



THE CHALLENGES OF WOMEN IN LEADERSHIP: KEY FINDINGS FROM GENDER STATISTICS ANALYSIS

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Gender
Statistics
Report

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The Challenges of Women in leadership: Key Findings from
Gender Statistics Analysis

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Forward



Cambodia has signified and ratified the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) in 1992, which integrates the recommendation to incline exploitation and discrimination and promote women's status and rights as fundamental human rights.

This was followed by the initiation of the declaration and development of the Beijing Platform for Action in September 1995, which aims at empowering women and girls to tackle challenges that bare women from accessing equal participation and economic social and cultural benefits as well as decision-making.

Through observation, women's status in the leadership position has improved significantly. All around the world, women representation in parliament increases from 11% in 1999 to 24% in 2019. Even with the better condition concerning gender gap, gender inequality is still a significant issue for all with which the world needs to address, especially women's participation in science, technology, engineering, art, and mathematic (STEAM), etc. According to the report on Global Gender Gap 2020 published by World Economic Forum in early 2020, it is estimated that the world would not witness gender parity in the next century. In the current Covid-19 pandemic context, there could be an increased risk of violence against women and loss of economic independence among women as the Covid-19 crisis has negatively affected global social well-being and economy.

Therefore, promoting gender equality in leadership positions is a crucial catalyst to tackle inequality and alleviate poverty in Cambodia. The development of the report using gender statistics is evidence contributing to creating the solution and responding to discrimination, gender stereotype, and cultural barriers, which worsens the gender gap.

The Royal Government recognizes women as the backbone of the economy and society. In the 6th legislature of the National Assembly, Sustainable Development Goals have been localized into the National Strategic Development Plan (NSDP) 2019-2023; and the Rectangular strategy IV for Growth, Employment, Equity, and Efficiency, building the foundation toward Realizing the Cambodia vision in 2050. The strategy emphasizes good governance as the core of the development, prioritizing human resource development, economic diversification, private sectors, and job development to achieve sustainable development and inclusive growth. Strengthening gender equality and social protection is an angle among other important goals of the Rectangular Strategy IV. Thus, achieving gender equality is an ongoing commitment of the Royal Government of Cambodia.

Under the leadership of Samdech Akka Moha Ponhea Chakrei Heng Samrin, the National Assembly is paying its great attention to promote gender equality both at national and international levels. To name a few, the National Assembly has adopted the laws that aim to guarantee and promote women's participation in politics, economics, and society. Furthermore, Cambodian National Assembly has been actively participating in the work to mainstream gender and address gender inequality issues in ASEAN Inter-Parliamentary Assembly (AIPA), Asia-Pacific Parliamentary Forum (APPF), Inter-Parliamentary Union (IPU), and other parliamentary fora.

The information in this gender statistic report can be used as preliminary information for the National Assembly and other

stakeholders to induce further consideration and studies to illustrate gender statistics in all sectors. Also, it can be used as an evidence base to respond to gender inequality in society. More importantly, this report contributes to women as agents for change to alleviate poverty and accelerate inclusive growth to achieving Sustainable Development Goals in Cambodia.

Phnom Penh

Second Vice President of the National Assembly

Hon. Kittisanghakbindit Khuon Sudary

Preface



The National Assembly, through the 8th Commission and the Cambodian Women Parliamentary Caucus (CWPC), under the leadership of **Hon. Kittisangahakbindit Khuon Sudary**, the Second Vice president of the National Assembly, has been striving to promote women's participation in politics and decision-making.

Those actions have been reflected via a parliamentary role in making law, oversight, and people representation and advocacy both at national and international frameworks. In particular, CWPC has nominated country ambassador to join Women Political Leaders platform to promote girls' participation in politics and decision-making through #girl2leader campaign. This campaign aims at encouraging and inspiring young girl to have a dream of becoming a leader.

The gender statistical product on “the Challenges of Women in leadership: Key Findings from Gender Statistics Analysis” is the study that contributed to the mandate of the 8th Commission in the effort to eliminate gender inequality, promote social welfare and empower women and girls in all aspects. It is illustrating statistical evidence of women's participation in the leadership position, access to education, participation in the workforce, health and reproductive health condition, and gender-based violence. These indicators tend to show the relation of women's leadership and the causes of their lacking opportunity in political and civil participation and decision-making.

This document's production also consistently contributes to the government and Cambodian parliament's effort to achieve goal 5 and other Cambodia Sustainable Development Goals (CSDGs) 2015-2030.

Taking this opportunity, I would like to express my sincere gratitude to MoWA, and NIS for their enormous support in providing all the relevant and recent statistics to produce this report. My special thanks go to H.E. Hang Lina, delegate of the Royal Government of Cambodia in-charge of Director General of NIS, Ministry of Planning, and her senior officers for spending extra time to review this report. My sincere thank also go to Statistics Sweden and International Training Programme for their technical support to make this product feasible. Last but not least, my heartfelt thanks go to Gender Statistics Working Group led by Ms. Mith Charlinda, SGNA, Ms. Meach Sotheary, MoWA, Mr. Khiev Khemarin and Ms. Lakhena Chan, NIS, Ms. Sovann Rotvatey, GADC, and Mr. Soun Soveasna, CWCC, for their effortless in producing this document.

I firmly believe that this report could be beneficial in work to promote gender equality and women empowerment in all sectors, enabling the environment for women to participate better in politics, societal, and economic activities.

Phnom Penh

Chairwoman of the 8th Commission of the National Assembly

Hon. Lork Kheng

More women's participation in leadership can change the negative mindset on gender role and women's status in society.

Hon. Kittisanghakbindit Khuon Sudary

List of Acronym

The 8 th Commission	the Commission on Public Health, Social work, Veterans, Youth, Rehabilitation, Labour, Vocational Training and Women’s Affairs
CDHS	Cambodian demographic health survey
CNCW	Cambodian National Council on Women
CGA	Cambodian gender assessment
CSSES	Cambodian social-economic survey
CWCC	Cambodian Women Crisis Center
GADC	Gender and Development for Cambodia
GMAGs	Gender Mainstreaming Action Groups
GMAPs	Gender Mainstreaming Action Plans
MoI	Ministry of Interior
MoCS	Ministry of Civil Service
MoEYS	Ministry of Education, Youth, and Sport
MoLVT	Ministry of Labour and Vocational Training
MoWA	Ministry of Women’s Affairs
N.A.	National Assembly
NIS	National Institute of Statistics
NSDP	National Strategic Development Plan
RGC	Royal Government of Cambodia
SGNA	Secretariat general of the National Assembly
TWGG	Technical Working Group on Gender
TWGG-WLG	Technical Working Group on Gender-Women Leadership and Governance
UNDP	United Nation Development Program
UNFPA	United National on Population Funds
UN Women	United Nation on Women
WHO	World Health Organization

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I. Introduction

This report's objective is to compile the current gender statistics information, which shed light on the root causes of low women representation in leadership. This gender statistic has brought in some indicators such as education, labour force participation, health, and violence against women, which have a significant impact on leadership in general. Also, it helps promote common ground and sharing opinions on women leadership among duty bearers, policymakers, and public, and advocacy, which enables more cooperative works toward gender equality in leadership.

Why women in leadership matter? Based on the research from Deloitte review, published in 2018, has shown that women's participation in leadership can boost the productivity of the organization and receive a positive result. Furthermore, having women in leadership has changed and promoted economic growth and political development. It was observed that more women are becoming entrepreneurs/ members of the board of directors in big corporations and the digital economy. If we look into social welfare, women's participation in leadership can manage better in response to emerging issues. In terms of responding to the Covid-19 pandemic, women leaders, including German Chancellor, New Zealand Prime Minister, Finland Prime Minister, Taiwan President, can do better than some of the developed countries in Europe, Americas, Asia, and the Pacific.ⁱ

Women account for almost half of the world population,ⁱⁱ however, women's representation in politics is quite low compare to menⁱⁱⁱ. According to World Economic Forum, Women parliamentarians worldwide are around 25 percent, and only 21 percent of ministerial positions are women. In terms of economic participation, 55 percent of women (aged 15-64); on the contrary, 78 percent of men are in the labor force.^{iv} In Cambodia, Women account for almost 52 percent of

the total population, but women representation in leadership and decision-making is quite low comparing to male counterparts.

