

Migrant Women Mini-survey on Sexual Harassment

Aung Myin Hmu Project: Industry Solutions for Safe Employment

Introduction

This AMH project aims to provide safe work opportunities for migrant women by working with the private sector and the government to provide in demand vocational training and job matching while ensuring that women can access appropriate social and protection services.

Objectives

The study follows up with the project measurement framework to simplify and better visualize the below project indicators.

- 1) HLO2.2 % of migrant women who report experiencing discrimination and abuse in public and/or at the workplace
- 2) HLO 2.4 % of women who report feeling safer due to SH awareness activities and existence of complaint mechanism
- 3) IO 2.2.3 % of women report experiencing sexual harassment at their workplace

Methodology and Data Collection

This section will begin by outlining the methodological approach utilized in the mini survey, denoting the changes made to the original plan to allow for remote data collection. It will then highlight the data collection alongside challenges experienced by the field research team.

General Scope

The original methodology for the sexual harassment mini-survey consisted of a quantitative survey with the targeted beneficiaries in the Aung Myin Hmu project, considering the target groups according to the project proposal, migrant women workers in the garment factories who received sexual harassment awareness sessions.

Sampling Frame

The record list of migrant women workers in the garment factories who received sexual harassment awareness sessions provided by the sexual harassment implementation team of Aung Myin Hmu project, and the record list of supervisors who were women and received sexual harassment awareness sessions in the Aung Myin Hmu Training Center during the supervisory skills training (SST) were taken as the sampling frame for this phone survey (N=175). Contact information of 150 respondents from the sexual harassment implementation team of Aung Myin Hmu project, and that of 25 respondents from the Aung Myin Hmu Training Center's database were provided respectively.

Data Collection Outline

Team structure

The data collection team was composed of three Monitoring and Evaluation staffs of Aung Myin Hmu project and five enumerators. All of five enumerators were women who had strong data collection experiences and participated in conducting field surveys, and women enumerators were only recruited because of the natures of questionnaires and sensitive issues of sexual harassment and gender-based violence in conducting interviews to women survey participants.

Training and pilot

Survey data collection training was conducted in the Aung Myin Hmu Training Center on 29 January 2021 by AMH M&E team. Monitoring and Evaluation team organized the enumerator training with the technical support of CARE's prevention of Sexual Harassment team, providing some fundamental technical knowledge related to sexual harassment to data enumerators. Moreover, the contents of questionnaire were explained by AMH M&E team, focusing how to approach and use paraphrases to get the possible responses and understanding of the questions by the survey respondents. All enumerators actively participated in discussions and practicing the interviews with questionnaires frequently in pairs. Pilot interview was conducted with five trainers from Aung Myin Hmu Training Center after the training session on that day. All enumerators provided feedbacks about the questionnaires and Monitoring and Evaluation team revised the questionnaires and modified the survey programming in KoBo Collect upon the enumerators' feedbacks.

Quality Control

At night of every day during data collection period, the M&E Coordinator managed the server in the KoBo Collect and checked any inconsistencies in the data including duplicates, outliers, violations of survey logic and incomplete surveys. In addition, the completion rate of each enumerator was continuously monitored. When the M&E Coordinator detected any errors in the data after checking, the issues were immediately shared with enumerators. Whenever manual corrections were needed, these were sent back to the M&E Coordinator, who would record and process all corrections at the end of the day. In this case, though some corrective guidance was needed at times, enumerator performance overall was very satisfactory for the duration of the survey.

Main Findings and Analysis

This section contains the tabulated data from the telephone survey conducted as part of data collection for the Migrant Women Mini-survey on Sexual Harassment with target beneficiaries. It covers basic demographic information (tabulated in more detail in Annex 1), and the results of knowledge, experiences, and reporting on sexual harassment after receiving sexual harassment

awareness sessions which mainly contributes the core indicators regarding the sexual harassment in the project measurement framework.

Section (A): Demographics

In the survey, 102 migrant female workers from 21 garment factories were interviewed. The average age was 28.47 with 52 being the oldest age and 18 being the youngest age. The majority 97.1% of the respondents were Buddhist and only 2.9% were Christian.

Regard with the places of original of respondents in the survey, about 43.1% of respondents were from Yangon region, over 31% of that were from Ayeyarwady region, nearly 10% of that were from Bago (West) region, about 4% of that were from Magway and 4% were from Mandalay regions, only 2% were from Bago (East) region and the rest were from the Mon Rakhine Sagaing Shan (East), Shan (North), Shan (South) with 1% of each respectively. Over half of respondents (68.6%) have been living currently in the Yangon region for more than 5 years.

Over half of respondents (68.6%) lived in their current townships within Yangon 5 years and above and 31.4% of respondents were below 5 years living in Yangon region.

36.9% of the respondents reported that they completed middle school education, and 29% of respondents completed high school education. 17% of the respondents completed bachelor’s degree, and 11.8% reported attending college/university. Another 6.9% of respondent reported having primary education.

