

CARE CAMBODIA

Understanding pre-departure conditions and coping strategies of women migrating from rural to urban areas

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1 BACKGROUND

CARE International in Cambodia (CARE is in the fourth year of implementing the Promoting Safety of Women Workers in the Beer Industry Project (PSWWBI). The project is funded by a three and half year grant (15 December 2009 – 30 June 2013) from the UN Trust Fund to End Violence Against Women, administered through UN Women.

The project aims to ensure a safer and more respectful working environment free from harassment and violence for beer promoters (BPs). CARE works in partnership with government agencies, specifically the Ministry of Women's Affairs (MoWA) and the Ministry of Interior (MOI), the private sector, civil society, clients (beer drinking men), and beer promotion women to create an environment in which BPs can work with dignity and in safety.

CARE Cambodia also works on an European Union funded Safe Migration and Anti Trafficking (SMART) Project which aims to promote safe migration in order to reduce the incidence of human trafficking (domestic and international) in Cambodia. The project strengthens capacities of civil society agencies and local authorities to prevent unsafe migration and trafficking and to empower at-risk groups to make informed decisions.

CARE Cambodia has a long-dated experience working with beer promoters in urban areas of the country. The particular focus lies on the promotion of safe working conditions free from Gender Based Violence. Throughout the total 10 years of work with the target group, CARE was able to gain significant insights in the life of the target group and the challenges they are facing.

2 OVERALL PURPOSE OF THE STUDY

The purpose of the study is to provide systematic information to better understand the pre-departure conditions and coping strategies of Cambodian women who have migrated from rural to urban areas; particularly the causes of migration, the role of the family members, prior knowledge of conditions and mechanisms of coping with distress.

The results will inform the activities and implementation of the current project, potential subsequent projects with the same target group, as well as the broader program aimed at supporting poor and vulnerable women.

3 LITERATURE REVIEW

In order to better understand the pre-departure conditions and coping strategies of women migrating from rural to urban areas recent studies, internal reports and program reports were reviewed. A full listing of the documents that were reviewed is included in the Works Reviewed in Annex 1. Following is a summary of the current understanding leading to the research questions.

Cambodia is a country whose young people are on the move. Cambodia is experiencing high rates of internal migration with increasing numbers of persons migrating from rural to urban areas. In

Cambodia, young people (in their 20s) migrate more commonly than other age groups. In Cambodia young women are slightly more likely to migrate than young men. This pattern fits with international migration patterns where young people in their 20s have the highest migration rates. This time in life is an age for getting jobs, married or other life changes that might result in a move. As a result of Cambodia's post-war baby boom it has a young population with a higher than average percentage of people in this age category.

But while the age structure makes Cambodia's pre-disposed to high rates of migration, there still has to be other circumstances that lead to migration. In the recent CRUMP Report sponsored by the Ministry of Planning five main individual-level motivations for migration were identified: to pursue or transfer a job or pursue a better labor situation, to pursue education, due to marriage, due to calamities such as lost land, lost home, natural disaster or insecurities and for repatriation.¹

Cambodia's economy has been growing with an increase in foreign investment bringing factory jobs to Phnom Penh and in tourism particularly with the famed temples at Angkor Wat. These factors have led to a boom in construction and related support industries as well. At the same time Cambodia's rural areas and other urban centers are not seeing the same growth. These factors are bringing many young people to the city. The advantage of leaving rural life for work in the city is understood by many.

In the baseline study recently complete by CARE in its target areas it also demonstrated similar findings to the Ministry of Planning's national study – young people –including young women are migrating for work more than any other reasons. In CARE's baseline the main motivating reason for migrating was to seek economic gains (83.3 %). It is worthy of note that a significant percentage of respondents identified indebtedness (16.7%) and landlessness (6.8 %) as reasons for migration.²

For women, the jobs they migrate for are concentrated. About one in three recent female working migrants to Phnom Penh work in the garment industry. Another 1 in 10 women migrate to work as a service or entertainment worker. Some of the reasons young women go to work in these jobs is the belief they will be accepted in jobs that requires little in terms of competencies and as a result of encouragement from friends who are working.³