Why Gender Statistics matter? It is the statistics that describe changes in society from a gender equality perspective. The statistics show the condition of women, men, girls, and boys in many areas.^v Therefore, the respective organization could pinpoint on the loopholes and develop a sound mechanism in tackling such issues better.

This gender statistics report will illustrate the current statistics of women and men in politics, public positions, and the private sector. Furthermore, it will draw the statistics of each indicator and how they are related to women representation in leadership and managerial positions. Last but not least, the report also includes some of the critical laws and policies in enhancing women's participation in leadership; and some possible actions for further consideration.

In this report, the explanation will include two types of statistical analysis: percentage distribution and sex distribution. Positions. By using particular indicators, percentage distribution is calculated to find the distribution among the components part that makes up to a total of women and a total of men. Meanwhile, sex distribution is calculated to find the percentage of women and men in the same category and makeup to a total of 100 percent.

It is further noting that the statistics in this report are retrieved from the census, national surveys, and administrative data from the Ministry of Women's Affairs, and the Ministry of Planning.

II. Key findings

- Within two decades, women's representation at the National Assembly has increased significantly from 6 percent to 21 percent, while female senators remained stagnant at 16 percent.
- Women make up about 16 percent of the government senior position from Under Secretary of State to Deputy Prime Minister (as of February 2020).
- Women's participation in the judiciary is relatively low within seven years of service (2013-2020). Women constitute only 15 percent of judges, 14 percent of prosecutors, 22 percent of lawyers, and 12 percent of the notary public (as of February 2020).
- Women served as the senior officer is relatively lower than men both at national and sub-national levels. Meanwhile, the majority of women served as deputy heads of office.
- Women make up only 4 percent of governor positions.
- The share of women and men in labour force and in the working-age population is almost the same.
- The number of women enrolled and graduated is lower than in men. Interestingly, the higher education, the smaller women's participation compared to men.
- Among the age group of 30-65, women tend to experience illness/injury more than men.
- Women tend to marry earlier than men. Also, there are some women married at an age below 18.
- Violence against women is still a pervasive issue in the country. Women aged between 15-64 in Cambodia have shown that 30 percent have experienced violence in physical, sexual, psychological, and economic forms.

III. The status of women in politics and decision-making level

Cambodia has made significant milestones from its first legislative to its sixth legislation. According to the Global Gender Gap Report 2020 issued by World Economic Forum, Cambodia is ranked 89th among the 153 countries in 2019.^{vi} Addressing gender inequality in the country has turned out positive results, as Cambodia was ranked 108th in the last six years.^{vii} However, women participating in political empowerment is ranked 119 of 153 countries, which requires all the competence ministries and partners to work hand in hand to improve the status of women in politics.^{viii}

1. Women in the legislative body

Cambodian parliament has adopted the bicameral legislative system, comprising of the Senate

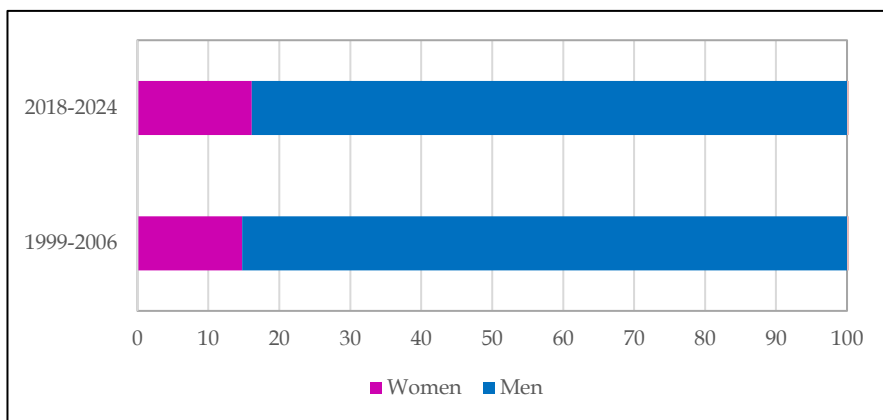
and the National Assembly. The National Assembly is an elected body with a five-year term, while the Senate has a six-year term. According to Cambodian Constitution, the National Assembly shall comprise of at least 120 members.^{ix} All members of the National Assembly represent all Cambodian citizens, not only limited to their constituencies.^x The number of senators shall be half of the size^{xi} of the National Assembly, including two senators nominated by the king and two senators selected by the National Assembly.^{xii}

Cambodia has endorsed decentralization and deconcentration policy, which delegates the power to the sub-national level. The Commune/Sangkat councils/sub-national level is elected by the citizens at non-universal elections every five years.^{xiii} Thus, the senators have the same mandate to the Members of the National Assembly in representing the people of Cambodia, making law, and oversight.

1.1. Women in the Senate

In this 4th legislature (2018-2024), the total number of the senators is 62, including ten women senators.^{xiv} Figure 1 shows that the number of women senators has only increased one percent during the two decades. At the first mandate (1999-2006^{xv}), women were accounted for 15 percent, and the fourth mandate (2018-2024) is 16 percent. It shows that women's situation in the Senate remains unchanged, which is essential to revisit existing policy frameworks and or mechanisms on how to promote and encourage more women to join the Senate in the upcoming election.

Figure 1: percentage of women and men senators in 1999-2006 and 2018-2024



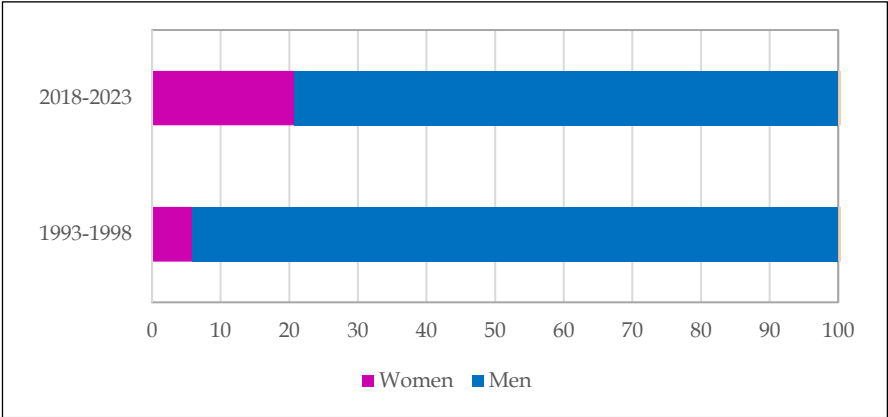
Source: MoWA, *Reproduce the datasheet of Women's Statistics in Civil Service, Political and Judiciary Sector, 2020*

1.2. Women in the National Assembly

In this 6th legislature, the National Assembly comprises of 125 members, of which 26 are female.^{xvi} The situation of female members of the National Assembly is presented in sex disaggregation data, as shown in figure 2 below. The percentage of female members is ascending remarkably from nearly 6 percent in

the first mandate to 21 percent in the sixth mandate. It is interesting to note that more women hold senior positions within the National Assembly compared to the first mandate. For instance, there is one woman as a deputy speaker, two women as chairperson, and four women are Vice-chairpersons of the parliamentary commissions.^{xvii}

Figure 2: percentage of women and men members of the National Assembly in 1993-1998 and 2018-2023



Source: MoWA, *Reproduce the datasheet of Women’s Statistics in Civil Service, Political and Judiciary Sector, February 2020*

2. Statistics of women and men in the executive body

Women's representatives at the high level of the government remain low in 2019. Table 1 reflects the statistics of women and men that carry out the positions from Under Secretary of State to Deputy Prime Ministers. Under Secretary of State stood at the highest percentage comparing to other positions. There is 55 percent among women, and there is 52 percent among men in that rank. Secretary of State is the second-highest position; there is 42 percent among women and 41 percent among men. However, if comparing women and men in the same position, it can be seen as a big gap. Each position comprises less than 20 percent of women and no woman serving as Senior Minister yet.

