

CARE
International in
Cambodia

Baseline Survey Report for Gap Inc. P.A.C.E. Project Year 2



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CARE International in Cambodia
Baseline Survey Report
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EXECUTIVE SUMMARY

The Personal Advancement and Career Enhancement (P.A.C.E.) Program in Cambodia, implemented by CARE International in Cambodia in partnership with Bright Sky Pte Ltd and funded by Gap Inc., provides life skills training for female garment workers. The P.A.C.E. program aims to bring about positive change in the lives of female garment workers, their families, and their communities.

The P.A.C.E. Program in Cambodia includes 3 core modules on Communication, Problem-Solving and Decision-Making and Time Management, as well as Health and Nutrition, Gender and Financial Literacy. Khmer Literacy is a separate module. Women are organized into groups of 25 and attend weekly 1.5 hour sessions.

The P.A.C.E. Program completed the first life skills training in March 2010 with 174 FGWs and started the second year in April 2010 with 260 FGWs. The CARE survey team randomly selected and interviewed 161 women (61.5%) for the baseline survey, which was administered in June 2010, after the literacy classes ended and before the start of the six P.A.C.E. life skills modules.

The baseline survey, adapted from the instrument developed by the International Center for Research on Women, assesses knowledge and behavioral indicators around key domains such as self-esteem, self-efficacy, workplace efficacy and efficiency, workplace environment, communications, problem solving, and time management as well as gender, health, hygiene, basic nutrition and financial efficacy.

Demographic Characteristics

As is typical in the garment industry in Cambodia, the majority P.A.C.E. participants are young, unskilled, single women, under the age of 30, who have migrated from rural provinces to Phnom Penh. For most women then, work in the factory is their first employment outside their home and transition to city life represents a major change from their life in their rural village.

Of the 161 women surveyed, 89% were between 21 and 30 years old, including 51% between the ages of 21-25 and 38% between 26-30 years old. About two-thirds were single or engaged (72%) and 26% women were married or had been married. Of the 46 married women interviewed, 39% did not have any children and 42% had one child.

Over 75% of the women interviewed were living with family or relatives while almost half (47%) were living with a sibling. The vast majority of women (93%) came from provinces other than Kandal or the capital city of Phnom Penh. Two-thirds were originally from Prey Veng (31%), Kampong Cham (22%) and Kampong Speu (13%). About one quarter of the women have been living in Phnom Penh for 3 years or less while only 7% have lived in Phnom Penh for more than 10 years.

The majority of women surveyed (58%) had only some primary school education (Grade 1-6) while slightly over one-third (37%) had attended some lower secondary school (Grade 7 to Grade 9). Very few women (3%) had attended upper secondary school. More than two-thirds (68%) of the women have never attended any training outside of the factory.

Work Place Performance and Environment

Factory production depends on the workforce's ability to produce both the expected quantity and quality of clothes required to meet the buyer's deadlines and standards. Two-thirds of

the women reported they produced “a lot of work” and 83% perceived they produced “high quality of work” in the previous month. About half of the women cited rush orders or many clothes to sew as reasons for the quantity produced. This suggests a need for women to be able to respond to external workload pressures within their working environment. The reasons for the high quality of work produced included not needing to re-sew (35%), checking carefully (21%), and sewing or ironing well (20%), indicating important skills and work behaviors of the women themselves.

The women workers are critical to the factory’s production and being recognized by their supervisors can be a motivating factor in overall productivity. More than half (54%) the women were commended by their supervisor on their work performance during the last month, 45% reported to have new work during the last month, and 45% said they requested new tasks in the last month. This suggests many women are appreciated for their efforts, have confidence in their ability at work and a willingness to take on more responsibility at work. However, there remain areas for improvement as about the half the women did not respond.

Communication, Time Management and Problem Solving

The ability to communicate is the primary factor that equips a person to relate well to their environment. Almost all women (94%) agreed or strongly agreed they felt comfortable talking to their supervisor about a work problem or complaint. The particular issues women felt comfortable talking with their supervisor varied from when they had no mistakes (33%), money (21%) and moving to another work place (13%). However only 33% of the women said they *always* sought clarification from their supervisor and 63% said *only sometimes*. This indicates an area for improvement in order for the women to reduce the number of errors as a result of misunderstandings about work instructions from their supervisors. The Communication module provides important information and skills that women can readily practice at the workplace with results.

Communication and proper planning of work schedules around leave days is important for the factory to be able to manage production and meet deadlines. About half (48%) of the women took leave during the last three months, which is a much lower rate than reported by Year 1 participants (76%). Of those taking leave, 47% requested permission to take leave 1 to 3 days prior to the requested leave day while about 31% requested to take leave on the same day. The vast majority (81%) took leave with little advance notice because they were sick or due to family problems and/or illness.

A significant majority of the women reported providing (81%) and receiving (71%) work related advice to their colleagues. This is a positive sign as team work is important for increased production and a good working environment. The P.A.C.E. Program and the factory can continue to capitalize on women’s agency to one another through in-class group work, sharing information with their co-workers and friends and other group activities.

Over three quarters of the women replied they both knew and practiced problem solving. The most common responses for problem solving were to find out the facts, share feelings and needs with others and try to understand the problem. The majority of women (84%) would seek the help of friends at work to solve a problem at work, indicating that women see their co-workers as important sources of information, assistance and advice. At the same time, only 5% responded that they would discuss with their supervisor when solving problems, revealing some gaps in effective communication and problem-solving skills which may lead to production errors or lower outputs. The P.A.C.E. Communication and Problem-Solving and Decision-Making modules remain highly relevant to improving women’s ability to effectively communicate and manage the daily work situations that arise.

Three out of every four women replied they both knew and practiced time management while 25% said they did not know. The most frequently cited examples were waking up early to get to work on time, having a personal organizer, setting the alarm and paying careful attention to my work. Yet four out of five women also replied they felt guilty saying NO when asked for help from others, which may leave some women feeling overburdened and stressed if they take on more tasks than they feel they can handle.

Women in Cambodia are increasingly both wage earners for their family as well as the primary care takers of their household and children. At the same time, about one-third of women said they never communicate their worries to others either at home (35%) or at work (27%). The ability to discuss and share with others about stressful situations is an essential element to solving problems and dealing with stress. As such, the P.A.C.E. Communication, Problem-Solving and Decision-Making and Time Management modules together are useful in that they provide women with some tools to prevent and deal with stress in their work and personal lives.

Cambodia still has strong traditional norms that assign higher status to men and marginalize women who are not married, though there are signs this is changing. Over one-third of the single women said they could *always* talk to their parents about education plans, leisure activities with friends and spending money on clothes or jewelry, however only 12% say they can always talk about marriage with their parents. In addition 26% report they can *never* talk about marriage plans with their parents. While women's ability to earn income may have translated into more discussions in certain areas of their personal lives, communication around marriage plans have been slower to change as change as the marriage represents not only the union of individuals but also of families in Cambodia¹.

Other studies have found that communication appears to be limited in many marriages, particularly among newer married couples. In the 2005 CDHS, 56% of married women did not talk often with their spouses about everyday subjects. For this baseline study, for married women, 46% said they *always* can talk with their husbands about children's education, going out with friends (43%), personal education plans (59%) or spending on clothes or jewelry (44%), whereas fewer women (38%) say they can *always* talk about contraception use and saying no to sex. Women's important economic role does not always translate into greater empowerment and decision making, especially around traditional gender attitudes and relations. As such the P.A.C.E. program provides young unskilled women with a unique opportunity to upgrade different life skills, including literacy, to benefit both their work and personal lives.

Self Efficacy

Almost all of the women (93%) felt they were important for their work department. This is an indication that women feel valued at the workplace. With regards to problem solving at work, 40% of the women said they feel very confident, 51% feel a little confident and less than 10% do not feel confident to resolve problems at the work place. However when asked what their response would be if their supervisor talk rudely to them, about one quarter of the women said they would get angry and talk back while another 25% would keep silent and not negotiate, demonstrating that many women do not yet have the necessary skills or confidence to deal with difficulties at work. This indicates a gap in effective communication and problem solving skills, and perhaps confidence levels, of the women which may in turn lead to production errors or lower than expected outputs at work. The P.A.C.E. Communication and Problem Solving and Decision Making modules impart important information and skills that women can practice at the workplace and in their personal lives.

¹ A Fair Share for Women, Cambodia Gender Assessment, MoWA, 2008

In contrast three-quarters of the women said they were very confident in giving their opinions about work to their family. This indicates that women feel valued by their family members, which has been linked to their ability to earn income for their family in other studies on garment workers.

Gender

While there is evidence of greater awareness of women's rights in Cambodia, traditional gender attitudes and relations continue to be reflected in contemporary attitudes and practices which discriminate against women.² In response to a series of statements that reflect beliefs and values on gender roles, over one quarter of the women agree or strongly agree that men are better managers than women, that men should make the important decisions in the family, that sons should study to high levels than daughters and that wives should not use contraception if the husband doesn't want her to. This is an indication that women themselves hold deeply entrenched beliefs and values about traditional gender roles and norms. The one exception was that 87% of women disagreed with the statement that housework is only women's work.

Despite the adoption of the 2005 Law on Prevention of Domestic Violence, about one-third of the women still regard domestic violence as an internal family problem and do not consider it appropriate for others to intervene. As such, the P.A.C.E. gender module remains a relevant and important topic for Cambodian women (and men), including the promotion of non-violent communication and negotiation skills among families and married couples.

Financial Efficacy

In line with global trends, most female garment workers in Cambodia earn money to help support families back home. For most women this is their first wage earning opportunity and the ability to manage their finances is critical to lift themselves and their family out of poverty. Women received on average of 124 USD per month ranging from 90 USD to 160 USD. Almost three-quarters of the women surveyed reported that they kept a budget for their expenses all the time. About two-thirds of the women reported saving money every month while one-third were not able to save money. The most common methods of saving were keeping cash at home (61%) or with their mothers at their homeland (27%). Only 4% keep their money at the bank.

The majority of women (71%) did not have any debt, while 17% reported having a debt of less than 10 USD. Of the women with some debt, 33% paid interest rates of 20 percent while 9% said they paid no interest at all. The vast majority of women (83%) with some debt were making payments within the next month, indicating they did not have any savings and were borrowing on a short term basis to perhaps cover daily or unplanned expenses. The P.A.C.E. financial literacy lesson is particularly relevant as it provides women with essential information and skills to make budget plans, manage expenses, and establish regular savings while creating awareness of the risks of debt and high interest rates.

Health and Nutrition

Virtually all women (99%) said they were aware of AIDS, which is consistent with other studies including the 2010 Cambodian Demographic and Health Survey. Almost all the women knew of at least one method of prevention. The most commonly cited prevention method was using condom (94%), followed by not sharing needles, scissors or razors (35%) and having only one sexual partner (33%). Given that many HIV prevention initiatives focus their messages on two important aspects of sexual behavior, namely having only one sexual partner and condom use, the low response

² A Fair Share for Women, Cambodia Gender Assessment, MoWA, 2008

to having only one sexual partner should be addressed in the P.A.C.E. lessons. While Cambodia has made significant progress in reducing HIV prevalence, Cambodian women are increasingly vulnerable to infection, in part given the cultural norms imposed on women where they have little power or ability to refuse sex or negotiate safer practices³.

The majority of women recognized two food groups of fruit and vegetables (92%) and meat such as chicken and fish (80%). Very few women mentioned rice, grains, body building or energy foods. In Cambodia, the poor nutritional status of women remains a serious concern. Poor female nutrition and stunting, including high rates of anemia in young women, lead to poor productivity, increased risk of maternal morbidity and mortality, and increased risk of poor reproductive outcomes.⁴ The P.A.C.E. module on health and nutrition provides important basic information on nutrition and healthy eating habits for women and their family. Improved health outcomes of women and their family can have a direct impact on the factory through reduced absences of women due to personal or family illness.

Nearly all respondents (96%) were aware of some safe hygiene practices, including keeping the work area clean (76%), keeping their room or house clean (41%) and washing vegetables and meat before cooking (89%). Regarding personal hygiene, 64% mentioned washing their hands before eating yet only 25% mentioned washing their hands before preparing food and only 12% mentioned washing their hands after using the toilet, indicating some very important gaps in both safe hygiene knowledge and practice to prevent illness. Hand washing as a personal hygiene practice is still quite low and should continue to be highlighted as important at the workplace and in women's personal lives. This is an area where P.A.C.E., Bright Sky and the women themselves can mutually reinforce simple yet important personal hygiene messages with direct benefits for women's improved personal health and well-being as well as positive impact on workplace in terms of fewer sick days and reduced spending on medical care.

All women, married and unmarried were asked about their knowledge and use of contraception. Virtually all respondents (98%) had heard of at least one contraception method to prevent pregnancy. The most common methods mentioned were daily pill (80%), IUD (60%) and injection (58%). Of the 29 women (18%) using contraception, 28% were using the daily pill, 28% were using the calendar method, 17% reported using the male condom and 17% were using withdrawal. Overall contraception use is low at 18%, however it is difficult to draw general conclusions as to the extent of "unmet needs" as the information is not disaggregated between married and single women, or women who are sexually active and/or interested in family planning.

The P.A.C.E. program is well placed to have a significant and positive impact on the sexual and reproductive health knowledge and lives of both married and unmarried women. With the majority of female garment workers unmarried (65%), between the ages of 21 and 26 (51%), and with only some primary level education (60%), the health and nutrition module provides an opportunity for young women to gain more information and seek advice from others on such important issues as contraception and sexual health in a safe environment among peers.

In summary, the baseline survey results reveal numerous knowledge, attitude and skill areas where the P.A.C.E. life skills and literacy trainings can strengthen and build upon to benefit female garment workers at work and in their personal lives, now and for their future.

³ A Fair Share for Women, MoWA, 2008

⁴ A Fair Share for Women, MoWA, 2008 and 2005 CDHS

1. INTRODUCTION

1.1. P.A.C.E. Program

The Personal Advancement and Career Enhancement (P.A.C.E.) Program in Cambodia started in October 2008 in partnership with Bright Sky Pte Ltd (a member of Ocean Sky Ltd), and with funding support from Gap Inc. to provide life skills training for female garment workers (FGWs) at the Bright Sky facility. The P.A.C.E. program aims to bring about positive change in the lives of female garment workers, their families, and their communities.

The pilot phase of the P.A.C.E. Program ran from April 2009 to March 2010 with 260 FGWs enrolled and 174 women completing all 6 P.A.C.E. training modules. The baseline, midline and end line evaluation components were completed by the International Center for Research on Women (ICRW), the global evaluation partner of Gap Inc.

This pilot phase was followed by the second phase of the P.A.C.E. Program which ran from April 2010 to March 2011 with 260 FGWs starting in the P.A.C.E. sessions in April 2010 and finishing with 201 women who completed all 6 modules, including 8 hours of literacy prior to the start of the life skills training sessions in July 2010.

This is the report of baseline survey which was conducted with the P.A.C.E. Year 2 participants in mid-June 2010, before the start of the P.A.C.E. training sessions. The findings will provide us with information to be used as basis for comparison with monitoring and evaluation data collected throughout the implementation of the second year of the P.A.C.E. program. In addition, comparisons will be made with P.A.C.E. Year 1 survey results where relevant.

1.2. Garment Industry in Cambodia

The garment industry in Cambodia continues to be a large contributor of exports and employment for the Cambodia economy. It represents approximately 90% of total export value and employs over 300,000 workers.⁵ Cambodia's garment industry stabilized and grew in 2010, after suffering through the global economic downturn in 2009.

Women are the main labor force in the garment industry in Cambodia and over 70% are young single women. Most come from rural areas, where they have little or no experience in formal employment and they migrate to work in cities to support their families.⁶ The education and literacy levels of the female garment workers are generally low, with the majority of women having six years or less of primary school education.

1.3. Bright Sky Factory

Bright Sky Pte Ltd was established in 2005 in Cambodia by Ocean Sky Ltd and currently employs about 2700 Cambodian workers, of which 90 percent are women. The Bright Sky Factory has five main production departments including Cutting, Technical, Sewing, Quality Control and Finishing. In addition, the Factory Improvement Training Center located on site, has a comprehensive internal training program for their workforce, which indicates both a commitment to developing employee capacity and the infrastructure necessary for program sustainability.

⁵ Cambodia's Garment Industry rebounds from Global Economic Downturn, ILO, Better Factories Cambodia, April 2011

⁶ Women and Work in the Garment Industry, CARE, ILO, BFC, UNIFEM, World Bank, 2006

2. APPROACH TO THE SURVEY

2.1. Survey Approach

A quantitative survey using a semi-structured questionnaire adapted from the P.A.C.E. Year 1 evaluation was designed and administered to measure the level of change in key indicators among participants from before the start of the P.A.C.E training sessions to after the completion of the six P.A.C.E. training sessions. The baseline survey assesses knowledge and behavioral indicators around key domains such as self-esteem, self-efficacy, workplace efficacy and efficiency, workplace environment, communications, problem solving, and time management as well as gender, reproductive health and personal hygiene, basic nutrition and financial efficacy.

2.2. Sampling Technique

A total of 260 female garment workers at Bright Sky Factory were selected to participate in Year 2 of the P.A.C.E. program from April 2010 to March 2011. For the baseline survey, 161 women representing 61.5% of the total participants were randomly selected from the class lists. It was considered too costly and time consuming to administer the questionnaire to all 260 participants so it was decided to target a minimum of 50% of P.A.C.E. participants for the baseline survey. This was deemed sufficient numbers to adequately represent the P.A.C.E. participants and to capture the necessary information.

2.3. Survey Tools

The baseline questionnaire was adapted from the instrument developed and used by ICRW and Domrei for the P.A.C.E. Year 1 evaluation. The CARE P.A.C.E. team, with technical support from the Project Cycle Management Unit of CARE Cambodia further refined the baseline questionnaire in English to better measure certain program outcomes. The original instrument had been rigorously pre-tested by Domrei and ICRW while new questions were adapted from the P.A.C.E. training module pre and post tests. A Khmer version was developed and reviewed against the English version for accuracy and consistency.

The instrument is divided into 9 sections including basic general information and various topics covered in the P.A.C.E. training sessions. The questionnaire is organized into the following sections and includes a total of 90 questions:

- Section 1: Demographic Characteristics
- Section 2: Workplace Performance
- Section 3: Communication at Work
- Section 4: Communication at Home
- Section 5: Problem-Solving and Time Management
- Section 6: Self-efficacy
- Section 7: Gender and Domestic Violence
- Section 8: Financial efficacy
- Section 9: Health and Nutrition

2.4. Data Collection

CARE Cambodia recruited and trained a team of ten female interviewers. The team interviewed the women at the Bright Sky factory before and after working hours from 5-7pm on 5

consecutive days from June 14 to 18 2010. Each interviewer interviewed 4 women per day for a total of about 40 persons per day. Interviews took approximately 45 minutes to complete.