31.4% of respondents were supervisors, 17.6% were operators, and 38.2 were other position such as HR staffs, Industrial Engineering (IE), Line clerks, Office staffs, QC, security, and cleaner. The average time the respondents worked in the factories was 59.98 months.

Section (B): Sexual Harassment in home, workplace, and community

Table 1: Heard of “Sexual Harassment”

Have you ever heard of “sexual harassment”?	Frequency	Percent
Yes	102	100%

The table above indicates that 100% of respondents aware of sexual harassment.

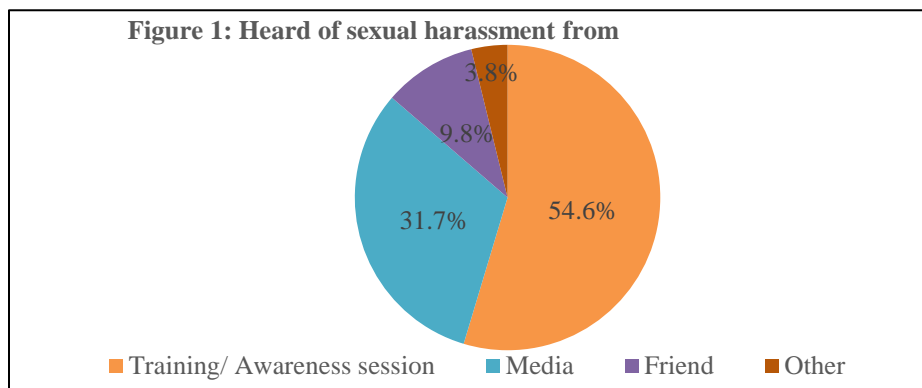
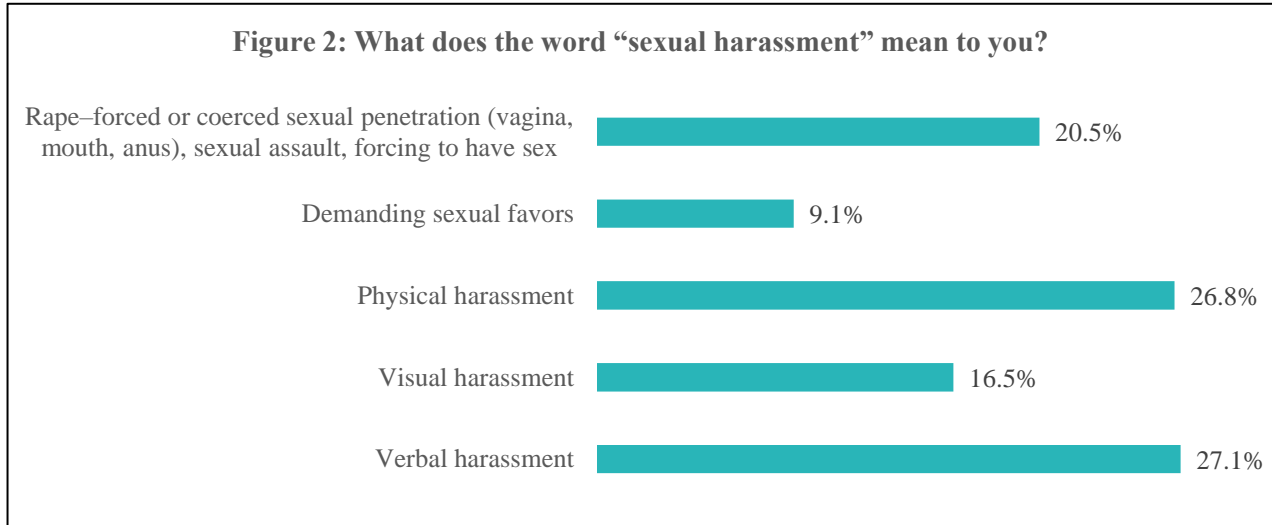