Table 1: Women and Men's Representatives in the high level of government, 2018. Percentage distribution, sex distribution, and total numbers

Position	Percentage distribution		Sex distribution	
	Women	Men	Women	Men
Deputy Prime Minister	1	1	10	90
Senior Minister	0	3	0	100
Minister	2	4	10	90
Secretary of State	42	41	16	84
Under Secretary of State	55	52	17	83
Total, percentage	100	100	16	84
Total, Number	127	668		

Source: MoWA, Reproduce the datasheet of Women's Statistics in Civil Service, Political and Judiciary Sector, 2020

3. Women in judiciary

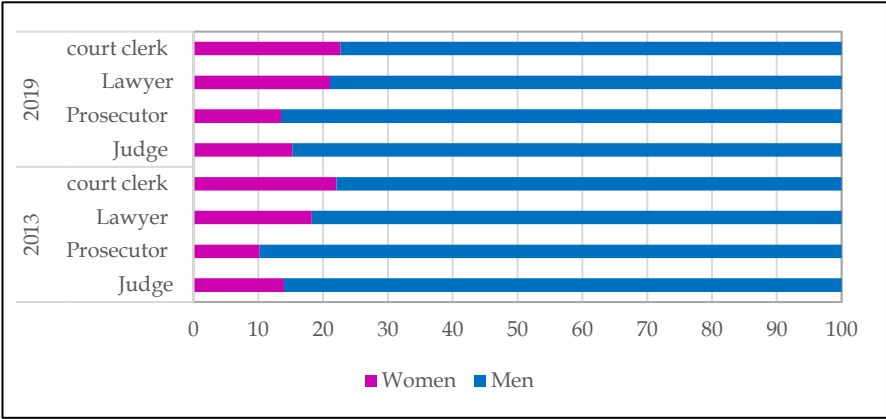
There are three levels of courts in Cambodia, namely, the court of the first instance, the appellate court, and the supreme court. Cambodia has another special court called, Extraordinary Chambers in the Courts of Cambodia (ECCC), this court has the jurisdiction over the cases of genocide, occurred during the Khmer Rouge regime.^{xviii}

This chapter shows the data on judges, prosecutors, and court clerks from the courts above and lawyers, recorded at the Bar Association of Cambodia. Additionally, the position of the bailiff is officially recorded in 2016. Thus, it is worth mentioning separately here. The total number of bailiffs since the first recorded to 2019 remains the same: 27, comprising two women.^{xix} Likewise, the total numbers of the notary public are 66 and comprise eight women, which is equal to 12 percent.

Figure 3 below has shown the situation of women in the judiciary within seven years of service. Throughout all the four professions,

there are fewer women than men. Women judges were at 14 percent in 2013 and increased by only 15 percent in 2019. Meanwhile, women prosecutors were around 10 percent in 2013 and rose to 14 percent in 2019. The percentage of women lawyers was interestingly ascending from 18 percent in 2013 to 21 percent in 2019. However, the lawyers' total numbers were topped almost double from 866 to 2, 050 in 2013, and 2019. Compared to the profession above, court clerks have the most women participation, which comprises 22 percent of women in 2013 and 23 percent in 2019. It could be concluded that women's involvement in judiciary function is relatively low within these 7 years of service, which shall consider for further study. It could be a study on people's perception of legal professions, or the study on how women and men have been recruited to such occupations.

Figure 3: Comparison of women and men in the judiciary in 2013 and in 2019. Sex distribution, in percent



Source: MoWA, Reproduce the datasheet of Women's Statistics in Civil Service, Political and Judiciary Sector, 2020 and the website of the Bar Association of Cambodia

4. Women in public service

The data below shows the statistics of women and men officers working for the executive body. All the officers working for all the

three legislative branches such as Constitutional Council, the Senate and the National Assembly, are not counted in the collection below.

4.1. Women and men in managerial positions at central and provincial levels

Table 2 presents women and men in the positions from vice-chief of office to General Directors at the central level. The data has revealed that women's participation in managerial positions in the central government remains low compared to men in the same rank in 2019. Women holding the positions of General Director is 10 percent, and Deputy General Director is less than 14 percent of the workforce. Remarkably, the position of General Inspector has 10 percent of women, while the Deputy General Inspector consisted of 18 percent women. It is a similar situation for women among the inspector/director positions, which 11 percent of women is inspector/director, and 21 percent is deputy director, and 30 percent is deputy inspector. Meanwhile, women served as chief of office accounted for 23 percent while 32 percent served as deputy chief. Such data has revealed that women tend to hold deputy position than general director/ inspector/director/chief. It is interesting to note further that the majority of women served as deputy chief, which 54 percent of all women is in this position. In total, there is still a big gap between men and women in the central government managerial level, in which only 25 percent of all the officers at this level are women.

Table 2: Women and men in management positions at the central level, 2019. Percentage distribution, sex distribution, and total numbers

Position	Percentage distribution		Sex distribution	
	Women	Men	Women	Men
General Director	0.5	1.6	10	90
Deputy General Director	2.7	5.5	14	86

General Inspector	0.0	0.1	10	90
Deputy Inspector	0.4	0.7	18	83
Inspector	0.3	0.7	11	89
Deputy Inspector	0.2	0.1	30	70
Director of Department	2.8	7.3	11	89
Deputy Director of Department	18.9	23.3	21	79
Chief Office	20.0	21.9	23	77
Vice-chief office	54.2	38.8	32	68
Total, Percentage	100	100	25	75
Total, number	4,842	14,567		

Source: MoCS, The 2019 Statistics of civil servant rank from office manager of municipality/district/Khan to General Director and equivalent position, January 2020

Table 3 below explains the situation of women and men at the provincial level under the supervision of the central government. The status of women at the sub-national level is not so much different from the central one. If we look into the category of sex distribution, the Provincial Director's position consisted of 9 percent women and 91 percent men, Deputy Heads consists of 19 percent women, and 81 percent men, and Provincial Head office has 21 percent women and 79 percent men. On the other side, if we look into percentage distribution, 2 percent of women and 5 percent of men share the Administrative/provincial Director position. Likewise, 19 percent of women and 23 percent of men hold the position of Provincial Head office, while 47 percent of women and 29 percent of men serve as deputy head of the office. Overall, women holding positions at the sub-national level accounted for about 25 percent.

Table 3: Representatives in management positions at the provincial level, 2019. Percentage distribution, sex distribution, and total numbers

Position	Percentage distribution		Sex distribution	
	Women	Men	Women	Men
Administrative/Provincial Director	2	5	9	91
Administration/Provincial Deputy Director	9	12	19	81
Provincial Head office	19	23	21	79
Provincial Deputy Head office	47	29	34	66
Municipal/District/Khan Head office	11	17	18	82
Municipal/District/Khan Deputy Head office	13	13	25	75
Total, Percentage	100	100	25	75
Total, number	3,393	10,300		

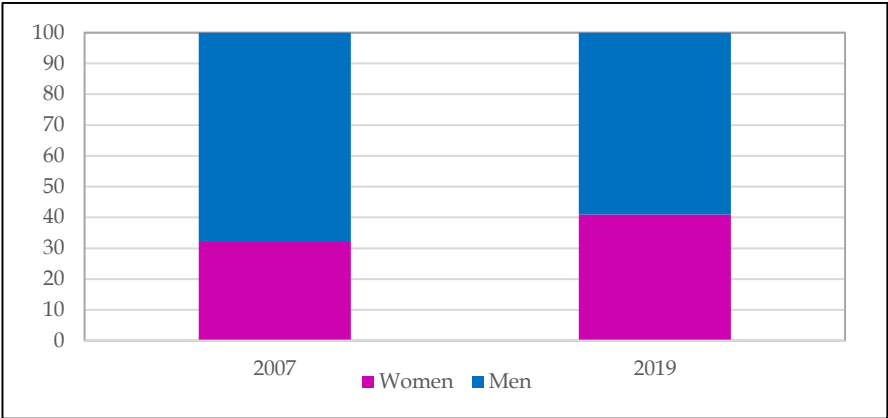
Source: MoCS, The 2019 Statistics of civil servant rank from office manager of municipality/district/Khan to General Director and equivalent position, January 2020

4.2. Women and men civil servant

Having seen the small proportion of women in politics and government higher level, the RGC through MoCS has issued a guideline to provide quota for women to participate in the service. The guideline is to include 20 percent to 50 percent of women in the annual recruitment of the public institutions.

The graph below shows the changes in women and men serving as civil servants in 2007 and 2018. Even though the numbers of male civil servants are still higher, more women civil servants have been recruited, increasing from 32 percent (57,114 officers) to 41 percent (89,532 officers) from 2007 to 2018.

