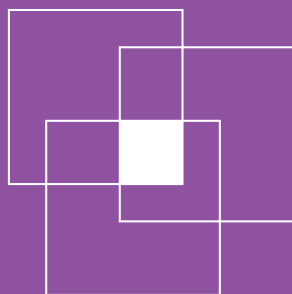




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Organization

Cambodia Labour Force and Child Labour Survey 2012 Labour Force Report

November 2013



International
Programme on
the Elimination
of Child Labour
(IPEC)

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National Institute of Statistics, Ministry of Planning

International Labour Organization (ILO)

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FOREWORD

The economically active population, or labour force, is that part of the human resources that actually contributes or is available to contribute to the producing of goods and the providing of services in a country. The economic and social development of a country depends on the number of persons who are economically active, the quality of their work and the regularity of their job. The Cambodia Labour Force and Child Labour Survey 2012 was conducted to generate all the necessary information that would provide the Royal Government of Cambodia with the statistical data for formulating well-conceived strategic policies aimed at creating employment and improving working conditions.

This report provides the essential statistics on Cambodia's labour force, employment, unemployment and some decent work indicators for monitoring employment and labour market developments in the country. I hope that the report will be useful to all data users, particularly planners and policy makers.

I gratefully acknowledge the financial and technical assistance of five units of the International Labour Organization: the Department of Statistics, the International Programme on the Elimination of Child Labour, the Policy Integration Department, the Regional Office for Asia and the Pacific and the ILO DWT for East and South-East Asia and the Pacific. I extend special thanks to **Bijoy Raychaudhuri**, Project Director, Global Action Programme on Child Labour Issues, IPEC, ILO-Geneva; **Tite Habiyakare**, Senior Statistician, ILO Regional Office for Asia and the Pacific, Bangkok; **Elisa Benes**, Statistician, Department of Statistics, ILO-Geneva; **Phu Huynh**, Labour Economist, RO-Bangkok; as well as **Uzair Suhaimi** and **Karen Emmons**, ILO consultants, for their effort in coordinating the support and their guidance throughout the survey work and drafting process.

I also extend my deep appreciation to H.E. **San Sy Than**, Secretary of State of the Ministry of Planning, former Director General of the National Institute of Statistics, H.E. **Hang Lina**, Director General of the National Institute of Statistics and Survey Team Leader and **Heang Kanol**, Deputy Director General and the Survey Operation Manager as well as his core technical team at the National Institute of Statistics, for their hard work in the survey activities and the preparation of this report. 



CHHAY THAN
Senior Minister
Minister of Planning

Phnom Penh
November 2013

PREFACE

This report on the Cambodia Labour Force and Child Labour Survey 2012 was produced by staff at the National Institute of Statistics (NIS) with assistance from the International Labour Organization. The report presents the characteristics of the labour force, employment, unemployment and some decent work indicators. The information provides a good picture of the labour force and employment situation in Cambodia, and I hope it will be useful to researchers and policy makers for the monitoring employment and labour market developments in Cambodia.

I am grateful to H.E. **Chhay Than**, Senior Minister, Ministry of Planning, and H.E. **San Sy Than**, Secretary of State of the Ministry of Planning, former Director General of the National Institute of Statistics, for their support to the survey activities and the preparation of this report.

I extend deep appreciation for the technical assistance and financial support from the ILO. I offer special thanks to ILO specialists and ILO consultants for their kind support in the preparation of this report and other survey activities; their guidance to our technical staff throughout the whole implementation of the survey, from its technical design to the final report, was very instrumental to the success of this endeavour.

My deep appreciation goes to all the NIS staff and other officers involved in various stages of the survey for their efforts, support and good work in making the survey a success. I also extend appreciation to all the respondents of the survey for their valuable cooperation.

Finally, I gratefully acknowledge the core technical team of the National Institute of Statistics, Ministry of Planning, for their high level of execution and supervision of the survey activities. In particular, **Heang Kanol**, Deputy Director General, Survey Operation Manager and his team members, consisting of **Lim Penh**, **Yip Thavrin**, **Sam Sok Sotheavuth**, **Teav Rongsa** and **Oeur Sophal**, have done valuable work in data processing, data tabulation, analysis, report writing and editing as well as preparing the report. 



