

Joint submission by relevant stakeholders of information on the topics of gender and women's rights

in advance of the 3rd Cycle of the Universal Periodic Review of
Cambodia

at the 32nd session of the United Nations Human Rights Council
(January - February 2019)

This thematic report is jointly submitted by the following organizations:

- 1) The Cambodian NGO Committee on CEDAW (NGO-CEDAW)
(Group Rapporteur)
- 2) ActionAid Cambodia
- 3) Cam-ASEAN Youth's Future
- 4) Cambodian Center for Human Rights (CCHR)
- 5) DanChurchAid, Cambodia (DCA)
- 6) Gender and Development for Cambodia (GADC)
- 7) Gender and Development Network (GADNet)
- 8) Khmer Youth and Social Development (KYSD)
- 9) Legal Support for Children and Women (LSCW)
- 10) Rainbow Community Kampuchea (RoCK)
- 11) SILAKA
- 12) Solidarity Center, Cambodia (SC)
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1. Introduction

1.1 Overview of gender and women's human rights in Cambodia

1.1.1 Cambodia has made many advances in gender equality and women's rights in recent years, including the adoption of several national action plans addressing gender-based violence and labor rights. However, there are still fundamental challenges to achieving substantive equality between men and women. The one consistent pattern across all sectors and segments of society is the endurance of negative gender stereotypes. Persistent beliefs that women are less capable than men and expected to conform to traditional roles in the family serve as an obstacle to progress in the implementation of Sustainable Development Goal 5 (gender equality). These attitudes are held by men and women, private and public employers, educators, health professionals, law enforcement officers, and NGO workers.

1.1.2 Another concern is that the budget and resources for implementing national action plans rely far too heavily on donations from NGOs and international aid. While the Cambodian economy is inspiring and strong and has continued to grow at 7% per year, foreign aid has been decreasing. RGC will need to increase its own role significantly if progress is to be achieved in an environment where NGOs' influence is ever shrinking. There needs to be a commitment of both financial and human resources in all parts of the government to ensure that the rights of all Cambodian women are protected, and that gender parity becomes a reality by 2030.

1.2 Methodology

1.2.1 This is a joint submission by 13 NGOs registered in Cambodia and working in the areas of gender and women's human rights.¹

1.2.2 This submission was coordinated by the Cambodian NGO Committee on CEDAW (NGO-CEDAW). NGO-CEDAW was founded in 1995 and is committed to monitoring the implementation of the CEDAW in Cambodia. NGO-CEDAW is a coalition of 37 Cambodian-based civil society organizations. It previously submitted a report on domestic violence for the 2nd UPR cycle in 2014. Additionally, NGO-CEDAW has submitted cross-thematic joint shadow reports to the UN CEDAW Committee and participated in two CEDAW review sessions.

1.2.3 In preparation for this submission, representatives of the submitting organizations held several meetings beginning in February 2018 to conduct group discussions on the topic of gender and to select issues to discuss in this report. Additionally, the submitting organizations participated in three workshops in larger group settings (60 CSO participants) organized by CCHR, OHCHR and UPR Info on cross-cutting issues.

2. Introduction to the national UPR context

2.1 Cambodia has previously been reviewed in 2009 and 2014. Over the two cycles, 42 recommendations addressed gender and women's rights (40 supported, 2 noted). Gender was among the top five themes for key recommendations made during both the 1st and 2nd UPR cycles. A list of recommendations related to the theme of gender and/or women's rights is included in the annex to this report. This annex also includes recommendations that do not specifically mention women but are closely connected to the proposed recommendations and advanced questions listed in this submission.²

2.2 In 2014, there were 24 supported recommendations focused on gender/girls/women and 5 supported recommendations related to the suggested new recommendations and advanced questions in this submission.

2.3 Of these, 12 were mostly or fully implemented, 6 were partially implemented, and 5 were not implemented or mostly unimplemented. Unimplemented recommendations included: 118.53 for a gender equality law, 118.65 for reform of legislation related to gender-based violence, 118.94 on access to justice, 118.150 on free health care to men and women living with HIV/AIDS (services were provided by NGOs, whose funding has been reduced), 118.151 on improving reproductive health care and contraception for rural women, and 118.11 recommending compulsory education.

