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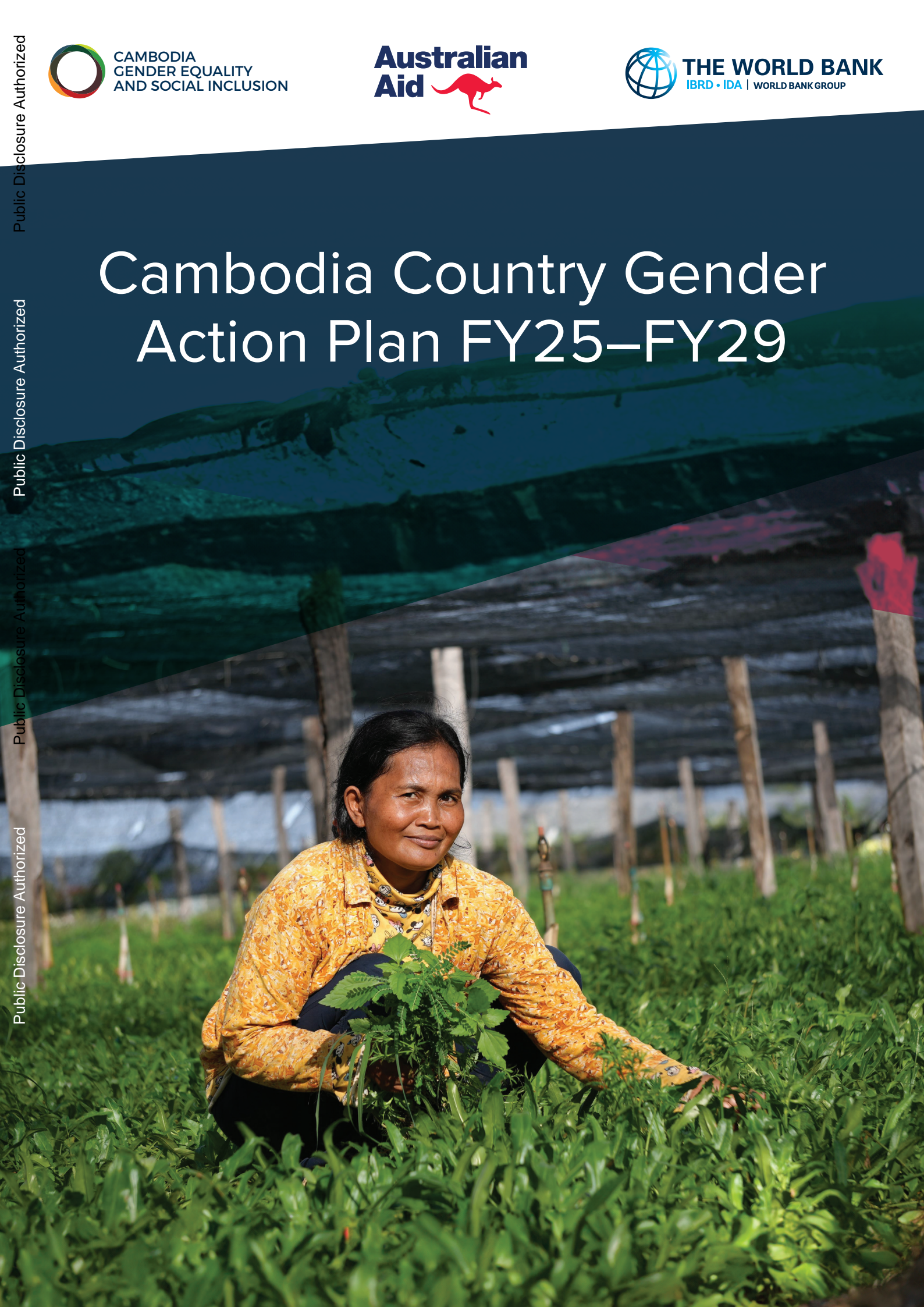


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# Cambodia Country Gender Action Plan FY25–FY29





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Gender Action Plan  
FY25–FY29

# ABBREVIATIONS AND ACRONYMS

ADB	Asian Development Bank
AF	Additional Financing
ASA	Advisory Services and Analytics
ASEAN	Association of Southeast Asian Nations
CDHS	Cambodia Demographic and Health Surveys
CGAP	Country Gender Action Plan
CPF	Country Partnership Framework
CSES	Cambodia Socio-Economic Survey
DP	Development partner
DPF	Development Policy Financing
DPO	Development Policy Operation
EAP	East Asia and Pacific
EAPGIL	East Asia and Pacific Gender Innovation Lab
GBV	Gender-based violence
GEIP	General Education Improvement Project
ICR	Implementation Completion and Results Report
IPV	Intimate partner violence
ISR	Implementation Status and Results Report
MMR	Maternal mortality rate
MTR	Mid-Term Review
NIS	National Institute of Statistics
PASA	Programmatic Advisory Services and Analytics
PIU	Project implementing units
SCD	Systematic Country Diagnostic
SEA-PLM	Southeast Asia Primary Learning Metrics
SME	Small and medium enterprise
STEM	Science, technology, engineering, and mathematics
TVET	Technical and vocational education and training
WBG	World Bank Group
WBL	Women, Business and the Law

# CONTENTS

<b>Abbreviations and Acronyms.....</b>	<b>ii</b>
<b>Introduction and Objectives.....</b>	<b>1</b>
<b>Key Gender Issues in Cambodia.....</b>	<b>2</b>
Foundational Wellbeing: End Gender-Based Violence (GBV) and Elevate Human Capital .....	2
Expand and Enable Economic Opportunities .....	7
Leadership: Engage Women as Leaders .....	11
<b>Government Priorities in Addressing Gender Disparities.....</b>	<b>14</b>
<b>Priority Areas for WBG Engagement (FY25–FY29).....</b>	<b>15</b>
Lessons from the Previous Country Partnership Framework Cycle .....	15
<b>References.....</b>	<b>20</b>
<b>Appendix A. Areas of Focus of Existing and Proposed Operations and Policy Engagements</b>	
<b>Addressing Gender Gaps in Cambodia .....</b>	<b>22</b>

## List of Figures

Figure 1.	Cambodia’s Maternal Mortality Ratio (Per 100,000 Live Births) .....	2
Figure 2.	Cambodia’s Child Nutrition Indicators, (Percent of children under five) .....	3
Figure 3.	Proportion of Women Who Have Experienced IPV in Their Lifetime (Percent).....	4
Figure 4.	Cambodia’s Primary School Completion Rate (Percent of relevant age group) .....	5
Figure 5.	Gender Barriers that Play A Key Role in Lower Secondary School Enrollment .....	6
Figure 6.	Cambodia’s Literacy Rate (Percent Ages 15 and above).....	6
Figure 7.	Labor Force Participation Rates (15–64 Year Olds).....	8
Figure 8.	Conditional Correlation: Women with Children Under Three Are Less Likely to Participate in the Labor Force .....	9
Figure 9.	Percentage of Cambodian Microenterprises and SMEs Owned and Managed by Women ...	10
Figure 10.	Sales Losses Last 30 Days Compared to 2019 (Percent), Controlling for Sector, Region, and Month.....	10
Figure 11.	Seats Held by Women in National Parliaments (Percent) .....	12

## List of Tables

Table 1.	Summary of the World Bank’s Commitments to Advancing Gender Equality in Cambodia....	19
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# INTRODUCTION AND OBJECTIVES

**Gender equality in Cambodia has improved over the last decade, in line with overall economic progress and increased living standards**, especially in outcomes such as girls' and women's human capital accumulation in education. Yet significant challenges remain, especially in women's economic participation. Cambodia's Global Gender Gap Index increased from 0.64 in 2007 to 0.71 in 2023, growing at an average annual rate of 0.60 percent (World Economic Forum 2023). The World Economic Forum's 2023 Global Gender Gap report ranked Cambodia 92 out of 146 countries, moving up six places since 2022. In the Economic Participation and Opportunity Subindex, Cambodia ranked 58 (0.710 on a scale of 0–1) behind Viet Nam, which is ranked 31. In Educational Attainment, it ranked 97 (0.981 on a scale of 0–1), similar to Timor Leste, with a score that corresponds to near full gender parity. Similarly, in the Health and Survival, it ranked 38 (0.978 on a scale of 0–1), a score that places it among countries with near full gender parity. However, Cambodia ranked 155 in the Political Empowerment subindex, similar to China, slipping 34 ranks since 2022 (0.112 on a scale of 0–1). This places it among countries with the lowest gender parity in political participation.

**Cambodia's legislation evaluated by the 2024 edition of Women, Business and the Law (WBL), presents a mixed picture.** For mobility and assets, Cambodia achieves perfect scores for its legal framework and strong scores for supportive measures. It performs well in marriage, pensions, and pay in terms of legislation, but there are no supportive frameworks in place for marriage and pay. Significant gaps exist in legislation on childcare, parenthood, and safety, where sufficient regulations covering aspects such as childcare provision, paid maternity leave, and child marriage are nonexistent. Trends in WBL scores over the last five years have been flat, with indicators remaining the same across all areas other than pensions.

**The objective of the Country Gender Action Plan (CGAP) is to summarize key gender issues in Cambodia and highlight entry points through which the World Bank Group's country program can advance gender equality.** It is meant to serve as a management and monitoring tool for the World Bank country team to track commitments and progress during and at the end of the Country Partnership Framework (CPF) cycle.<sup>1</sup> Annual engagement notes will be prepared ahead of work program agreement discussions to capture key results achieved on commitments made to gender results, with specific outcomes and outputs attained.<sup>2</sup>

This CGAP draws on an updated diagnostic on gender gaps in Cambodia, either new or those that have persisted, and lessons from the previous CPF cycle. It also aims to better align the WBG's engagement in Cambodia with the new WBG Gender Strategy 2023–2030. The CGAP is organized as follows: **Section 1** documents the status of gender equality in Cambodia. It focuses on changes since the last CGAP-CPF period (2019–23), adopting the framework of the new World Bank Group Gender Strategy (2024–2030)<sup>3</sup> and relying on an increasing body of available data and thematic research. **Section 2** presents government priorities to address gender inequality. **Section 3** documents lessons from the implementation of the previous CPF cycle. **Section 4** outlines key priority areas, pillars, and commitments for the World Bank in advancing gender equality (FY25–FY29).