HANG LINA
Director General, NIS

Phnom Penh
November 2013

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ACRONYMS

CR	Cambodian Riels
CSES	Cambodia Socio-Economic Survey
ICLS	International Conference of Labour Statisticians
ILO	International Labour Organization
IPEC	International Programme on the Elimination of Child Labour
ISCO	International Standard Classification of Occupations
NGO	non-government organization
NIS	National Institute of Statistics
SNA	System of National Accounts

Executive summary

The National Institute of Statistics (NIS) within the Ministry of Planning conducted a combined Cambodia Labour Force and Child Labour Survey in 2012. The International Labour Organization (ILO) provided financial and technical assistance through the involvement of several of its divisions: the Department of Statistics, the International Programme on the Elimination of Child Labour (IPEC), the Policy Integration Department,¹ the Regional Office for Asia and the Pacific and the Decent Work Team for East and South-East Asia and the Pacific. Although the survey collected information on adults and children, the findings are presented separately; this report centres on the Labour Force Survey findings only. See a second report for the findings on the Child Labour Survey component.

The survey on Cambodia's labour force collected information on various aspects of people's economic activity and compiled national and regional statistics relating to employment, unemployment and underemployment and to many other aspects of people's working lives. This comprehensive data are necessary for monitoring and assessing the progress on decent work among the population aged 15 or older. The data allow the Royal Government of Cambodia, international organizations, NGOs, researchers and others to efficiently provide targeted interventions and policies.

Other specific objectives of the survey:

- provide relevant information regarding the characteristics of population and household;
- provide detailed information on education and training;
- provide relevant information on the labour force, economic activity status, employment, informal employment and unemployment;
- provide relevant information on youth labour force participation, youth employment, youth unemployment and youth not in employment; and
- provide information on decent work regarding earnings from employment, working hours and time-related underemployment, quality and stability of employment, social security coverage, safety of work, equal opportunities, labour migration and social dialogue.

1. General population

The survey findings indicate that the country's total estimated population in 2012 was 14.9 million, of which 7.6 million were female. According to the findings, about 10.8 million persons, representing 72.2 per cent of population, were aged 15 or older, of whom 5.6 million (52.1 per cent) were female. Thus, more than seven of every ten persons were aged 15 or older, with the female-to-male ratio at 108. The total population aged 15 or older living in urban areas reached 2.7 million (1.4 million of them female). In rural areas, the total population aged 15 or older was 8.1 million (4.2 million of them female).

¹ The Policy Integration Department participated through its European Union-funded project Monitoring and Assessing Progress on Decent Work.

2. Population and household characteristics

The survey findings indicate an estimated total of around 3 million households in the country in 2012, of which about 2.4 million were in rural areas and 675,141 persons were in urban areas. The average household size was 4.8 persons (4.7 persons in rural areas and 5.1 persons in urban areas).

More than 2 million households (77.6 per cent) were headed by a man, compared with 693,106 households (22.4 per cent) headed by a woman. Only among single-member households did the female head of household outnumber the male head of household, which means far more women than men lived alone.

The estimated population aged 5 years or older with a disability (all types of disabilities) represents about 8.2 per cent of Cambodia's total population.

The survey found an estimated total of nearly 1.9 million migrants (Cambodian and foreign nationals) across the country. A comparison of areas reveals far more of them living in urban areas than in rural areas. The main reason for migration either within or into Cambodia was a family move, followed by looking for work and then marriage.

The total dependency ratio was 48.9 per cent for the whole of Cambodia; 40 per cent for urban areas and 51.8 per cent for rural areas.

3. Education and training

About 80 per cent of the population aged 15 or older was literate in 2012. Male and female literacy rates stand at 86.3 per cent and 74.3 per cent, respectively. About 11.8 per cent of the population was attending school at the time of the survey, while 15.9 per cent had never attended school, 40.4 per cent had completed the primary level, 28.8 per cent had completed secondary school, 1 per cent had completed vocational school and 2.1 per cent had completed university.

An estimated 13.6 per cent of males aged 15 or older and 10.2 per cent of females were attending school at the time of the survey. The proportion of females who had never attended school (20.5 per cent) was almost double the number of males (10.9 per cent). The survey found that the percentages for urban areas were higher than for rural areas.

More than 422,000 persons (about 4 per cent of the total population) aged 15 or older in Cambodia had engaged in formal training outside the school system. About 32.3 per cent had some training on agriculture, and 31.3 per cent had training in the arts, craft skills and a foreign language.