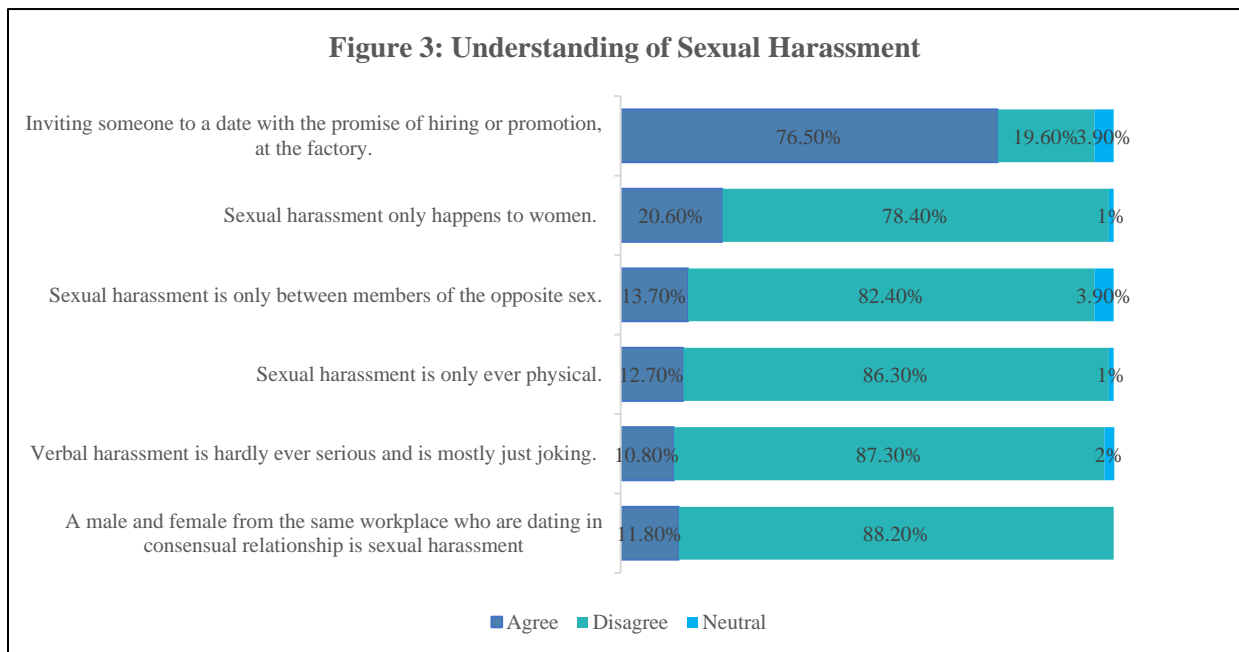
Figure 1 describes that above half of respondents (54.6%) heard the word of “Sexual Harassment” from trainings/awareness sessions, 31.7% heard it from media, 10% from friends and only 3.8% from other.

Figure 2: The meaning of the word “Sexual Harassment”



27.1% of respondents responded it meant verbal harassment, 26.8% of respondents responded physical harassment, and 20.5% of respondents stated rape—forced or coerced sexual penetration (vagina, mouth, anus), sexual assaults, forcing to have sex. Only 16.5% of respondents stated visual harassment while 9.1% of respondents reported demanding sexual favors.

Figure 3: Understanding of Sexual Harassment



The statements related to understanding the sexual harassment were developed by applying answer options (Agree, Neutral, and Disagree). Figure 3 indicated as follows:

88% of respondents agreed that a male and female from the same workplace who are dating in consensual relationship is harassment while about 11.8% disagreed with this statement.

87.3% of respondents stated that they agreed that verbal harassment is hardly ever serious and is mostly just joking, while another 10.8% disagreed that it was not.

86.3% of respondents reported that sexual harassment is only ever physical, but 12.7% reported that it is not just physical.

82% of respondents agreed that sexual harassment is only between members of the opposite sex, but 14% disagreed with this statement. In addition, 78.4% of respondents stated that sexual harassment only happens to women, but over 20% answered that sexual harassment does not only happen to women. 76% of respondents agreed that inviting someone to a date with the promise of hiring or promotion at the factory is harassment, and 19.6% of respondents disagreed with this statement, while 3.9% of respondents answered that they neither agree nor disagree with the statement

Sexual harassment training and satisfaction

Table 2: Attended sexual harassment training

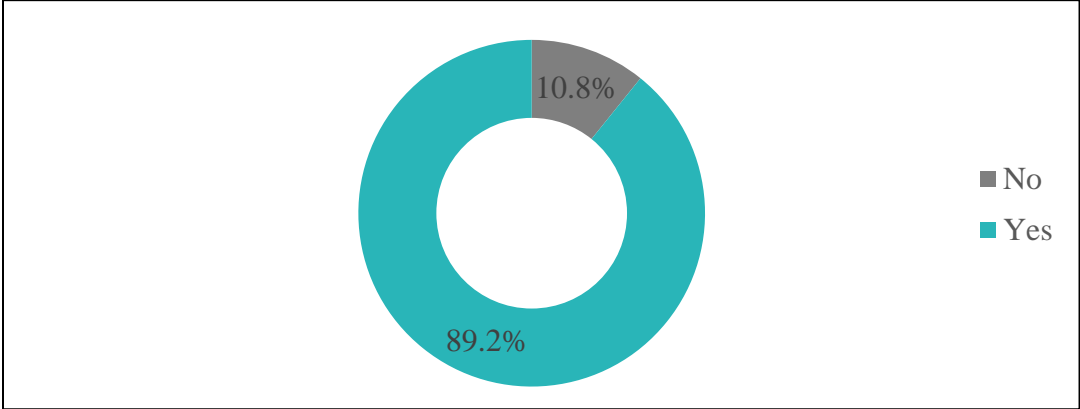
Have you ever attended any sexual harassment training?	Frequency	Percent
Yes	99	97.1%
No	3	2.9%

