



## CASE STUDY

### Learning and Knowledge: Incorporating a Gender and Social Inclusion Lens into Counter-Trafficking Programs

#### Objective

A Gender Advisor was employed to make recommendations to the Cambodia Counter Trafficking-in-Persons (CTIP) program to ensure that women, LGBTI, children, and other socially-discriminated or vulnerable groups were being included in the program's interventions. The overall objective was to ensure these populations had access to and were benefitting from CTIP's prevention, protection and prosecution activities.

#### Interventions

Phase 1: A Gender and Social Inclusion (GESI) assessment was conducted by the Gender Advisor that included an extensive literature review of relevant secondary research and over 30 interviews with key informants, such as those working with the Khmer Islam community or on the sexual exploitation of women and girls in Cambodia. Interviews were also conducted with staff of the CTIP team and partners. The assessment examined: 1.) The general social situation and experiences of discrimination, exclusion, or vulnerability for each of the selected groups; 2.) The needs of each group in relation to risky migration and labor exploitation or trafficking (to the extent current research and knowledge was available); 3.) Each group's access to the CTIP program; 4.) Awareness and understanding of gender and social discrimination among the CTIP team and partners' staff, including knowledge of the access various groups had to CTIP services.

Phase 2: After the assessment, the advisor made several specific group-based recommendations for how the CTIP program could include/reach each of these populations. The advisor made a presentation to the CTIP team and partners based on these recommendations. Attendees were tasked to work in small groups to design activities for 'reaching out to discriminated groups'. The advisor noted it was clear from the small group activities that most participants **did not understand (or agree with) a notion of unjust social inequalities and social discrimination or of unjust gender inequalities.**

#### What groups were included?

Women and girls

LGBTI

Ethnic Vietnamese

Khmer Islam (Cham)

Children and Elderly

Sex Workers

In addition, a three-day workshop titled 'Reaching Out to Discriminated Groups' was conducted with

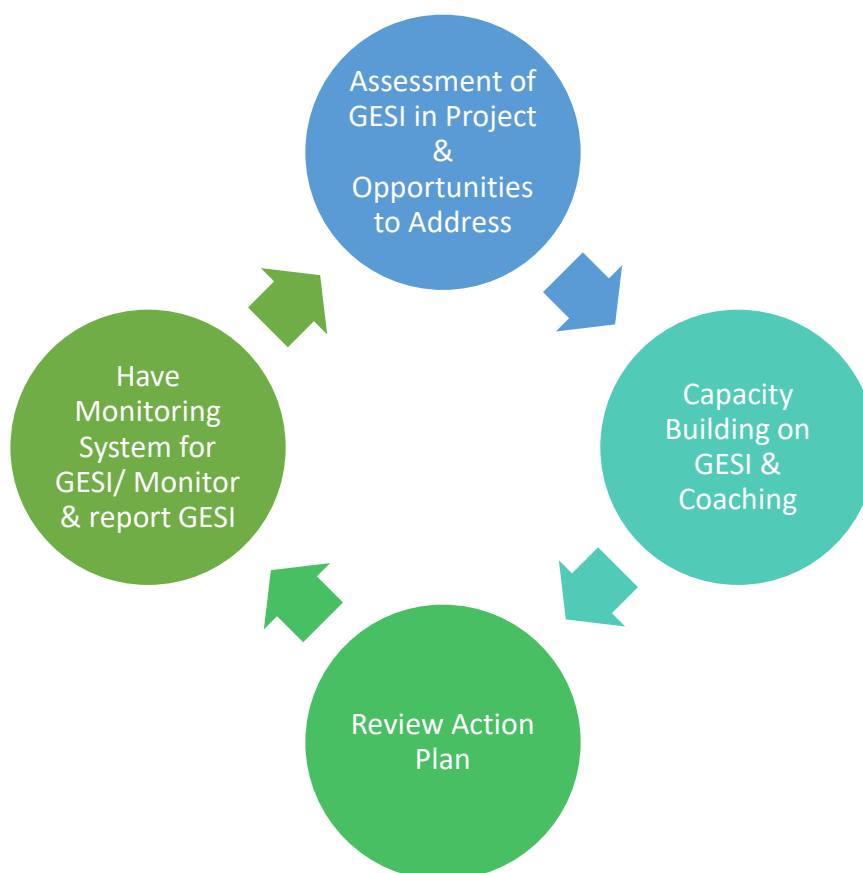
**What was one specific recommendation the advisor made?**

For the Muslim Cham community, it was recommended that Open Institute's outreach work to promote the Bong Pheak employment service include outreach via Chab Dai's 'Ethnic Team' and Muslim Aid Cambodia's networks.

managers from the CTIP team and eight partner organizations, which was developed in partnership with the Royal University of Phnom Penh's Social Work Faculty. One day was devoted to reflection via a case study and an exercise, The Power Flower<sup>i</sup>, on the nature of social inequalities, discrimination and privilege – recognizing our own and clients' experiences of privilege and discrimination and discussing social attitudes and social justice. The second day addressed gender inequality, and the third was devoted to presentations from advocates and representatives of target social groups, including Khmer Islam community, ethnic Vietnamese community, the elderly, women and LGBTI.

