivity? Please describe
6. Have you observed any changes (positive or negative) in participating FCWs knowledge, attitude or practices on gender equality, labour rights, working conditions or productivity? Please describe

### B) Construction Company

Many Construction Companies and staff were trained on different topics: 1. Gender 2. Health/Safety 3. Labour Law and Labour Rights 4. Working Conditions

7. Did you see any changes in construction company employment practices, policies or working conditions for FCWs/MCWs after the trainings? If yes, Please describe. If not, why not?
  - Recruitment and Training
  - Employment Policies and Codes
  - Occupational Safety and Health
  - Gender Equality (Tasks and Payment, Complaints)
  - Voice of Workers (Processes and Leadership)

### C) Government Regulations

The project also worked with the MoLVT and trained staff to improve labour rights and working conditions with the construction sector.

8. What changes (positive or negative) have you observed in the government (MoLVT) implementation of labour policies, regulations or inspections, including capacity (KAP) of government officials/inspectors?
9. What recommendations do you have to improve the labour/working conditions in the construction industry as a whole? Please describe
10. What other information or trainings or activities on labour rights and working conditions in the construction sector do you suggest for future project interventions? Please describe

**Thank you for your participation, time and sharing your information.**

## 7.5 Key Informant Guides with Companies

### CARE Labour Rights for Female Construction Workers (LRFCW) Project Endline Survey / Evaluation: February – March 2019

#### FGD/KII with Construction Companies (Confidential)

#### Informed Consent and Checklist Tick (x) when done

4. <b>Explain purpose of endline evaluation/KII:</b> To assess LRCW project progress /changes compared to baseline on Construction Company employment conditions for FCWs. Give copy of CARE LRFCW Project Brief	<input type="checkbox"/>
11. <b>Explain voluntary participation:</b> You can choose to participate or answer	<input type="checkbox"/>
12. <b>Explain what will happen with information:</b> Information will be used for project evaluation final report, dissemination of findings and future project interventions	<input type="checkbox"/>
13. <b>Ask for verbal consent:</b> Are you willing to participate? <b>May we quote from the discussion today for the report?</b> Yes or No	<input type="checkbox"/>

#### Introduction:

Hello. I am (name) working as independent consultant for the CARE LRCW project funded by the European Union and Austrian Development Agency. We are interviewing construction company managers/staff who participated in the LRCW project trainings on employment policies, working conditions/protections, labour rights and gender equality. The information will allow CARE to assess the results of the project interventions, identify lessons learned and recommendations for future projects. The findings will be disseminated in a final report.

All information is confidential. Your views are very important to us. Your participation is voluntary, and you may choose to stop at any time. We hope this discussion will take less than 45 minutes (KII)/1.5 hours (FGD)

Do you have any questions? May we start the discussion now?

Interviewer Name:	Interview Date: ____/____/____
Interviewee (Optional) Name: (M/F)	Company Name:
Interviewee Position:	Location/Address:

<b>FGD with Construction Company: Endline Questions</b>
---

**A) Construction Company**

1. What trainings/topics did you participate in with the LRCW project? (Please describe)
2. What did you learn/what was new information from the training / topics? (Please describe)
3. What did you find most useful/helpful from the trainings? Why?
4. What was the most difficult or least helpful part or topic of the trainings? Why?
5. Did you/your company apply any learning or information or make any changes in your employment practices, policies or working conditions after the trainings? If yes, Please describe. If not, why not
  - Recruitment and Training
  - Employment Policies and Codes
  - Occupational Safety and Health
  - Gender Equality (Tasks and Payment)
  - Voice of Workers (Processes and Leadership)
6. What improvements for workers does your company plan to implement in the future?

**B) Female Construction Workers**

Many FCWs and some MCWs were trained on topics: 1. Gender and Culture 2. Health/Safety 3. Labour Rights 4. Gender and Labour Rights and 5. Alcohol and Money (Savings)

7. Have you observed any change (positive or negative) in participating FCWs knowledge, attitude or practices on gender equality, labour rights, working condition or productivity? Please describe
8. Have you observed any change (positive or negative) in participating MCWs knowledge, attitude or practices on gender equality, labour rights, working condition or productivity? Please describe

**C) Government Regulations**

The project also worked with the MoLVT to improve labour rights and working conditions with the construction sector.

11. What changes (positive or negative) have you observed in the government (MoLVT) implementation of labour policies, regulations or inspections, including capacity (KAP) of government officials/inspectors?
12. What recommendations do you have to improve the labour/working conditions in the construction industry as a whole? Please describe
13. What other information or trainings or activities on labour rights and working conditions in the construction sector do you suggest for future project interventions? Please describe

**Thank you for your participation, time and sharing your information.**

## 7.6 Key Informant Guides with Project Stakeholders

### CARE Labour Rights for Female Construction Workers (LRFCW) Project

Endline Survey / Evaluation: February – March 2019

#### Key Informant Interview Guides

(CARE, Partners, MoLVT, Stakeholders and Case Study)

<b>1) KII with Project Partners: Government: Ministry of Labour and Vocational Training</b>
---

Q1: How have you engaged with the CARE LRCW Project to promote implementation of fundamental labour rights and protections in the construction sector in Cambodia?