4. Labour force participation rate

The survey findings place the labour force participation rate of the population aged 15 or older at 68.8 per cent, at 75.8 per cent male and 62.4 per cent for females. The participation rate of the population aged 15 or older by area was nearly equal, at 68.4

per cent in urban areas and 69 per cent in rural areas, leaving 31.2 per cent of the population aged 15 or older outside the labour force.

5. Employment

An estimated 67 per cent of the population aged 15 or older was employed. By occupation, skilled agriculture workers accounted for the largest share of the total employed population, at 23.5 per cent (with a similar proportion between the sexes). About 21.9 per cent were employed in services and sales occupations, followed by 17.4 per cent in elementary occupations, 12.3 per cent in machine operations and 11.9 per cent in craft or related trades.

By industry, the largest proportion of the employed population was engaged in agriculture, at 33.3 per cent, followed by 17.5 per cent in wholesale and retail trade and 17.4 in manufacturing. By main industrial sector, services employed 41.5 per cent of the employed persons, followed by agriculture, at 33.3 per cent, with the smallest proportion in the industry sector, at 25.2 per cent.

One eighth of the employed population had not had any formal education. More than 3 million employed workers (44.9 per cent) had completed primary education, while more than 2.6 million workers (35.5 per cent) had completed secondary education. Only 3.8 per cent had graduated university, and 3.3 per cent obtained a vocational certificate. Employed females with no education outnumbered the males with no education, at 520,599 (15.3 per cent) compared with 379,357 (10 per cent).

Though small in numbers, at 180,300 to 89,818, there were twice as many employed males with a university degree as females.

Most of the employed population were employees (46 per cent), followed by own-account workers (33.6 per cent), contributing family workers (20 per cent) and employers (0.4 per cent).

6. Informal employment

The measure of informal employment does not include the agriculture sector. Thus, the survey found about 60.2 per cent of the total employed persons aged 15 or older in informal employment, while only 6.5 per cent were in formal employment; the remaining 33.3 per cent were employed in agriculture.

According to the findings, informal employment incidence was highest in craft or related trades (98.3 per cent of the total employment in that sector), machine operations (95.7 per cent of total employment in that sector) and services and sales (94.4 per cent of total employment in that sector). About 97.5 per cent of all workers in the industry sector and 85.9 per cent of all workers in services were informally employed persons.

The findings also show a large number of employed persons in the formal sectors with a low level of education.

7. Unemployment

The survey found an estimated 202,304 persons aged 15 or older who were unemployed in 2012. By sex, the number of unemployed males was 106,991, compared with 95,313 unemployed females. A total of 55,897 persons in urban areas and 146,407 persons in rural areas were unemployed.

The survey findings place the unemployment rate at 2.7 per cent, which was the same rate for both sexes. By area, more urban-based persons were unemployed, at 3 per cent, than rural-based persons, at 2.6 per cent.

Of those who were unemployed, about 76,720 had completed primary school and 70,036 had finished the secondary level, while 22,683 had graduated university and 1,329 had completed a vocational programme.

8. Youth employment and unemployment

More than 2 million youth aged 15–24 years participated in the labour force in 2012, representing 63.1 per cent of the total labour force, with rather equal representation between the sexes, at 1.08 million (63.1 per cent) male workers and 1.07 million (63 per cent) female workers.

About 60.7 per cent of the total youth aged 15–24 years were employed; they represented about 28.8 per cent of all employed workers aged 15 or older. Nearly half of the employed youth had completed their secondary education (46.6 per cent), while 41.5 per cent had only completed primary school. Only 3.4 per cent had completed university, and 2.5 per cent had a vocational school education.

Of the youth labour force aged 15–24 years, 80,980 (3.8 per cent) were unemployed. A large portion of them had completed secondary school (at 36.6 per cent), while a third of them (29.9 per cent) had only finished primary school; nearly a quarter (23 per cent) had graduated university.

About 12.7 per cent of all youth were not employed at the time of the survey nor in any type of education or training, with 10.3 per cent of them male and 15.2 per cent of them female.

9. Earnings from employment

The survey findings show that of the estimated 3.3 million paid employees, 90.3 per cent were paid on a time-rate basis, 9.5 per cent on a piece-rate basis and only 0.1 per cent on some other basis. Among the employees working on a time-rate basis, 65.9 per cent were paid daily, followed by 14.4 per cent paid monthly and 9.8 per cent on a weekly basis.