<sup>1</sup> The previous CGAP covered only one year (FY19/20) and identified three priorities: access to economic opportunities and increasing women's active participation in decision-making; access to maternal and reproductive health services for women, and vulnerability to emerging risks and low benefit sharing from natural resources management.

<sup>2</sup> As per the Regional Gender Action Plan guidelines.

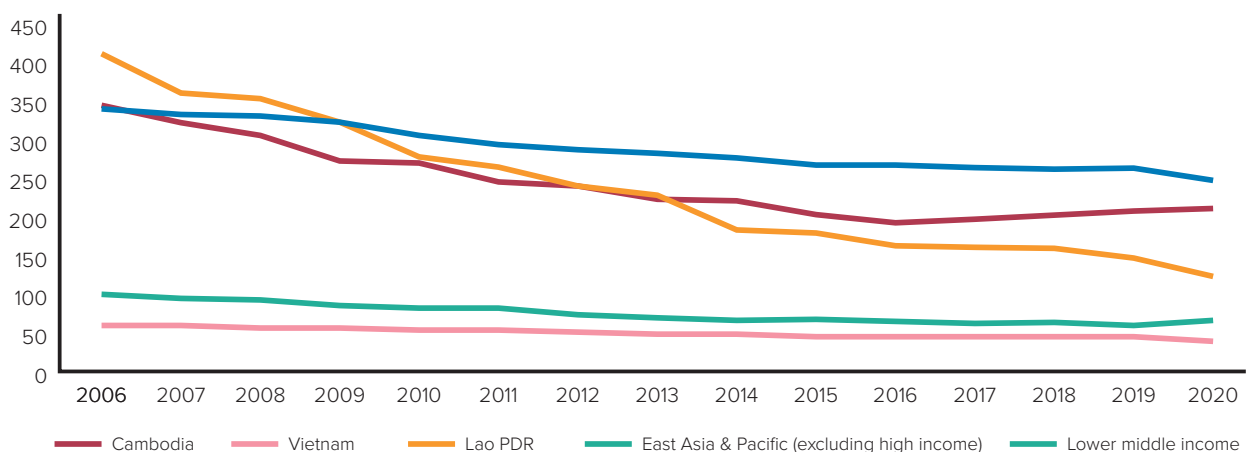
<sup>3</sup> The new World Bank strategy emphasizes three strategic objectives: Foundational wellbeing 1. End Gender-Based Violence and Elevate Human Capital 2. Economic Participation: Expand and Enable Economic Opportunities and 3 Engage women and leaders.

# KEY GENDER ISSUES IN CAMBODIA

## Foundational Wellbeing: End Gender-Based Violence (GBV) and Elevate Human Capital

**The Maternal Mortality Ratio declined in the last decade as women’s access to improved antenatal and postnatal care and skilled delivery expanded** (figure 1). Nearly all births in Cambodia are now delivered by a skilled provider. Antenatal and postnatal care also expanded during this period. The percentage of mothers receiving antenatal care (four or more visits) from a skilled provider increased from 75.6 percent in 2014 to 86.3 percent in 2022.<sup>4</sup> Similarly, in 2022, 85 percent of women ages 15–28 years received a postnatal checkup within 41 days of delivery. The Maternal Mortality Ratio (MMR) declined from 606 in 2000 to 218 in 2020, and the percentage of births delivered by a skilled provider (doctor, nurse, or midwife) also improved from 89 in 2014 to 98.7 in 2022.<sup>5</sup> However, the MMR in Cambodia is still higher than the East Asia and Pacific (EAP) regional average of 74 maternal deaths per 100,000 live births.

**FIGURE 1. CAMBODIA'S MATERNAL MORTALITY RATIO (PER 100,000 LIVE BIRTHS)**



Source: World Development Indicators database (World Bank, 2020).

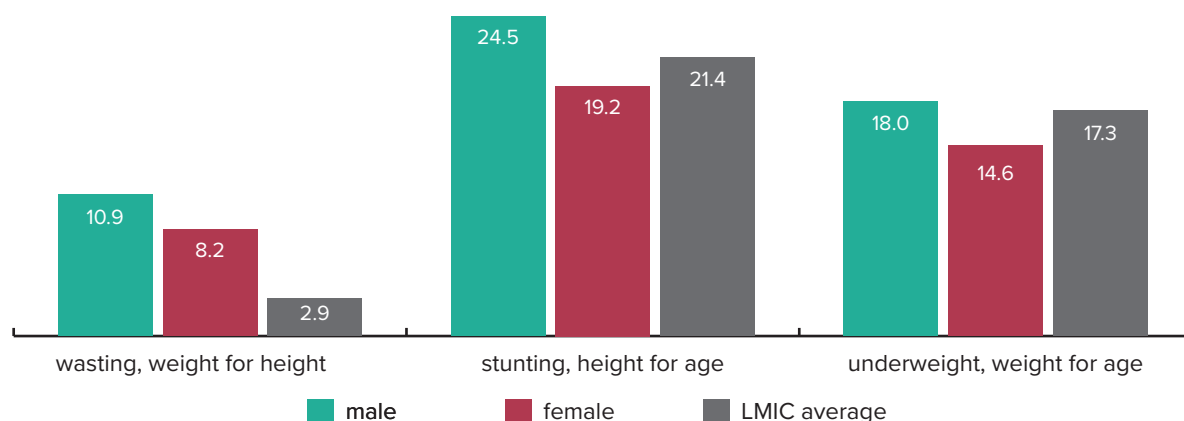
**Child health and nutrition outcomes have improved, but under-five mortality and stunting remain high, especially for boys, with implications for children’s cognitive development and future productivity** (figure 2). The prevalence of under-five child mortality in Cambodia more than halved between 2014 and 2021 for all age groups, genders, and regions, with particularly strong improvements in rural areas. Similar trends were also observed in infant mortality rates. There were also significant improvements in child nutrition across Cambodia (except for wasting), with faster improvements among girls. There are disparities in progress as under-five mortality and stunting both remain higher in rural areas and among boys. In 2022, the under-five mortality rate for girls was 22 deaths per 1,000 live births compared to 28 deaths among boys.<sup>6</sup>

<sup>4</sup> See the Cambodia Demographic and Health Survey (CDHS) 2021–2022 at <https://dhsprogram.com/pubs/pdf/FR377/FR377.pdf>.

<sup>5</sup> See the CDHS 2021–2022 at <https://dhsprogram.com/pubs/pdf/FR377/FR377.pdf>.

<sup>6</sup> See the CDHS 2021–2022 at <https://dhsprogram.com/pubs/pdf/FR377/FR377.pdf>.



**FIGURE 2. CAMBODIA'S CHILD NUTRITION INDICATORS, (PERCENT OF CHILDREN UNDER FIVE)**

Source: World Development Indicators database (World Bank, all measured in 2021).

**Child marriage continues to be a challenge, which has implications for girls' educational attainment, health outcomes, and future economic opportunities.** One in five (18 percent) of women aged 20–24 years is married before the age of 18.<sup>7</sup> Child marriage is most prevalent in remote rural areas with high ethnic minority populations,<sup>8</sup> including Ratana Kiri (36 percent) and Mondul Kiri provinces (36 percent). Drivers of child marriage include *gender and cultural norms*, which ascribe women the role of housekeeper, reproducer, and wife, which in turn encourages early marriage to fulfill such roles. Younger girls under the age of 18 are deemed valuable. For example, in the provinces of Kratie, Ratana Kiri, Mondul Kiri, and Stung Treng, families push for their daughters to get married in order to gain sons-in-law to assist on family farms. *Poverty* places girls at a higher risk of marrying young as a survival strategy.

**Domestic violence and intimate partner violence (IPV) are common in Cambodia and were likely to have been exacerbated by the COVID-19 pandemic.** In 2015, one in five women aged 15–49 years reported experiencing physical violence at least once since age 15<sup>9</sup> and nine percent experienced emotional or economic IPV in their lifetime (figure 3).<sup>10</sup> In 2022, according to the Cambodia Demographic and Health Survey (CDHS), 10 percent of women aged 15–49 years have experienced physical violence since age 15 and three percent experienced sexual violence by anyone. Similarly, 21 percent of women who ever had an intimate partner have experienced emotional, physical, or sexual violence committed by their current or most recent husband, which is lower than the global and regional average (27 percent). Women in rural areas are at greater risk of experiencing physical IPV. Women with disabilities (15–49 years) were significantly more likely to experience domestic violence (physical, sexual, or emotional violence) by their intimate partner in the past 12 months. In fact, 20 percent of women with disabilities experienced domestic violence compared to 12 percent of women without disabilities. Barriers to accessing survivors' services, when available at all, are exacerbated by the fact that many women with disabilities have less financial autonomy and less control over their lives. This is also true for ethnic minority women (Astbury and Walji 2013).

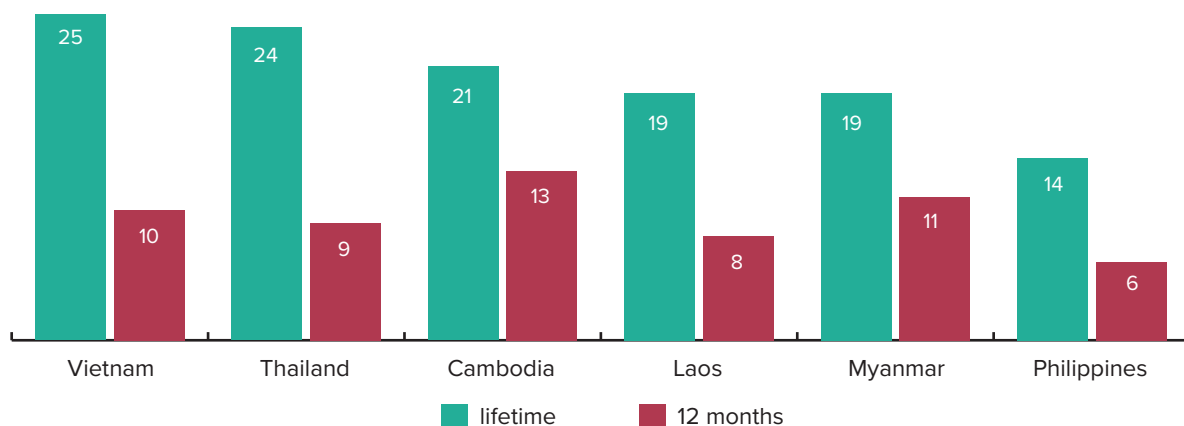
<sup>7</sup> Cambodia Gender-Based Violence Institutional Mapping Report, 2019 and UNICEF global database 2021, based on CDHS, Multiple Indicator Cluster Surveys, and other nationally representative surveys.

