The equal rights of Lesbian, Gay, Bisexual, Transgender, Intersex, Queer (“LGBTIQ”) people to work, without discrimination on the basis of their SOGIESC are well established in international human rights law and standards - including International Covenant on Economic, Social and Cultural Rights, International Labor Organization Conventions, The Sustainable Development Goals and The Yogyakarta Principles...

However, the Cambodian legal framework contains no explicit protections against discrimination on the basis of SOGIESC, neither in general nor specifically in relation to employment:

1. **THE CONSTITUTION OF CAMBODIA**

‘Every Khmer citizen shall be equal before the law, enjoying the same rights and freedoms fulfilling the same obligations regardless of race, color, sex [...] or other status’. Article 31 of the Constitution.

Article 31 of the Constitution guarantees equal rights to all Cambodians regardless of personal characteristics, and while LGBTIQ people are arguably protected under the “other status” category, the explicit inclusion of nine other categories appears to diminish this argument.

2. **THE CRIMINAL CODE OF CAMBODIA**

The Criminal Code does not include SOGIESC as a prohibited basis for discrimination.

Articles 265, 267 and 269 of the Criminal Code specifically relate to the right to non-discrimination in employment, but do not include SOGIESC as a protected basis of non-discrimination.

3. **THE LABOR LAW**

Article 12 of the Cambodian Labor Law contains provisions on non-discrimination in employment on the basis of “race, color, sex, creed, religion, political opinion, birth, social origin, membership of workers’ union or the exercise of union activities”.

However, Article 12 fails to explicitly recognize SOGIE as a basis for non-discrimination.

Read the report in full at: bit.ly/SOGIESC

@CCHRCambodia

@CCHRCambodia

sithi.org