

## ECCC EMPLOYEE SURVEY RESULTS

### ECCC BASELINE STUDY on GENDER SENSITIVITY IN TRANSITIONAL JUSTICE PROCESSES IN CAMBODIA The Victims Support Section of the Extraordinary Chambers in the Courts of Cambodia

A random survey of 50 ECCC employees was conducted by VSS between 20 February and 24 February 2012. Respondents were provided a written questionnaire, which was available in both English and Khmer. Respondents were asked to answer as many of the questions as possible within their professional capacity as a staff member of the ECCC. A scale was provided for responses, with “5” indicating the strongest agreement and “1” indicating the strongest disagreement based on the respondent’s present knowledge. A “0” indicated “I do not know.” All answers were anonymous and confidential.

Of the 50 completed survey questionnaires returned, 21 were in English and 29 were in both English and Khmer. A note on methodology in repeating the survey in the future, some respondents reported the survey questionnaire language as too complicated to understand. Additionally, Question #10 should be re-worded to focus on gendered wage inequality, or be omitted entirely.

Survey questionnaires were identified by Office or Unit as follows:

ECCC Office or Unit Responses
ITU CMS DSS ICT Budget and Finance Section GSS WESU HR Unit Admin VSS PAS Lead Civil Party Co-lawyer Section

Responses are reported below. Percentages are rounded up to the nearest greatest number.

A. Women’s and men’s concerns and integrated in all policies and projects.	Results
1. Women are represented in equal numbers and at the same decision-making levels as men in all aspects of the ECCC’s operations	Total Responses: 50  5 = Strongly Agree (13) (26%) 4 = Agree (25) (50%) 3 = Somewhat agree (6) (12%) 2 = Do not agree (5) (10%) 1 = Strongly do not agree (0) 0 = I do not know (1) (1%) No answer (0)

	An overwhelming percentage (88%) of employees sampled agree to some degree that women and men are represented at equal numbers, including at decision-making levels, within all aspects of the ECCC
<b>B. Specific activities are implemented aimed at empowering women.</b>	<b>Results</b>
2. Women stakeholders and partners influence through direct participation or through consultation the design, implementation, monitoring and evaluation of programs	<p>Total Responses: 50</p> <p>5 = Strongly Agree (8) (16%)  4 = Agree (33) (66%)  3 = Somewhat agree (4) (8%)  2 = Do not agree (4) (8%)  1 = Strongly do not agree (0)  0 = I do not know (1)  No answer (0)</p> <p>Of 50 total responses, an overwhelming percentage (90%) strongly to somewhat agree that women stakeholders and partners have influence on the design, implementation, and monitoring and evaluation of the programs</p>
<b>C. The mandate of the institution includes crimes against women as a matter of core concern.</b>	<b>Results</b>
3. Awareness is widespread in the ECCC of international standards regarding gender discrimination and sexual violence in conflict and includes CEDAW, UN SCR 1325, UN SCR 1820, UN SCR 1888, UN SCR 1889, UN SCR 1889, and UN SCR 1960, among others.	<p>Total Responses: 49</p> <p>5 = Strongly Agree (9) (18%)  4 = Agree (18) (37%)  3 = Somewhat agree (8) (16%)  2 = Do not agree (2) (4%)  1 = Strongly do not agree (0)  0 = I do not know (12) (24%)  No answer (1)</p> <p>Of employees sampled, a significant number (25%) “do not know” if international standards regarding gender discrimination and sexual violence in conflict are applied. This number may be due to the positions of respondents within the ECCC (Administration and General Services). Nevertheless, an overwhelming majority (71%) agree at some level these standards are being applied.</p>
<b>D. Adequate steps are taken to remove</b>	<b>Results</b>