Figure 4: Civil servants in 2007 and 2019. Sex distribution. In percent



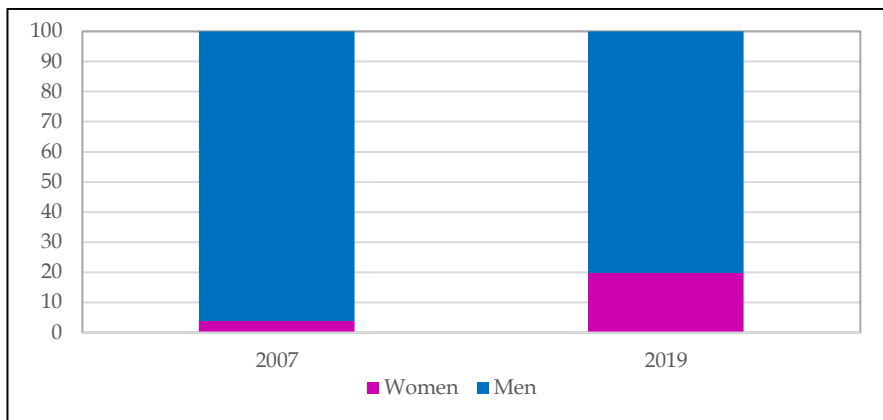
Source: MoCS, *The 2019 Statistics of the civil servant in ministries and public institutions, January 2020*

5. Women and men in sub-national level

5.1. Women and men in Capital, Provincial, Municipality, District/Khan governors

A board of governors is to be established in all subnational administrations. Regarding Capital, Provincial, Municipality, District/Khan governors, women made up only 4 percent (1 woman) of Provincial Governor Position in 2019, and the position as Municipality/District/Khan governor represents only 3 percent (6 women). The figure was higher for lower positions. In total, the percentage of women representation in Capital, Provincial, Municipality, District/Khan governors increased from 4 percent in 2007 to 20 percent in 2019, comparing to men.

Figure5: Governors in Capital, Provincial, Municipality, District/Khan, 2007 and 2019. Sex distribution

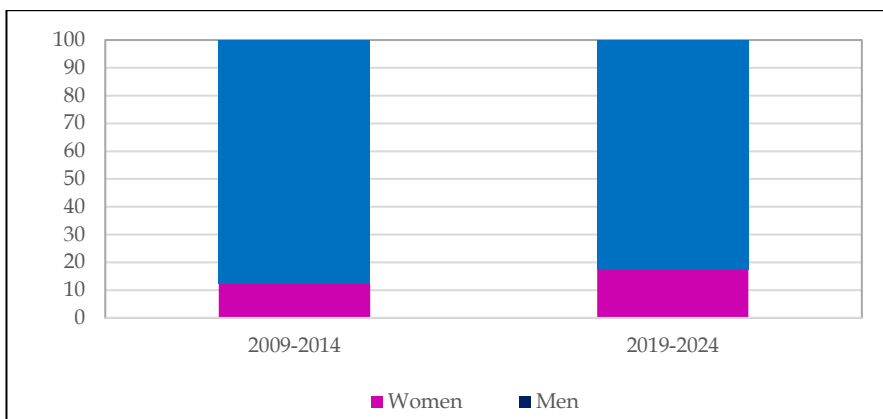


Source: Reproduce the datasheet of MoWA Women in Decision Making, Politics and Civil Service, February 2020

5.2. Women and men in Capital, Provincial, Municipality, District/Khan councils

Capital, Provincial, Municipality, district/ Khan councils have a five-year mandate, which will end when the new council takes office. Councilors shall be elected by indirect, free, and fair election through secret balloting.^{xx} Figure 6 below shows the distribution of women and men in the capital, provincial, municipality, and district/Khan councils during two election periods, 2009-2014 and 2019-2024. The representation of women slightly increased from 12 percent to 17 percent.

Figure6: Women and men in Capital, Provincial, Municipality, District/Khan Councils, 2009-2014 and 2019-2024. Sex distribution



Source: Reproduce the datasheet of MoWA Women in Decision Making, Politics and Civil Service, February 2018

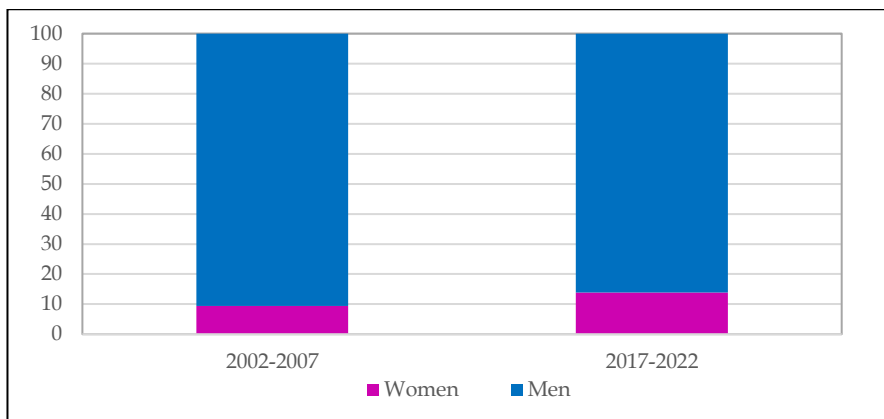
5.3. Women and men in Commune/Sangkat Council

Commune/Sangkat council election will elect every five-year and elected on the same day in all commune, in Cambodia, there are 1,646 communes. The actual date of council elections shall be determined by the Prime Minister based on the request of the Minister of the Ministry of Interior. Each Commune/Sangkat need to have a council that elected by the vote of the citizen through the general election (universal election) in these Commune/Sangkat^{xxi}. The 2017 Commune/Sangkat Council election results showed an increase in women in Commune/Sangkat Chief, from 3 percent in 2002 to 8 percent in 2017); and First Deputy Chief increased from 4 percent in 2002 to 16 percent in 2017. Figure 7 depicts the increase of women in the commune/Sangkat council from 9 percent to 14 percent in 2002-2007 and 2017-2022. It represents a significant achievement in that more women are being recognized for their leadership roles and positions at the sub-national level.

Public attitudes regarding women’s representation appear to be shifting positively, particularly in terms of local governance positions. A study in 2014 revealed that 85 percent of respondents believed women should be just as active as men on commune

councils^{xxii} and a forthcoming study in 2018 on Public Perception of Women as Leaders at Sub-national Level found that 94.5 percent of the respondents supported women as leaders in politics.^{xxiii}

Figure7: Women and men in Commune/Sangkat Councils, 2002-2007 and 2017-2022. Sex distribution



Source: Reproduce the datasheet of MoWA Women in Decision Making, Politics and Civil Service, February 2018

6. Statistics of women participation in the economy

According to the Cambodia Inter-Censal Economic Survey, there are three main types of enterprises: large, small and medium enterprises (SME) and micro-enterprises. Those enterprises also included non-governmental organizations and foreign-owned enterprise; the total counted enterprises are 513,759. Women and men who represent every single enterprise are recorded as the head or the owner of that respective enterprise. This Cambodia Inter-Censal Economic Survey has recorded that of all the enterprises, the micro type stands at the highest number, 501,612, followed by SMEs 11, 259, and large enterprises 889.

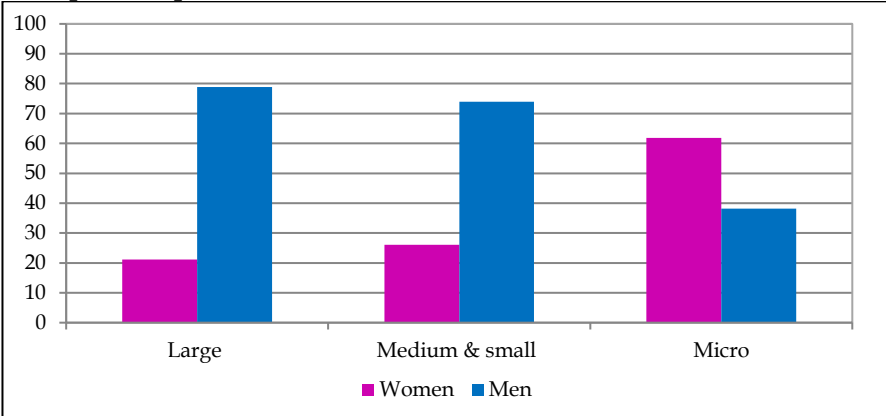
Figure 8 below shows that women's representation in micro-business is the highest rate compared to large and SMEs, where women and men represent 62 percent represent 38 percent.