More of the workers in the three main occupational groups were paid on the piece-rate basis: 60.5 per cent in the elementary occupations, 16.9 per cent in craft and related trades and 12.1 per cent in machine operations. The workers paid on a daily and weekly basis were predominantly in the elementary occupations and the craft

and related trade occupations. Those paid on a monthly basis worked in machine operations, elementary occupations, services and sales, or as professionals.

The reported average monthly earnings of paid employees was 477,517 Riels (CR) (\$119).² The average monthly earnings for male paid employees was CR 518,202 (\$130), which was slightly higher than what the female paid employees earned, at CR 418,808 (\$105). In some occupations, such as managers and technicians, the difference in earnings between the sexes was wider.

In urban areas, managers earned the highest average monthly earnings among the occupational groups, at CR 924,815 (\$231), followed by technicians, at CR 750,728 (\$188). In rural areas, technicians earned the highest average monthly earnings, at CR 606,973 (\$152), followed by skilled agriculture workers, at CR 595,565 (\$149). The professional, scientific and technical activities sectors (industries) paid the highest average monthly salary, at CR 1 million (\$250), followed by international organizations, at CR 968,325 (\$242) and the financial and insurance sector, at CR 823,380 (\$206).

10. Working hours and time-related underemployment

The average hours worked per week was 47 hours, with male workers reporting longer hours of work per week, at 48 hours, than their counterpart female, at 45 hours per week. The average working hours per week were fewer in rural areas (46 hours) than in urban areas (49 hours). Both sexes in the urban areas worked more hours than in the rural areas.

By occupation, those who worked in machine operations worked the highest average of hours (53 hours) than those in other occupations. The occupation with the second-highest average of working hours per week was services and sales, at 51 hours, followed by elementary occupations, at 50 hours. In contrast, skilled agriculture workers had the shortest work week on average, at 37 hours (probably due to seasonality issues). By industry the highest average of hours worked per week was for households' employers (61 hours), followed by construction, ICT, and administrative support (all at 53 hours per week); employed persons in wearing apparel also worked 53 hours per week on average.

The survey found that around half (49.6 per cent) of the 7.2 million employed persons worked more than 48 hours per week. By sex, the proportion of male workers working more than 48 hours (52.3 per cent) was higher than that of female workers (46.7 per cent). In terms of occupational groups, the highest rates of excessive working hours (i.e. working on average longer than 48 hours) were in elementary occupations (62.7 per cent), plant and machines operators (60 per cent), and services and sales workers (59.6 per cent).

By industry, the highest rates of persons in excessive hours were in the activities of households (91.6 per cent), mining and quarrying (70.3 per cent), construction (69.2 per cent), and administrative services (66.3 per cent).

² Exchange rate: 4,000 riels per \$1. CR= Cambodian riel.

Overall, about 147,094 employed persons (2 per cent) were found in time-related underemployment; 94,038 of them male (2.5 per cent) and 53,057 of them female (1.6 per cent).

11. Quality and stability of employment and social security coverage

The estimated proportion of own-account workers and contributing family workers in total employment was 53.6 per cent. Nearly five of every ten employed male workers (48 per cent) and six of every ten employed female workers (59.8 per cent) were in vulnerable employment. According to the survey findings, nearly half of all employees were hired with an oral agreement (48.5 per cent), while nearly a third (28.8 per cent) had a written contract. Nearly a quarter of them (22.7 per cent) actually didn't know if they had a contract or some other arrangement. Among the employees with a written contract, 49.7 per cent had a contract for a limited duration, 45.1 per cent of unlimited duration, 3 per cent didn't know if there was such a specification and 2.2 per cent said their contract was for an unspecified duration. The majority of employees with an oral agreement (66.1 per cent) had an unlimited duration, followed by those with an unspecified duration (24.1 per cent), those who didn't know (6.7 per cent) and those with a specified time frame (3 per cent).

Among all paid employees, 12.4 per cent had an employer who contributed to a pension or retirement fund, with 15.1 per cent of them male and 8.5 per cent of them female. The proportion of paid employees with a contribution to any pension or retirement fund was larger in urban areas, at 27.1 per cent, than in rural areas, at 7.5 per cent.

Only 9.5 per cent of all employees had annual leave, while only 10.4 per cent were entitled to sick leave. The proportion of employees with either annual or sick leave was slightly larger among female workers in both cases: 11.9 per cent of the female workers and 7.7 per cent of the male workers had annual leave, while 12.1 per cent of the female workers had sick leave, compared with 9.2 per cent of the male workers.

About 13.2 per cent of all paid employees were in precarious work (seasonal, occasional and substitute); 14.8 per cent of them male and 10.8 per cent of them female. Far more of them lived in rural areas (15.5 per cent) than in urban areas (6.3 per cent).

12. Safety of work

According to the findings, 267,224 persons (2.5 per cent) aged 15 or older reported experiencing an occupational injury or illness sometime in the 12 months prior to the survey; more than double of them were male, at 183,124 persons (3.6 per cent) than female, at 84,099 persons (1.5 per cent).

Among the persons reporting an occupational injury or illness, about 37.1 per cent had a superficial injury, followed by 26.3 per cent with a dislocation, sprain or strain. The majority of persons reporting any occupational injury or illness said they lost three days or more of work, followed by those reporting a loss of two days. The

average number of working days lost due to a work-related injury or illness was four days.

The largest proportion of persons who reported an occupational injury or illness in total employment was the skilled agriculture workers (5.3 per cent), followed by machine operators, those in elementary occupations and the armed forces (4 per cent each) and clerks (3.9 per cent). By major industry, most employed persons aged 15 or older who reported an occupational injury or illness were in the industry sector (4 per cent), followed by the agriculture sector (3.6 per cent) and then the service sector (2.8 per cent).

Of all persons aged 15 or older, 2.2 per cent reported experiencing an occupational injury or illness; 3.2 per cent of them male and 1.2 per cent of them female. The most common type of hazard reported involved dangerous tools (knives, etc.), at 35.2 per cent, followed by extreme cold or heat (9.9 per cent) and then dust or fumes (9.8 per cent).

13. Equal opportunities

According to the survey findings, the largest share of female employment was in services and sales (30.3 per cent), followed by skilled agriculture work (23.6 per cent), elementary occupations (14 per cent) and machine operations (13.9 per cent).

The female share of employment was 53.6 per cent in the industry sector and 14.2 per cent in the services sector. The female share of employment in the services sector was only 14 per cent of the chief executives, senior officials and legislators and 15.2 per cent of the administrative and commercial managers.

The survey found that the estimated female share of overall employment was 47.2 per cent while the male share was 52.8 per cent, with an equal breakdown between urban and rural areas. By occupation, most employed female workers were in services and sales (65.3 per cent) followed by plant and machine operations (53.3 per cent) and then skilled agriculture, forestry and fishery workers (47.5 per cent).

The share of all female workers in wage and salaried employment outside the agriculture sector was 40.1 per cent; 41.7 per cent of them in rural areas and 36.4 per cent in urban areas. This improving picture may be at least partially driven by the continued growth of the garment industry in Cambodia.

The estimated labour force participation rate of persons with a disability was 44.2 per cent, in comparison with 71.6 per cent for persons without a disability and far lower than the national average of 68.8 per cent. The rate was higher for male workers (54.9 per cent) than for female workers (35.1 per cent). The highest rate of labour force participation of disabled persons was among those aged 25–64 years (58.7 per cent), followed by those aged 15–24 years (51.8 per cent). In general, the incidence of disability was higher among females (8.5 per cent) than males (7.8 per cent), and females were more than twice as likely to be found with a serious disability than males, hampering even more than usual their ability to participate in the labour market.

The trends in the employment-to-population ratio of persons with a disability that emerged in the survey findings are similar to their labour force participation rate. The unemployment rate of persons with a disability was 3.6 per cent, higher than the 2.7 per cent rate for persons without a disability and the national average. This rate was higher for females, at 4 per cent (against 2.6 per cent of females without a disability), compared with 3.4 per cent of males (against 2.7 for males without a disability).

14. Labour migration

The estimated proportion of migrants to total population aged 15 or older was 16.7 per cent (1.8 million migrants). Of them, 51.9 per cent (931,379) were male and 48.1 per cent (863,212) were female. In urban areas, the proportion was 38.1 per cent (1 million migrants) in urban areas, while it was 9.5 per cent (768,888 migrants) in rural areas.

The survey also found that among the migrants, 1.8 million persons (97.5 per cent) were internal migrants, while 44,827 persons (2.5 per cent) were foreign nationals.

The largest portion of migrants (46.5 per cent of the total migrants) said they had to change their residence because the "family moved". This reason for migration applied to someone who had moved to the place of enumeration from a previous residence because the entire family had moved. The second-largest portion of migrants (22.6 per cent) said they moved to look for work, followed by those who moved because of their marriage to someone who lived elsewhere (18 per cent).

According to the findings, Cambodia's migrant labour force participation rate was 75.6 per cent, with 84.1 per cent of the migrant workers were male and 66.5 per cent of them female. The migrant employment-to-population ratio was not significantly different from the migrant labour force participation rate. The migrant unemployment rate was only 1.8 per cent; the rate among female migrants was higher, at 2.1 per cent, than among the male migrants, at 1.6 per cent.

15. Social dialogue

According to the survey estimates, 9.6 per cent of all employees reported holding trade union membership; 5.2 per cent of all male employees and 16 per cent of all female employees were trade union members.

The majority of all trade union members worked in the industry sector (18.8 per cent of all employees), followed by the service sector (5.1 per cent of all employees) and then the agriculture sector (0.2 per cent of all employees). The largest proportion of trade union members (37.5 per cent of all garment employees) worked in the garment sector.

Overall, some 26.3 per cent of all workers (24.7 per cent of them male and 28.7 per cent of them female) reported that their pay and conditions of employment were directly affected by agreements between their employers and any trade union.

Map 1 Cambodia, by provinces



Chapter 1

Introduction

1.1 Background³

Officially called the Kingdom of Cambodia, the country is located in the southern portion of the Indochina Peninsula in South-East Asia, covering a total land area of 181,035 square kilometres. Its population is around 14.9 million (2012 estimates), with an annual growth rate of 1.5 per cent. The population density is 82.3 persons per square kilometre. Cambodia shares a border with Thailand and the Lao People's Democratic Republic to the north, Viet Nam to the east and south-east and, to the west, with Thailand and the Gulf of Thailand.

In moving from central planning to a market economy, Cambodia's economic landscape has undergone dramatic changes over the past two decades. Yet, its development challenges remain manifold: sustain growth, reduce poverty, expand employment with decent work, maintain balance in equality and accelerate the reform agenda.

The country's labour force (aged 15 or older) experienced dramatic changes over the past decade and increased at a per annum average of 3.3 per cent, to around 7 million workers in 2008. The youth labour force participation rate decreased slightly, reflecting a positive trend of youth staying longer in the education system. In general, female youth seem to enter and exit the labour force at an earlier age than male youth. The female economic activity rate remained slightly higher than the male rate over the decade, although the gender gap in the labour force participation rate narrowed from 1998 to 2008. The projected population will grow until 2015 at an average rate of 1.3 per cent per year, while the working-age population (aged 25–54) will grow at a higher average annual rate, of 3 per cent. This can lead to positive dividends for the country – given appropriate policy choices. At the same time, it poses some challenges for job creation for an expanding labour force.

In 2008, 6.8 million persons aged 15 or older were employed, reflecting a decadal employment growth of 43.3 per cent, or an annual average growth of 3.6 per cent since 1998. The employment-to-population ratio was 77 per cent, with the ratio for youth increasing to 58 per cent in 2008. Although unemployment rates remained low and even fell further over the decade, a large portion of workers (82.5 per cent) continued to labour in “vulnerable” employment, defined as unpaid family workers and own-account workers.

As Cambodia continues to grow and integrate further within the global economy, the access to decent and productive work remains one of the most viable means of poverty reduction. Despite major achievements, there are lingering and emerging policy challenges confronting the country that will influence the achievement of its decent work goals. The large proportion of vulnerable employment remains a major concern. As the working-age population expands in the coming years, the pressure

³ The text of this section is drawn mainly from *Labour and Social Trends in Cambodia 2010*, National Institute of Statistics, Ministry of Planning, Phnom Penh, Cambodia (September 2010), *Executive Summary*.

on the labour market to provide quality jobs will also rise. Addressing deficits in both the quantity and quality of jobs therefore remains a major policy challenge for Cambodia.

In general, several noteworthy trends emerged from the past decade in Cambodia's labour market – growth reduced poverty rates, but poverty remains high, even though unemployment rates are low and falling. This raises concerns about the quality of jobs, especially with such a large proportion of workers in vulnerable employment. The projected population trends indicate a rise in the adult working-age population, which is likely to add to the challenge of creating decent work opportunities for an expanding labour force. Although the gender gap in labour force participation is shrinking, the women's unemployment rate is higher than the men's and a larger proportion of women workers are illiterate.