<sup>8</sup> Ethnic minority communities consider marriage as young as 14 normal for girls.

<sup>9</sup> Based on the Ministry of Women's Affairs' 2015 National Survey on Women's Health and Life Experiences in Cambodia

<sup>10</sup> Based on the Ministry of Women's Affairs' 2015 National Survey on Women's Health and Life Experiences in Cambodia

**FIGURE 3. PROPORTION OF WOMEN WHO HAVE EXPERIENCED IPV IN THEIR LIFETIME (PERCENT)**



Sources: Violence against women prevalence estimates (World Health Organization 2018) and Cambodia Demographic and Health Survey 2021–22 (National Institute of Statistics Cambodia, Ministry of Health Cambodia, and ICF 2023).

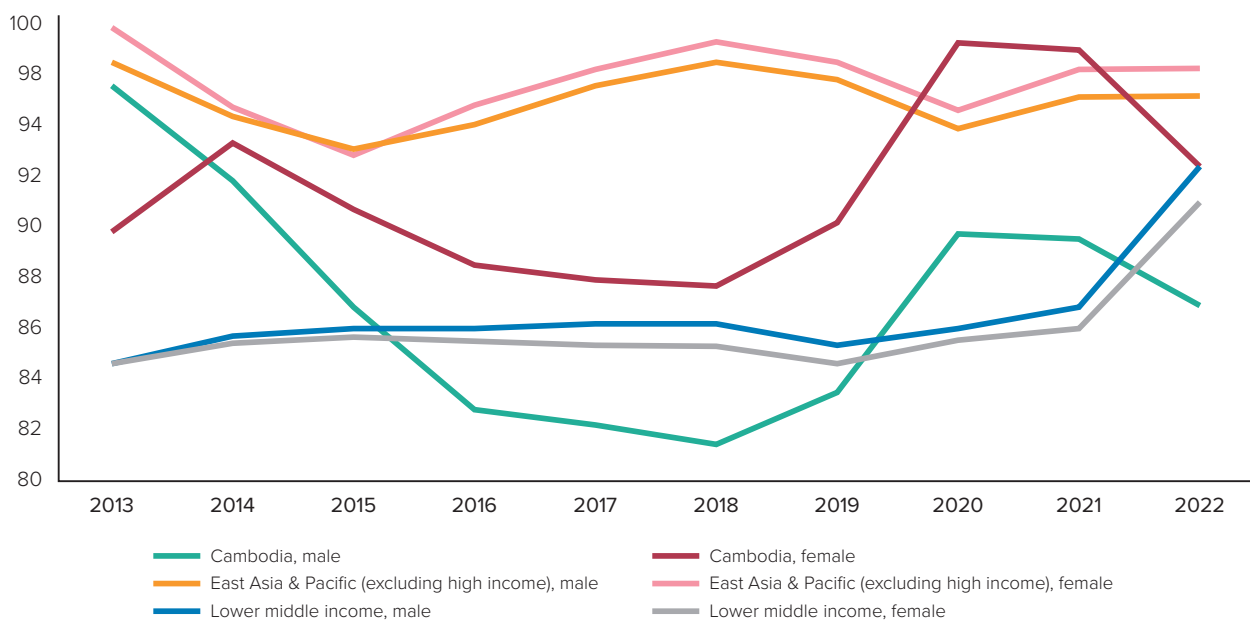
**Despite progress over the past few decades, current safety legislation is insufficient.** Cambodia received a score of 0 for safety in WBL 2024, indicating an absence of (adequate) legislation on domestic violence, femicide, sexual harassment, or child marriage. The primary law addressing violence against women (VAW) is the Prevention of Domestic Violence and Protection of Victims Act (2005), but the Act does not safeguard the unmarried or the cohabiting, and provides exceptions for actions to “discipline,” even if violent (UNICEF, UNFPA, and UN Women 2020). Mediation is favored by communities over formal justice remedies. This is driven mostly out of fear of social stigma and lack of services, including sexual offences courts, specialized units, one-stop service centers, and shelters for survivors. For child marriage, although the minimum age of marriage is 18 years under the Civil Code 2007, individuals can be married at 16 years to someone who has reached the age of majority, or in the case of pregnancy, with the consent of their parents or guardians. WBL 2024 also identified the need for comprehensive mechanisms to address VAW, noting the lack of special procedures for cases of sexual harassment and the absence of a government entity responsible for the monitoring and implementing national services, plans, and program addressing VAW.

**Human trafficking likely affects women in Cambodia, although the actual rates are not known.** There is no national-level data on the trafficking of women and girls in Cambodia or those trafficked abroad. According to UN data, the primary form of exploitation of Cambodia survivors in 2014 was sexual exploitation, but a lack of reliable data precludes drawing conclusions on whether that is still the case. Women and girls are disproportionately affected by modern-day slavery in Cambodia, which ranks 189 globally and 16th regionally.<sup>11</sup> The criminal justice system is weak, and there is a lack of coordination between the police and relevant authorities as well as prosecutors and judges dealing with human trafficking cases. Cambodia also lacks an effective grievance redress mechanism and an adequate criminal justice response to perpetrators in destination countries. There are only twenty shelters run by nongovernmental organizations that aid women and child survivors of trafficking, and only one transit center in Poipet, which is operated by the Government.

<sup>11</sup> See World Slavery Index 2023 at <https://cdn.walkfree.org/content/uploads/2023/09/27161825/GSI-Snapshot-Cambodia.pdf>.

**Cambodia has reached near gender parity in primary school enrollment, but progression to secondary school remains low, and dropout rates remain high, especially for boys.** The primary school net enrollment rate is a little over 90 percent for both boys and girls. However, as shown in figure 4, boys are less likely to complete lower secondary school compared to girls (52.5 percent of boys versus 63 percent of girls).<sup>12</sup> The gender gap (10.7) is larger than the regional average (2.7 percentage points).<sup>13</sup> The most cited reason for children of lower secondary school age not attending school is economic pressures, with 38 percent citing a lack of funds or the need to work to contribute to household income.<sup>14</sup> This share rises to almost half (46 percent) for children from households classified as poor. The next most cited reason is poor school performance (22 percent). Gender barriers and stereotypes are also significant factors (figure 5). For girls, the need to help with home chores and “other” reasons is significantly higher than for boys. For boys, economic pressure, poor performance, and a lack of motivation are significantly higher than for girls. Lack of quality education also leads to high rates of repetition and over-age students unwilling to complete education.<sup>15</sup>

**FIGURE 4. CAMBODIA'S PRIMARY SCHOOL COMPLETION RATE (PERCENT OF RELEVANT AGE GROUP)**



Source: World development Indicators database (World Bank, 2022)

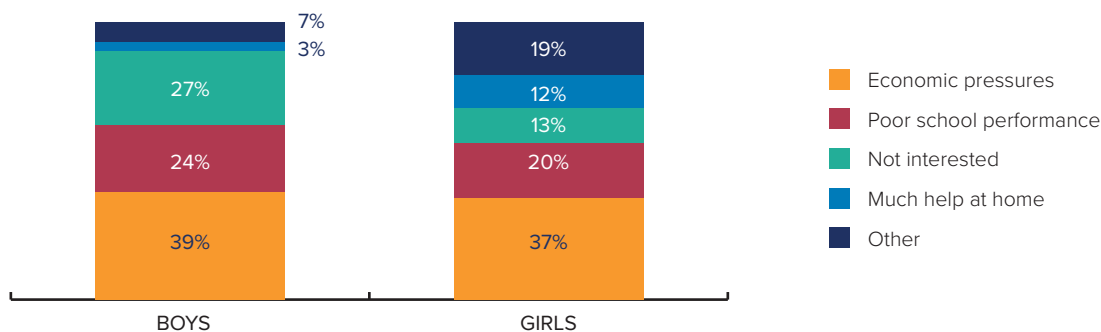
<sup>12</sup> UNESCO Institute for Statistics 2021.

<sup>13</sup> UNESCO Institute for Statistics 2021.

<sup>14</sup> Cambodia Socio-Economic Survey 2019-20.

<sup>15</sup> Cambodia Socio-Economic Survey 2019-20.

**FIGURE 5. GENDER BARRIERS THAT PLAY A KEY ROLE IN LOWER SECONDARY SCHOOL ENROLLMENT**

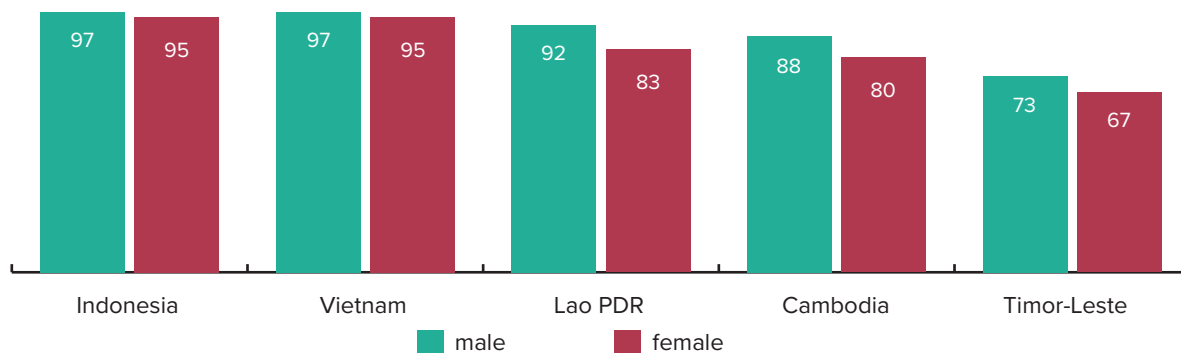


Source: Cambodia Socio-Economic Survey 2019–20.