2.4 In 2009, there were 16 supported recommendations on gender were made in the 1st cycle. Three of these recommendations included the ratification of the Optional Protocol to CEDAW, and the ratification did occur the next year.

3 Theme: Gender and Women's Rights

3.1 Cambodia has made the following improvements since the last UPR session:

- Media code of conduct for reporting on violence against women, adopted on 20 July 2017;
- Second National Action Plan to Prevent Violence Against Women, approved 5 December 2014;
- Neary Rattanak IV (the overall national gender equality plan) approved on December 2014;
- Filed follow-up state report to CEDAW Committee, February 2016;
- Filed State Party report to CEDAW Committee, 19 April 2018;
- Cambodia's Ministry of Health and Ministry of Women's Affairs (MoWA) launched formal Referral Guidelines for Women and Girl Survivors of Gender-Based Violence in 2017. At the same time, they launched the Minimum Standards for Basic Counseling for Women and Girl Survivors of Gender-Based Violence;
- Cambodia agreed to implement the Sustainable Development Goals, including SDG 5 on gender equality.

3.2 Gender Budgeting

3.2.1 Cambodia's government has enacted numerous national action plans and policies which are a strong step toward recognizing women's right to equality with men in all fields. However, there is a major problem in fully implementing these plans. A major reason for this is that the RGC does not dedicate enough of its growing budget toward the training, technology and staff needed to fully implement plans such as Neary Rattanak (the overall gender equality plan) and the National Action Plan to Prevent Violence against Women. A second key reason is that the RGC places most on the responsibility for managing these plans upon The Ministry of Women's Affairs (MoWA), whose budget is relatively small considering its far-reaching responsibilities. The Ministry's funding should be reviewed and increased on an annual basis. Most government ministries do not collect data on gender, nor do they track progress on gender issues or maintain a budget sufficient to ensure gender improvements. The national budget does not fund gender mainstreaming effectively.

3.2.2 RGC has recently reinforced its commitment to decentralization by issuing a sub-decree requiring a percentage of the national budget to be transferred to local communes' budget over a

five-year period. This presents an opportunity to increase dedicated gender-responsive budgeting at the local level. In 2020, the amount transferred will equal 3.1 percent of the 2019 national budget.³ Currently, Cambodia has a system of Commune Committees for Women and Children (CCWCs) to address issues affecting women and children at the local level. The CCWCs have taken on responsibilities for social services, and their role has increased as NGO funding and services has decreased. Yet, commune budgets favor infrastructure over social services.⁴ Each CCWC needs 20 percent of its commune's development budget to more effectively meet the needs of its community.⁵

3.2.3 Finally, most of the actual programs related to action plans and to achieving the Sustainable Development Goals are actually funded and carried out by NGOs and a few western governments.⁶ This overreliance on NGOs to provide basic services and implement programming to achieve national goals of gender equality leads to inconsistent, incomplete implementation of action plans that is also unfortunately temporary in duration as NGOs often receive funding only for short-term projects and pilot programs. These projects, even if very successful, are not continued in successive years by the NGO or taken on by the government due to a lack of funding. For example, there is a national hotline for gender-based violence issues, but no one is available to answer the phones since the program's funding period ended several years ago.

❖ **3.2.4 Suggested recommendations to address gender-responsive budgeting:**

- Establish a budget line for gender responsive budgeting for every ministry/agency in the RGC national budget by 2020 and allocate 5 percent of the total national budget to these budget lines.
- Enact all necessary measures, including regulations and policies, by the next review session requiring local commune governments to allocate 20 percent of their annual development budgets to support the administration and activities of the Commune Committees for Women and Children.

❖ **3.2.5 Suggested advanced question related to gender budgeting:**

How has RGC consulted and/or engaged with civil society in gender mainstreaming and developing the national budget, particularly with gender-responsive budgeting?

3.3 Lack of services for survivors of gender-based violence.

3.3.1 All forms of gender-based violence remain common. For example, many members of society treating domestic violence as a family problem to be resolved informally or condoned, rather than as a crime. Similarly, there are few resources for women facing sexual harassment in the workplace. Rapists often go unpunished.

3.3.2 There are no government-run shelters in the country and few services available.

3.3.3 One program which could alleviate the shortage of services for victims of trafficking and gender-based violence is a one-stop service center. A feasibility study from 2011 suggested that Cambodia was not yet ready for such centers but should begin a pilot program in a few years after building capacity and enacting a national structure for addressing GBV. MoWA and Ministry of Health (MoH) are currently planning to begin such a pilot program.