Relevant sex- and age-specific labour market information is critical for informed decision-making and setting up an effective labour market information system, as also noted in the National Strategic Development Plan update for 2009–13. Cambodia has built up a strong national statistical system. The regular census surveys and the socio-economic surveys provide data for labour market indicators. The findings of these surveys were used for the labour and social trends analysis within this report. However, data on some critical areas, such as earnings, informal economy employment, underemployment, working poor, working time and social dialogue mechanisms were not available. Additional efforts are required to boost the information base to achieve more robust and detailed labour and social trends analysis and monitoring, which will in turn provide a more credible basis for labour market policy formulation. In addition to having a dynamic data collection and dissemination system, using such data for analysis and labour market information is extremely important.

1.2 Current status of labour force statistics, child labour statistics and decent work indicators

Cambodia's Labour Force Surveys were previously conducted in 2000 and 2001, under the umbrella of an Asian Development Bank project. For each survey, a sample of 500 villages nationwide was selected, and ten households were interviewed in each village, providing a total sample of 5,000 households. Data collection was limited and spread over a two-week period. The questionnaire (three pages with 25 questions) was also rather short, and the results were presented only at the national level, along with an urban/rural breakdown.

The most recent available resource containing survey-based labour force statistics for Cambodia is a series of reports on the ninth Cambodia Socio-Economic Survey (CSES) conducted in 2010. Produced by the National Institute of Statistics (NIS), they provide indicators on health, housing conditions, the labour force and victimization.

Thus in Cambodia, the available statistics on the labour force, child labour and decent work indicators are limited, out of date and subject to several limitations:

- Most data available for time series analysis are only from the general population census; but there are only two census data sets available: 1998 and 2008.
- Survey data (mainly from the Cambodia Socio-Economic Survey, which are conducted somewhat regularly) referencing different years are largely not comparable due to differences in terms of sampling, methodology and the questionnaire used.
- Data on various aspects of the labour market, such as informal employment, underemployment, employment relationships, working time, working poor, wages and earnings and other conditions of work are not available in a consistent manner. The data that were available on these concepts were not clearly defined or consistent and thus could not be used for this report.
- The only national survey of child labour was conducted in 2000 and did not contain estimates of child labour because the concept was not clearly defined at that time.⁴

The International Labour Organization (ILO) promotes the national production of labour statistics as essential tools for the preparation, implementation and assessment of economic and social policies and programmes. Good statistical standards are required for that purpose, but it is also necessary for member States to know how best to apply the standards. Five units of the ILO – the Department of Statistics, the International Programme on the Elimination of Child Labour (IPEC), the Policy Integration Department,⁵ the Regional Office for Asia and the Pacific, and the Decent Work Team for East and South-East Asia and the Pacific – work with government to strengthen their processes on data collection, analysis and dissemination. In Cambodia, these units collaborated with the National Institute of Statistics to support a first-ever combined Labour Force and Child Labour Survey in 2012.

1.3 Objectives of the survey

The primary objective of the survey was to collect comprehensive data on the labour force, employment and unemployment of the population aged 15 or older for use by the Government, international organizations, NGOs, researchers and others to efficiently provide targeted interventions. With the addition of the child labour component, another major focus of the 2012 study was to probe and diagnose the circumstances leading to the existence of child labour in the country.

Specific objectives of the survey:

- Provide relevant information regarding the characteristics of the population and household that relate to household size, female-headed households, the population with disabilities, the migrant population and the dependency ratio.

⁴ The notion of “child labour” as a subset of “working children” (economically active children) came into use when the first ILO global estimates of child labour was prepared in 2002.

⁵ The ILO Policy Integration Department participated through its European Union-funded project, Monitoring and Assessing Progress on Decent Work.

- Provide detailed information on education and training, such as literacy, educational attainment and vocational training.
- Provide relevant information on economic activities and the labour force regarding the working-age population, economic activity status and labour force participation.
- Provide detailed information on employment and informal employment by occupation and industry, education level and employment status.
- Provide relevant information on unemployment, the youth labour force participation, youth employment, youth unemployment and youth not in employment by age group and education level.
- Provide other information on decent work regarding earnings from employment, working hours and time-related underemployment, quality and stability of employment, social security coverage, safety at work, equal opportunities, labour migration and social dialogue.
- Strengthen the institutional capacity of the National Institute of Statistics in collecting, processing and analysing labour force data through in-office training and ILO/IPEC technical assistance in all aspects of surveying – from methodology, sampling and questionnaire design to analysis and the dissemination of results.

1.4 Contents of the report

Although the survey collated information on Cambodia's labour force and child labour situation, the findings were separated into two reports. This report presents only the findings of the labour force component.