**Feedback from participants was positive with many participants sharing they now understood that many social groups suffered discrimination and many normalized attitudes to those groups are, in fact, discriminatory.**

*Figure 1: The iterative process of incorporating gender and social inclusion activities into programming*



## Outcomes

From the specific interventions carried out, there were several subsequent actions taken by the advisor, the CTIP program staff and their partners that directly contributed to improving efforts to include the identified groups, highlighted below.

- 1.) **CTIP program staff reviewed the criteria and process that partners use to select ‘At Risk Households’ and ‘At Risk People’ to join the community-based CTIP prevention program.** There were new criteria added to the scorecards for selection of ARPs that would further include people who may be socially-discriminated, such as grandparent-headed households (elderly), single-headed households, a household which includes a disabled person, religious or ethnic minorities, and those identifying as LGBTI.
- 2.) **Each partner was asked to develop new or adapt existing activities to reach out in new ways to discriminated groups.** The advisor sent out a list of ideas from the recommendations made at the assessment presentation. In some cases, activities agreed upon in these meetings were then included in four CTIP partners’ Phase 2 funding proposals.
- 3.) **A new monitoring & evaluation (M&E) indicator was created.** The indicator, “# of actions from partners to promote gender and social inclusion”<sup>ii</sup> was added to the Monitoring and Evaluation Plan (MEP), which defined various aspects of the indicator and gave examples of ‘actions to promote’. The table below includes some of the actions taken by partners and the frequency/number of times.
- 4.) **Questionnaires for Savings Group research study to include a gender analysis.** The advisor recommended that the analysis of results for the CTIP Savings Group (SG) research study include more sex-disaggregated data and analysis. The added analysis of results showed that although women made up the majority of SG participants, men and women equally held the SG committee leader position.

*Table 1: Data from the GESI monitoring & evaluation indicator: ‘Actions taken by partner organizations to promote gender and social inclusion.’*

Action	Count
Female clients taken a senior position in any community-based group	77
Have clients classified under any Gender/Socially Discriminated groups	33
Have trainings to police justice personnel whose participants are female	2
Have trainings with target participant group of "Stakeholder working to address GESI"	2
Work on policy influence with "GESI-related policy"	2

\*Reporting period from January 2017 to May 2018

## Learnings

### 1.1 Intervention Strategies

**There were several challenges of the scope of the initial assessment.** First, conducting research on each of the groups included (six groups in total) was difficult as many studies would address only the needs of one social group (e.g. children) in relation to trafficking and labor-exploitation, which is an already broad subject. Secondly, to address the needs of six discriminated groups in relation to the many activities offered under the CTIP program - when the program was not primarily designed around these groups - is impossible without considerable extra funding and redesign of the program interventions. Lastly, when considering LGBTI, ethnic Vietnamese and Khmer Islam groups, very little information exists about their specific experience and needs in relation to migration, labor-exploitation and trafficking.

**There were low levels of understanding around social discrimination or belief that it is unjust among the general public (and thus among staff and managers of CTIP).** Cambodia is a socially conservative, traditional society. Three days of workshops in which people have an opportunity to reflect on social inequalities and listen to advocates from various discriminated or minority groups engaged people and changed attitudes to an extent (e.g. “I would have beaten either of my siblings if they told me they were gay before, but now I realize its natural and I’d tell other people to let them be”, said one participant.) However, this is just a first step. Changes of attitude and behaviors that are deeply rooted in a culture take time, and not everyone will have the desire to question their beliefs



*A participant at the Gender and Social Inclusion Workshop*

## 1.2 Program Design and Management

**CTIP is not a program with the primary aim of reducing gender and social discrimination.** It therefore does not prioritize time, resources and funds for changing such attitudes. It is not tenable to require CTIP team and partners’ staff and managers to attend many expensive, time-consuming workshops and yet this would be necessary to reinforce and increase the new understanding that began with the three-day workshop. If the program aims to ensure gender equality and social inclusion throughout all its activities, staff need more coaching and training to recognize inequality and social exclusion and then be equipped to make changes.

**It is difficult to bring some Directors and Senior Managers to devote time to what they consider to be non-priority activities like G&SI workshops,** even with the helpful support of having the Cambodia CTIP Chief of Party spend her time on a three-day workshop. This level of attention to G&SI would have to be made an intrinsic part of the program design and agreed before contracts were signed.

**Not all the recommendations for CTIP to include the socially excluded groups were acted upon** (e.g. child domestic workers, other labor-exploited children, sex workers). This is because the CTIP program was designed to reach selected groups, which were determined based on the victims assisted in the previous years of the program. It was also difficult to focus on new groups without extra funding. But, the project still managed to include new activities to reach the identified discriminated groups, to the extent time and resources would allow.

