

Tripartite Training and Consultation Workshop on Measuring Decent Work in Cambodia

Workshop Report

Phnom Penh, 4–6 May 2011



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**ILO Country Office for Thailand, Cambodia and the Lao People's Democratic Republic
(CO-Bangkok)**

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

Workshop Report

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Measuring Decent Work in Cambodia**

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Foreword

The *Tripartite Training and Consultation Workshop on Measuring Decent Work in Cambodia* took place in Phnom Penh, Cambodia from 4 to 6 May 2011 and was co-organized by the Ministry of Labour and Vocational Training (MOLVT) and the ILO. The meeting was a follow-up to the *ILO Declaration on Social Justice for a Fair Globalization* (2008),¹ which recommends the establishment of appropriate indicators or statistics, if necessary with assistance from the ILO, to monitor the progress made in the implementation of the ILO Decent Work Agenda.

In the past, countries have called for the ILO to support their efforts to monitor and assess progress towards decent work. In response, the ILO, with funding from the European Union, is implementing the technical cooperation project “Monitoring and Assessing Progress on Decent Work” (MAP). The project works with Government agencies, workers’ and employers’ organizations and research institutions to strengthen the national capacity to self-monitor and self-assess progress towards decent work. Based on consultations with the Cambodia tripartite constituents and various stakeholders in September 2009, Cambodia was selected as one of the pilot countries to participate in the global MAP project.

The three-day tripartite training and consultation workshop was one of the primary activities under the MAP project in Cambodia. The meeting involved 64 participants, including policymakers from the MOLVT and the Ministry of Planning, representatives from the Cambodian Federation of Employers and Business Associations (CAMFEBA) and various trade unions, and statisticians from the National Institute of Statistics (NIS), among others.

The highly participatory workshop included technical discussions on the application of Decent Work Indicators in designing, monitoring and evaluating national development policies and programmes. Participants received technical guidance on Decent Work Indicators and worked on practical exercises assessing decent work trends based on analysis of household survey and administrative data. In addition, it provided an opportunity for stakeholders to identify priority Decent Work Indicators for Cambodia, particularly in the context of the next Cambodia Decent Work Country Programme which is being designed for the period 2011-2015.

This report provides the summary of the workshop discussions and proceedings and can be a useful reference for producers and users of decent work statistics. I hope that the continuation of such initiatives to enhance the collection, analysis and monitoring of Decent Work Indicators will contribute to better policies and programmes to realize decent work in Cambodia.

Jiyuan Wang

Director

ILO Country Office for Thailand, Cambodia and the Lao People’s Democratic Republic

¹ See: http://www.ilo.org/global/What_we_do/Publications/Officialdocuments/lang--en/docName--WCMS_099766/index.htm.

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List of acronyms and abbreviations

ADB	Asian Development Bank
ACILS	American Center for International Labor Solidarity
ACILS/AFL-CIO	American Center for International Labor Solidarity/American Federation of Labor-Congress of Industrial Organizations
BWI	Building and Wood Workers' International
BWTUC	Building and Wood Workers Trade Union of Cambodia
CAMFEBA	Cambodian Federation of Employers and Business Associations
CARD	Council for Agriculture and Rural Development
CCAWDU	Coalition of Cambodian Apparel Workers' Democratic Union
CCTU	Cambodian Confederation of Trade Unions
CCU	Cambodian Confederation of Unions
CDC	Council for the Development of Cambodia
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CIYA	Cambodian Islamic Youth Association
CLEC	Community Legal Education Center
CLS	Child Labour Survey
CMDG	Cambodian Millennium Development Goal
CNC	Cambodian National Labour Confederation
CPI	Consumer Price Index
CSES	Cambodia Socio-Economic Survey
DOCL	Department of Child Labour
DOLVT	Department of Labour and Vocational Training
DOSH	Department of Safety and Health
DWCP	Decent Work Country Programme
DWI	Decent Work Indicator
EC	European Commission
ESSP	Educational Sector Support Program
EU	European Union
FLD	Farmer Livelihood Development
GDP	Gross Domestic Product
GSP	Generalized System of Preferences
ICLS	International Conference of Labour Statisticians
ICSE	International Classification of Status in Employment
ILO	International Labour Organization
ILO/AIDS	International Labour Organization/HIV/AIDS Project
ILO/BFC	International Labour Organization/Better Factories Cambodia
ILO/ITP	International Labour Organization/Project on Rights of Cambodia's Indigenous and Tribal People
ILO/MDG	International Labour Organization/Millennium Development Goal Project
ILO/SPG	International Labour Organization/Social Protection and Gender Project
ISCED	International Standard Classification of Education
ISCO	International Standard Classification of Occupations
ISIC	International Standard Industrial Classification of All Economic Activities
JICA	Japanese International Cooperation Agency
LFS	Labour Force Survey
LMI	Labour Market Information
LMIS	Labour Market Information System
LO/FTF	Danish Trade Union Council for International Development Co-operation
LSCW	Legal Support for Children and Women

MAP	ILO/EC Project “Monitoring and Assessing Progress on Decent Work”
MDG	Millennium Development Goal
MIME	Ministry of Industry, Mining and Energy
MOEYS	Ministry of Education, Youth and Sports
MOI	Ministry of Interior
MOLVT	Ministry of Labour and Vocational Training
MOP	Ministry of Planning
MOWA	Ministry of Women’s Affairs
NACC	National Union Alliance Chamber Cambodia
NEA	National Employment Agency
NGO	Non-Governmental Organization
NIS	National Institute of Statistics
NSDP	National Strategic Development Plan
NSSF	National Social Security Fund
PC	Population Census
SNA	System of National Accounts
TME	Tripartite Meeting of Experts on the Measurement of Decent Work
TVETM	Technical and Vocational Education and Training Management
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNESCO	United Nations Educational, Scientific and Cultural Organization
WIND	Work Improvement in Neighbourhood Development Programme
WISH	Work Improvement for Safe Home

1. Welcome and opening session

Moderator: Mr. Hoeung Sophon, Director of Labour Market Information Department, Ministry of Labour and Vocational Training

1.1. Welcome address by the ILO representative

Ms. Monica Castillo, Chief, Decent Work Data Production Unit, Department of Statistics, ILO Geneva

Ms. Castillo thanked the guest speakers and welcomed all participants to the workshop. She gave a brief overview of the overall macroeconomic situation in Asia in the aftermath of the global financial crisis, regarding GDP growth and the labour market situation. The 2011 ILO-ADB report “Women and Labour Markets in Asia: Rebalancing for Gender Equality” found that developing Asia is leading the world in a strong recovery from the global economic crisis. The recovery has been driven by private consumption, gross fixed investment and trade.

However, the report also reveals that the economic growth and recovery has not been matched by labour market recovery and the employment outlook remains uncertain. For instance, in East Asia, job growth has resumed but job quality is a key challenge. Progress towards reducing working poverty has slowed and gender-based inequalities in the labour market persist, partly reflecting the expansion of informal employment and the increasing share of women in informal employment.

Defined by the ILO in 1999, the concept of decent work is defined as “Opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity”. In order to realize decent work, countries develop their Decent Work Country Programme (DWCP) through a tripartite consultation process involving representatives from government, employers’ and workers’ organization. Cambodia is one of the first countries to have completed a first phase of its DWCP and it is now embarking on a second phase.

Ms. Castillo concluded her remarks by emphasizing the importance of continuing the Cambodian tripartite commitment to the Decent Work Agenda through the development and monitoring of the DWCP. She encouraged all the participants and other data producers and users to support the monitoring process of the DWCP in its next phase.

1.2. Opening remarks by the Employers’ Representative

Ms. Sandra D’Amico, Vice President of the Cambodian Federation of Employers and Business Associations (CAMFEBA)

On behalf Mr. Van Sou Ieng, President of CAMFEBA, Ms. D’Amico thanked the workshop organizers and the technical experts for providing guidance on the Decent Work Indicators which will enable Cambodian stakeholders to identify national indicators to support the design and monitoring of national development frameworks and the Cambodia DWCP.

The Cambodia DWCP is a central effort to reduce poverty and a means for achieving equitable, inclusive and sustainable development. In support of the DWCP, CAMFEBA has put great effort in generating employers' input, briefing members and consolidating employers' views. CAMFEBA hopes the Cambodia DWCP will be innovative and will help address challenges such as job creation, elimination of child labour and the worst forms of child labour, social protection as well as contribute to better relationships and coordination mechanisms with trade union counterparts and the Government.