In CARE's earlier baseline survey's both beer promoters and garment factory workers have been identified as young (in their 20s), have low educational levels and poor family economic conditions. Both categories of women report that they most commonly made the decision to seek their jobs based on their own initiative or through encouragement of friends or family.⁴

Migration has positive and negative consequences and impacts for individual migrants and their families. On the positive side, studies have shown that remittances have lifted whole families from

¹(Ministry of Planning, 2012)

²(CARE, 2011)

³ILO STUDY

⁴(CARE, 2010)

poverty while migrants themselves benefitted from increased skills, knowledge and confidence⁵. On the negative side, usual reported costs of migration have included labor shortages in family farms; separation anxiety among loved ones; children being left without adequate care resulting in poorer health and poorer performance in school; and neglect of elderly relatives⁶. Persons who migrate have a process of adaptation they must complete to adjust to the new environment. They have to learn all about the new environment. These factors coupled with normal life events can result in some levels of distress. Commonly persons who migrate use low levels of formal resources and depend on social support networks for information and support. Due to lack of information and sometimes distrust there is typically a low level of use of formal resources.

Additionally women migrating to work in are at increased risk for gender based violence including sexual harassment, rape and other types of violence. These increased risks are based on their working and living conditions. The CRUMP Report identified that at the time of migration at least 1 in 3 people had a confidant they could count on for extra help.⁷ But little else is known about the social supports of young women migrating.

While much is known about the causes for migration, it is still unclear what are the driving factors and inhibitors for rural to urban migration and potential factors particularly leading to taking up jobs in the entertainment industry (as beer promoters, hostesses etc.), working as sex workers or as garment workers and what real supports women have in times of distress. This study will seek to identify the main steps in the decision making process prior to migrating to the city, and seek to understand the psycho-social coping mechanisms the different groups apply when dealing with distress.

4 KEY RESEARCH QUESTIONS

1. What are the background and pre-departure conditions leading women to migrate to the city?
2. What are the psycho-social coping strategies that enable the target group to deal with stressful conditions?

5 RESEARCH STUDY DESIGN

The study was designed to answer the research questions through a qualitative research methodology. A significant amount of data has been collected through recent baseline surveys and other external studies that help to provide an understanding of many of the conditions surrounding migration. As a result the focus will be on gaining a deeper understanding of the specific issues identified in the research questions.

⁵ IOM 2010, p. 21.

⁶ Hak et al 2011

⁷ (Ministry of Planning, 2012)

5.1 Sampling Strategy

A purposeful sampling strategy was selected to illicit the needed information. The qualitative method investigates the why and how of decision making, not just what, where, when. Hence, smaller but focused samples are more often needed than large samples. As a result a small sample has been selected for in-depth study. This sample includes 5 focus groups (with 12 members) and 14 individual interviews.

Study participants were selected that are most appropriate to answer the research questions. The participants are selected based on their expected knowledge and contribution to answering the research questions. Two target groups have been identified that have significant applicable knowledge. These are women are working as beer promoters or in garment factories.

5.2 Desk Review

A desk review has been completed to fully understand the situation of women migrating to Phnom Penh for work and the particular issues for women that are working as beer promoters and garment factory workers. The review included program documents and external literature on the situation of women migrating internally in Cambodia. Documents that were reviewed are included in the Annex 1 Works Reviewed and summarized in the Literature Review above.

5.3 Focus Group Discussions

The focus group model was selected as the appropriate model for interviewing women working as beer promoters or as garment factory workers as it best used with groups that are similar in more ways than one and have a clearly defined topic. The process is designed to gather the opinions of the group members. Because a group is asked to respond to the questions rather than individuals, the conversation tends to be richer as participants tend to “piggy-back” on each other’s comments.

Five focus group discussions were held, three with women working in garment factories and two with women working as beer promoters. The groups were led by an experienced facilitator with a translator. A total of 59 women participated in the focus group discussions. Extensive notes were taken during the interviews and content analyzed after the groups. A list of topics that were discussed is available in Annex 2. At the beginning of each group participants were told the purpose of the study and provided information about confidentiality of information and voluntary participation. All participants were given a small gift (towel and bar of soap) for participation. Women working as beer promoters were given money for transportation to the interview site.

