

ILO Regional Office for Asia and the Pacific (ILO-ROAP)
ILO/EC Project “Monitoring and Assessing Progress on Decent Work” (MAP)



International
Labour
Office

Monitoring and Assessing Progress on Decent Work in Cambodia

National Background Study

Phu Huynh



This document has been produced with the financial assistance of the European Union. The views expressed herein can in no way be taken to reflect the official opinion of the European Union.

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List of acronyms and abbreviations

ADB	Asian Development Bank
CAMFEBA	Cambodian Federation of Employers and Business Associations
CDWS	Child Domestic Worker Survey
CIPS	Cambodia Inter-Censal Population Survey
CLS	Child Labour Survey
CMDG	Cambodia Millennium Development Goal
CSES	Cambodia Socio-Economic Survey
DFID	Department for International Development (UK)
DHS	Demographic and Health Survey
DOH	Department of Occupational Health
DOLD	Department of Labour Disputes
DWCP	Decent Work Country Programme
DWI	Decent Work Indicator
€	Euro
EC	European Commission
EU	European Union
FDI	Foreign Direct Investment
GDP	Gross Domestic Product
ILO	International Labour Organization
JICA	Japan International Cooperation Agency
LFS	Labour Force Survey
LMI	Labour Market Information
MAP	Monitoring and Assessing Progress on Decent Work
MDG	Millennium Development Goal
MEF	Ministry of Economy and Finance
MOH	Ministry of Health
MOLVT	Ministry of Labour and Vocational Training
NIS	National Institute of Statistics
NPRS	National Poverty Reduction Strategy
NSPS	National Social Protection Strategy
NSDP	National Strategic Development Plan
OSH	Occupational Safety and Health
SIDA	Swedish International Development Cooperation Agency
TBP	Time Bound Programme
TCP	Technical Cooperation Project
TME	Tripartite Meeting of Experts on the Measurement of Decent Work
TVET	Technical and Vocational Education and Training
UN	United Nations
UNDAF	United Nations Development Assistance Framework
UNFPA	United Nations Population Fund
US\$	United States Dollar
WFCL	Worst Forms of Child Labour

1. Introduction

Sound and up to date labour market information (LMI) is critical for analyzing and monitoring developments in the labour market within the broader context of social and economic trends and is essential for informed policy and decision making by governments, employers and workers. Furthermore, LMI can contribute to the efforts of a country in alleviating poverty, achieving the Millennium Development Goals (MDGs) and realizing decent work for all. Decent work is the primary aim of the ILO and entails not just whether women and men have any job, but rather productive employment that provides an adequate income to keep them and their families out of poverty, security in times of adversity, good working conditions and a voice in the decisions that affect their lives and livelihoods.

To this end, the International Labour Organization (ILO) supports member States in the collection, dissemination and analysis of reliable and current, gender- and age-disaggregated labour market statistics, based on international standards and definitions. In addition, various ILO initiatives in recent years have advanced the area of measuring decent work. Notably, in September 2008, the ILO adopted an international framework of decent work indicators (DWIs), based on the recommendations of a group of 20 international experts.¹ The framework was developed with the vision that it could be adapted and applied at the country level to monitor and assess progress towards decent work, and to support the formulation and evaluation of national development policies and plans and Decent Work Country Programmes (DWCP).

1.1 The ILO/EC Project for Monitoring and Assessing Progress on Decent Work

Monitoring and assessing progress towards decent work at the country-level has been a long-standing concern for the ILO and its constituents. The 2008 Declaration on Social Justice for a Fair Globalization details that member States may consider “the establishment of appropriate indicators or statistics, if necessary with the assistance of the ILO, to monitor and evaluate the progress made” (Paragraph II.B.ii.).

With funding from the European Union, the “Monitoring and Assessing Progress on Decent Work (MAP)” project aims to help member States measure decent work at the country level. Over a period of four years (2009–12), the project works with government agencies (including Ministries of Labour and National Statistical Offices), workers’ and employers’ organizations and research institutions to strengthen the capacity of developing and transition countries to self-monitor and self-assess progress towards decent work.

The project facilitates the identification of DWIs that are relevant at the national level, based on the international framework recommended by the TME in 2008; supports data collection; and uses the collected data for an integrated policy analysis of decent work in order to make them relevant for policy-making. Project activities include the preparation of background country studies; national consultation workshops to identify DWIs; support to national statistical offices or other relevant institutions to produce enhanced data on decent work; the preparation of in-depth country studies on decent work; national meetings of researchers and policy makers to disseminate the results of country studies; regional training and knowledge-sharing workshops; and the production of a manual on the “global methodology to self-monitor and self-assess progress towards decent work”.

¹ Proceedings from the Tripartite Meeting of Experts on the Measurement of Decent Work (TME) in September 2008 are available at: <http://www.ilo.org/mdw>.

The project covers a number of pilot countries in all major regions, including in Africa (Niger and Zambia), Asia (Bangladesh, Cambodia and Indonesia), Europe (Ukraine) and Latin America (Brazil and Peru), among others.

1.2 National background studies

The present background study serves as a basis for further activities in Cambodia under the MAP project. It aims to present an overview of existing ILO activities under the Cambodia DWCP and technical cooperation projects and a survey of existing sources of data that can be used to measure decent work in Cambodia. Based on the findings of the study, constituents and stakeholders in Cambodia can better identify priority areas of support from the ILO in the collection and analysis of statistical information on decent work.

The study is based on secondary research of data and information available from various ILO sources and the publications of the Cambodia National Institute of Statistics (NIS) and the Cambodia Ministry of Labour and Vocational Training (MOLVT). In addition, the study also draws upon consultations with MOLVT, NIS, the Cambodian Federation of Employers and Business Associations (CAMFEBA) and various Cambodia trade unions, in addition to ILO staff in Phnom Penh and Bangkok and the EC Delegation to the Kingdom of Cambodia.

Following this brief introduction, the background study includes a review of three substantive areas: (1) Cambodia's Decent Work Country Programme, (2) technical cooperation projects related to decent work or its monitoring in Cambodia, and (3) data collection, analysis and research related to decent work in Cambodia. Finally, the study closes with a synopsis of the findings and conclusions for further work under the project.

2. An overview of Decent Work Country Programme²

2.1 Overview of Decent Work Country Programme

The Cambodia Decent Work Country Programme (DWCP) covering 2008–10 was designed and developed by the national tripartite constituents – the Royal Government of Cambodia (RGC) and Employers' and Workers' Organizations – and the former ILO Subregional Office for East Asia in Bangkok through extensive consultations. Implementation and monitoring of the DWCP relies on full partnership of the tripartite constituents and collaboration with other development agencies.

The MOLVT is the ILO's main partner ministry of the RGC. Its current priorities include implementing measures to counter the adverse impacts of the global economic crisis, strengthening the industrial relations system, enhancing vocational and entrepreneurship training and developing the linkage to employment generation, boosting efforts to combat child labour and formulating policies on employment and labour migration.

The social partners in Cambodia are represented by CAMFEBA and the various national trade union confederation groups. The main concerns of CAMFEBA are improving

² This section extensively summarizes and references the *Cambodia Decent Work Country Programme 2008–10*.

industrial relations, labour law reform and trade union law, international competitiveness of Cambodia industries and measures to tackle the impact of the crisis, especially in the garment sector. In terms of workers' organizations, around 40 national trade union centres are recognized. The main concerns of trade unions are the violation of labour rights, the lack of security of union members, weak enforcement of the labour law and retrenchments resulting from the global economic crisis.

In developing the DWCP 2008–10, consultations with tripartite constituents were held extensively since the development of the DWCP of the previous biennium (2006–2007). In November 2007, the Biennial Country Programme Review was conducted to review the DWCP of 2006–07. During the stakeholders' consultation workshop in November 2007 in Phnom Penh, the tripartite constituents recognized the impacts of the programme and reconfirmed that the three DWCP priority areas should be continued for the period of 2008–2010.

2.2 Country context of the DWCP

Cambodia has been moving towards peace and restoration of macroeconomic stability after almost three decades of war, which ended in 1993 and destroyed much of the country's physical and social infrastructure. Despite recent progress in establishing a stable macroeconomic environment and a welcoming investment climate, economic growth remains narrowly based and Cambodia continues to be one of the poorest countries in Asia. Poverty rates remain high, with 30 per cent of the population living below the poverty line in 2007.³

While no official definition or statistics on informal employment in Cambodia exist, estimates indicate that a vast majority of all workers are engaged in informal jobs, largely in the agriculture, forestry, and fishing sectors and in small and micro enterprises.⁴ Formal enterprises, mostly concentrated in the garment manufacturing and tourism industries, are the main engines of growth.

However, the global economic crisis has had a negative impact on growth, exports and foreign direct investment. After expanding 10.2 per cent and 6.7 per cent in 2007 and 2008 respectively, real GDP contracted by 2.0 per cent in 2009 before rebounding to grow by an estimated 4.9 per cent in 2010; meanwhile exports contracted by 8.6 per cent and FDI decreased by 35.7 per cent in 2009.⁵ The garment and construction industries which together account for nearly one quarter of Cambodia's GDP was hardest hit. Nearly one-fifth of garment factories closed as of 2009, resulting in numerous job losses.⁶ The vast majority of these new job losses were young women.⁷

³ World Bank: *Poverty profile and trends in Cambodia, 2007: Findings from the Cambodia Socio-Economic Survey (CSES)* (June 2009),

<http://go.worldbank.org/NLP3RPR670>.

⁴ *Cambodia Decent Work Country Programme 2008–10*, p. 5.

⁵ World Bank: *East Asia and Pacific Economic Update: Robust Recovery, Rising Risks* (Washington, DC, Oct. 2010),

<http://go.worldbank.org/0B8QITE7U0>.

⁶ World Bank: *East Asia and Pacific Economic Update: Transforming the Rebound into Recovery* (Washington, DC, Nov. 2009).

⁷ Kang Chandararot et al.: *Rapid assessment of the impact of the financial crisis in Cambodia*, ILO Asia-Pacific Working Paper Series (Bangkok, ILO, Mar. 2009).

Women face significant discrimination due to social attitudes and tradition, leaving them with little legal protection. Despite some progress, serious gaps in gender equality remain. Women and children are highly vulnerable to trafficking, domestic violence and forced labour. Gender mainstreaming and gender-responsive programmes remain a major priority of the government and the United Nations (UN) development framework in addressing poverty reduction in the country.

In addition, concerns remain high about the extent of protection of human rights and freedom of association, the independence and neutrality of Cambodian legal and judicial processes, and land rights and protection of natural resources, especially for rural populations and indigenous tribal groups. Corruption is pervasive and has been identified by the RGC as a critical constraint to equitable and inclusive growth and development.⁸

The government's development priorities and strategy for meeting the Cambodia Millennium Development Goals (CMDGs) and the National Poverty Reduction Strategy (NPRS) are defined in the *Rectangular Strategy for Growth, Employment, Equity and Efficiency*.⁹ Good governance is placed at the centre of this strategy, which identifies the following four priorities: 1) promotion of the agricultural sector; 2) continued rehabilitation and construction of physical infrastructure; 3) private sector growth and employment development; and 4) capacity building and human resource development. In addition, the *National Strategic Development Plan (NSDP) 2006–10* draws on all government ministries and agencies to implement the Rectangular Strategy and meet the NPRS goals and CMDGs targets for 2010. Furthermore, the *NSDP Update 2009–13* was adopted in June 2010 to continue these efforts, while reflecting the potential impact of the global economic downturn.

The *United Nations Development Assistance Framework (UNDAF) 2006–10* sets out the commitment of all UN agencies to support the RGC to implement the Rectangular Strategy and the CMDGs. The UN Country Team identified four priority areas of interventions: 1) good governance and the promotion/protection of human rights; 2) agriculture and rural poverty; 3) capacity building and human resources development; and 4) support for implementing the NSDP.

The ILO tripartite constituents, with the support of the ILO, plan to initiate the development of the next DWCP in early 2011, following a full and rigorous evaluation of the current DWCP of the 2008–2010 period. The priorities of the new DWCP will align with the five priorities identified by the *UNDAF 2011-2015*:

- 1) Economic Growth and Sustainable Development: by 2015, more people living in Cambodia benefit from, and participate in, increasingly equitable, green, diversified economic growth;
- 2) Health and Education: by 2015, more men, women, children and young people enjoy equitable access to health and education;
- 3) Gender Equality: by 2015, all women, men, girls and boys are experiencing a reduction in gender disparities and progressively enjoying and exercising equal rights;
- 4) Governance: by 2015, national and sub national institutions are more accountable and responsive to the needs and rights of all people living in Cambodia and increase participation in democratic decision making; and

⁸ Royal Government of Cambodia: *Rectangular Strategy for Growth, Employment, Equity and Efficiency I and Phase II*.

⁹ Phase I was articulated in July 2004 and Phase II in Sep. 2008.

-
- 5) Social Protection: by 2015, more people, especially the poor and vulnerable, benefit from improved social safety net (SSN) and social security programmes, as an integral part of a sustainable national social protection.

Notably, and in-line with the objectives of the MAP project, Priority 4 on Governance calls for “Enhanced capacities for collection, access and utilization of disaggregated information (gender, age, target populations, region) at national and sub-national levels to develop and monitor policies and plans that are responsive to the needs of the people and incorporate priority population, poverty and development linkages.”¹⁰

2.3 Country programme priorities with associated outcomes, indicators and targets

The DWCP includes three priority areas and four key outcomes (see Box 1), which are aligned to the priorities of the Rectangular Strategy of the RGC and the UNDAF (see Table 1). The present DWCP is designed for a period of three years (2008–2010) to correspond to the operational cycle of the NSDP and UNDAF.

The DWCP 2008–2010 priorities cover all four strategic objectives of the Decent Work Agenda (see Table 2). Moreover, they also support most of the substantive elements of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work (MAP), with the exception of (1) decent hours, (2) combining work, family and personal life, and (3) stability and security of work.

Box 1

Cambodia DWCP 2008–2010, Priorities and Expected Outcomes

- A. Employment and Skill Development Strategies for Productive Employment
- *Outcome 1:* Increased productive employment opportunities of women and men, youth and people with disabilities particularly in the rural areas.
- B. Labour Governance and Rights
- *Outcome 1:* Improved respect for the rule of law, more effective labour laws, and labour market institutions and practices that comply with international labour standards.
 - *Outcome 2:* Government and social partners adopt and implement policies to improve and protect the rights of children, women, migrant workers and indigenous peoples.
- C. Social Protection Enhanced for Targeted Groups
- *Outcome 1:* Increased social protection coverage to men and women workers in formal and informal sectors.

While recognizing the vulnerabilities of specific target groups such as youth, women, persons with disabilities and the rural labour force, in addition to the significant deficits in gender equality, the DWCP has appropriately prioritized the aspect of equal opportunities and treatment in employment. Moreover, employment opportunities and adequate earnings and productive work are also highly emphasized in the DWCP, in addition to safe work environment and social dialogue. It is important to note that under Outcome 1, the DWCP explicitly calls for the strengthened “capacity for collection, compilation and analysis of labour market data and information”, with the production of an evidence-based labour and social trends report and the design of a 2009/2010 labour force survey. To this end, the

¹⁰ *United Nations Development Assistance Framework 2011–15*, p. 20.

