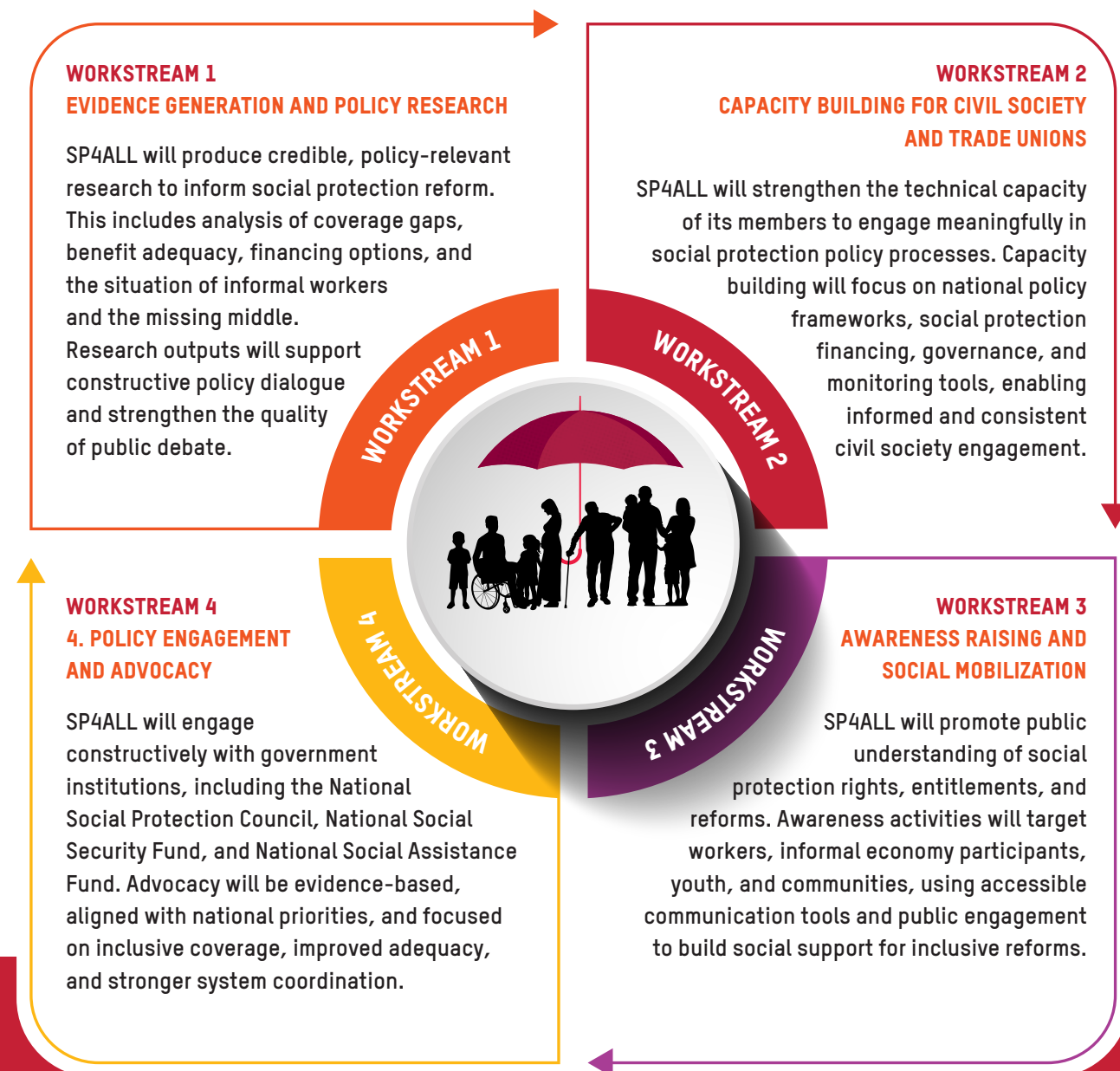


HOW SP4ALL WILL IMPLEMENT THE STRATEGY

To translate its advocacy objectives into action, SP4ALL will implement the strategy through four interlinked workstreams. These workstreams are aligned with the National Social Protection Policy Framework 2024–2035 and reflect priorities identified through evidence analysis and stakeholder consultations.



SP4ALL calls on government institutions, development partners, and stakeholders to:

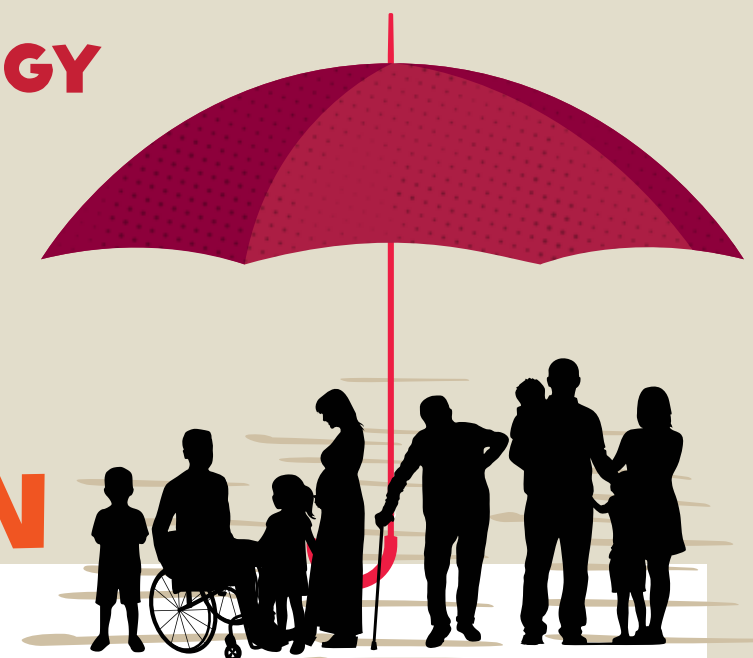
- Recognize the urgency of addressing the missing middle
- Support phased and fiscally responsible expansion of social protection
- Invest in system integration and institutional capacity
- Engage civil society as a constructive partner in reform