**EQ #1, #2; EQ#8**

Q2: What activities /interventions worked well? (I.e. key achievements) What should be improved?

**Goal Indicator #2, Objective Indicator #3, ER 7,8, EQ#7**

Q3: What contributions has the LRCW Project made to support MOLVT to improve labour rights and working conditions for FCWs? (I.e. regulations, *Prakas*, inspections)

**EQ#5**

Q4: What changes have you observed in MoLVT capacity (staff, policies, monitoring) to improve labour rights and working conditions for female construction workers?

**ER#1; EQ #5**

Q5: What changes have you observed in female construction workers capacity to raise issues and claim rights under the labour law?

**Goal Indicator #3, ER #5, EQ#7**

Q6: What contributions has the LRWC project made to **ensure construction companies** improve labour rights and protections for female construction workers?

**EQ#5**

Q7: What changes have you seen in construction companies to improve compliance with labour code / law and/or improve working conditions for FCWs? Please give examples

**EQ #6**

Q8: What activities of the LRCW project will MOLVT be able to continue after the project ends? Please give examples

**EQ #9**

Q9: Do you have any suggestions for future project interventions to continue (best practise) or to improve rights and protections and working conditions for (female) construction workers?

**Thank you for your time!**



<b>2) FGD with Project Partners: Government: MoLVT Labour Inspectors</b>
--

Q1: What trainings/topics did you participate in with the LRCW project? (Please describe)

**EQ #1, #2; EQ#8**

Q2: What did you find most useful/helpful from the trainings? Why?

Q3: What was the most difficult or least helpful part or topic of the trainings? Why?

**Goal Indicator #2, Objective Indicator #3, ER 7,8, EQ#7**

Q4: After the training, how did you apply your learning or information in your work practices, inspections and or policies? Please describe.

Q5 After the training, what improvements did you observe in your own skills, knowledge or practices to do your job? Please describe. What about your colleagues? Department?

Q6: What are some of the challenges you still face in your work to inspect / ensure construction companies follow the Labour Law, especially for female construction workers?

**Goal Indicator #3, ER #5, EQ#7**

*Some construction companies have participated in training sessions and other project activities*

**EQ#5**

Q7: What changes have you seen in participating construction companies to improve compliance with labour code / law and/or improve working conditions for female construction workers? Please give examples

*Many FCWs have participated in training sessions and other project activities*

**ER#1; EQ #5**

Q8: What changes have you observed in female construction workers capacity to raise issues and claim rights under the labour law?

**EQ #6**

Q9: What activities /work will you continue after the project ends? Why or Why not? Please give examples

**EQ #9**

Q10: Do you have any suggestions for future project interventions to continue (best practise) or to improve rights and protections and working conditions for (female) construction workers?

**Thank you for your time!**

### 3) KII with Project Partners: CWPD, BWTUV and Peer Educators/Counsellors

Q1: Please briefly describe your activities with the LRCW project (peer leaders, training, campaigns, etc.)

#### EQ #1, #2; EQ#8

Q2: What activities /interventions worked well? What have been the key achievements of CWPD/BWTUC in the LRCW project? Are there any best practices?

Q3: What have been the key challenges (internal/external) of CWPD/BWTUC in the LRCW project? What did you do to solve/overcome these problems? What should be improved or done differently?

#### Goal Indicator #1, Objective Indicator #1, #2, ER #1, #2, #9; EQ#5

Q4: What contributions has CWPD/BWTUC and LRCW Project made to empower **FCWs** to recognise / claim /improve their rights under the labour law and working conditions? Ie What changes have you see in FCWs? Please give examples

#### Goal Indicator #3, Objective Indicator #2, ER #5

Q5: What contributions have CWPD/BWTUC and LRCW project made to influence **construction companies** to improve labour rights, working conditions/protections and/or address labour violation for FCWs? What changes have you seen in construction companies, i.e. regulations, capacity, policies, etc.? Please give examples

#### Goal Indicator #2, Objective Indicator #3, ER #7, #8

Q6: What changes have you observed in **MoLVT** capacity (staff, policies, inspections) to improve labour rights and working conditions for female construction workers?