3.3.4 Medical personnel are often reported to ridicule women seeking help for injuries caused by gender-based violence. In the past rape test kits have not been universally available free of charge. RGC is planning to ensure that it will be easier to obtain these tests, but it is not clear whether they will be free of charge to all victims.

3.3.5 There is a shortage of psychiatrists and psychologists in the country, which are particularly important to survivors of violence who often require treatment for anxiety or post-traumatic distress.

3.3.6 Authorities who are contacted when survivors of violence seek help often lack interviewing skills and sensitivity in providing counselling. Authorities are often reported to use insulting words, blaming victims for the violence which they endured. While the government has created a counseling guideline book, released in 2017, it is technical, hard to understand, and is all-purpose, with one set of guidelines for medical professionals, law enforcement, NGOs, and government staff alike. Training specifically targeted toward each of these groups is needed at the village level and will require additional investment by the RGC. There are still very few legal mechanisms available to women facing violence.

3.3.7 Despite increased efforts on the part of the national government to raise awareness that domestic violence is wrong, government policies at both the local and national level continue to pursue mediation as the most favored resolution of domestic violence problems. While the law on domestic violence (DV Law) has two different types of protective actions (an administrative decision by the local commune council, as well as a court-ordered protection order), these methods of preventing intimate-partner violence are never mandatory by law and therefore are rarely used,⁷ even in conjunction with mediation. From 2014 to 2016, an average of 6 protection orders were issued per year. There are no protections in the DV Law for women who do not live with their partners, including those stalked by partners after they attempt to move away. The RGC is to be commended for including in its new Action Plan to Prevent and Respond to Violence against Children some revisions to the DV Law, criminal code, trafficking law, and civil code and adding regulations to clarify use of administrative decisions.⁸ These amendments should also include provisions to protect women and others at risk of violence.

3.3.8 Moreover, the court system is distrusted by many people, and often inaccessible to most women, particularly rural women.

3.3.9 There are few lawyers in the nation and very little legal aid available. Despite a slight increase in the legal aid budget and the number of lawyers, there is only 1 lawyer per 15,000 people in Cambodia.⁹ Moreover, most lawyers are in urban areas, but most poor Cambodians live in rural areas.

3.3.10 Court records and statistics are still not readily available. While the Ministry of Justice has begun the process of computerizing the court record system, communication among courts and departments is not good, and there is little transparency in the numbers and results of court cases, particularly in regard to domestic violence.

3.3.11 Most records are not disclosed for such cases, even after redaction of names and other identifying information. Moreover, because domestic violence is not a separate criminal offense, it would be difficult to use statistics based on criminal charge alone to distinguish between domestic violence and stranger versus stranger violence.

3.3.12 In general, reforms to the legal system to bring Cambodia into compliance with CEDAW General Recommendation 33 have not yet been implemented. A 2017 report by the International Commission of Jurists summarized research revealing gross inadequacies at every stage of the legal system in Cambodia. From the lack of legal aid, (including bribery, police taking a share of money settlements, and biased judges and prosecutors), to a lack of meaningful remedies in the court system, Cambodia continues to lack actual rule of law.¹⁰ In fact, in 2016, Cambodia ranked 112 out of 113 on the World Justice Project's Rule of Law Index.¹¹

- ❖ **3.3.13 Suggested recommendation to address lack of services for gender-based violence:**
Establish and allocate in the national budget adequate human and financial resources for the Royal Government of Cambodia to manage and operate at least 5 one-stop service centers by 2024 which provide medical, legal, psychological and economic (shelter, food, cash assistance, vocational training and job placement) services free of charge to all victims of all forms of gender-based violence, in accordance with SDG 16.1.

- ❖ **3.3.14 Suggested advanced question related to services for gender-based violence:**
What timeframe has RGC planned and what actions has RGC taken to establish one-stop service centers for GBV victims?

3.4 Women leaders

3.4.1 Women are employed outside the home at increasing rates, they are not well-represented at the decision-making level, particularly in politics and government.

