The Cambodian Centre for Human Rights conducted field research in 2018 across a selection of Cambodia's provinces in order to better understand the current situation regarding the right to non-discrimination on the basis of SOGIESC in employment in Cambodia. CCHR conducted semi-structured interviews with 118 LGBTQ* individuals and one representative of the RGC.

* CCHR was unable to interview intersex individuals for this research.

One in five LGBTQ individuals interviewed for this study (21% or 23 respondents) reported that they had previously been refused a job because of their SOGIE.

65% reported that it happened multiple times.

Of those refused a job, 66% never reported or complained about the discrimination.

The reasons most cited for not reporting incidents were not knowing who to report it to, or having no hope of receiving support. For the respondents who did report these job rejections, most individuals reported it to their friends or family.

25% of respondents reported that they had hidden their SOGIE during a job interview. Among them, over half reported that they decided to hide their SOGIE because they feared they would not be hired if they disclosed their SOGIE.

SOCIAL IMPORTANCE OF EMPLOYMENT FOR WIDER ACCEPTANCE

94% of LGBTQ respondents stated that having a job was ‘highly important’ for acceptance from their family and community.

Having a “good job” is likely to improve acceptance by parents for LGBTIQ Cambodians, seeing their children fill the societal expectations of success.

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