Table 3: satisfaction on SH training

Do you satisfy with that training?	Frequency	Percent
Yes	102	100%

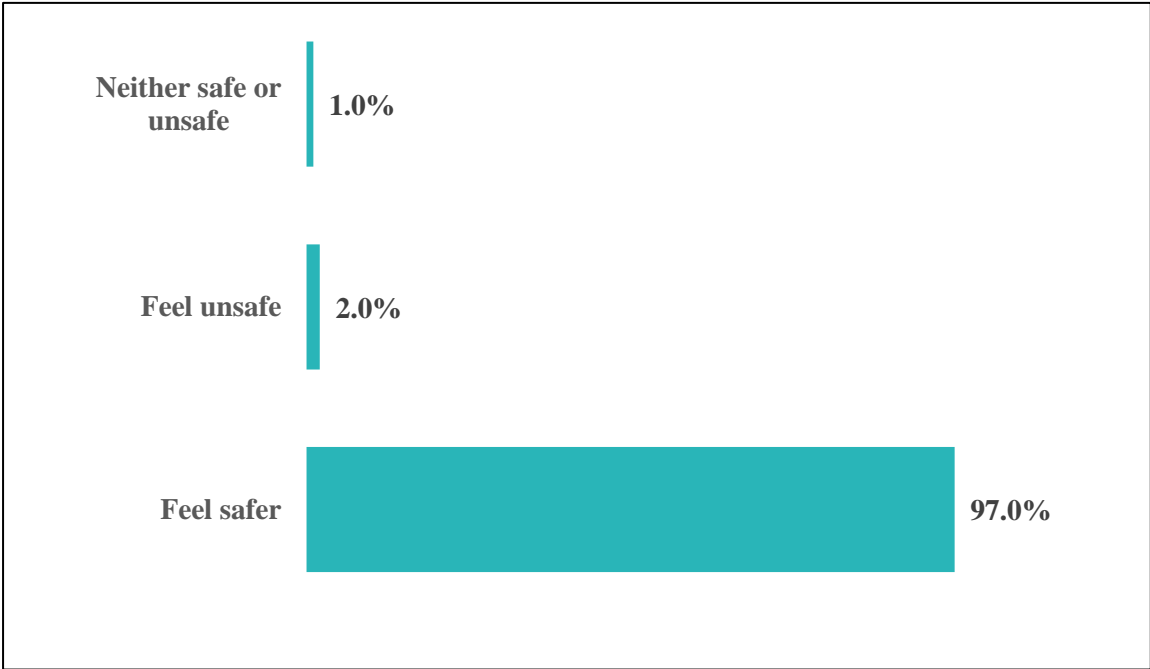
Table 2 and Table 3 show that most respondents (97.1%) have attended sexual harassment training and 100% of them are fully satisfied with the trainings they received.

Figure 4: Existence of a sexual harassment policy and complaint mechanism about sexual harassment in the factory



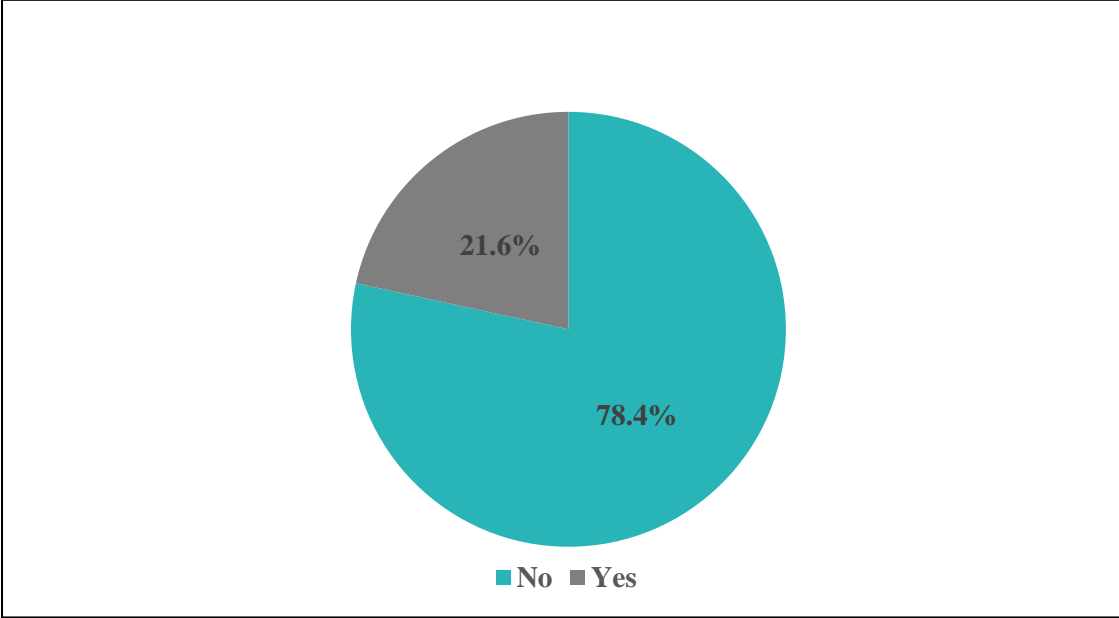
In term of sexual harassment policy and complaint mechanism, a majority 98.2% of respondents reported that sexual harassment policy and complaint mechanisms on sexual harassment exist in their factories, while 10.2% of respondents reported that, there is no sexual harassment policy and complaint mechanism in their factories.