MAP project can contribute directly and indirectly to achieving the outcomes and targets of the DWCP. The MAP project prioritizes support to national partners to collect data on labour markets and decent work and to tabulate and analyze labour market indicators to strengthen policy planning. In addition, DWIs compiled under the MAP project can be utilized directly by constituents to develop, plan and monitor the next DWCP, covering the period commencing in 2011.

Table 1. Alignment of priorities: RGC Rectangular Strategy, UNDAF and ILO DWCP

Government Rectangular Strategy	UNDAF Priorities	DWCP Priorities
<ul style="list-style-type: none"> ▪ Continued rehabilitation and construction of infrastructure ▪ Private sector growth and employment development 	<ul style="list-style-type: none"> ▪ Agriculture and rural poverty, including improved productivity 	<ul style="list-style-type: none"> ▪ Employment and skill development strategies for productive employment
<ul style="list-style-type: none"> ▪ Good governance, as prerequisite of socio-economic development and social justice 	<ul style="list-style-type: none"> ▪ Good governance and the promotion of human rights 	<ul style="list-style-type: none"> ▪ Labour market governance and rights
<ul style="list-style-type: none"> ▪ Capacity building and human resource development, including health services; creation of social safety net 	<ul style="list-style-type: none"> ▪ Capacity building and human resources development for the social sectors, including improved access to quality health and education systems 	<ul style="list-style-type: none"> ▪ Social protection enhanced for targeted groups

2.4 Degree of advancement of the implementation of the DWCP

The implementation of the Cambodia DWCP has advanced considerably, particularly regarding interventions aimed at Priority 1, Outcome 1 in relation to the global economic crisis. In light of Cambodia's acute exposure to the crisis, the ILO began in 2009 to implement a package of short- and medium-term responses to help constituents mitigate the most severe impacts of the crisis and build resilience for the recovery period. This package, later consolidated under funding support for the ILO's "Global Jobs Pact",¹¹ included three main areas of assistance: (1) garment sector support; (2) employment services; and (3) social protection. Through the funds allocated for this initiative, the ILO has been able to assume a key role in a number of important social and labour market developments in Cambodia, namely the expansion of public employment services and the design of the new National Social Protection Strategy (NSPS). Moreover, building on the work of the *Better Factories* programme, the research conducted in the garment industry during the crisis has proven vital in strengthening knowledge and understanding of its economic and social vulnerabilities (and their implications for workers and firms), and in

¹¹ The Global Jobs Pact is a set of balanced and realistic policy measures that countries, with the support of regional and multilateral institutions, can adopt to ease the impact of the crisis and accelerate recovery in employment. Adopted in June 2009 by the International Labour Organization, it calls on its member States to put decent work opportunities at the core of their crisis responses.

<http://www.ilo.org/jobspact/about/lang--en/index.htm>.

doing so paved the way for more informed policymaking and programmatic interventions in a number of areas going forward.¹²

Under performance indicator “I.3 Capacity for Collection, compilation and analysis of labour market data and information strengthened”, the ILO has supported the constituents in making significant progress on both targets. First, the ILO provided financial and technical assistance to the NIS to develop a *Labour and Social Trends in Cambodia 2010* report.¹³ The report includes detailed trends analysis of various labour market and decent work indicators based on data from the Population Census, the Cambodia Socio-Economic Survey and administrative records primarily from the MOLVT and was published in November 2010.

Second, in the fourth quarter of 2009, the ILO provided financial and technical assistance to the NIS to develop a labour force survey questionnaire and manual that could be used to monitor labour market trends since the last labour force survey in 2001, based on the international framework of decent work indicators as recommended by the ILO. A new sample design was also developed based on the Population Census in 2008, and the questionnaire was successfully piloted in December 2009. Furthermore, technical assistance also included establishing the requisite database tables and processing routines for data tabulations. The NIS is now planning to implement the full labour force survey, with inclusion of a child labour module, in 2011.

¹² The report of the Tracking Study of Cambodian Garment Sector Workers Affected by the Global Economic Crisis,
<http://www.betterfactories.org>.

¹³ See: http://www.ilo.org/asia/whatwedo/publications/lang--en/docName--WCMS_149758/index.htm

Table 2. Overview of the Decent Work Country Programme and linkages to the Decent Work Agenda

Priority #	Outcome	Performance Indicator	Target	Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work (MAP)											
				Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunities and treatment in employment	Safe work environment	Social security	Social dialogue, workers and employers' representation	Economic and social context for decent work	Improvement of data collection and statistics
P1	Employment and Skill Development Strategies for Productive Employment																		
	0.1. Increased productive employment opportunities of women and men, youth and people with disabilities particularly in the rural areas			X	X	X		X	X					X				X	X
		<p>I.1 Comprehensive plans developed and implemented for response to the financial crisis as follows:</p> <p>I.1.1 Tracking study completed to provide comprehensive information on developments in the garments sector by end 2010</p> <p>I.1.2 Plan for responsible closures adopted and implemented in the garment sector by end 2009</p> <p>I.1.3 A series of training and Employment Needs</p>	<p>T.1.1 One three-stage tracking study completed</p> <p>T.1.2 One plan for responsible closures adopted and implemented</p> <p>T.1.3 Three training needs assessment workshop</p>																

Priority #	Outcome	Performance Indicator	Target	Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work (MAP)												
				Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunities and treatment in employment	Safe work environment	Social security	Social dialogue, workers and employers' representation	Economic and social context for decent work	Improvement of data collection and statistics	
			2009/2010 designed																	
		<p>I.4.1 Skills standards developed and pilot-tested</p> <p>I.4.2 Skills testing and certification system developed</p> <p>I.4.3 Trainees trained using the new standards</p> <p>I.4.4 Trainers' skills upgraded</p> <p>I.4.5 A number of partner organizations including government, incorporate ILO tools for enterprise development and microfinance</p>	<p>T.4.1 Standards developed in 1-2 sectors</p> <p>T.4.2 System developed in 1-2 sectors</p> <p>T.4.3 300 trainees trained</p> <p>T.4.4 20 trainers of vocational training centres have skills updated</p> <p>T.4.5 24 partner organizations incorporate ILO tools</p>																	
		I.5.1 A number of provinces and programmes integrate Labour Based Infrastructure Development (LBT) and Employment Intensive Investment Programme (EIIP) tools, approaches and methodologies into	T.5.1 Ministry of Rural Development and 3 provinces integrate LBT and EIIP tools, approaches and methodologies																	

Priority #	Outcome	Performance Indicator	Target	Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work (MAP)											
				Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunities and treatment in employment	Safe work environment	Social security	Social dialogue, workers and employers' representation	Economic and social context for decent work	Improvement of data collection and statistics
		<p>infrastructure development policies, strategies, development projects</p> <p>I.5.2 Number of workdays created from sustainable road maintenance through LBT and EIIP in 3 provinces</p> <p>I.5.3 Labour based methodologies integrated into a government social safety net strategy as an effective mechanism for employment creation by 2010</p>	<p>T.5.2 100 thousand Work-Days created through routine maintenance of 600 km of roads in 3 provinces; 600 km of rural roads developed and maintained through LBT/EIIP methodologies</p> <p>T.5.3 One (1) strategy with these methodologies integrated</p>																
P2	Labour market governance and human rights at work																		
	<i>0.2.1. Improved respect for the rule of law, more effective labour laws, and labour market institutions and practices that comply with international labour standards</i>			X		X	X								X	X		X	
		I.1 Increase in labour laws and regulations amended or adopted following tripartite consultations	T.1 Law amended in 1 area and amendments under discussion or consultation in 2 other areas																

Priority #	Outcome	Performance Indicator	Target	Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work (MAP)											
				Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunities and treatment in employment	Safe work environment	Social security	Social dialogue, workers and employers' representation	Economic and social context for decent work	Improvement of data collection and statistics
		<p>I.2.1 Arbitration Council (AC) sustained as an independent, credible and effective dispute resolution body</p> <p>I.2.2 Increased number of enterprises adopt high quality collective bargaining agreements (CBAs)</p>	<p>T.2.1 Increased number of cases resolved by AC</p> <p>T.2.2 CBAs increased by 10 among the following sectors: garment, food and beverage, hotel and tourism, and services</p>																
		<p>I.3.1 Local tripartite institution/s takes over monitoring role of BFC project</p> <p>I.3.2 Working conditions in Cambodian factories are improved through monitoring and documenting compliance with national labour laws and International standards through remedial training</p>	<p>T.3.1 Well functioning local institution established with buyers presenting over 50% of the export volume using its services</p> <p>T.3.2 Average compliance levels recorded by summary synthesis reports in 2007 are maintained or improved</p>																
		I.4 Capacity of trade unions and employers' organization to serve constituents is improved	T.4.1 Progress is made towards a joint council of Trade Unions																

Priority #	Outcome	Performance Indicator	Target	Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work (MAP)											
				Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunities and treatment in employment	Safe work environment	Social security	Social dialogue, workers and employers' representation	Economic and social context for decent work	Improvement of data collection and statistics
		<p>I.1.1 National Plan of Action (NPA) on Child Labour adopted and implemented</p> <p>I.1.2 Number of provinces that incorporate elimination of child labour into their Plan of Action and implement programmes to prevent child labour and withdraw children from exploitative work is increased</p> <p>I.1.3 Incidence of child labour is reduced</p>	<p>T.1.1 One (1) NPA adopted and implemented</p> <p>T.1.2 Seven (7) provinces incorporate elimination of child labour into their Plan of Action and implement programmes</p> <p>T.1.3 Incidence of child labour is reduced to 10.6% nationally</p>																
		I.2 Regular migration is increased	T.2 Regular migration is increased by 20% over 2007 figure																
		<p>I.3.1 Initiatives undertaken by concerned agencies vis-à-vis legislation and policies to support the indigenous people's entitlement to land ownership is increased</p> <p>I.3.2 Number of indigenous communities</p>	<p>T.3.1 Ten (10) initiatives undertaken</p> <p>T.3.2 Three (3) communities have obtained land titles</p>																

				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work (MAP)												
Priority #	Outcome	Performance Indicator	Target	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunities and treatment in employment	Safe work environment	Social security	Social dialogue, workers and employers' representation	Economic and social context for decent work	Improvement of data collection and statistics	
		have obtained deeds to land increased																		
		I.4 Initiatives undertaken by concerned agencies to mainstream gender in their policies and programmes and carry out gender-specific action	T.4 Five (5) initiatives undertaken.																	
P3	Social protection enhanced for targeted groups																			
	O.3. Increased social protection coverage for working women and men in formal and informal sectors					X									X	X				
		I.1.1 Percentage of employment insurance injury scheme coverage for private formal sector workers increased	T.1.1 50% of formal sector workers in Phnom Penh, working for enterprises with more than 10 workers, covered by employment injury insurance scheme																	
		I.1.2 Extent of policies for wider social security coverage	T.1.2 One (1) decree, regulation and implementation plan drafted for new benefits and wider coverage																	
		I.1.3 Policy option paper on social safety nets and social insurance benefits	T.1.3 One (1) policy option paper drafted																	

3. Technical Cooperation Projects Related to Decent Work

This section gives an overview of technical cooperation projects related to decent work or to the collection of data and statistics that can contribute to the measurement of decent work in Cambodia. It covers ongoing ILO technical cooperation projects, projects funded by the EC, as well as projects by other donor agencies which support the collection and analysis of data related to decent work.

3.1 ILO Technical Cooperation projects

The main features of recently completed (end of 2009) and ongoing ILO technical cooperation projects in Cambodia, including project name, funding amount and source of funding, start and end dates, and project objectives are presented in Table 3. The numerous projects cover a diverse range of the substantive elements of the Decent Work Agenda and help to contribute to the outcomes of the DWCP discussed above.

As the garment sector is a key driver of exports and economic growth, many projects focus on strengthening this industry through enhanced industrial relations and compliance and monitoring of labour laws, training programmes (for both workers and enterprises), and management advisory services. The major initiative in this regard is the Better Factories Cambodia project, which is an ILO-managed programme aimed at improving working conditions, productivity and management in the sector's export factories.¹⁴ The project, which is supported by a range of donors and development partners as well as the Cambodian government and the main employers' organization, was born out of a trade agreement between the United States and Cambodia which rewarded Cambodian factories with generous quota increases (in the US market) in exchange for improved working conditions. Consequently, while the project began with a focus on labour monitoring, it later expanded to include a range of training and advisory services designed to ensure continuous improvement across the sector – in productivity and competitiveness, in working conditions and labour rights, and in industrial relations.

The Better Factories Cambodia project, as well as its sub-projects and initiatives (as listed in Table 3), could benefit from monitoring DWIs such as Occupational injury rate, fatal and non-fatal (SAFE-1 and SAFE-2), Time lost due to occupational injuries (SAFE-3), Labour inspection (inspectors per 10,000 employed persons) (SAFE-4) and Labour productivity (CONT-3), among others.

In addition, another priority focus of the technical cooperation projects in Cambodia is the elimination of child labour, especially worst forms of child labour. As a component of these projects, the collection of data and monitoring of trends on child labour would be a key contribution to the measurement of decent work in Cambodia. In this regard, notable DWIs include Child labour (ABOL-1), Hazardous child labour (ABOL-2) and Children not in school (CONT-1).

Given the various vulnerable groups aside from children identified in the DWCP, the Cambodia technical cooperation projects also aim to support women, people with disabilities, indigenous communities and migrant workers. These projects focus particularly on employment opportunities, adequate earnings and productive work and ensuring equal opportunity and treatment in employment. Thus, measuring project

¹⁴ See: Better Factories Cambodia website, <http://www.betterfactories.org/>.

outcomes could be supported by tracking and evaluating various DWIs under employment opportunities (particularly sex-disaggregated indicators), Working poor by sex (EARN-1), Occupational segregation by sex (EQUA-1), Female share of employment in ISCO-88 groups 11 and 12 (EQUA-2), Gender wage gap (EQUA-3) and a yet to be defined indicator on the Measure for discrimination by race / ethnicity / indigenous people / migrant workers / rural workers (EQUA-5), among others.

3.2 European Commission funded projects

The main features of EC-funded projects (project name, amount of funding, start and end dates, and objectives) that were recently implemented or are ongoing in Cambodia and are relevant to the MAP project are also presented in Table 3. These projects focus primarily on the core priority areas of the EC's strategy in Cambodia, including in education and rural and social development, and have strong relevance to the Decent Work Agenda and poverty reduction efforts. In particular, the initiatives help to support employment opportunities, adequate earnings as well as the economic and social context for decent work.

Notably, a number of projects (B.TC1–B.TC5) focus on enhancing rural livelihoods by strengthening employment opportunities, enhancing skills and increasing productivity measures. Thus, key DWIs that could support the monitoring of these projects include Working poor (EARN-1), Labour productivity (CONT-3), Income inequality (CONT-4) and Poverty indicators (CONT-12).

