

Overview of Decent Work Indicators recommended by the working groups for national monitoring in Cambodia and corresponding data sources

Element of the Decent work Agenda	Indicator identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked 'S' should also be disaggregated by sex)	Data source
Employment opportunity	EMPL-1	M – Employment-to-population ratio, 15 years and above (S)	LFS/PC/CSES
	EMPL-2	M – Unemployment rate (S)	LFS/PC/CSES
	EMPL-3	M – Share of youth not in education and not in employment, 15-24 years (S)	LFS/PC/CSES
	EMPL-4	M – Informal employment (S)	N/A
	EMPL-5	A – Labour force participation rate, 15 years and up	LFS/PC/CSES
	EMPL-6	A – Youth unemployment rate, 15-24 years (S)	LFS/PC/CSES
	EMPL-7	A – Unemployment by level of education (S)	LFS/PC/CSES
	EMPL-8	A – Employment by status in employment (S)	LFS/PC/CSES
	EMPL-9	A – Proportion of own-account and contr. family workers in total employment (S)	LFS/PC/CSES
	EMPL-10	A – Share of wage employment in non-agricultural employment (S)	LFS/PC/CSES
	N/A	A – Youth employment after training/education*	N/A
	N/A	A – Workers in small and medium enterprises in the informal sector*	N/A
Adequate earnings and productive work	EARN-1	M – Working poor (S)	CSES
	EARN-2	M – Low pay rate (below 2/3 of median hourly earnings) (S)	CSES
	EARN-3	A – Average hourly earnings in selected occupations (S)	CSES
	EARN-4	A – Average real wages (reflecting the CPI) (S)	CSES and National accounts
	EARN-5	A – Minimum wage as % of median wage	CSES
	EARN-6	A – Manufacturing wage index	N/A
	EARN-7	A – Employees with recent job training (past year/past 4 weeks) (S)	N/A
	N/A	A – Average monthly personal expenses of workers*	N/A
Decent hours	HOUR-1	M – Excessive hours (more than 48 hours per week; 'usual' hours) (S)	LFS/CSES
	HOUR-2	A – Usual hours worked (standardized hour bands) (S)	LFS/CSES
	HOUR-3	A – Annual hours worked per employed person (S)	N/A
	HOUR-4	A – Time-related underemployment rate (S)	LFS/CSES
Combining work, family and personal life	-	-	
Work to be abolished	ABOL-1	M – Child labour [as defined by ICLS resolution] (S)	CLS
	ABOL-2	A – Hazardous child labour (S)	CLS

Stability and security of work	STAB-1	M – Precarious work (S)	N/A
	STAB-2	A – Employment tenure (S)	N/A
	STAB-3	A – Number and wages of casual/daily workers (S)	N/A
Equal opportunity and treatment in employment	EQUA-1	M – Female share of employment by occupation (ISCO tabulation category)*	LFS/PC/CSES
	EQUA-2	M – Female share of employment in ISCO-88 groups 11 and 12	LFS/PC/CSES
	EQUA-3	A – Gender wage gap	CSES
	EQUA-4	A – Indicator for Fundamental Principles and Rights at Work (Elimination of discrimination in respect of employment and occupation) to be developed by the Office	N/A
	EQUA-5	A – Measure for discrimination by race/ethnicity/of indigenous people/of (recent) migrant workers/of rural workers where relevant and available at the national level.	N/A
	N/A	A – Employment for people with disability*	N/A
	N/A	A – Employment for victimized persons of sexual exploitation*	N/A
Safe work environment	SAFE-1	M – Occupational injury rate, fatal (per 10,000 employed persons) by ISIC and ISCO*	Administrative data
	SAFE-2	A – Occupational injury rate, non-fatal (per 10,000 employed persons) by ISIC and ISCO*	Administrative data
	SAFE-3	A – Time lost due to occupational injuries	N/A
	SAFE-4	A – Labour inspection (inspectors per 10,000 employed persons)	Administrative data
Social security	SECU-1	M – Share of population aged 65 and above benefiting from a pension (S)	N/A
	SECU-2	M – Public social security expenditure (% of GDP)	National accounts
	SECU-4	A – Share of population covered by (basic) health care provision (S)	N/A
	N/A	A – Government expenditure to support the unemployed*	N/A
	N/A	A – Government expenditure for child care for children under 3 years old*	N/A
	N/A	A – Government expenditure for creating and sustaining centres for the elderly and vulnerable children*	N/A
Social dialogue, workers' and employers' representation	DIAL-1	M – Union density rate (S)	N/A
	DIAL-2	M – Enterprises belonging to employer organization [rate]	N/A
	DIAL-3	M – Collective bargaining coverage rate (S)	N/A
	DIAL-4	M – Indicator for Fundamental Principles and Rights at Work (Freedom of Association and Collective Bargaining) to be developed by the Office	N/A
	DIAL-5	A – Strikes and lockouts/rates of days not worked	Administrative data
Economic and social context for decent work	CONT-1	C – Children not in school (% by age) (S)	LFS/PC/CSES/ Administrative data
	CONT-2	C – Estimated % of working-age population who are HIV positive (S)	UNAIDS
	CONT-3	C – Labour productivity (GDP per employed person, level and growth rate)	National accounts LFS/PC/CSES
	CONT-4	C – Income inequality (percentile ratio P90/P10, income or consumption)	CSES
	CONT-5	C – Inflation rate (CPI)	National accounts

CONT-6	C – Employment by branch of economic activity	LFS/PC/CSES
CONT-7	C – Education of adult population (adult literacy rate, adult secondary-school graduation rate) (S)	PC/CSES Administrative data
CONT-8	C – Labour share in GDP	N/A
CONT-9	C (additional) – Real GDP per capita in PPP\$ (level and growth rate)	National accounts
CONT-10	C (additional) – Female share of employment by industry (ISIC tabulation category)	LFS/PC/CSES
CONT-11	C (additional) – Wage / earnings inequality (percentile ratio P90/P10)	CSES
CONT-12	C (additional) – Poverty indicators (gap and rate)	CSES

Note: Indicators with an indicator identifier number draw on the framework of the Tripartite Meeting of Experts on the Measurement of Decent work; indicators marked with an asterisk (*) are specific to or have been revised for Cambodia. "N/A" = not available.

Source: Compilation based on workshop proceedings.