Figure 5: Perception on the existence of a complaint mechanism in the factory



A majority 97% of respondents reported that they felt safer as their factories had complaint mechanism, while only 2% of respondents felt unsafe and the rest 1% answered that they felt neither safe nor unsafe.

Figure 6: Percentage of respondents who faced Sexual Harassment in the workplace or on the way to the workplace within last year



Among the survey respondents, majority 78.4% of respondents did not experience any type of sexual harassment, while 21.6% of respondents reported that they had experienced at least one type of sexual harassment in the workplace or on the way to the workplace in the past year.

Figure 7: Type of sexual harassment they experienced

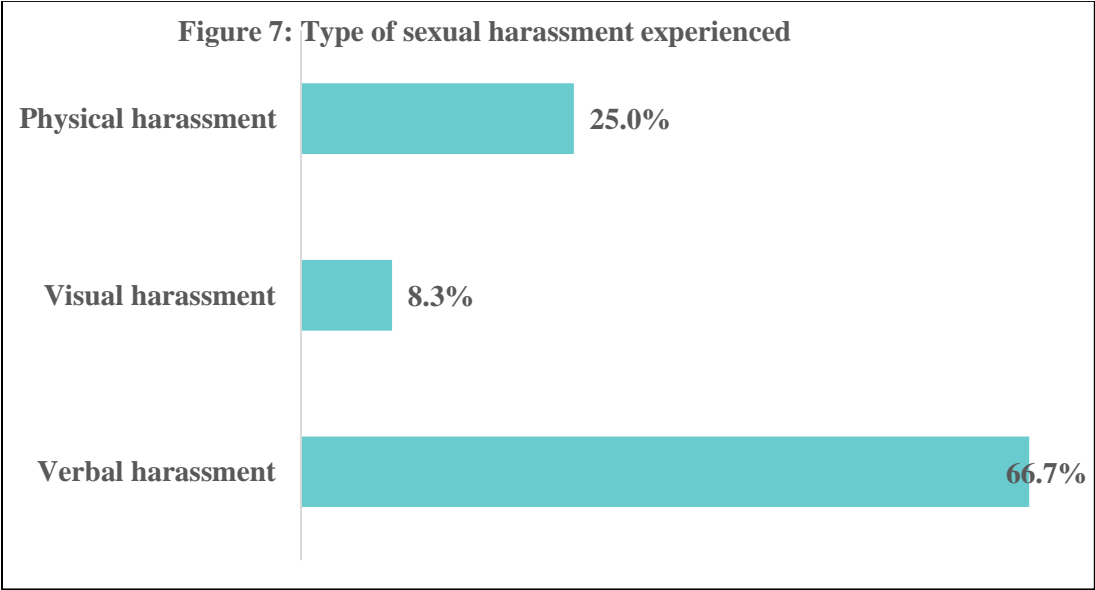
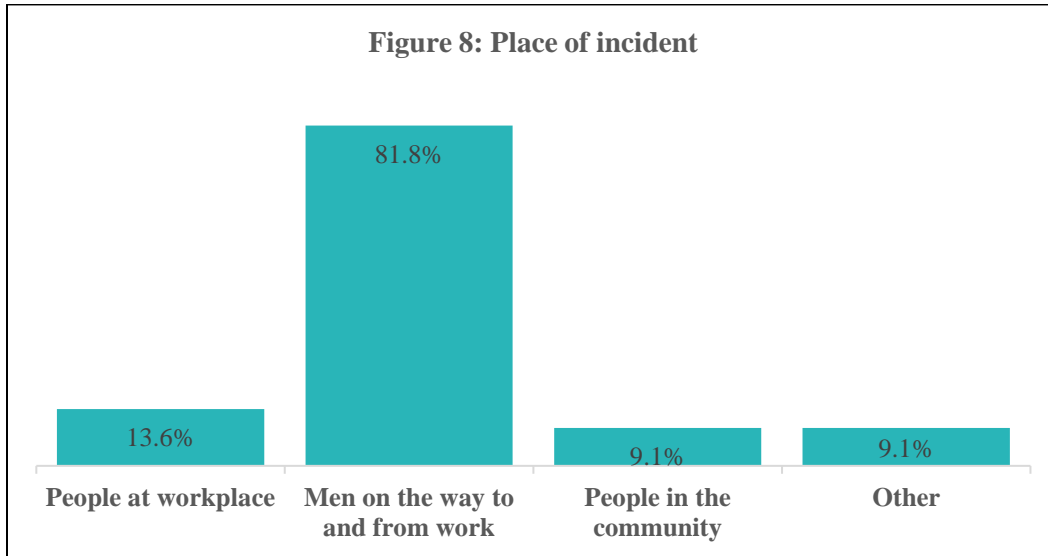