Meanwhile, large enterprises and SME have women's representatives around 21 and 26 percent only. It can be explained that a large number of women are attached to micro-business, which received less turn over comparing to those in SME and large ones.

As reported by Cambodian Gender Assessment 2014-2018, due to the trend of globalization, women have confronted the inevitable changes in technology. It is essential to build the capacity of women in education and technology, to improve the situation of women in the economy.

Globalization and technological change are deemed unstoppable and in the fastest trend within the business arena, impacting everyone.^{xxiv} This phenomenon could pull women back from operating the businesses and or participation in general. Thus, information of such tremendous change should be reflected in the gender statistics to give a better picture for law/policymakers to take action toward advancing and promoting more women in the digital economy.

Figure 8: Establishment of enterprises by sex and size of the enterprise in percent



Source: NIS, Cambodia Inter-Censal Economic Survey 2014

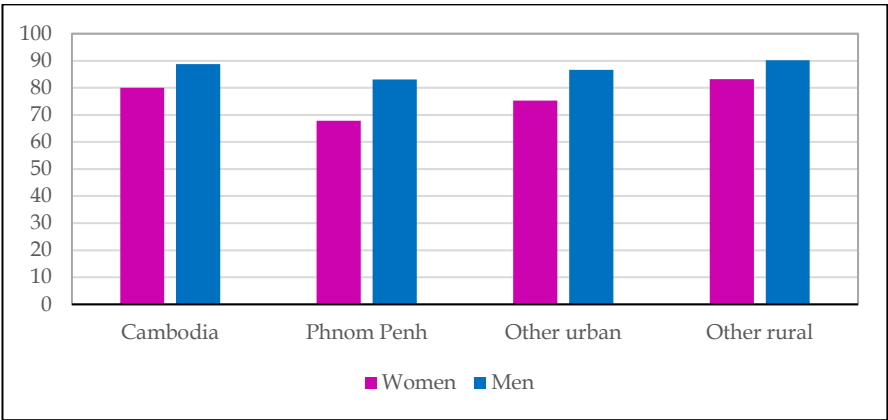
7. Women and men in labour force

The number of women in labour force would impact the number of women in top positions. According to Cambodia Socio-Economic Survey 2017, the total working-age population is around 10,416,042 people. Women and men share 51 percent and 49 percent of the total working-age population. The share of women in labour force or employment is slightly lower than men, which women share at 49 percent.

The graphs and the table below will show the data of women and men in labour force based on geographical domain, age group, and occupation.

Figure 9 below has explained the percentage of women's participation in labour force is lower than men in all geographical domains. Women and men share the highest rate of labour participation in rural areas, 83 percent for women, and 90 percent for men. In Phnom Penh, the capital city, women share only 68 percent, and men share 83 percent of the labour force.

Figure 9: Labour force participation rate (aged 15-64) by sex and region in 2017. In percent

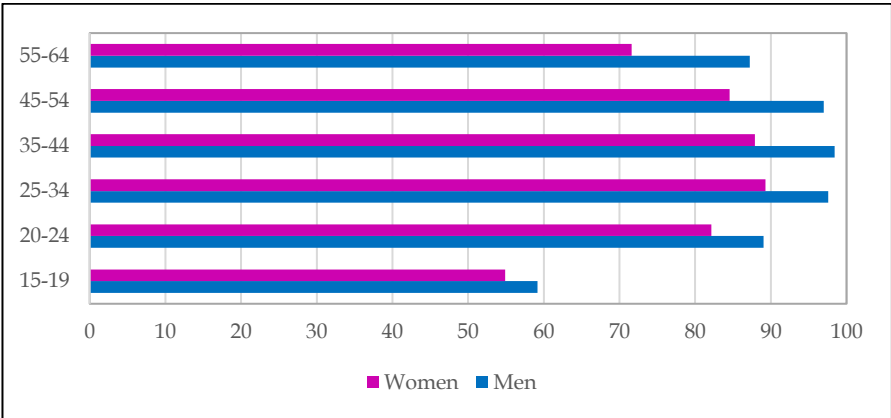


Source: NIS, Cambodia Socio-Economic Survey 2017

Figure 10 illustrates the labour force participation rate for different age groups. Women and men aged 15-19 share almost the same rate. Among all, age groups from 25-34, 35-44, and 45-54 share almost the same rate and stand at the highest labour force participation. However, women share a lower rate than men in all these three age groups, which women share from 85 percent to 89 percent, and men share almost the entire rate of labour force participation. It is interesting to note that the highest participation rate of the age group is 25-34 years of age, which is 89 percent for women and 98 percent for men. Last but not least, the age group of women and men 55-64 has 72 percent of women and men 87 percent in labour force.

It can be concluded that women tend to participate less in the labor force in all age groups than men.

Figure 10: Labour force participation rate by age group and sex 2017. In percent



Source: NIS, Cambodia Socio-Economic Survey 2017

Table 4 below explains the rate of women and men in different occupations. Among all the professions listed, the skilled in agriculture, forestry, and fishery share the highest rate, which is 32 percent among all women's occupations and 29 percent among all

men's occupations. It can be compared further that women still share a higher rate than men in this occupation, of which 52 percent are women, and 48 percent are men. Meanwhile, service and sale workers still absorb more women than men, in which women share 64 percent and men only 36 percent, and this occupation is the second-highest among all. However, the rate of women has only 25 percent, while men's rate shares up to 75 percent of this occupation. Similarly, very few women participate in armed forces and as machine operators, in which the percentage of women is less than 7 percent, and men share more than 90 percent of the occupation.

Table 4: Employed population by occupation in 2017. Percentage distribution, sex distribution, and total numbers

Occupation	Percentage distribution		Sex distribution	
	Women	Men	Women	Men
Armed forces occupation	0.1	1.7	4	96
Manager	0.4	1.1	25	75
Professional	3.6	3.3	51	49
Technicians and associate professional	1.1	1.8	36	64
Clerical support worker	4.1	5.5	41	59
Service and sales worker	23.5	12.6	64	36
Skilled agricultural, forestry and fishery worker	32.5	28.5	52	48
Craft and related worker	23.1	24.8	47	53
Plant and machine operators and assembler	0.5	7.6	6	94
Elementary occupation	11.1	13.1	45	55
Total percentage	100	100		
Total number (in thousand)	4,283	4,483		

Source: NIS, Cambodia Socio-Economic Survey 2017

It can be understood that women and men still have different perceptions or are viewed differently in particular professions or jobs. In other words, women and men face a different environment

in pursuing their careers. The next chapter will explore women's and men's participation in education, which is deemed the foundation for all people in achieving better career opportunities.

IV. Education

Education is the way or means of accessing many opportunities for all, regardless of gender, race or age. Accessing higher education can also change a person's negative mindset and seize more opportunities for self-development. In the report of Cambodia Socio-Economic Survey 2017, the statistics clearly showed the gender gap in education and the reasons for not attending school as well as the percentage of educational attainment based on geographic areas. Similarly, 2019 Annual Report of MoEY, has shown that the number of women graduates is much lower than that of men in higher education.

1. Data on education from Cambodia Socio-Economic Survey 2017

Table 5 below shows the percentage of women who did not complete primary education was higher than men, about 39 percent of women and about 32 percent of men. However, the share similarly, the rate of women receiving education has been lower than that of men in almost all levels of education from primary to senior levels of education.