The completed questionnaires were checked for errors by the CARE P.A.C.E. team immediately after the interviews at the factory. All women were explained about the purpose of the interview and asked for their consent. All women invited to participate in the interviews completed the interview process and no-one refused to participate.

2.5. Data Processing and Analysis

The Program Cycle Management Unit team of CARE Cambodia designed and developed the database, completed the data entry and started preliminary analysis using Access and SPSS. Data entry was completed by 1 person over 4 days and began immediately after all the questionnaires were completed. The data was tabulated and tables and figures and graphs were generated through the database. The CARE P.A.C.E. Project Manager and team reviewed the information and began the initial analysis and reporting of findings in July 2010. The final survey report was reviewed and completed by an external consultant, in consultation with the P.A.C.E. Project Team as part of a comprehensive P.A.C.E. program evaluation in early 2012.



3. FINDINGS FROM SURVEY

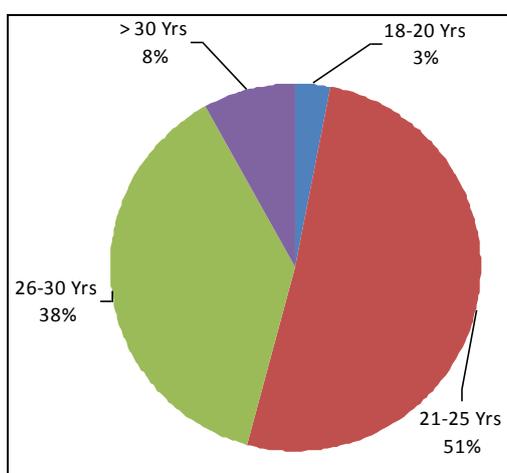
3.1. Demographic Characteristics

Typically, the women surveyed were less than thirty years old and single. Only 8% were over 30 years old and almost two thirds were single. Of the 46 married women interviewed, over one-third did not have children and less than half had only one child.

3.1.1. Age and Family Status

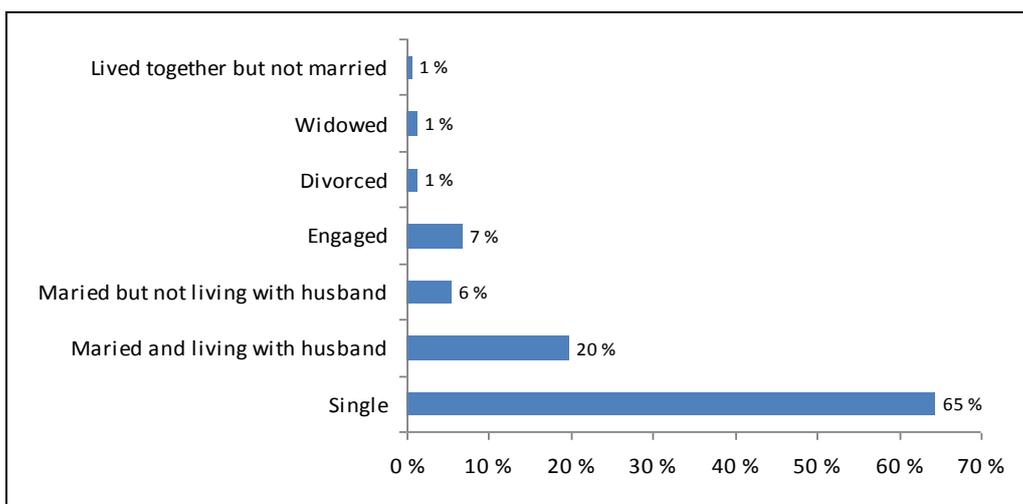
Of the 161 respondents, 51% were aged 21 to 25 and 38% were aged from 26 to 30. Only 3% were between 18 to 20 years old and 8% were over 30 years old (See Figure 1).

Figure 1: Age groups of women (N=161)



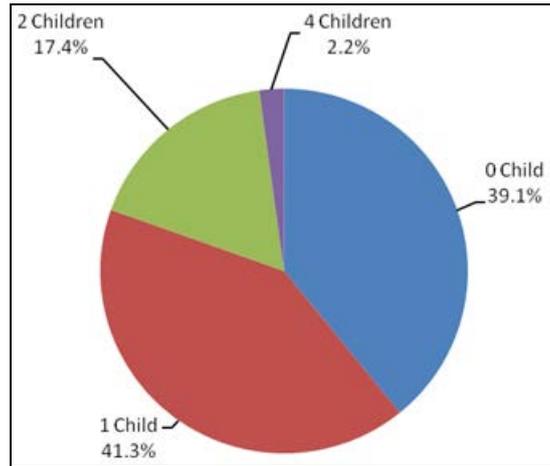
The majority of respondents were single (65%). About a quarter of the women were married (26%), but 6% were not currently living with their husbands. (See Figure 2)

Figure 2: Marital status (N=161)



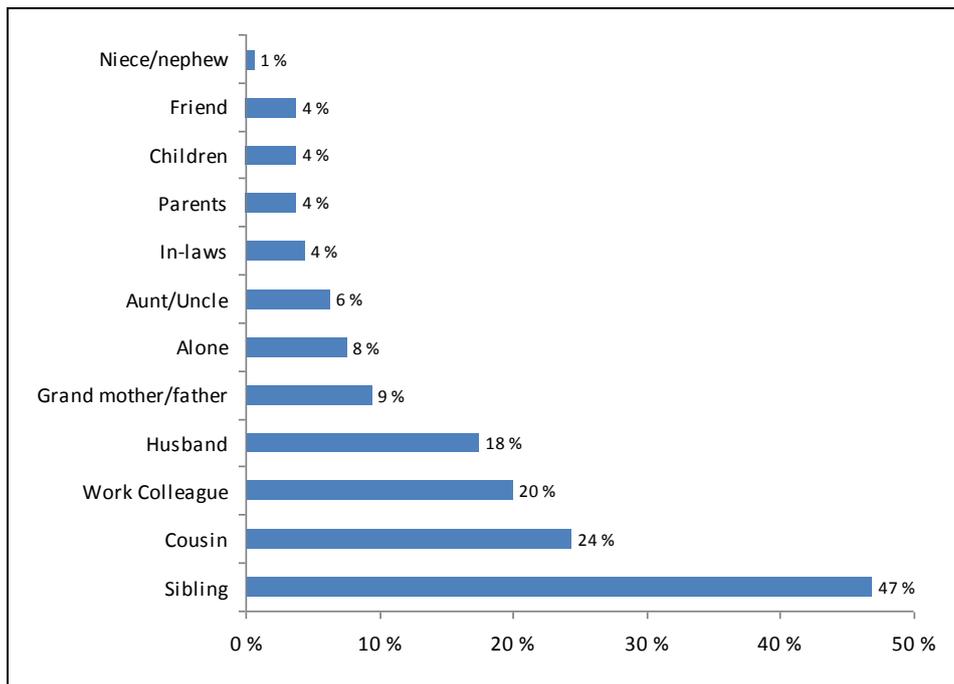
Only married women were asked if they had children. Culturally, it would be very impolite to ask a woman who has never been married if she had children. Of the 46 women who were or had been married, 39% (N=18) did not have any children and 42% (N=19) had only one child. Another 17% had two children while only 2% had four children. (See Figure 3)

Figure 3: Number of children of married women (N=46)



Over 75% of the women interviewed were living with family or relatives while almost half (47% or N=76) were living with a sibling. This is mainly because of their young age. It is common in Cambodia for unmarried daughters, sisters and female relatives to live with one of their family members for safety and security reasons. Almost a quarter of women interviewed were living with a work colleague or friend. Only 8% said they lived alone.

Figure 4 : The people women live with (N=161)



Note: Multiple answers were accepted, therefore, the results do not add up to 100%

3.1.2. Education level

The majority of women surveyed (58%) have only attended some primary school from Grade 1 to Grade 6, with 19% completing Grade 5 and 16% completing Grade 6. More than one-third (37%) had attended some lower secondary school (Grade 7 to 9); and only 3% had attended some upper secondary school (Grade 10-12). Two percent of the women had not attended any school.

Figure 5: Highest education level (N=161)

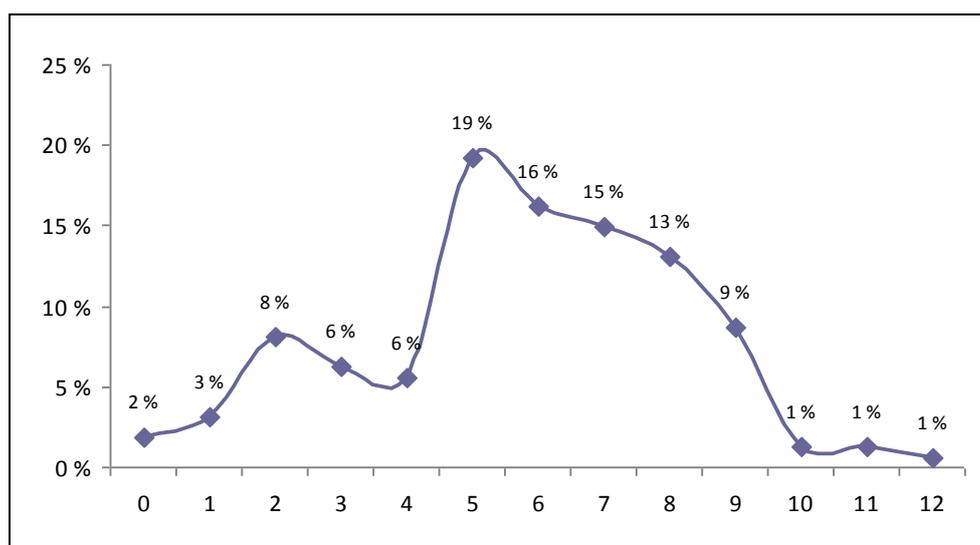


Table 1: Level and Years of school completed (N=161)

Level and years of school completed	Number	Percentage of total sample	Cumulative percentage
None	3	2%	2%
Some Primary School (Grades 1-5)	68	42%	58%
Completed Primary School (Grade 6) only	26	16%	
Some Lower Secondary School (Grades 7-8)	45	28%	37%
Completed Lower Secondary School (Grade 9) only	14	9%	
Some Upper Secondary School (Grades 10-11)	3	2%	3%
Completed Upper Secondary School (Grade 12) only	2	1%	
Total	161	100%	100%

It is not uncommon for girls of poor Cambodian families to drop out of school before completing their basic education to take care of younger siblings, help with household chores or work to earn income to support the family. Often their wages are used to help support their older or younger siblings, especially brothers, to stay in school and attain a higher level of education.

The education levels of Year 2 P.A.C.E participants are slightly than to Year 1 P.A.C.E. participants, with slightly less than two-thirds having some primary level education (Year 1=63% and Year 2=58%) and more than one-third having some lower secondary level education (Year 1=29% and Year 2=37%) Very few women (3%) have studied in Upper Secondary School.

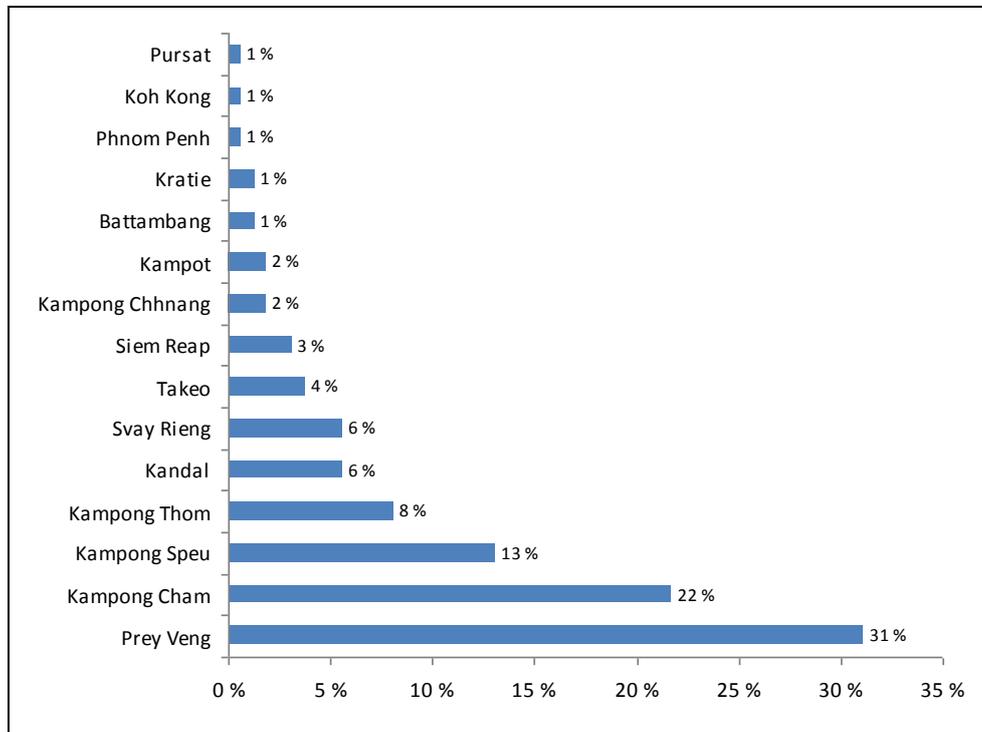
3.1.3. Province of Origin

The women generally come from poor, populous, or nearby provinces to work in the garment industry in Phnom Penh.

The vast majority of women (93%) came from provinces other than Kandal or the capital city of Phnom Penh. Over one half of the respondents come from the two provinces of Prey Veng and

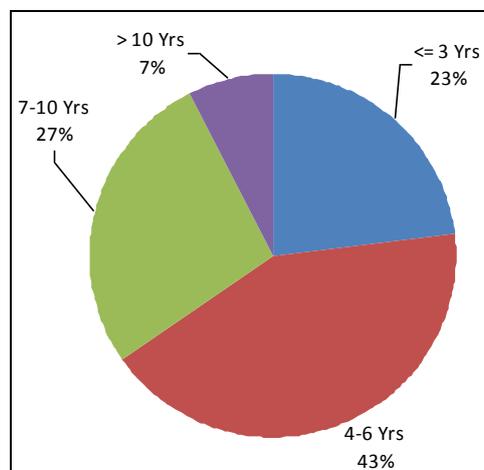
Kampong Cham. One-third of the respondents were from Prey Veng province alone. Two-thirds of the respondents were originally from the three provinces of Prey Veng (31%), Kampong Cham (22%) and Kampong Speu (13%). Kampong Cham and Prey Veng are both heavily populated provinces and are near Phnom Penh. Prey Veng and Kampong Speu are two of the poorest provinces in Cambodia, with high out migration. The remaining 25% of the respondents came from twelve different provinces as far away as Siem Reap (3%) and Kampong Thom (8%). Only 1% was from Phnom Penh. (See Figure 6)

Figure 6: Province of Origin (N=161)



About one quarter of the women reported that they have been living in Phnom Penh for 3 years or less. Slightly less than half (43%) of the women have been living in Phnom Penh for 4-6 years while 27% have been in the city for 7-10 years. Only 7% have lived in Phnom Penh for over 10 years.

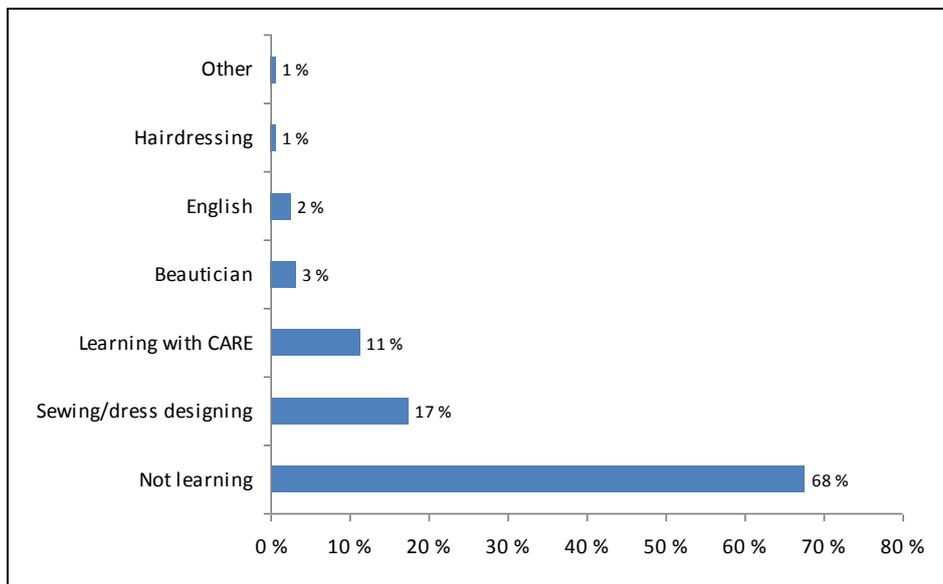
Figure 7: Years living in Phnom Penh (N=161)



3.1.4. Training received

More than two-thirds (68%) of the women have never attended any type of training outside of the factory. This is understandable and consistent with the low educational opportunities afforded to most young women from poor rural areas. About a quarter of the respondents had been trained in traditional vocational skill areas for woman such as sewing/dress designing, beautician, hair dressing and English language.