5.4 Individual In-Depth Interviews

The semi-structured interview method was selected for individual interviews as it is flexible, allowing new questions to be brought up during an interview as a result of what the interviewee says. In this process it is standard to have a framework of themes to be explored.

Individual interviews were held with 14 women who are either working in garment factories or as beer promoters. CARE staff identified the participants for interviews. A key informant interview guide was

developed with open ended questions. The guide identified areas for discussion, but the interviews focused on the individual woman's experience. The interview guide is available in Annex 2.

5.5 Key Informant Interviews

Key informant interviews were also held with 2 program staff of Care. The purpose of these interviews was to identify further information based on program experience and to validate findings.

5.6 Limitations of Study

The study employs qualitative methods to more deeply understand particular issues. While this methodology provides a deeper view of the "why's and "how's" it does not provide statistically generalizable data. The study is necessarily limited by the type of data collected. All data is self-reported and cannot be independently verified. It will be necessary to take what people say at face value.

5.7 Ethical Considerations

As part of this study, there will be focus groups with women that have likely experienced gender based violence. This direct communication requires a review of the ethical considerations. The International Research Network on VAW and WHO stipulate the prime importance of confidentiality and safety; the need to ensure the research does not cause the participant to undergo further harm (including not causing further traumatization); the importance of ensuring that the participant is informed of available sources of help; and the need for interviewers to respect the interviewee's decisions and choices.

The following safeguards were:

Individual Consent: At the start of the focus groups, participants were informed orally of the purpose of the study and nature of the study. Because of low levels of literacy in Cambodia, and the fear people might have of recording their names, the interviewer requested verbal consent of the participants to conduct the focus group. As part of the consent procedure, the participants were informed that the data collected will be held in strict confidence. Prior to asking for consent, the interviewer shared the general topics to be discussed. The participants were told they were free to terminate participation at any time. All focus groups granted permission for the group to continue.

Confidentiality:

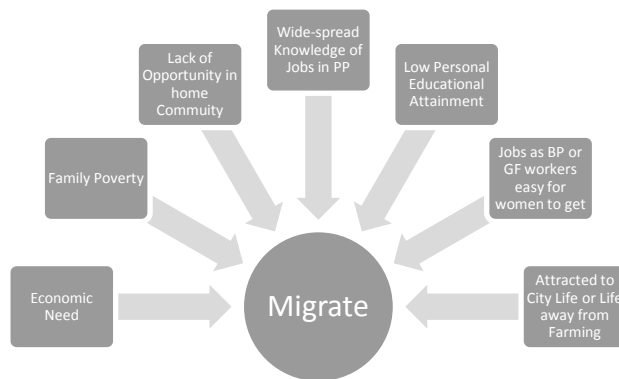
Participants in the focus groups or individual interviews were not asked their full names. Participants were told that no identifying information will be shared about them specifically. Each signed for the gift received, but names were not recorded related to notes for discussions.

6 FINDINGS

6.1 Driving factors and inhibitors for rural to urban migration

In this section, the various driving factors or inhibitors for rural to urban migration particularly leading to taking up jobs in the entertainment industry (as beer promoters, hostesses etc.), working as sex workers

or as garment workers were examined. With individual interviews and focus group discussions, participants were asked to describe why they came to Phnom Penh. After the initial responses, probing questions were asked to better understand beyond the initial answer.



6.1.1 Economic Need

Economic issues were the primary driving factor identified by all respondents in the focus groups and individual interviews for rural to urban migration. When asked “why did you come to Phnom Penh?” immediately all respondents would reply - “to earn money”. But as with any major decision it is not as simple as this. Clearly the desire or need to earn an income was the primary driving factor leading all of the women’s decision to come to Phnom Penh, however a variety of factors coupled with this desire/need for income led them to Phnom Penh.

