











# Cambodia

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
<b>55.0</b>	<b>40.0</b>	<b>71.3</b>

*Women, Business and the Law 2024* (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Cambodia, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Phnom Penh). The scores for Cambodia are shown in the table below.

## Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	0.0	100.0	50.0	75.0	75.0	25.0	0.0	50.0	100.0	75.0
Supportive frameworks score	0.0	66.7	0.0	0.0	0.0	33.3	0.0	100.0	100.0	100.0
Expert opinions score	25.0	100.0	87.5	100.0	75.0	87.5	25.0	87.5	100.0	25.0

In summary, the **WBL 2.0 legal frameworks score** for Cambodia (55.0 out of 100.0) is lower than the global average (64.2) and lower than the East Asia & Pacific regional average (57.8). When it comes to constraints on freedom of movement and laws affecting women’s property and inheritance, Cambodia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Cambodia is on the indicator measuring laws affecting women’s safety. To improve on the Safety indicator, Cambodia may wish to consider putting in place legislation on domestic violence, introducing legislation on femicide, adopting comprehensive legislation on sexual harassment and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Cambodia (40.0 out of 100.0) is higher than the global average (39.5) and higher than the East Asia & Pacific regional average (33.9). When it comes to supportive frameworks related to women starting and running a business, supportive frameworks affecting women’s property and inheritance and supportive frameworks affecting the size of a woman’s pension, Cambodia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Cambodia is on the indicator measuring supportive frameworks affecting women’s safety. To

improve on the Safety indicator, Cambodia may wish to consider developing comprehensive mechanisms to address violence against women, putting in place special procedures for cases of sexual harassment, designating a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women, providing an annual budgetary allocation towards violence against women risk mitigation and prevention and response programs.

The **WBL 2.0 expert opinions score** for Cambodia (71.3 out of 100.0) is higher than the global average (65.7) and higher than the East Asia & Pacific regional average (64.8). When it comes to expert opinions on freedom of movement, expert opinions on women's pay and expert opinions on women's property and inheritance, Cambodia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Cambodia is on the indicator measuring expert opinions on women's safety.

## WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
<b>Safety</b>		
Is there legislation on domestic violence?	No	No applicable provisions could be located
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	No	No applicable provisions could be located
Is there legislation on child marriage?	No	No applicable provisions could be located
<b>Mobility</b>		
Can a woman travel internationally in the same way as a man?	Yes	Sub-Decree No. 569, Art. 1
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
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Law on Nationality, Art. 4 and 5
<b>Workplace</b>		
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
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
<b>Pay</b>		
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 an industrial job 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
<b>Marriage</b>		
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	No restrictions could be located
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Civil Code, Art. 966
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
<b>Parenthood</b>		

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
Are leave benefits for mothers paid solely by the government?	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 there paid leave available to fathers?	No	No applicable provisions could be located
Is dismissal of pregnant workers prohibited?	Yes	Constitution of the Kingdom of Cambodia, Art. 46
<b>Childcare</b>		
Does the law establish provision of childcare services in center-based settings?	No	No applicable provisions could be located
Does the law establish any form of support to families for childcare services?	No	No applicable provisions could be located
Does the law establish any form of support to non-state childcare providers?	No	No applicable provisions could be located
Does the law establish quality standards for the provision of childcare services in center-based settings?	No	No applicable provisions could be located
<b>Entrepreneurship</b>		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Civil Code, Arts. 6, 49 and 50
Does the law prohibit discrimination in access to credit based on gender?	Yes	Criminal Code, Art. 265
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
<b>Assets</b>		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Civil Code, Arts. 974 and 976; Constitution, Art. 44; Land Law 2001, Arts. 4, 5, 6, 8 and 66
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Art. 1156
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Art. 1161
Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Art. 980(3)
<b>Pension</b>		
Are the ages at which men and women can retire with full pension benefits equal?	Yes	Sub-Decree 32 on Social Security Scheme of Pension for Persons Under Labour Law, Art. 13
Are the ages at which men and women can retire with partial pension benefits equal?	Yes	No applicable provisions could be located
Is the mandatory retirement age for men and women equal?	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

## WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
<b>Safety</b>		
Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
Are there special procedures for cases of sexual harassment?	No	Insufficient evidence located
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	No	Insufficient evidence located

Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	No	Insufficient evidence located
<b>Mobility</b>		
Are passport application processes the same for women and men?	Yes	Passport application procedures
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
<b>Workplace</b>		
Has the government published guidelines on non-discrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Is there a specialized body that receives complaints about gender discrimination in employment?	No	Insufficient evidence located
<b>Pay</b>		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	No	Insufficient evidence located
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	No	Insufficient evidence located
<b>Marriage</b>		
Is there a fast-track process or procedure for family law disputes?	No	Insufficient evidence located
Are there specialized family courts?	No	Insufficient evidence located
Is legal aid available for family law disputes?	No	Insufficient evidence located
<b>Parenthood</b>		
Is it possible to apply for maternity benefits through a single government application process?	No	Insufficient evidence located
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Has sex-disaggregated data on unpaid care work been published?	Yes	Cambodia Socio-Economic Survey 2021
<b>Childcare</b>		
Is there a publicly available registry or database of childcare providers?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	No	Insufficient evidence located
Has the government published any reports on quality of childcare services within the last 3 years?	No	Insufficient evidence located
<b>Entrepreneurship</b>		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	Yes	Ministry of Planning
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	Yes	Cambodian Women Entrepreneurs Scheme (CWES); Women Entrepreneurs Guarantee Scheme (WEGS); MOU to Elevate SME Capacity and Capability Building
Is there a current national government plan or strategy with a focus on women's access to financial services?	Yes	The Cambodia Financial Inclusion Roadmap (2018-2025)
<b>Assets</b>		
Are there mechanisms or incentives to encourage women to register immovable property?	Yes	Civil Code of Cambodia, Arts. 973 and 974; Prakas on Matrimonial Property Contract Registration Procedure