**Gender Advisor should be included into general program management and activities.** Mainstreaming of G&SI means thinking about gender and socially discriminated groups in connection to any and every activity. Sometimes the advisor was asked to join meetings or

comment on plans and documents and then asked to have some GESI input, however sometimes it was late in the process.

**Follow up and coaching after training is vital.** For example, several partners understandably decided that they wanted to start to count numbers of members of LGBTI clients they worked with – in the same way that they count numbers of women and men. However, people were not aware of the ethical issues raised (e.g. one cannot ask only gay people to declare their sexual orientation but should ask everyone.) Most respondents would find this a strange and intrusive question. Most people (even members of LGBTI community) would not recognize words used to describe various sexual orientations and gender identities. LGBTI people have reasons for hiding their identities. Follow-up and coaching is needed to prevent inadvertently discriminatory actions like these from being adopted as a result of an effort to include LGBTI people.

### Lessons Learned At-a-Glance

Assessment and re-assessments needed to identify excluded groups and opportunities for GESI

Need flexibility to allocate extra funds and human resources to ensure GESI activities are possible

Need an advisor for at least 18 months at start of implementation

A specific monitoring indicator helps implementing partners to report and understand importance of GESI activities

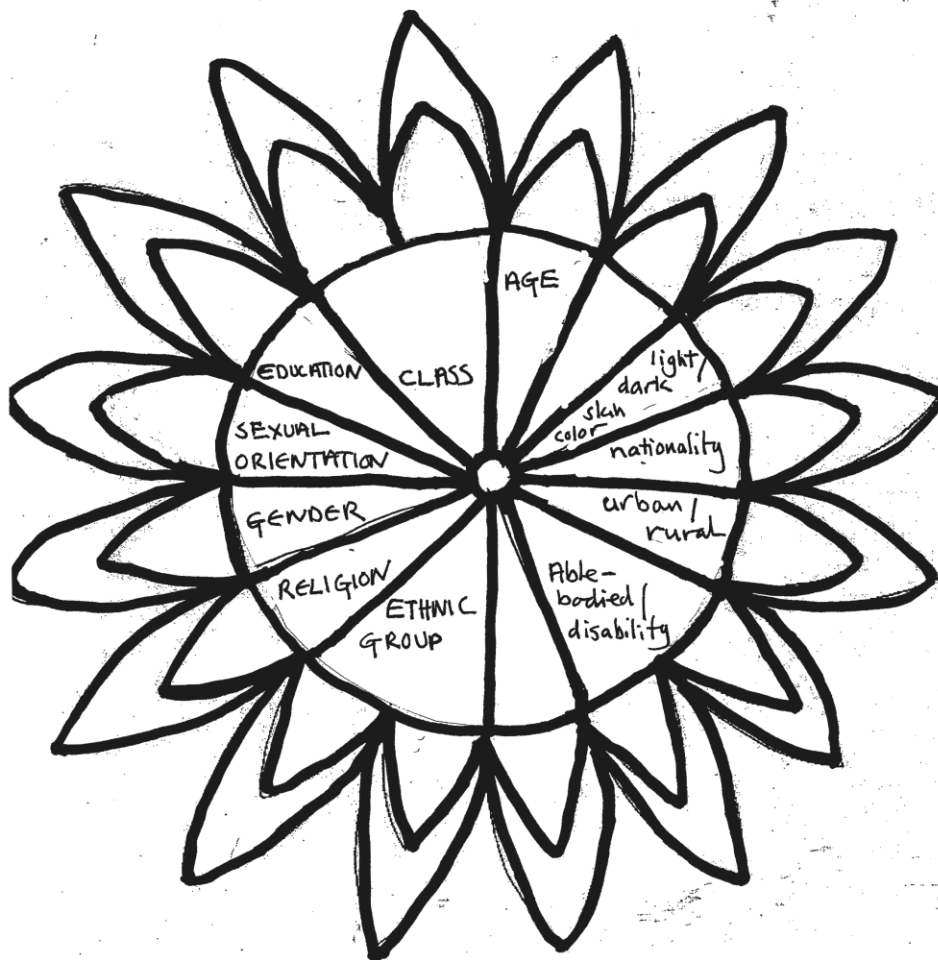
GESI advisor needs to be involved in all programmatic & strategic discussions

Collaboration is needed with organizations working with discriminated groups since primary aim of CTIP is not social inclusion

All staff need comprehensive training on GESI & follow-ups

<sup>i</sup> Flower Power exercise example in which GESI workshop participants were asked to think about these characteristics in relation to their own experiences within society. Individuals were asked to color in petals based on how they think each characteristic works for or against them in society. Petals were colored red if that characteristic works against the individual (has a disadvantage, less value or influence in society) and blue if it works in their favor (advantageous, something valued in society). Reflections are then made on the results (what power structures exist, privileges of certain groups).

## POWER FLOWER .



- i. <sup>ii</sup> 'Actions to promote' gender and social inclusion means: to undertake any kind of activity or to adapt existing activities of the program in order to encourage, advocate for, assist, stimulate, contribute to, reinforce, establish, nurture or develop gender and social inclusion.