Figure 8: Type of training received (N=61)

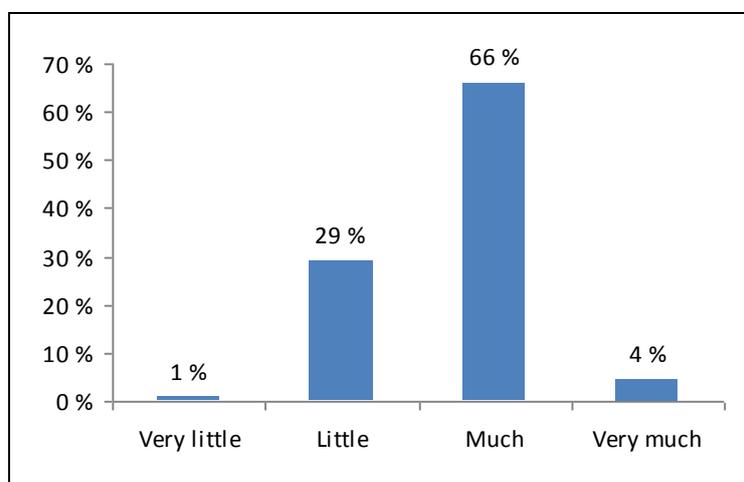


3.2. Work Place Performance

3.2.1. Quantity and Quality of work

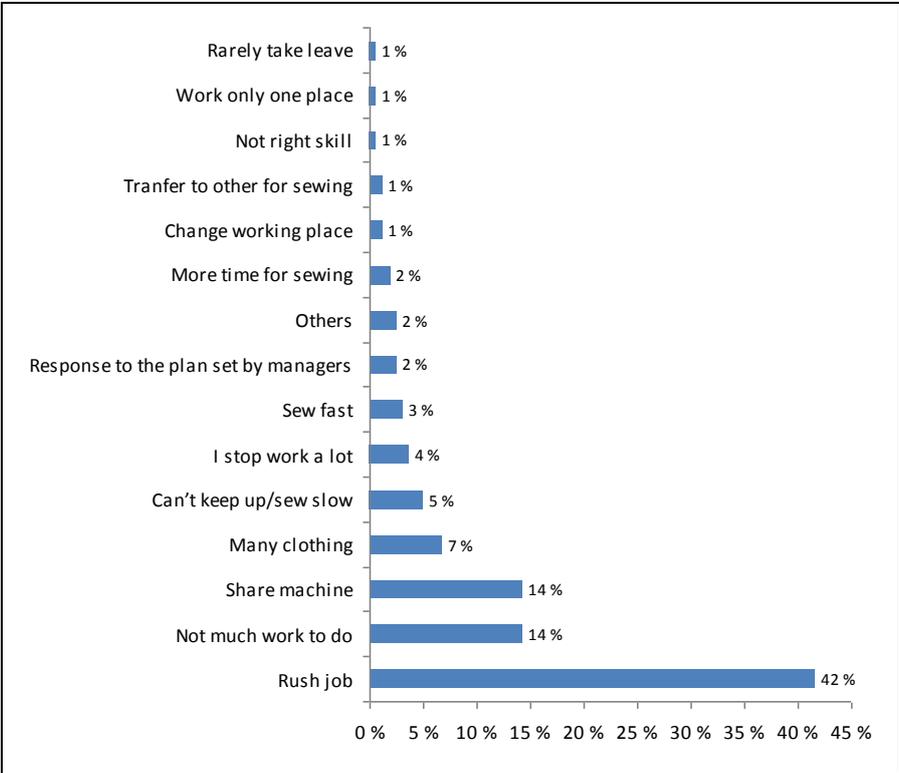
Two-thirds of the women reported that in the previous month they have produced a lot of quantity of work while slightly less than one-third (29%) said they produced a little. Only 4% of the women responded that they produced over their target. (See Figure 9)

Figure 9: Perceived quantity of work produced (N=161)



When asked *why they think they produced that amount work*, about half of the respondents said that because of rush orders or there were many clothes to sew, citing factors outside of their immediate control. Only 3% attributed their high quantity to their own ability to sew fast. On the other hand 14% said that the reason they produced less quantity of work in the previous month was that there was not much work to do and 14% said that they had to share a machine. A few workers felt that they were slow sewers or stopped work a lot, thus they produced less.

Figure 10: Reasons for perceived quantity of work produced (N=161)



More than three-quarters (83%) of respondents perceived that they produced high quality of work, a figure similar to but slightly higher than in the P.A.C.E. Year 1 (78%) baseline survey. Only 2% say that they produced very low quality of work as they made a lot of mistakes and needed to re-sew the garments.

Figure 11: Perceived quality of work produced (N=161)

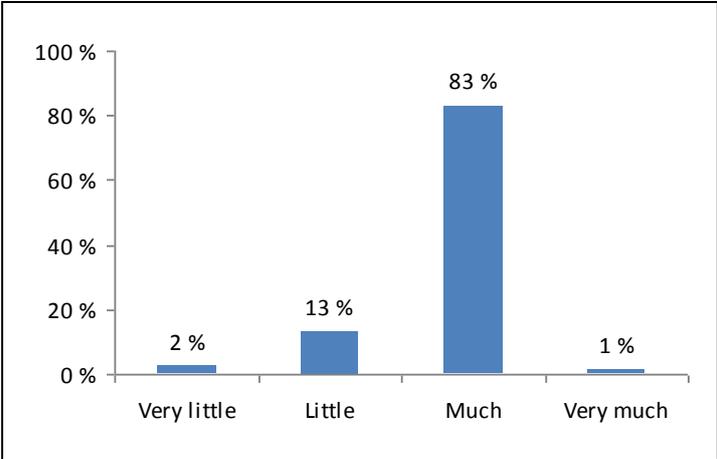
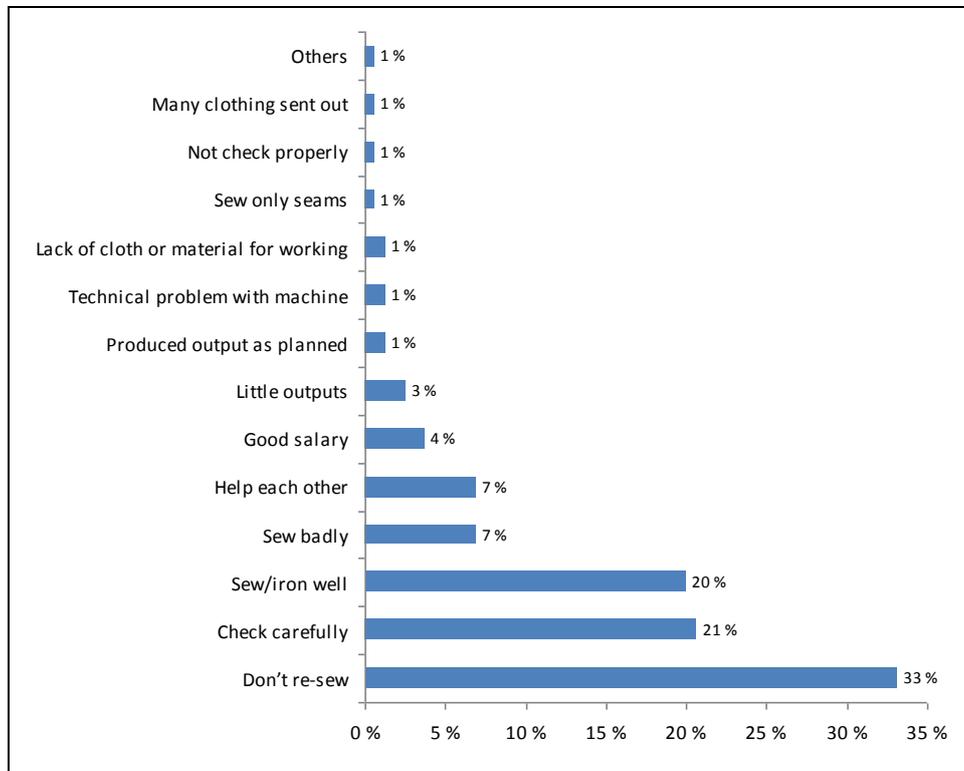


Figure 12 below shows the three most common reasons why the respondents perceived their quality of work was high: 1) don't re-sew, 2) check carefully, and 3) sew/iron well. Helping each

other in the team (7%) was also mentioned as part of the reason why they produced high quality work. About 7% of the women mentioned the reason for low quality work was they sewed badly, perhaps indicating a lack of confidence in their own skill or a self-awareness of their skill area needing improvement.

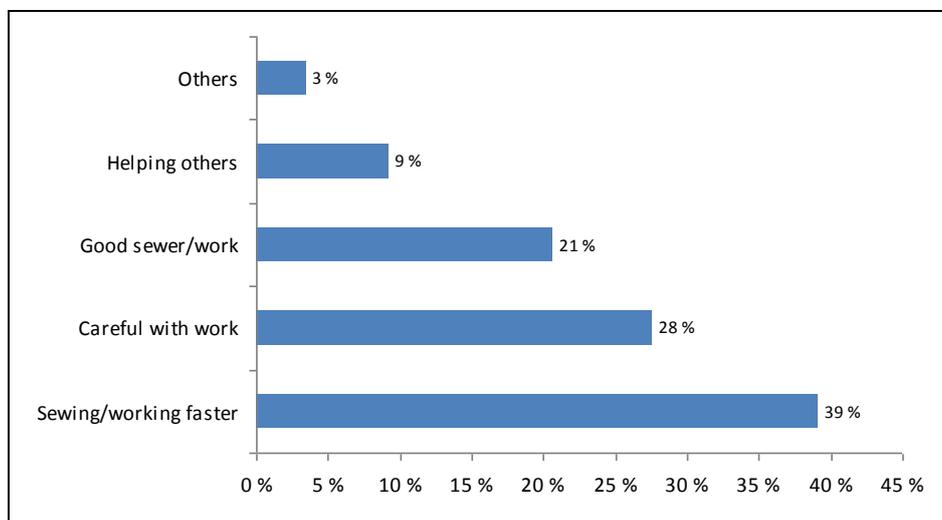
Figure 12: Reasons of perceived quality of work (N=161)



3.2.2. Relationship with Supervisor

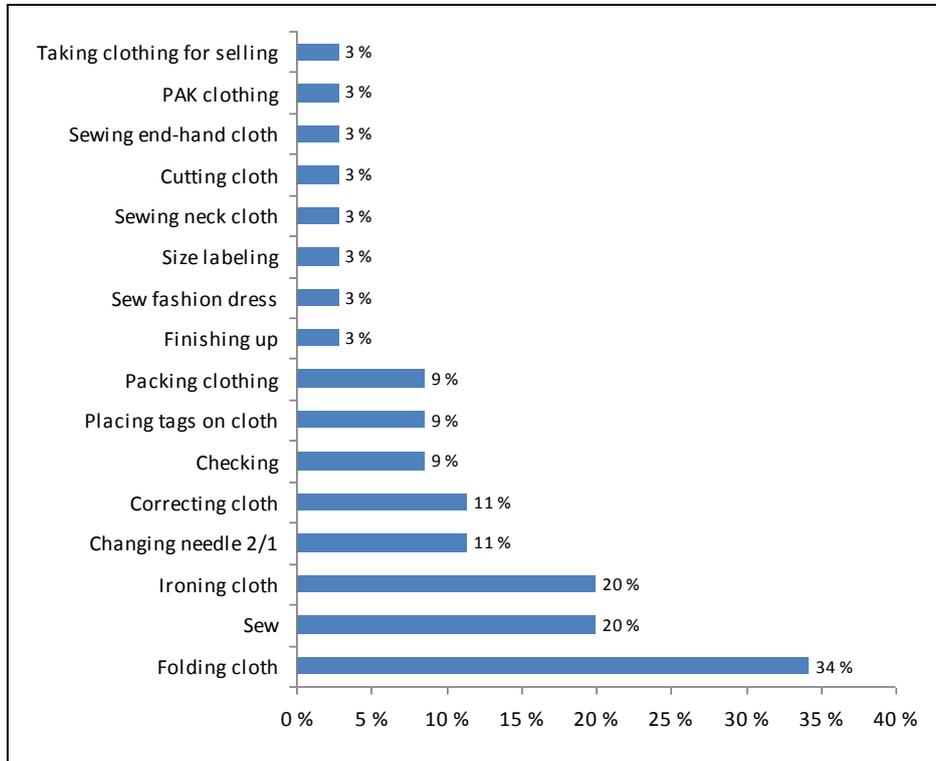
Of the 161 respondents, more than half (54% of N=87) were commended by their supervisor on their work performance during the last month. Over one-third (39%) were praised for sewing and working fast. Over a quarter (28%) reported that their supervisors praised that they were careful with their work while 1 in 5 women were praised for their good sewing skills. (See Figure 13)

Figure 13: Type of supervisor comments on work performance (N=87)



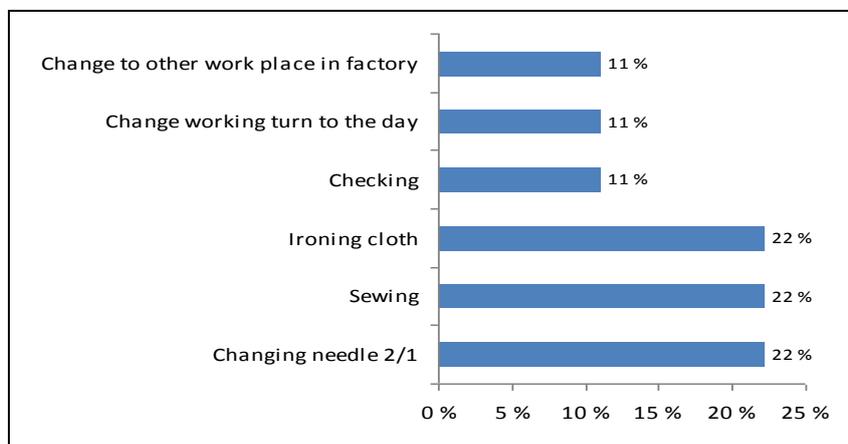
Of the 161 respondents, 45% reported to have new work during the last month, of which 34% was folding clothes, 20% was sewing and 20% was ironing clothes. Less than 20% of P.A.C.E. Year 1 women reported having new work. This suggests that more women are being given and are learning new tasks and perhaps broadening their skills in line with Bright Sky's factory goal to develop a more multi-skilled workforce. (See Figure 14)

Figure 14: Type of new work during last month (N=72)



Almost half of the respondents (45%) requested new work from their supervisors during the last month. This suggests that many women are confident in their own skill level and ability as well as prepared to take on new responsibilities at work and are able to convey this to their supervisor. In contrast, only 14% of P.A.C.E. Year 1 women requested new work. The three kinds of new work most requested were changing needle from 2 to 1, sewing and ironing cloth. Some represent higher order skills in the sewing production line and a form of advancement within the factory therefore contributing to Bright Sky's goal of having a more multi-skilled workforce.

Figure 15: Type of new work requested (N=72)



3.3. Communication

3.3.1. Communication at work

COMMUNICATION WITH SUPERVISOR

Figure 16 below shows that almost all women (94%) either agreed or strongly agreed they felt comfortable talking to their supervisor about a work problem or complaint. However the particular issues women felt comfortable raising with their supervisor varied a lot; 33% said they felt comfortable talking when there were no mistakes, 21% felt comfortable talking about money and 13% about moving to another work place. (See Figure 17) Only 8% felt comfortable complaining about a lost payment while only 5% stated they were comfortable talking to the supervisor if they were accused of poor quality sewing skills.

Figure 16: Agreement with the statement “I feel comfortable talking to my supervisor if I had a problem or complaint at work” (N=161)

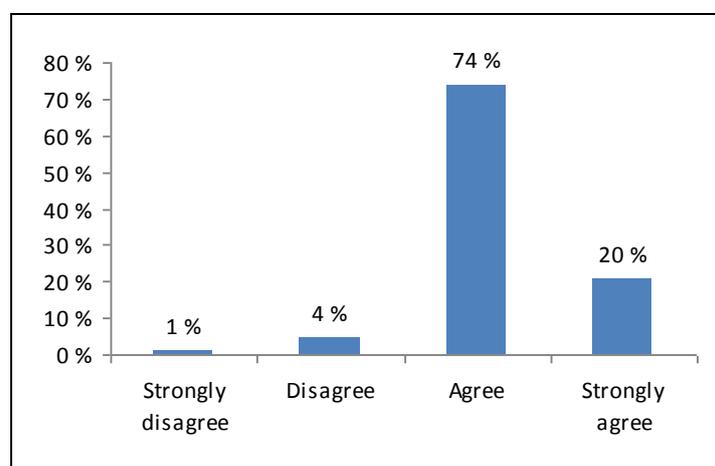
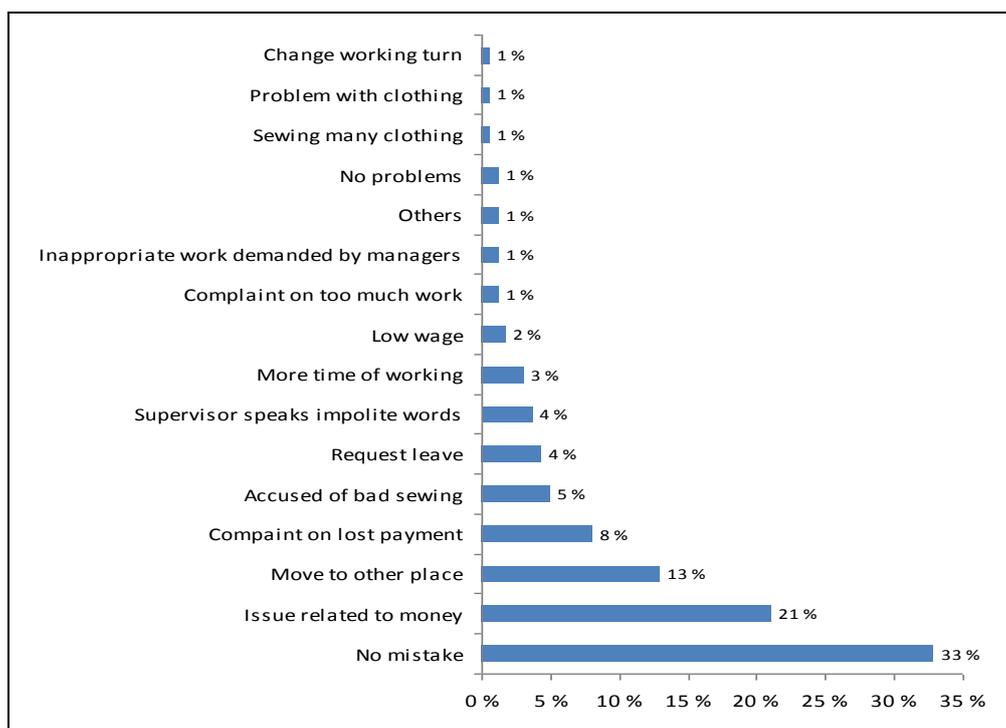
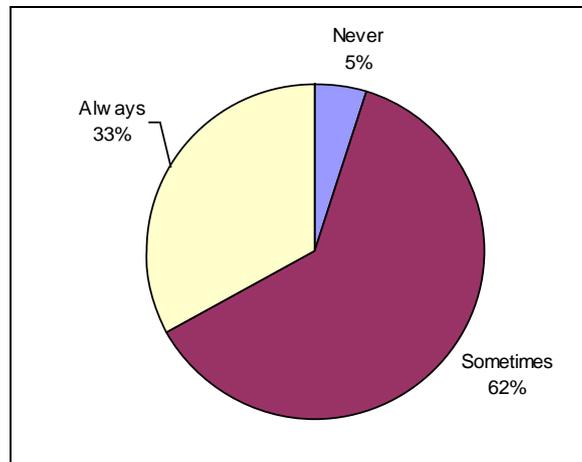