6.1.2 Family Poverty

Almost all respondents reported their families were “very poor”. Most described their families as subsistence farmers or small (micro) business owners. They described being from a family with several children (no specific number). Some described very difficult circumstances that included death of a parent, illness, divorce or the lack of enough land for farming. All described some circumstances related to family poverty and the lack of adequate means for generating sufficient income to meet the families’ basic needs. The women in the group reported feeling a strong responsibility for changing the family circumstances. Almost every person reported remitting funds back to their family of origin.

6.1.3 Lack of opportunities in home community

Respondents described the desire/need to earn an income, but they also described the lack of opportunities in their home province to earn this income. Some women described attempts at small businesses to generate income or the desire to develop a small business, but did not see those options as immediate solutions that would provide an income quickly, or did not have the start-up capital or training needed for their business idea.

6.1.4 Widespread knowledge of availability of jobs in Phnom Penh

All respondents in the focus groups and individual interviews reported learning about employment opportunities in Phnom Penh from family, neighbors and friends. Most reported already having a friend or a family member that had moved to Phnom Penh to work. Some made statements like “everyone is doing it”. Many reported that “many” people from their province were in Phnom Penh working already.

6.1.5 Low Personal Educational Attainment

Most respondents reported a low personal educational attainment and as a result, identified that jobs such as in a garment factory or as a beer promoter were the types of jobs they could get to earn a steady income. They repeatedly reported that with their current skills they could sew or sell beer.

6.1.6 Jobs such as beer promoter or factory worker are easier for women to get

The respondents reported that getting a job as a beer promoter or garment factory was easy for women. There was clearly an expectation or understanding that these were jobs *for* women. These jobs were described as jobs that required low education, but provided a steady income. As a result of this availability of jobs, commonly an older girl in the family is the person migrating and she sends back money to help send the younger siblings to school and support her family.

6.1.7 Attracted to city life or life away from farming

While most respondents described the desire to return to their home province some day when they had the resources, many described the desire to experience a different life, new things or be closer to other opportunities. They described farming has hard and wanted to experience “city life”.

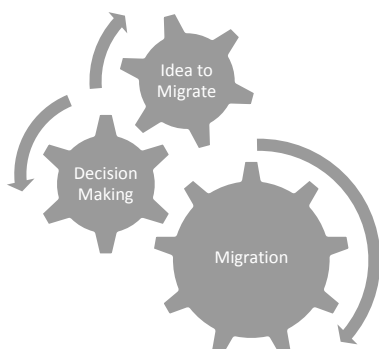
6.1.8 Family conflict

In a few cases, respondents reported leaving their home to migrate to Phnom Penh due to conflict with a husband or family. In these cases the women had children to support.

6.2 Decision Making Process Migrate to Phnom Penh

In this section women’s decision making process to migrate to Phnom Penh to work in garment factories or as beer promoters is described, particularly as it relates to the families participation in the decision making process.

6.2.1 How did she make the decision to migrate?



For most young women that had migrated the decision was as simple as it was complex. The set of factors listed above – economic need, knowledge of jobs that fit their current skill level, and relatives, neighbors and friends that already had migrated resulted in the “idea” to migrate for work.

But how did the women make the actual decision to migrate. In the focus groups and in individual interviews, the question was examined. *Did the woman make the decision herself? How were family involved in the decision making process? Did*

she have a choice? Was she pushed by family? Why them and not another family member?

Respondents regularly described it was their “idea” to come to Phnom Penh to work. Most commonly respondents described a process whereby their families participated in their decision-making but they made the actual decision. A few women reported a push from families to migrate, others described “family support” in their personal decision and a very few described going against the wishes of family. Others described themselves as adults that can take responsibility for their decision.

Respondents reported that families worried about them now that they were away from home. In some case entire families migrated, in others one or two siblings. For these target occupations, all migrants were female.

As described earlier there is widespread knowledge in the community from others that have migrated about the availability of jobs requiring limited education in Phnom Penh. All described knowing others including close friends and family members that had already migrated for work. As part of the process they would initiate contact with a friend or family member that had already migrated to seek support for migration opportunities. Most respondents stayed with a family member or friend when they first arrived in Phnom Penh.