Figure 7 shows the type of harassment respondents had experienced either in the workplace or on the way to the workplace in the past year. About 66.7% of respondents experienced verbal harassment, 25% of respondents experienced physical harassment and about 8.3% of

respondents experienced visual harassment in their workplace or on the way to the workplace in the past year.

Figure 8: Place of incident



With regard to people who mostly offended in the workplace or on the way to the workplace, a majority 81.8% of respondents reported that people (especially men) on the way to and from work offended, while 13.6% of respondents reported that people at the workplace offended. 9.1% of respondents said that most of the offenders were people in the community, while the remaining 9.1% of respondents also reported that the offenders were others.

Table 4: Did you report to anyone in the workplace when you experience sexual harassment?

Did you report to anyone in the workplace when you experience sexual harassment?	Frequency
Yes	3
No	19

Table 5: If yes, where did you report?

If yes, where did you report?	Frequency
Report to someone at work (Colleagues, Supervisor, Senior management)	1
Family	1
Other (Reported to aunt)	1

22 out of 102 respondents had experienced sexual harassment in the workplace or on the way to workplace in the past year. 3 out of 22 respondents responded that they did report when they experienced discrimination and abuse. Among the 3 persons who reported to, 1 respondent reported to someone at work (colleagues, supervisor and senior management), the another 1 respondents reported to her family, and the remaining 1 person reported to other (her aunt) respectively. Detail can be found in Table 4 and Table 5.

Table 6: Facing with negative consequences in the workplace after reporting

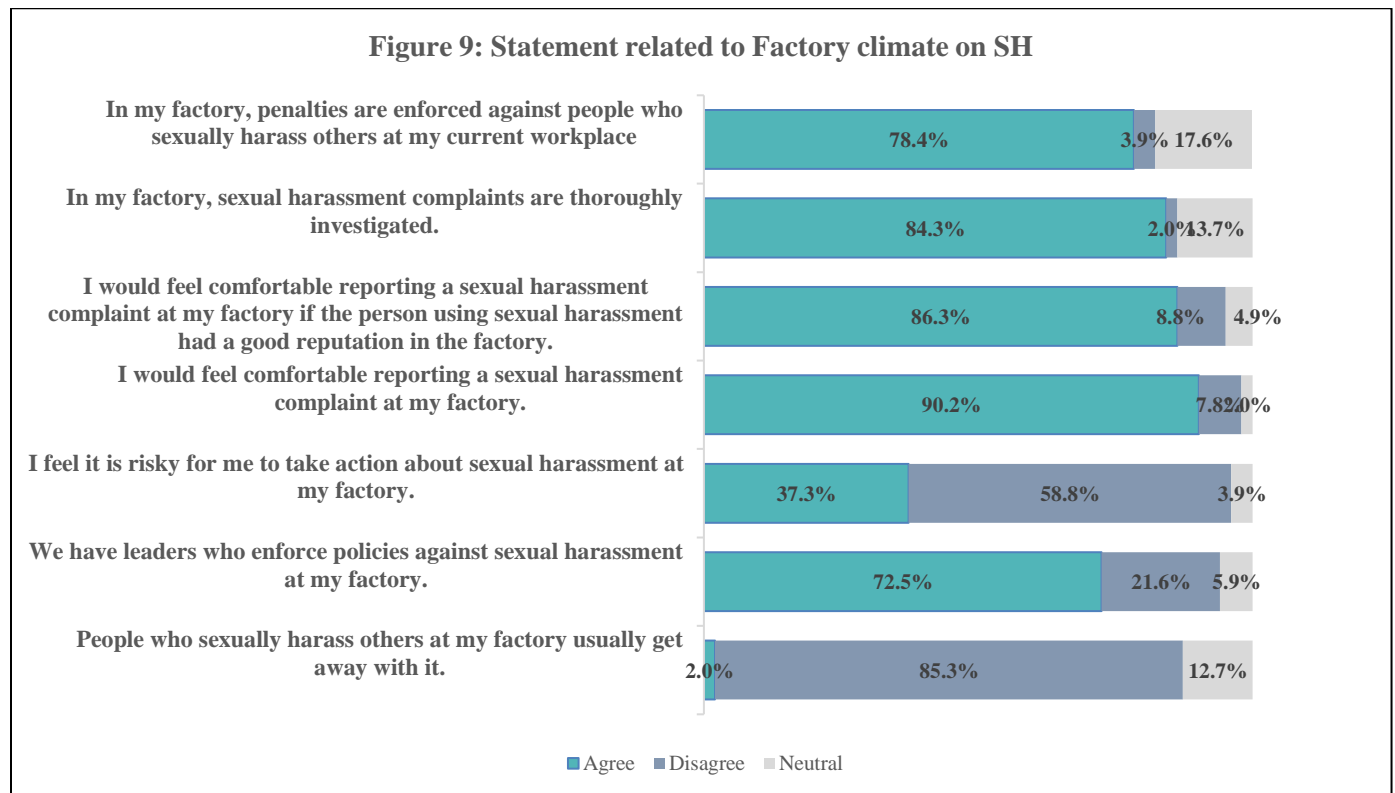
Do you or someone reported face with negative consequences in the workplace?	Frequency	Percent
Yes	23	22.5%
No	79	77.5%