Figure 17: Issues women feel comfortable talking to their Supervisor about (N=161)



In addition, while 33% of the women stated they always sought clarification from their supervisor, 63% said only sometimes and 5% said never. This indicates a general area for improvement on the part of the women in order to reduce the number of errors as a result of misunderstandings about work instructions between supervisors and workers. (See Figure 18)

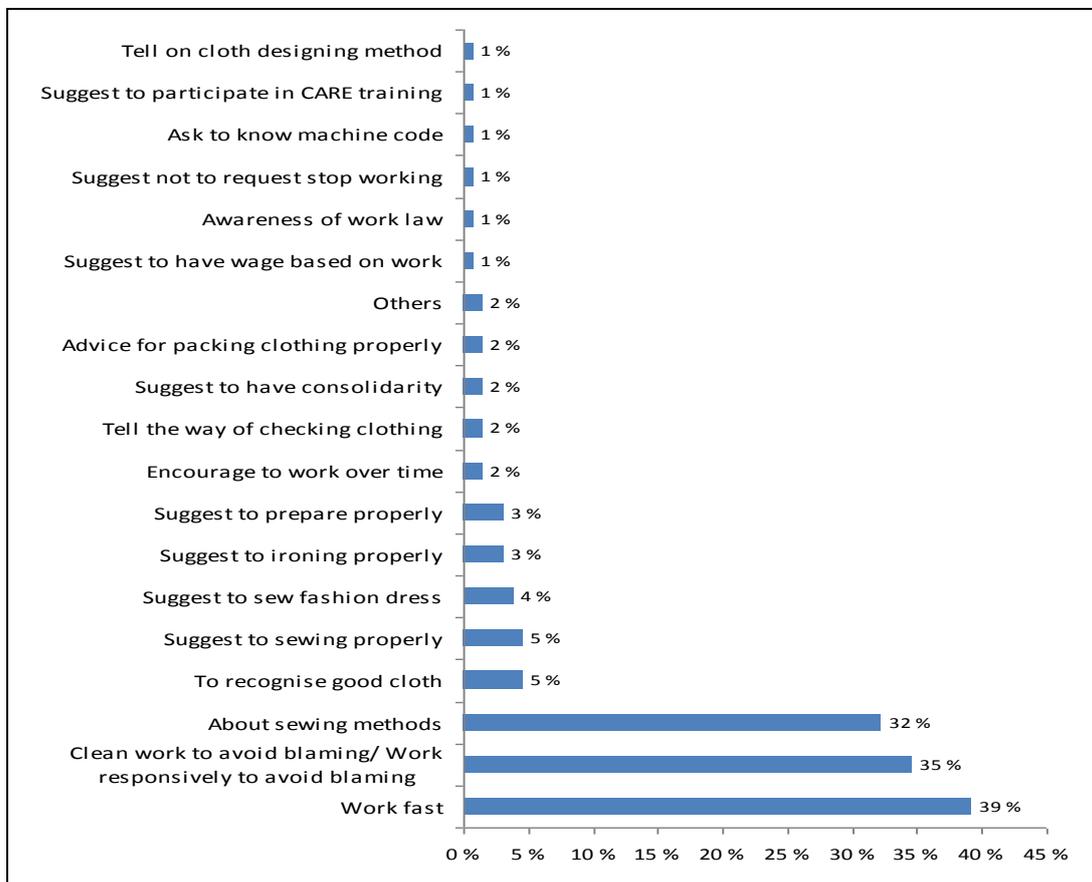
Figure 18: Frequency of asking their supervisor for clarification (N=161)



COMMUNICATION WITH COLLEAGUE

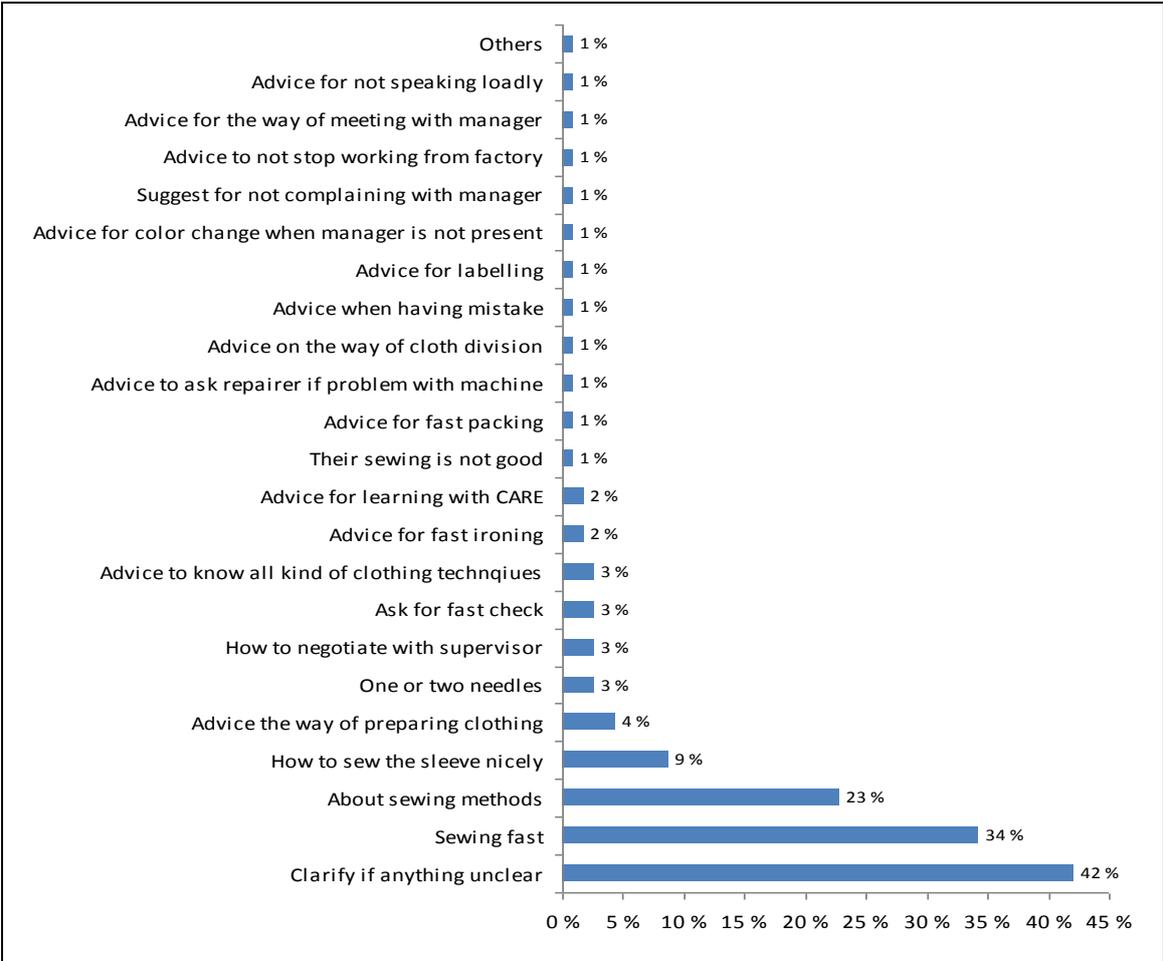
A significant majority (81%) of the respondents reported providing work related advice to their colleagues. This is a positive sign of a supportive work environment where women are willing to help each other out and share information. The top three main areas of advice provided were 1) work fast (33%), 2) work responsibly to avoid blame (35%) and 3) about sewing methods (32%).

Figure 19: Type of advice provided to colleagues (N=131)



Almost three-quarters (71%) of the women reported receiving work related advice from their colleagues during last month. This is a similar though slightly lower percentage as the women who reported providing advice to their colleagues. The top three main areas of advice received were 1) clarifications if anything was unclear (42%), 2) sewing fast (34%) and (3) about sewing methods (23%). This again indicates a fairly high willingness to learn from and accept suggestions from their peers and co-workers about their work, which is important to reinforce as team work is important for increased production and to create a good working environment.

Figure 20: Type of advice received from colleagues (N=114)



COMMUNICATION FOR TAKING LEAVE

About half (48%) of the respondents took leave during the last three months, which is a much lower rate than reported by Year 1 participants (76%). Of those taking leave, 47% requested permission to take leave within 1 to 3 days prior to the requested leave day while about one-third (31%) requested to take leave on the same day. This is similar to Year 1. Bright Sky Human Resource policy requires all employees to provide at least 3 days advance notice of leave request. Less than one-fourth (23%) of the women gave advance notice of 4 days or more. (See Figure 21)

The most frequently cited reasons for not giving proper advance notice were because of an urgent family problem (38%), sudden sickness (33%) or sudden family illness (10%). As such the vast majority (81%) took leave with little advance notice because they were sick or due to family problems and/or illness. (See Figure 22) Only 8% of the women reported not giving advance notice was “normal in the factory” compared to almost 20% in Year 1, indicating higher levels of responsibility at work.

Figure 21: Duration of asking permission prior to the day leave (N=78)

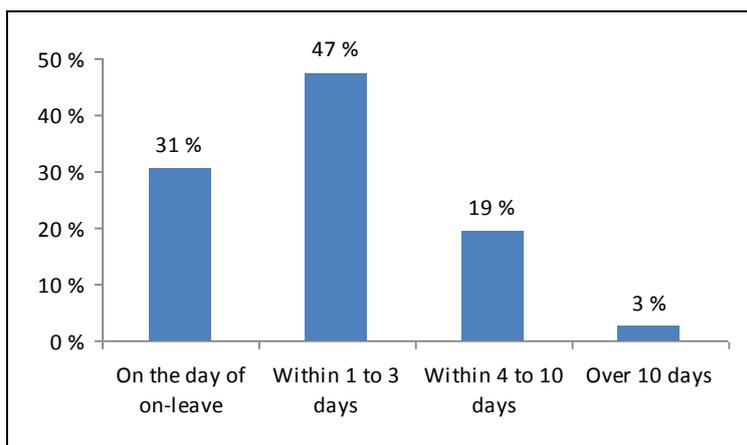
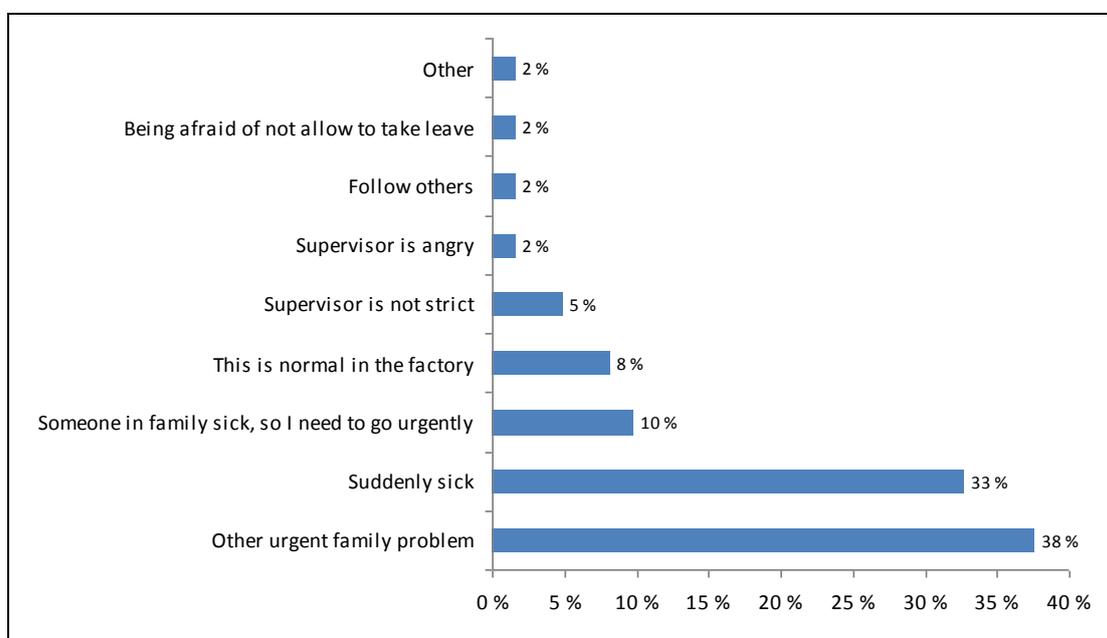


Figure 22: Reasons for not asking permission for leave within 3 days before leave (N=61)



COMMUNICATION WHEN STRESSED

Talking with family, friends or co-workers about stressful situations at either home or work is a form of stress management intended to relieve or reduce a person's burden and worry. The ability to discuss and share feelings with others about stressful situations is an essential element in both problem solving and stress management. Figures 32 and 33 indicate that one third of women never communicate their worries to others either at home (35%) or at work (27%) while about 10% say they are always able to communicate them.

Figure 23: Frequency of talking to someone at home when stressed at work (N=160)

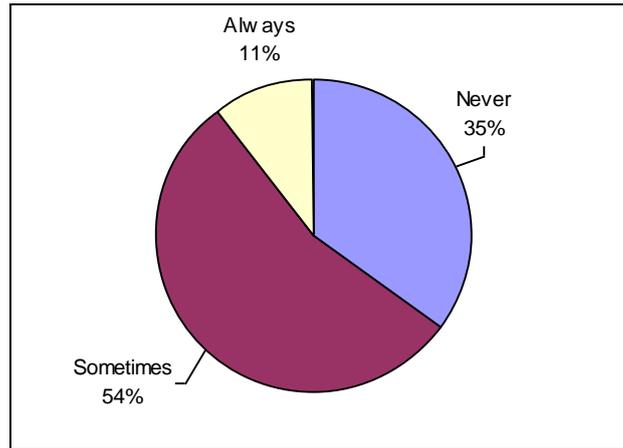
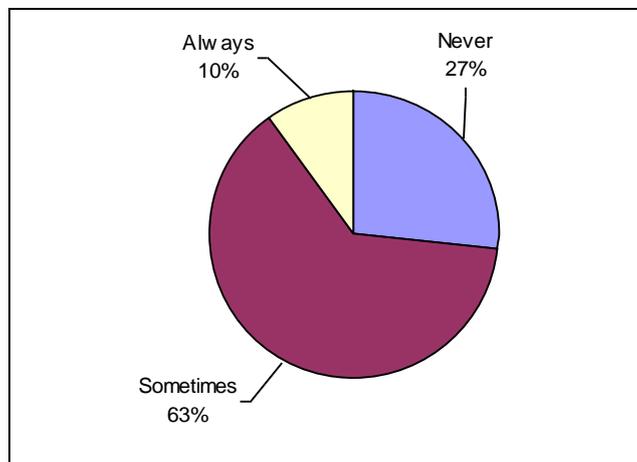


Figure 24: Frequency of talking to someone at work when stressed at home (N=161)



3.3.2. Communication at home

COMMUNICATION OF SINGLE WOMEN

Figures 25 to 28 show the frequency of communication between single women and their parents regarding various life choices, future plans and social behaviors.

While less than 6% said they can never talk about education plans, going out with friends or purchasing clothes, more than one-quarter (26%) report they can never talk about marriage plans with their parents. Only 12% say they can always talk about marriage with their parents whereas over one third said they could always talk to their parents about education plans, leisure activities with friends and spending money on clothes or jewelry. While women's ability to earn income may have translated into more involvement in discussions and decisions in certain areas of their lives, discussions about marriage plans still lag behind due to strong cultural traditions of family involvement in marriage plans of their children.

Figure 25: Frequency of talking with parents about marriage plans by single women (N=115)

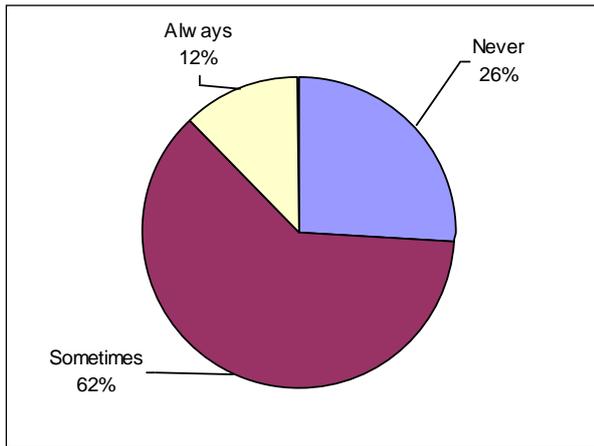


Figure 26: Frequency of talking with parents about education (N=115)

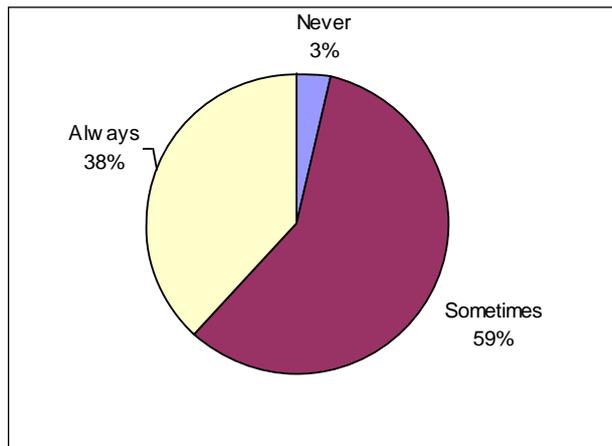


Figure 27: Frequency of talking with families about going out with friends for leisure (N=115)

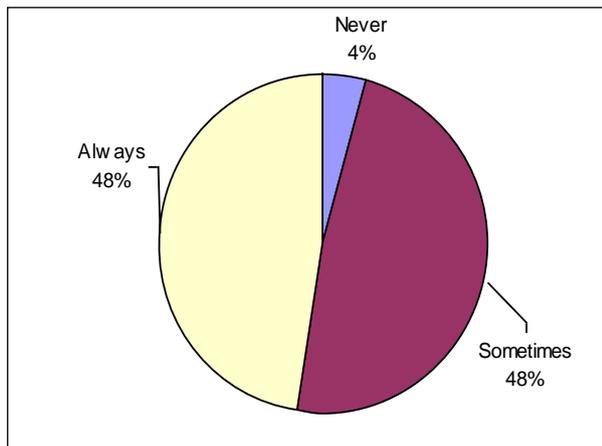
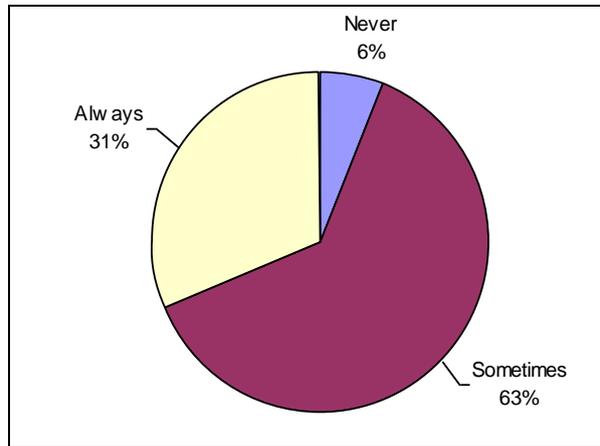


Figure 28: Frequency of talking with families about purchasing clothes (N=115)



COMMUNICATION OF MARRIED WOMEN

Figures 29-34 show the frequency of communication between married women and their husbands regarding decisions around various social activities, personal choices, family planning and children’s future.