3.4.2 RGC should be credited with repeatedly taking on voluntary goals announced in press conferences, action plans and policies to increase the number of women in elected and appointed political offices and in civil service. Such measures are necessary to fully implement CEDAW and show RGC's good intentions toward achieving its treaty obligations. However, there is no legal mandate or budgetary support for women's representation in political governance at local or national level in Cambodia. Therefore, these voluntary goals are often unmet and there are no consequences for failing to meet such goals.

	Target ¹²			Actual		
	CMDG 2015	Neary Rattanak 2018	SDG 2030	2016	2017 post-local election	2018 post-redistribution of opposition's seats ¹³ and senate election
Senate	30%	30%	50%	14.75%	14.75%	14%
National Assembly	30%	30%	50%	20.33%	20.33%	15%
Ministerial Positions	15%		50%	10.70%	10.70%	
Secretaries of State	18%	-	50%	20.54%	20.54%	
Under-Secretaries of State	20%	-	50%	17.60%	17.60%	
Provincial Governors	10%	-	50%	0%	4% ¹⁴	
Provincial Deputy Governor	15%	-	50%	20%	20%	
District Governor		-	50%	1%	1%	
District Deputy Governor		-	50%	29%		
Commune/Sangkat Councilors	25%	25%	50%	17.78%	16.76%	20% of all local positions and 8% of commune chiefs are female ¹⁵

3.4.3 Political leaders often claim that women are underrepresented in politics because women are not qualified.¹⁶ However, this argument has been rejected by the CEDAW Committee in General Recommendation 25.¹⁷

3.4.4 Negative gender stereotypes and norms have contributed to the creation of discriminatory selection criteria by political party leaders of all major parties. Male-dominated power structures within the political parties make it difficult for a woman candidate to be certain of her nomination on the top of the list. The criteria used by political parties and government officials empowered to make appointments have the practical effect of excluding most women from the political process regardless of the intention of the leaders not to deliberately discriminate against women. To counter such implicit bias, mandatory but temporary special measures must be taken to put women into leadership positions in the legislative, administrative, and judicial branches of government. The sooner women are placed into positions of power, the sooner their presence will be able to change gender norms and encourage new generations of women leaders.

- ❖ **3.4.5 Suggested recommendation to address shortage of women in leadership:**
Adopt effective legal and practical measures to guarantee that 35 percent of government decision-making positions will be filled by women by 2023, at the national and subnational levels including civil service, elected office, and all parts of the justice system, in line with SDG 5.5.
- ❖ **3.4.6 Suggested advanced question related to women in leadership:**
What mechanism will be applied to ensure that targets for percentages of women in leadership roles are met by the deadline accepted by Cambodia in this UPR cycle?

3.5 Women in prisons.

3.5.1 RGC in late 2016 and throughout 2017 has engaged in a high-profile campaign against illegal drug sales and use in the Kingdom, which it credits with making the society safer. However, the methods used have resulted in the significant increase in the number of women in prisons.¹⁸ Instead of providing treatment options for Cambodian women using drugs, the government often sends them directly to prison. The already overcrowded prisons have had an influx of 20% more inmates.¹⁹ Capacity of many prisons is more than 200%, including the woman-only prison Correctional Center 2, which is at 257%.²⁰

3.5.2 Of particular concern is the high number of pre-trial detainees held in prison (more than 30% of the total population for both men and women²¹) despite written procedures intended to reduce this number, including Article 203 of the Cambodian Code of Criminal Procedure which states that in general "the charged person shall remain at liberty," and Article 204 which restricts pre-trial detention to charges with a minimum sentence of one year. While the law suggests that pre-trial detention should be used sparingly when specific circumstances warrant it²², the actual practice is to detain most people before trial. In 2017, these included persons accused of using but not selling drugs, and persons who allegedly made Facebook posts that insulted the government.

3.5.3 Also of concern is the increase of pregnant women in prison and children living with their mothers in prison.²³ The Prison Law of Cambodia²⁴ allows mothers of children under age 3 to live with their child in prison. Article 41 of the Prison Law, the Convention on the Rights of the Child and the Bangkok Rules requires these children's care to be paid for by the State; yet, in reality, the government only allots 35 cents per day per child, and the mothers are forced to pay themselves for basic necessities. Inmates and children at times must sleep on the floor and go without enough food, clean drinking water or consistent medical care. Mothers of newborns do not receive after-birth care. Pregnant and breast-feeding women do not receive nutritional supplements. Basic hygiene needs like soap, menstrual pads and clean living spaces are lacking. Children are often forced to forego exercise and remain in cramped cells without sunlight or activity.²⁵

- ❖ **3.5.4 Suggested recommendation to address conditions of women in prisons:**
End pre-trial detention in prisons of pregnant women and women living with young children by 2020.
- ❖ **3.5.5 Suggested advanced question related to women in prisons:**
How does Cambodia ensure that women are not charged without evidence that they committed a crime?