Table 7: Sexual harassment is reduced after the complaint mechanism is in place in the factory

Do you think sexual harassment is reduced after the complaint mechanism is in place in the factory?	Frequency	Percent
Yes	97	95.1%
No	5	4.9%

22.5% of respondents reported that people reported were faced with negative consequences in the workplace, and over 77% of respondents didn't face the negative consequences after reporting. A majority 95.1% of respondents reported that sexual harassment was significantly reduced after the complaint mechanism was in place in the factory, while the remaining 4.9% of respondents said that it was not reduced even though there was a complaint mechanism in the factory. Details can be found in table 4 and table 5.

Figure 9: Statement related to Factory Climate on SH



Regarding to the factory climate, the statements related to understanding the factory climate on sexual harassment were developed by applying answer options (Agree, Neutral, and Disagree). Figure 9 indicates as followings.

Majority 85.3% of respondents disagreed that people who sexually harass others at my factory usually get away with it and only 2% of respondents agreed this statement. Over 72% of respondents agreed the statement “We have leaders who enforce policies against sexual harassment at my factory”, while about 21.6% of respondents disagreed this statement. About 37.3% of respondents reported that they felt it is risky for me to take action about sexual harassment at my factory, while over half (58.8%) of respondents disagreed this statement. Majority 90.2% of respondents agreed that I would feel comfortable reporting a sexual harassment complaint at my factory, but about 7.8% of respondents disagreed it. Majority 86.3% of respondents agreed the statement “I would feel comfortable reporting a sexual harassment complaint at my factory if the person using sexual harassment had a good reputation in the factory”, while the remaining 8.8% of the respondents disagreed it. Moreover, 84.3% of respondents agreed that sexual harassment complaints are thoroughly investigated in the factory, and only 2% of respondents disagreed this statement. 78.4% of respondents stated that penalties are enforced against people who sexually harass others at my current workplace in my factory, while nearly 4% of respondents disagreed it.

Indicators from Measurement Framework

This section will denote the indicators from the Aung Myin Hmu's Project Measurement Framework relevant to the migrant women mini-survey on sexual harassment, which have been updated to reflect the findings from the data collection in project target areas. An explanation of how the data has been calculated can be found in Annex 2.

Key Indicators	Indicator Definition	Key Findings
HLO2.2 % of migrant women who report experiencing discrimination and abuse in public and/or at the workplace	Numerator: Number of women who report experiencing discrimination and abuse Denominator: Total number of women respondents	21.6% of respondents reported that they had experienced at least one type of sexual harassment in the workplace or on the way to the workplace in the past year, while 78.4% of respondents did not experience any type of sexual harassment.
HLO 2.4 % of women who report feeling safer due to SH awareness activities and existence of complaint mechanism	Numerator: Number of women who report feeling safer. Denominator: Total number of women reached/informed about the services available	97% of respondents reported that they felt safer as their factories had compliant mechanism, while only 2% of respondents felt unsafe and the remaining 1% answered that they felt neither safe nor unsafe.
IO 2.2.3 % of women report experiencing sexual harassment at their workplace	Numerator: Number of women who report experiencing SH Denominator: Total number of respondents.	<ul style="list-style-type: none"> • 22 out of 102 respondents had experienced sexual harassment in the workplace or on the way to workplace in the past year. • 3 out of 22 respondents responded that all of the offenders were from the workplace. • According to the indicator definition, it can be concluded that about 2.9% of women report experiencing sexual harassment at their workplace.