Garment factory workers had typically come specifically to work in a garment factory. They usually had a relative or friend that already worked in the same factory. Sometimes beer promoters came specifically to work as a beer promoter, sometimes they were encouraged by their partners or friends, but other times they had come as cleaners or garment factory workers, and then left when they learned about the increased income they could earn as beer promoters.

But all reported a continued close relationship with family. When asked if they helped their families they all reported they remitted support back to the family in their home province regularly. When asked how they got the money to the family they described different ways, but it was common that a family member would come to Phnom Penh to get the money during their pay day.

6.2.2 Gender impact on the decision

Clearly, there is a gender component to the decision to migrate. Respondents reported that the jobs that were available for them (requiring little education) were working in the garment factories or as beer promoters. These jobs were seen as readily available for young women, easy to get and paid a better wage than other jobs within their education and/or skill level.

In discussions with program staff, it was also validated that garment factories and beer companies hired significantly more women than men making this a factor. Staff also reported that it is common for boys to be going to school and the girls to work. It is unclear if this is due to available jobs or a gender bias.

6.2.3 Expectations

Respondents in focus groups and in individual interviews were asked if their job and living had been what they expected or was it different than expected. Generally expectations of life in Phnom Penh

were not very different than respondents had expected. To generate any response to this question beyond 'we expected a job', additional probes were asked about living or working conditions.

The first expectation identified by all was that they would have a job where they could earn money to help themselves and their family. As each of the respondents is working this expectation had been met. Comments were that the jobs were sometimes harder than expected and the money did not "stretch" as far as they expected. Additional comments were related to the hope that they could gain other skills to change jobs or start a small business.

The second expectation discussed was about daily life. Most respondents said life was what they expected. They had been told by friends and/or family what to expect. Some liked life in Phnom Penh, others did not. They reported liking living in the city where they were around people their age, and also reported missing family.

An additional expectation discussed was about work life. Some said the jobs were harder than they expected, some talked about difficulties with supervisors, or being pushed for high production. Some raised personal safety concerns that were not an issue in their home province. This is where issues of sexual harassment were noted by beer promoters at work and by garment factory workers going to and from work. Garment factory workers commonly described the job as harder than they expected. Beer promoters also described the job as not easy as they had to work nights and had to drink and deal with sexual harassment from customers.

Another expectation issue mentioned was availability of free time. Some respondents were trying to get more education while they worked. They reported they had expected this would be easier. They did not realize they would have so little free time or would be too tired to do additional study. Many talked about the desire for further education. Some women were going to school for vocational training or language classes after work others reported they had no time for this.

Some respondents had worked both as garment factory workers and as beer promoters. They had moved from working in the garment factory to beer promotion. They identified that beer promotion was easier because the hours were less, but they had to deal with more sexual harassment.

6.3 Psychosocial coping mechanisms the different groups apply when dealing with distress

6.3.1 Types of Distress Reported

In order to better understand the psychosocial coping mechanisms that different groups apply when responding to distress, the women were asked in individual interviews and in focus groups to identify various causes of distress. The most common types of distress are summarized below:

6.3.1.1 Job Related Distress

- Push for high production numbers at garment factories

- High levels of sexual harassment in or around their work. Beer promoters experience it on the job, and garment factory workers experience traveling to and from work
- Disagreements with supervisors
- Stigma based on the type of work from neighbors or family
- Beer Promoters reported being pushed to drink so they worried about their health

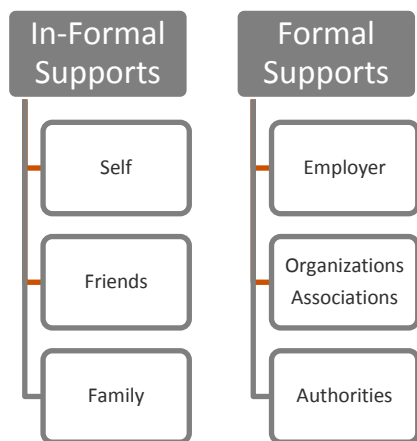
6.3.1.2 Family Related Distress

- Separation from family (misses family or lonely)
- Pressure to send more money back home to parent and/or children
- Worry about parents while being away from home
- Pressure to send more money back home to parents and/or children and not having enough to meet personal needs