practical obstacles that women may face in accessing transitional justice.	
<p>4. Women’s barriers to access to the ECCC are addressed through the provision of childcare, safe transportation, and language translation.</p>	<p>Total Responses: 49</p> <p>5 = Strongly Agree (2) (4%)  4 = Agree (16) (33%)  3 = Somewhat agree (12) (24%)  2 = Do not agree (9) (18%)  1 = Strongly do not agree (3) (6%)  0 = I do not know (7) (14%)  No answer (1)</p> <p>The majority (61%) of the sampled employees agree to some level that women’s barriers to access to the ECCC are addressed, with almost one-quarter (25%) not agreeing with the statement and a smaller number (14%) reporting they “do not know”</p>
<p>5. The staff of the ECCC demonstrate gender competence in all areas of work, and they are provided with on-going training to strengthen gender-responses approaches and awareness</p>	<p>Total Responses: 49</p> <p>5 = Strongly Agree (7) (14%)  4 = Agree (16) (33%)  3 = Somewhat agree (10) (20%)  2 = Do not agree (8) (16%)  1 = Strongly do not agree (8) (16%)  0 = I do not know (8) (16%)  No answer (1)</p> <p>While most respondents (67%) agree that ECCC staff demonstrate gender competence, a full third (32%) do not agree. For this response, an “I do not know” response can itself be considered demonstration of lack of gender awareness, and if added to the number of those who do not agree, makes up almost half of responses (48%)</p>
<p>6. Witnesses related to sexual and gender-based crimes are protected from stigma through confidentiality and security, including follow up monitoring to respond to protection needs from threats of violence or other retribution</p>	<p>Total Responses: 49</p> <p>5 = Strongly Agree (6) (12%)  4 = Agree (25) (51%)  3 = Somewhat agree (6) (12%)  2 = Do not agree (1) (2%)  1 = Strongly do not agree (0)  0 = I do not know (11) (22%)  No answer (1)</p>

	<p>While almost a quarter (22%) of respondents answered “I do not know,” which can be attributed to the functions of the respondents, the overwhelming majority (75%) of those samples agreed that witnesses related to sexual and gender-based crimes are protected.</p>
<p><b>E. Efforts are made to address gendered bias in the institution itself and to address societal attitudes about gender discrimination and women’s equality.</b></p>	<p><b>Results</b></p>
<p>7. Women are represented in equal numbers to men in all aspects of the ECCC [to include investigators, statement takers, translators, administrative and programming staff, outreach personnel, etc.]</p>	<p>Total Responses: 49</p> <p>5 = Strongly Agree (8) (16%)  4 = Agree (10) (20%)  3 = Somewhat agree (10) (20%)  2 = Do not agree (15) (30%)  1 = Strongly do not agree (2) (4%)  0 = I do not know (4) (8%)  No answer (1)</p> <p>The majority (56%) agree to some extent that women and men are represented in equal number to men in all aspects of the ECCC, while more than one-third (34%) do not agree.</p> <p>The question is a restatement of question #1. Note discrepancy of the responses, with an overwhelming percentage (88%) of employees sampled reporting to agree to some degree that women and men are represented at equal numbers, including at decision-making levels, within all aspects of the ECCC</p>
<p>8. The ECCC promulgates, enforces and records actions of a zero tolerance policy and complaint mechanisms for sexual harassment in the workplace, which is known to employees</p>	<p>Total Responses: 49</p> <p>5 = Strongly Agree (7) (14%)  4 = Agree (14) (29%)  3 = Somewhat agree (9) (18%)  2 = Do not agree (2) (4%)  1 = Strongly do not agree(2) (4%)  0 = I do not know (15) (30%)  No answer (1)</p> <p>While the majority of respondents (60%) agree that a “zero tolerance” against sexual harassment in the workplace is instituted, one-third (30%) “do not know,” demonstrating the policy is not “known to</p>

