

GENDER EQUITY IN AGRICULTURE AND NATURAL RESOURCE MANAGEMENT

Agriculture remains the most important source of livelihood in Cambodia and women make substantial contributions.

- 60 percent of the total workforce is dependent on agriculture, fishing or forestry as their primary source of livelihood (CSES 2004)
- Women provide 51 percent of the primary workforce in subsistence agriculture and 57 percent in market-oriented agriculture.
- Wage employment in agriculture outside of Phnom Penh was 7 percent of total agricultural employment in 2004, 6.9 percent for men 7.2 percent for women.

Although women make substantial contributions to agriculture, agriculture contributes relatively little to income or growth.

- Although 55 percent of the workforce is dependent on agriculture as their primary occupation, crops contributed only 14.3 percent to GDP in 2006 and grew at an average annual rate of only 6.7 percent from 1994 to in 2006 while the economy as a whole grew a production grew at an annual average rate of 8.4 percent over the same time period. Livestock and poultry production grew at only 2.6 percent and contributed 4.4 percent to GDP (World Bank 2007).

Dependence on fishing is increasing, particularly for men.

- Fisheries contributed 7.3 percent to GDP in 2006 but have grown at an average annual rate of only 3.4 percent from 1994 to 2006.
- Fishing as a percent of total employment has become increasingly important as a primary occupation, particularly for men, increasing from 2.1 percent of male employment in 1998 to 7.1 percent in 2004

Diminishing access to natural resources is threatening livelihoods.

- For most rural households, natural resources are, and for the foreseeable future will remain, the single most important source of income and security from poverty. Women, tend to have fewer rights to natural resources (Breton 2006)

Agricultural tasks are generally segregated by sex.

- Men are generally responsible for tasks involving considerable physical effort or use of technology or machinery (e.g., land preparation, irrigation, pesticide spraying and mechanical threshing) while women are responsible for the less physically demanding, though often more time consuming tasks (e.g., seed preparation, planting, weeding and low technology pest control).
- Men are generally responsible for caring for large animals (e.g., cattle) while women take responsibility for raising small animals (e.g., pigs and chickens).
- In fishing, men are responsible for fishing and carrying fish while women are responsible for cleaning and cutting fish and repairing nets.

GENDER EQUITY IN WAGE EMPLOYMENT

Wage employment is increasing, however gender imbalances persist.

- Wage employment has increased from 10 percent in 1993/94 to 94 to percent in 1998 to 43 percent in 2003/04-23 percent of male worker and 17 percent of female workers.
- The formal economy is highly concentrated in garments, construction, tourism and public administration.

The formal economy remains highly segregated by sex in sub-sectors.

- Women's share of wage employment increased from 26 percent in 1998 to 43 percent in 2001 and then declined slightly to 41 percent in 2004.
- The vast majority of the increase in wage employment for women in recent years has been in the garment industry balanced out by an increase in wage employment for men in the construction industry.
- The increase in wage employment in agriculture has been fairly equal for men and women.
- While progress has been made towards increased gender equity in the services sector, actual performance at 27 percent has fallen short of the CMDG target of 30 percent set for 2005.

Although extremely important to the economy in gender, and to women workers in particular, the garment industry provides a relatively small share of total employment.

- The garment sector provides 70 percent of exports, 16 percent of GDP and nearly a third of total wage employment for women and 78 percent of wage employment for women outside of agriculture and public services. 80 percent of garment industry workers are women
- Never-the-less, the garment industry provides jobs for only 5.5 percent of the total female work force and 3.4 percent of total employment (CSES 2004)
- Declining productivity suggests a pursuit of export competitiveness that relies mainly on cheap and unskilled labor (ILO 2007).

The growth of the garment sector may be promoting gender equality but not income equality.

- 8.7 percent of households have a garment sector worker. One-third of these households have more than one garment worker.
- Only 6 percent of the poorest households vs. 11 of the richest have a garment sector worker.
- Obtaining access to jobs in the garment sector requires a certain level of education. On average, women garment sector workers age 18-30 have one more year of schooling than women in the general population in the same age group.
- Although men comprise a relatively small proportion of the total work force in the garment sector, the mean years of educational attainment for men in the garment industry is nearly 1½ grades higher than for women in the garment industry.
- Household savings or borrowing is needed to fund the move to Phnom Penh (and, in about one in six cases, a bribe paid to secure job).

- Although families with garment workers have benefited from the new employment opportunities provided by the garment industry, the benefits to the workers from their long hours of work are less clear as a high proportion of their earnings are remitted to their families at the expense of their own food, shelter and health care needs.

Tourism contributes relatively little to female employment.

- Hotels and restaurants provided only 0.4 percent of total employment in 2004 .54percent of this employment was help by women, mostly as housekeepers or waitresses.
- A great deal of the recent construction boom has been tourism-related, particularly in Siem Reap and Sihanoukville. Construction work is overwhelmingly dominated by men providing 4.5 percent of male employment and 0.6 percent of female employment.
- As of 2006, 2,712 people have been trained as tour guides-18 percent of these were women; 1,833 people have been licensed as tour guides-15 percent women.
- Women are also employment in other services such as souvenir shops and massage parlors however no details are available on the magnitude of this employment.

Men, particularly men from the richest quintile, dominate public sector employment.

- 77 percent of total pubic sector employment is help by men, 43 percent by men from the richest households.

Women are under-represented in decision-making positions and professions in all sectors of the economy.

- 85 percent of those reporting themselves as decision-makers in 2004 were men (i.e., legislators, senior officials or managers).Men dominate decision-making in public services (83 percent) and the dominance of men in private sector decision-making is even higher (93 percent). A somewhat better balance has been achieved in international organizations with women holding 34 percent of decision in these organizations. Most union leaders are men.
- Few women are employment in professional/associate professional occupations (34 percent).
- Most women with a higher level of education work in professional occupations; even amongst women with higher levels of education, few are found in decision-making positions.

Gender disparities in wage market and workplace persist.

- A primary school education for men returns 2.8 percent more in annual wages compared with men with no schooling; however there is little difference in returns to women for a primary school education compared with women with no schooling