Annexes

Annex 1: Demographics of Respondents

Variables	Frequency	Percent	n
Gender			
• Female	102	100.0	n=102
Age			
• Minimum	18		n=102
• Maximum	52		
• Mean	28.47		
Religion			
• Buddhist	99	97.1	n=102
• Christian	3	2.9	
Ethnicity			
• Bamar	93	91.2	n=102
• Kayin	6	5.9	
• Rakhine	1	1.0	
• Shan	2	2.0	
State/Region			
• Ayeyarwady	32	31.4	n=102
• Bago (East)	2	2.0	
• Bago (West)	10	9.8	
• Magway	4	3.9	
• Mandalay	4	3.9	
• Mon	1	1.0	
• Rakhine	1	1.0	
• Sagaing	1	1.0	
• Shan (East)	1	1.0	
• Shan (North)	1	1.0	
• Shan (South)	1	1.0	
• Yangon	44	43.1	
Currently township			
• 5 years and above	70	68.6	n=102
• Below 5 years	32	31.4	
School attended			
• Yes	102	100.0	n=102
Highest school level			
• College/University	11	10.8	n=102
• Graduate	17	16.7	
• High school (Grade 10-11)	30	29.4	
• Middle school (Grade 6-9)	37	36.3	
• Primary school (Grade 1-5)	7	6.9	
Factory name	1	1.0	

<ul style="list-style-type: none"> Anita Asia Bogart Chindwin Banner DJY ELE Fullway Myanmar Golden Theparerg JABP MTT Musung Garment Myanmar Century Myanmar Silver Spring Myanmar York MyPort PCI Prosperity Saw Bwa VT Shwe Sakar Solamoda Wan He Weijie 	<p>1</p> <p>1</p> <p>3</p> <p>1</p> <p>1</p> <p>1</p> <p>12</p> <p>1</p> <p>14</p> <p>13</p> <p>1</p> <p>7</p> <p>2</p> <p>2</p> <p>7</p> <p>2</p> <p>1</p> <p>2</p> <p>28</p> <p>1</p>	<p>1.0</p> <p>1.0</p> <p>2.9</p> <p>1.0</p> <p>1.0</p> <p>1.0</p> <p>11.8</p> <p>1.0</p> <p>13.7</p> <p>12.7</p> <p>1.0</p> <p>6.9</p> <p>2.0</p> <p>2.0</p> <p>6.9</p> <p>2.0</p> <p>1.0</p> <p>2.0</p> <p>27.5</p> <p>1.0</p>	n=102
<p>Factory types</p> <ul style="list-style-type: none"> Bag Garment Other (Specify) 	<p>1</p> <p>100</p> <p>1</p>	<p>1.0</p> <p>98.0</p> <p>1.0</p>	n=102
<p>Position</p> <ul style="list-style-type: none"> Helper Line leader Operator Other (Specify) Supervisor 	<p>5</p> <p>8</p> <p>18</p> <p>39</p> <p>32</p>	<p>4.9</p> <p>7.8</p> <p>17.6</p> <p>38.2</p> <p>31.4</p>	n=102
<p>Other position</p> <ul style="list-style-type: none"> Cleaner HR staff HR Staff IE Line clerk Office staff QC Security 	<p>1</p> <p>1</p> <p>1</p> <p>8</p> <p>7</p> <p>2</p> <p>18</p> <p>1</p>	<p>2.6</p> <p>2.6</p> <p>2.6</p> <p>20.5</p> <p>18.0</p> <p>5.1</p> <p>46.2</p> <p>2.6</p>	n=39
<p>How many months have you worked in this factory?</p> <ul style="list-style-type: none"> Mean 	<p>59.98</p>	<p>100.0</p>	n=102

Annex 2: Measurement Framework Calculation

Indicator HLO 2.2

- 1) HLO2.2 % of migrant women who report experiencing discrimination and abuse in public and/or at the workplace.

Definition

Number of women who report experiencing discrimination and abuse divided by total number of women surveyed respondents, multiplied by 100.

Relevant Question

Did you report to anyone in the workplace when you experience sexual harassment?

Sample calculation

Percentage of migrant women who report experiencing discrimination and abuse in public and/or at the workplace. =
$$\frac{\text{Number of women who report experiencing discrimination and abuse}}{\text{Total number of women surveyed respondents}} \times 100$$

Indicator HLO 2.4

- 2) HLO 2.4 % of women who report feeling safer due to SH awareness activities and existence of complaint mechanism.

Definition

Number of women who report feeling safer divided by total number of women reached/informed about the services available, multiplied by 100.

Relevant Question

How do you feel when you know the existence of a complaint mechanism in your factory?

Sample calculation

Percentage of women who report feeling safer due to SH awareness activities and existence of complaint mechanism =
$$\frac{\text{Number of women who report feeling safer}}{\text{Total number of women reached/informed about the services available}} \times 100$$

Indicator IO 2.2.3

3) IO 2.2.3 % of women report experiencing sexual harassment at their workplace

Definition

Number of women who report experiencing discrimination and abuse divided by total number of women surveyed respondents, multiplied by 100.

Relevant Question

Who were the most offenders? (Multiple answers possible)

Sample calculation

$$\begin{array}{l} \text{Percentage of women} \\ \text{report experiencing} \\ \text{sexual harassment at} \\ \text{their workplace} \end{array} = \frac{\text{Number of women who report experiencing SH at their workplace}}{\text{Total number of women surveyed respondents}} \times 100$$