**A substantial difference exists in learning outcomes between girls and boys, with girls outperforming boys.** In 2018, among 7<sup>th</sup> grade students, boys’ average reading performance is 17 points lower than the average performance of girls. However, this gap is smaller than that across Association of Southeast Asian Nations (ASEAN) countries (12 score points). In mathematics, both boys and girls performed poorly. In science, girls outperformed boys by four points on average, which is common across ASEAN and lower-middle income countries (MoEYS 2018). Similarly, in 2019, among a cohort of grade-five students, girls were more likely to have higher levels of achievement in both reading and writing literacy—evident across Southeast Asia Primary Learning Metrics (SEA-PLM) countries. Girls also have higher levels of mathematical literacy than boys (UNICEF and SEAMEO 2020).

**In contrast, the literacy rate among adult women in Cambodia (79.8 percent) remains lower than for men (88 percent).** The gap is especially large among older women who are significantly more disadvantaged in schooling and literacy skills than their male counterparts. In 2022 the adult literacy rate was an estimated 85 percent overall, a five-percentage point increase since 2015—improving for both men and women.<sup>16</sup> However, the adult female literacy rate remains lower than the regional average (94.5 percent), and the gender gap is larger than the EAP average (three percentage points, favoring men). Younger generations are more educated and literate than older Cambodians. Expanded access to basic education and improved gender parity in primary education have contributed to high literacy rates among the younger generation.

**FIGURE 6. CAMBODIA’S LITERACY RATE (PERCENT AGES 15 AND ABOVE)**



Source: World Development Indicators database (2022).

<sup>16</sup> UNESCO Institute for Statistics 2021.

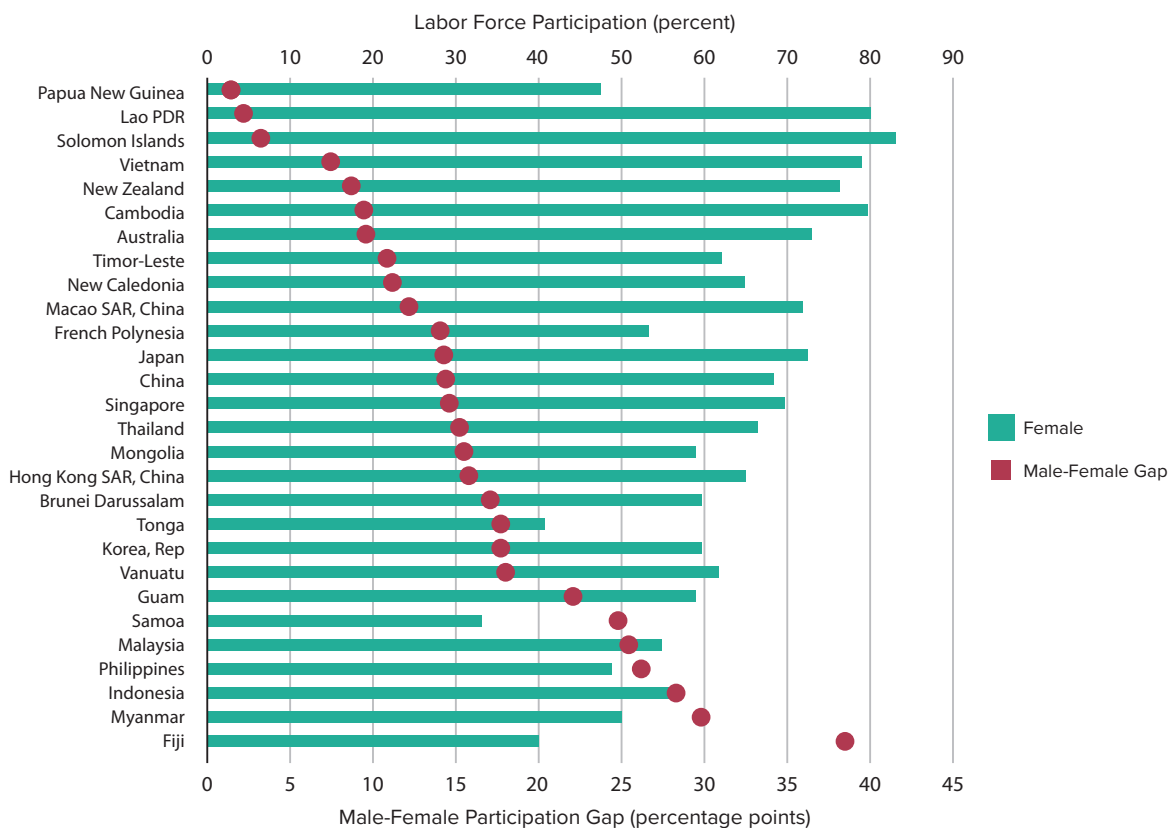
**Young women are less represented in technical and vocational education and training (TVET) and as tertiary graduates in science, technology, engineering, and mathematics (STEM) subjects, resulting in women being disproportionately concentrated in lower-skilled jobs.** In Cambodia, less than one percent of girls enrolled in secondary education transition to formal TVET, which requires grade nine completion. In 2021/22, only close to a third of the 37,998 students enrolled in 37 public TVET institutions were female. Women account for around one-third of students in certificate-level programs and one-quarter in higher diploma programs. However, in 2021/22, 83 percent of trainees in short courses (often nonformal and vocational) were female. These courses may be more attractive to young women due to the short duration that allows them to balance the training with domestic tasks. Longer courses lack facilities that could increase young women's access, such as dormitories that consider gender-specific needs like separate changing rooms. Gender norms around the suitability of skills and occupations for women, in addition to lower access to accurate labor market information, also drive young women's (and/or their family's) decision to enroll. When they do train in formal TVET, female students are concentrated in traditional female fields such as food processing, hair and beauty, and accounting and finance, where their proportion is higher than 90 percent. They rarely enroll in fields such as electronics (14 percent), electrical engineering (10 percent), and automotive engineering (3 percent).

## Expand and Enable Economic Opportunities

**Cambodia boasts a high labor force participation rate for women, but their productive potential remains to be fully realized.** In total, 74.0 percent of women in Cambodia participate in the labor force compared to 85.9 percent of men, which is a much higher participation rate than the EAP average (59.1 women versus 74.7 men).<sup>17</sup> See figure 7. Yet, despite women's relatively high engagement in the labor force, they are less likely to be in formal, better-paid, and more secure forms of employment. This is due to structural inequalities in the labor market, such as gaps in wages, occupations, and/or sectors, which are, in turn, attributable to differences in education and experience. Social norms and discrimination also account for many of these inequalities. Cambodia stands out among its peer countries for its high share of women in manufacturing, driven by the garment sector, which is built mostly with low-skilled, low-cost labor comprising many women (85 percent of the 750,000 employed by the garment sector are women) (World Bank 2020). Although women represent most workers in this industry, they remain absent from leadership roles. Women in Cambodia consistently earn less than men. Data from 2019 indicate that, on average, women earn 84 percent of men's wages, a reduction from the figure of 87 percent in 2017 (UNDP 2021). The gap remains high across sectors and subgroups but does vary somewhat. For example, women in agriculture earn around 76 percent of what men in the same sector do, but in manufacturing, they earn 87 percent.

<sup>17</sup> UNESCO Institute for Statistics 2021.

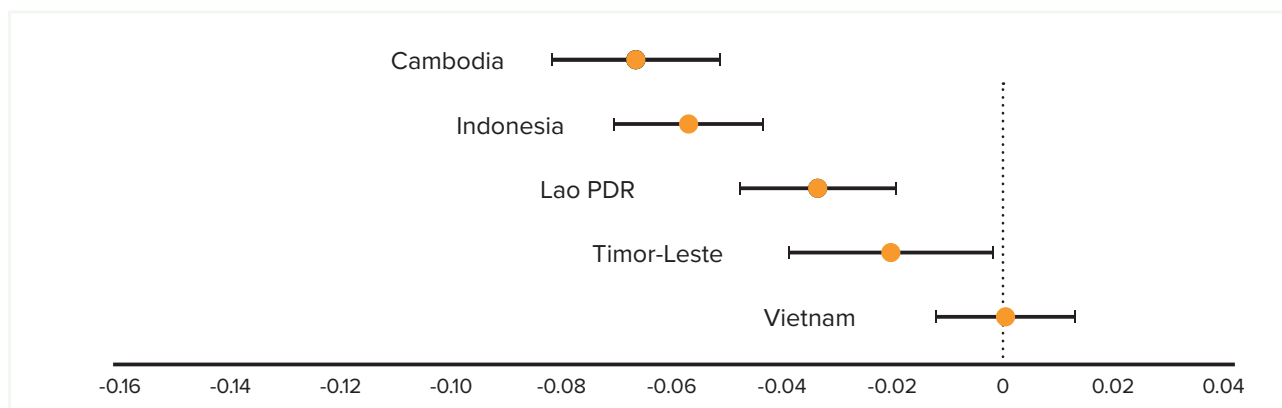
**FIGURE 7. LABOR FORCE PARTICIPATION RATES (15–64 YEAR OLDS)**



Source: World Development Indicators database (World Bank, 2023).

**Gendered patterns in employment also reflect social norms that place a disproportionate responsibility for household chores and unpaid care work on women.** In Cambodia, women with young children are less likely to engage in the labor force and in entrepreneurship (UNIDO and UN Women 2021; Johnson et al. 2021). More specifically, women with children under age three are less likely to work (figure 8). Women who are likely to spend more time on unpaid work are also less likely to engage in entrepreneurship. Social expectations define women’s and men’s daily interactions in the workplace and communities. The distribution of unpaid domestic and care work is unequal and skewed: Women shoulder, on average, 90 percent of that work (UN Cambodia 2022). The need to balance livelihoods and unpaid responsibilities keeps some women out of the labor force and others in vulnerable employment (53 percent, compared to men’s 41 percent) (IFC 2020). It is also a major obstacle to women advancing their careers, expanding businesses, and taking up leadership roles. The COVID-19 pandemic added to this already disproportionate burden of domestic and care work carried out by women and girls, forcing many of them to quit their jobs. According to a high-frequency phone survey conducted by the World Bank in Cambodia in March 2021, women were more likely than men to stop working during the COVID-19 pandemic (29.9 percent of women compared to 19.5 percent of men).

