

Cambodia

Women, Business and the Law 2023 (WBL2023) 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 (72.6). 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 2023



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 WBL2023 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

No reforms were observed during the past year (October 2nd, 2021 – October 1st, 2022).



Further data details for Cambodia are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/cambodia/2023>



| | 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 | Constitution of the Kingdom of Cambodia, Art. 36; Labor Code Art. 12. |
| | 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 the law free of legal provisions that require 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) |
| | Does a woman have the same rights to remarry as a man? | No | Civil Code, Art. 950 |
| Parenthood | Is paid leave of at least 14 weeks available to mothers? | No | Labor Code, Arts. 182 and 183; Prakas on Revision of Arts. 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 Arts. 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 |
| | Is dismissal of pregnant workers prohibited? | Yes | Constitution of the Kingdom of Cambodia, Art. 46 |
| Entrepreneurship | 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 |
| | Can a woman open a bank account in the same way as man? | Yes | Civil Code, Art. 6 |
| Assets | 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 |
| | Does the law provide for the valuation of nonmonetary contributions? | Yes | Civil Code, Art. 980(3) |
| Pension | Is the age at which men and women can retire with full pension benefits the same? | Yes | 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 | No applicable provisions could be located |
| | Is the mandatory retirement age for men and women the same? | Yes | 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 |