#### EQ#5, #7

Q7: How has CWPD/BWTUC and LRCW Project **influenced men/MCWs** to recognise FCWs rights / protections / gender equality under the labour law and working conditions? Ie What changes (positive/negative) have you seen in MCWs? (Ie less SH/GBV, support FCWs claims) Please explain

#### EQ #6

Q8: What CWPD/BWTUC interventions under the LRCW project do you think will continue? (Probe: peer leaders, advocacy with construction companies? Complaints, etc.) Why or Why not?

#### EQ #9

Q9: Do you have any suggestions for future project interventions to continue (best practice) or to improve rights and protections and working conditions for (female) construction workers?

**Thank you for your time!**

<b>4) KII with Project Partners: LSCW</b>
---

Q1: Please briefly describe your activities with the LRCW project (peer leaders, training, campaigns, etc.)

**EQ #1, #2; EQ #8, ER #2, #3**

Q2: What LSCW activities /interventions worked well? How has the TWG contributed to project achievements? Please describe

Q3: What have been the key challenges (internal/external) of LSCW in the LRCW project? What did you do to solve/overcome these problems? What should be improved or done differently?

**Goal Indicator #1, Objective Indicator #1, #2, ER #1, #2, #9; EQ#5**

Q4: What contributions has LSCW and LRCW Project made to empower **FCWs** to recognise / claim / improve their rights under the labour law and working conditions? Ie What changes have you see in FCWs to claim rights? (Ie filing complaints, increase referrals, raising issues?) Please give examples

**Goal Indicator #3, Objective Indicator #2, ER #5**

Q5: What contributions have LSCW and LRCW project made to influence **construction companies** to improve labour rights, working conditions/protections and/or address labour violation for FCWs? What changes have you seen in construction companies, ie regulations, capacity, policies, etc.? Please give examples

**Goal Indicator #2, Objective Indicator #3, ER #7, #8**

Q6: What changes have you observed in **MoLVT** capacity (staff, policies, inspections) to improve labour rights and working conditions for female construction workers?

**EQ#5, #7**

Q7: How has LSCW and LRCW Project **influenced men/MCWs to** recognise FCWs rights / protections / gender equality under the labour law and working conditions? Ie What changes (positive/negative) have you seen in MCWs? (Ie less SH/GBV, support FCWs claims) Please explain

**EQ #6**

Q8: What LSCW interventions under the LRCW project do you think will continue? (Probe: TWGs, file represent/file FCW complaints, etc.) Why or Why not?

**EQ #9**

Q9: Do you have any suggestions for future project interventions to continue (best practice) or to improve rights and protections and working conditions for (female) construction workers?

**Thank you for your time!**

<b>5) KII with CARE Project Team</b>
--------------------------------------

**EQ #2**

Q1: What worked well regarding CARE LRCW project partnership with: (Please give examples)

- Partners (CWPD, BWTUC, LSCW) to empower FCWs on labour rights? What would you improve?
- Construction companies to improve labour rights/working conditions for FCWs? What would you improve?
- MoLVT to improve labour rights/working conditions for FCWs/construction companies. What would you improve?

**EQ #1, #2; EQ#8**

Q2: What have been the key achievements of the LRCW project? Are there any best practices? What are the key Lessons Learned?

Q3: What have been the key challenges (internal/external) of the LRCW project? What did you do to overcome these problems?

**Goal Indicator #1, Objective Indicator #1, #2, ER #1, #2, #9; EQ#5**

Q4: What contributions has the LRCW Project made to empower **FCWs** to claim/improve their rights under the labour law and working conditions? (e.g. What changes have you seen in FCWs? Please give examples)

**Goal Indicator #3, Objective Indicator #2, ER #5**

Q5: What contributions have LRCW project made to influence **construction companies** to improve labour rights, working conditions/protections and address labour violation for FCWs? (e.g. What changes have you seen in construction companies? (e.g. regulations, capacity, policies, etc.) Please give examples)

**Goal Indicator #2, Objective Indicator #3, ER #7, #8**

Q6: What changes have you observed in **MoLVT** capacity (staff, policies, inspections) to improve labour rights and working conditions for female construction workers?

**EQ#5, #7**

Q7: How has the LRCW Project **influenced men/MCWs** to improve FCWs rights /gender equality under the labour law and working conditions? (e.g. What changes (positive/negative) have you seen in MCWs? (e.g. less SH/GBV, support FCWs claims) Please explain)

**EQ #6**

Q8: What interventions under the LRCW project do you think will continue? (Probe: peer leaders, advocacy with construction companies? Complaints, etc.) Why or Why not?

**EQ #9**

Q9: Do you have any suggestions for future project interventions to continue (best practice) or to improve rights and protections and working conditions for (female) construction workers?

**Thank you for your time!**

<b>6) KII with other project stakeholders (CLC, ACILS, ILO)</b>
---

Please briefly describe your engagement with the LRCW project (training, campaigns, etc.)