INCLUSIVE SOCIAL PROTECTION IS NOT ONLY A SOCIAL POLICY CHOICE. IT IS AN INVESTMENT IN CAMBODIA'S LONG-TERM RESILIENCE, EQUITY, AND DEVELOPMENT.

This brief summarizes the Advocacy Strategy 2026–2030 for Inclusive Social Protection in Cambodia. The full strategy provides the detailed analysis, evidence base, and implementation framework.

ADVOCACY STRATEGY 2026–2030

INCLUSIVE SOCIAL PROTECTION FOR ALL CAMBODIA



WHY THIS STRATEGY WHY NOW

Over the past decade, Cambodia has made important progress in expanding social protection through contributory social security and targeted social assistance. The introduction of a private-sector pension, expansion of health insurance, and rapid scale-up of cash transfers during the COVID-19 pandemic demonstrate strong government commitment. Yet large gaps remain.

Millions of Cambodians, particularly informal workers, near-poor households, women, youth, persons with disabilities, and older persons without pensions, remain inadequately protected. These groups fall between two systems. They are not poor enough to qualify for IDPoor-based social assistance, but not securely employed enough to benefit from contributory schemes. This group is widely referred to as the **missing middle**.

At the same time, Cambodia is facing rapid demographic ageing, persistently high labor informality, and low public spending relative to GDP. Without timely reform, these trends will increase vulnerability, inequality, and pressure on families and public finances.

This Advocacy Strategy for 2026–2030 sets out how **SP4ALL**, a civil society platform, will contribute constructively to national efforts to build a more inclusive, adequate, and sustainable social protection system. The strategy is fully aligned with the **National Social Protection Policy Framework 2024–2035**.

WHAT THE EVIDENCE SHOWS

The strategy is grounded in national data, international benchmarks, and consultations with government institutions, trade unions, civil society organizations, and development partners.

Key evidence shows that:



Only a small share of Cambodians is covered by at least one social protection benefit outside health care



Informal workers and economically inactive persons remain largely excluded



Women are overrepresented in informal and unpaid work, resulting in lower access to maternity protection, health insurance, and pensions



Benefit levels in both contributory and non-contributory schemes remain low and are not systematically indexed to inflation



Fragmentation between schemes undermines efficiency and accountability, while demographic ageing raises long-term sustainability concerns

These challenges are explicitly recognized in Cambodia’s national policy framework. The central question is therefore not whether reform is needed, but how reforms can be sequenced and implemented in a realistic and inclusive way.

THE VISION: AN INTEGRATED LIFE-CYCLE SYSTEM

SP4ALL’s advocacy is guided by international social protection standards, including:

- ILO Social Security Convention 102
- Social Protection Floors Recommendation 202
- Sustainable Development Goal 1.3

The strategy supports a multi-tiered, life-cycle approach to social protection that combines:

- A basic social protection floor financed through general revenues
- Contributory social insurance progressively extended to informal workers through adapted and subsidized mechanisms
- Supplementary arrangements where appropriate to enhance adequacy

This integrated approach allows Cambodia to expand coverage, improve benefit adequacy, and protect fiscal sustainability over time while maintaining incentives for employment and savings.

STRATEGIC PRIORITIES FOR 2030–2026

1



Closing the coverage gap for the missing middle

Advocate for tax-financed and subsidized schemes for informal workers and near-poor households, support bridging mechanisms between social assistance and social insurance, and promote inclusive maternity, child, disability, and old-age protection.

2



Improving benefit adequacy and protection against shocks

Promote gradual increases in benefit levels, introduction of inflation indexation, and strengthening of shock-responsive social protection linked to climate and economic risks.

3



Strengthening system coherence and coordination

Support effective use of the Unified Social Registry, improved alignment between NSSF and NSAF programs, and clearer institutional roles, transparency, and accountability.

4



Building evidence, capacity, and public understanding

Generate independent policy-relevant research, strengthen civil society and trade union capacity on social protection financing and governance, and improve public awareness of rights, entitlements, and reforms.

HOW SP4ALL ADDS VALUE

SP4ALL brings together trade unions, non-governmental organizations, community groups, and research institutions. Its added value lies in amplifying the voices of workers and beneficiaries, providing credible and evidence-based policy input, facilitating constructive dialogue between government and civil society, and strengthening accountability within the social protection system.

This strategy was validated by SP4ALL members in November 2025 and reflects extensive stakeholder consultations conducted throughout the year.