3.6 Discrimination against Sex workers

3.6.1 Cambodian criminal and anti-trafficking laws focus on prosecuting and restricting those who exploit women and girls for prostitution; yet, they also penalize women who should be protected. The women engaged in not only sex work, but any part of the entertainment industry could be prosecuted or harassed by authorities. Women suspected of engaging in prostitution are often denied basic services from local authorities, treated as criminals even if they are not violating any specific laws, and placed at risk. In early 2017, one woman drowned to death after a group of district government security guards chased her into the river because they suspected that she was a sex worker.²⁶ Moreover, due to lack of access to safe reproductive health care, sex workers suffer an unusually high maternal mortality rate, often related to abortion.²⁷

3.6.2 In order to ensure access to justice to women working in the entertainment industry from abuse, the Criminal Code Article 298 and the Law on Suppression of Human Trafficking and Sexual Exploitation Articles 23 and 24 should be amended to eliminate punishment for people suspected of being prostitutes. Anti-trafficking efforts should focus on the people engaged in exploitation of women and children, not on those who are exploited in the sex industry.

- ❖ **3.6.3 Suggested recommendation to address discrimination against sex workers:** Conduct nationwide public service announcements (PSAs) on TV, radio and, social media by 2022 aimed at combatting stereotypes and violence against sex workers, in line with SDG 16.1.
- ❖ **3.6.4 Suggested advanced question related to discrimination against sex workers:** What steps has Royal Government of Cambodia made to ensure that women engaged in sex work are not marginalized in society and that they are treated fairly by security and law enforcement officers?

3.7 Education:

3.7.1 Cambodia has made noticeable progress toward addressing poverty, corruption, lack of schools in rural areas, traditional gender stereotypes, cultural norms, and other factors that cause the gap between boys' and girls' education. However, one key obstacle is that, despite prior UPR recommendations that education be mandatory for all children so that everyone is educated, Cambodia does not require children to attend school. There is no incentive to prevent parents from keeping their girls from going to school.

3.7.2 Some women get into forced marriages at an early age; others traditionally take care of the family, which leads to girls leaving school earlier than boys, often to work in factories. Cambodia is rated 126/144 nations for its enrolment in secondary education, so there is still a lot of work to do.²⁸

3.7.3 Based on data collected yearly by international organizations and the Cambodian Ministry of Education,²⁹ it appears that boys and girls in Cambodia start school on an equal footing. As we can see in table 3 and 4 of the data statistic of the ministry of education in Cambodia, there's no gap parity between men and woman in pre-school and primary school. Reports show that the dropout rate among female students starts to go up with their grade improvement. This phenomenon occurs particularly when female students reach the secondary level. Reports show that the gender gap in primary school in urban and rural areas has considerably been narrowed down, yet the gross enrollment rate is significantly decreasing for female students in lower secondary and upper secondary level.

3.7.4 The lack of higher education for women have consequences for women's participation in politics and the labor force. Indeed, because of the educational difference between gender, it causes

an absence of women leaders in social, economic and political levels in the Cambodian society. This lack perpetuates negative stereotypes of women's role in the society.

❖ **3.7.5 Suggested recommendation to address education:**

By 2020, establish free, full-time, high quality education for all children, including nationwide access to preschools, and make education compulsory for all children.

3.8 Labor:

3.8.1 Lack of equality for Cambodian women in labor force can be classified as one of the main concerns for Cambodian women since women are employed at almost the same rate as men, but are more likely to be in the informal economy or lower paid positions³⁰. The Projected Gender Impact of the ASEAN Economic Community³¹ report notes linkages between economic integration and gender disparities in the ASEAN region that result in relatively few women employed at senior or managerial level jobs. The majority of the women are employed at the lower end of the value chain, typically performing clerical and sales roles at the entry level.

3.8.2 Cambodian women make up a high percentage of the garment sector (80-90%) and 30-40% of the construction sector. The majority of these workers are internal migrants and are especially susceptible to mistreatment. There is a widespread perception consistent across countries that construction work is for men, that women are not capable of working in the sector, and that the work is not appropriate for them. Poor working conditions for women, a persistent gender wage gap, high turnover and inconvenient working hours (which are incompatible with family life) make increasing women's share of employment in the construction sector difficult. As a result, according to the ILO, "in most countries, construction jobs are undertaken almost exclusively by men." Yet in parts of Asia women are employed as part of a family unit in the construction industry and may comprise a third of the workforce even if they are not officially on the payroll or given any special consideration³². In this sense, women seek work in the construction sector despite gendered discriminations in the workplace due to a lack of other options, since many have few skills and even fewer employment options.

3.8.3 Another significant challenge in the labor area for women is the prevalence of sexual harassment (including comments and other behavior intended to insult or embarrass women) in the workplace. Cambodia has no clear legislation with a comprehensive definition and penalties for all such harassment³³, so it often goes unreported and unpunished.

❖ **3.8.4 Suggested recommendation to address labor issues:**

By 2020, ratify the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families.

Endnotes

¹ These organizations are:

- 1) The Cambodian NGO Committee on CEDAW (NGO-CEDAW) (Group Rapporteur)
- 2) ActionAid Cambodia
- 3) Cam-ASEAN Youth's Future
- 4) Cambodian Center for Human Rights (CCHR)
- 5) DanChurchAid, Cambodia (DCA)
- 6) Gender and Development for Cambodia (GADC)
- 7) Gender and Development Network (GADNet)
- 8) Khmer Youth and Social Development (KYSD)
- 9) Legal Support for Children and Women (LSCW)
- 10) Rainbow Community Kampuchea (RoCK)
- 11) SILAKA
- 12) Solidarity Center, Cambodia (SC)
- 13) Women's Network for Unity (WNU)

² These are Recommendations 118.60, 118.61, 118.66, 118.93 and 118.104 on arbitrary arrest, pretrial detention and prison conditions (including for minors).

³ Mech Dara, "Government transfers massive \$129M for local budgets" 10 July 2018, Phnom Penh Post <https://phnompenhpost.com/national/government-transfers-massive-129m-local-budgets>

⁴ M. Jordanwood, "Protecting Cambodia's Children? The Role of Commune Committees for Women and Children and Informal Community-based Child Protection Mechanisms in Cambodia." World Vision Cambodia, March 2016.

⁵ Taylor O'Connell, "Government Failing Women and Children at Local Level, Report Says" The Cambodia Daily, 2 June 2016.

⁶ NAPPVAW programs were implemented in cooperation with Germany and Australia, while most legal, reproductive health and social services are provided by national and international NGOs. These findings are supported by interviews with numerous NGO-CEDAW members and INGOs providing direct services to GBV victims and/or working with local authorities.

⁷ The RGC periodic report to the CEDAW Committee from April 2018 notes that from 2014-16 a 3-year total of only 19 court ordered protection orders were issued in all of Cambodia. Moreover, only half of Cambodia's provinces had forms and systems in place.

⁸ The Action Plan is jointly sponsored by MoWA and the Ministry of Social Affairs, Veterans and Youth Rehabilitation and was launched on 11 December 2017.

⁹ RGC draft state party report to CEDAW, September 2017, indicating a total population of 15.5 million in 2016 and 1011 total lawyers registered with the Bar Association in 2017.

¹⁰ International Commission of Jurists, "Achieving Justice for Gross Human Rights Violations in Cambodia Baseline Study," October 2017

¹¹ <http://data.worldjusticeproject.org/>. The study did not rank several countries, including those in Africa and the Mideast which were experiencing civil war.

¹² Target goals are from the RGC publications of Neary Rattanak IV and from the United Nations. See <https://sustainabledevelopment.un.org/sdgs> for more information about SDGs in Cambodia.

¹³ In 2017, months after new commune council members took office, the main opposition party was dissolved. All politicians representing that party at the national and local levels were removed from office and replaced by members of the ruling party and a few minor parties.

¹⁴ Only one out of 25 provinces has a female governor; she was appointed in 2017.