**EQ #1, #2; EQ#8**

Q1: What have been the key achievements of the LRCW project? Are there any best practices?

Q2: What have been the key challenges (internal/external) of the LRCW project? What did the LRCW project/partners do to address these?

Q3: In what ways have the project partners collaborated effectively and/innovatively to implement project activities? What could be done differently or improved?

**Goal Indicator #1, Objective Indicator #1, #2, ER #1, #2, #9; EQ#5**

Q4: What contributions has the LRCW Project made to empower **FCWs** to claim/improve their rights under the labour law and working conditions? Please give examples

**Goal Indicator #3, Objective Indicator #2, ER #5**

Q5: What contributions have LRCW project made to influence **construction companies** to improve labour rights, working conditions/protections and address labour violation for FCWs? Please give examples

**Goal Indicator #2, Objective Indicator #3, ER #7, #8**

Q6: What contributions have LRCW project made to improve **MoLVT** capacity (staff, policies, inspections) to improve labour rights and working conditions for female construction workers?

**EQ#5, #7**

Q7: How has the LRCW project **influenced men/MCWs** to improve FCWs rights /gender equality under the labour law and working conditions?

**EQ #6**

Q8: What interventions under the LRCW project do you think will continue? (Probe: construction companies policies, FCW referrals/complaints, MoLVT inspections, etc.) Why or Why not?

**EQ #9**

Q9: Do you have any suggestions for future project interventions to continue (best practice) or to improve rights and protections and working conditions for (female) construction workers?

**Thank you for your time!**

<b>7) Case Study Guides</b>
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**Topic 1: Peer Leader: Empowering Self; Empowering Women**  
**Topic 2: FCW: Empowering Self, Improving Workplace, Making Changes**

Q1: Can you please tell us briefly about yourself? (Probe: name, education, marital status, age, number of children, occupation, and years working as FCW)

Q2: What was your involvement with the LRCW Project? (I.e. attended trainings, trained FCWs, organized events, made referrals, etc.)

Q3: What challenges did you face before you participated in the LRCW Project?

Q4: Since you participated in the LRCW Project, what kind of changes have you seen in yourself? Can you give some examples? (Probe: confident to lead/address FCW; able to refer FCW complaints; able to advocate for FCW rights, better working conditions)

Q5: Among those changes, what do you think are the most significant changes for yourself, your own work and your workplace? Why? Please describe specifically.

Q6: What do you hope to improve for your future personal (self) and professional (work) development? Please describe

**Thank you for your time!**

**Optional Topic 3b: Construction Company: Improving work to support FCW rights**

Q1: Can you please tell us briefly about yourself? (Probe: name, education, age, occupation, and years working in construction company/sector)

Q2: What was your involvement with the LRCW Project? (I.e. attended trainings, meetings)

Q3: What challenges did you face at workplace/with FCWs before you participated in the LRCW Project?

Q4: Since you participated in the LRCW Project, what changes have you seen in your own personal knowledge, attitudes and skills to support improved employment/work conditions and FCWs rights? Can you give some examples?

Q5: Among those changes, what do you think are the most significant changes for yourself, your own work and your workplace? Why? Please describe specifically.

Q6: What do you hope to improve for your future personal (self) development and professional (work) development? Please describe

**Thank you for your time!**

## 7.7 Observation Check List

### CARE Labour Rights for Female Construction Workers (LRCW) Project

Final Evaluation, January – March 2019

#### Observation Checklist at Construction Site

Confidential

Observer Name:	Date: ____/____/____
Construction Location/District:	Company Name:
Construction Site/Village:	

Observation	Yes	No	Comments/Describe
1. Are men and women doing similar work on site?			
2. What types of work are FCWs doing?			
3. What types of work are MCWs doing?			
4. Are FCWs wearing any safety/protection gear?			
5. Are MCWs wearing any safety / protection gear?			
6. Are there any safety signs posted?			
7. Is company housing provided /available on site?			
8. Are separate toilets for male and females available nearby?			
9. Are for male and females bathing facilities /water available nearby?			
10. What are sanitation conditions? (I.e. garbage, sewage)			
11. Are any pregnant women working?			
12. Are young children U5 at work site?			
12a. Are young children U5 at living site?			
13. Are children (5-15 yrs.) at work site?			
13a Are children (5-15 yrs.) at living site?			
14. Are men drinking alcohol at work site?			
14a Are men drinking alcohol at living site?			
15. Are women drinking alcohol at work site?			
15a Are women drinking alcohol at living site?			
16. Is verbal sexual harassment of women overheard at worksite?			
16a Is Verbal sexual harassment of women overheard at living site?			
17. Is physical sexual harassment of women observed at work site?			
17a Is physical sexual harassment of women observed at living site?			

General Comments/Observations: