

Country Gender Profile

A. Human Development Indicators : Progress on the MDGs

Target Number/ Indicator Number	Series name	Data for Year 2005 or whichever is latest
3/6	Education enrolment ratio, net, primary level, both sexes (UNESCO)	98 % (2004)
3/6	Education enrolment ratio, net, primary level, girls (UNESCO)	96 % (2004)
3/6	Education enrolment ratio, net, primary level, boys (UNESCO)	100 % (2004)
3/8	Literacy rates, aged 15-24, both sexes, per cent (UNESCO)	83.4 % (2000-04)
3/8	Literacy rates, aged 15-24, women, per cent (UNESCO)	78.9 % (2000-04)
3/8	Literacy rates, aged 15-24, men, per cent (UNESCO)	87.9 % (2000-04)
5/14	Infant mortality rate (0-1 year) per 1,000 live births (UNICEF estimates)	97
6/16	Maternal mortality ratio per 100,000 live births (UNICEF 2000)	450
HDI Rank GDI Rank GEM Rank		
130 99 73		

B. Women in Decision making roles - Gender disaggregated data

1) Legislature

	% of women	No. of women	Total No.
National	<u>10.9 %</u>		
State (Provincial)			
Local Bodies (data maybe aggregated or indicative)	n.a.		

2) Executive

a) Government – Ministerial Positions

	% of women	No. of women	Total No.	Comment
National	<u>7.4 %</u>			
State (Provincial)	<u>1 deputy governor</u>			
Local Bodies	<u>n.a.</u>			

b) Top Bureaucracy

	% of women	No. of women	Total No.	Comment
National (civil servants)	31 %			
State (Provincial)				
3) Judiciary				
	No. of women	Total No.	Comments	
Supreme Court	<u>0</u>	<u>18</u>		
High Courts (Appeal Court)	<u>2</u>	<u>19</u>	Of 198 judges in the whole country, 14 are women. Training for additional 6 female judges out of 50.	
4) Political Parties				
	% of women	No. of women	Total No.	
Membership of men and women	<u>n.a.</u>			
Women in executive committees or equivalent decision making bodies in the party	<u>8.7 % (91.3 % men)</u>			
5) Trade Union				
	% of women	No. of women		
Women in the governing bodies of major National Trade Unions	<u>15 %</u>			
Industry wise (as available in respective countries)	Industry	Male (%)	Female (%)	
	n.a.			
Initiatives for gender equality in the trade unions				
a)				
b)				
c)				
d)				
6) Private and public corporate business				
	Male (%)	Female (%)		
Top /middle management	<u>80 %</u>	<u>20 %</u>		
Women entrepreneurs				
7) Academic World				
	% of women	No. of women	Total No.	
Top and middle academic positions	<u>n.a.</u>			
C) Women in the workforce – Gender Disaggregated Data				
Formal Sector	Sector	Male (%)	Female (%)	
	Industry Garment	<u>10 %</u>	<u>90 %</u>	
	Agriculture	<u>49 %</u>	<u>51 %</u>	
	Other industry	<u>69 %</u>	<u>31 %</u>	