Almost half the married women (46%) said they always can talk about children’s education and career yet still one in five women (18%) never discuss this with their husband. About half the women can always talk with their husbands about going out with friends (43%), personal education plans (59%) or spending on clothes or jewelry (44%), while very few say never. With regards to discussions about contraception use and saying no to sex, 58% say they can only sometimes talk, 38% say they can always talk and 4% say they can never discuss these with their husbands. While women’s ability to earn income has translated into more discussions in certain areas of their personal and family lives, communication around family planning and sex are less frequent, in part due to the sensitive subject matter, lack of information on reproductive health and traditional gender attitudes and relations.

Figure 29: Frequency of talking with husband about going out with friends for leisure (N=46)

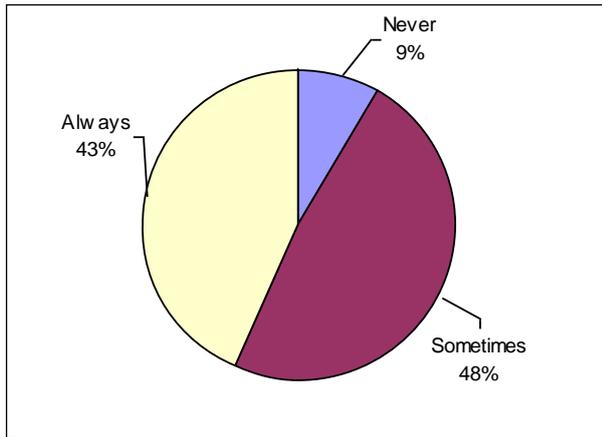


Figure 30: Frequency of talking with husband about school or training (N=46)

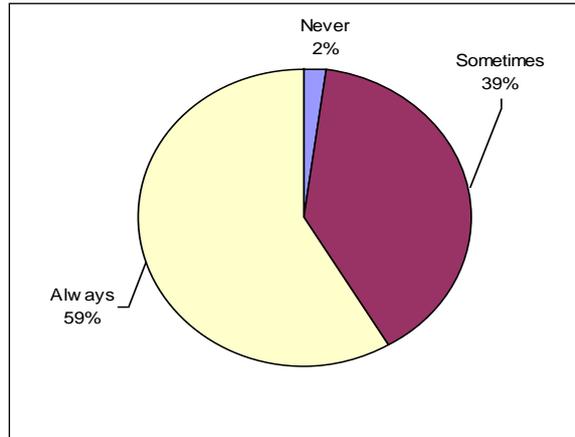


Figure 31: Frequency of talking with husband about buying clothes or jewelry by (N=45)

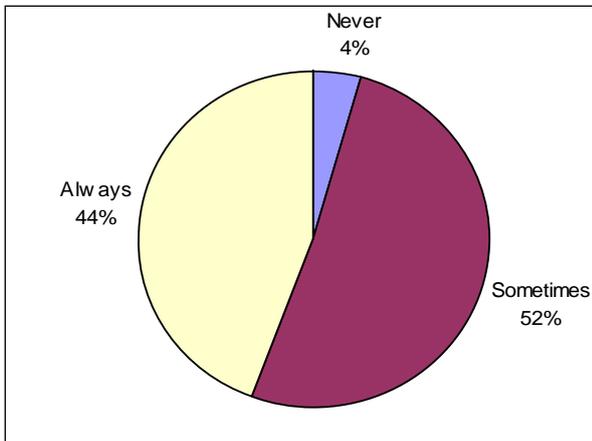


Figure 32: Frequency of talking with husband about education or career for children (N=45)

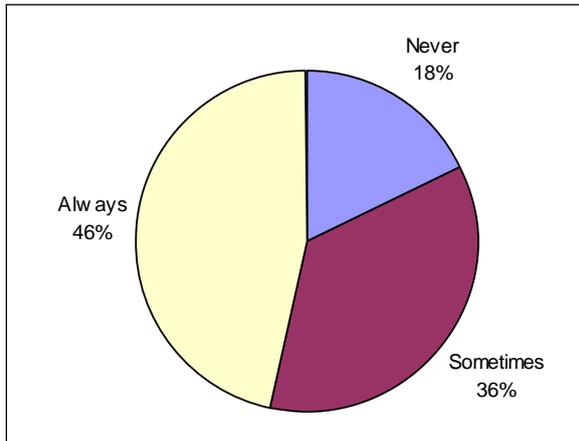


Figure 33: Frequency of talking with husband about using contraception methods (N=45)

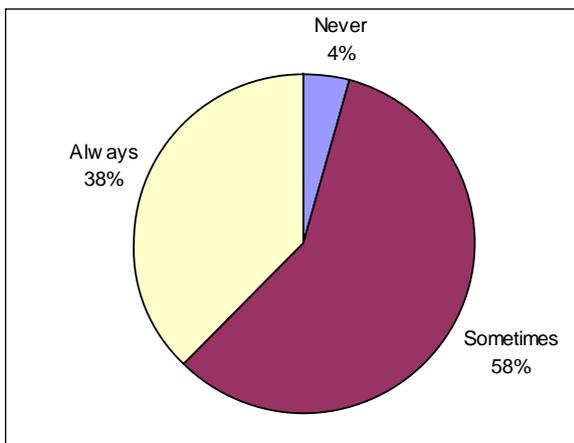
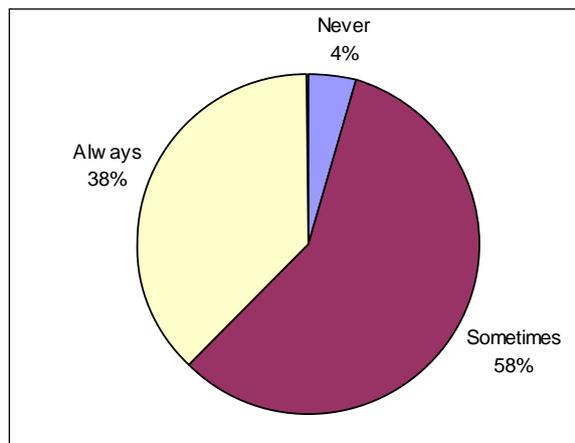


Figure 34: Frequency of talking with husband about not wanting to have sex when husband wants to (N=45)



3.4. Problem Solving and Time Management

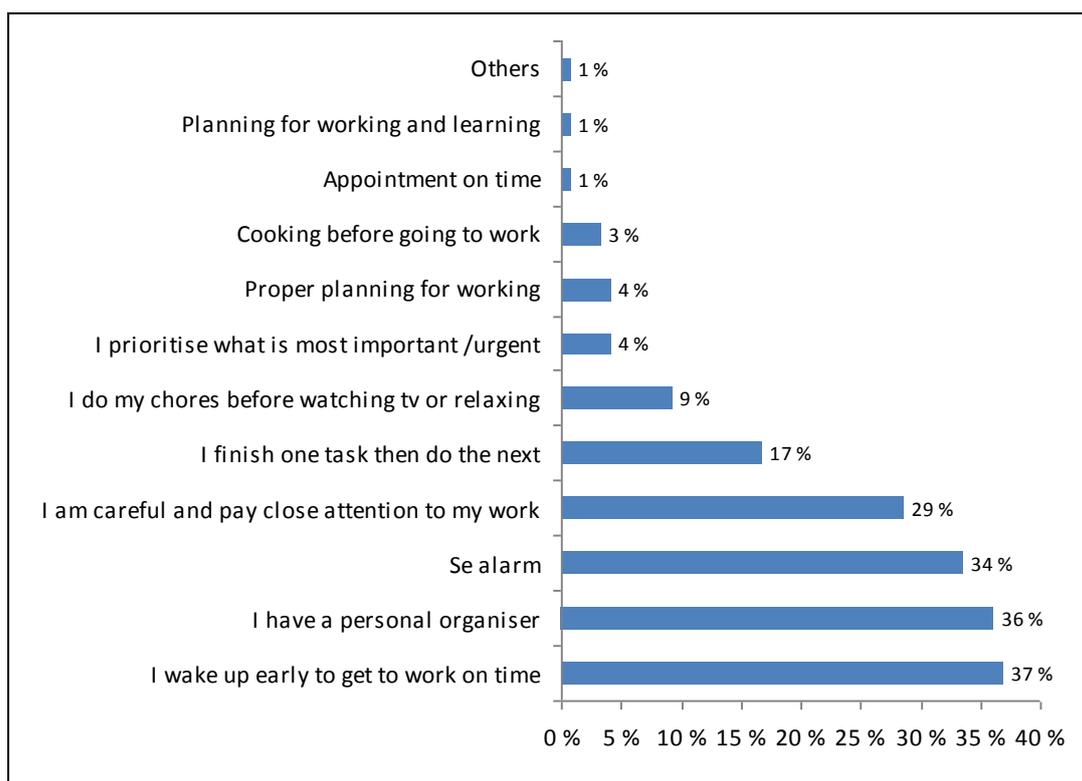
3.4.1. Time Management

Three out of every four women (74%) replied they both knew and practiced time management while 25% said they did not know. The four most frequently cited examples were: 1) wake up early to get to work on time, 2) have a personal organizer, 3) set the alarm and 4) pay careful attention to my work. (See Figure 35)

Table 2: Proportion of women aware of time management and practices

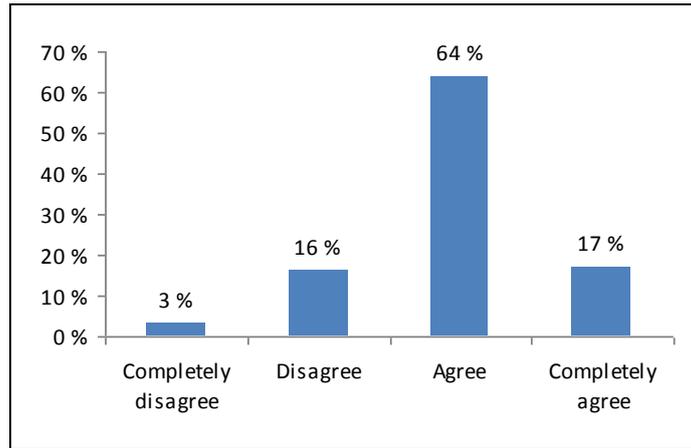
Awareness and practice	N	Percent
Do not know	41	25
Know and practice	119	74
Know but not practice	1	1
Total	161	100

Figure 35: Time management practices (N=119)



According to Figure 36, more than three-quarters of the women (81%) agreed or strongly agreed they feel guilty when they want to decline a request to help others, indicating that many women may actually take on more tasks than they can actually effectively manage. This can in turn lead to women feeling overburdened and stressed, with less control over their lives.

Figure 36: Agreement on the statement that “I usually say yes when anyone asks me to do something, and I feel guilty when I want to say “NO”” (N=161)



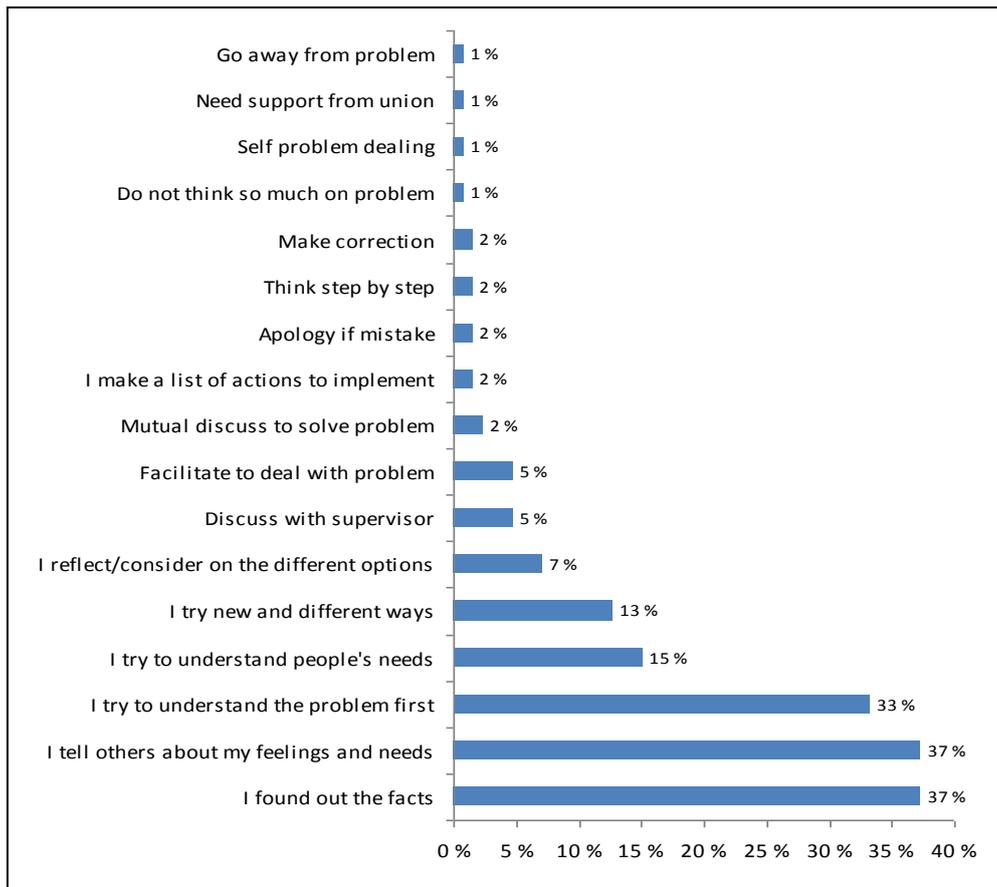
3.4.2. Problem Solving

Over three quarters of the women (78%) replied they both knew and practiced problem solving while 17% said they did not know. The three most frequently cited examples for solving problems were: 1) find out the facts, 2) tell others about my feelings and needs, and 3) try to understand the problem first. Only 5% said they discuss with their supervisor. (See Figure 37)

Table 3: Proportion of respondents aware of problem solving and practices

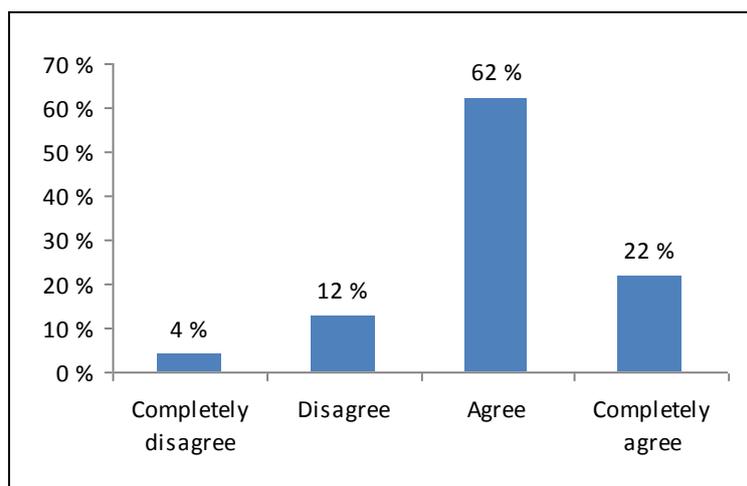
Awareness and practice	No	Percent
Do not know	28	17
Know and practice	126	78
Know but not practice	7	4
Total	161	100

Figure 37: Problem solving practices by the respondents (N=126)



According to Figure 38, more than three-quarters of the women (84%) agreed or strongly agreed they should seek the help of friends in their team to solve a problem at work. This signifies that women regard their peers at work as importance sources of information and are willing to seek out help from their co-workers when needed.

Figure 38: Agreement on the statement that “When I have a problem at work, I should go to my friends in my team in order to solve the problem together” (N=161)



3.5. Self Efficacy

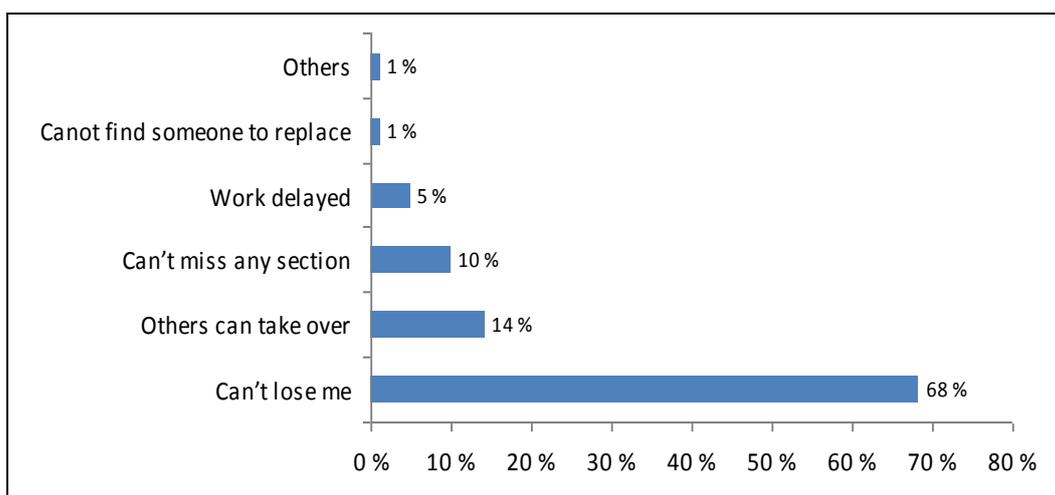
3.5.1. Importance at the work place

Almost all of the women (93%) felt they were important for their work department and over two thirds (68%) provided the reason that their work department “can’t lose me”. This is an indication that women feel valued at the workplace and feel they play an important part in the production process.

Table 4: Perception on level of importance of respondents for their work

Level of importance	N	Percent
Not important	1	1
Somewhat important	10	6
Important	150	93
Total	161	100

Figure 39: Reasons for women’s perceived level of importance at work (N=161)



3.5.2. Confidence in Problem Solving

Figure 40 shows women’s level of confidence in problem solving at work in general. About half the women feel a little confident, 40% feel very confident and less than 10% do not feel confident in themselves to resolve problems at work. For a specific problem with their salary, 46% of the women replied they feel very confident to solve the problem while 42% feel a little confident.

