

HR package

CARE is working with GMAC to organize:

Training course for managers: Gender & Sexual Harassment

OVERVIEW

Training for managers will provide key staff with information on gender, forms of sexual harassment, and how to address sexual harassment in the workplace. Attendees will gain a broad understanding about Cambodia's commitments to eliminate violence against women as well as discussing practical approaches for developing a work environment with zero tolerance for sexual harassment and discrimination.

The allows for managers to gain a deeper understanding while also having the opportunity to plan for training practical application of their knowledge. This will promote good procedures and productivities in the workplace.

KEY POINTS

- 2 days of training
- 25 – 30 participants per session
- Aimed at Human Resources, Administration & Compliance Managers
- Training provided by CARE Cambodia in collaboration with the Ministry of Women's Affairs.

TRAINING TOPICS

Day1: Overview; distinguishing sex and gender; ideal man, ideal woman and gender classification; gender-based violence and relevant laws; rebuilding the world.

Day 2: Forms of sexual harassment; what constitutes sexual harassment; the importance of preventing sexual harassment in the workplace; sexual harassment; policy development & enforcement; responding to cases of sexual harassment; developing action plans.

WHY TRAIN MANAGERS?

It is important for managers to understand the problems which might occur in the workplace.

Surveys show that people have some understanding of what behaviour is sexual harassment, but there is not a clear understanding of which behaviours are against the law or why all sexual harassment is inappropriate and offensive .

Gaining a good understanding is the first step towards developing an effective policy for preventing sexual harassment from occurring.

TRAINING SCHEDULE

Upcoming training dates include:

- 20– 21 October 2016

This training is open to managers from any factories in and around Phnom Penh.



This component of CARE's support to garment factories is part of *Safe Workplaces, Safe Communities*, funded by the UN Trust Fund to End Violence Against Women.

