

Women and the World of Work in Cambodia



GENDERED LABOUR MARKETS ARE STILL AT PLAY:

In 2023, less women than men were in labour force



Source: World Bank Gender Data Portal.

In 2022, more women than men were in **vulnerable employment**



Source: World Bank Gender Data Portal.

In 2019, more women than men were in **informal employment** in services



Source: ILOSTAT.

With a **global gender gap index** of

69%

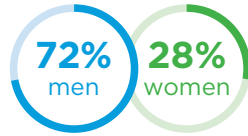
Cambodia ranked

102nd

out of 146 countries.

Source: World Economic Forum, Global Gender Gap Index 2024 edition.

In 2020, less women than men **owned a business**



Source: World Bank Gender Data Portal.

Average hourly earnings (PPP USD) in 2021



Professionals



Technicians and associate professionals



Clerical support workers

Source: ILOSTAT.

● Women ● Men

TO SUPPORT WOMEN TO THRIVE AND SAFEGUARD THEIR ECONOMIC RIGHTS, GENDER-TRANSFORMATIVE ACTIONS NEED TO ADDRESS:

Women's decision-making power

In 2021, women had

29% of **managerial** positions

Source: SDG Global Database.

25% of **senior and middle management** positions



Ownership of productive resources

11%

Women

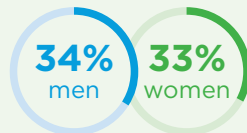
19%

Men

owned a **debit card** in 2021



Source: World Bank Gender Data Portal.



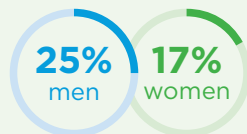
Source: World Bank Gender Data Portal.

owned an **account** at a financial institution or with a mobile money service provider in 2021

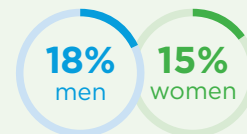


Source: World Bank Gender Data Portal.

made or received a **digital payment** in 2021



saved



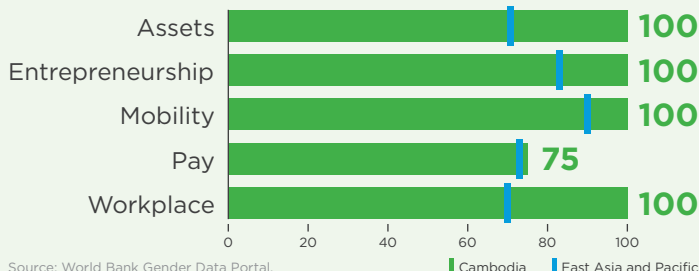
borrowed

to start, operate, or expand a farm or business in 2017

Source: World Bank Gender Data Portal.

Gender-blind systems

Women, Business and the Law Index scores, in 2023



Source: World Bank Gender Data Portal.



As of 2018, there were **NO fully established systems** to monitor and allocate resources for **gender equality** and **women's empowerment**.

Source: SDG Global Database.



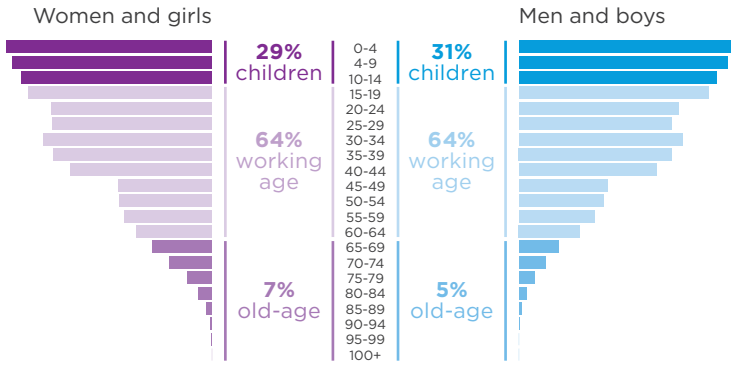
As of 2023, **NO** law mandated **equal remuneration** for women and men for work of equal value

Source: World Bank Gender Data Portal.

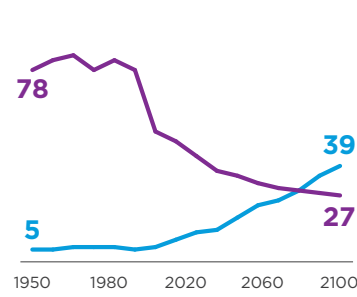
Transforming Care Systems in Cambodia



POPULATION STRUCTURE SHAPES THE DEMAND FOR CARE SERVICES



Source: UN DESA, Population Division, World Population Prospects 2024.



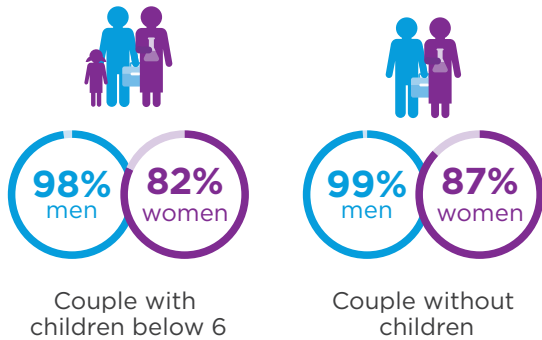
Source: UN DESA, Population Division, World Population Prospects 2024.

Demographic shifts present challenges and opportunities. While rising demands for unpaid care may hinder women's economic empowerment, they create potential for job creation.

TO UNLEASH THE POWER OF GENDER-RESPONSIVE ECONOMIES, INVESTMENTS NEED TO:

Tackle inequality of opportunities in the labour market

In 2021, prime-age (25-54 years) employment-to-population ratio was



Source: UN DESA Gender Data Hub.

38% **27%**

Women Men
worked **part-time** in 2021

Source: UN DESA Gender Data Hub.

8% **4%**

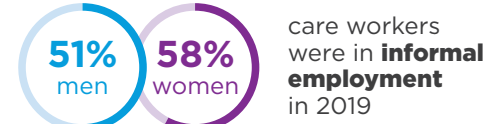
Women Men
aged 15 to 24 were **not in education, employment or training** in 2021

Source: SDG Global Database.

Expand care services and create decent care jobs



Source: Authors' elaboration based on ILOSTAT data.



Source: ILOSTAT.

CARE-ENABLING AND GENDER-EQUALIZING ACTIONS NEED TO ADDRESS:

Discriminatory social norms

In 2022, among women aged 20-24 years

18% were married or in a union **before age 18**

2% **before age 15**

Source: SDG Global Database.



Disproportionate unpaid care gaps



In 2004, women and girls spent more time on **unpaid domestic and care work** than men and boys

Source: Authors' elaboration based on data from SDG Global Database.



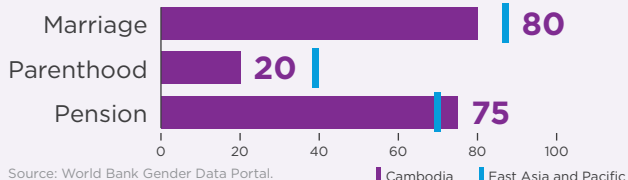
Women and girls



Men and boys

Gender-blind systems

Women, Business and the Law Index scores, in 2023



Source: World Bank Gender Data Portal.

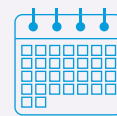
Legend: Cambodia (purple), East Asia and Pacific (blue)

In 2023, workers were entitled to



90 days of **maternity leave**

Source: World Bank Gender Data Portal.



0 days of **paternity leave**

As of 2023, there were **NO periods of absence due to childcare** accounted for in pension benefits

Source: World Bank Gender Data Portal.