**FIGURE 8. CONDITIONAL CORRELATION: WOMEN WITH CHILDREN UNDER THREE ARE LESS LIKELY TO PARTICIPATE IN THE LABOR FORCE<sup>18</sup>**



Source: World Bank (East Asia and Pacific Gender Innovation Lab, EAPGIL) 2022).

**Investing in childcare has direct economic benefits for women’s productive engagement in labor markets and children’s human capital.** Access to childcare helps women perform their jobs and continue their careers and helps companies reduce employee turnover and absenteeism. Two-thirds of large companies surveyed in Cambodia reported that employees come to work late or leave early because of childcare responsibilities, and a third of the companies experienced employees missing work or quitting for the same reason (IFC 2020). The national regulatory approach to childcare in Cambodia is inconsistent and employer-supported childcare is still at a nascent stage. A provision under the Labour Law 1997 requires businesses employing 100 or more women to provide daycare services or pay childcare costs, but it is not systematically enforced. A survey conducted by the International Finance Corporation (IFC) in 2019 to assess the current employer-driven childcare landscape in Cambodia showed that most employers were not aware of such provisions. Childcare services that cater to children one to three years of age are almost nonexistent. Even when available, uptake has been low due to childcare centers not being adequately equipped, long and unsafe commutes, a lack of affordability, and, more than anything, concerns about child safety.

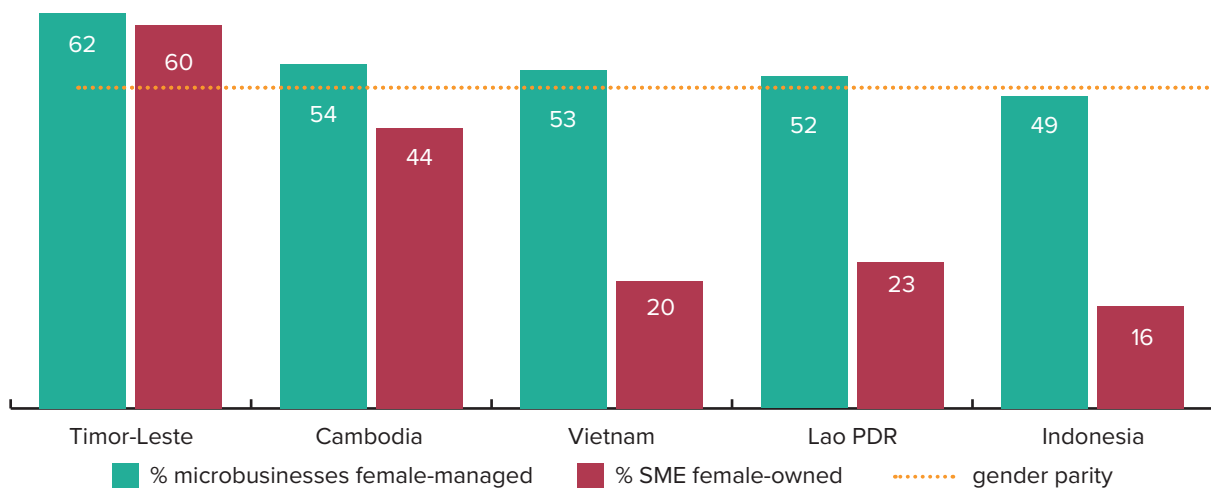
**Sexual harassment at the workplace is prevalent, with consequences for women’s welfare as well as economic productivity.** Five percent of working women reported having experienced at least one form of sexual harassment in their lifetime (WHO 2021). One in three garment factory workers in Cambodia are sexually harassed in the workplace, in factory bathrooms, by both factory managers and people outside factory gates. Insufficient lighting on roads elevates risks due to poor lighting and bad roads and exposes them to the risk of being raped and sexually assaulted on their way to and from the factories. The annual productivity cost (turnover, absenteeism, and presenteeism) of sexual harassment in the garment industry alone is estimated around US\$89 million, or 0.53 percent of Cambodia’s GDP (CARE International 2017).

**Women contribute significantly to Cambodia’s economy and household incomes as owners of 54 percent of microenterprises and 44 percent of small and medium enterprises (SMEs). They do fairly well in this area compared to their regional peers (EAPGIL 2022).** Women are about as likely as men to be engaged in micro entrepreneurship and as owners of SMEs. Women-owned businesses perform as well as those owned by men (figure 9) but are less likely to be registered and face greater challenges in accessing credit to grow their business (EAPGIL 2022). Although the 2001 Land Law establishes equal land rights, customary norms tend to privilege men as the heads of households and primary caretakers of the land.

<sup>18</sup> The conditional correlation between having children under three and labor force participation for working-aged women is negative for Cambodia, Indonesia, Lao PDR, and Timor-Leste, indicating that domestic workload and unpaid care work are keeping women out of the labor force.

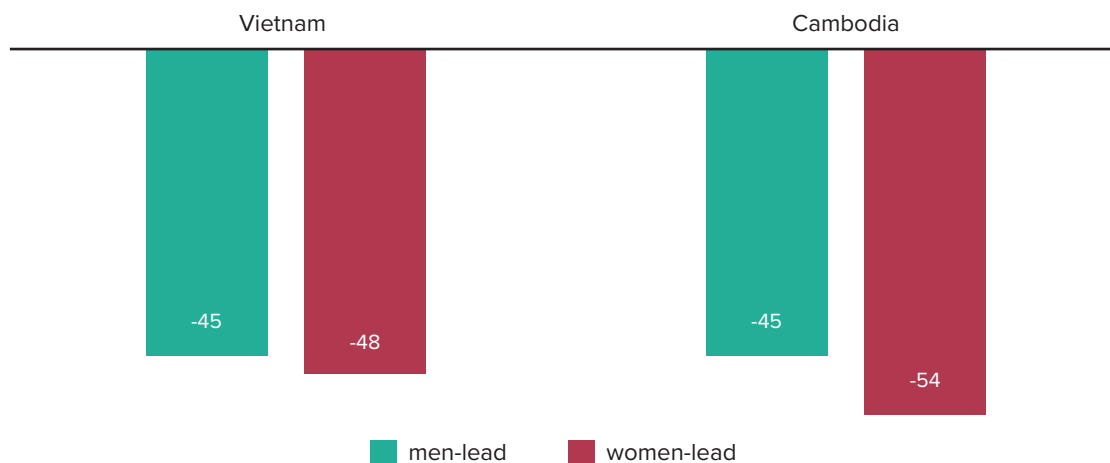
This reduces women’s ability to use land as collateral to acquire financial assets. A significant proportion of women entrepreneurs use informal social networks for capital acquisition, and women typically raise capital through personal or family funds (IFC 2017).

**FIGURE 9. PERCENTAGE OF CAMBODIAN MICROENTERPRISES AND SMES OWNED AND MANAGED BY WOMEN**



Source: *Enterprising Women: Toward Equal Business Opportunity in Southeast Asia* (World Bank EAPGIL 2022).

**FIGURE 10. SALES LOSSES LAST 30 DAYS COMPARED TO 2019 (PERCENT), CONTROLLING FOR SECTOR, REGION, AND MONTH**



Source: World Bank (East Asia and Pacific Gender Innovation Lab, EAPGIL) 2022).

**Women also face other unique challenges in accessing social networks, skills training, and international markets.** First, traditional social norms, which pose constraints on women’s time, make it difficult for women to build and diversify social networks and to participate in skills training (UN 2022). Second, limited education opportunities impact the capacities and skills necessary for starting a business and managing it efficiently and profitably. Third, lack of access to local and international markets requires official registration, which many women-led SMEs do not have. Similarly, it also requires dealing with customs and obtaining licenses, which women find harder to secure (UN 2022).



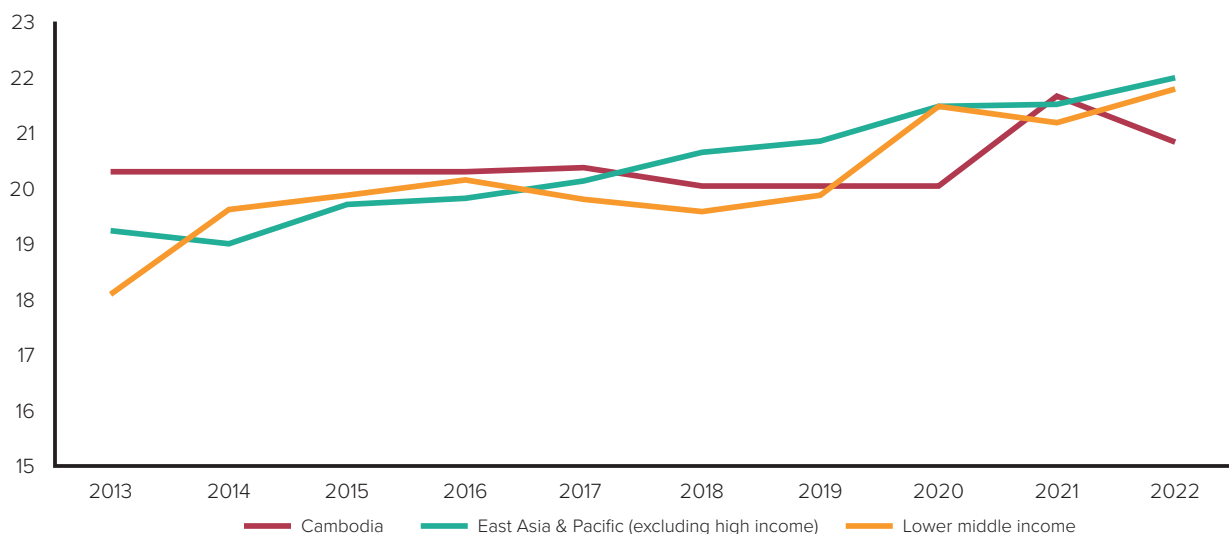
**There are significant omissions across the mix of legislation necessary to enable women’s equal economic participation in Cambodia.** Cambodia received decent WBL 2024 legal frameworks scores for workplace (50 out of 100) and pay (75 out of 100) legislation, although there were no laws prohibiting recruitment discrimination and mandating equal pay for equal work. However, in both areas, supportive frameworks scores were 0, suggesting a lack of mechanisms to address issues when they arise. Cambodia fares significantly worse in legal frameworks scores for parenthood (25 out of 100) and childcare (0 out of 100). Other than legislation prohibiting the dismissal of pregnant workers, there were no adequate laws under these issue areas. The absence of such legislation not only makes it difficult for women to find and keep quality work, but enshrines in law social norms that women should not be able to access employment in the same way as a man (World Bank 2024).

**Even though the COVID-19 pandemic added to women’s family responsibilities, it also presented opportunities for women to participate in the digital economy, as e-commerce surged across economies in Southeast Asia (World Bank, forthcoming).** A global provider of market and consumer data estimated the market size of e-commerce in Cambodia to increase from US\$182 million in 2020 to US\$297 million in 2024. According to the Asian Development Bank, 27.6 percent of the US\$470 million revenue in modern technology and digital business in 2019 is from e-commerce. For women, e-commerce and online solutions can help them tackle constraints such as time and mobility restrictions and help them engage in the private sector. At the same time, as the ongoing digital revolution transforms the region, many women’s jobs are at risk of being automated. The manufacturing and services sectors are becoming digitized. As a result, traditional, low-skilled jobs are declining, and even manual jobs require more sophisticated skills. A 2018 International Monetary Fund study found that women face a higher risk of losing their jobs due to automation (11 percent), compared to nine percent of their male counterparts (11 percent). It is expected that most future jobs will require at least basic information and communications technology skills. For women already in the labor force and boys (since progression to secondary remains low), there is a risk of them being left behind in the future workforce.

## Leadership: Engage Women as Leaders

**The proportion of women in decision-making positions has improved but still remains low.** In 2022, just under 21 percent of seats in the Cambodian parliament were held by women (just under the regional average of 22 percent). In 2023, following the 7<sup>th</sup> National Assembly Elections, the number of women in the parliament dropped to 12.8 percent (16 women). Currently, there is no quota that requires parties to include a minimum representation of women. Women’s participation in the management of workplaces also mirrors their labor force participation, with women representing 29 percent of those employed in senior and middle management (ILO 2019). Women also face increased barriers to representation at the commune level, especially the indigenous and disabled women. Their lack of skill in the written Khmer language and other capacity limits are common explanations for their exclusion from commune positions. In 2012, there were 69 (4 percent) female sangkat chiefs, 189 (12 percent) first vice-chiefs, and 151 (9 percent) second vice-chiefs, though women held 30 percent of village leadership positions (ILO 2019). In 2022, there were 176 (10.65 percent) female sangkat chiefs and 22 percent female counsellors.<sup>19</sup> Women’s participation in the judiciary is also relatively low. In 2020, women constituted only 15 percent of judges, 14 percent of prosecutors, 22 percent of lawyers, and 12 percent of notaries public (Gender Secretariat of the National Assembly 2020). Cambodia’s Ministry of Foreign Affairs had 288 female staff members in 2023, equivalent to 38.65 percent of the total staff, but only seven women hold undersecretary and secretary of state roles (out of 34 positions), and there are also only five female ambassador out of the 33 posted to Cambodian missions abroad (Sariputta 2024).

<sup>19</sup> Cambodia Socio-Economic Survey 2022.

**FIGURE 11. SEATS HELD BY WOMEN IN NATIONAL PARLIAMENTS (PERCENT)**

Source: World Bank Gender Portal, 2022.

**Climate impacts have differed by gender, with women generally less resilient to climate change.** Women in Cambodia have a lower resilience index of 0.56 compared with 0.59 for men (ActionAid Cambodia 2021).<sup>20</sup> This is the result of lower protection from extreme weather that comes with limited access to safe places, early warning systems, resilient housing, and safe water and sanitation. The prevailing gender norms and long-term roots of gender inequality amplify women’s vulnerability and reduce their ability to withstand climate impacts. Women lag in literacy, training opportunities, and access to information and are less able to understand and act on critical information related to climate change and natural disasters, such as meteorological information, early warning of natural disasters, evacuation orders, and commodity price indices in the market. For women living with disabilities, vulnerability to climate change is even more pronounced due to lower adaptive capacities and their needs not being reflected in climate change adaptation and mitigation. Women in Cambodia are the principal users of water, yet women are underrepresented in decision-making in natural resources management (World Bank 2023). According to a recent gender analysis of the water sector in Cambodia, on average, only 14 percent of Farmer Water User Committees members are women (World Bank 2024).<sup>21</sup> Reasons for exclusion include childcare and domestic responsibilities and limited access to information and social capital (World Bank 2023).

**Discrimination on the basis of sexual orientation and gender identify is a source of exclusion in people’s access to services and economic opportunities.** A lack of data, however, creates great challenges in analyzing the challenges facing LGBTI persons. From a national policy and legal standpoint, same sex activities are not a criminal offense,<sup>22</sup> but they are also silent on LGBTI people and their rights. There is also no antidiscrimination legislation that sanctions those who violate their rights. Dropout rates among LGBTI youth are higher than the overall school-going population. Employment opportunities are limited due to discrimination and exclusion and transgender women are often rejected by their families and communities.<sup>23</sup> Because they are discriminated against in employment, they often turn to illegal sex work to survive, where

<sup>20</sup> The Women Resilience Index (WRI) compares women’s and men’s resilience at disaster risks along four pillars of resilience: Economic, Infrastructure, Social and Institutional.

<sup>21</sup> World Bank, Water Sector Gender Analysis, 202

<sup>22</sup> Cambodia Penal code 2009.

<sup>23</sup> There are no laws and/or regulations that prohibit discrimination in recruitment in the public and private sector based on sexual orientation and gender identity.

they are vulnerable to GBV at the hands of clients and police. HIV is a key health issue, with higher rates of infection and risk reported among the LGBTI (UNDP 2014). A report by the Cambodian Center for Human Rights (2016) found alarming rates of abuse perpetrated against transgender women in public spaces, with 43 percent of respondents reporting experiences of physical violence, 31 percent reporting experiences of sexual assault, and 25 percent reporting having been raped. Similarly, a study conducted by Rainbow Community Kampuchea in 2019 reported severe beating of the transgender person by family members to “fix them” and many were coerced into marrying a man to conform to traditional gender roles. Suicide ideation, depression, and stigmatization were also common among them.

**The Government of Cambodia recognizes the role of gender statistics in the ongoing effort to advance gender equality.** The government has made great strides in strengthening National Social Security to produce sex-disaggregated and gender-specific indicators and elevating the role of the National Institute of Statistics (NIS) in coordinating the production of gender statistics. Cambodia’s legal framework for statistics defines gender statistics as official and enables a separate budgetary planning process to be prepared for them. The country’s policy framework has extensive provisions for gender equality, both in the national development plan and across a range of gender equality policies. However, challenges remain including limited resources allocated by the government to the production of gender statistics; heavy reliance on development partners (DPs) for funding; lack of technical capacity to design, compute, and analyze gender statistics; and infrequent publication of gender data, which limits utilization of data for policy planning and decision-making.<sup>24</sup> The CDHS (every five years) and the Socio-Economic Survey (annually) are the only two regular sources of gender statistics aside from the additional administrative data collected by 16 ministries and institutions that have made a commitment on gender equity.

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<sup>24</sup> Gender statistics assessment for Cambodia, Ministry of Planning, National Institute of Statistics and Ministry of Women Affairs, 2023.

# GOVERNMENT PRIORITIES IN ADDRESSING GENDER DISPARITIES

**Key policies and strategic documents have long supported Cambodia’s commitment to gender equality.**

The Pentagonal Strategy Phase I for growth, employment, equity, efficiency, and sustainability, released in 2023, reaffirms the government’s commitment to gender equality for resilient, sustainable, and inclusive development (Pentagon 4). The strategy commits to promoting skills enhancement and entrepreneurship; strengthening sexual and reproductive health services; encouraging women and girls in the fields of economy, education, health, and public leadership; creating conditions to help women participate in household decision-making; and reducing GBV.

**The latest five-year strategic plan called NR5 (Neary Rattanak VI 2024–2028)<sup>25,26</sup>** is the overall strategy for mainstreaming gender across ministries. The Government of Cambodia has committed to “continue to promote and increase investment in gender equality and women’s empowerment in the economy, education, health, and public leadership [and create] an environment for women to exercise their decision-making rights on family planning and reducing vulnerability to gender-based violence against women and girls.” It aims to advance its objective by expanding the scope of gender mainstreaming in national policies and programs; expanding programs that address changing social norms and all forms of discrimination against women and girls; promoting women’s economic empowerment; preventing GBV and promoting a culture of nonviolence; promoting the well-being of women and girls; and strengthening the role of women in green development, adaptation, disaster management, and their resilience to climate change.

**The government’s commitment to gender equality is also reflected in its sectoral policies.** This includes the Cambodia Climate Change Strategic Plan 2014–2023—a 10-year strategic plan on gender, climate change, green growth, and disaster risk—and the short-term Gender and Climate Change Action Plan (2019–2023). The Cambodia Nationally Determined Contribution 2020 acknowledges gender in all mitigation sectors. The Ministry of Women’s Affairs also has a Gender and Climate Change Strategy Plan 2013–2023 to ensure gender and climate change agendas are fully integrated into public policy making within the ministry and line ministries. However, operationalizing the commitments and agendas on the ground remains challenging because of a scarcity of data on gender-differentiated climate and natural disaster vulnerabilities and a limited understanding of how gender relations shape local response, including livelihood strategies and capacities to address climate change and disaster impacts.

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<sup>25</sup> See the NR5 strategic plan at <https://www.mowa.gov.kh/wp-content/uploads/2021/02/Neary-Rattanak-V-final-Eng.pdf>.

<sup>26</sup> Refer to appendix A for the full list of gender indicators.

# PRIORITY AREAS FOR WBG ENGAGEMENT (FY25–FY29)

## Lessons from the Previous Country Partnership Framework Cycle

**A series of lessons emerged from the implementation of the previous CPF.** First, a dedicated multiyear, Gender Programmatic Advisory Services and Analytics (PASA) helped introduce a comprehensive and coherent approach across the portfolio, to deepen the World Bank’s engagement on women’s economic empowerment. Second, prioritized and focused analytics supported under the PASA are proving critical in initiating policy dialogue and informing project design, when conducted in areas of operational engagement and aligned to strong client demand (for example, opening opportunity for policy changes on issues related to childcare, women’s participation in the water sector, and so on). Third, the previous CPF included, at most, output-level results at the project level, which has made it difficult to aggregate results and capture the World Bank’s overall contribution to gender equality.