Also, the EC's efforts and investments to support the education sector and targeting of out-of-school and vulnerable children directly contribute to the elimination of child labour and work to be abolished. Various projects (B.TC6–B.TC12) could utilize DWIs such as Child labour (ABOL-1), Hazardous child labour (ABOL-2) and Children not in school (CONT-1) to support monitoring and evaluation of project outcomes.

3.3 Other Technical Cooperation projects

Among other technical cooperation projects, not carried out by the ILO or funded by the EC, but with relevance to the Decent Work Agenda and the MAP project are three initiatives which also are listed in Table 3. Notably, Japan has provided financial and technical support to the NIS by improving capacity in the development of reliable and accurate statistical data. In this regard, support from the Government of Japan and the Japan International Cooperation Agency (JICA) has been critical in carrying out the General Population Census 2008, in addition to the Establishment Listing Survey 2009 and the planned Economic Census 2011. The Population Census collects data which can be used to tabulate various DWIs, particularly those under employment opportunities, however based on usual status (previous 12 month), as well as Children not in school (CONT-1), Employment by branch of economic activity (CONT-6) and Female share of employment by industry (CONT-10).

Similarly, the Swedish International Development Cooperation Agency (SIDA) and Statistics Sweden have been key contributors to efforts to enhance the statistical capacity of the NIS. In particular, they have been instrumental supporters of the Cambodia Socio-Economic Survey (CSES). This survey, which is now carried out annually, collects data which can be used to compile numerous DWIs on employment opportunities, adequate earnings and productive work, and decent hours, in addition to Income inequality (CONT-4), Education of adult population (CONT-7) and Poverty indicators (CONT-12), among others. CSES employs sample sizes of 12 thousand households every 5 years (2004 and

2009) and 3 thousand households for in-between years. Data is collected on a continuous basis year-round and annual estimates are produced.

Table 3. Overview of technical cooperation projects and linkages to the Decent Work Agenda

Technical cooperation projects				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work (MAP)											
#	Project name and project objectives	Amount and funding agency	Project dates	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunity and treatment in employment	Safe work environment	Social security	Social dialogue, workers and employers' representation	Economic and social context for decent work	Improvement of data collection and statistical indicators
A. Relevant ILO TC projects																			
A.TC1	Assist the Competitiveness of the Cambodian Garment Sector through Improvements to the Cambodian Labour Law and Industrial Relations	US\$ 1,379,176 New Zealand	May 2005 – Dec 2009																
	Objective: Improving industrial relations and labour law in the garment sector			X			X										X		
A.TC2	Mainstreaming labour-based maintenance to national roads network	US\$ 597,726 ADB	Nov 2005 – Jan 2009																
	Objective: To demonstrate (i) how the application of labour-based road works technology in maintaining public roads can increase the direct poverty reduction impact of road works and (ii) how to efficiently organize management of road maintenance funds through decentralised channels, essentially through the provincial authorities				X			X											
A.TC3	Programme of support to the national time bound programme for the elimination of the worst forms of child labour in Cambodia	US\$ 4,201,591 United States	Sep 2004 – Apr 2009																
	Objective: Elimination of worst forms of child labour in Cambodia by 2016			X								X							
A.TC4	Towards 2016: Contributing towards Ending the WFCL in Cambodia	US\$ 3,674,630 United States	Sep 2008 – Sep 2012																

Technical cooperation projects				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work (MAP)											
#	Project name and project objectives	Amount and funding agency	Project dates	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunity and treatment in employment	Safe work environment	Social security	Social dialogue, workers and employers' representation	Economic and social context for decent work	Improvement of data collection and statistical indicators
	Objective: Developing national capacities for ending the WFCL in Cambodia by 2016			X								X							
A.TC5	Creative industries support programme in Cambodia	US\$ 830,652 Spain (MDG-F)	Oct 2008 – Sep 2011																
	Objective: Promotion of small enterprise development, livelihood opportunities for indigenous people, gender equality and cultural preservation			X	X			X						X				X	
A.TC6	Integrating HIV/AIDS into Garment Factory Occupational Safety and Health Committees: Workplace Sensitization, Mobilization and Management	US\$ 44,503 UNAIDS	May 2009 – Aug 2010																
	Objective: Promotion of HIV/AIDS as integral to workplace safety and health in garment factories					X									X				
	Better Factories in Cambodia (BFC): A.TC7 – A.TC11c																		
A.TC7	Cambodian trade union for Better Factories Cambodia	US\$ 2,000 Multiple donors	Apr 2006 – 2011																
	Objective: To improve working conditions in Cambodia's export garment factories by combining independent monitoring with finding solutions, through suggestions to management, training, advice and information			X		X						X			X				
A.TC8	Better Factories: World Bank Contribution to Sustainability Strategy	US\$ 1,300,000 World Bank	May 2006 – Dec 2011																
	Objective: Enhance the sustainability of the Better Factories Cambodia programme			X		X						X			X				

Technical cooperation projects				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work (MAP)												
#	Project name and project objectives	Amount and funding agency	Project dates	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunity and treatment in employment	Safe work environment	Social security	Social dialogue, workers and employers' representation	Economic and social context for decent work	Improvement of data collection and statistical indicators	
A.TC9	Better Factories in Cambodia	US\$ 144,188 New Zealand	Aug 2008 – Jul 2010																	
	Objective: To improve working conditions in Cambodia's export garment factories by combining independent monitoring with finding solutions, through suggestions to management, training, advice and information			X		X						X			X					
A.TC10	BFC: Working conditions in the textile and apparel sector of Cambodia	US\$ 1,091,010 Garment Manufacturers Association in Cambodia	Nov 2000 – Dec 2010																	
	Objective: Ensuring that working conditions in the textile and apparel sector of Cambodia comply with internationally recognized core labour standards and Cambodian Labour Law			X		X						X			X					
A.TC11	Working conditions in the textile and apparel sector of Cambodia	US\$ 1,589,975 Royal Government of Cambodia	Mar 2001 – Dec 2011																	
	Objective: Ensuring that working conditions in the textile and apparel sector of Cambodia comply with internationally recognized core labour standards and Cambodian Labour Law			X		X						X			X					
A.TC11a	Better Factories in Cambodia AFD	US\$ 2,346,700 French Agency for Development (AFD)	2005 – Dec 2010																	
	Objective: To improve working conditions in Cambodia's export garment factories by combining independent monitoring with finding solutions, through suggestions to management, training, advice and information			X		X						X			X					

Technical cooperation projects				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work (MAP)												
#	Project name and project objectives	Amount and funding agency	Project dates	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunity and treatment in employment	Safe work environment	Social security	Social dialogue, workers and employers' representation	Economic and social context for decent work	Improvement of data collection and statistical indicators	
A.TC11b	Better Factories in Cambodia Cost recovery	US\$ 776,555 Buyers and Manufacturers	2006 – 2011																	
	Objective: To improve working conditions in Cambodia's export garment factories by combining independent monitoring with finding solutions, through suggestions to management, training, advice and information			X		X						X			X					
A.TC11c	Better Factories in Cambodia Dutch	US\$ 399,278 Dutch	2009 – March 2010																	
	Objective: To improve working conditions in Cambodia's export garment factories by combining independent monitoring with finding solutions, through suggestions to management, training, advice and information			X		X						X			X					
A.TC12	Support to Indigenous Peoples in Cambodia	US\$ 356,458 Denmark	Jun 2009 – Dec 2010																	
	Objective: Involve indigenous peoples in issues related to their rights and livelihoods through: 1) Capacity building on indigenous issues and their rights to indigenous organization, NGOs staff, government officials and other stakeholders; and 2) Assistance on indigenous community registration as legal entity for collective land ownership			X										X						
A.TC13	Managing Cross-border Movement of Labour in Southeast Asia	N/A Japan	2006 – 2010																	
	Objective: To protect migrant workers by developing a knowledge base on migration issues for policy makers and building up the capacity of governments to manage orderly labour migration			X		X								X					X	
A.TC14	ASEAN-ILO/Japan Industrial	N/A	2008 – 2010																	

Technical cooperation projects				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work (MAP)											
#	Project name and project objectives	Amount and funding agency	Project dates	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunity and treatment in employment	Safe work environment	Social security	Social dialogue, workers and employers' representation	Economic and social context for decent work	Improvement of data collection and statistical indicators
	Relations Project	Japan																	
	Objective: To improve industrial relations in ASEAN countries			X			X										X	X	
A.TC15	Microfinance for Decent Work Action Research	N/A	Apr 2008 – Dec 2011																
	Objective: To explore the linkages between microfinance and Decent Work with 8 Microfinance Institutions, testing adaptations to products, services and delivery techniques that result in tangible increases in decent work for their clients				X			X										X	
A.TC16	Promoting Decent Work for People with Disabilities through a Disability Inclusion Support Service (INCLUDE)	N/A Irish Aid	2009 – 2011																
	Objective: The Project aims to establish a network of disability support agencies to: 1) sensitize policy-makers, programme and service providers to the human rights-based perspective on disability issues; and 2) provide technical advice regarding the inclusion of persons with disabilities in mainstream policies, programmes and services			X	X			X	X					X					
A.TC17	Promoting Women's Entrepreneurship Development and Gender Equality (WEDGE), Phase III	N/A Irish Aid, NORAD and DFID	2008 – 2011																
	Objective: Promote women's entrepreneurship and support women entrepreneurs to create decent employment, achieve women's empowerment and gender equality, and work toward poverty reduction			X	X			X	X					X				X	
B. Other relevant TC projects funded by the EC																			
B.TC1	This land CAN support our	€ 815,000	Jan 2008 – Dec 2009																

Technical cooperation projects				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work (MAP)											
#	Project name and project objectives	Amount and funding agency	Project dates	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunity and treatment in employment	Safe work environment	Social security	Social dialogue, workers and employers' representation	Economic and social context for decent work	Improvement of data collection and statistical indicators
	livelihood!	EC (€ 610,000)																	
	Objective: Marked increase in living standards of the poorest segment of the population in the target area; sustained increase in income of 20% among the targeted population through increased agriculture production, reduced vulnerability and increased capacity of their governing bodies				X				X										X
B.TC2	Integrated rural development through empowerment project	€ 1,000,000 EC (€ 750,000)	Jan 2006 – Dec 2010																
	Objective: Empower rural communities, particularly vulnerable and disadvantaged groups, to achieve equitable and sustainable social, human and economic development, including improved food security and farming income through use of sustainable agricultural practices, among others				X				X										X
B.TC3	Poverty reduction among subsistence rice farmers through the promotion of sustainable livelihood systems in four districts of Takeo and Kampong Speu Provinces, Cambodia	€ 598,780 EC (€ 445,600)	Jan 2008 – Dec 2010																
	Objective: Enable subsistence rice farmers in the project areas to increase their food production and income by means of dissemination of agricultural innovations, participation in genuine producer organizations/networks, and through capacity building for community led saving/credit services				X				X										X
B.TC4	Community led poverty reduction in former conflict zones in North-West Cambodia	€ 999,800 EC (€ 749,850)	Apr 2006 – Sep 2011																

Technical cooperation projects				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work (MAP)											
#	Project name and project objectives	Amount and funding agency	Project dates	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunity and treatment in employment	Safe work environment	Social security	Social dialogue, workers and employers' representation	Economic and social context for decent work	Improvement of data collection and statistical indicators
	Objective: Reduce poverty and improve the health of the poor and vulnerable families through intergenerational community led initiatives in rural Cambodia; increase household incomes, food security and improve health for vulnerable communities in 60 remote villages				X				X									X	
B.TC5	Stung Treng Integrated Community Development Project	€ 475,015 EC (€ 356,260)	Jan 2008 – Dec 2011																
	Objective: Secure recognition of community land ownership and natural resource management rights, build local capacity for sustainable development activities, and improve agricultural production/livelihoods, health and literacy, while also preserving cultural values				X				X									X	
B.TC6	Mainstreaming inclusive primary education in Cambodia	€ 1,812,972 EC (€ 750,000)	Jan 2008 – Dec 2009																
	Objective: Improve the quality, accessibility and relevance of basic education designed for primary school students in six rural provinces of Cambodia, focusing in particular on the inclusion of girls, children with disabilities and other marginalised groups			X								X						X	
B.TC7	Project on developing the literary environment in order to improve the quality of education and to combat illiteracy in Cambodia	€ 2,012,148 EC (€ 1,499,855)	Jan 2006 – Dec 2010																
	Objective: Improve the quality and the efficiency of primary education in Cambodia by using school libraries as tools to reinforce the learning process of the students			X								X						X	
B.TC8	Improving access to quality	€ 1,000,000	Jan 2007 – Jun 2011																

Technical cooperation projects				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work (MAP)												
#	Project name and project objectives	Amount and funding agency	Project dates	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunity and treatment in employment	Safe work environment	Social security	Social dialogue, workers and employers' representation	Economic and social context for decent work	Improvement of data collection and statistical indicators	
	primary education for Cambodian street and out-of-school children	EC (€ 750,000)																		
	Objective: Contribute to the development of Education for All in Cambodia through the improvement of access to quality primary education for Cambodian children in difficult circumstances, by supporting the sustainable integration of street and out-of-school children (5-14 years old) from Phnom Penh and Kampong Cham into the public school system through the development of Non-Formal Education (NFE) methodologies			X								X							X	
B.TC9	Child Friendly School Development Project	€ 1,015,903 EC (€ 750,000)	Jan 2007 – Jun 2011																	
	Objective: Improve capacity in Ministry of Education, Youth, and Sport to build a national Child Friendly School policy framework and to improve educational practices as key components of the national poverty reduction strategy, through development of a rights-based and child participatory approach to educational development that promotes inclusive, gender-sensitive, and holistic improvements in the learning environment and learning achievements of children			X								X							X	
B.TC10	Vulnerable families' follow-up project in rural areas of Cambodia	€ 1,207,565 EC (€ 750,000)	Jan 2006 – Jan 2011																	
	Objective: Improve the ability of Cambodian rural families and communities to solve their problems based on building the responsibility, self esteem and capacity of the most vulnerable families and through non-formal education to prevent primary school drop out, among other measures			X								X							X	
B.TC11	Utilising the Buddhist monks and school students to prevent sexual abuse and	€ 114,478 EC (€ 99,973)	Jan 2007 – Jun 2010																	

Technical cooperation projects				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work (MAP)												
#	Project name and project objectives	Amount and funding agency	Project dates	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunity and treatment in employment	Safe work environment	Social security	Social dialogue, workers and employers' representation	Economic and social context for decent work	Improvement of data collection and statistical indicators	
	child labour																			
	Objective: Reduce the vulnerability of women and children to trafficking, sexual abuse and child labour through awareness raising and community support strategies undertaken at the village level			X								X								
B.TC12	Improving Livelihoods of Young Cambodians in Difficult Circumstances through Prevention and Sustainable Social Reintegration	€ 1,683,752 EC (€ 1,262,814)	Jan 2006 – Dec 2010																	
	Objective: Improve the living conditions of Cambodians aged 14-24, both males and females, in difficult circumstances; vulnerable youth at risk of becoming street children in Kampong Cham and in Phnom Penh will be assisted to find sustainable plans for their future aside from street life by providing the skills and knowledge needed to make the choice to improve their future			X	X			X	X			X							X	
C. Other relevant TC projects funded by other donors																				
C.TC1	Improving official statistics in Cambodia	US\$ 650,000 JICA (Japan)	2009 – 2011																	
	Objective: To provide accurate and reliable statistical data in a timely manner to policy makers, administrators, researchers, NGOs and other relevant users through improving statistical capacity of the staff of the National Institute of Statistics (NIS), provincial statistical staff, and the statistical staff of main line ministries																			X
C.TC2	Institutional capacity building of the National Institute of Statistics in Cambodia	US\$ 4,700,000 Statistics Sweden-SIDA	2009 – 2011																	

Technical cooperation projects				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work (MAP)												
#	Project name and project objectives	Amount and funding agency	Project dates	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunity and treatment in employment	Safe work environment	Social security	Social dialogue, workers and employers' representation	Economic and social context for decent work	Improvement of data collection and statistical indicators	
	Objective: Improve the Cambodian authorities' planning capacity through capacity development in the area of statistics																			X
C.TC3	Support to National Institute of Statistics	US\$ 759,680 UNFPA	2009–11																	
	Objective: Enhance capacity of NIS to improve data collection																			X

Source: Author's compilation based on ILO documents and information gathered from various donors.