¹⁵ Leonie Kijewski, "Only two women join the National Assembly" Phnom Penh Post, 30 November 2017.

¹⁶ Cambodia does not have clear written qualifications for many government positions, and many inexperienced men have traditionally been selected for such roles.

¹⁷ General Recommendation No. 25, Paragraph 23 by the UN CEDAW Committee states:

"As temporary special measures aim at accelerating achievement of de facto or substantive equality, questions of qualification and merit... need to be reviewed carefully for gender bias as they are normatively and culturally determined. For appointment, selection or election to public and political office, factors other than qualification and merit, including the application of the principles of democratic fairness and electoral choice, may also have to play a role."

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- ¹⁸ Mech Dara, "Prison Numbers Jump 20 Percent" 23 February 2017, Phnom Penh Post. <http://www.phnompenhpost.com/national/prison-numbers-jump-20-percent>
- ¹⁹ Mech Dara, "Prey Sar still overcrowded despite two new prisons" 31 October 2017, Phnom Penh Post <http://www.phnompenhpost.com/national/prey-sar-still-overcrowded-despite-two-new-prisons>
- ²⁰ Specific numbers for individual prisons is included in the LICADHO report, "Human Rights 2017: The Year in Review," February 2018.
- ²¹ <http://www.prisonstudies.org/country/cambodia>. A total of 70% of persons in prison are either pre-trial or awaiting final judgment.
- ²² Cambodia Code of Criminal Procedure Article 205 lists the reasons.
- ²³ Although the government released many women in prison with young children in 2015, the numbers have risen again, surpassing previous numbers. In just the 18 prisons monitored by NGO-CEDAW member LICADHO, there were 108 children and 41 pregnant women as of October 2017. This increased to 181 children and 77 pregnant women by the end of December 2017. The numbers were 149 children and 23 pregnant women in May 2018. These numbers do not include juveniles charged or convicted of crimes. Of 167 women who were imprisoned while pregnant or imprisoned with one or more children, 73 were in pre-trial detention as of May 2018.
- ²⁴ The Prison Law may be downloaded in English and Khmer at: <http://cambodia.ohchr.org/en/prison-reform/laws-pertaining-prisons>
- ²⁵ For more detail about conditions experienced by pregnant women and children in Cambodia's prisons, see LICADHO's report, "Mothers Behind Bars: The Impact of Detention on Women and their Children," May 2015. <https://www.licadho-cambodia.org/reports.php?perm=206>
- ²⁶ Sek Odom, "Sex Worker Missing in River After Fleeing Security Guards," The Cambodia Daily, 3 January 2017
- ²⁷ Erin Handley, "Hidden Risk for Sex Workers", Phnom Penh Post, November 28, 2016. Also see "Causes of maternal and child mortality among Cambodian sex workers and their children: a cross sectional study" by Brian Willis, Saki Onda, and Hanni Marie Stoklosa, BMC Public Health, 26 November 2016
- ²⁸ Data from United Nations Educational, Scientific and Cultural Organization (UNESCO) Institute for Statistics, Education indicators, database, 2016: <http://uis.unesco.org>. Ranking is from The Global Gender Gap Index (2017) retrieved from http://www3.weforum.org/docs/WEF_GGGR_2017.pdf
- ²⁹ http://www.moeys.gov.kh/en/emis/2461.html#.Wwvtvy_pPPA
- ³⁰ MoWA, Cambodia Gender Assessment 2014, Policy Brief on Economy: Women's Economic Empowerment. <http://www.kh.undp.org/content/dam/cambodia/docs/DemoGov/NearyRattanak4/Neary%20Rattanak%204%20-%20Women's%20Economic%20Empowerment%20Eng.pdf>
- ³¹ Report by the ASEAN Secretariat on Projected Impact of the ASEAN Economic Community (March 2016), retrieved from <http://library.fes.de/pdf-files/bueros/singapur/12676.pdf>
- ³² International Labour Organization: Tripartite Meeting on the Construction Industry in the Twenty-first Century: Its Image, Employment Prospects and Skill Requirements, Geneva, 2001
- ³³ Criminal Code Article 250 under the heading of "other sexual assaults" uses the term sexual harassment to criminalize abuse of authority to repeatedly pressure another for sexual favors with a maximum sentence of 3 months' imprisonment and a fine.