**While the quality of gender tagging and design of relevant activities at project approval has improved over time, implementation progress remains difficult to ascertain.** By FY23, all World Bank–approved projects showcased a set of solid interventions based on rigorous analysis. Almost all projects met the minimum corporate requirement (Tier 1–2),<sup>27</sup> and projects increasingly exceeded the corporate requirement (Tier 3–4), especially those approved in the most recent fiscal years (2023/24), in which two out of three were assessed Tier 3 projects. However, only half of the tagged projects have reported on the implementation progress of gender activities and results. While this is partially due to the active nature of the tagged portfolio, the corporate commitments’ focus on project preparation and design, rather than support to implementation, has resulted in limited resources devoted to continuous gender support. This has contributed to inadequate reporting of gender results during implementation.

**This CGAP defines priority areas of engagement, pillars of action, and targets for the World Bank to advance gender equality in Cambodia during the CPF cycle (FY25–FY29). The pillars are aligned with Cambodia’s own development priorities, as outlined in the pentagonal strategy.** In addition, the pillars draw on the new gender strategy’s levers and increased ambition: *knowledge, capacity, and partnerships; deploying drivers of change: innovation, financing, and collective action; and strengthening accountability for gender equality outcomes.* The priority areas of engagement are informed by the persistent inequalities presented in the CGAP diagnostic and the Systematic Country Diagnostic (SCD). The priority areas of engagement respond to persisting gender disparities in areas of strong World Bank comparative advantage and contribute to the following three gender strategy objectives. See further details in appendix A.

- 1. Foundational well-being: End GBV and elevate human capital.** Strengthen human capital by continuing to improve maternal and child health and nutrition; promoting access to quality early childhood education and addressing gaps in secondary and higher education, with a focus on girls in STEM; and mitigating GBV risks and improving service provision for survivors.

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<sup>27</sup> According to the portfolio review, projects were classified Tier 1–2 if they met the minimum requirement of the gender tag. Tier 3–4 projects were those that went beyond the corporate commitment. This would include a strong and comprehensive narrative that showcases the project’s contribution to addressing more than one of the identified gender gaps.

- (a) **Continue to improve maternal, child health and nutrition** by ensuring maternal and child health and nutrition service readiness and quality priority services through the current Health Equity and Quality Improvement Phase II and the Cambodia Nutrition Project. Indicator(s): Number of eligible beneficiaries (poor pregnant women and children) who have received maternal and child health services.<sup>28</sup>
- (b) **Ramp up ongoing efforts to improve gender equality in learning outcomes for both boys and girls and address gender gaps in the transition to secondary education** through operationally relevant analytics under the Education PASA and the ongoing General Education Improvement Project (GEIP), which supports improving the qualifications of teacher trainers and in-service teachers at all subsectors; enabling target schools to meet the minimum standard of school effectiveness; implementing effective classroom assessment; and constructing and renovating classrooms for target early childhood education, primary, and secondary schools. The Additional Financing (AF) of GEIP will scale up support. Indicator(s): Reduction in gaps in learning outcomes in core subjects (English, math, and science) between boys and girls and parity in secondary school completion.<sup>29</sup>
- (c) **Address knowledge gaps on GBV risks in Cambodia by leveraging both global and local evidence.** This can be done by collaborating with DPs on a nationwide mapping of GBV service providers, which has not been conducted yet and is needed as a basis for identifying gaps in availability and quality. Based on the mapping, efforts will be made to fill service gaps through the World Bank’s active portfolio, particularly in rural areas where gaps are known to be most severe. Operational engagement will be sought and continued through the Strengthening Preservice Education System for Health Professionals Project, which supports training healthcare workers in GBV response and addresses gaps in the provision of GBV services. Similarly, efforts will be made to improve the availability of sex-disaggregated data and the NIS’ capacity to collect, analyze, and disseminate GBV and IPV related data. In coordination with DPs and IFC, there are plans to conduct a business case study on the economic and social costs of GBV in Cambodia. Support will be provided for policy dialogue around access to justice for survivors and reforms to the Prevention of Domestic Violence and Protection of Victims Act to address the lack of protections for partner violence that occurs outside of marriage. IFC will also explore opportunities to address issues intersecting with GBV and the workplace, including through advancing respectful workplaces in supply chains with global brands sourcing from Cambodia. Child protection and response mechanisms will also be programmed into childcare and related early childhood interventions.

**2. Expand and enable economic opportunities.** Improve women’s productive employment with a focus on unlocking enabling factors such as skills, childcare, and access to finance.

- (d) **Improve participation in TVET and upgrading skills** by improving access to tertiary education with a focus on STEM fields and skills through the ongoing Higher Education Improvement Project, the upcoming Second Higher Education Project, and the Skills for Better Project. Collectively, all three projects will support girls’ enrollment in STEM education and help them transition to better-paid work by expanding equitable access to higher education, improving the quality of academic programs, strengthening governance systems of higher education institutions, upgrading the quality of TVET, and creating linkages within the industry. Indicator(s): *Number of girls in STEM education and number of women with improved access to better paid employment.*<sup>30</sup>

<sup>28</sup> Aligns with scorecard indicator “Millions of people receiving quality health, nutrition, and population services.”

<sup>29</sup> Aligns with scorecard indicator “Millions of students supported with better education.”

<sup>30</sup> Aligns with scorecard indicator “Millions of new or better jobs, of which (%) are for women.”

- (e) **Improve childcare service provision** by supporting a sub decree for solutions for parents of children ages 0–3 years and a broader policy dialogue around paid maternity leave. This will be achieved with technical assistance from the Gender PASA and increased investment in childcare by continuing support to the centers established under the Community-Based Childcare project through the upcoming AF for Cambodia General Education Improvement Project and potentially new operational engagement that will support the government to implement the sub decree. IFC will also explore opportunities for advancing private sector provision of childcare services, including employer-supported childcare. Indicator(s): *Availability of national statistics on childcare coverage for children ages 0–5 and increase in the share of children enrolled in childcare centers for children ages 0–3 years.*<sup>31</sup>
- (f) **Improve access to finance and improve conditions for women entrepreneurs** through the Cambodia Growth and Resilience Development Policy Operation (DPO) series. Indicator(s): *Improved access to finance to women-owned and -led SMEs,<sup>32</sup> annual new companies registered through the online business registration portal, and annual new companies registered through the online business portal (of which have female directors).* The Gender and Inclusion PASA will serve as a key vehicle for cross-sectoral and targeted analytics on emerging issues and opportunities for improving women’s labor force participation, including through e-commerce.

### 3. Engage women as leaders and advance women’s participation in decision-making:

- (g) **Leverage women’s role in local governance for effective service delivery and strengthened resilience** through the ongoing Engaging Citizens to Improve Service Delivery through Social Accountability Project. The project aims to improve the quality and responsiveness of selected public services (including primary schools and health centers) through more informed and engaged citizens. The project recruits and trains community accountability facilitators (that is, community volunteers who play a key role in the social accountability process), the majority of whom are women (63 percent in 2023). Due to their role as facilitators who educate and advocate for the needs of the most vulnerable, the skills developed while performing this role, and the public recognition they receive from government representatives, communities, and other stakeholders at the local level, the project contributes to a cadre of local leaders, the majority of whom are women. Other projects that support increasing women’s role in decision-making are the Third Land Allocation for Social and Economic Development Project and the Sustainable Landscape and Ecotourism Project. The Water Supply and Sanitation Project and the Water Security Improvement Project will also contribute to improving women’s leadership role in the public water utilities and the water bodies (River Basin Committees and Farmer Water User Committees). Indicator(s): *Percentage of women participating in decision-making roles and bodies.*

The CGAP is gearing up for the new ambition in advancing gender equality through the following pillars:

**Pillar 1. Stepping up operational engagement from design to implementation and strengthening accountability for gender results.** This pillar will support a select number of operations, with priority to those that align with upcoming multiphase programmatic approaches. Support will include technical implementation support, evaluation of what works, and monitoring results. The objective is to advance results in women’s economic empowerment in a more integrated way, enabling greater impact on higher-level outcomes. This support will be provided by the Country Gender Focal Point with sector

<sup>31</sup> Aligns with scorecard indicator “Millions of people benefitting from greater gender equality, of which (%) are from actions that expand and enable economic opportunities.”

<sup>32</sup> Aligns with scorecard indicator “Millions of people and businesses using financial services, of which (%) are women.”

or Global Practice (GP) Gender Specialists' support. Just-in-time technical assistance will apply to all projects as needed, drawing on available data and evidence of what works in specific project areas and sectors.

**Pillar 2. Strengthening evidence for policy dialogue and operational engagement on priority gender gaps.** This pillar focuses on development core and sectoral analytics on gender, relevant to multiple operations and economic reforms dialogues. The following knowledge gaps for deep dives have been identified: (a) women's economic participation, including a focus on girls' and women's skills and economic opportunities in nontraditional and new sectors; and (b) women's leadership in climate resilience and GBV prevention and response. While the Gender and Inclusion PASA will be the main vehicle for cross-sectoral analytics, targeted analysis will also be undertaken under sectoral Advisory Services and Analytics (ASAs).

**Pillar 3. Building capacity and sharing knowledge on what works to advance gender equality.** This pillar focuses on equipping World Bank task teams to be able to respond to client demands on gender issues. It will also focus on building the capacity of the ministries, project implementing unites (PIUs), and other relevant institutions and stakeholders to identify and implement solutions to address gender inequalities. This will be achieved by developing lesson briefs and guidance notes; conducting targeted trainings, for example, by including gender modules in Environmental and Social Framework (ESF) trainings, workshops on social norms, and knowledge sharing events; and building on rigorously evaluated interventions and relevant regional and global knowledge on what works in partnership with the East Asia and Pacific Gender Innovation Lab (EAPGIL).