4. Existing data sources and decent work indicators

Table 4 presents existing sources of data that are collected at the national level by various agencies which could be used to monitor and assess trends in decent work. The compilation of existing and official statistical sources aims to help enable the ILO's constituents and other stakeholders to identify current data gaps on DWIs and to prioritize future data collection for measuring decent work. It is intended that, under the MAP project, statistical gaps on decent work will be filled by incorporating relevant modules and/or questions to existing surveys, strengthening administrative records and other sources and the development of new data collection tools.

Key sources of data listed in Table 4 have been described in more detail in the Annexes 1-4, covering the labour force survey and other household surveys and census.

Table 4. Existing data sources with relevance to the Decent Work Agenda

No.	Name of the survey	Organization responsible
	<i>LFS and other household surveys</i>	
1	Labour Force Survey (LFS) – 2000, 2001	National Institute of Statistics (NIS)
2	Population Census – 1998, 2008	NIS
3	Cambodia Inter-Censal Population Survey (CIPS) – 2004	NIS
4	Cambodia Socio-Economic Survey (CSES) – 1993/94, 1996, 1997, 1999, 2004, 2007, 2008, 2009, 2010	NIS
5	Cambodia Demographic and Health Survey (DHS) – 2005	NIS
6	Child Domestic Worker Survey (CDWS) – 2003	NIS
7	Child Labour Survey (CLS) – 2001	NIS
	<i>Establishment surveys</i>	
8	Establish Listing – 2009	NIS
	Survey of Industrial Establishment – 2000	NIS
	<i>Administrative records</i>	
9	Data on social security expenditure	Ministry of Economy and Finance (MEF)
10	Data on health financing	Ministry of Health (MOH)
11	Data on occupational injuries	Department of Occupational Health (DOH)
12	Data on strikes and lockouts	Department of Labour Disputes (DOLD)
13	Data on collective bargaining	Ministry of Labour and Vocational Training (MOLVT)
14	Data on workers' organizations	MOLVT
15	Data on employers' organizations	MOLVT

Source: Author's compilation.

As Table 4 indicates, a number of data sources are available in relation to the measurement of decent work. However, it is immediately clear that some household surveys have not been carried out on a regular basis, and therefore, a complete time series would not be available. Notably, the labour force survey (LFS) was last carried out in 2001, and, given the rapid changes in the economy and labour market, appropriate consideration should be given to conducting a LFS in 2010/2011. Likewise, a national child labour survey (CLS) was last carried out nearly a decade ago and more recent sources to measure and track efforts to eliminate child labour are not available. To this end, NIS will conduct a LFS/CLS in 2011 with support from the ILO Statistical Information and Monitoring Programme on Child Labour (SIMPOC) and the MAP project. However, given resource constraints for implementing the LFS and CLS on a regular

basis after 2011, a complementary option could be to develop or strengthen the labour force module of an existing household survey that is conducted on a regular or annual basis.

In 2008, a Population Census was conducted with a short module on employment and labour force characteristics, however based on the usual status (previous 12 months). In addition, the Cambodia Socio-Economic Survey (CSES) has been conducted on a regular basis since the mid-1990s to investigate dimensions of poverty and living conditions. The survey also includes a short labour force module which collects basic employment-related statistics, based on current status (previous 7 days) and could provide the best available data source for compiling information related to employment opportunities, adequate earnings and hours of work. However, due to differences in survey design and sample size in different rounds, a time series based on CSES data that provides full comparability and trends analysis since the 1990s may not be feasible. Nonetheless, the 2004 and 2009 CSES rounds employ the larger sample size of 12 thousand households with a mostly similar questionnaire and could be a sound statistical basis to monitor a number of decent work indicators over a shorter five-year period.

Furthermore, a number of administrative data sources are available but would need to be strengthened in order to compile some of the decent work indicators, particularly under 1) safe work environment, 2) social security and 3) social dialogue, workers and employers' representation. These administrative records are managed primarily by different departments of MOLVT, in addition to administrative data of the Ministry of Health and the Ministry of Economy and Finance.

In terms of the national statistical system, the Cambodia Statistics Law, enacted in May 2005, mandates NIS with the legal authority for the development of official statistics and the coordination of the statistical system as a whole, across other line ministries and institutions.¹⁵ In addition, the Sub-Decree on Designated Official Statistics stipulates that NIS shall disseminate to the public labour force survey statistics annually, either produced by itself or in cooperation with other statistical units of the RGC.¹⁶ In this regard, NIS disseminates statistical information through print publications of its major survey reports, its on-line national data archives accessible to the public¹⁷ and its on-site Data User Service Center.

Furthermore, the Department of Labour Market Information of the MOLVT produces an annual statistical report covering a number of labour market indicators, drawn from official household and establishment surveys conducted by NIS along with some administrative data records of the MOLVT. However, data tables reflect only the latest available data, with some referring to 2000 as the latest year, and dissemination of the report is limited to print publications, pending the availability of budgetary resources.

¹⁵ Royal Government of Cambodia: *Statistics Law*, Article 13.

¹⁶ Royal Government of Cambodia: *Sub-Decree on Designated Official Statistics*, No. 70 ANK-BK, Article 5.

¹⁷ See: <http://www.nis.gov.kh/index.php/statistics/online-statistics>.

Table 5. List of statistical indicators for monitoring and assessing progress on decent work

Elements 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 availability
Employment opportunities	EMPL-1	M – Employment-to-population ratio, 15-64 years (S)	LFS, Census, CSES
	EMPL-2	M – Unemployment rate (S)	LFS, Census, CSES
	EMPL-3	M – Youth not in education and not in employment, 15-24 years (S)	LFS, Census, CSES
	EMPL-4	M – Informal employment (S)	n/a
	EMPL-5	A – Labour force participation rate, 15-64 years	LFS, Census, CSES
	EMPL-6	A – Youth unemployment rate, 15-24 years (S)	LFS, Census, CSES
	EMPL-7	A – Unemployment by level of education (S)	LFS, Census, CSES
	EMPL-8	A – Employment by status in employment (S)	LFS, Census, CSES
	EMPL-9	A – Proportion of own-account and contr. family workers in total employment (S)	LFS, Census, CSES
	EMPL-10	A – Share of wage employment in non-agricultural employment (S)	LFS, Census, CSES
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 (S)	LFS, CSES
	EARN-5	A – Minimum wage as % of median wage	LFS, CSES
	EARN-6	A – Manufacturing wage index	LFS, CSES
	EARN-7	A – Employees with recent job training (past year / past 4 weeks) (S)	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
Work to be abolished	ABOL-1	M – Child labour (S)	CLS
	ABOL-2	A – Hazardous child labour (S)	CLS
Stability and security of work	STAB-1	M – Precarious work	n/a
	EMPL-4	M – Informal employment (S)	n/a
	STAB-2	A – Employment tenure (S)	n/a
Equal opportunity and treatment in employment	EQUA-1	M – Occupational segregation by sex	LFS, Census, CSES
	EQUA-2	M – Female share of employment in ISCO-88 groups 11 and 12	LFS, Census, CSES
	EQUA-3	A – Gender wage gap	LFS, 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
Safe work environment	SAFE-1	M – Occupational injury rate, fatal	DOH-MOLVT
	SAFE-2	A – Occupational injury rate, non-fatal	DOH-MOLVT
	SAFE-3	A – Time lost due to occupational injuries	n/a

Elements 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 availability
	SAFE-4	A – Labour inspection (inspectors per 10,000 employed persons)	n/a
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)	MEF
	SECU-3	A – Health-care exp. not financed out of pocket by private households	n/a
	SECU-4	A – Share of population covered by (basic) health care provision (S)	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	DOLD-MOLVT
Economic and social context for decent work	CONT-1	C – Children not in school (% by age) (S)	Census, CSES
	CONT-2	C – Estimated % of working-age population who are HIV positive	DHS
	CONT-3	C – Labour productivity (GDP per employed person, level and growth rate)	National accounts (NIS) and LFS/Census/CSES
	CONT-4	C – Income inequality (percentile ratio P90/P10, income or consumption)	CSES
	CONT-5	C – Inflation rate (CPI)	NIS
	CONT-6	C – Employment by branch of economic activity	LFS, Census, CSES
	CONT-7	C – Education of adult population (adult literacy rate, adult secondary-school graduation rate) (S)	LFS, Census, CSES
	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 (NIS)
	CONT-10	C (additional) – Female share of employment by industry (ISIC tabulation category)	LFS, Census, CSES
	CONT-11	C (additional) – Wage / earnings inequality (percentile ratio P90/P10)	LFS, CSES
	CONT-12	C (additional) – Poverty indicators (gap and rate)	CSES

Source: Author's compilation.

Table 6. Indicators of decent work in existing sources of data

Decent Work Indicators	LFS and other household surveys							Est. survey		Administrative Records						
	Labour Force Survey	Population Census	Inter-Censal Pop. Census	Socio-Economic Survey	Demographic and Health	Child Domestic Worker	Child Labour Survey	Establishment Listing	Survey of Industrial Establishment	Social Security Expend.	Health financing	Occupational injuries	Strikes and lockouts	Collective bargaining	Workers / Employers Org.	NIS / National Accounts
Survey →																
Indicator																
Employment Opportunities																
EMPL-1 M – Employment-to-population ratio, 15-64 years (S)	1(S)	1(S)		1(S)												
EMPL-2 M – Unemployment rate (S)	3(S)	3(S)		3(S)												
EMPL-3 M – Youth not in education and not in employment, 15-24 years (S)	1(S)	1(S)		1(S)												
EMPL-4 M – Informal employment (S)	n/a															
EMPL-5 A – Labour force participation rate, 15-64 years	1(S)	3(S)		3(S)												
EMPL-6 A – Youth unemployment rate, 15-24 years (S)	1(S)	3(S)		1(S)												
EMPL-7 A – Unemployment by level of education (S)	3(S)	1(S)		1(S)												
EMPL-8 A – Employment by status in employment (S)	3(S)	3(S)		3(S)												
EMPL-9 A – Proportion of own-account and contr. family workers in total employment (S)	1(S)	1(S)		1(S)												
EMPL-10 A – Share of wage employment in non-agricultural employment (S)	1(S)	1(S)		1(S)												
Adequate earnings and productive work																
EARN-1 M – Working poor (S)				1(S)												
EARN-2 M – Low pay rate (below 2/3 of median hourly earnings) (S)				1(S)												
EARN-3 A – Average hourly earnings in selected occupations (S)				1(S)												
EARN-4 A – Average real wages (S)	1(S)			1(S)												
EARN-5 A – Minimum wage as % of median wage	1(S)			1(S)												
EARN-6 A – Manufacturing wage index	1			1												
EARN-7 A – Employees with recent job training (past year / past 4 weeks) (S)	n/a															
Decent hours																
HOUR-1 M – Excessive hours (more than 48 hours per week; 'usual' hours) (S)	1(S)			1(S)												
HOUR-2 A – Usual hours worked (standardized hour bands) (S)	3(S)			1(S)												
HOUR-3 A – Annual hours worked per				n/a												

Decent Work Indicators	LFS and other household surveys							Est. survey	Administrative Records							
	Labour Force Survey	Population Census	Inter-Censal Pop. Census	Socio-Economic Survey	Demographic and Health	Child Domestic Worker	Child Labour Survey		Establishment Listing	Survey of Industrial Establishment	Social Security Expend.	Health financing	Occupational injuries	Strikes and lockouts	Collective bargaining	Workers / Employers Org.
Survey →																
Indicator																
employed person (S)																
HOUR-4 A – Time-related underemployment rate (S)	3(S)			1(S)												
Work that should be abolished																
ABOL-1 M – Child labour [as defined by ICLS resolution] (S)							1(S)									
ABOL-2 A – Hazardous child labour (S)							1(S)									
Stability and security of work																
STAB-1 M – Precarious work	n/a															
EMPL-4 M – Informal employment (S)	n/a															
STAB-2 A – Employment tenure (S)	n/a															
Equal opportunity and treatment in employment																
EQUA-1 M – Occupational segregation by sex	3	3		3												
EQUA-2 M – Female share of employment in ISCO-88 groups 11 and 12	1	1		1												
EQUA-3 A – Gender wage gap	1			1												
Safe work environment																
SAFE-1 M – Occupational injury rate, fatal												1				
SAFE-2 A – Occupational injury rate, non-fatal												1				
SAFE-3 A – Time lost due to occupational injuries												n/a				
SAFE-4 A – Labour inspection (inspectors per 10,000 employed persons)												n/a				
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)										1						
SECU-3 A – Health-care exp. not financed out of pocket by private households											n/a					
SECU-4 A – Share of population covered by (basic) health care provision (S)											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	

Decent Work Indicators	LFS and other household surveys						Est. survey	Administrative Records								
	Labour Force Survey	Population Census	Inter-Censal Pop. Census	Socio-Economic Survey	Demographic and Health	Child Domestic Worker		Child Labour Survey	Establishment Listing	Survey of Industrial Establishment	Social Security Expend.	Health financing	Occupational injuries	Strikes and lockouts	Collective bargaining	Workers / Employers Org.
Survey →																
Indicator																
DIAL-3 M – Collective bargaining coverage rate (S)														n/a		
DIAL-5 A – Strikes and lockouts/rates of days not worked												1				
Economic and social context for decent work																
CONT-1 C – Children not in school (% by age) (S)		3(S)		3(S)			3(S)									
CONT-2 C – Estimated % of working-age population who are HIV positive (S)					1(S)											
CONT-3 C – Labour productivity (GDP per employed person, level and growth rate)	1	1		1												1
CONT-4 C – Income inequality (percentile ratio P90/P10, income or consumption)				1												
CONT-5 C – Inflation rate (CPI)																3
CONT-6 C – Employment by branch of economic activity	3(S)	3(S)		3(S)												
CONT-7 C – Education of adult population (adult literacy rate, adult secondary-school graduation rate) (S)	1(S)	3(S)		3(S)												
CONT-8 C – Labour share in GDP																n/a
CONT-9 C (additional) – Real GDP per capita in PPP\$ (level and growth rate)																1
CONT-10 C (additional) – Female share of employment by industry (ISIC tabulation category)	1	1		1												
CONT-11 C (additional) – Wage / earnings inequality (percentile ratio P90/P10)	1			1												
CONT-12 C (additional) – Poverty indicators (gap and rate)				3												

Coding: 1 = Primary data for indicator are collected, but indicator is not calculated / not published; 2 = Primary data for indicator are collected, and indicator is calculated and published without having the status of an official statistic; 3 = Primary data for indicator are collected, and indicator is calculated and published as an official statistic by the National Institute of Statistics or another Government agency; (S) indicator is disaggregated by sex; n/a = not available.