The four intended objectives of the workshop include:

- Training: basic tools for assessing the relevance of decent work concepts and indicators in the Cambodia context.
- Indicator selection: identification of the Decent Work Indicators relevant for Cambodia and a short list of priority indicators.
- Identification of cooperation mechanisms: reviewing the mechanism between decent work data producers and data users necessary to facilitate optimal flow and use of information for monitoring progress towards decent work in Cambodia.
- Identification of technical capacity gaps: discussion among the national stakeholders to identify priority areas for future technical cooperation between Cambodia, the ILO and the other development partners to address the existing challenges of measuring and monitoring decent work in Cambodia.

Closing her speech, Ms. D'Amico added that CAMFEBA will continue to support the Cambodia DWCP. She thanked the Ministry of Labour and Vocational Training for providing the opportunity for employers' and workers' representatives to contribute and thanked the ILO for technical and financial support for the workshop.

1.3. Opening remarks by the Workers' Representative

Dr. Vong Sovann, President of the Cambodia Confederation of Trade Unions (CCTU) and Representative of the Cambodian Trade Unions

Dr. Vong Sovann expressed his honour to be invited to attend the workshop. Decent work is a topic relevant to the recent growth trends in such sectors as industry, agriculture, construction, tourism, which are labour intensive. Meanwhile, the national legal system protects the freedom and benefits of employees. Cambodia has ratified the ILO's core labour conventions, including No. 87 on Freedom of Association and Protection of the Right to Organize and No. 98 on Right to Organize and Collective Bargaining.

There are growing numbers of trade unions. In order to measure decent work, more indicators must be utilized to monitor a wide scope of work such as new job creation, decent wages, health, secure working conditions, capacity building, productivity and improvement in green jobs. Cambodia is on-track in realizing decent work, but challenges remain. In closing, Dr. Vong Sovann requested that the ILO continue its support in this process to reach the goal of decent work for all.

1.4. Opening remarks by the Representative of the Ministry of Labour and Vocational Training

H.E. Mr. Sath Samuth, Under-Secretary of State, MOLVT

H.E. Mr. Sath Samuth thanked the European Union and the ILO for their financial and technical cooperation with the MOLVT in convening the important workshop and thanked all the participants.

Decent work is the commitment of the Royal Government of Cambodia to ensure men and women have equal opportunity to acquire a decent job with a decent wage, good and safe working conditions, freedom of speech and freedom of decision-making which can better their livelihood. So far, there are some Decent Work Indicators in Cambodia which are mostly based on surveys and censuses of the National Institute of Statistics (NIS). In addition, other indicators cover rights at work, safe work, social security and social dialogue and are extracted from administrative records of the MOLVT. In this respect, the workshop must address the existing gaps in Decent Work Indicators in Cambodia, identify priority areas for measuring decent work and seek new indicators and adjust existing indicators to respond to the real demands of data users.

To accomplish this, Cambodia must enhance the capacity of the NIS, the MOLVT and related organizations to collect, record and analyze data through censuses and surveys and administrative records. It is critical to ensure reliable, regular, and comprehensive data which can be used to create indicators to measure decent work and to correctly evaluate progress towards decent work.

In closing, H.E. Mr. Sath Samuth encouraged active engagement from all participants to enhance their knowledge during the workshop. He thanked the ILO and the national experts for their technical presentations and support for the workshop.

2. Session 1: Monitoring of national employment and development initiatives

2.1. Monitoring of National Development Related to Decent Work in Cambodia

Presenter: Mr. Ing Sokun, Deputy Director of Planning and Social Affairs Department, General Directorate of Planning, Ministry of Planning

Mr. Ing Sokun highlighted the Royal Government of Cambodia's national policies and programmes under the updated National Strategic Development Plan (NSDP) for 2009-2013 and its formulation, monitoring and evaluation process. Also, he noted the critical decent work data requirements in the monitoring of the NSDP and the Cambodia Millennium Development Goals (CMDG), and presented the relevant components of the NSDP and CMDG indicator framework pertaining to employment and decent work.

2.2. Cambodia National Labor Market Information System

Presenter: H.E. Dr. Hong Choeun, Director-General of the National Employment Agency (NEA)

H.E. Dr. Hong Choeun provided an overview of the Cambodia National Labour Market Information System (LMIS) and the role of the NEA as mandated by the Government Sub-decree No. 117 and Sub-decree No. 67. NEA will produce and synthesize LMI from various national survey and administrative data sources related to the economy, population, labour force, employment, unemployment, labour demand and supply, and education and training, among other categories.

The institutional arrangement with other government agencies for developing, enhancing and maintaining the LMIS is broad-based and involves many key actors. This includes the NIS as the central agency of the Statistics Advisory Council and Statistics Coordination Committee, the MOLVT, the private sector, trade unions and non-governmental organizations (NGOs).

2.3. Decent Work Country Programme 2011-2015: Process, Priorities and Outcomes

Presenter: Mr. Tun Sophorn, ILO National Coordinator for Cambodia

Mr. Tun Sophorn presented an overview of the DWCP for 2011-2015, particularly the priority areas and outcomes, along with the mechanism for its design, implementation and monitoring.

The DWCP applies a results-based management approach and is being prepared through six steps: (i) defining the country context; (ii) establishing country programme priorities; (iii) defining intended outcomes, indicators, targets and strategies; (iv) defining the implementation plan and the monitoring and evaluation framework; (v) programme implementation and management; and (vi) monitoring, review and evaluation. Successful implementation of the DWCP and the achievement of decent work in Cambodia will depend on strong tripartite engagement and action.

Following a number of national tripartite consultations on the development of the DWCP 2011-2015, preliminary priorities and outcomes have been identified: improving industrial relations and rights at work, promoting an enabling environment for employment, and social protection. The DWCP monitoring and evaluation framework is also being developed and includes implementation reports and an end-of-period programme review.

2.4. Plenary discussion

A participant asked the presenter from the Ministry of Planning whether the measurement of decent work can be linked or integrated into the NSDP or CMDG monitoring and evaluation framework. The presenter indicated the possibility for this integration but noted that the current system does not extensively incorporate employment or labour issues. To this end, the workshop could provide an important opportunity to explore the potential for these linkages.

3. Session 2: Background on the measurement of decent work

3.1. The ILO Framework on the Measurement of Decent Work

Presenter: Ms. Monica Castillo, Department of Statistics, ILO Geneva

Ms. Castillo presented the concept of Decent Work as defined by the ILO as “Opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity.” In addition, the Decent Work Agenda, which the ILO Declaration on Social Justice for a Fair Globalization (2008) endorses as the main objective of the ILO, includes four strategic objectives: (i) international labour standards and fundamental principles and rights at work; (ii) employment creation; (iii) social protection; and (iv) social dialogue and tripartism.

The ILO Governing Body discussions have set the basic principles for measurement of decent work to assist constituents to assess progress towards decent work and to offer comparable information for analysis and policy development. The Governing Body ruled out any form of ranking of countries or development of a composite index and also called for the coverage of all dimensions of decent work, including rights, social protection and social dialogue.

In September 2008, the Tripartite Meeting of Experts on the Measurement of Decent Work (TME) recommended a list of indicators for measuring decent work, including systematic information on rights at work and the legal framework for decent work in a manner consistent with the ILO supervisory system. Also, the TME recognized gender as a cross-cutting concern of the Decent Work Agenda and measurement should inform about access to decent work across all substantive elements for both women and men.

In addition, a multi-layered approach should be applied to the indicators used to measure decent work as follows:

- Main indicators: Basic core set of indicators to monitor progress towards decent work;
- Additional indicators: To be used where appropriate, and where data are available;
- Context indicators: To provide information on the economic and social context for decent work;
- Future indicators: Currently not feasible, but to be included as data become more widely available; and
- Legal framework indicators: Information included under the legal framework.

There is an overlap between DWIs and MDG indicators, but DWIs are broader in coverage of labour market issues and could complement MDG indicators for monitoring progress on poverty reduction, decent work and implementation of Decent Work Country Programmes. In addition, tripartite constituents can use DWIs to monitor implementation of national development plans and to draw policy lessons.

3.2. Overview of Measuring Decent Work in Cambodia

Presenter: Mr. Phu Huynh, ILO/EC MAP, ILO Bangkok

Mr. Huynh presented a brief overview of the decent work country context in Cambodia, which is characterized by (i) rapid economic growth and structural transformation; (ii) strong employment growth but concerns about job quality; (iii) increasing importance of social protection and occupational safety and health; (iv) nascent industrial relations system; and (v) vulnerable groups that include women, children and people with disabilities, among others. The DWCP 2006-2010 and the various ILO technical cooperation projects have aimed to support Cambodia in addressing these various decent work challenges.

The national statistical system for measuring decent work involves various data sources and data producers and users. These components include household and establishment surveys and censuses of the NIS and the administrative data records of the MOLVT, the Ministry of Economy and Finance and the Ministry of Health. Currently, a number of DWIs according to the ILO framework can be compiled from existing sources; however gaps exist in terms of data coverage. For example, the last labour force survey and child labour survey were conducted in 2001.

In summary, the key challenges for measuring decent work in Cambodia include:

- Significant information gaps remain on priority areas of decent work: informal and precarious employment, skills training and competency, social security coverage, unionization and collective bargaining coverage rates, and child labour;
- In some cases data are available but indicators are not tabulated according to international standards;
- Resource constraints have led to an absence of up-to-date surveys and an incomplete time series for tracking trends and comparing baselines; and
- There is a lack of a national institutional coordination mechanism among the key data producers and users to collect, analyze and monitor DWIs.

In response to these issues in Cambodia and similar challenges in other countries, the ILO is implementing the ILO/EC Project on “Monitoring and Assessing Progress on Decent Work” (MAP). The MAP project covers ten countries globally including Bangladesh, Cambodia, Indonesia and the Philippines in the Asia region. It will be implemented from 2009 to 2012 with the objective to strengthen countries’ capacity to self-monitor progress towards decent work.

Project activities in Cambodia include a background study and national consultation workshop on measuring decent work, support to Cambodia for conducting a combined labour force survey and child labour survey in 2011/2012, development of a Cambodia decent work country profile and various regional and international training workshops related to monitoring decent work.

3.3. Plenary discussion

A participant from a local NGO noted that in Cambodia the number of job seekers exceeds the number of new jobs created and asked how job creation is defined and what are the jobs being created.

H.E Dr. Hong Choeun of the NEA emphasized that the Cambodian constitution calls for equal job opportunities for all citizens. While this is stated in the policy, in reality many factors have prevented its achievement. Consideration must be made for the supply and demand of jobs in the labour market, detailed information about the jobs available and the qualifications needed to meet the requirements of the employers. Thus, the NEA was created in order to coordinate two main roles: i) employment services by offering counselling and career guidance; and ii) vocational training centres in Phnom Penh and in some provinces for those who cannot come to the city.

Ms. Castillo noted the importance of having frequent surveys on the labour force to understand the characteristics and trends of the labour market. Regarding decent work, it is critical to look at not only the unemployed but also underemployment in terms of hours of work and skills. Underemployment is a significant and widespread challenge in developing countries like Cambodia. So, updated data are required to know how many people are engaged in underemployment in order to address the issue. This information can be supplemented by the results of the Cambodia Economic Census 2011, in addition to establishment surveys and administrative records that track the number of job seekers and working conditions.

A participant from the MOLVT asked for clarification on the definition of the indicator “Union density rate”. In response, Ms. Castillo provided the statistical definition and formula for its measurement and noted that Session 4 would provide more discussion on the indicator.

A participant from the ILO requested further information about the Cambodia Economic Census 2011. The NIS explained that the Economic Census was conducted with assistance from the Japan International Cooperation Agency (JICA). The field work was already completed and now data entry and coding is underway. The preliminary results are expected to be released early next year.

Another participant asked for clarification on the distinction between informal sector and informal employment. Ms. Castillo responded that informal sector is related to the nature of the establishment in terms of official registration, accounts and bookkeeping, among other factors. On the other hand, informal employment exists in both formal and informal establishments. Informal employment does not always depend on whether or not the job is based in an informal establishment. The establishment could be registered for example, but it in practice still can hire workers that are not covered under the law in terms of social security contributions, annual leave and other statutory benefits. So, informal employment is concerned with the characteristics of the job itself, rather than the establishment.

Lastly, another NIS official noted that the Economic Census could also be called an Establishment Census as the questionnaire covers all establishments, except those related to agricultural production. In addition, the NIS is planning to conduct an Agriculture Census in the near future as well.

4. Session 3: Monitoring progress on decent work (1)

- Employment opportunities
- Adequate earnings and productive work
- Decent hours
- Combining work, family and personal life
- Stability and security of work

4.1. Concepts, definitions and interpretation

Presenter: Ms. Monica Castillo, Department of Statistics, ILO Geneva

Ms. Castillo provided an overview of the background concepts and international classifications of the System of National Accounts (SNA), International Standard Industrial Classification of All Economic Activities (ISIC), International Classification of Status in Employment (ICSE), International Standard Classification of Education (ISCED), and International Standard Classification of Occupations (ISCO).

She then presented the definitions, concepts and interpretation highlights of each main Decent Work Indicator under the substantive elements covering:

- i) Employment opportunities
 - Employment-to-population ratio (S)
 - Unemployment rate (S)
 - Youth not in education and not in employment (S)
 - Informal employment (S)
- ii) Adequate earnings and productive work
 - Working poverty rate (S)
 - Low pay rate (below 2/3 of median hourly earnings) (S)
- iii) Decent hours
 - Excessive hours (more than 48 hours per week) (S)
- iv) Combining work, family and personal life
- v) Stability and security of work
 - Precarious employment rate (S)

Where available, resolutions from the International Conference of Labour Statisticians (ICLS) were highlighted as additional information references for the participants.

4.2. Data tabulations from existing national survey data sources

Presenter: Mr. Heang Kanol, Deputy Director General, National Institute of Statistics, Ministry of Planning

Mr. Heang Kanol gave an overview of the National Institute of Statistics including its official mandate within the Royal Government of Cambodia, responsibilities and the scope of authority. The NIS has conducted a number of surveys and censuses which can be used to measure decent work. Specifically, DWIs can be estimated on the basis of available data from the i) Population Census 1998 and 2008; ii) Socio-Economic Survey 2004, 2007 and 2009; iii) Child Labour Survey 2001; and iv) international organizations such UNESCO Institute for Statistics, UNAIDS, the International Monetary Fund and the World Bank.

Tabulations of DWIs compiled by the NIS from the Population Census (1998, 2008) and Cambodia Socio-economic Survey (2004, 2009) under the relevant substantive elements of decent work were presented. In addition, metadata were explained to help participants better interpret the limitations of the data tables.

4.3. Parallel working groups for determining national Decent Work Indicators on thematic areas

Moderator: Mr. Hoeung Sophon, Director of Labour Market Information Department, MOLVT

Following the two technical presentations, all participants were divided into three groups for thematic discussions. Each group consisted of tripartite representatives, namely from the Government, employers' and workers' organizations, in addition to participants from international organizations and NGOs. Each group nominated one team leader, one reporter and one presenter. Also, each group was assigned at least one technical resource person from a relevant organization such as the NIS or the ILO to assist and encourage the active group discussions and participation.

Each group was given a two-part exercise. The first part of the exercise involved analyzing data tables of DWIs and answering the following questions:

- 1) For these indicators, what are the key trends that have taken place during the time series provided? Please highlight any particular trends for disaggregated data (male/female, urban/rural).
- 2) What national policies, programmes and legislation, or international factors may have influenced these trends?
- 3) What is your summary assessment of the progress or change made for each indicator?
- 4) Which other Decent Work Indicators could help you further analyze these indicators?

For the second part of the exercise, each group reviewed the list of DWIs recommended and promoted by the ILO and answered the following questions:

- 1) Given Cambodia's development priorities related to decent work, which indicators under this substantive element of decent work should be adopted as Cambodia Decent Work Indicators?
- 2) Are there other indicators related to this substantive element of decent work not included in the ILO list that you would recommend for Cambodia?

4.3.1. Employment opportunities

The members in the working group on “Employment opportunities” were made up of ten Government officials, four ILO officials, two workers’ representatives, one employers’ representative and one NGO representative.

The group noted the increased employment-to-population ratio from 2004 to 2009, in particular for women. Also, there was a positive decrease in the share of own account and contributing family workers in total employment for both men and women. Some national policies which may have influenced this trend include: 1) expanding formal employment in manufacturing; 2) tax exemptions on exports of garment products which has enabled this sector to grow; and 3) rising number of overseas Cambodian workers.

The group agreed that all ten indicators recommended by the ILO framework should be adopted for national monitoring in Cambodia. Also, the group proposed two new indicators, namely “Youth employment after training/education” and “Workers in small and medium enterprises in the informal sector”. In addition, the group noted the importance of tracking those employed with low wages and to survey the number of students finishing formal training or education but still cannot secure employment.

Tableau 1

Table 1. Indicators recommended by the working group on “Employment opportunities”

Indicator Identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked ‘S’ should also be disaggregated by sex)
EMPL-1	M – Employment-to-population ratio, 15 years and above (S)
EMPL-2	M – Unemployment rate (S)
EMPL-3	M – Share of youth not in education and not in employment, 15-24 years (S)
EMPL-4	M – Informal employment (S)
EMPL-5	A – Labour force participation rate, 15 years and above
EMPL-6	A – Youth unemployment rate, 15-24 years (S)
EMPL-7	A – Unemployment by level of education (S)
EMPL-8	A – Employment by status in employment (S)
EMPL-9	A – Proportion of own-account and contr. family workers in total employment (S)
EMPL-10	A – Share of wage employment in non-agricultural employment (S)
n/a	A – Youth employment after training/education*
n/a	A – Workers in small and medium enterprises in the informal sector*

Note: Indicators with an indicator identifier number draw on the framework of the Tripartite Meeting of Experts on the Measurement of Decent work; indicators marked with an asterisk (*) are specific to or have been revised for Cambodia.

Source: Compilation based on workshop proceedings.

4.3.2. Adequate earnings and productive work

The working group on “Adequate earnings and productive work” consisted of eight Government officials, five ILO officials, one employers’ representative, three workers’ representatives and one NGO representative.

The group discussed the increase in wages, but highlighted the weakening purchasing power as the CPI continued to increase because of imported commodities, the food crisis and economic crisis. Wages for men are higher than that for women, which reflect not only education opportunities and mobility but also societal norms and discrimination. There has also been a decreasing low pay rate from 2004 to 2009. National policies and programmes which may have affected this trend are the Government's Rectangular strategy and the ILO's programmes in 2010 to establish employment services and training centres.

During the discussion, the group stressed not only the importance of offering training to job seekers, but also matching the skilled labour supply to the labour market demand in both urban and rural areas. Also, the group discussed the balance of workers' income and workers' purchasing power and the need to ensure that earnings are measured against consumer price inflation. In this regard, it was emphasized that the ILO-recommended indicator "Average real wages", which does account for price inflation and consumer purchasing power, should be monitored closely. Also, the group proposed an additional new indicator on "Average monthly personal expenses of workers".

Table 2. Indicators recommended by the working group on "Adequate earnings and productive work"

Indicator Identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked 'S' should also be disaggregated by sex)
EARN-1	M – Working poor (S)
EARN-2	M – Low pay rate (below 2/3 of median hourly earnings) (S)
EARN-3	A – Average hourly earnings in selected occupations (S)
EARN-4	A – Average real wages (reflecting the CPI) (S)
EARN-5	A – Minimum wage as % of median wage
EARN-6	A – Manufacturing wage index
EARN-7	A – Employees with recent job training (past year/past 4 weeks) (S)
n/a	A – Average monthly personal expenses of workers*

Note: Indicators with an indicator identifier number draw on the framework of the Tripartite Meeting of Experts on the Measurement of Decent work; indicators marked with an asterisk (*) are specific to or have been revised for Cambodia.

Source: Compilation based on workshop proceedings.

4.3.3. Decent hours; Combining work, family and personal life; and Stability and security of work

The members in the working group on "Decent hours", "Combining work, family and personal life" and "Stability and security of work" included six Government officials, five ILO officials, one workers' representative, one employers' representative and three NGO representatives.

At first, the group discussed the increase of worker in excessive hours, particularly for men and in urban areas because of the available job opportunities, rural-to-urban migration, increased poverty and falling household income resulting from the 2008 economic crisis; and the role of men as the main earners of family income. Time-related underemployment decreased because of increased full-time work opportunities.

The group discussed the concepts of working hours and decent wages for all workers, and the disparity in wages and working hours between men and women. Some women are working for many hours, but receive little or no pay in both the formal and informal sectors. Finally, the group agreed to keep all indicators recommended by the ILO under

“Decent hours”, “Combining work, family and personal life” and “Stability and security of work” and did not propose any new indicators.

Table 3. Indicators recommended by the working group on “Decent hours”, “Combining work, family and personal life” and “Stability and security of work”

Indicator Identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked ‘S’ should also be disaggregated by sex)
HOUR-1	M – Excessive hours (more than 48 hours per week; ‘usual’ hours) (S)
HOUR-2	A – Usual hours worked (standardized hour bands) (S)
HOUR-3	A – Annual hours worked per employed person (S)
HOUR-4	A – Time-related underemployment rate (S)
STAB-1	M – Precarious work (S)
STAB-2	A – Employment tenure (S)
STAB-3	A – Number and wages of casual/daily workers (S)

Note: Indicators with an indicator identifier number draw on the framework of the Tripartite Meeting of Experts on the Measurement of Decent work; indicators marked with an asterisk (*) are specific to or have been revised for Cambodia.

Source: Compilation based on workshop proceedings.

5. Session 4: Monitoring progress on decent work (2)

- Safe work environment
- Social security
- Social dialogue, workers’ and employers’ representation

5.1. Concepts, definitions and interpretation

Presenter: Mr. Phu Huynh, ILO/EC MAP, ILO Bangkok

Mr. Huynh presented the draft definitions, concepts and interpretation highlights of the main DWIs under the substantive elements of:

- i) Safe work environment
 - Occupational injury rate, fatal
- ii) Social security
 - Share of population above a specified age benefiting from a pension (S)
 - Public social security expenditure (% of GDP)
- iii) Social dialogue, workers’ and employers’ representation
 - Union density rate (S)
 - Enterprises belonging to employer organization [rate]
 - Collective bargaining coverage rate (S)
 - Indicator for Fundamental Principles and Rights at Work (Freedom of Association and Collective Bargaining) to be developed by the Office

Regarding “Safe work environment”, it was emphasized that occupational injuries can take place not only in the workplace but also during the commute from home to the place of work or work-related training. In addition, a rise or fall in the fatal occupational injury rate could reflect changes in the national legislation or reporting system. The ICLS (1998) Resolution concerning occupational injuries was also highlighted.

Regarding “Social security”, the two main indicators were presented and references were made to the ICLS (1957) Resolution on social security statistics and Convention No. 102 on Social Security (Minimum Standards). In terms of “Social dialogue, workers’ and employers’ representation”, the four main indicators were discussed, including how the indicators can be tabulated and the references to relevant conventions and resolutions. These include No. 87 on Freedom of Association and Protection of the Right to Organize, No. 98 on Right to Organize and Collective Bargaining and No. 100 on Equal Remuneration.

5.2. Data tabulations from existing national administrative data sources

Presenter: Mr. Hoeung Sophon, Director of Labour Market Information Department, Ministry of Labour and Vocational Training

Mr. Hoeung Sophon presented an overview of the role of the Department of Labour Market Information (LMI) of the MOLVT. He highlighted the data tabulations of DWIs based on official administrative records of the Department of Occupational Health and the Department of Labour Disputes of the MOLVT. Key concerns regarding the data tables presented relate to the limited geographical coverage, short time series of some indicators, and the compilation of indicators according to international definitions and standards.

In regard to social security, the current social protection landscape consists of: i) National Social Security Fund (NSSF) for private sector employees, which provides employment insurance; ii) National Social Security Fund for Civil Servants, (NSSF-C) which provides pension benefits; iii) various Social Health Protection Programmes, targeting people who are poor and informal economy workers; iv) Council for Agriculture and Rural Development (CARD); and v) various Social Safety Nets (or Social Assistance) Programmes targeting the poor and the vulnerable. With regard to social dialogue, a dispute resolution system has been established, including conciliation and arbitration mechanism, while workers and employers are increasingly engaged in regular dialogue. In Cambodia, the Government also adopted a policy to promote collective bargaining more broadly.

The challenges of the administrative data system for monitoring decent work include the following:

- Data systems among ministries are not responsive to the demands of the Government, especially in relation to decent work;
- Government officials who are responsible for LMI and labour statistics at the municipality and provincial levels lack the technical skills to collect and compile data;
- The data and information collection only covers the formal sector;
- There is a lack of responsibility from provincial DOLVT leaders; and
- Data and information collected is often neither up-to-date nor deeply analyzed.

5.3. Parallel working groups for determining national Decent Work Indicators on thematic areas

5.3.1. Safe work environment

The members in the working group on “Safe work environment” were made up of ten Government officials, four ILO officials, one employers’ representative, two workers’ representatives, and one NGO representative.

The group noted the increased cases of occupational injuries, both fatal and non-fatal. Women’s non-fatal injury cases are higher than those of men, but the fatal cases for men exceed those for women. However, the number of labour inspectors remains unchanged over the recent years. National policies and programmes influencing this trend include Cambodia’s labour laws; changing employment conditions and increased reporting from formal enterprises; ILO safe work programmes such as WIND and WISH; MOLVT’s master plan for health and job safety in cooperation with the ILO; and capacity building and awareness-raising initiatives on job safety. In analyzing each indicator, the group also underlined the difficulty in fully assessing the trends due to a lack of comprehensive data.

The group agreed on the four ILO-recommended indicators, but revised the two indicators on occupational injuries to include disaggregation by ISIC and ISCO.

Table 4. Indicators recommended by the working group on “Safe work environment”

Indicator Identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked ‘S’ should also be disaggregated by sex)
SAFE-1	M – Occupational injury rate, fatal (per 10,000 employed persons) by ISIC and ISCO*
SAFE-2	A – Occupational injury rate, non-fatal (per 10,000 employed persons) by ISIC and ISCO*
SAFE-3	A – Time lost due to occupational injuries
SAFE-4	A – Labour inspection (inspectors per 10,000 employed persons)

Note: Indicators with an indicator identifier number draw on the framework of the Tripartite Meeting of Experts on the Measurement of Decent work; indicators marked with an asterisk (*) are specific to or have been revised for Cambodia.

Source: Compilation based on workshop proceedings.

5.3.2. Social security

The working group on “Social security” consisted of eight Government officials five ILO officials, one employers’ representative, three workers’ representatives and one NGO representative.

The group examined the increase of health care expenditure not financed out of pocket by private households, meaning that public expenditure has increased but remains limited. This trend has been shaped primarily by efforts under the National Social Security Fund (NSSF).

While the group agreed to adopt three of the indicators promoted by the ILO, the group decided to not recommend the indicator “Health-care expenditure not financed out of pocket by private households” for monitoring in Cambodia. Nevertheless, the group agreed to add three new indicators as noted in Table 5 related to government expenditure for the unemployed, the elderly and vulnerable children.

Table 5. Indicators recommended by the working group on “Social security”

Indicator Identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked ‘S’ should also be disaggregated by sex)
SECU-1	M – Share of population aged 65 and above benefiting from a pension (S)
SECU-2	M – Public social security expenditure (% of GDP)
SECU-4	A – Share of population covered by (basic) health care provision (S)
n/a	A – Government expenditure to support the unemployed*
n/a	A – Government expenditure for child care for children under 3 years old*
n/a	A – Government expenditure for creating and sustaining centres for the elderly and vulnerable children*

Note: Indicators with an indicator identifier number draw on the framework of the Tripartite Meeting of Experts on the Measurement of Decent work; indicators marked with an asterisk (*) are specific to or have been revised for Cambodia.

Source: Compilation based on workshop proceedings.

5.3.3. Social dialogue, workers’ and employers’ representation

The members in the working group on “Social dialogue, workers’ and employers’ representation” included six Government officials, five ILO officials, one workers’ representative, one employers’ representative and three NGO representatives.

The group discussed the importance of workers’ unions and employers’ associations. Over the past years, there has been an increase in both the number of workers’ unions and members in employers’ associations such as CAMFEBA. Also, the participants discussed the maturity of union leaders in organizing strikes and good professional communications between workers and employers which can result in resolving labour disputes. This is reflected in the decreased number of strikes and the number of workers involved. National policy and programmes affecting these trends are the ILO core conventions which have been adopted by Cambodia, article 36 of the Cambodian constitution, and other Cambodia labour laws. The group agreed to the inclusion of all indicators as recommended by the ILO.

Table 6. Indicators recommended by the working group on “Social dialogue, workers’ and employers’ representation”

Indicator Identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked ‘S’ should also be disaggregated by sex)
DIAL-1	M – Union density rate (S)
DIAL-2	M – Enterprises belonging to employer organization [rate]
DIAL-3	M – Collective bargaining coverage rate (S)
DIAL-4	M – Indicator for Fundamental Principles and Rights at Work (Freedom of Association and Collective Bargaining) to be developed by the Office
DIAL-5	A – Strikes and lockouts/rates of days not worked

Note: Indicators with an indicator identifier number draw on the framework of the Tripartite Meeting of Experts on the Measurement of Decent work; indicators marked with an asterisk (*) are specific to or have been revised for Cambodia.

Source: Compilation based on workshop proceedings.

6. Session 5: Monitoring progress on decent work

- Work to be abolished
- Equal opportunity and treatment in employment
- Economic and social context for decent work

6.1. Concepts, definitions and interpretation

Presenter: Mr. Phu Huynh, ILO/EC MAP, ILO Bangkok

Mr. Huynh presented the draft definitions, concepts and interpretation guidelines of the main DWIs under the substantive elements of:

- i) Work that should be abolished
 - Incidence of children in child labour (S)
- ii) Equal opportunity and treatment in employment
 - Occupational segregation by sex
 - Female share of employment in ISCO-88 groups 11 and 12
- iii) Economic and social context for decent work
 - Children not in school (% by age) (S)
 - Estimated % of working-age population who are HIV positive (S)
 - Labour productivity (GDP per employed person, level and growth rate)
 - Income inequality (percentile ratio P90/P10, income or consumption)
 - Inflation rate (CPI)
 - Employment by branch of economic activity
 - Education of adult population (adult literacy rate, adult secondary-school graduation rate) (S)
 - Labour share in GDP

In regard to “Work that should be abolished”, child labour reflects the engagement of children in prohibited work and, more generally, in types of work to be eliminated as socially and morally undesirable. The definition of children is guided by national legislation, the ILO Minimum Age Convention, 1973 (No. 138), and the Worst Forms of Child Labour Convention, 1999 (No. 182), as well as their respective supplementary Recommendations (Nos. 146 and 190).

In regard to “Equal opportunity and treatment in employment”, occupational segregation based on sex has a negative effect on labour market efficiency and has been found to be a major determinant of male-female wage differentials. Moreover, the share of women employed in each ISCO sub-major group is a useful indication of the opportunities of women to work in all types of occupations in an economy and the extent to which an occupation group is feminized.

6.2. Data tabulations from existing national survey data sources

Presenter: Mr. Sok Kosal, Deputy Director of Department, National Institute of Statistics, Ministry of Planning

Mr Sok Kosal presented the tabulations of the various DWIs based on the Cambodia Child Labour Survey (2001), the CSES (2004, 2009) and the Population Census (1998, 2008). In addition, indicators under the economic and social context were highlighted, based on various national survey data sources in addition to national accounts data and administrative education data, among others.

In examining the “Gender wage gap” and the “Wage/earnings inequality” it was noted that many Cambodian male workers hold multiple paid economic activities whereas female workers often hold only one economic activity due to their unremunerated household and domestic responsibilities. Therefore, it was suggested that DWIs related to earnings should be tabulated separately for both the main economic activity and for all economic activities in order to better investigate the male-female disparities.

6.3. Parallel working groups for determining national Decent Work Indicators on thematic areas

6.3.1. Work that should be abolished

The members in the working group on “Work that should be abolished” included ten Government officials, four ILO officials, two workers’ representatives, one employers’ representative and one NGO representative.

The group discussed the risk of child labour as the prevalence of children in economic activities remains high in Cambodia, with the percentage for boys slightly higher than for girls and higher rates in rural areas compared to urban areas. Also, the group emphasized the importance of helping children out of hazardous work and other worst forms of child labour. As education access is related to child labour, the group noted that the ratio of girls not attending school is higher than boys in both primary and secondary school. Relevant national policies and legislations include the Government’s Rectangular Strategy, the Master Plan for Elimination of the Worst Forms of Child Labour 2008-2012 and various national education policies, among others.

The group agreed to adopt the two indicators recommended by the ILO framework of DWIs and recommended the disaggregation of “Hazardous child labour” by type of hazard.

Table 7. Indicators recommended by the working group on “Work that should be abolished”

Indicator Identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked ‘S’ should also be disaggregated by sex)
ABOL-1	M – Child labour [as defined by ICLS resolution] (S)
ABOL-2	A – Hazardous child labour by type of hazard (S)*

Note: Indicators with an indicator identifier number draw on the framework of the Tripartite Meeting of Experts on the Measurement of Decent work; indicators marked with an asterisk (*) are specific to or have been revised for Cambodia.

Source: Compilation based on workshop proceedings.

6.3.2. Equal opportunity and treatment in employment

The working group on “Equal opportunity and treatment in employment” consisted of eight Government officials, five ILO officials, one employers’ representative, three workers’ representatives and one NGO representative.

The group emphasized that the women are underrepresented as legislators, senior officials and managers as well as professionals. On the other hand, they are overrepresented as service workers and sales workers. One important concern is the rising gender wage gap. Relevant national policies and programmes include the Government’s Rectangular Strategy, the NSDP and others.

The group agreed to the inclusion of all ILO-recommended indicators to the Cambodia national set, noting the importance of monitoring the comparison of wages and types of employment for men and women. Also, the group decided to change the name of “Occupational segregation by sex” to “Female share of employment by occupation (ISCO tabulation category)” and added two new indicators in relation to employment for people with disability and employment for victimized persons of sexual exploitation.

Table 8. Indicators recommended by the working group on “Equal opportunity and treatment in employment”

Indicator Identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked ‘S’ should also be disaggregated by sex)
EQUA-1	M – Female share of employment by occupation (ISCO tabulation category)*
EQUA-2	M – Female share of employment in ISCO-88 groups 11 and 12
EQUA-3	A – Gender wage gap
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
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	A – Employment for people with disability*
n/a	A – Employment for victimized persons of sexual exploitation*

Note: Indicators with an indicator identifier number draw on the framework of the Tripartite Meeting of Experts on the Measurement of Decent work; indicators marked with an asterisk (*) are specific to or have been revised for Cambodia.

Source: Compilation based on workshop proceedings.

6.3.3. Economic and social context for decent work

The members in the working group on the “Economic and social context for decent work” were comprised of six Government officials, five ILO officials, one workers’ representative, one employers’ representative and three NGO representatives.

In this last category, the group discussed the economic growth in Cambodia which is strongly linked with job creation in various sectors such as tourism, construction and services. The participants also emphasized the high and positive labour productivity growth rate from 2004 to 2009. National policies and legislation affecting this trend are the Investment Law (for industry and construction), NSDP, tax exemptions for agricultural and industrial products and political stability. Finally, the group decided to keep all ILO-recommended indicators.

Table 9. Indicators recommended by the working group on “Economic and social context for decent work”

Indicator Identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked ‘S’ should also be disaggregated by sex)
CONT-1	C – Children not in school (% by age) (S)
CONT-2	C – Estimated % of working-age population who are HIV positive (S)
CONT-3	C – Labour productivity (GDP per employed person, level and growth rate)
CONT-4	C – Income inequality (percentile ratio P90/P10, income or consumption)
CONT-5	C – Inflation rate (CPI)
CONT-6	C – Employment by branch of economic activity
CONT-7	C – Education of adult population (adult literacy rate, adult secondary-school graduation rate) (S)
CONT-8	C – Labour share in GDP
CONT-9	C (additional) – Real GDP per capita in PPP\$ (level and growth rate)
CONT-10	C (additional) – Female share of employment by industry (ISIC tabulation category)
CONT-11	C (additional) – Wage / earnings inequality (percentile ratio P90/P10)
CONT-12	C (additional) – Poverty indicators (gap and rate)

Note: Indicators with an indicator identifier number draw on the framework of the Tripartite Meeting of Experts on the Measurement of Decent work.

Source: Compilation based on workshop proceedings.

7. Session 6: Priorities for the national monitoring framework on decent work

Facilitators: Mr. Phu Huynh, ILO Bangkok and Ms. Monica Castillo, Department of Statistics, ILO Geneva

This session started with a broad discussion and review of the indicators identified by participants for national monitoring during sessions 3 through 5. It was noted that the participants agreed to include nearly all the indicators under the international framework to measure decent work as recommended by the TME. Moreover, a number of new indicators had been proposed and identified by the participants to complement the international framework recommended by the TME. This was viewed as a positive indication that DWIs can be adjusted to the national context to better measure the decent work realities in Cambodia. In total, the participants had developed eight new indicators specific to Cambodia, while slightly revising a few existing ILO-recommended indicators in terms of the level of disaggregation.

In addition, some indicators had already been tabulated based on data collected and available through the Population Census, Cambodia Socio-Economic Survey, Labour Force Survey, national accounts and the administrative records of MOLVT and other line ministries. For the indicators where data are currently not produced, possible data collection instruments such as household surveys or administrative data records were identified and highlighted for future development. In this regard, the Cambodia Labour Force Survey-Child Labour Survey planned for 2011/2012 was discussed as a key potential data source for a number of the DWIs.

In total, the participants had compiled a list of 63 indicators for national monitoring of decent work in Cambodia. In realizing that significant resources are needed to collect and compile data for monitoring such an extensive list of indicators on a regular basis, the participants decided that a priority, core list of indicators should be selected. In this regard, a voting exercise offered an opportunity for each participant to rate the indicators based on

their importance in Cambodia's specific country context. Furthermore, it was noted that the core set should also reflect the preliminary priorities of the DWCP 2011-2015, as outlined in Session 1. These include improving industrial relations and rights at work, promoting an enabling environment for employment, and social protection.

Each participant was given ten votes, with a maximum of two votes allowed for any one substantive element of decent work. Following the open voting process, the votes were tabulated. Despite guidelines, voting was not even across substantive elements, and as a result no priority indicators were selected for the substantive element "Equal opportunity and treatment in employment". The priority list of 20 indicators for monitoring decent work in Cambodia is highlighted in Table 10.

Table 10. Priority indicators for measuring decent work in Cambodia identified by workshop participants

Indicator	Indicator Identifier	Votes
1. Excessive hours (more than 48 hours per week)	HOUR-1	22 votes
2. Occupational injury rate, fatal (per 10,000 employed persons) by ISIC and ISCO*	SAFE-1	21 votes
3. Precarious work	STAB-1	19 votes
4. Unemployment rate	EMPL-2	18 votes
5. Hazardous child labour by type of hazard*	ABOL-2	16 votes
6. Child labour [as defined by ICLS resolution]	ABOL-1	13 votes
6a. Public social security expenditure (% of GDP)	SECU-2	13 votes
8. Children not in school (% by age)	CONT-1	11 votes
8a. Share of population covered by (basic) health care provision	SECU-4	11 votes
10. Union density rate	DIAL-1	10 votes
10a. Share of population aged 65 and above benefiting from a pension	SECU-1	10 votes
10b. Working poor	EARN-1	10 votes
13. Average real wages (reflecting the CPI)	EARN-4	9 votes
14. Youth unemployment rate, 15-24 years	EMPL-6	7 votes
14a. Average hourly earnings in selected occupations	EARN-3	7 votes
14b. Minimum wage as % of median wage	EARN-5	7 votes
14c. Number and wages of casual workers	STAB-3	7 votes
14d. Occupational injury rate, non-fatal (per 10,000 employed persons) by ISIC and ISCO*	SAFE-2	7 votes
14e. Labour inspection (inspectors per 10,000 employed worker)	SAFE-4	7 votes
14f. Indicator for fundamental principles and rights at work (Freedom of association and collective bargaining) to be developed by the office	DIAL-4	7 votes

Note: Indicators with an indicator identifier number draw on the framework of the Tripartite Meeting of Experts on the Measurement of Decent work; indicators marked with an asterisk (*) are specific to or have been revised for Cambodia.

Source: Compilation based on workshop proceedings.

8. Looking Ahead: Strengthening institutional coordination and identifying priority areas for technical cooperation between Cambodia, the ILO and development partners

Facilitator: Ms. Monica Castillo, Department of Statistics, ILO Geneva

This final session provided a forum for participants to review cooperation mechanisms between the national agencies involved in producing decent work statistics as well as between decent work data producers and users. In considering the gaps and challenges in measuring decent work in Cambodia and identifying areas for collaboration and assistance from the ILO and other development partners to address these challenges, participants actively responded to two guided questions.

A participant from the ILO said that there are some initiatives within the MOLVT and with inter-ministerial committees in Cambodia, but there is no particular existing mechanism on decent work yet. He also mentioned that an annual decent work review can be set up in order to monitor the progress on decent work among all stakeholders.

An official from the NIS said that the concept of decent work is very new to Cambodia and many are unfamiliar with it. So, there is a need to set up a focal point involving different ministries, employers' organizations and trade unions because those agencies have different information and data related to decent work. Also, there is still a need for technical and financial support as well as the orientation from the ILO for people working on decent work. Lastly, he pointed out the importance of a tripartite focal point and the updating of data on labour and employment and an information sharing system among concerned groups.

An official from the NEA noted that the NIS is responsible for statistics in Cambodia. As for decent work data collection, there is a need to set up a committee to define the data collection protocol. He also mentioned the sources of data indicators that can be derived from administrative data or from the NIS, and noted the need for training for officials to collect decent work data from administrative data and defining the standardized survey questionnaire on the labour force.

An official from the MOLTV indicated that there are many committees in Cambodia, but some of them are not working effectively because of a lack of competency and commitment from members. In this regard, choosing competent, skilled and committed persons to join the committee is very important.

An official from CARD said that his organization has six ministerial working groups and particularly a social protection working group involving some aspects of decent work in Cambodia. He requested that CARD be a member of this coordination mechanism. Lastly, he raised three questions: 1) which technical institution in Cambodia is in charge of measuring decent work, 2) to what extent can that institution make political decisions, and 3) will this mechanism overlap with the responsibilities of CARD because there are some similarities in work.

The official from the MOLVT explained that decent work mainly relates to the mandate of the MOLVT, but there is still a need for collaboration with the NIS in terms of statistics and CARD for data on social protection.

Another official from the NIS re-affirmed that the mandate on decent work first started with the MOLVT. Later on, it engaged tripartite actors to include employers' and workers' associations, and the involvement of the NIS has been limited. So, the concepts of decent work are still relatively new to the NIS.

After the active discussion, Ms. Castillo summarized the key outcomes from the discussion as follows:

- 1) *What institutional mechanisms and processes should be established or strengthened between data producers and data users for monitoring progress on decent work in Cambodia? How can the ILO and other development partners support national stakeholders in this effort?*
 - Create an inter-ministerial committee on decent work (involving the ILO, MOLVT, CARD and NIS)
 - Set up a committee to define data collection on decent work, with the committee not directly under any one ministry and members being active and competent
 - Create a focal point at the inter-ministerial level in Cambodia
 - Create a tripartite focal point for monitoring decent work
 - The ILO should continue to provide technical and financial support
 - Organize ILO validation workshops to monitor decent work
 - Develop or update a progressive monitoring tool on decent work
 - Centralize decent work statistics and the dissemination process
 - Provide continued technical assistance and updated data and establish an information sharing system for all data users
 - All stakeholders should be able to gather any relevant indicators and integrate them into their work plans or programme
- 2) *In terms of data collection, data analysis and monitoring and capacity building on measuring decent work, what should be the priorities and specific activities in Cambodia going forward? How can the ILO and other development partners support national stakeholders in this effort?*
 - Conduct training for the technical committee, particularly for core members, and incorporate follow-up training
 - Establish a National Council for Technical Cooperation, led by the MOLVT with the inclusion of trade union members
 - Update and conduct the Cambodia Labour Force Survey
 - Organize capacity building workshops for MOLVT officials, to address specific training needs based on specific indicators
 - Strengthen access to information on decent work for all stakeholders
 - Raise awareness on Decent Work Indicators and analysis among politicians and policy makers
 - Review the sources of data collection on decent work and provide practical training on data collection
 - Provide data collection guidelines for standardized questionnaires and processes and software-based data analysis instruction

9. Closing session

Ms. Monica Castillo, on behalf of the ILO, expressed her sincere thanks to all participants from the various Government agencies, employers' associations, trade unions and the NGOs for their enthusiasm and active participation during the three-day workshop. Also, she appreciated the tremendous collaboration during the discussion in finalizing the 20 priority indicators to measure decent work in Cambodia and identifying the technical assistance and cooperation mechanisms among tripartite agencies in support of the DWCP. Lastly, she recognized and thanked the European Union (EU) for providing financial support for the workshop. She encouraged the Cambodian tripartite constituents to leverage the momentum of the workshop and sustain the efforts to better measure and monitor decent work in Cambodia.

Mr. Sov Chhuntek, Board Member and representative of CAMFEBA, expressed his appreciation for the tripartite engagement and collaboration during the workshop. He noted the importance of strengthened social dialogue in order to develop and implement this programme on measuring decent work. Lastly, he said that CAMFEBA is committed and ready to contribute and provide support to this important initiative on monitoring decent work in Cambodia.

Dr. Vong Sovann, President of CCTU and representative of the Cambodian trade unions, expressed not only his tremendous gratitude to the ILO for supporting the DWCP Cambodia but also its full commitment to actively assist in realizing decent work for all workers in Cambodia. He also acknowledged the value of the workshop and monitoring decent work in general for both employers and workers. He thanked the MOLVT for organizing the workshop, all participants for their active engagement and the national and international resource persons for their technical guidance.

H.E Mr. Sath Samuth, Under-Secretary of State of the MOLVT, expressed his appreciation to the EU and the ILO for their technical and financial support for the workshop. The workshop has been very crucial for technical capacity building of the tripartite agencies and relevant organizations in identifying Decent Work Indicators in order to measure progress on decent work in Cambodia. Before closing the workshop, he suggested that the tripartite agencies and relevant organizations work harder to address the challenges identified during the workshop, particularly to review the gaps in measuring decent work.

Annex I. List of participants

No.	Name	Sex	Organization	Position
Government				
1	Say Ung	M	CARD	Deputy Director
2	Van Sovatha	M	CDC	Deputy Director
3	Chhing Vichea	M	DOLVT, Kampong Cham Province	Chief Office
4	Sim Sovathanak	M	DOLVT, Kampong Chhnang Province	Chief Office
5	Uy Savoeurn	F	DOLVT, Kampong Speu Province	Chief Office
6	Heak Sokhan	F	DOLVT, Kampot Province	Chief Office
7	Sy Dy	M	DOLVT, Preah Sihanouk Province	Deputy Director
8	Phan Saveth	F	DOLVT, Svay Rieng Province	Officer
9	Ung Vanny	M	DOLVT, Takeo Province	Chief Office
10	Ream Chanvana	M	MIME	Deputy Director
11	Yin Sambo	M	MOEYS	Deputy General Director
12	Chuon Somaly	F	MOI, Department of Local Administration	Officer
13	Keo Sovanmony	M	MOLVT	Chief Office
14	Nguy Rith	M	MOLVT	Deputy Director
15	Bo Chanveasna	F	MOLVT, Department of Labour Dispute	Deputy Director
16	Chen Yansotha	M	MOLVT, Department of Labour Inspection	Deputy Director
17	Yav Ny	M	MOLVT/DOCL	Chief Office
18	Kov Bunthoeun	M	MOLVT/DOSH	Officer
19	Seng Saramany	M	MOLVT/TVETM	Officer
20	Ing Sokun	M	MOP, General Department of Planning	Deputy Director
21	Chuth Leang Vanny	F	MOWA	Deputy General Director
22	Hong Choeun	M	NEA	Director General
23	Sim Hong	M	NEA	Deputy Director
24	Heang Kanol	M	NIS/MOP	Deputy Director
25	Nounnisay Kosal	M	NIS/MOP	Chief Office
26	Seng Chenda	M	NIS/MOP	Assistant Deputy Director
27	Sok Kosal	M	NIS/MOP	Deputy Director
28	Chuor Rattanak	M	NSSF	Director
29	Doung Chandara	M	NSSF	Vice Chief Office

30	Mov Ratha	M	NSSF	Officer
Social Partners and NGOs				
31	DJ Welsh	M	ACILS/AFL-CIO	Country Director
32	Khun Tharo	M	ACILS	Project Officer
33	Ros Kan	F	ACILS	Project Officer
34	Siv Sothea	M	BWI	National Project Coordinator
35	Sok Sovandeith	M	BWTUC	President
36	Engkakada Danh	M	CAMFEBA	Manager
37	Houn Sopheaneath	M	CAMFEBA	Legal Officer
38	Sandra D'Amico	F	CAMFEBA	Vice President
39	Sov Chhuntek	M	CAMFEBA	Board Member
40	Um Visal	M	CCAWDU	Legal Officer
41	Vong Sovann	M	CCTU	President
42	May Sopheaktra	M	CCU	Member
43	Sean Sokny	F	CIYA	Intern
44	Chhorn Sokha	F	CLEC	Project Officer
45	Morm Nhim	F	CNC	President
46	Sreng Dane	F	FLD	Officer
47	Kao Poeun	M	LO/FTF	Project Coordinator
48	Hong Sophea	M	LSCW	Assistant Project
49	Khleang Sovanna	F	LSCW	Trainer
50	Nuon Chantha	M	NACC	Member
International Labour Organization				
51	Bungleng Ros	M	ILO	Finance Officer
52	Khleang Rim	M	ILO	National Project Coordinator
53	Maeve Galvin	F	ILO	Communications Officer
54	Peng Lody	F	ILO	Project Assistant
55	Seltik Heng	F	ILO	National Project Coordinator
56	Tun Sophorn	M	ILO	National Coordinator
57	Yim Serey Vathanak	M	ILO	National Project Coordinator
58	Por Chuong	F	ILO/AIDS	NEP
59	Alice Levisay	F	ILO/BFC	Intern
60	Undraa Suren	F	ILO/BFC	Project Manager
61	Gloria Anguw	F	ILO/ITP	National Project Coordinator
62	Sek Sophorn	M	ILO/ITP	National Project Coordinator
63	Chea Sophal	M	ILO/MDG	National Project Coordinator
64	Nou Pheary	F	ILO/SPG	National Project Coordinator

ILO Resource Persons				
65	Elisa Benes	F	ILO/Geneva	Statistician
66	Suradee Bhadrasiri	F	ILO/Bangkok	Programme Officer
67	Monica Castillo	F	ILO/Geneva	Chief, Decent Work Data Production Unit
68	Phu Huynh	M	ILO/Bangkok	LMI Officer

Annex II. Workshop programme

Tripartite Training and Consultation Workshop on Measuring Decent Work in Cambodia

May 4-6, 2011
Phnom Penh Hotel
Phnom Penh, Cambodia

Programme

Wednesday, May 4

08.00-08.45 Registration

08.45-09.00 **Event announcement** (Mr. Hoeung Sophon, Director of Labour Market Information Department, Ministry of Labour and Vocational Training)
Cambodia National Anthem

09.00-10.00 **Welcome and opening remarks**

- Ms. Monica Castillo, Chief of the Decent Work Data Production Unit, Department of Statistics, ILO Geneva
- Ms. Sandra D'Amico, Vice President of the Cambodian Federation of Employers and Business Associations (CAMFEBA)
- Dr. Vong Sovann, President of Cambodian Confederation of Trade Unions (CCTU) and Representative of the Cambodian Trade Unions
- H.E. Mr. Sath Samuth, Under-Secretary of State, Ministry of Labour and Vocational Training

10.00-10.15 Coffee/tea break

10.15-11.30 **Session 1: Monitoring of national employment and development initiatives**

- *Monitoring of National Development Related to Decent Work in Cambodia* (Mr. Ing Sokun, Deputy Director of Social Planning Department, General Directorate of Planning, Ministry of Planning)

The session will highlight the critical decent work data requirements in the monitoring of the National Strategic Development Plan (NSDP) and the Cambodia Millennium Development Goals (CMDG), and present the relevant components of the NSDP and CMDG indicator framework related to employment and decent work.

- *Cambodia National Labour Market Information System* (H.E. Dr. Hong Choeun, Director-General of the National Employment Agency)

The session will provide an overview of the Cambodia National Labour Market Information System and highlight its key statistical indicators, national data sources and outputs. It will present the institutional arrangement with other government agencies for developing, enhancing and maintaining the system.

- *Decent Work Country Programme 2011-2015: Process, Priorities and Outcomes* (Mr. Tun Sophorn, ILO National Coordinator for Cambodia and Ms. Suradee Bhadrassiri, Cambodia Programme Officer, ILO Bangkok)

The session will present an overview of the Decent Work Country Programme for 2011-

2015, particularly the priority areas and outcomes along with the mechanism for its design, implementation and monitoring.

Plenary discussion

11.30-12.30 **Session 2: Background on the measurement of decent work**

- *The ILO Framework on the Measurement of Decent Work* (Ms. Monica Castillo, Department of Statistics, ILO Geneva)

The session will provide an overview of the international framework for measuring decent work adopted and promoted by the ILO, including the legal framework indicators for decent work. It will discuss how decent work indicators can contribute to the monitoring of national policy frameworks and progress towards decent work.

- *Overview of Measuring Decent Work in Cambodia* (Mr. Phu Huynh, ILO/EC MAP, ILO Bangkok)

This session will present an overview of the ILO/EC Project on “Monitoring and Assessing Progress on Decent Work” (MAP) and provide a background on the primary national data sources for measuring decent work. It will discuss the link between decent work indicators and the Cambodia Decent Work Country Programme, and highlight some challenges and priorities in the production and monitoring of decent work indicators in the country.

Plenary discussion

12.30-13.45 Lunch

13.45-15.30 **Session 3: Monitoring progress on decent work:**

- **Employment opportunities**
- **Adequate earnings and productive work**
- **Decent hours**
- **Combining work, family and personal life**
- **Stability and security of work**

- *Concepts, definitions and interpretation* (Ms. Monica Castillo, Department of Statistics, ILO Geneva)
- *Data tabulations from existing national survey data sources* (Mr. Heang Kanol, Deputy Director General, National Institute of Statistics, Ministry of Planning)

Introduction and formation of thematic working groups

15.30-15.45 Coffee/tea break

15.45-17.00 **Session 3: Monitoring progress on decent work (continued)**

Parallel group work exercises and discussion

Thursday, May 5

09.00-10.00 **Session 3: Monitoring progress on decent work (continued)**

Reporting back to the plenary of results from group work exercises

10.00-10.15 Coffee/tea break

10.15-12.00 **Session 4: Monitoring progress on decent work:**

- **Safe work environment**
- **Social security**
- **Social dialogue, workers' and employers' representation**

- *Concepts, definitions and interpretation* (Mr. Phu Huynh, ILO Bangkok)

	<ul style="list-style-type: none"> ▪ <i>Data tabulations from existing national administrative data sources</i> (Mr. Hoeung Sophon, Director of Labour Market Information Department, Ministry of Labour and Vocational Training)
12.00-13.30	Lunch
13.30-15.00	Session 4: Monitoring progress on decent work (continued)
	<i>Parallel group work exercises and discussion</i> <i>Reporting back to the plenary of results from group work exercises</i>
15.00-15.15	Coffee/tea break
15.15-17.00	Session 5: Monitoring progress on decent work: <ul style="list-style-type: none"> - Work that should be abolished - Equal opportunity and treatment in employment - Economic and social context for decent work <ul style="list-style-type: none"> ▪ <i>Concepts, definitions and interpretation</i> (Mr. Phu Huynh, ILO Bangkok) ▪ <i>Data tabulations from existing national survey data sources</i> (Mr. Sok Kosal, Deputy Director of Department, National Institute of Statistics, Ministry of Planning)

Friday, May 6

09.00-10.45	Session 5: Monitoring progress on decent work (continued)
	<i>Parallel group work exercises and discussion</i> <i>Reporting back to the plenary of results from group work exercises</i>
10.45-11.15	Coffee/tea break
11.15-12.15	Session 6: Priorities for the national monitoring framework on decent work
	<p>The session will examine the full set of Cambodia Decent Work Indicators proposed by the working groups during Sessions 3-5, and discuss the existing gaps (indicators not yet available from existing statistical instruments) and possible ways to measure them.</p> <p>The session will briefly review the preliminary priorities of the Decent Work Country Programme 2011-2015, and other national development concerns related to decent work from Session 1. Then, through a facilitated exercise, each participant will vote on a short set of priority Cambodia Decent Work Indicators from the full set proposed by working groups during Sessions 3-5. The priority indicators will be recommended and promoted for national monitoring in the context of the DWCP 2011-2015 and beyond.</p> <p><i>Facilitators:</i> Mr. Phu Huynh, ILO Bangkok and Ms. Monica Castillo, Department of Statistics, ILO Geneva</p>
12.15-14.00	Lunch
14.00-14.30	Session 6: Priorities for the national monitoring framework on decent work (continued)
	<i>Reporting back the priority list of Cambodia Decent Work Indicators recommended for national monitoring</i>
14.30-15.30	Session 7: Looking ahead: Strengthening institutional coordination and identifying priority areas for technical cooperation between Cambodia, the ILO and development partners
	<p>The session will provide a forum for participants to review cooperation mechanisms between the national agencies involved in producing decent work statistics as well as between decent work data producers and users. It will also consider the gaps and challenges in measuring decent work in Cambodia, as discussed during the 3-day workshop, and identify areas for collaboration and assistance from the ILO and other development partners to address these challenges. Participants will consider the following guiding questions:</p>

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1. What institutional mechanisms and processes should be established or strengthened between data producers and data users for monitoring progress on decent work in Cambodia? How can the ILO and other development partners support national stakeholders in this effort?
 2. In terms of data collection, data analysis and monitoring and capacity-building on measuring decent work, what should be the priorities and specific activities in Cambodia going forward? How can the ILO and other development partners support national stakeholders in this effort?

Facilitator: Ms. Monica Castillo, Department of Statistics, ILO Geneva

Wrap-up

15.30-16.00 Coffee/tea break

16.00-17.00 **Closing and summary remarks**

- Ms. Monica Castillo, Department of Statistics, ILO Geneva
- Mr. Sov Chhun Tek, Board Member, CAMFEBA
- Dr. Vong Sovann, President of CCTU and Representative of the Cambodian Trade Unions
- H.E. Mr. Sath Samuth, Under-Secretary of State, Ministry of Labour and Vocational Training

Presentation of certificate of participation

17.00 **Closing**

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

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

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

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

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

Source: Compilation based on workshop proceedings.

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’ 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 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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