	<p>employees”—and combined with respondents who do not agree that the sexual harassment policy is effective, the number increases 38%.</p>
<p>9. The ECCC has an affirmative action recruitment policy and efforts to increase the number of female staff members</p>	<p>Total Responses: 49</p> <p>5 = Strongly Agree (2) (4%)  4 = Agree (24) (49%)  3 = Somewhat agree (12) (24%)  2 = Do not agree (2) (4%)  1 = Strongly do not agree (0)  0 = I do not know (9) (18%)  No answer (1)</p> <p>Interestingly, an overwhelming number (77%) of respondents agreed to some degree that the ECCC has an affirmative action policy, although no such policy or systematic institutionalized efforts exist. This perception that affirmative actions are in place may be attributed to the individual efforts of distinct sections and units of the ECCC.</p>
<p>10. The ECCC has a wage equality policy and complaint mechanisms</p>	<p>Total Responses: 48</p> <p>5 = Strongly Agree (14) (29%)  4 = Agree (19) (40%)  3 = Somewhat agree (5)(10%)  2 = Do not agree (3) (6%)  1 = Strongly do not agree (1) (2%)  0 = I do not know (6) (12.5%)  No answer (2)</p> <p>The majority (79%) of employees sampled agree that the ECCC has a wage equality policy.</p> <p>As a note on methodology, the question was removed as part of the Interview questionnaire as the ECCC has instituted a regularized pay scale for all employees. Although, in light of responses, it does not appear that the question was confused to ask about separate wage scales between national and international staff, the question might have specified pay inequality between men and women.</p>
<p>11. The ECCC provides women staff members the opportunity for professional development in the form</p>	<p>Total responses: 49</p> <p>5 = Strongly Agree (5) (10%)</p>

<p>of mentorships, specialized training, and networking</p>	<p>4 = Agree (28) (57%)  3 = Somewhat agree (11) (22%)  2 = Do not agree (3) (6%)  1 = Strongly do not agree (0)  0 = I do not know (2) (4%)  No answer (1)</p> <p>As in question #9, the results are of interest as the baseline discovered no evidence to suggest there is institutionalized ECCC policy or practice to provide women staff members professional development opportunities. Nevertheless, the vast majority (89%) of respondents agreed to some extent that such opportunities are provided to women working at the ECCC—which, as in the instance of question #9, may speak to the informal and ad hoc efforts within separate units and sections.</p>
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**Summary of General Findings:**

1. ECCC employees generally perceive that men and women are represented in equal numbers in the ECCC, including at decision-making levels, yet the numbers reporting agreement dramatically decreases from question #1 (with 88% reporting some level of agreement) to question #7 (with 56% reporting some level of agreement, and 34% reporting to not agree). The results of employee responses are not in alignment with the actual census of female employees in the ECCC.
2. An overwhelming number of respondents, at 90%, agree that women stakeholders and partners have influence in the design, implementation, monitoring and evaluation of ECCC programs, though the number in agreement decreases to 61% when assessing access barriers to women to the ECCC. In contrast, 75% report agreement that witnesses related to sexual and gender-based crimes are protected, and 71% report agreement that international standards on gender discrimination and sexual violence in conflict are applied at the ECCC. In both instances, a high number of respondents replied with “I do not know” (between 20% and 24%), perhaps indicative of the higher number of non-technical ECCC staff who participated in the survey.
3. Responses to questions specifically dealing with gender awareness, expertise and policy [Questions #5, 8, 9, 11] warrant particular attention. While 67% reported agreement at some level that gender expertise exists and on-going gender training is provided, 32% do not agree and 16% do not know. “I do not know answers” can be analyzed as demonstration of a lack of gender awareness itself, and when combined with respondents who report disagreement with the statement, comprise almost half (48%) of ECCC staff who do not agree or do not know if gender competence is present in the ECCC across functions.

4. Additionally, while 77% respondents agree that an affirmative action policy exists within the ECCC, no such formal policy in fact exists. In a similar vein, 89% of respondents agree that professional development opportunities are present for women employees of the ECCC, though no systemized institutionalized mentorship program exists. In both instances, high agreement from respondents may be a reflection of the informal efforts of particular sections and units within the ECCC to strengthen and retain female staff.
  
5. Finally, 60% of respondents reported agreement that an ECCC sexual harassment policy exists and is effective. Nevertheless, 30% of respondents reported “I do not know,” indicating that the policy and its complaint mechanisms are not “known to employees” for at least one-third of staff—and when added with responses of disagreement, that number increases to 38% of staff. It is worth noting that, during the time of the baseline study, the UN had circulated a policy on sexual exploitation and abuse to all UNAKRT employees. It is not clear that the policy was circulated to national staff of the ECCC, and in conversation with international staff, many mistook the policy for a sexual harassment prevention policy.