Figure 40: Level of confidence in problem solving at the work place (N=161)

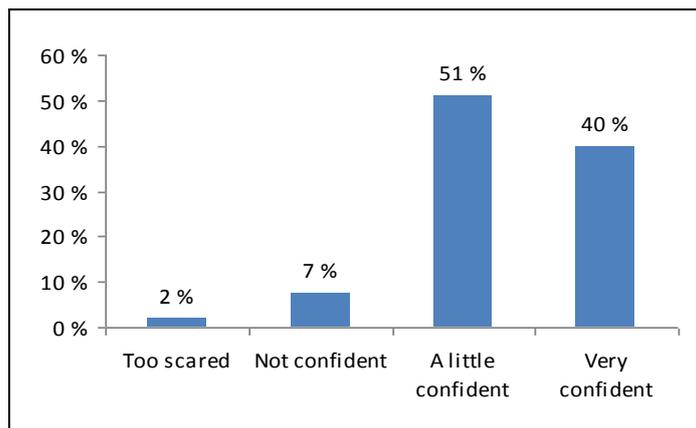
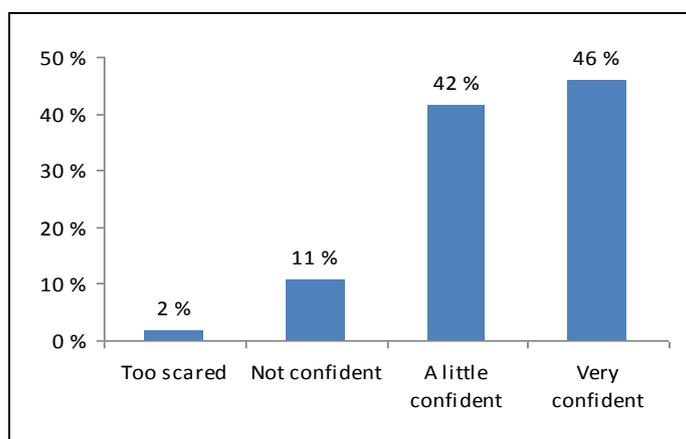


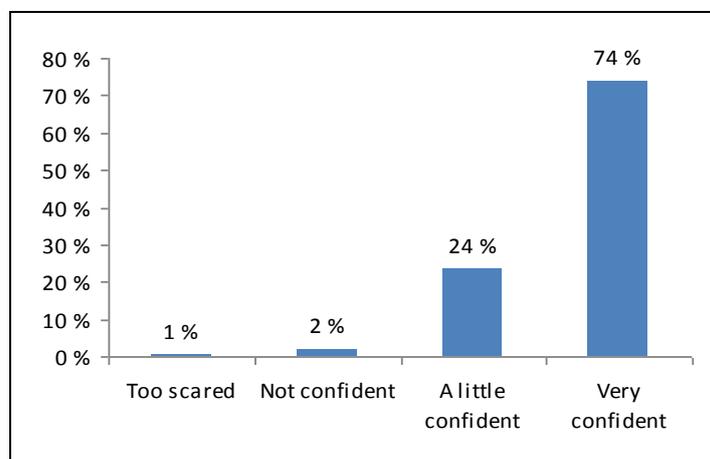
Figure 41: Level of confidence in problem solving about salary with factory (N=161)



3.5.3. Confidence in interacting with others

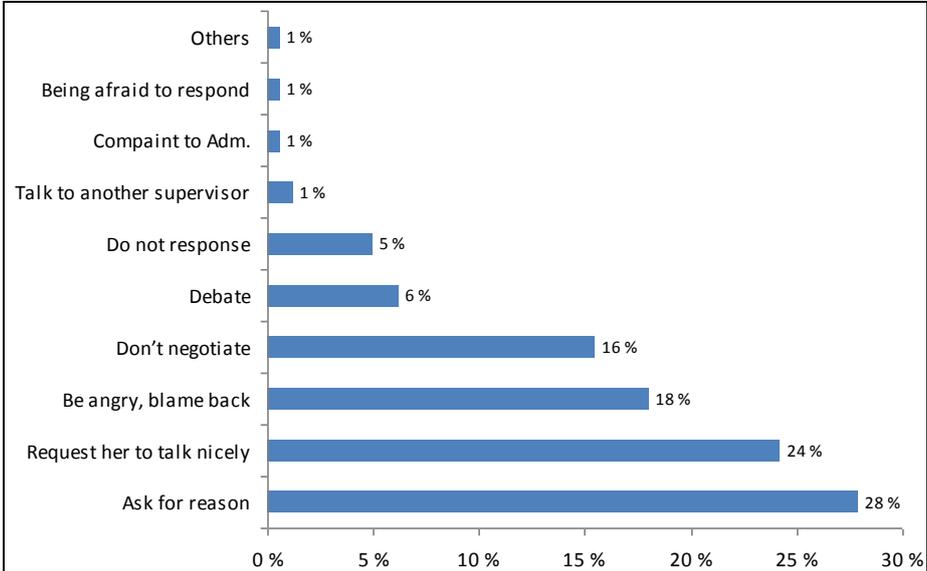
Three-quarters of the women said they were very confident in giving their opinions about work to their family and only 3% were not confident or scared. This indicates that women feel valued by their family members, which has been linked to their ability to earn income for their family in other studies on garment workers.

Figure 42: Level of confidence in giving opinion to family about your work (N=161)



In response to the question asked what women would do if their supervisor talked rudely to them, over half the women replied with positive responses indicating self-confidence to handle a difficult situation at work. However about one quarter of the women said they would either get angry and talk back or debate while another 25% would just keep silent and not negotiate or respond, demonstrating that many women do not yet have the necessary skills or confidence in themselves when faced with difficulties at work.

Figure 43: Women’s reactions on rudeness of their supervisor at work (N=161)



3.6. Gender and Domestic Violence

3.6.1. Gender Knowledge

In Cambodia, socially prescribed roles and endemic inequalities persist despite an improving economic environment. To examine women’s beliefs and values about gender, women were asked how much they agreed or disagreed with a series of statements related to gender. Figures 44 to 48 show their responses. In all but one statement, the responses show that about one-third of the women believe men are better managers than women, than men should make the important decisions in the family, that sons should study to high levels than daughters and that wives should not use contraception if the husband doesn’t want her to. In contrast and on a positive note, 87% of women disagreed with the statement that housework is only women’s work.

Figure 44: Agreement with the statement “men are better managers at work than women are” (N=161)

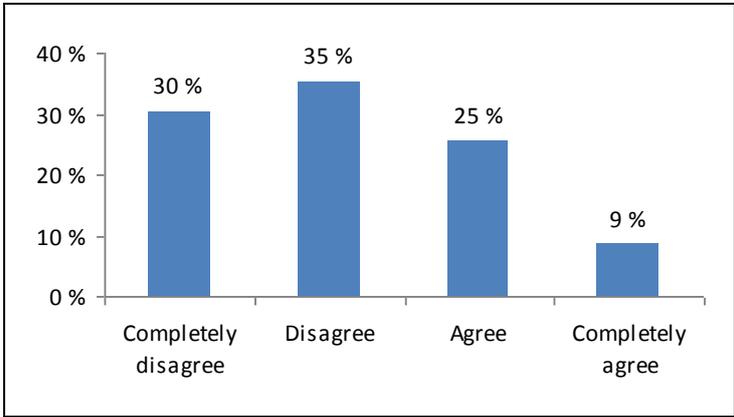


Figure 45: Agreement with the statement “the important decisions in the family should be made by men and not by women” (N=161)

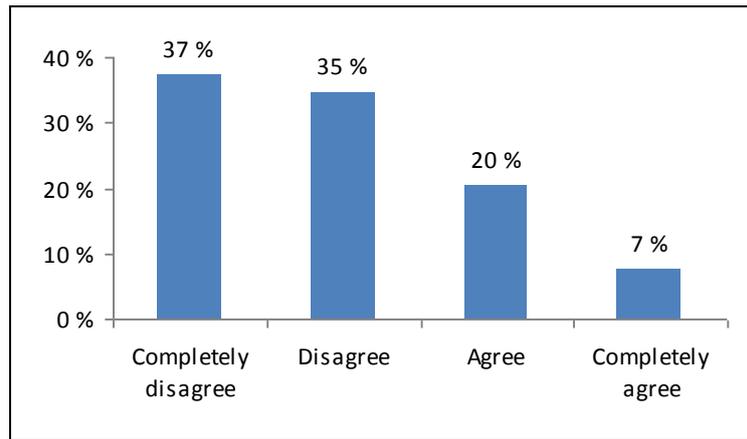


Figure 46: Agreement with the statement “sons should study to higher levels than daughters” (N=161)

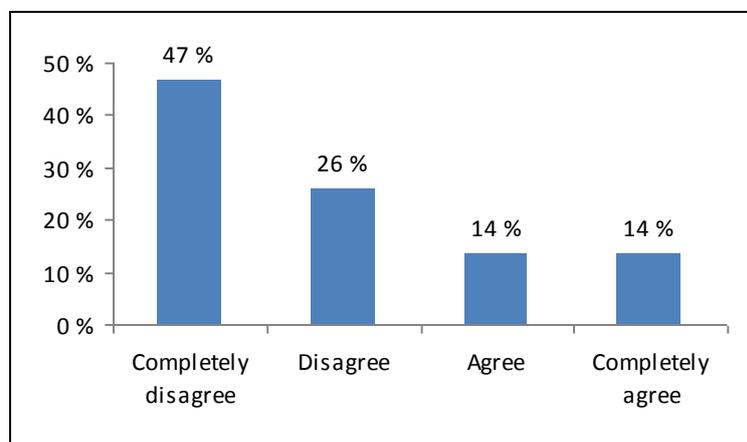


Figure 47: Agreement with the statement “if the husband does not want a wife to use contraception, she should not use it” (N=161)

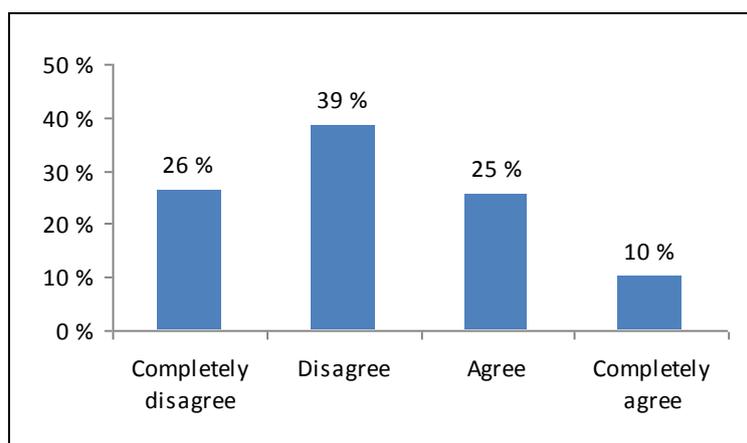
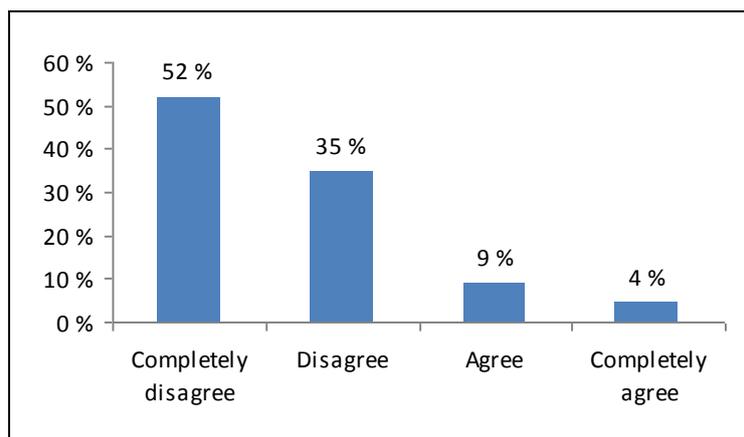


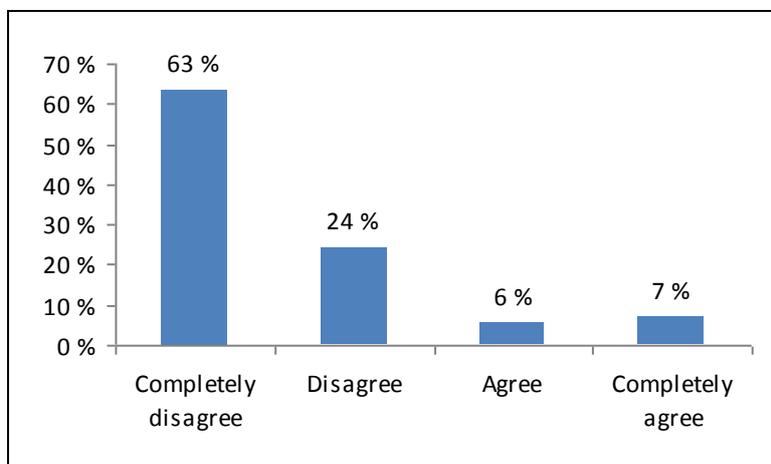
Figure 48: Agreement with the statement “housework is only women’s work and men do not need to help in sharing housework” (N=161)



3.6.2. Domestic Violence

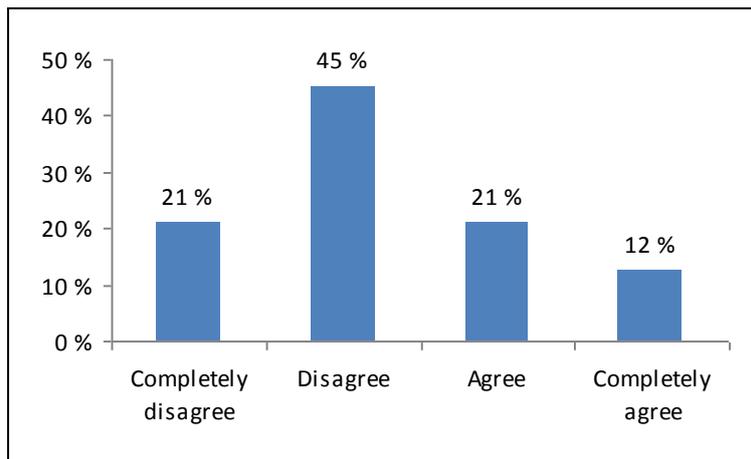
While the government has made progress in establishing a legal framework to address violence against women, enforcement is weak and domestic violence remains a major societal concern affecting women, children and families.⁷ Figure 49 shows that the large majority (87%) of women have a good understanding of the meaning of violence, however about one-third of the women still regard domestic violence as an internal family problem and do not consider it appropriate for others to intervene. (See Figure 50)

Figure 49: Agreement with the statement “Violence refers to only beating or hitting but cursing and property destroying are not considered as violence” (N=161)



⁷ A Fair Share for Women, Cambodia Gender Assessment, Ministry of Women’s Affairs, 2008

Figure 50: Agreement with the statement that “We cannot help solve domestic violence in other families because it is not our problem” (N=161)



3.7. Financial Efficacy

3.7.1. Budget Management

Women received on average of 124 USD per month ranging from 90 USD to 160 USD. Slightly less than half (46%) of the women earned between 121-150 USD per month while another 46% earned between 100-120 USD per month (See Figure 51).

Figure 51: Proportion of women in salary categories (N=161)

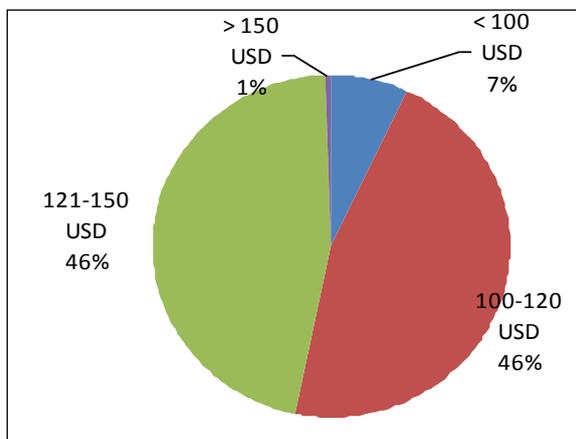
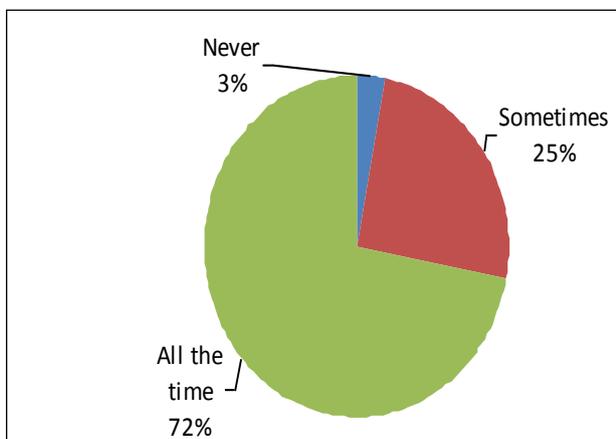
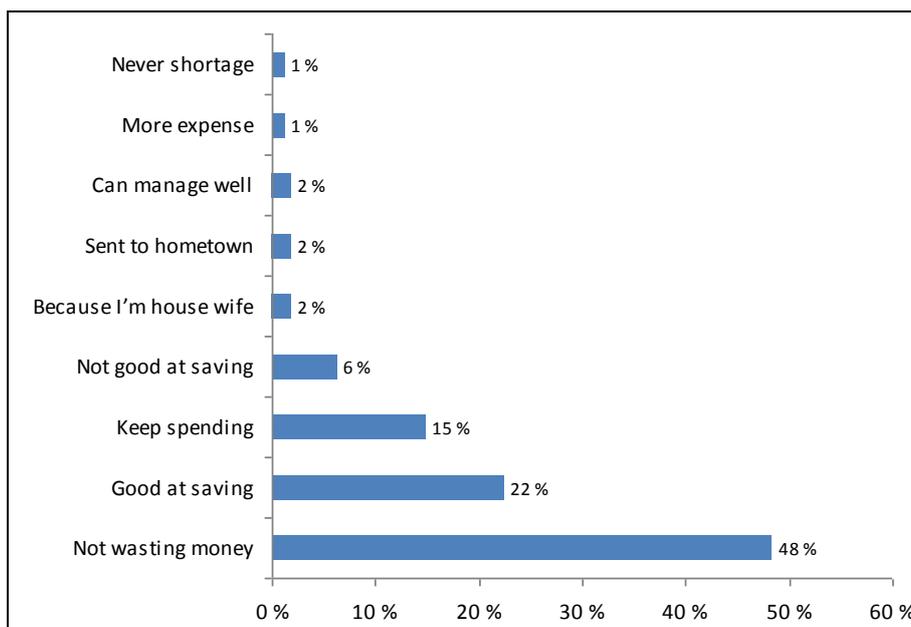


Figure 52: Frequency of keeping budget for expenses (N=161)



Almost three-quarters of the women surveyed reported that they kept a budget for their expenses all the time while 3% said they never made a budget for their expenses. In addition, almost half the women said that they did not waste money while 22% said they were good at saving.