Table 5. Persons aged 25 years and above by educational attainment and sex, 2017. In Percent

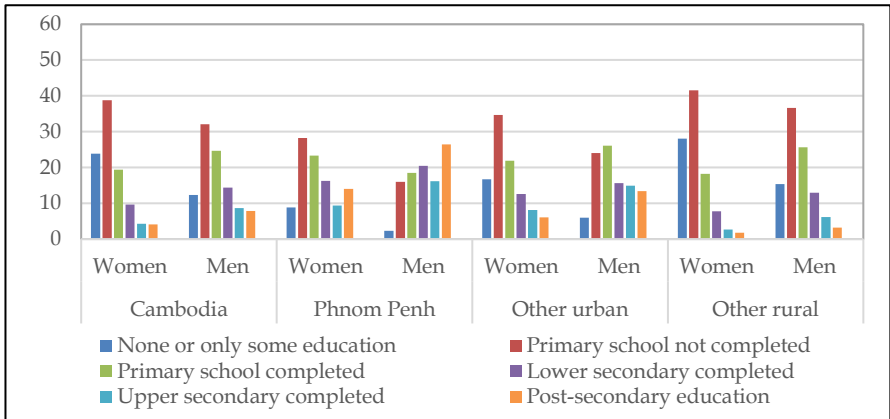
Educational attainment	Women	Men
None or only some education	23.8	12.3
Primary school not completed	38.7	32.1
Primary school completed	19.4	24.7
Lower secondary completed	9.6	14.4
Upper secondary completed	4.3	8.7

Post-secondary education	4.1	7.8
Other	0.0	0.0
Total	100	100

Source: NIS, Cambodia Socio-Economic Survey 2017

The next graph shows the percentage of all women and men by educational attainment and geographic domain. There were large differences in educational attainment between sex and geographical domains in Cambodia. The share of women who have None or only some education and in-completed Primary school was higher than the share of men in all areas. The percent of the population which had attained in lower secondary completed to higher education was higher in Phnom Penh then other urban and other rural areas, but the share of women was lower than men in all areas.

Figure 11. Persons aged 25 years and above by educational attainment, sex and geographical domain, 2017. In Percent

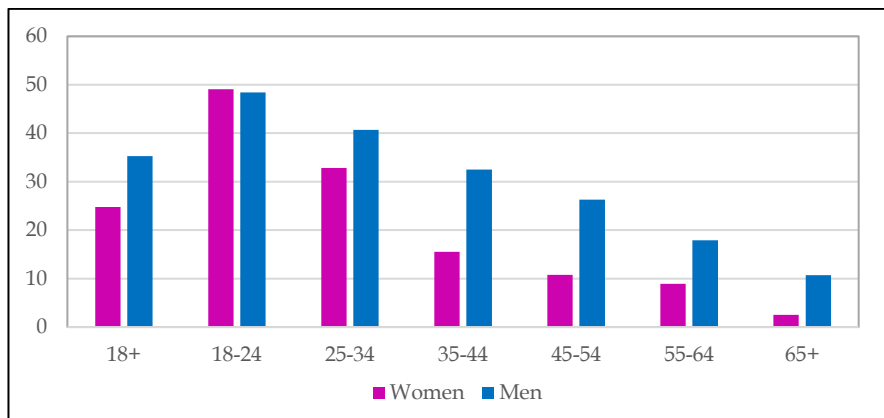


Source: NIS, Cambodia Socio-Economic Survey 2017

Figure 12 shows that Secondary completion rates were lower among all age groups of women than men, except the age group of 18 to 24 years old, women and men completed secondary school is almost the same. It could be viewed that the education system has made it more accessible to women compared to the past which the

age group of 35-44 and age group of 45-54, women completed secondary far fewer than men.

Figure 12. Persons aged 18 years and above with at least completed lower secondary school by age group and sex, 2017. In Percent.



Source: NIS, Cambodia Socio-Economic Survey 2017

Table 6 illustrates the rate of person age 6 years and above who never attended school by age group and sex. The rate of women who never attended school was higher in almost all ages compared to men except in age group 15-24 where the rate for men was slightly higher than for women. In the oldest ages (65 years and above), the rate of the women was much higher than men, about 57 percent of women and 18 percent of men have never attended school.

Table 6. Persons who never attended school by age group and sex, 2017. In Percent.

Age group	Women	Men
6+	15.2	8.1
6-14	4.8	3.4
15-24	2.9	3.6
25-34	11.0	8.8
35-44	21.0	12.8

45-54	24.1	14.5
55-64	31.2	13.8
65+	57.2	18.0

Source: NIS, Cambodia Socio-Economic Survey 2017

The Constitution of the Kingdom of Cambodia 1993, Article 68 and the Education Law of 2007, Article 31 recognizes that access to a nine-year primary education is the rights of every boy and girl. Cambodia is a signatory to the Convention on the Elimination of All Forms of Discrimination Against Women. Cambodia is committed to eliminating discrimination against girls and women in education in accordance with Article 10 in this Convention.

In accordance to the law, parents have to send their children to school when they reach the age of 6. To Complete lower secondary school is mandatory. Table 7 shows the reasons for not attending school among the population under 18 years of age. The most common reason for not attending school for both men and women was family economic issues and helping families do chores. However, the reason for not attending due to the difficulty of learning is less among women.

Table 7. Reasons for not attending school among persons aged 6-17 years who are not attending school by sex, 2017. In Percent.

Reasons for not attending school	Women	Men
Don't want to	10.8	13.3
Did not do well in school	5.4	13.5
No suitable school available/school is too far - No teacher/Supplies	1.3	0.5
High cost of schooling	0	0
Must contribute to household income	36.6	36.6
Must help with household chores	18.8	14.5
Too poor	8.7	6.1

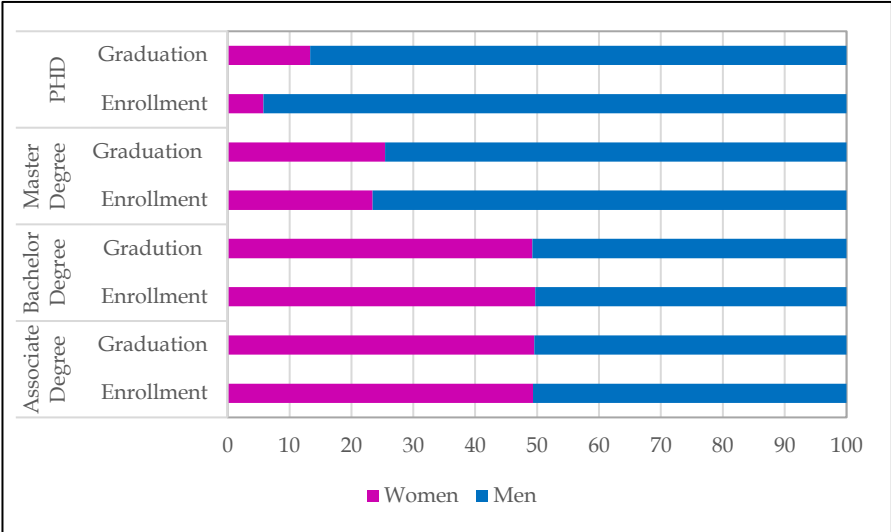
Due to disability - Due to long term illness (over 3 months)	5.0	4.1
Too young	12.1	10.9
Other	1.3	0.5
Total	100	100

Source: NIS, Cambodia Socio-Economic Survey, 2017

2. Data on Education from 2019 Annual Report of MoEY

According to 2019 Annual Report of MoEY has explained further that women and men in Associate Degree and Bachelor's Degree tend to have almost equal share both at the stage of enrolment and graduation. However, women are less likely to pursue Master Degree or PHD degree, which the number of enrolment and graduation of women are far lower than men. There is 23 percent of women and 77 percent of men in Master course enrolment. Subsequently, there is 25 percent of women and 75 percent of men graduate. Likewise, 6 percent of women and 94 percent of men enroll for PHD course, whilst 13 percent of women and 87 percent of men graduate. Therefore, it can be viewed that if women have the opportunity to pursue higher education, they can reach almost the same level of education as men do.

Figure 13: number of women and men enrolment and graduation from Associate Degree to PHD, 2018. In percent



Source: MoEY, 2019 Education Congress, the education, youth, and sports performance in the academic year 2017-2018, published in 2019

In line with the global trend, MoEY has introduced ICT policy framework into the education system.^{xv} Doing such could help to increase efficiency, provide sufficient information for leadership decisions based on evidence. It also helps to advance teaching and learning for all teachers and students, particularly on STEAM (Science, Technology, Engineering, Arts and Math). Such mechanism includes:

1. adopt new management and administrative processes to modernize practices and increase the efficiency, transparency and effectiveness of education sector governance and performance monitoring.
2. Integrate ICT as a teaching, learning, and knowledge sharing tool across the education sector to equip students with ICT knowledge and skills to transition to the 21st century world of work.