**The World Bank's commitments to contribute to advancing gender equality in Cambodia are summarized in table 1, to strengthen accountability for gender equality outcomes.** Implementation of the CGAP will be supported by integrating gender modules or sessions into broader ESF trainings; developing a cadre of short-term consultants who will support task teams and PIUs in implementing their gender-related activities; continuing to build client capacity through trainings; and coordinating and working with DPs to achieve the CGAP priorities, particularly on GBV. To improve results reporting, the CGAP requires the participation of a gender specialist in all Mid-Term Reviews (MTRs) and reporting on gender outcomes in Implementation Status and Results Reports (ISRs), aligned with the new World Bank Corporate Scorecard. Additionally, a regular check-in on the CGAP's progress will be incorporated into the tripartite and annual joint country portfolio reviews.



**TABLE 1. SUMMARY OF THE WORLD BANK’S COMMITMENTS TO ADVANCING GENDER EQUALITY IN CAMBODIA**

Pillar	Indicator(s) and targets	Source
PILLAR 1: Stepping up operational engagement from design to implementation and strengthening accountability to gender results	Share of gender-tagged operations that meets the targets for gender results at project completion	ICRs
	Millions of people benefitting from gender equality; total female beneficiaries	Scorecard
	Number of eligible beneficiaries (poor pregnant women and children) who have received maternal and child health services	ISR or ICR
	Reduction in the gap in learning outcomes in core subjects between boys and girls	ISR or ICR
	Number of women with improved access to paid employment	ISR or ICR
	Percentage of women participating in decision-making roles or bodies	Portfolio review
	Number of institutional and policy reforms supported to advance gender equality	Portfolio review
PILLAR 2: Strengthening evidence for policy dialogue and operational engagement on priority gender gaps	Number of MTR missions that included a World Bank gender specialist	MTR
	At least two projects include innovative interventions on GBV	Portfolio review
PILLAR 3: Building capacity and sharing knowledge on what works to advance gender equality	Four ASAs delivering at least one policy or operational note focused on gender	Portfolio review (ASAs)
	Number of staff (internal World Bank and PIUs) trained on gender equality and/or GBV concepts	Training data

Note: ASA = Advisory Services and Analytics; GBV = gender-based violence; ICR = Implementation Completion and Results Report; ISR = Implementation Status and Results Report; MTR = Mid-Term Review; PIU = project implementation unit.

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## Appendix A. Areas of Focus of Existing and Proposed Operations and Policy Engagements Addressing Gender Gaps in Cambodia

Link to SCD pathway	Link to NR6	Link to CPF focus areas	Gender gaps	Causes	On-going ASAs or knowledge products	Current or active operations	Operational entry points under new CPF	Interventions	Output or outcome indicators
<b>Foundational wellbeing: End gender-based violence and elevate human capital</b>									
Upgraded and better protected human capital	Strategy III: Wellbeing of women and girls	HLO. 1 Obj. 1 and 2: Expand access to quality health and nutrition services; and Improve access to quality basic education	High maternal and neonatal mortality still prevalent	Lack of quality health care services (sexual, reproductive, and nutrition)	Health PASA	Cambodia Nutrition Project I and II	AF for Cambodia General Education Improvement Project	Performance-based grants for MCHN service readiness and quality priority services, including ANC, nutrition, safe delivery, early and essential newborn care, and PNC	Pregnant women in target areas receive micronutrient supplementation in accordance with national guidelines
Strengthened governance and public sector capacity	Strategy IV. Legal protection for women and girls  Strategy V. Women in leadership and governance		High rate of stunting among children, especially boys  GBV is prevalent, with one-fifth experiencing IPV and a limited share of survivors seeking assistance.	Lack of preventive services (for example, cervical cancer screening)  Lack of public facilities and trained officials  Limited understanding and leadership within Ministry of Health of gender and health  Lack of systematic collection and reporting of sex-disaggregated data  Inadequate early childhood interventions, shortage of trained teachers, and weak governance	Gender equality, social inclusion, and climate and health  Education PASA  Reimagining higher education in Cambodia	Cambodia Relief, Recovery and Resilience DPO  Health Equity and Quality Improvement Project Phase II  Strengthening Preservice Education System for Health Professionals Project  COVID-19 Emergency Project  Integration of Social Accountability into National and Subnational System Phases I and II  Engaging Citizens to Improve Service Delivery through Social Accountability Project  General Education Improvement Project		CCT program for pregnant women and children, including ANC visits  Improve data collection to include sex-disaggregated data, including on GBV and capacity building support.  Train healthcare workers in GBV response and address gaps in provision of GBV services.  Educate citizens and service providers about basic service standards for primary schools and health centers (including on ANC and immunization); implement a social accountability process to improve service performance.	Number of eligible beneficiaries (poor pregnant women and children) who have received maternal and child health services  Number of HFIs with full PMRS introduced to routinely collect and report sex, age, and geographical location disaggregated data and gender-specific health data (for example, GBV)  Percentage of students with the knowledge to recognize, medically manage, and refer GBV survivors to appropriate community-based services  Number of communes in target areas receiving commune service delivery grants for women and children  Percentage of targeted schools that show a reduction in the gap in learning outcomes in core subjects between boys and girls  Percentage of service providers covered by the projects that are meeting key national standards  Percentage of citizens who, after participating in the citizen monitoring process, report increased confidence that citizen voice and actions can have an impact on public service delivery

Link to SCD pathway	Link to NR6	Link to CPF focus areas	Gender gaps	Causes	On-going ASAs or knowledge products	Current or active operations	Operational entry points under new CPF	Interventions	Output or outcome indicators
<b>Expand and enable economic opportunities</b>									
Improved access to high-quality formal jobs	Strategy I. Women's economic empowerment	HLO 2. Enhanced competitiveness for better jobs. Obj 3, 4, and 5: Improve conditions for business dynamism; Improve financial stability and inclusion; and Expand and improve infrastructure connectivity	Gender inequality persists in secondary school education (number of girls higher than boys) and girls outperform boys.	Mobility constraints, gendered, perceptions of certain skills and occupations	<p>Gender PASA</p> <p>Analysis on supply and demand for childcare services</p> <p>TA for the child sub-decree</p> <p>Gender gap analysis of HR in water sector</p> <p>Economic empowerment for women living with disability.</p> <p>Opportunities for</p> <p>Women entrepreneurs in emerging markets and e-commerce platforms</p> <p>Cambodia Skills for Recovery and Resilience ASA</p>	<p>Higher Education Improvement Project</p> <p>Cambodia Growth and Resilience DPF</p> <p>Water Supply and Sanitation Project</p> <p>Road Assessment Management Project II</p> <p>Road Connectivity Improvement Project</p> <p>Solid Waste Management Improvement Project</p>	<p>*Potential childcare follow up from invest in childcare TF</p> <p>Second Higher Education Improvement Project</p> <p>Skills for Better Jobs Project</p> <p>Water</p> <p>Security Improvement Project</p> <p>Water supply and sanitation acceleration project</p> <p>AF to Road Connectivity Improvement Project</p> <p>Second Cambodia Growth and Resilience DPF</p>	<p>Promote gender equality in monitoring and capacity development at all levels.</p> <p>Incentivize women to enroll and complete training programs along with improved career support services, including transition to work</p> <p>Facilitate entry of firms to perform processing for new business licenses and registrations.</p>	<p>Percentage of graduates of project-supported training programs in good jobs six months after completion of training, disaggregated by gender</p> <p>Number of female staff working in the provincial public water utilities supported by the project;</p> <p>Percentage of RBC and FWUC with at least two women in leadership roles</p> <p>Percentage of graduates of project-supported six months after completion of training, disaggregated by gender</p> <p>Annual new companies registered through the online business portal (of which have female directors)</p> <p>Percentage of beneficiaries receiving social benefit payments into gender-purpose transaction accounts</p> <p>Voluntary integration of female informal workers in the solid waste sector in selected areas, with increased economic opportunities</p>

Link to SCD pathway	Link to NR6	Link to CPF focus areas	Gender gaps	Causes	On-going ASAs or knowledge products	Current or active operations	Operational entry points under new CPF	Interventions	Output or outcome indicators
<b>Leadership: Engage women as leaders</b>									
Enhanced livability and resilience	Strategy V. Women in leadership and governance  Strategy VI. Women and climate change	HLO 3. OBJ. 7 Protect households from shocks and enhance their livelihoods.	Number of women in decision-making remains low, including in political participation, representation at the commune level, and within the judiciary.	Lack of skill in written Khmer language, and other capacity limits, are common explanations for their exclusion from commune positions and others.	Gender and climate change adaptation ASA  Protecting from shocks and promoting inclusion: SP in Cambodia after COVID-19 ASA  Poverty Assessment	Agriculture Sector Diversification Project  Cambodia Sustainable Livelihood for Indigenous Communities' Project  Third Land Allocation for Social and Economic Development Project  Sustainable Landscape and Ecotourism Project  Integration of Social Accountability into National and Subnational System Phases I and II  Engaging Citizens to Improve Service Delivery Through Social Accountability Project  Cambodia Growth and Resilience DPO	Cambodia Livestock Value Chains Project and one health project	Recruit, train, and coach community volunteers to be Community Accountability Facilitators. Trainings cover a range of topics, including the Social Accountability Framework and dissemination of information for citizens, open budgets, citizen monitoring (conducting community scorecards), supporting collective action for change, and leadership skills.  Coach women on Community Protection Area (CPA) planning and management.  Train women to become members of the community land committees.	Percentage of Community Accountability Facilitators who are women  Percentage of female Community Accountability Facilitators who have received (training) certification  Percentage of targeted CPAs with at least one woman in the CPA management committee  Percentage of women participating in decision-making bodies (including established land committees)

Note: AF = Additional Financing; ANC = antenatal care; ASA = Advisory Services and Analytics; CCT = Conditional Cash Transfers; CPF = Country Partnership Framework; DPF = Development Policy Financing; DPO = Development Policy Operation; FWUC = Farmer Water User Committee; GBV = gender-based violence; HF = Health Facility; HLO = high-level objective; IPV = intimate partner violence; MCHN = Maternal and Child Health and Nutrition; PASA = Programmatic Advisory Services and Analytics; PMRS = Patient Management and Registration System; PNC = postnatal care; RBC = River Basin Committee; SCD = Systematic Country Diagnostic.