Figure 53: Reasons behinds proper budget management (N=161)



3.7.2. Saving

About two-thirds of the women reported saving money every month while one-third (34%) of the women did not have any savings or were not able to save money. Over forty percent (41%) saved between 10 and 50 USD/month, 13% were able to save less than 10 USD/month while 11% said they saved between 50-100 USD/month.

The most common methods of saving were keeping cash at home (61%) or with their mothers at home (27%). This type of saving presents a significant risk for women as in terms of losing, missing or having cash stolen from unsecure places. Indeed, many women attending P.A.C.E. sessions in year one told stories of lost or stolen cash from their rooms. Only 4% of respondents keep their earned money at the bank.

Figure 54: Proportion of women saving their money and amount of money saved (N=161)

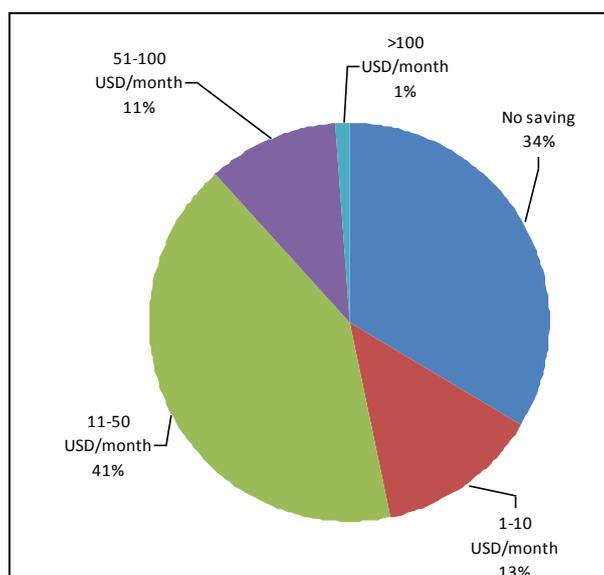
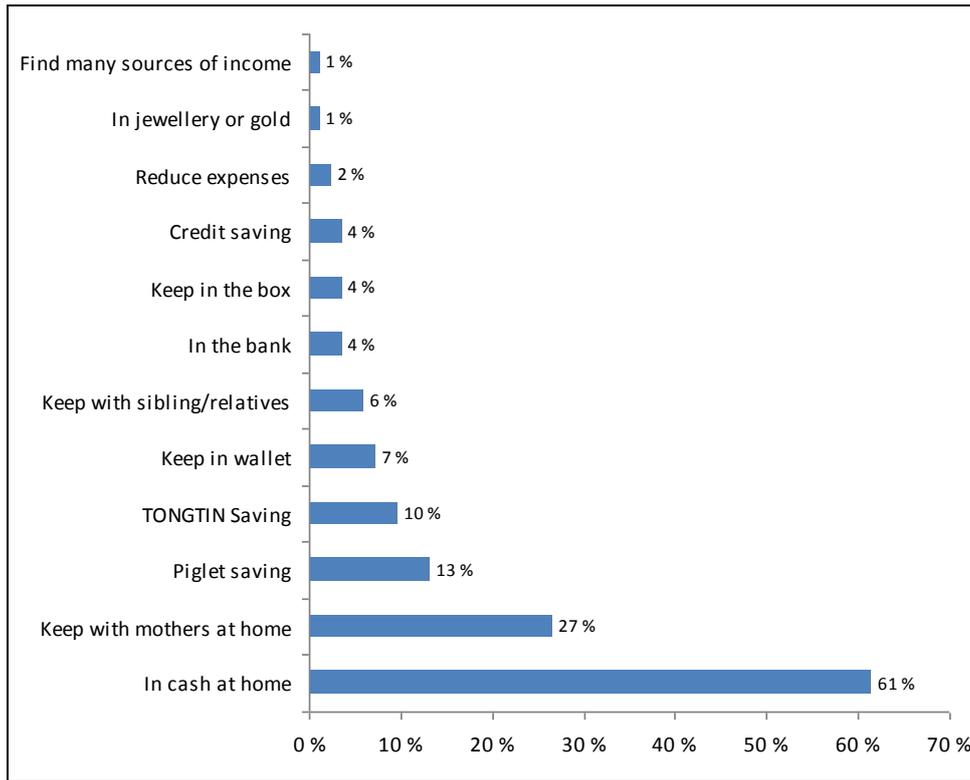


Figure 55: The different ways women save money (N=161)



3.7.3. Debt Status

The majority of women (71%) did not have any debt, while 17% reported having a debt of less than 10 USD. Of the women with some debt, 33% paid interest rates of 20 percent while 9% said they paid no interest at all.

Figure 56: Proportion of women having debt and the amount of debt (N=161)

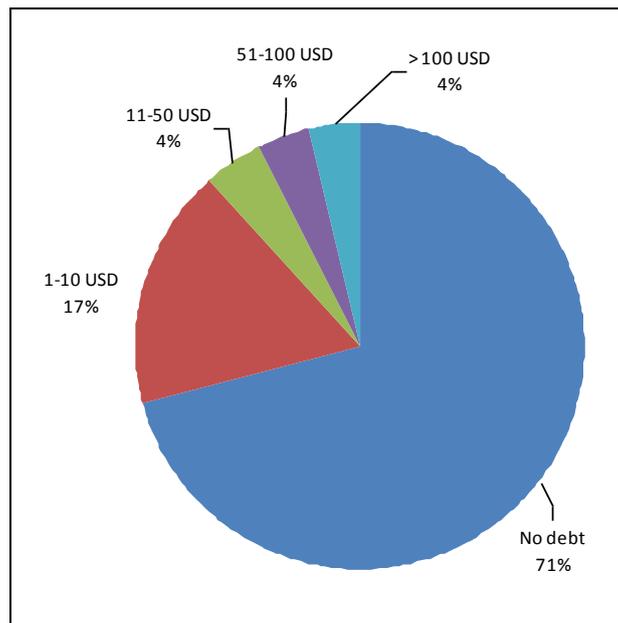
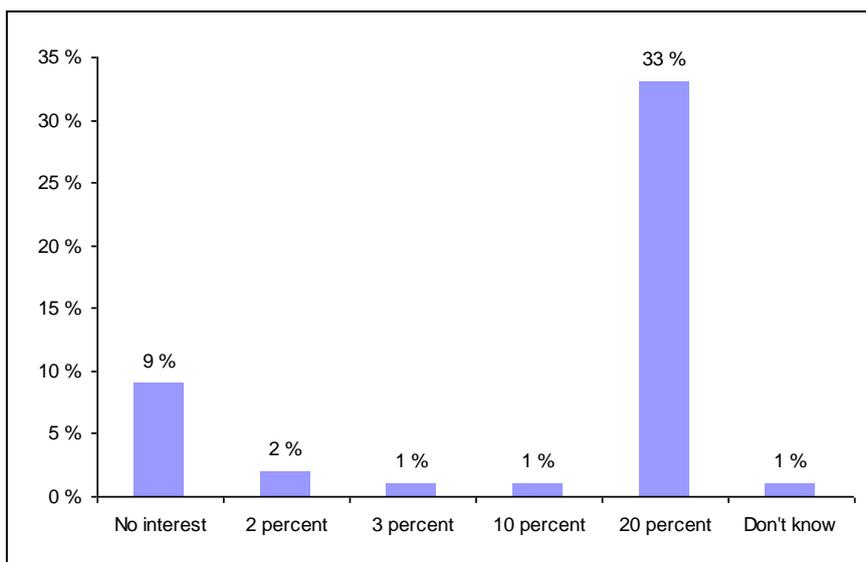


Figure 57: Amount of interest rate per month on the debt (N=47)



Almost half of the women with some debt made payments of 11 to 50 USD per month while one third made payments of less than 10 USD per month. The vast majority of women (83%) were making payments within the next month, indicating that women were taking out short term loans on a monthly basis.

Stories from P.A.C.E. Year 1 women revealed that women often spent their salary without planning ahead, many did not make a budget plan and most did not record their expenses, and as a result, found themselves short of money before payday. With interest rates as high as 20%, the financial literacy lesson of P.A.C.E. is particularly relevant as it provides women with essential information and skills to make budget plans, manage expenses, and establish regular savings while creating awareness of the risks of debt and high interest rates.

Figure 58: Amount of payment for the debt per month (N=47)

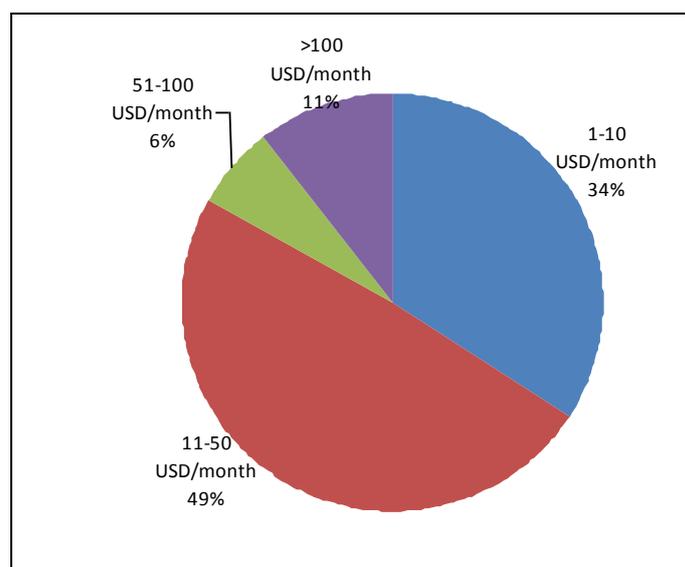
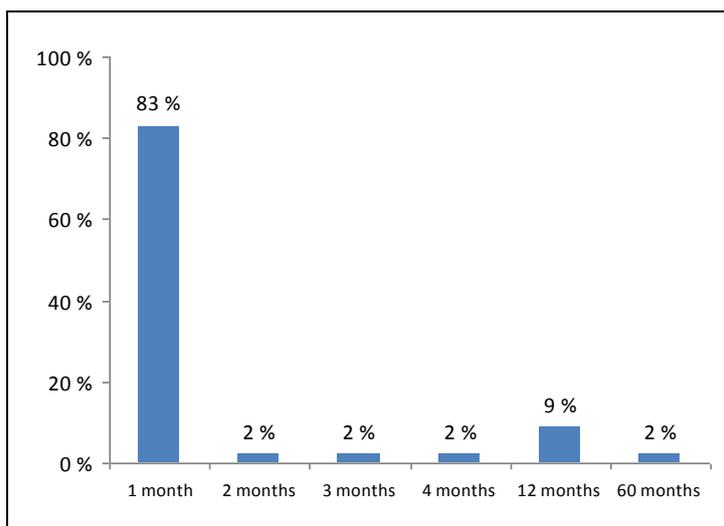


Figure 59: Duration of payment for the debt (N=47)



3.8. Health and Nutrition

3.8.1. Knowledge about AIDS

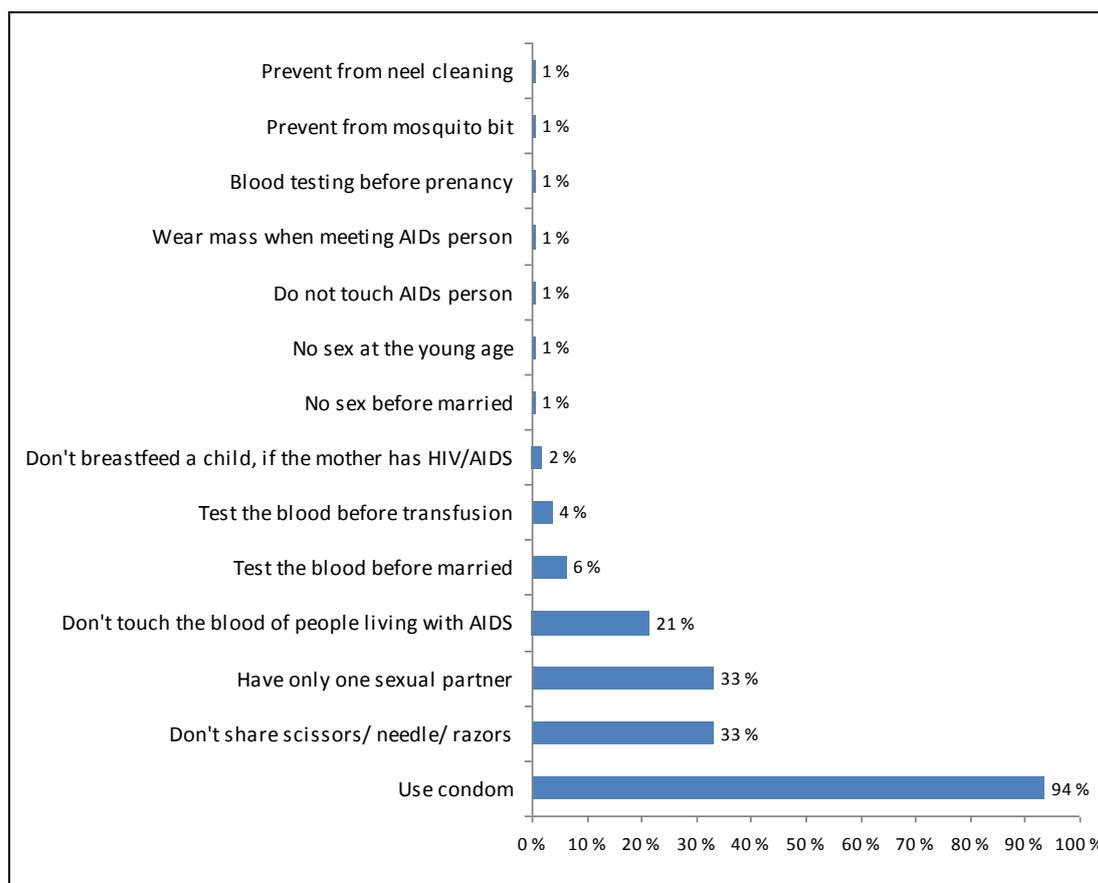
Virtually all women (99%) said they were aware of AIDS. This is a similar figure as reported in the 2010 Cambodia Demographic and Health Survey.⁸ Almost all the women knew of at least one method of prevention. The most commonly cited prevention method was using condom (94%), followed by not sharing needles, scissors or razors (35%) and having only one sexual partner (33%).

Table 5: Proportion of women aware of AIDS

	N	Percent
Yes	159	99
No	1	1
Don't know	1	1
Total	161	100

⁸ Cambodia Demographic and Health Survey 2010, Ministry of Planning and Ministry of Health

Figure 60: Knowledge of HIV/ AIDS preventive methods (N=161)



3.8.2. Knowledge about Nutrition and Hygiene

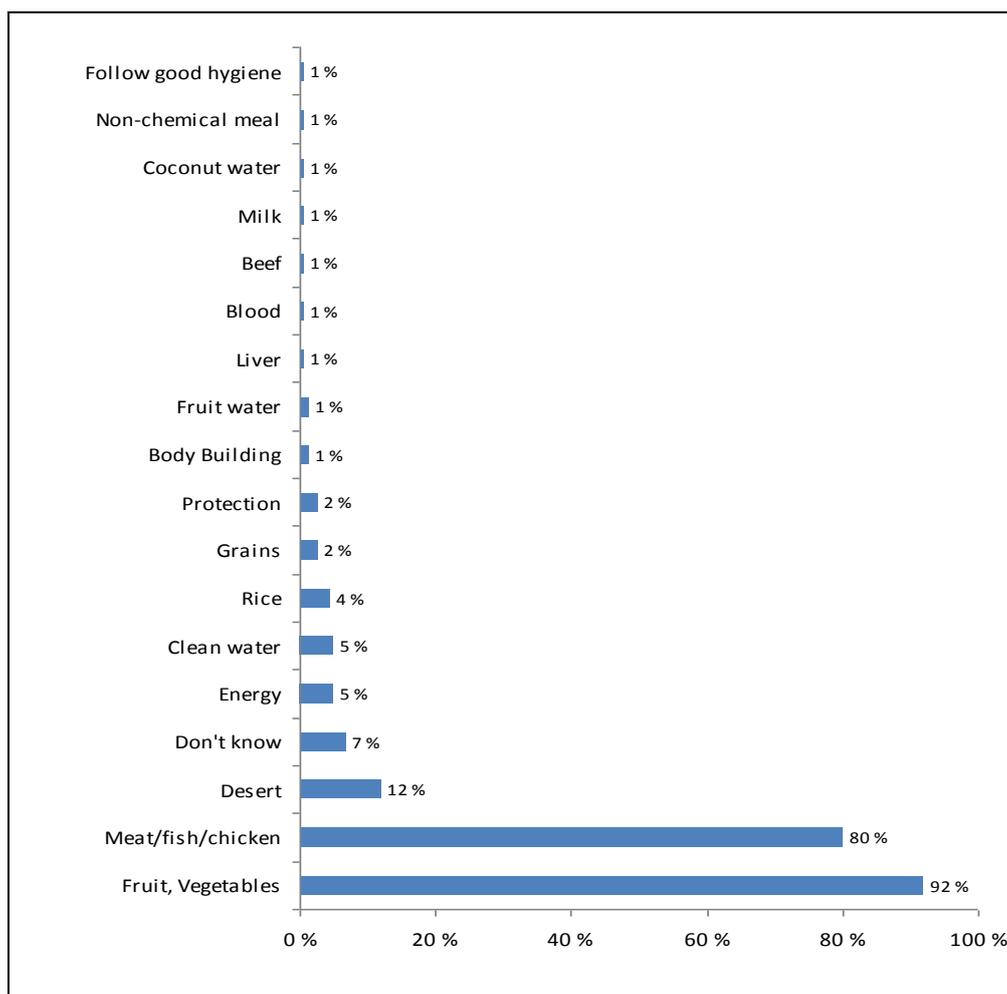
The majority of women recognized two food groups of fruit and vegetables (92%) and meat such as chicken and fish (80%). Very few women mentioned rice, grains, body building or energy foods indicating a gap in nutrition knowledge that is important for their own good health and that of their family. (See Figure 61)

In Cambodia, the poor nutritional status of women remains a serious concern. Poor female nutrition and stunting, including high rates of anemia in young women, lead to poor productivity, increased risk of maternal morbidity and mortality, and increased risk of poor reproductive outcomes.⁹ As such the P.A.C.E. module on health and nutrition provides important basic information on nutrition and healthy eating habits for women and their family.