V. Health

Education is deemed as the most important element for women to pursue higher positions and able to participate in politics, but it is worth exploring women health too. Having witnessed the under-representation of women in leadership roles in various institutions and structures, as demonstrated earlier in the report, prompts discussion on the causal-effect of such phenomena.

While there are many factors contributing both directly and indirectly to women's likelihood to claim leadership positions, health issues are one of the contributing factors entangled with the opportunity for women and girls to reach their potential and the threat of safety well-being as a whole. Health issues, especially sexual and reproductive health among young women and girls, have been positively correlated with level and opportunity for higher education. For instance, studies have shown that young marriage and teenage pregnancy can jeopardize their opportunity for higher education, hence the likelihood of competing fairly with their male counterparts for the leadership position.^{xxvi xxvii xxviii}

In this chapter, the health condition of women will be explored and discussed to understand better the condition with which women and girls could have or are encountering. It contributes to the illustration of how women's health status may have thwarted or served as a great barrier for them to reach their potential to be leaders. The state of Cambodian women and girls' health raised in this chapter will cover their likelihood of injury and illness in general and further focus on marital status and companionship health-related which mostly contribute to women's and girls' opportunity well-being later in life. The issue of intimate partner violence and domestic violence, which has a massive effect on women's life will also be included later in the next chapter.

1. Illness and injury

According to the Cambodia Socio-Economic Survey 2017, 15 percent of all persons have experienced illness/injury in the last 30 days. Simultaneously, the sex-segregation data has informed that 17 percent among all women and 12 percent among all men encountered illness/injury. While the current data point significant differences among the two gender groups of the illness and injury condition, it is vital to notice that the difference percentage point of the two genders is most dramatic among the 30 years-old upward age group (30-60+ years old). Overall, women in all age groups tend to experience illness/injury more than men at all age groups.^{xxix}

2. Marital status and young marriage/companionship

Women companionship and marital bond (imply the sexual intercourse in the relationship) are not limited to, but become one of the social determinants of their health status due to domestic violence, intimate partner violence, sexual violence, and maternal health issues, and so on. Child marriage can yield a fatal effect on child and adolescent health.^{xxx} Child marriage can increase the risk of sexually transmitted diseases, cervical cancer, death during childbirth, and obstetric fistulas, while girls' offspring can also be at risk for pre-mature birth and death as neonates, infants, or children.^{xxxi} Thus, it is inevitable to explore the local discourse of young marriage and marital status among Cambodian women to understand better their health conditions and well-being, hence their likelihood of a leadership role.

Marriage provision of the Kingdom of Cambodia has made it illegal to grant marriage certificates to those under the age of 18 for both men and women unless with parental/guardian consent or emancipation. Even so, the minor need to be at least 17 years of age.^{xxxii} However, underage marriage is not that uncommon in Cambodian society. As indicated in Table 8 below, 6.6 percent of all women aged between 45-49 years old have first entered marital

status at the age of 15 while only 0.6 percent of men in the same age group first entered married life. The gender-based variance of such minor marriage is also true in a more current context to evince by 1.4 percent of 15-19 years old, and 1.9 percent of 20-24 years old age group among female respondents claim first married at the age of 15 while none has been found among the male counterpart. This has shown the early marriage and the likelihood among Cambodian women to engage in early age or pre-mature sexual intercourse while also being at risk of becoming young mothers. UNICEF claims that child marriage often positively correlates with the early pregnancy, social isolation, and school interruption and increases the likelihood of them being domestic violence victims. It is also true that these will further limit girls' and women's opportunities in general^{xxxiii}

Table 8: Percentage of women and men age 15-49 who were first married by specific exact age group, 2014.

Current age	Percentage first married by exact age:			
	15	18	15	18
	Women		Men	
15-19	1.4	na	0	na
20-24	1.9	18.5	0	3.6
25-29	2.7	18.6	0	3.9
30-34	3.7	24.5	0.2	10.8
35-39	5.4	29.5	0.1	10.3
40-44	5.1	30.3	0.2	7.8
45-49	6.6	28.2	0.7	10.8
25-49	4.4	25.4	0.2	8.5

*Note: The age at first marriage is defined as the age at which the respondent began living with her/his first spouse/partner. na = Not applicable due to censoring
a = Omitted because less than 50 percent of the respondents married for the first time before reaching the beginning of the age group*

Source: Cambodia Demographic and Health Survey 2014

3. Violence Against Women

Violence against women, in particular, is one of the indications of women's victimization and health risk. It is also the main contributor to stun women's potential and the opportunity to break the glass ceiling.

While combating with some of the common gender bias stereotypes, Cambodian women, like women around the world, have long been victimized by violence. Domestic violence, rape, and human trafficking are some of the common forms of violence that women and girls face.

The National Survey on Women's Health and Life experience in Cambodia, conducted with women age between 15-64, have shown that 30 percent of women experience violence in physical, sexual, psychological, and economical form. Approximately, 1 in 5 women age between 15-64 reported in the survey that they have experienced physical and/or sexual violence perpetrated by their intimate partner at least once in their lifetime while 32 percent of women who ever had a partner (1 in 3) reported experience emotional abused by their intimate partner. Most of the women reported experience violence also claim that the incident occurred more than once. To further worsen, three-quarters of women experience physical and/or sexual violence claims encounter severe acts of violence. The survey also found that 20 percent of women's first sexual intercourse experience was without their consent. In other words, they were raped by their male partners. Sexual violence and physical violence seem to co-occur as the survey result found almost half of the women who reported experience sexual violence also experience physical violence. The physical injury of violence tends to be more prolonged for women with disabilities.^{xxxiv} Domestic violence is prevalent, women's health issues, rape and other sexual assault and abuse also place women's health and safety at stake. Fifty-four percent of female beer promoters reported having been sexually and physically abused.

Seventy percent of female sex workers reported experience gang rape.

According to CGA 2014-2018, violence against women and girls has depicted that violence against women has a negative impact on women and girls. Twenty percent of women who suffered from domestic violence reported that their productivity is going down, and children missed the school. Moreover, domestic violence has made them feel daunting, anxious, fearful, and traumatized, which could have a grave impact on their overall health.^{xxxv} More importantly, women who regarded as the victim of intimate partner has no economic independence. Also, they dare not seek help from family, friends, and the society they live in. As a result, those women are less likely to report the case to the police.^{xxxvi}

It can be concluded that domestic violence has a direct and indirect impact on women and girls to their study, job opportunity, and their vision in becoming a leader in the future.

VI. Challenges

1. Challenges of women participating in politics and leadership

The glass ceiling is rooted in dominant male society, while women encounter more problems to reach higher positions than their male counterparts. The working environment looks more appealing to men than women^{xxxvii}. Meanwhile, taking a managerial position is also a matter of work-life balance for women, as they are deemed to be the family caretakers. It is clearly seen in the situation of women in politics and decision-making, women share less participation than men in all areas of positions, counting from the chief of commune Sangkat councils to the seat in parliament and in the government's cabinet.

Women tend to marry at a younger age compared to men and more likely to complete lower levels of education than their male

counterparts. As shown in the education chapter women who completed their high school and post-high school education are only 4 percent among all women, while men who completed the same level of education is double that of women.

Social norm can be considered as another root causes which contributed to a lower share of women in leadership in general. According to Cambodia gender assessment, 2014 (Ministry of Women Affair, 2014)^{xxxviii} the barriers for women in public decision-making are:

- Social and cultural factors: roles of men and women in society and negative gender stereotypes that blocked women's participation. Gender role created the barriers and discrimination against women that results in inequality between women and men in Cambodian society. Moreover, it is caused to women's responsibility, the burden of a domestic chore, and professional obligation, which is difficult for women in public life. This point of view can reflect better in the time-use survey to see how much time women and men have spent within 24 hours per day. However, the latest time-use survey was included in Cambodia Socio-Economic Survey 2004,^{xxxix} which is too old to include the statistics here.
- Institutional factor, in relation to discrimination which impacts the ability if women to be promoted. Women are concentrated in sectors traditionally associated with women and at the lower levels of government. In particular, in economic, urban management or industry, women seem to lack the opportunity to participate in making decisions.
- Political factor, the lack of temporary measure to “fast track” the participation of women in public decision-making. It is a crucial mechanism to achieve gender equality by gender equity quickly.