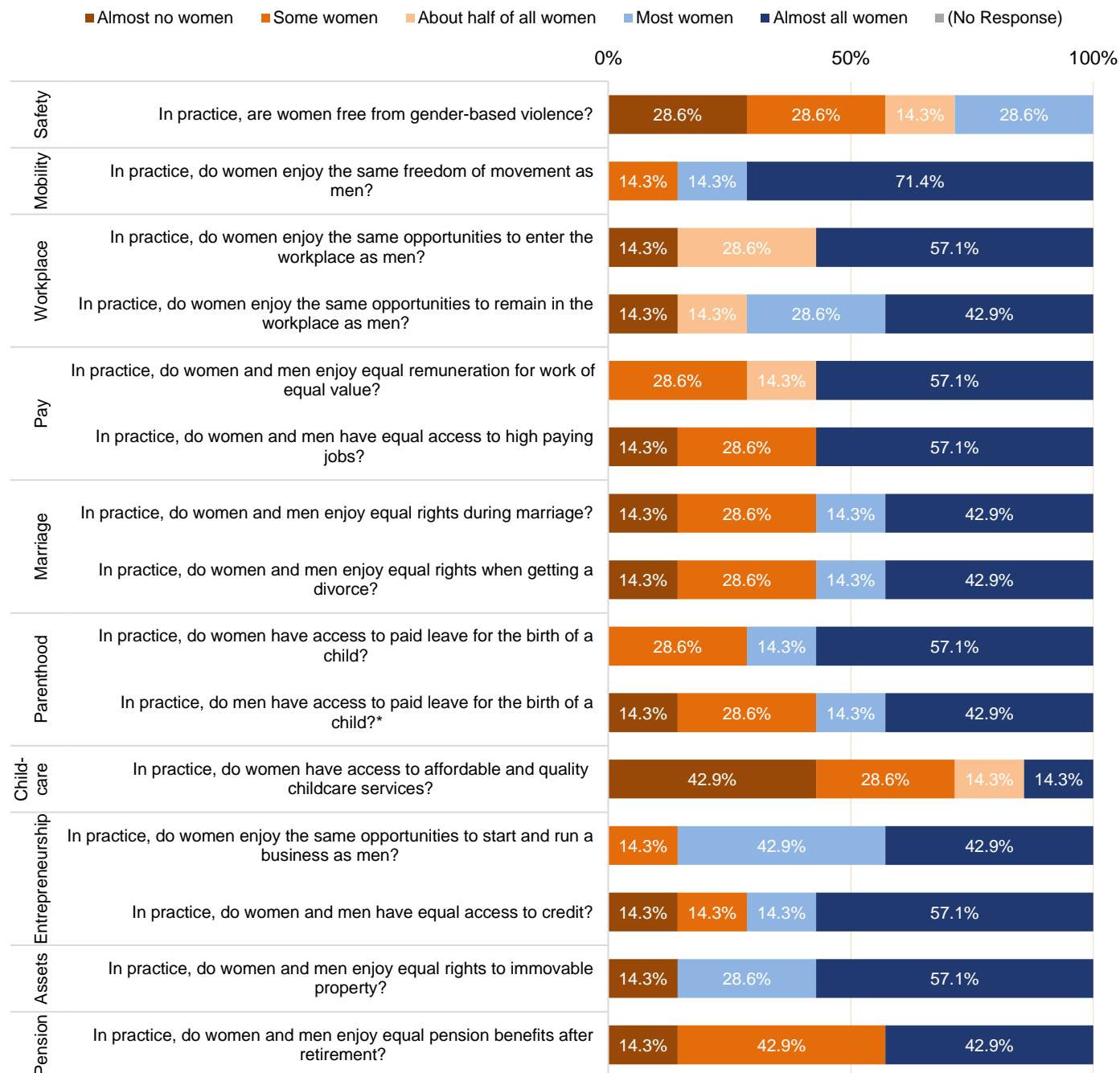


Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	Yes	Cambodia Women Entrepreneurs Association
Is anonymized sex-disaggregated data on property ownership published on a regular basis?	Yes	National Institute of Statistics
<b>Pension</b>		
Are there incentives in place to increase women's retirement benefits?	Yes	Sub-Decree 32 on Social Security Scheme of Pension for Persons Under Labour Law, Art. 32
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Prakas No. 177 LV/PrK, dated 18 August 2010, consisting of Ministry of Labour and Vocational Training (Representative of Government) and Representatives of employer and of employee, Arts. 1 and 2

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## WBL 2.0 distribution of expert opinion responses



\*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.