Based on the findings of our research, the Cambodian Centre for Human Rights wishes to make some recommendations to relevant stakeholders, including the following:

**RECOMMENDATIONS TO THE ROYAL GOVERNMENT OF CAMBODIA (RGC)**

- In consultation with civil society and LGBTIQ communities, introduce new legislation, and/or amend existing legislation (for instance article 12 of the Labor Law) to explicitly prohibit discrimination in employment on the basis of SOGIESC, in public and private employment, including in relation to vocational training, recruitment, promotion, dismissal, conditions of employment and remuneration, in line with Sustainable Development Goal 8.

- Revise existing government policies – including for instance the National Employment Policy – to include a policy focused on guaranteeing equal opportunities for LGBTIQ individuals.

- Implement proactive government-led awareness-raising campaigns to improve inclusion of LGBTIQ individuals in employment, and societal awareness of SOGIESC rights.

- Implement programs raising awareness of the principle of non-discrimination on the basis of SOGIESC among public officials at all levels of the RGC.

- Continue to actively participate in platforms of consultations with LGBTIQ communities and civil society organizations advocating for the promotion and protection of SOGIESC rights in order to hear their voices and priority concerns.

**RECOMMENDATIONS TO PUBLIC AND PRIVATE SECTOR EMPLOYERS**

- Introduce explicit non-discrimination policies to ensure inclusion in the workplace, including by prohibiting discrimination on the basis of SOGIESC, and ensuring equal employment opportunities for LGBTIQ individuals.

- Apply the OHCHR “Standards of Conduct for Business in Tackling Discrimination against Lesbian, Gay, Bi, Trans, & Intersex People”.

**RECOMMENDATIONS TO THE INTERNATIONAL COMMUNITY**

- Ensure that LGBTIQ rights are among the priority issues to be addressed in any bilateral or multilateral intergovernmental discussions with the RGC.

- Ensure that grassroots LGBTIQ activists in Cambodia are financially supported to conduct advocacy and educational initiatives of their own, and ensure that grassroots communities are empowered to set their own advocacy priorities.