



Photo: WaterSHED

# Gender equality in water, sanitation and hygiene (WASH) enterprises in Cambodia

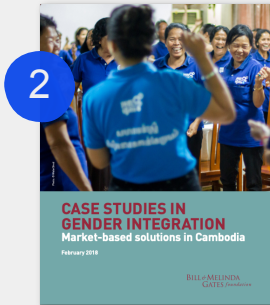
A SYNTHESIS OF RECENT STUDIES  
June 2020

This synthesis of recent studies compiles literature and practical experiences of Civil Society Organisations (CSOs) working with women in WASH enterprises in Cambodia. ISF-UTS reviewed recent studies focused on female WASH entrepreneurs in Cambodia, including reports and evaluations provided by East Meets West Cambodia, iDE, SHE Enterprises, and WaterSHED.

## The synthesis includes six studies:



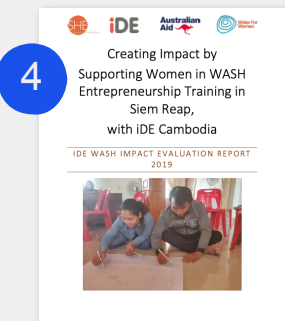
**1**  
**ISF-UTS (2017)**  
Female Water Entrepreneurs in Cambodia: Considering enablers and barriers to women's empowerment



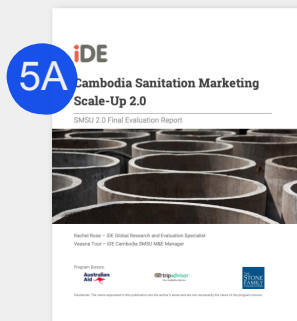
**2**  
**WaterSHED (2018)**  
Case studies in gender integration: Market-based solutions in Cambodia



**3**  
**WaterSHED (2019)**  
New Perspectives on Women in WASH: Integrating Women's Empowerment Programming into a Market-Based Sanitation Intervention – poster



**4**  
**SHE/iDE (2019)**  
Creating Impact by Supporting Women in WASH Entrepreneurship Training in Siem Reap, with iDE Cambodia



**5A**  
**iDE (2019)**  
Cambodia Sanitation Marketing Scale-Up 2.0: SMSU 2.0 Final Evaluation Report



**5B**  
**iDE (2014)**  
Sanitation marketing scale-up: End of project report

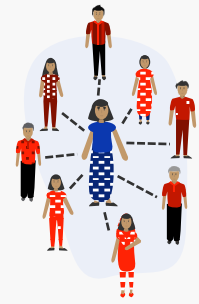


**6**  
**ISF-UTS (2020)**  
Cambodian Water Association and East Meets West Foundation: Women-Led Water Operators Capacity Development training program evaluation

## Similarities in findings across the studies



Importance of family support



Importance of training and networking



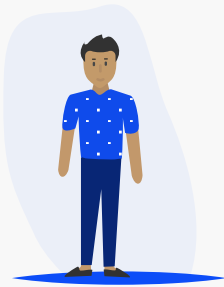
Financial barriers limited female entrepreneurs' ability to manage their enterprises



Double burden of work



Limited mobility due to social norms and safety



Importance of involving men and husbands in programs to garner understanding and support



Tensions between women's perceived capabilities of being equal to men and gendered capabilities that promoted men as more mobile and stronger



Giving back to the community was a driver for involvement in WASH enterprises

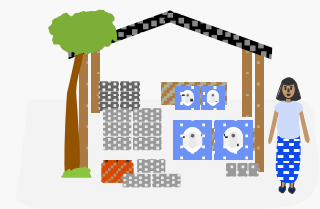
## Differences in findings across the studies



Some studies found freedom to move as a barrier, one other did not



Training considered a key enabler in one study, another found family support to be of greater importance



One study found women had limited management experience and customer influence, another found this was not an issue

# Recommendations from the studies



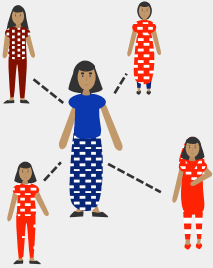
## Training

- Foster female professional networks, peer to peer support and learning opportunities between female WASH professionals



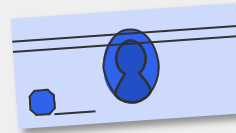
## Families

- Ensure access to resources associated with entrance and retention in WASH jobs including time, capital, finance support, knowledge/skills and family help



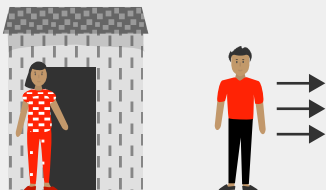
## Networks

- Foster female professional networks, peer to peer support and learning opportunities between female WASH professionals



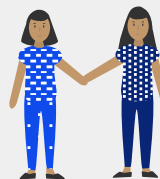
## Resources

- Ensure access to resources associated with entrance and retention in WASH jobs including time, capital, finance support, knowledge/skills and family help



## M&E

- Conduct a gender analysis in order to build an understanding of gender differences and challenges into programming from the outset
- Integrate gender-sensitive and/or empowerment outcomes into the M&E approach drawing on comprehensive empowerment frameworks



## Partnerships

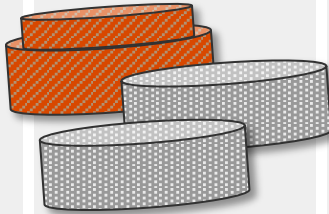
- Foster communication between stakeholders, e.g. local government and piped water scheme owners
- Support professional feasibility studies (for piped water schemes in particular)
- Community education campaigns on benefits of clean and piped water to assist in creating more demand for these services

# Roles that women play in rural WASH enterprises in Cambodia

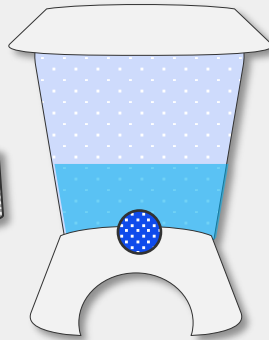
Latrine  
Business  
Owners



Masons



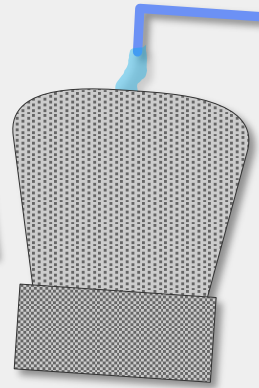
WASH  
Retailers



SanMark  
Agents



Piped Water  
Entrepreneurs



This synthesis has been developed under the Water for Women grants from the Australian Government. It is designed to inform CSOs, donors and government agencies working with WASH entrepreneurs, with a focus on **inclusive private sector engagement**.

To read the full synthesis report  
visit our website  
[waterforwomen.uts.edu.au/gender](http://waterforwomen.uts.edu.au/gender)



## Contributing Organizations