6.3.1.3 Other

- Rising prices on food, rent and other things but with little salary increase
- Feeling unsafe to leave the factory at night alone and unsafe on pay day
- Fear of a health issue resulting in a need to spend on medicine, then no money to meet basic needs such as food, water or other safety needs.
- Life in Phnom Penh is not easy, have to learn many new things
- Limited free time, and no way to have a vacation
- Income does not support needed spending

6.3.2 Psychosocial Coping Mechanisms



To identify the psychosocial coping mechanisms, respondents in both focus groups and in individual interviews were asked how they handled distress and who they went to for help when they experienced some type of distress. The type of social supports available was examined to determine the coping mechanisms respondents used. Both formal and informal support systems were described, however all respondents reported using the informal support system first.

Respondents described the following social supports.

6.3.2.1 Informal Supports

Self

Respondents reported they felt the pressure and responsibility to take care of any problems or distress for themselves. The most common response to how do you handle distress was “I deal with it myself”.

It was clear that the women working as garment factory workers and as beer promoters were shouldering a great deal of responsibility and trying to manage any distress alone if at all possible.

Friends

In order to determine any other supports outside of self the groups were asked about friends providing any support in times of distress. When asked about friends, most respondents responded quickly with yes, we can discuss our problems with our friends and co-workers to get advice. They described friends as being supportive, and a source of support for distress and for fun and/or relaxation. Talking to friends, or having dinner with friends or listening to music were ways respondents described how they relax. But they also reported they could not get help from friends because they “had their own problems”.

Family

Seeking support from family was complicated. The wide majority of respondents reported they tried to protect their family from their distress. Some respondents reported they would never tell their family about their problems for fear they would be upset or worried. Most did report that if they could not solve the problem, they would eventually go to seek help from family, but it was usually not the first option. All reported they maintained close contact with family and visited home typically on holidays two times per year.

6.3.2.2 Formal Supports

Employer/Boss

The discussion was divided on seeking help from an employer or boss. Women working as beer promoters were more likely to seek help from their employer. They reported they would seek help from their employer or from the restaurant/venue where they worked if they were being sexually harassed and could not stop it on their own.

Garment factory workers reported they usually just kept quiet with their employer. They saw seeking help from an employer as something that could make the situation worse. Some women did report receiving medical care from the factory.

Associations

Women working as beer promoter reported they could go to the Solidarity Association of Beer Promoters in Cambodia for help.

Non-Government Organization (NGO)

Some respondents did report seeking support from an organization or had received training from and NGO. They also cautioned that some people fake working at NGO's so women should be careful when seeking help.

Government authorities: A few women reported they would seek help from the authorities such as the police if they were being sexually harassed. This was not a common response.

6.3.2.3 Observations:

None of the respondents described negative coping strategies (risky behaviors) when related to self, but they would describe these behaviors when it related to “other” women particularly when they described messages for other people considering migration.

Two possible negative coping strategies that were described were drinking alcohol and sexual relationships with men. Drinking “alot” with customers was described as common behavior with beer promoters. But garment factory workers also reported this was not “good behavior” and that workers should not do it. Additionally both described relationships with men as something “other” women sometimes did that was not good behavior. This would include having a sexual relationship with a man (short or long-term) outside of marriage.

It is worthy of note that these behaviors in themselves are sometimes value based and might not be a negative behavior or coping strategy, but it is also common for people to handle stress by acting outside of cultural and social norms.