	Public Service Sector	<u>78 %</u>	<u>22 %</u>
Informal Sector	% of women	No. of women	Total No.
	22 % in unpaid family labor in family business	<u>n.a.</u>	
	45 % in self-employment	<u>n.a.</u>	
	Women wage employment in non-agricultural sector as percentage of total non-agricultural employees (ILO)		Comment: estimated 100.000 women work in the sex industry
D) Policy framework for gender equality			
UN/ International Conventions ratified <ul style="list-style-type: none"> a) UN CEDAW ratified in 1992 b) ILO Convention on Equal Remuneration ratified in 1999 c) Declaration on the Elimination of Violence Against Women in the ASEAN Region signed in 2004 d) 			
National policies/ plans for gender equality/mainstreaming			
<ul style="list-style-type: none"> a) Cambodian Constitution (1993) clearly reflects the principle of gender equality b) Labor Code (1997): women specific concerns, liberal rights for women in employment c) Neary Ratanakak (“Women are Precious Gems”), a ministry policy for the advancement for women, 2001 to 2005 d) Governance Action Plan (2001) includes gender equity as one of the five main areas. In theory, it aims at increasing the number of women in decision making positions. e) Nation Poverty Reduction Strategy (NPRS) aims at mainstreaming gender issues in all governmental departments, especially health. f) Seila Gender Mainstreaming Strategy (2001-2005) focuses on gender mainstreaming and a better understanding of gender issues in local government and community based authorities 			
E) Institutional Mechanisms			
Role and functioning of statutory bodies			
<ul style="list-style-type: none"> • The Cambodian National Council of Women (NCW) was created in 2001 and is responsible for the CEDAW Report and international conventions, advocacy, monitoring, evaluating laws, regulations from a gender perspective. • The Ministry of Women’s and Veterans’ Affairs (MoWVA), full ministry since 1996. its strategies do not have an associate budget 			
Parliamentary Committees			
The Public Health, Social and Women’s Affairs’ Committee			
Other			

n.a.	
F) Legal Equality	
Landmark legislation for gender equality in the last 25 years a) Law on domestic violence, no ratification, it is currently on hold in the National Assembly b) c) d)	
Discriminatory laws/ policies/practices a) n.a. b) c) d)	
G) Affirmative Action Measures	
<ul style="list-style-type: none"> • Quotas No implementation of affirmative action policies The Governance Action Plan, an administrative reform plan. So far there was only little progress • Incentives n.a. • Other 	
H) Women's Movement in the country	
<ul style="list-style-type: none"> • Brief history: The country's recent history was predominantly determined by wars and the era of the Khmer Rouge. During the 1970s and 1980s, there was no civil society activism in Cambodia. Gender issues and related women's organizations re-emerged after the Paris Peace Accord (1991) and in support of the UNTAC and UNDP since beginning of the 1990s. "Khemara" was the first women's organization of the country. • Main issues: • Achievements: After the National Women's Summit in Phnom Penh (1993), there was an increasing solidarity among women, networking and a broader attention to gender issues among political parties. The women's organizations (e.g. "Khemara") lobbied for the inclusion of women's issues in the new constitution of 1993 and obtained 3 key articles to protect the rights of women. Moreover, numerous women's groups were founded after the successful summit and constitute • Links with political parties/ movements for democracy/peace/social justice • Women's groups are member of the National governmental committees on Women's and Children's affairs. • AMARA is the Cambodian Women's Network for Peace, a movement to empower grass-roots women activity. • Several Women's groups receive funding from UNDP or are involved in UNDP projects. 	

<p>I) Issues in the country that need immediate attention for gender justice</p> <p>a) Approximately 100.000 women work in the sex industry</p> <p>b) No social protection or coverage through labor law for women in the informal sector and sex industry</p> <p>c) Cambodia is a source, transit and destination country for human trafficking. Women, men and children are victims of sexual exploitation and forced labor.</p> <p>d)</p>	
<p>J) Enabling factors in the country for gender justice</p> <p>a) n.a.</p> <p>b)</p> <p>c)</p> <p>d)</p>	
<p>K) Main Challenges/deterrents</p> <p>a) Despite a favorable policy environment for gender issues and women protection, the situation is very different in practice. The socio-cultural norms, weak law enforcement and no strict implementation of strategies hinder the process.</p> <p>b) All gender mainstreaming strategies lack an associated budget and are financed through donations only.</p> <p>c)</p> <p>d)</p>	
<p>L) Comments and regional comparisons</p>	

Data is obtained from

- UN HDR 2005.
- UNESCO <http://www.uis.unesco.org/profiles/EN/EDU/4060.html>.
- UNICEF http://www.unicef.org/infobycountry/cambodia_statistics.html.
- United Nations Development Fund for Women <http://www.unifem.org>.
- WHO <http://www.who.int/en/>.
- World Bank <http://www.worldbank.org>.
- FES Manila (ed.). Southeast Asian Women in Politics and Decision-Making. Ten Years After Beijing, Manila, 2004.