2. Challenges of gender statistical analyses

In the work to compile and analyze the data concerning women in leadership for a well-round gender statistic in the concerning sector was challenging due to factors bellow:

- Accessibility of specific data for cross analyses, such as age group, ethnicity, educational background of women and men in current leading positions is limited. Such data collection could inform more precise information about women and men in different age groups and education levels with different leading positions. It could further highlight the diverse opportunities of women and men in leadership, whether their age and educational background affect their potential in the profession or otherwise.
- Lack of updated data for references and correlation of the analyses in the work-life balance between women and men. For example, there is no updated data on Time use survey to reflect the amount of time which women and men spend doing a various activity such as paid work, child care, elderly care, chore, and volunteering. According to the International Labour Organization (ILO), a time-use survey is necessary to include in the statistics to show unequal work distribution, including paid and unpaid work among women and men.
- There is limited availability of sex distribution data in previous publications concerning education, economics, labour force participation, etc. The limitation of such data cannot tell the situation of men and women in the same trajectory and or in a particular sphere of life.
- There is no central database, especially the data on gender statistics that the researchers, students, and the general public can access, limiting the study/scope of gender statistics in a particular area.

- The report of the Cambodia Inter-Censal Economic Survey, which was done in 2014, cannot distinguish the total numbers of non-governmental organizations (NGOs); they are rather included in the Large, SME and micro-enterprises. Thus, it cannot tell the number of women and men representation in those kinds of NGOs.

VII. Policy and legal framework to promote gender equality in politics and decision-making level

The Cambodian Constitution, Article 35, recognizes that women and men have equal rights to participate in societal, economic, political, and cultural lives. Article 36 and Article 45 of this constitution also emphasize equal work with equal payment among men and women, prohibiting all forms of discrimination against women.

As stipulated in Cambodian Sustainable Development goal 5, to achieve gender equality and women empowerment, promoting more women in politics and leading positions is critical. Meanwhile, ending violence against women and girls, enhancing women in education, and ensuring women's access to sexual and reproductive health and rights is another essential area for improving women's participation in leadership.^{x1} Cambodian Sustainable Development Goals (CSDGs), in particular, has been localized SDGs goal 5 into action through Rectangular Strategy, National Strategic Development Plan (NSDP), Neary Ratanak and National Action Plan to Prevent Violence Against Women (NAPVAW)

Rectangular Strategy phase IV, rectangular 1 focuses on human resource development; has included gender equality and social protection to support social and economic situation, which prioritizes in the area of:

- Promote women's role through proportion and equip skill sets among leaders at national and sub-national levels, in politics and professional levels.
- Review and implement Nearyratanak Strategic Plan by promoting gender mainstreaming in policy and action plans in all sectors at all levels.
- Continue to promote women's entrepreneurship through the expansion of vocational education and training programs for women, as well as promote social ethics and values of women and Cambodian families through increasing investment in gender equality and strengthening partnerships between relevant institutions to prevent trafficking and violence against women and children.

Neary Rattanak V: women leadership in public and politics has focused on:

- 1) Expanding the support in policy and the friendly environment for women in the workplace and the support of relevant partners,
- 2) Strengthen networking and develop leadership skills in the public sector, politics at national and sub-national levels.
- 3) Raising public awareness and change public attitude; and
- 4) Promote young women and youth in leadership and good governance in response to gender issue^{xli}.

Ministry of Women's Affairs (MoWA) has actively partnered with MoCS, MOI, NCDD, DPs and CSOs through the channel of TWGG-WLG, which is in charge of promoting women in leadership and good governance. MoCS and MoI have developed Gender Mainstreaming Action Plans (GMAPs); and NCDD has developed a strategy to promote women's leadership in the civil service and management at subnational levels, respectively.

The Royal Government of Cambodia is forming three key documents on gender equality in 2019:

- 1) Cambodian Gender Assessment 2019-2023
- 2) National policy on Gender Equality, and
- 3) The Third National Action Plan to Prevent Violence Against Women (NAPVAW III).

VIII. Way forward

- The data on women and men officers in the legislative branch is not included in the Ministry of Civil Service database. Thus, relevant institutions could consider to include such data for the next study or report on women and men in leadership. Also, it could help to follow up with the policy implementation to promote the capacity of women civil servants to participate in decision-making.
- Most publications concerning the information of women and men in the education sector are shown in percentage distribution only, which cannot precisely tell the share of women and men in the same education category. Thus, the next production of the report or publication of concerning institutions should consider including sex distribution. It could be understood that such analysis was not in need; hence there was no production. It requires both users and the producers to understand the importance of using and producing this data in the work of gender mainstreaming through an action plan.
- Educational background of women and men leaders in public and private sectors should be collected, and compile for further study. It could draw on the facts of the educational status of women and men in the current positions. Alternatively, if there is a specific survey on the perception of women and men toward politics and leading positions, it could shed light on the challenges and implications of women in leadership.

- Furthermore, the next study should focus on the statistics of women and men in the digital age, although there are many studies focus on digital education and economy, there is no integration of gender statistics into such aspects.
- Concerning women in labour force, there should be more categories of sectors and occupations to show the issue in a better way. Notably, all the data in labour force should be in sex distribution data to explain the situation of women and men in the same trajectory. This needs both financial and technical support from development partners and respective heads of each relevant institution to see the importance of such.
- Relevant ministries or institutions could consider collecting data on women and men representation in development partner and civil society organization to bring a full picture of women in leadership, both public and private sectors.

Appendix (gender glossary)

Gender refers to the people's mindset of perceiving the physical and behavior difference between women and men due to their respective cultures.^{xliii}

Gender balance is defined as the equal participation of women and men in all activities of life.^{xliiii}

Gender bias refers to any act toward men's preferences over women or boys over girls or the other way around.^{xliv}

Gender-based violence is defined as the act of violence against an individual or a group of people based on their gender. Both men and women expose to gender-based violence; however, women are prone to such violence than men.^{xlv}

The glass ceiling is defined as the invisible barriers that refrain women and or ethnic communities from reaching up to the top management position and high paid job in either public institutions of private entities.^{xlvi}

Gender disparity/gender gap/gender inequality is defined as the gap between women and men in social and economic status derived from cultural practices/social norms that restrict women from accessing resources and or justice.^{xlvii}

“Gender equality refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women’s and men’s rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men and women. Equality between women and men is seen

as a human rights issue and a precondition for, and indicator of, sustainable people-centered development."^{xlviii}

Gender mainstreaming, the integration of gender concerns into the analyses, formulation, and monitoring of policies, programs and projects, with the projective of ensuring that these reduce inequalities between women and men^{xlix}.

Gender norms refer to the perception of people, society of one's culture toward women and men on how they should behave or do in life.¹

Gender parity refers to another term of balance representation of women and men in all areas of life, to name a few, equal access to education and leadership.

Gender role is defined as the social norm in one's culture that distinguishes the roles and responsibilities of women and men, boys and girls, in economic and societal activities.^{li}

Gender-responsive budgeting refers to the methodology or plan of action in which the respective government or institution has taken into account the budget plan that integrates gender aspects into their strategic plan. It is not a separate budget for women, but it is rather the same budget allocation where achieving gender equality has been considered in that plan to ensure gender-responsive.

"Gender stereotype refers to simplistic generalizations about the gender attributes, differences, and roles of women and men. Stereotypical characteristics about men are that they are competitive, acquisitive, autonomous, independent, confrontational, concerned about private goods. Parallel stereotypes of women hold that they are cooperative, nurturing, caring, connecting, group-oriented, concerned about public goods. Stereotypes are often used to justify gender discrimination more broadly and can be reflected and reinforced by traditional and modern theories, laws and institutional practices. Messages reinforcing gender stereotypes

and the idea that women are inferior come in a variety of "packages" – from songs and advertising to traditional proverbs."^{lii}

Gender statistics refer to statistics that describe changes in society from a gender equality perspective. The statistics show the condition of women and men, girls and boys in a large number of areas.^{liii}

Gender sensitivity, the ability to recognize, accept to gender issues and concerns^{liv}.

Sex refers to biological and physical differences of males and females^{lv}

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