Figure 64 shows that over 20% of women consider price over nutritional value in their daily food considerations.

⁹ A Fair Share for Women, MoWA, 2008 and 2005 CDHS

Figure 61: Knowledge of the three main food groups (N=161)



Figures 62 and 63 represent women's responses regarding safe hygiene practices. Nearly all respondents (96%) were aware of some safe hygiene practices. For example, 76% of the women mentioned keeping the work area clean, 41% stated keeping their room or house clean and 89% said washing vegetables and meat before cooking.

Regarding personal hygiene, 64% mentioned washing their hands before eating yet only 25% mentioned washing their hands before preparing food and only 12% mentioned washing their hands after using the toilet, indicating some very important gaps in both safe hygiene knowledge and practice to prevent illness. (See Figures 62 and 63) This is an area where P.A.C.E. and Bright Sky factory can mutually reinforce simple yet important personal hygiene messages with direct benefits for women's improved personal health and well-being as well as positive impact on workplace in terms of fewer sick days and reduced spending on medical care.

Figure 62: Knowledge of safe hygiene practices at home and work (N=154)

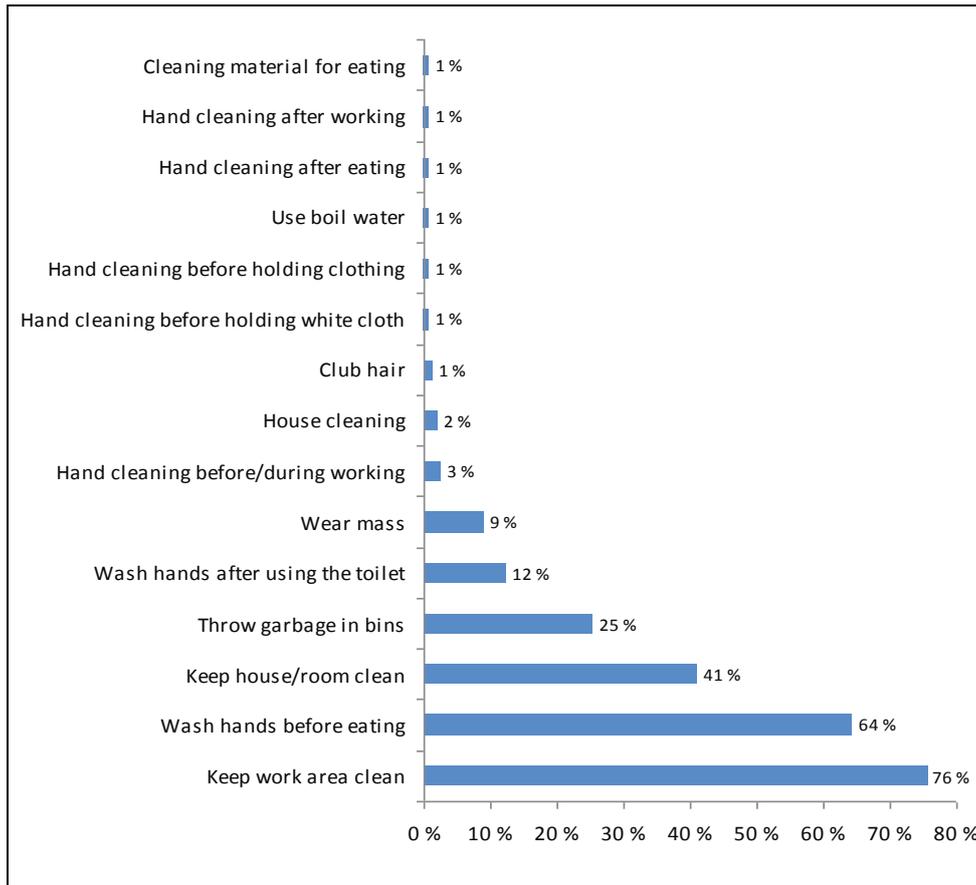


Figure 63: Knowledge of safe hygiene practices for cooking (N=154)

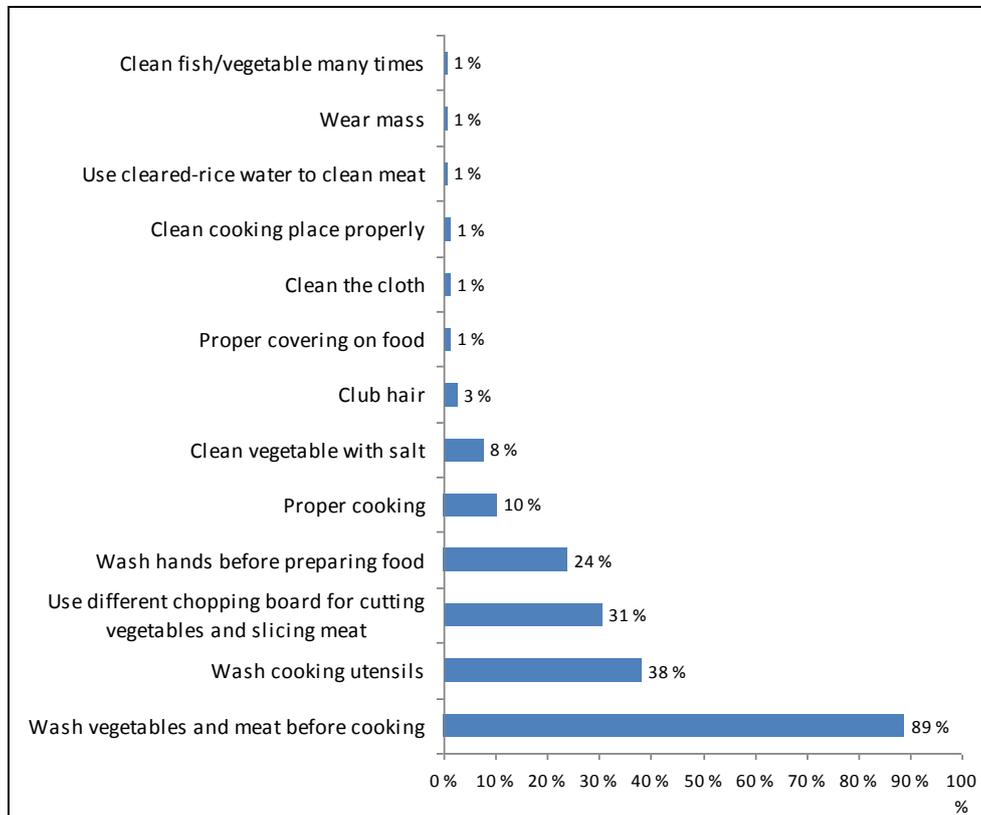
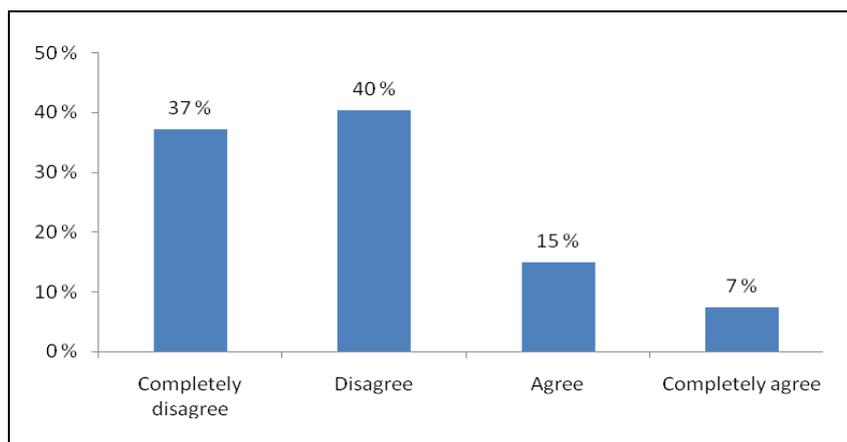


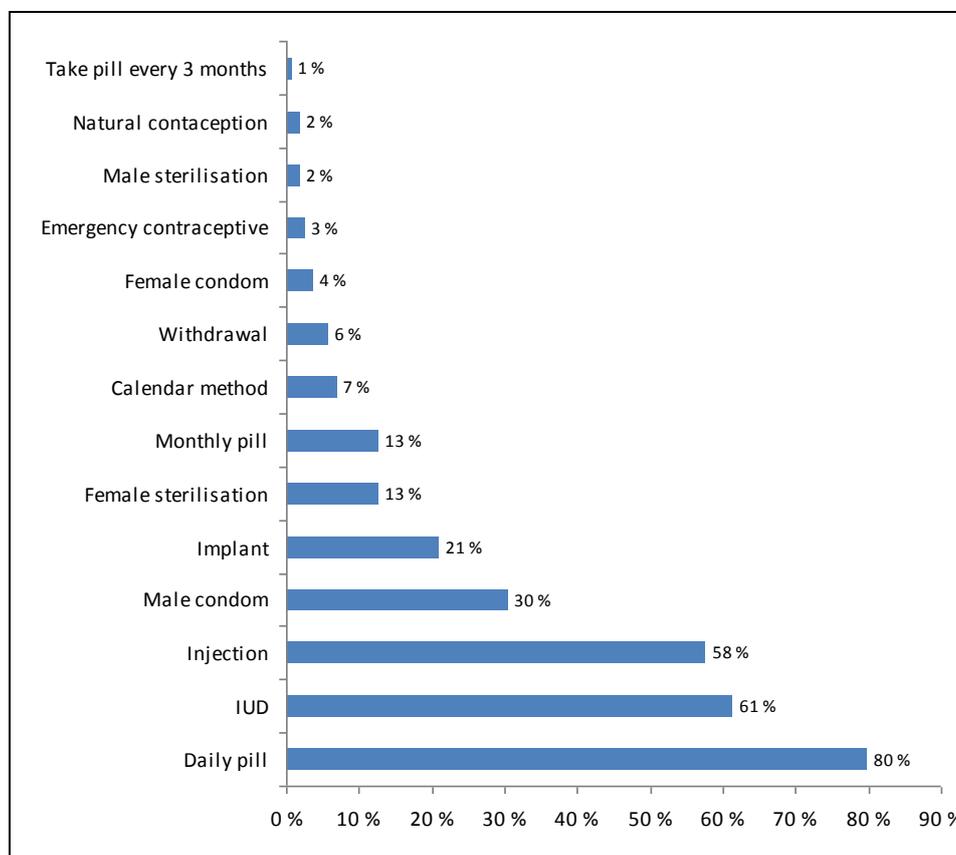
Figure 64: Agreement with the statement “In selecting daily food, I only think of the price, not the quality or nutrition” (N=161)



3.8.3. Knowledge about Contraception

All women, married and single were asked about their knowledge and use of contraception. Nearly all respondents (98%) had heard of at least one contraception method to prevent pregnancy. The most common methods mentioned were daily pill (80%), IUD (60%) and injection (58%). (See Figure 65) Interestingly less than one-third of the women mentioned the male condom, which may indicate that the male condom is associated more with HIV prevention than with contraception and/or may signify a general gap in overall knowledge related to sexual reproductive health. As such this is a possible area to be highlighted in the health and nutrition module.

Figure 65: Knowledge of contraception methods (N=158)



All women, whether married or unmarried, were asked if they used contraception. (See Table 6) Overall contraception use is low at 18%; however it is difficult to draw general conclusions as to the extent of “unmet needs” as the information is not disaggregated between married and single women, and those women that are sexually active and/or interested in family planning.

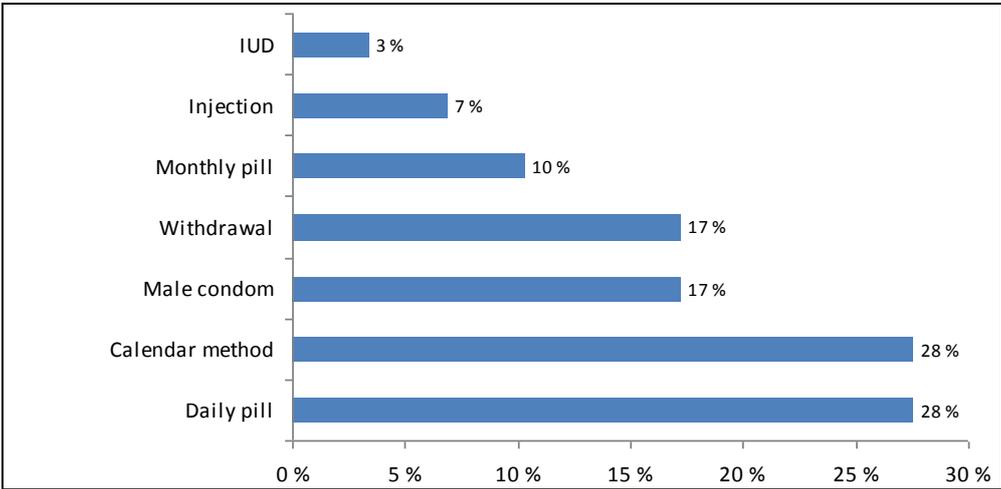
In Cambodia, it is not considered socially acceptable for women to engage in sexual relations before marriage and therefore single women may not feel comfortable admitting to contraception use. The 2010 Cambodia Demographic and Health Survey reveals that one in two married women uses some form of contraception method and in general, married women do not begin to use contraception until they have had at least one child. However, anecdotal evidence from women attending P.A.C.E. Year 1 has revealed that abortions are not uncommon when women (both single and married) are faced with an unwanted or unplanned pregnancy, indicating an unmet need for contraception and perhaps gaps in sexual and reproductive health knowledge.

Table 6: Proportion of women using contraception (N=158)

Contraception use	No.	Percent
Yes	29	18
No	132	82
Total	161	100

Of the 29 women (18%) who were using contraception, both modern and traditional methods were cited and multiple answers were allowed. Figure 6 shows that 28% were using the daily pill and 28% were using the calendar method while 17% reported using the male condom and 17% using withdrawal. Only 3% reported using the IUD, 7% an injection and 10% the monthly pill.

Figure 66: Contraception methods used by the respondents (N=29)



4. CONCLUSIONS

As is typical in the garment industry in Cambodia, the majority of P.A.C.E. participants are young, unskilled, single women, between the ages of 21 and 30, who have migrated from rural provinces and are living in Phnom Penh with an immediate relative. The majority of these young women have some level of primary school education and only a few have attended other training courses outside of the factory. For most women, work in the factory is their first employment outside their home and transition to city life represents a major change from their life in their rural village.

Factory production depends on the workforce's ability to produce both the expected quantity and quality of clothes required to meet the buyer's deadlines and standards. The majority of women felt that in the previous month they have produced a lot of quantity (66%) and high quality (83%) of work. Almost half the women reported to have new work during the last month and to have requested new work in the last month. This suggests many women have confidence in their ability at work and a willingness to take on more responsibility at work

The women workers are critical to the factory's production and being recognized by their supervisors is a key motivating or de-motivating factor. Over half of the women said they were commended by their supervisor on their work performance during the last month. While almost all women reported feeling comfortable talking to their supervisor about a work problem or complaint, a large majority said they *only sometimes* sought clarification from their supervisor and *only 5% said they discuss* with their supervisor to solve problems. While virtually all women felt they were important for their work department, only 40% felt very confident to resolve problems at work. This indicates a gap in effective communication and problem solving skills, and perhaps confidence levels, of the women which may in turn lead to production errors or lower than expected outputs at work.

Team work is essential on the production line. A significant majority of women reported providing (83%) and receiving (71%) work related advice to their colleagues. This is a positive sign of a supportive work environment where women are willing to assist each other as well as learn from one another in the spirit team work which can lead to increased production.

Managing work, the household and childcare responsibilities can be stressful and the ability to discuss and share feelings with others about such situations at work or at home is important to help women cope with and reduce their anxiety. A large percentage of women never communicate their worries to others either at home (35%) or at work (27%).

Cambodia still has strong traditional norms that assign higher status to men and marginalize women who are not married, though there are signs this is changing. Most single women responded they were able to communicate about education plans, leisure activities and spending money on personal items with their parents, yet more than one-quarter reported they never talk about marriage plans with their parents.

For this baseline survey, about half the married women responded they can always talk with their husbands about going out with friends, personal education plans, spending on clothes or jewelry, and their children's education. With regards to discussions about contraception use and saying no to sex, fewer women (38%) say they can always talk with their husbands. Women's important economic role does not always translate into greater empowerment and decision making, especially around traditional gender attitudes and relations.

About three quarters of the women responded they knew about and practiced time management and problem solving. The majority of women (84%) would seek the help of friends at

work to solve a problem at work, indicating that women see their co-workers as important sources of information, assistance and advice. Yet four out of five women also replied they felt guilty saying NO when asked for help from others, which may leave some women feeling overburdened and stressed if they take on more tasks than they feel they can handle.

In response to a series of statements on gender, over one-quarter of the women responded favorably to men and boys compared to women and girls, indicating women themselves hold deeply entrenched beliefs and values about traditional gender roles and norms. About one-third of the women still regards domestic violence as an internal family problem and do not consider it appropriate for others to intervene.

While most women (71%) did not have any debt, of the women with some debt, 33% paid interest rates of 20 percent. In addition, the majority of women with some debt (83%) were making payments within the next month, indicating they did not have any savings and were borrowing on a short term basis to perhaps cover daily or unplanned expenses.

Knowledge of AIDS and prevention of AIDS is universal yet information on nutrition is incomplete, suggesting an important area to continue to focus on. Hand washing as a personal hygiene practice is still quite low and should continue to be highlighted as important for a clean workplace and for women’s improved personal health. While knowledge of contraception is reportedly high (99%), contraception use is quite low at 18%, signifying an unmet need for contraception. The P.A.C.E. program is well placed to have a significant and positive impact on the sexual and reproductive health knowledge and lives of both married and unmarried women.

The P.A.C.E. Communication, Problem-Solving and Decision-Making and Time Management modules impart important information, tools and skills that women can practice at the workplace and in their personal lives. These modules remain highly relevant to improving women’s ability to effectively manage the daily work situations that arise as well as equipping them with skills for their future professional and family lives. The Health and Nutrition, Gender and Financial Literacy modules remain relevant including information on gender roles and attitudes and the promotion of non-violent communication and negotiation skills within families; managing budgets, spending and savings for improved financial health; health and nutrition, with a focus on personal hygiene and sexual and reproductive health knowledge for married and unmarried women.

In summary, the P.A.C.E. program provides young unskilled women with a unique opportunity to gain and to upgrade different life skills, including literacy, to benefit both their workplace and personal lives.