Source: Author's compilation.

Table 6 reveals that data are not available, nor can indicators be estimated on the basis of available data, for many indicators. Noticeably, many of the indicators are related to stability and security of work (including informal employment) and also indicators which are conventionally derived from administrative records, such as social security and social dialogue indicators. The indicators where data are not collected include:

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1. EMPL-4 M – Informal employment (S)
 2. EARN-7 A – Employees with recent job training (past year / past 4 weeks) (S)
 3. HOUR-3 A – Annual hours worked per employed person (S)
 4. STAB-1 M – Precarious work
 5. STAB-2 A – Employment tenure (S)
 6. SAFE-3 A – Time lost due to occupational injuries
 7. SAFE-4 A – Labour inspection (inspectors per 10,000 employed persons)
 8. SECU-1 M – Share of population aged 65 and above benefiting from a pension (S)
 9. SECU-3 A – Health-care exp. not financed out of pocket by private households
 10. SECU-4 A – Share of population covered by (basic) health care provision (S)
 11. DIAL-1 M – Union density rate (S)
 12. DIAL-2 M – Enterprises belonging to employer organization [rate]
 13. DIAL-3 M – Collective bargaining coverage rate (S)
 14. CONT-8 C – Labour share in GDP

Furthermore, data for most other indicators are collected, or have been collected in the past, but are not tabulated or published as official statistics. Priority support should focus on strengthening the capacity of relevant agencies to tabulate and disseminate these indicators, while also assisting in new data collection for indicators in which recent and up to date data are not available. These indicators include the following:

1. EMPL-1 M – Employment-to-population ratio, 15-64 years (S)
2. EMPL-3 M – Youth not in education and not in employment, 15-24 years (S)
3. EMPL-9 A – Proportion of own-account and contr. family workers in total employment (S)
4. EMPL-10 A – Share of wage employment in non-agricultural employment (S)
5. EARN-1 M – Working poor (S)
6. EARN-2 M – Low pay rate (below 2/3 of median hourly earnings) (S)
7. EARN-3 A – Average hourly earnings in selected occupations (S)
8. EARN-4 A – Average real wages (S)
9. EARN-5 A – Minimum wage as % of median wage
10. EARN-6 A – Manufacturing wage index
11. HOUR-1 M – Excessive hours (more than 48 hours per week; ‘usual’ hours) (S)
12. ABOL-1 M – Child labour [as defined by ICLS resolution] (S)
13. ABOL-2 A – Hazardous child labour (S)
14. EQUA-2 M – Female share of employment in ISCO-88 groups 11 and 12
15. EQUA-3 A – Gender wage gap
16. SAFE-1 M – Occupational injury rate, fatal
17. SAFE-2 A – Occupational injury rate, non-fatal
18. SECU-2 M – Public social security expenditure (% of GDP)
19. DIAL-5 A – Strikes and lockouts/rates of days not worked

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20. CONT-2 C – Estimated % of working-age population who are HIV positive (S)
 21. CONT-3 C – Labour productivity (GDP per employed person, level and growth rate)
 22. CONT-4 C – Income inequality (percentile ratio P90/P10, income or consumption)
 23. CONT-9 C (additional) – Real GDP per capita in PPP\$ (level and growth rate)
 24. CONT-10 C (additional) – Female share of employment by industry (ISIC tabulation category)
 25. CONT-11 C (additional) – Wage / earnings inequality (percentile ratio P90/P10)

5. Synopsis and Conclusion

Table 7 summarizes the findings presented in the previous sections on the DWCP and ILO technical cooperation projects, along with the decent work indicators which are already published or can be compiled in Cambodia. As a synopsis table, it provides an insight into the substantive areas of the Decent Work Agenda that are a priority for Cambodia but also where data gaps and challenges exist.

Under employment opportunities, the DWCP has identified one related priority outcome, and five technical cooperation projects aim to support Cambodia in this area. Based on data collected from the LFS, the Census and the CSES, nine of the ten indicators under employment opportunities can be tabulated to monitor and track trends in employment. The one missing indicator is informal employment, and given the estimated massive size of the informal sector in Cambodia, appropriate consideration should be given to better measure the extent and dimensions of informal employment in Cambodia.

Regarding adequate earnings and productive work, there is a related DWCP priority outcome. Also, regional technical cooperation initiatives to support decent work for people with disabilities and women contribute to advancing this component of the Decent Work Agenda. As the CSES and the past LFS have collected information on wages and earnings, six of the seven decent work indicators can be compiled, with the exception of Employees with recent job training (EARN-7). However, tabulation of the various indicators, particularly Working poor (EARN-1), would require significant technical assistance to the NIS to ensure that the indicators are compiled according to international definitions and concepts. Given the MOLVT priority of developing technical and vocational skills for the workforce, consideration could be given to develop and define a national decent work indicator that could measure the share of the labour force with relevant technical and skills training.¹⁸

While the DWCP and ILO technical cooperation projects have not identified decent hours as a current area for intervention, data collected in both the LFS and the CSES could be used to compile three of the four decent work indicators. This includes Excessive hours (HOUR-1), Usual hours worked (HOUR-2) and Time-related underemployment (HOUR-4).

Work to be abolished is a priority component of achieving decent work in Cambodia, given the emphasis on eradication of child labour and ensuring workplace compliance with core labour standards in the DWCP and in ILO technical cooperation projects. In this regard, indicators on child labour could be derived from the National Child Labour Survey in 2001. However, given the significant time elapsed since that survey, the tripartite constituents and other stakeholders in Cambodia may consider, as a priority, the collection of new, nationally representative data that can measure the magnitude and degree of child labour in order to monitor developments over the past decade.

Another key area of focus of the DWCP and of ILO technical cooperation projects is equal opportunity and treatment in employment, particularly in regards to supporting women, people with disabilities and indigenous communities. To this end, three decent work indicators related to gender inequality (EQUA-1, EQUA-2 and EQUA-3) can already be compiled based on existing data sources. However, data collection instruments, such as the CSES and the LFS, should consider the inclusion of questions to identify people with disabilities and ethnic/indigenous status. This would allow for the development and monitoring of decent work indicators on

¹⁸ See: Ministry of Labour and Vocational Training: *Action Plan to Implement the Rectangular Strategy, Phase II 2009–13* (Phnom Penh, 2009).

occupational segregation, wage gap and other areas disaggregated not only by sex but also by disability and indigenous status.

With the clear focus on occupational safety and health and social protection in the DWCP and the numerous ILO technical cooperation projects on improving working conditions in the garment and textile industry, decent work indicators related to a safe work environment merits appropriate attention. Indicators such as Time lost due to occupational injuries (SAFE-3) and Labour inspection (SAFE-4) are not compiled and a data collection system for these indicators should be developed using international methods and definitions. While the Department of Occupational Health of MOLVT is responsible for the compilation of data related to occupational injuries, coverage of information is incomplete, particularly of cases reported from the provinces. In many instances, enterprises rarely report cases unless they are not able to negotiate with the injured worker.¹⁹ In order to reliably monitor trends in occupational injuries, the coverage of workplace-related safety and health statistics needs to be strengthened considerably, while stronger involvement of employers and workers organizations is needed for compliance of regulations on reporting workplace injuries and accidents.

Finally, Priority 2, Outcome 2 of the DWCP and several ILO technical cooperation projects collectively aim to strengthen social dialogue in Cambodia. However, administrative records of MOLVT used to construct indicators on social dialogue are weak. Unionization rate (DIAL-1) is not available as administrative records on trade union membership are lacking. While some trade union federations register with the MOLVT, others do not, and information on membership is not based on enrolment or paid membership fees.²⁰ While CAMFEBA is the principle employers' organization in Cambodia and represents more than 950 enterprises, existing administrative and survey data are not adequate to measure the rate of all enterprises nationwide that belong to a registered employers' organization (DIAL-2). Similarly, MOLVT tracks the number of collective bargaining agreements through its administrative records, but it does not collect data on the number of workers covered under each agreement. Therefore, the collective bargaining coverage rate (DIAL-3) is another key decent work indicator that is unavailable in Cambodia.

In sum, the areas for strengthening the collection and dissemination of data for the production of decent work indicators in Cambodia are numerous. Given resource constraints, the tripartite constituents and other key stakeholders could consider the following priorities:

- 1) Supporting NIS to conduct a nationally representative household survey, such as a labour force survey, which can collect new data on many aspects of decent work where existing statistics are dated, not available or generally unreliable, including on informal employment, child labour, occupational safety, social security and unionization. It is essential that the survey design fully incorporate international guidelines on concepts and definitions of labour statistics.²¹ Recognizing this need, NIS conducted a pilot LFS in December 2009 and is planning to conduct a full LFS/CLS in 2011, with the technical and financial assistance of the ILO.
- 2) Providing technical assistance to relevant agencies to tabulate decent work indicators, based on existing data sources and utilizing international concepts and definitions, particularly indicators related to working poor, earnings, and labour productivity, among others.

¹⁹ R.B. Korale: *Report on Decent Work Indicators for Cambodia* (Bangkok, ILO, 2007), pp. 39-40, unpublished document.

²⁰ R.B. Korale: op. cit., p. 42.

²¹ See: <http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/lang--en/index.htm>.

- 3) Providing support to MOLVT and other agencies to strengthen administrative records that can be used to produce and publish decent work indicators on safe work environment, social security and social dialogue, based on international standards and definitions on labour statistics.
- 4) Supporting national partners to conduct analysis of recent trends in decent work in order to strengthen policy planning and monitoring, including the development of the next Cambodia DWCP. This would require, as a first step, the development of a reliable database of statistical and legal DWIs for Cambodia, developed from the tabulation of data from existing surveys and administrative records and an examination of the Cambodia framework of labour laws.

Table 7. Synopsis of Decent Work Country Programme, ongoing ILO technical cooperation projects and available statistical decent work indicators

	Priorities and Outcomes of the Decent Work Country Programme (Table 1)	Objectives of Technical Cooperation Programmes (Table 2)	Available statistical indicators
Employment opportunities	<p>P1. Employment and Skill Development Strategies for Productive Employment</p> <p>O.1. Increased productive employment opportunities of women and men, youth and people with disabilities particularly in the rural areas</p>	<p>A.TC2. Mainstreaming labour-based maintenance to national roads network</p> <p>Objective: To demonstrate (i) how the application of labour-based road works technology in maintaining public roads can increase the direct poverty reduction impact of road works and (ii) how to efficiently organize management of road maintenance funds through decentralised channels, essentially through the provincial authorities</p> <p>A.TC5. Creative industries support programme in Cambodia</p> <p>Objective: Promotion of small enterprise development, livelihood opportunities for indigenous people, gender equality and cultural preservation</p> <p>A.TC15. Microfinance for Decent Work Action Research</p> <p>Objective: To explore the linkages between microfinance and Decent Work with 8 Microfinance Institutions, testing adaptations to products, services and delivery techniques that result in tangible increases in decent work for their clients</p> <p>A.TC16. Promoting Decent Work for People with Disabilities through a Disability Inclusion Support Service (INCLUDE)</p> <p>Objective: The Project aims to establish a network of disability support agencies to: 1) sensitize policy-makers, programme and service providers to the human rights-based perspective on disability issues; and 2) provide technical advice regarding the inclusion of persons with disabilities in mainstream policies, programmes and services</p> <p>A.TC17. Promoting Women's Entrepreneurship Development and Gender Equality (WEDGE), Phase III</p> <p>Objective: Promote women's entrepreneurship and support women entrepreneurs to create decent employment, achieve women's empowerment and gender equality, and work toward poverty reduction</p>	<p>EMPL-1 M – Employment-to-population ratio, 15-64 years (S)</p> <p>EMPL-2 M – Unemployment rate (S)</p> <p>EMPL-3 M – Youth not in education and not in employment, 15-24 years (S)</p> <p>EMPL-5 A – Labour force participation rate, 15-64 years</p> <p>EMPL-6 A – Youth unemployment rate, 15-24 years (S)</p> <p>EMPL-7 A – Unemployment by level of education (S)</p> <p>EMPL-8 A – Employment by status in employment (S)</p> <p>EMPL-9 A – Proportion of own-account and contr. family workers in total employment (S)</p> <p>EMPL-10 A – Share of wage employment in non-agricultural employment (S)</p>

	Priorities and Outcomes of the Decent Work Country Programme (Table 1)	Objectives of Technical Cooperation Programmes (Table 2)	Available statistical indicators
Adequate earnings and productive work	<p>P1. Employment and Skill Development Strategies for Productive Employment</p> <p>O.1. Increased productive employment opportunities of women and men, youth and people with disabilities particularly in the rural areas</p>	<p>A.TC16. Promoting Decent Work for People with Disabilities through a Disability Inclusion Support Service (INCLUDE)</p> <p>Objective: The Project aims to establish a network of disability support agencies to: 1) sensitize policy-makers, programme and service providers to the human rights-based perspective on disability issues; and 2) provide technical advice regarding the inclusion of persons with disabilities in mainstream policies, programmes and services</p> <p>A.TC17. Promoting Women's Entrepreneurship Development and Gender Equality (WEDGE), Phase III</p> <p>Objective: Promote women's entrepreneurship and support women entrepreneurs to create decent employment, achieve women's empowerment and gender equality, and work toward poverty reduction</p>	<p>EARN-1 M – Working poor (S)</p> <p>EARN-2 M – Low pay rate (below 2/3 of median hourly earnings) (S)</p> <p>EARN-3 A – Average hourly earnings in selected occupations (S)</p> <p>EARN-4 A – Average real wages (S)</p> <p>EARN-5 A – Minimum wage as % of median wage</p> <p>EARN-6 A – Manufacturing wage index</p>
Decent hours	--	--	<p>HOUR-1 M – Excessive hours (more than 48 hours per week; 'usual' hours) (S)</p> <p>HOUR-2 A – Usual hours worked (standardized hour bands) (S)</p> <p>HOUR-4 A – Time-related underemployment rate (S)</p>
Combining work, family and personal life	--	--	--
Work to be abolished	<p>P1. Employment and Skill Development Strategies for Productive Employment</p> <p>O.1. Increased productive employment opportunities of women and men, youth and people with disabilities particularly in the rural areas</p> <p>P2. Labour market governance and human rights at work</p> <p>O.2.2. Government and social partners adopt and implement policies to improve and protect the rights of children, women, migrant workers and indigenous peoples</p>	<p>A.TC3. Programme of support to the national time bound programme for the elimination of the worst forms of child labour in Cambodia</p> <p>Objective: Elimination of worst forms of child labour in Cambodia by 2016</p> <p>A.TC4. Towards 2016: Contributing towards Ending the WFCL in Cambodia</p> <p>Objective: Developing national capacities for ending the WFCL in Cambodia by 2016</p> <p>A.TC7. Cambodian trade union for Better Factories Cambodia</p> <p>Objective: To improve working conditions in Cambodia's export garment factories by combining independent monitoring with finding solutions, through suggestions to management, training, advice and information</p> <p>A.TC8. Better Factories: World Bank Contribution to Sustainability Strategy</p> <p>Objective: Enhance the sustainability of the Better Factories Cambodia programme</p> <p>A.TC9. Better Factories in Cambodia</p> <p>Objective: To improve working conditions in Cambodia's export garment factories by combining independent monitoring with finding solutions, through suggestions to management, training, advice and information</p> <p>A.TC10. Working conditions in the textile and apparel sector of Cambodia</p>	<p>ABOL-1 M – Child labour [as defined by ICLS resolution] (S)</p> <p>ABOL-2 A – Hazardous child labour (S)</p>

	Priorities and Outcomes of the Decent Work Country Programme (Table 1)	Objectives of Technical Cooperation Programmes (Table 2)	Available statistical indicators
		<p>Objective: Ensuring that working conditions in the textile and apparel sector of Cambodia comply with internationally recognized core labour standards and Cambodian Labour Law</p> <p>A.TC11. Working conditions in the textile and apparel sector of Cambodia</p> <p>Objective: Ensuring that working conditions in the textile and apparel sector of Cambodia comply with internationally recognized core labour standards and Cambodian Labour Law</p> <p>A.TC11a. Better Factories in Cambodia: AFD</p> <p>Objective: To improve working conditions in Cambodia's export garment factories by combining independent monitoring with finding solutions, through suggestions to management, training, advice and information</p> <p>A.TC11b. Better Factories in Cambodia: Cost recovery</p> <p>Objective: To improve working conditions in Cambodia's export garment factories by combining independent monitoring with finding solutions, through suggestions to management, training, advice and information</p> <p>A.TC11c. Better Factories in Cambodia: Dutch</p> <p>Objective: To improve working conditions in Cambodia's export garment factories by combining independent monitoring with finding solutions, through suggestions to management, training, advice and information</p>	
Stability and security of work	--	--	--
Equal opportunity and treatment in employment	<p>P1. Employment and Skill Development Strategies for Productive Employment</p> <p>O.1. Increased productive employment opportunities of women and men, youth and people with disabilities particularly in the rural areas</p> <p>P2. Labour market governance and human rights at work</p> <p>O.2.1. Improved respect for the rule of law, more effective labour laws, and labour market institutions and practices that comply with international labour standards</p> <p>O.2.2. Government and social partners adopt and implement policies to improve and protect the rights of children, women, migrant workers and indigenous peoples</p>	<p>A.TC5. Creative industries support programme in Cambodia</p> <p>Objective: Promotion of small enterprise development, livelihood opportunities for indigenous people, gender equality and cultural preservation</p> <p>A.TC12. Support to Indigenous Peoples in Cambodia</p> <p>Objective: Involve indigenous peoples in issues related to their rights and livelihoods through: 1) Capacity building on indigenous issues and their rights to indigenous organization, NGOs staff, government officials and other stakeholders; and 2) Assistance on indigenous community registration as legal entity for collective land ownership</p> <p>A.TC13. Managing Cross-border Movement of Labour in Southeast Asia</p> <p>Objective: To protect migrant workers by developing a knowledge base on migration issues for policy makers and building up the capacity of governments to manage orderly labour migration</p> <p>A.TC16. Promoting Decent Work for People with Disabilities through a Disability Inclusion</p>	<p>EQUA-1 M – Occupational segregation by sex</p> <p>EQUA-2 M – Female share of employment in ISCO-88 groups 11 and 12</p> <p>EQUA-3 A – Gender wage gap</p>

	Priorities and Outcomes of the Decent Work Country Programme (Table 1)	Objectives of Technical Cooperation Programmes (Table 2)	Available statistical indicators
		<p>Support Service (INCLUDE)</p> <p>Objective: The Project aims to establish a network of disability support agencies to: 1) sensitize policy-makers, programme and service providers to the human rights-based perspective on disability issues; and 2) provide technical advice regarding the inclusion of persons with disabilities in mainstream policies, programmes and services</p> <p>A.TC17. Promoting Women's Entrepreneurship Development and Gender Equality (WEDGE), Phase III</p> <p>Objective: Promote women's entrepreneurship and support women entrepreneurs to create decent employment, achieve women's empowerment and gender equality, and work toward poverty reduction</p>	
Safe work environment	<p>P2. Labour market governance and human rights at work</p> <p>O.2.1. Improved respect for the rule of law, more effective labour laws, and labour market institutions and practices that comply with international labour standards</p> <p>P3. Social protection enhanced for targeted groups</p> <p>O.3. Increased social protection coverage for working women and men in formal and informal sectors</p>	<p>A.TC6. Integrating HIV/AIDS into Garment Factory Occupational Safety and Health Committees: Workplace Sensitization, Mobilization and Management</p> <p>A.TC7. Cambodian trade union for Better Factories Cambodia</p> <p>Objective: To improve working conditions in Cambodia's export garment factories by combining independent monitoring with finding solutions, through suggestions to management, training, advice and information</p> <p>A.TC8. Better Factories: World Bank Contribution to Sustainability Strategy</p> <p>Objective: Enhance the sustainability of the Better Factories Cambodia programme</p> <p>A.TC9. Better Factories in Cambodia</p> <p>Objective: To improve working conditions in Cambodia's export garment factories by combining independent monitoring with finding solutions, through suggestions to management, training, advice and information</p> <p>A.TC10. Working conditions in the textile and apparel sector of Cambodia</p> <p>Objective: Ensuring that working conditions in the textile and apparel sector of Cambodia comply with internationally recognized core labour standards and Cambodian Labour Law</p> <p>A.TC11. Working conditions in the textile and apparel sector of Cambodia</p> <p>Objective: Ensuring that working conditions in the textile and apparel sector of Cambodia comply with internationally recognized core labour standards and Cambodian Labour Law</p> <p>A.TC11a. Better Factories in Cambodia: AFD</p> <p>Objective: To improve working conditions in Cambodia's export garment factories by combining independent monitoring with finding solutions, through suggestions to management, training, advice and information</p>	<p>SAFE-1 M – Occupational injury rate, fatal</p> <p>SAFE-2 A – Occupational injury rate, non-fatal</p>

	Priorities and Outcomes of the Decent Work Country Programme (Table 1)	Objectives of Technical Cooperation Programmes (Table 2)	Available statistical indicators
		<p>A.TC11b. Better Factories in Cambodia: Cost recovery</p> <p>Objective: To improve working conditions in Cambodia's export garment factories by combining independent monitoring with finding solutions, through suggestions to management, training, advice and information</p> <p>A.TC11c. Better Factories in Cambodia: Dutch</p> <p>Objective: To improve working conditions in Cambodia's export garment factories by combining independent monitoring with finding solutions, through suggestions to management, training, advice and information</p>	
Social security	<p>P3. Social protection enhanced for targeted groups</p> <p>O.3. Increased social protection coverage for working women and men in formal and informal sectors</p>	--	SECU-2 M – Public social security expenditure (% of GDP)
Social dialogue, workers and employers' representation	<p>P2. Labour market governance and human rights at work</p> <p>O.2.1. Improved respect for the rule of law, more effective labour laws, and labour market institutions and practices that comply with international labour standards</p>	<p>A.TC1. Assist the Competitiveness of the Cambodian Garment Sector through Improvements to the Cambodian Labour Law and Industrial Relations</p> <p>Objective: Improving industrial relations and labour law in the garment sector</p> <p>A.TC7. Cambodian trade union for Better Factories Cambodia</p> <p>A.TC14 ASEAN-ILO/Japan Industrial Relations Project</p> <p>Objective: To improve industrial relations in the ASEAN countries</p>	DIAL-5 A – Strikes and lockouts/rates of days not worked
Economic and social context for decent work	<p>P1. Employment and Skill Development Strategies for Productive Employment</p> <p>O.1. Increased productive employment opportunities of women and men, youth and people with disabilities particularly in the rural areas</p>	<p>A.TC5. Creative industries support programme in Cambodia</p> <p>Objective: Promotion of small enterprise development, livelihood opportunities for indigenous people, gender equality and cultural preservation</p> <p>A.TC15. Microfinance for Decent Work Action Research</p> <p>Objective: To explore the linkages between microfinance and Decent Work with 8 Microfinance Institutions, testing adaptations to products, services and delivery techniques that result in tangible increases in decent work for their clients</p> <p>A.TC17. Promoting Women's Entrepreneurship Development and Gender Equality (WEDGE), Phase III</p> <p>Objective: Promote women's entrepreneurship and support women entrepreneurs to create decent employment, achieve women's empowerment and gender equality, and work toward poverty reduction</p>	<p>CONT-1 C – Children not in school (% by age) (S)</p> <p>CONT-2 C – Estimated % of working-age population who are HIV positive (S)</p> <p>CONT-3 C – Labour productivity (GDP per employed person, level and growth rate)</p> <p>CONT-4 C – Income inequality (percentile ratio P90/P10, income or consumption)</p> <p>CONT-5 C – Inflation rate (CPI)</p> <p>CONT-6 C – Employment by branch of economic activity</p> <p>CONT-7 C – Education of adult population (adult literacy rate, adult secondary-school graduation rate) (S)</p> <p>CONT-9 C (additional) – Real GDP per capita in PPP\$ (level and growth rate)</p> <p>CONT-10 C (additional) – Female share of employment by industry (ISIC tabulation category)</p> <p>CONT-11 C (additional) – Wage / earnings inequality (percentile ratio P90/P10)</p> <p>CONT-12 C (additional) – Poverty indicators (gap and rate)</p>

Source: Author's compilation.

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Annex 1. Presentation of Population Census

1. **Title of survey:** General Population Census of Cambodia
2. **Organization responsible for most recent survey:** National Institute of Statistics (NIS), Ministry of Planning
3. **Date of most recent survey:** March 2008
4. **Date of publication of report of the most recent survey:** August 2009
5. **Type of publication:** *paper* *internet, see: <http://www.nis.gov.kh/index.php/home>*
6. **Date of next survey:** 2018
7. **Periodicity**
 - a. Data collection
 - monthly*
 - quarterly*
 - twice a year*
 - annually*
 - other, please, specify...Every 10 years*
 - b. Dissemination of results
 - monthly*
 - quarterly*
 - twice a year*
 - annually*
 - other, please, specify...Every 10 years*
8. **Coverage**
 - a. Population groups
 - Minimum age: None*
 - Maximum age: None*
 - Exclusion of institutional households (army, prison, etc.)* No Yes, specify...
 - Specify exclusion of any other specific population groups (e.g. migrant workers):*
 - b. Geographical coverage
 - whole country*
 - whole country, excluding...*
 - urban only*
 - rural only*
 - other, please, specify...*
9. **Topics covered**

<ul style="list-style-type: none"><input checked="" type="checkbox"/> <i>economically active population</i><input checked="" type="checkbox"/> <i>employment</i><input checked="" type="checkbox"/> <i>unemployment</i><input type="checkbox"/> <i>time-related underemployment</i><input type="checkbox"/> <i>hours of work per reference period</i><ul style="list-style-type: none"><input type="checkbox"/> <i>actual hours worked</i><input type="checkbox"/> <i>usual hours worked</i><input type="checkbox"/> <i>other, please, specify...</i><input type="checkbox"/> <i>employment income: wages, salaries and self-employment income</i><input type="checkbox"/> <i>employment tenure</i><input type="checkbox"/> <i>duration of unemployment</i><input type="checkbox"/> <i>discouraged workers</i>	<ul style="list-style-type: none"><input type="checkbox"/> <i>occasional / casual wage workers</i><input checked="" type="checkbox"/> <i>industry</i><input checked="" type="checkbox"/> <i>occupation</i><input checked="" type="checkbox"/> <i>status in employment</i><input checked="" type="checkbox"/> <i>educational level</i><input checked="" type="checkbox"/> <i>secondary jobs</i><input type="checkbox"/> <i>employment in informal economy</i><input type="checkbox"/> <i>employment in informal sector</i><input type="checkbox"/> <i>child labour</i><input type="checkbox"/> <i>poverty</i><input type="checkbox"/> <i>safe work</i><input type="checkbox"/> <i>social security</i><input type="checkbox"/> <i>training</i><input type="checkbox"/> <i>other, please, specify...</i>
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10. Concepts and classifications used in the most recent survey

a. Economically active population

- current economic activity (Labour force framework)
 usual economic activity

Are definitions consistent with the ICLS 1982 resolution? No Yes

Any other comment...

b. Status in employment

- employees

Differentiation between regular employees and casual/temporary or short-term/seasonal workers?

- No Yes, specify groups:

- employers
 own-account workers
 members of producers' cooperatives
 contributing family workers
 workers not classifiable by status
 others, please, specify...

c. Occupations.

- Direct use of ISCO classification
 ISCO-08 ISCO-88 ISCO-68

Use of a specific national classification of occupations?

- not related to ISCO
 based on or consistent with:
 ISCO-08 ISCO-88 ISCO-68

d. Industries

- Direct use of ISIC classification
 ISIC Rev.4 (2008) ISIC Rev.3.1 (2002)
 ISIC Rev.3 (1990) ISIC Rev.2 (1968)

Use of a specific national classification of industries?

- not related to ISIC
 based on or consistent with:
 ISIC Rev.4 (2008) ISIC Rev.3.1 (2002)
 ISIC Rev.3 (1990) ISIC Rev.2 (1968)

11. Measurement (Labour force framework)

a. Employment

- i. One hour criterion for employment used? No Yes If no, specify criterion... Main activity during past year of more than 6 months (183 days)

ii. Reference period for employment:

- last day
 last week
 last four weeks
 other, please, specify... last year

iii. Identification of economic activity:

- use of activity list
 use of prompt with example of what constitutes work

b. Unemployment

i. Question on availability to work included: No Yes

If yes: Reference period for availability to work:

- Same as for employment
 Different from employment
 next week
 next two weeks
 next four weeks
 other, please, specify...

ii. Question on seeking work included: No Yes

If yes: Reference period for seeking work:

- Same as for employment
 Different from employment
 last week
 last two weeks
 last four weeks
 other, please, specify...

12. Survey design (most recent survey)

a. Sample design

- Single stage sampling
Specify sampling unit: households individuals
 Multi stage
First stage sampling unit: **Households**
Ultimate sampling unit households individuals

b. Sample frame, including date: n/a

c. Sample size: n/a

d. Non Response rate: n/a

e. Questionnaire design

- landscape questionnaire individual questionnaires a combination of both

f. Language of questionnaire

Original version: **Khmer**

Other versions (list all languages): **English**

Oral translation during interviews: No Yes, specify languages:

g. Data collection method

- face-to-face interviews
 self-completed questionnaire (mail or drop-off)
 phone interviews
 other, please, specify...

h. Use of proxy respondents (e.g. head of household provides answer for absent household members)

No Yes

13. Available series (most recent survey)

	Series available	Available disaggregations					
		Sex	Age	Status in employment	Industry	Rural / urban areas	Other
Employment to population ratio	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Unemployment rate	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Youth not in employment and not in education	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Informal employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Labour force participation rate	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Working poor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Low pay rate (below 2/3 of median hourly earnings)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Average hourly earnings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Average real wages	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employees with recent job training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Excessive hours (more than 48 hours per week, usual hours)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Usual hours worked (standardized hour bands)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Annual hours worked per employed person	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Time-related underemployment rate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hazardous child labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Female share of employment in ISCO-88 major group 1	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender wage gap	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Share of population aged 65 and above benefiting from a pension	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Share of population covered by (basic) health care provision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Youth unemployment rate, 15-24 (S)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Unemployment by level of education (S)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Employment by status in employment (S)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Proportion of own account and contributing family workers in total employment (S)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Share of wage employment in non-agricultural employment (S)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Minimum wage as % of median wage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Manufacturing wage index	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Precarious work (S)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employment tenure (S)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Series available	Available disaggregations					
		Sex	Age	Status in employment	Industry	Rural / urban areas	Other
Occupational segregation by sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Indicator for fundamental principles and rights at work (Elimination of discrimination in respect of employment and occupation) to be developed by the Office	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Measure of discrimination by race/ethnicity/of indigenous people/of (recent) migrant workers/of rural workers where relevant and available	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational injury rate, fatal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational injury rate, non-fatal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Time lost due to occupational injuries	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Labour inspection (inspectors per 10,000 employed persons)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public social security expenditure (% of GDP)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health care exp not financed out of pocket by private households	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Union density rate (S)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Enterprises belonging to employer organization (rate)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Collective bargaining coverage rate (S)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Indicator for fundamental principles and rights at work (Freedom of association and collective bargaining) to be developed by the Office	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strikes and lockouts/rates of days not worked	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Children not in school (% by age) (S)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Estimated % of working-age population who are HIV positive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Labour productivity (GDP per employed person, level and growth rate)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Income inequality (percentile ratio P90/P10, income or consumption)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inflation rate (CPI)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employment by branch of economy	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Education of adult population (adult literacy rate, adult secondary-school graduation rate) (S)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Labour share in GDP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(additional) – Real GDP per capita in PPP\$ (level and growth rate)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(additional) – Female share of employment by industry (ISIC tabulation category)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
(additional) – Wage / earnings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Series available	Available disaggregations					
		Sex	Age	Status in employment	Industry	Rural / urban areas	Other
inequality (percentile ratio P90/P10)							
(additional) – Poverty indicators (gap and rate)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

14. Data access policy

anonymized data file is available to general public (e.g. posted on website):

<http://celade.cepal.org/khmnis/census/khm2008/>

anonymized data file is available to specialized audience on application

micro-data is not generally made available

other data access policy:

Annex 2. Presentation of Socio-Economic Survey

1. **Title of survey:** Cambodia Socio-Economic Survey (CSES)
2. **Organization responsible for most recent survey:** National Institute of Statistics (NIS), Ministry of Planning
3. **Date of most recent survey:** 2010
4. **Date of publication of report of the most recent survey:** 2007 (Publication of 2009 report expected in December 2010)
5. **Type of publication:** *paper* *internet, see: <http://www.nis.gov.kh/index.php/home>*
6. **Date of next survey:** 2011
7. **Periodicity**
 - a. Data collection
 - monthly*
 - quarterly*
 - twice a year*
 - annually*
 - other, please, specify... Five rounds of the CSES were conducted between 1993 and 2004. The CSES has since been implemented in 2007, 2008, 2009 and 2010.*
 - b. Dissemination of results
 - monthly*
 - quarterly*
 - twice a year*
 - annually*
 - other, please, specify... Every 1-2 years following the data collection period.*
8. **Coverage**
 - b. Population groups
 - Minimum age: 5 years*
 - Maximum age: None*
 - Exclusion of institutional households (army, prison, etc.)* No Yes, specify... *Based on 1998 Census:*
 - *People living in institutions (such as long term hospitals, prisons, monasteries, military quarters)*
 - *Diplomatic and UN households in the country*
 - *Other foreigners in the country*
 - *Armed forces residing in military bases*
 - Specify exclusion of any other specific population groups (e.g. migrant workers):*
 - d. Geographical coverage
 - whole country*
 - whole country, excluding...*
 - urban only*
 - rural only*
 - other, please, specify...*

9. Topics covered

- | | |
|--|--|
| <input checked="" type="checkbox"/> <i>economically active population</i> | <input type="checkbox"/> <i>occasional / casual wage workers</i> |
| <input checked="" type="checkbox"/> <i>employment</i> | <input checked="" type="checkbox"/> <i>industry</i> |
| <input checked="" type="checkbox"/> <i>unemployment</i> | <input checked="" type="checkbox"/> <i>occupation</i> |
| <input checked="" type="checkbox"/> <i>time-related underemployment</i> | <input checked="" type="checkbox"/> <i>status in employment</i> |
| <input checked="" type="checkbox"/> <i>hours of work per reference period</i> | <input checked="" type="checkbox"/> <i>educational level</i> |
| <input checked="" type="checkbox"/> <i>actual hours worked</i> | <input checked="" type="checkbox"/> <i>secondary jobs</i> |
| <input type="checkbox"/> <i>usual hours worked</i> | <input type="checkbox"/> <i>employment in informal economy</i> |
| <input type="checkbox"/> <i>other, please, specify...</i> | <input type="checkbox"/> <i>employment in informal sector</i> |
| <input checked="" type="checkbox"/> <i>employment income: wages, salaries and self-employment income</i> | <input checked="" type="checkbox"/> <i>child labour</i> |
| <input type="checkbox"/> <i>employment tenure</i> | <input checked="" type="checkbox"/> <i>poverty</i> |
| <input checked="" type="checkbox"/> <i>duration of unemployment</i> | <input type="checkbox"/> <i>safe work</i> |
| <input type="checkbox"/> <i>discouraged workers</i> | <input type="checkbox"/> <i>social security</i> |
| | <input type="checkbox"/> <i>training</i> |
| | <input type="checkbox"/> <i>other, please, specify...</i> |

10. Concepts and classifications used in the most recent survey

a. Economically active population

- current economic activity (Labour force framework)
 usual economic activity

Are definitions consistent with the ICLS 1982 resolution? No Yes

Any other comment...

b. Status in employment

- employees

Differentiation between regular employees and casual/temporary or short-term/seasonal workers?

- No Yes, specify groups:

- employers
 own-account workers
 members of producers' cooperatives
 contributing family workers
 workers not classifiable by status
 others, please, specify:..

c. Occupations.

- Direct use of ISCO classification
 ISCO-08 ISCO-88 ISCO-68
- Use of a specific national classification of occupations?
 not related to ISCO
 based on or consistent with:
 ISCO-08 ISCO-88 ISCO-68

d. Industries

- Direct use of ISIC classification
 ISIC Rev.4 (2008) ISIC Rev.3.1 (2002)
 ISIC Rev.3 (1990) ISIC Rev.2 (1968)

-
- Use of a specific national classification of industries?
- not related to ISIC
 - based on or consistent with:
 - ISIC Rev.4 (2008) ISIC Rev.3.1 (2002)
 - ISIC Rev.3 (1990) ISIC Rev.2 (1968)

11. Measurement (Labour force framework)

a. Employment

- i. One hour criterion for employment used? No Yes If no, specify criterion...
- ii. Reference period for employment:
 - last day
 - last week
 - last four weeks
 - other, please, specify...
- iii. Identification of economic activity:
 - use of activity list
 - use of prompt with example of what constitutes work

b. Unemployment

- i. Question on availability to work included: No Yes
If yes: Reference period for availability to work:
 - Same as for employment
 - Different from employment
 - next week
 - next two weeks
 - next four weeks
 - other, please, specify...
- ii. Question on seeking work included: No Yes
If yes: Reference period for seeking work:
 - Same as for employment
 - Different from employment
 - last week
 - last two weeks
 - last four weeks
 - other, please, specify...

12. Survey design (most recent survey)

a. Sample design

- Single stage sampling
- Specify sampling unit: households' individuals
- Multi stage: **Three-stage**

First stage sampling unit: **Village**

Ultimate sampling unit households individuals

b. Sample frame, including date: **1998 General Population Census**

c. Sample size: **360 villages (3,600 households)**

d. Non Response rate: n/a

e. Questionnaire design

landscape questionnaire individual questionnaires a combination of both

f. Language of questionnaire

Original version: **Khmer**

Other versions (list all languages): **English**

Oral translation during interviews: No Yes, specify languages:

g. Data collection method

face-to-face interviews

self-completed questionnaire (mail or drop-off)

phone interviews

other, please, specify...

h. Use of proxy respondents (e.g. head of household provides answer for absent household members)

No Yes

13. Available series (most recent survey)

	Series available	Available disaggregations					
		Sex	Age	Status in employment	Industry	Rural / urban areas	Other
Employment to population ratio	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Unemployment rate	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Youth not in employment and not in education	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Informal employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Labour force participation rate	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Working poor	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Low pay rate (below 2/3 of median hourly earnings)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Average hourly earnings	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Average real wages	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Employees with recent job training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Excessive hours (more than 48 hours per week, usual hours)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Usual hours worked (standardized hour bands)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Annual hours worked per employed person	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Time-related underemployment rate	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Child labour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Hazardous child labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Female share of employment in ISCO-88 major group 1	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

	Series available	Available disaggregations					
		Sex	Age	Status in employment	Industry	Rural / urban areas	Other
Gender wage gap	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Share of population aged 65 and above benefiting from a pension	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Share of population covered by (basic) health care provision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Youth unemployment rate, 15-24 (S)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Unemployment by level of education (S)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Employment by status in employment (S)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Proportion of own account and contributing family workers in total employment (S)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Share of wage employment in non-agricultural employment (S)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Minimum wage as % of median wage	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Manufacturing wage index	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Precarious work (S)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employment tenure (S)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational segregation by sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Indicator for fundamental principles and rights at work (Elimination of discrimination in respect of employment and occupation) to be developed by the Office	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Measure of discrimination by race/ethnicity/of indigenous people/of (recent) migrant workers/of rural workers where relevant and available	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Occupational injury rate, fatal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational injury rate, non-fatal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Time lost due to occupational injuries	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Labour inspection (inspectors per 10,000 employed persons)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public social security expenditure (% of GDP)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health care exp not financed out of pocket by private households	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Union density rate (S)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Enterprises belonging to employer organization (rate)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Collective bargaining coverage rate (S)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Indicator for fundamental principles and rights at work (Freedom of association and collective bargaining) to be developed by the Office	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strikes and lockouts/rates of days not worked	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Series available	Available disaggregations					
		Sex	Age	Status in employment	Industry	Rural / urban areas	Other
Children not in school (% by age) (S)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Estimated % of working-age population who are HIV positive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Labour productivity (GDP per employed person, level and growth rate)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Income inequality (percentile ratio P90/P10, income or consumption)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inflation rate (CPI)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employment by branch of economy	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Education of adult population (adult literacy rate, adult secondary-school graduation rate) (S)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Labour share in GDP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(additional) – Real GDP per capita in PPP\$ (level and growth rate)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(additional) – Female share of employment by industry (ISIC tabulation category)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
(additional) – Wage / earnings inequality (percentile ratio P90/P10)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
(additional) – Poverty indicators (gap and rate)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

14. Data access policy

anonymized data file is available to general public (e.g. posted on website):

<http://www.nis.gov.kh/nada/?page=catalog>

anonymized data file is available to specialized audience on application

micro-data is not generally made available

other data access policy: **requires approval from NIS Director General**

Annex 3. Presentation of Labour Force Survey

1. **Title of survey:** Labour Force Survey of Cambodia
2. **Organization responsible for most recent survey:** National Institute of Statistics (NIS), Ministry of Planning
3. **Date of most recent survey:** November 2001
4. **Date of publication of report of the most recent survey:** July 2002
5. **Type of publication:** *paper* *internet, see: <http://www.nis.gov.kh/index.php/home>*
6. **Date of next survey:** 2011, pending adequate financial resources for a subsequent round in 2011
7. **Periodicity**
 - a. Data collection
 - monthly*
 - quarterly*
 - twice a year*
 - annually*
 - other, please, specify... Implemented in 2000 and 2001.*
 - b. Dissemination of results
 - monthly*
 - quarterly*
 - twice a year*
 - annually*
 - other, please, specify... Published in 2001 and 2002.*
8. **Coverage**
 - a. Population groups
 - Minimum age: 10 years*
 - Maximum age: None*
 - Exclusion of institutional households (army, prison, etc.)* No Yes, specify...
 - Specify exclusion of any other specific population groups (e.g. migrant workers):*
 - b. Geographical coverage
 - whole country*
 - whole country, excluding...*
 - urban only*
 - rural only*
 - other, please, specify...*
9. **Topics covered**

<ul style="list-style-type: none"><input checked="" type="checkbox"/> <i>economically active population</i><input checked="" type="checkbox"/> <i>employment</i><input checked="" type="checkbox"/> <i>unemployment</i><input checked="" type="checkbox"/> <i>time-related underemployment</i><input checked="" type="checkbox"/> <i>hours of work per reference period</i><ul style="list-style-type: none"><input checked="" type="checkbox"/> <i>actual hours worked</i><input type="checkbox"/> <i>usual hours worked</i><input type="checkbox"/> <i>other, please, specify...</i><input checked="" type="checkbox"/> <i>employment income: wages, salaries and self-employment income</i><input type="checkbox"/> <i>employment tenure</i><input type="checkbox"/> <i>duration of unemployment</i>	<ul style="list-style-type: none"><input type="checkbox"/> <i>occasional / casual wage workers</i><input checked="" type="checkbox"/> <i>industry</i><input checked="" type="checkbox"/> <i>occupation</i><input checked="" type="checkbox"/> <i>status in employment</i><input checked="" type="checkbox"/> <i>educational level</i><input type="checkbox"/> <i>secondary jobs</i><input type="checkbox"/> <i>employment in informal economy</i><input type="checkbox"/> <i>employment in informal sector</i><input type="checkbox"/> <i>child labour</i><input type="checkbox"/> <i>poverty</i><input type="checkbox"/> <i>safe work</i><input type="checkbox"/> <i>social security</i>
--	--

discouraged workers

training

other, please, specify...

10. Concepts and classifications used in the most recent survey

a. Economically active population

current economic activity (Labour force framework)

usual economic activity

Are definitions consistent with the ICLS 1982 resolution?

No

Yes

Any other comment...

b. Status in employment

employees

Differentiation between regular employees and casual/temporary or short-term/seasonal workers?

No Yes, specify groups:

employers

own-account workers

members of producers' cooperatives

contributing family workers

workers not classifiable by status

others, please, specify...

c. Occupations.

Direct use of ISCO classification

ISCO-08

ISCO-88

ISCO-68

Use of a specific national classification of occupations?

not related to ISCO

based on or consistent with:

ISCO-08 ISCO-88 ISCO-68

d. Industries

Direct use of ISIC classification

ISIC Rev.4 (2008) ISIC Rev.3.1 (2002)

ISIC Rev.3 (1990) ISIC Rev.2 (1968)

Use of a specific national classification of industries?

not related to ISIC

based on or consistent with:

ISIC Rev.4 (2008) ISIC Rev.3.1 (2002)

ISIC Rev.3 (1990) ISIC Rev.2 (1968)

11. Measurement (Labour force framework)

a. Employment

i. One hour criterion for employment used?

No

Yes If no, specify criterion...

ii. Reference period for employment:

- last day
- last week
- last four weeks
- other, please, specify...

iii. Identification of economic activity:

- use of activity list
- use of prompt with example of what constitutes work

b. Unemployment

i. Question on availability to work included: No Yes

If yes: Reference period for availability to work:

- Same as for employment
- Different from employment
 - next week
 - next two weeks
 - next four weeks
 - other, please, specify...

ii. Question on seeking work included: No Yes

If yes: Reference period for seeking work:

- Same as for employment
- Different from employment
 - last week
 - last two weeks
 - last four weeks
 - other, please, specify...

12. Survey design (most recent survey)

a. Sample design

Single stage sampling

Specify sampling unit: households individuals

Multi stage: **Two-stage**

First stage sampling unit: **Village**

Ultimate sampling unit households individuals

b. Sample frame, including date: 1999 Cambodia Socio-Economic Survey

c. Sample size: 500 villages (5,000 households)

d. Non Response rate: n/a

e. Questionnaire design

landscape questionnaire individual questionnaires a combination of both

f. Language of questionnaire

Original version: **Khmer**

Other versions (list all languages): **English**

Oral translation during interviews: No Yes, specify languages:

g. Data collection method

- face-to-face interviews
 self-completed questionnaire (mail or drop-off)
 phone interviews
 other, please, specify ...

h. Use of proxy respondents (e.g. head of household provides answer for absent household members)

- No Yes

13. Available series (most recent survey)

	Series available	Available disaggregations					
		Sex	Age	Status in employment	Industry	Rural / urban areas	Other
Employment to population ratio	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Unemployment rate	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Youth not in employment and not in education	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Informal employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Labour force participation rate	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Working poor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Low pay rate (below 2/3 of median hourly earnings)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Average hourly earnings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Average real wages	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Employees with recent job training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Excessive hours (more than 48 hours per week, usual hours)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Usual hours worked (standardized hour bands)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Annual hours worked per employed person	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Time-related underemployment rate	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hazardous child labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Female share of employment in ISCO-88 major group 1	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender wage gap	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Share of population aged 65 and above benefiting from a pension	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Share of population covered by (basic) health care provision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Youth unemployment rate, 15-24 (S)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Unemployment by level of education (S)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Employment by status in employment (S)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Proportion of own account and contributing family workers in total employment (S)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

	Series available	Available disaggregations					
		Sex	Age	Status in employment	Industry	Rural / urban areas	Other
Share of wage employment in non-agricultural employment (S)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Minimum wage as % of median wage	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Manufacturing wage index	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Precarious work (S)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employment tenure (S)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational segregation by sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Indicator for fundamental principles and rights at work (Elimination of discrimination in respect of employment and occupation) to be developed by the Office	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Measure of discrimination by race/ethnicity/of indigenous people/of (recent) migrant workers/of rural workers where relevant and available	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational injury rate, fatal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational injury rate, non-fatal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Time lost due to occupational injuries	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Labour inspection (inspectors per 10,000 employed persons)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public social security expenditure (% of GDP)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health care exp not financed out of pocket by private households	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Union density rate (S)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Enterprises belonging to employer organization (rate)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Collective bargaining coverage rate (S)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Indicator for fundamental principles and rights at work (Freedom of association and collective bargaining) to be developed by the Office	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strikes and lockouts/rates of days not worked	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Children not in school (% by age) (S)*	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Estimated % of working-age population who are HIV positive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Labour productivity (GDP per employed person, level and growth rate)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Income inequality (percentile ratio P90/P10, income or consumption)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inflation rate (CPI)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employment by branch of economy	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Education of adult population (adult literacy rate, adult secondary-school	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

	Series available	Available disaggregations					
		Sex	Age	Status in employment	Industry	Rural / urban areas	Other
graduation rate) (S)							
Labour share in GDP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(additional) – Real GDP per capita in PPP\$ (level and growth rate)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(additional) – Female share of employment by industry (ISIC tabulation category)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
(additional) – Wage / earnings inequality (percentile ratio P90/P10)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
(additional) – Poverty indicators (gap and rate)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Note: ‘*’ only for children ages 10-14.							

14. Data access policy

anonymized data file is available to general public (e.g. posted on website):

<http://www.nis.gov.kh/nada/?page=catalog>

anonymized data file is available to specialized audience on application

micro-data is not generally made available

other data access policy:

Annex 4. Presentation of Child Labour Survey

1. **Title of survey:** Cambodia Child Labour Survey
2. **Organization responsible for most recent survey:** National Institute of Statistics (NIS), Ministry of Planning
3. **Date of most recent survey:** May 11 to June 11, 2001
4. **Date of publication of report of the most recent survey:** September 2002
5. **Type of publication:** *paper* *internet, see: <http://www.nis.gov.kh/index.php/home>*
6. **Date of next survey:** None planned
7. **Periodicity**
 - a. Data collection
 - monthly*
 - quarterly*
 - twice a year*
 - annually*
 - other, please, specify... Implemented in 2001 only.*
 - b. Dissemination of results
 - monthly*
 - quarterly*
 - twice a year*
 - annually*
 - other, please, specify... Published in 2002 only.*
8. **Coverage**
 - a. Population groups
 - Minimum age: 5 years*
 - Maximum age: none (17 years for some child labour-specific questions)*
 - Exclusion of institutional households (army, prison, etc.)* No Yes, specify...
 - Specify exclusion of any other specific population groups (e.g. migrant workers):*
 - b. Geographical coverage
 - whole country*
 - whole country, excluding...*
 - urban only*
 - rural only*
 - other, please, specify...*
9. **Topics covered**

<input checked="" type="checkbox"/> <i>economically active population</i>	<input checked="" type="checkbox"/> <i>occasional / casual wage workers</i>
<input checked="" type="checkbox"/> <i>employment</i>	<input checked="" type="checkbox"/> <i>industry</i>
<input checked="" type="checkbox"/> <i>unemployment</i>	<input checked="" type="checkbox"/> <i>occupation</i>
<input checked="" type="checkbox"/> <i>time-related underemployment</i>	<input checked="" type="checkbox"/> <i>status in employment</i>
<input checked="" type="checkbox"/> <i>hours of work per reference period</i>	<input checked="" type="checkbox"/> <i>educational level</i>
<input checked="" type="checkbox"/> <i>actual hours worked</i>	<input checked="" type="checkbox"/> <i>secondary jobs</i>
<input checked="" type="checkbox"/> <i>usual hours worked</i>	<input type="checkbox"/> <i>employment in informal economy</i>
<input type="checkbox"/> <i>other, please, specify...</i>	<input type="checkbox"/> <i>employment in informal sector</i>
<input checked="" type="checkbox"/> <i>employment income: wages, salaries and self-employment income</i>	<input checked="" type="checkbox"/> <i>child labour</i>
<input type="checkbox"/> <i>employment tenure</i>	<input type="checkbox"/> <i>poverty</i>
<input type="checkbox"/> <i>duration of unemployment</i>	<input type="checkbox"/> <i>safe work</i>
<input type="checkbox"/> <i>discouraged workers</i>	<input type="checkbox"/> <i>social security</i>
	<input type="checkbox"/> <i>training</i>
	<input type="checkbox"/> <i>other, please, specify...</i>

10. Concepts and classifications used in the most recent survey

a. Economically active population

current economic activity (Labour force framework)

usual economic activity

Are definitions consistent with the ICLS 1982 resolution? No Yes

Any other comment...

b. Status in employment

employees

Differentiation between regular employees and casual/temporary or short-term/seasonal workers?

No Yes, specify groups: Casual paid work; casual unpaid worker

employers

own-account workers

members of producers' cooperatives

contributing family workers

workers not classifiable by status

others, please, specify...

c. Occupations.

Direct use of ISCO classification

ISCO-08 ISCO-88 ISCO-68

Use of a specific national classification of occupations?

not related to ISCO

based on or consistent with:

ISCO-08 ISCO-88 ISCO-68

d. Industries

Direct use of ISIC classification

ISIC Rev.4 (2008) ISIC Rev.3.1 (2002)

ISIC Rev.3 (1990) ISIC Rev.2 (1968)

Use of a specific national classification of industries?

not related to ISIC

based on or consistent with:

ISIC Rev.4 (2008) ISIC Rev.3.1 (2002)

ISIC Rev.3 (1990) ISIC Rev.2 (1968)

11. Measurement (Labour force framework)

a. Employment

i. One hour criterion for employment used? No Yes If no, specify criterion...

ii. Reference period for employment:

last day

last week

last four weeks

other, please, specify... last year (12 months) for usual status

iii. Identification of economic activity:

- use of activity list
 use of prompt with example of what constitutes work

b. Unemployment

- i. Question on availability to work included: No Yes

If yes: Reference period for availability to work:

- Same as for employment
 Different from employment
 next week
 next two weeks
 next four weeks
 other, please, specify ...

- ii. Question on seeking work included: No Yes

If yes: Reference period for seeking work:

- Same as for employment
 Different from employment
 last week
 last two weeks
 last four weeks
 other, please, specify ...

12. Survey design (most recent survey)

a. Sample design

- Single stage sampling
Specify sampling unit: households individuals

Multi stage: **Two-stage**

First stage sampling unit: **Village**

Ultimate sampling unit households individuals

b. Sample frame, including date: **1998 General Population Census**

c. Sample size: **600 villages (12,000 households)**

d. Non Response rate: n/a

e. Questionnaire design

- landscape questionnaire individual questionnaires a combination of both

f. Language of questionnaire

Original version: **Khmer**

Other versions (list all languages): **English**

Oral translation during interviews: No Yes, specify languages:

g. Data collection method

- face-to-face interviews
 self-completed questionnaire (mail or drop-off)
 phone interviews
 other, please, specify...

h. Use of proxy respondents (e.g. head of household provides answer for absent household members)

No Yes

13. Available series (most recent survey)

	Series available	Available disaggregations					
		Sex	Age	Status in employment	Industry	Rural / urban areas	Other
Employment to population ratio	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Unemployment rate	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Youth not in employment and not in education	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Informal employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Labour force participation rate	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Working poor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Low pay rate (below 2/3 of median hourly earnings)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Average hourly earnings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Average real wages	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employees with recent job training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Excessive hours (more than 48 hours per week, usual hours)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Usual hours worked (standardized hour bands)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Annual hours worked per employed person	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Time-related underemployment rate	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Child labour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Hazardous child labour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Female share of employment in ISCO-88 major group 1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender wage gap	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Share of population aged 65 and above benefiting from a pension	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Share of population covered by (basic) health care provision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Youth unemployment rate, 15-24 (S)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Unemployment by level of education (S)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Employment by status in employment (S)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Proportion of own account and contributing family workers in total employment (S)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Share of wage employment in non-agricultural employment (S)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Minimum wage as % of median wage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Manufacturing wage index	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Precarious work (S)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employment tenure (S)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Series available	Available disaggregations					
		Sex	Age	Status in employment	Industry	Rural / urban areas	Other
Occupational segregation by sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Indicator for fundamental principles and rights at work (Elimination of discrimination in respect of employment and occupation) to be developed by the Office	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Measure of discrimination by race/ethnicity/of indigenous people/of (recent) migrant workers/of rural workers where relevant and available	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational injury rate, fatal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational injury rate, non-fatal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Time lost due to occupational injuries	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Labour inspection (inspectors per 10,000 employed persons)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public social security expenditure (% of GDP)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health care exp not financed out of pocket by private households	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Union density rate (S)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Enterprises belonging to employer organization (rate)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Collective bargaining coverage rate (S)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Indicator for fundamental principles and rights at work (Freedom of association and collective bargaining) to be developed by the Office	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strikes and lockouts/rates of days not worked	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Children not in school (% by age) (S)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Estimated % of working-age population who are HIV positive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Labour productivity (GDP per employed person, level and growth rate)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Income inequality (percentile ratio P90/P10, income or consumption)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inflation rate (CPI)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employment by branch of economy	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Education of adult population (adult literacy rate, adult secondary-school graduation rate) (S)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Labour share in GDP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(additional) – Real GDP per capita in PPP\$ (level and growth rate)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(additional) – Female share of employment by industry (ISIC tabulation category)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
(additional) – Wage / earnings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Series available	Available disaggregations					
		Sex	Age	Status in employment	Industry	Rural / urban areas	Other
inequality (percentile ratio P90/P10)							
(additional) – Poverty indicators (gap and rate)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

14. Data access policy

anonymized data file is available to general public (e.g. posted on website):

<http://www.nis.gov.kh/nada/?page=catalog>

anonymized data file is available to specialized audience on application

micro-data is not generally made available

other data access policy:

ILO/EC Project “Monitoring and Assessing Progress on Decent Work” (MAP)

Monitoring and assessing progress towards decent work is a long-standing concern for the ILO and its constituents. Implemented by the ILO with funding from the European Union, the project “Monitoring and Assessing Progress on Decent Work” (MAP) helps to address this need. Over a period of four years (2009 to 2013), the project works with Ministries of Labour, National Statistical Offices, other Government agencies, Workers’ and Employers’ organisations and research institutions to strengthen the capacity of developing and transition countries to self-monitor and self-assess progress towards decent work. The project facilitates the identification of Decent Work Indicators in line with national priorities; supports data collection; and assists in the analysis of data on decent work in order to make them relevant for policy makers. The MAP publication series disseminates project outputs to a broad audience in the ten countries covered by the project and beyond.

For more information on the ILO/EC Project “Monitoring and Assessing Progress on Decent Work” (MAP) see <http://www.ilo.org/map>

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