6.4 Relevant Information and Key Messages

Women in focus groups and in individual interviews were asked about the messages they would like to provide to other women who are considering migrating to Phnom Penh to work. A probing question was – what do you wish you had known before you came to Phnom Penh. Following is a summary of the responses:

- Make sure you understand about your wages, the cost of living (rent, food, medical care, transportation, etc.). The salary may seem big, but expenses are higher.
- You need to have a family certificate and an Cambodian ID card to work
- Know that neighbors might say bad things about you or disrespect you if you work at night. (beer promoters). If you are going to work as a beer promoter ignore what other people say
- You have to respect yourself – you can’t accept their negative messages. Being a beer promoter is not bad. You have to set limits and be strong. Have to do this work to earn, but we also have to protect ourselves
- Being a beer promoter can affect your health as you sometimes have to drink with customers
- Know in advance where you are going. Make sure you have a family member or friend to stay with when you arrive in Phnom Penh or have some contact or plan for when you arrive.
- When you get a high education, you will get a good job, and not have the same kind of work as them. She tells her young generations to study and study hard. If so they will affect her life because she cannot get higher education. She would like to have a better job than the garment factory worker. If they study they will have a higher job and earn more money

- She would advise to save more money
- Be careful with men. It is easy to have sexual relations with a man and to have a problem with their family
- Phnom Penh is not scary. It is like your hometown. There are good people.
- If you have problems you should report to your employer

6.5 SUMMARY AND CONCLUSIONS

This study was a qualitative study focused on a better understanding of the driving factors for migration of young women to work in the garment factories and as beer promoters, their decision making process, the psychosocial coping mechanisms they employ in times of distress and key messages for others. To understand these issues better focus groups and individual interviews were held with women working as beer promoters and in garment factories in Phnom Penh.

The primary driving factor for women to come to Phnom Penh was described as economic. Young women identified the need to generate income for themselves and their families. In addition to their own economic driver, they described family poverty, lack of opportunities in their home community, widespread knowledge of availability of jobs in Phnom Penh, low personal education attainment, ease of getting jobs as a beer promoter or garment factory worker and sometimes an attraction to city life or family conflict as factor contributing to this migration. For all it was not one factor, but a combination of personal factors.

The decision making process for coming to Phnom Penh to work was as simple as it was complex. The set of factors listed above – economic need, knowledge of jobs that fit their current skill level, and relatives and friends that already had migrated resulted in the “idea” to migrate for work. Most commonly respondents described a process whereby their families participated in their decision-making but they made the actual decision, although a few felt pushed and others had gone without family support.

The psychosocial coping mechanisms used by women working as beer promoters or garment factory workers were both informal and formal. However, far more common was use of informal supports. Most commonly all women reported a need to rely on self. Other sources of support were friends, family, employers, associations, and in rare instances authorities. Friends play a key role in recreation and in acting as a confidant or sounding board with problems. Some respondents did identify negative coping behaviors such as drinking too much or sexual activity, but these were typically as warnings of what not to do.

Key messages for future young women migrating were many. These messages included to stay in school so they could get better jobs. But if they did migrate to be prepared with identify cards, plans in place for housing, and other living arrangements. They also gave warnings about negative images others had of their work especially as beer girls, and advised not to engage in risky behaviors.

ANNEX 1 WORKS REVIEWED

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ANNEX 2 INTERVIEW GUIDES

Focus Group Discussion Guidelines

This Focus Group Discussion Guide is designed to be led by an experienced facilitator. The goal of the discussion is for the members to talk freely, and we guide them to discuss a set of topics. Sometimes this means the discussion will not be orderly. That is ok! The topics are set as a general guide with some probing questions if the discussion does not 'get going'.

Instructions to Read to Group:

My name is _____. Thank you for joining our group today. I am here on behalf of CARE to talk with you about your work experience. Our focus is to learn about the circumstances that led to your decision to move to Phnom Penh to work and the social supports you have to deal with stressful conditions.

The information we gather will be used to help us to develop future program priorities. **Your participation in this group is voluntary and at any time if you do not want to answer a question or you want to stop participating it is ok to leave.**

Our discussion should take about an hour. I have some specific topics to discuss. I will bring up the topic and I would like for everyone to share their ideas. It does not need to be formal or in any particular order. But we would like for everyone to be able to talk, so sometimes I might have to share with you it is time to move to the next person or topic. My job is to make sure we can talk about all topics in the time!

