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

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

5. IDE (2019) 
Cambodia Sanitation Marketing Scale-Up 2.0: SMSU 2.0 Final Evaluation Report

6. IDE (2014) 
Sanitation marketing scale-up: End of project report

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

<table>
<thead>
<tr>
<th>Latrine Business Owners</th>
<th>Masons</th>
<th>WASH Retailers</th>
<th>SanMark Agents</th>
<th>Piped Water Entrepreneurs</th>
</tr>
</thead>
</table>

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

Contributing Organizations

- SHE Support for Enterprise
- eastmeetswest
- THRIVE NETWORKS
- iDE
- Water SHED