

Cambodia

Women, Business and the Law 2022 (WBL2022) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Phnom Penh). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Cambodia scores 81.3 out of 100**. The overall score for Cambodia is higher than the regional average observed across East Asia and the Pacific (71.9). Within the East Asia and the Pacific region, the maximum score observed is 91.9 (Hong Kong SAR, China).

Cambodia - Scores for Women, Business and the Law 2022



Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, constraints on women starting and running a business, and gender differences in property and inheritance, Cambodia gets a perfect score.

Areas for Improvement

However, when it comes to laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, and laws affecting the size of a woman's pension, Cambodia could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Cambodia is on the indicator measuring laws affecting women's work after having children (the WBL2022 Parenthood indicator). To improve on the Parenthood indicator, Cambodia may wish to consider making paid leave of at least 14 weeks available to mothers, making the government administer 100% of maternity leave benefits, making paid leave available to fathers, and making paid parental leave available.

Recent Reforms

During the past year (October 2nd, 2020 – October 1st, 2021), Cambodia introduced an old-age pension system that sets equal ages at which women and men can retire with full pension benefits. It does not establish an age at which women and men can retire with partial pension benefits.



Further data details for Cambodia are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/cambodia/2022>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Civil Code, Art. 966
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	Sub-Decree No.569 on Amendment to Articles 8 and 10 of Sub-Decree on Issuance of Passport of the Kingdom of Cambodia, Art. 8
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	Civil Code, Arts. 6 and 967
	Does the law prohibit discrimination in employment based on gender?	Yes	Labor Law, Art. 12; Constitution of the Kingdom of Cambodia, Art. 36
	Is there legislation on sexual harassment in employment?	Yes	Criminal Code, Art. 250; Labor Law, Art. 172
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Criminal Code, Art. 250 <i>Civil:</i> No applicable provisions could be located
Pay	Does the law mandate equal remuneration for work of equal value?	No	No applicable provisions could be located
	Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	Civil Code, Art. 966
	Can a woman be head of household in the same way as a man?	Yes	No restrictions could be located
	Is there legislation specifically addressing domestic violence?	Yes	Law on the Prevention of Domestic Violence and the Protection of Victims; Criminal Code, Art. 222
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Civil Code, Arts. 978-984 (Subsection II)
Parenthood	Does a woman have the same rights to remarry as a man?	No	Civil Code, Art. 950
	Is paid leave of at least 14 weeks available to mothers?	No	Labor Law, Arts. 182 and 183; Prakas on Revision of Articles 2, 4, 5, 6, 7, 8, and 10 of Prakas No. 109 LV/PRK., dated 17 March 2016, on Health Care Benefits, Art. 7.1
	Does the government pay 100% of maternity leave benefits?	No	Labor Law, Arts. 182 and 183; Prakas on Revision of Articles 2, 4, 5, 6, 7, 8, and 10 of Prakas No. 109 LV/PRK., dated 17 March 2016, on Health Care Benefits, Art. 7.1
	Is paid leave available to fathers?	No	No applicable provisions could be located
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepreneurship	Is dismissal of pregnant workers prohibited?	Yes	Constitution of the Kingdom of Cambodia, Art. 46
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Criminal Code, Art. 265
	Can a woman sign a contract in the same way as a man?	Yes	Civil Code, Art. 6
	Can a woman register a business in the same way as a man?	Yes	Civil Code, Arts. 6, 49 and 50
Assets	Can a woman open a bank account in the same way as man?	Yes	Civil Code, Art. 6
	Do men and women have equal ownership rights to immovable property?	Yes	Civil Code, Arts. 974 and 976
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Art. 1156
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Art. 1161
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Civil Code, Arts. 974 and 976
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Art. 980(3)
	Is the age at which men and women can retire with full pension benefits the same?	Yes	Women: Sub-Decree 32 on Social Security Scheme of Pension for Persons Under Labour Law, Art. 13. Men: Sub-Decree 32 on Social Security Scheme of Pension for Persons Under Labour Law, Art. 13
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Women: No applicable provisions could be located. Men: No applicable provisions could be located
	Is the mandatory retirement age for men and women the same?	Yes	Women: No applicable provisions could be located. Men: No applicable provisions could be located
	Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located