If it is ok, we would like to quote some of the things you tell us in our report. However, even though we might quote some of your comments, we will not use your names. Is this ok? Do you have any questions?

Recorder:

The recorder will record detailed notes as close to exact as possible. Also the recorder will record the number of participants in each group, their age, home province, type of work and length of time in job.

Topics for FGD

Below is a list of topics for the Focus Group Discussion. Each has possible probing questions. The probing questions are to be used if needed to generate depth of discussion.

Introductions:

- Name (not required)
- Age
- Where are you from?
- Length of time in Phnom Penh
- Job
- Length of time in job
- Education

Reasons for Migration to Phnom Penh:

- What circumstances led to your decision to come to Phnom Penh?
 - Why did you come? How did you get here?
 - What was life like back home? – How does your family generate income?
 - Were there jobs for you in your home province?
 - Did you notify the local authorities before your departure?

Decision Making

- Who made the decision for you to come to Phnom Penh?
 - Was it your decision or your families?
 - How did you learn about the job (did you know before you came?) Were you expecting a different job? (did you plan to work in factory or as BP?)
 - Did you consider other options?
 - Did you work with a broker/recruiter?
 - Did your family support your decision to come?
 - Did you have a choice?

Expectations and Preparation

- Did you know what to expect when you came to Phnom Penh?
 - Did anyone tell you what it would be like?
 - How did you learn what to expect? (any NGO, Government preparation)
 - Did you understand the income you would get from the employer?
- Were things like you expected them to be here?
 - What was different?

Mechanisms of coping with Distress

- What is stressful for you?
- Have you had any problems (physical, psychological, verbal or sexual abuse) where you need help? What kind? (example could be sexual abuse, sexual harassment, TIP, Labor exploitation, Homesick, money problems, wage, gender discrimination, health issues, etc.)
- When you have problems who do you go to for help? (Family in Phnom Penh, Family back home, Co-workers, Employer, friends, union, solidarity association, network, ngo, etc.)
- *Has the help you received (if you did) been helpful? Why or why not?*
- Do you have a good relationship with your family now? Will you return to the province or stay in Phnom Penh? Are you happy in Phnom Penh?
- What do you wish you had known before you came? What should we tell others?

Individual Interview Guide

This is the guide for an individual interview. The interview guide is designed with open ended questions to be able to understand individual situations.

Hello, my name isand I am working for CARE Cambodia. We are conducting some research to understand the circumstances that led to your decision to move to Phnom Penh to work and the social supports you have to deal with stressful conditions. Your response will remain anonymous. You do not have to answer any questions that you feel uncomfortable answering and you are free to stop the interview at any time. We would appreciate it if you could answer questions as truthfully as possible.

General Information: First I would like to ask you some general questions:

What is your home province?	
How old are you? (years)	
Are you married?	<input type="checkbox"/> Single <input type="checkbox"/> Married <input type="checkbox"/> Divorced/Widowed <input type="checkbox"/> Living with partner
Do you have children? How Many	
What is your job?	
How long have you been in the job?	
How long have you lived in Phnom Penh?	

Now I would like to ask you some questions about your individual situation. If any question is uncomfortable it is ok not to answer.

1. **Before you came to Phnom Penh, where did you live? (with family?) Tell me about your family circumstances?** (brief) (income generation, number of family, any other migrants, etc.)
2. **How(Why) did you make the decision to come to Phnom Penh to work? Was your family involved in the decision? If so how?** Did you have a choice? What is your connection to your family now? Do you help support them?
3. **Has your job/living in Phnom Penh been what you expected? What is different than you expected?**
4. **What are the biggest causes of stress for you now?** (examples might be rape, sexual abuse, sexual harassment, TIP, Labor exploitation, Homesick, Freeze wage, Gender discrimination, health issues, etc.) **Who do you consider to be your support network? Where do you go for help?** Have you needed help that you were not able to get?
5. **What do you wish you had known before you came? What should we tell other women who are considering moving to Phnom Penh?**