Chapter 2

Survey methodology

This chapter describes the methodology used in the first-ever combined Labour Force and Child Labour Survey. It explains the scope and coverage of the survey, sampling design, concepts and definitions, field operations, data processing and limitations.

2.1 Scope and coverage

The Labour Force and Child Labour Survey was conducted to provide reliable estimates of the labour force population at the national, urban and rural levels as well as by provinces. The labour force component covered the adult population aged 15 or older living in the sample households. The survey is designed to obtain national estimates on many variables, particularly in relation to the economic and non-economic activities of the population aged 15 or older in the labour force.

The survey involved a sample of 9,600 households from 600 sample enumeration areas distributed across all 23 provinces and Phnom Penh capital. The survey covered both urban and rural areas and all types of households, including one-person households.

2.2 Concepts and definitions

Household

A “household” is defined as a person or group of persons who live together in the same house or compound who share the same housekeeping arrangements and who are catered for as one unit. Members of a household are not necessarily related to each other, either by blood or marriage. Conversely, members who live together in the same house or compound and are related by blood or marriage do not necessarily belong to the same household. To be considered a household member, an individual must reside with the other household members in the dwelling for a substantial part of the year (some countries use a six-month criterion) and must not be a member of any other household.

Labour force

“Labour force” refers to persons 15 years or older who contribute or are available to contribute to the production of goods and services in the country. They are either employed or unemployed during the reference week prior to the survey.

Economic activity

The concept of “economic activity” adopted by the Thirteenth International Conference of Labour Statisticians (ICLS) in 1982 for measuring the economically active population is defined in terms of the production of goods and services as set forth by the System of National Accounts (SNA). The 13th ICLS Resolution specifies that “the economically active population comprises all persons of either sex who

furnish the supply of labour for the production of economic goods and services, as defined by the United Nations system of national accounts and balances, during a specified time-reference period.” Thus, persons are to be considered economically active if, and only if, they contribute to or are available to contribute to the production of goods and services falling within the SNA production boundary. The use of a definition of economic activity based on the SNA serves to ensure that the concepts used in employment and production statistics are consistent, thus facilitating the joint analysis of the two bodies of data.

Economically active population

The 13th ICLS distinguishes between the concept of “currently active population” and “usually active population”. Current economic activity is measured in relation to a short reference period (generally one week), whereas usual economic activity is measured in relation to a longer period (such as the 12 months preceding the survey). The economically active population includes both employed and unemployed persons. The currently active population is also known as the “labour force”.

The economically active population comprises all persons of either sex who supply their labour for the production of goods and services during a specified time-reference period. According to the 1993 version of the System of National Accounts, production includes all individual or collective goods or services that are supplied to units other than their producers, or intended to be so supplied, including the production of goods or services used in the process of producing such goods or services; the production of all goods that are retained by their producers for their own final use; the production of housing services by owner-occupiers and of domestic and personal services produced by paid domestic staff.

Current economic activity

The word “current” means during the week prior to a survey or the most recent week. This is sometimes also called the “reference week”. Thus, if an interview takes place on a Wednesday, the reference week will start from Tuesday the previous day and work backwards seven days. Because a survey is spread over several weeks, the reference week may be different for different households, depending on when they are interviewed. It is therefore essential that each informant clearly understands the seven-day reference period to which the “past week” refers. Current economic activities were covered in the questionnaire sections on current activity, characteristics of the main job or activity, characteristics of the secondary job or activity, hours of work, underemployment and job search.

Employment

The ILO definition of employment provides separate criteria for persons in paid employment and persons in self-employment in order to accommodate the idea that employment covers any work, be it for wage or salary, profit or family gain and including the production of goods for own consumption.

The “employed” comprises all persons older than a specified age who, during a specified brief period, either one week or one day, were in one of the following categories:

(a) paid employment

- (i) at work – persons who during the reference period performed some work for wage or salary, in cash or in kind;
- (ii) with a job but not at work – persons who, having already worked in their present job, were temporarily not at work during the reference period but had a formal attachment to their job.

(b) self-employment

- (i) at work – persons who during the reference period performed some work for profit or family gain, in cash or in kind;
- (ii) with an enterprise but not at work – persons working with an enterprise, which may be a business enterprise, a farm or a service undertaking, who were temporarily not at work during the reference period for any specific reason.

For operational purposes, the notion "some work" may be interpreted as work for at least one hour.

Unpaid family workers at work should be considered as in self-employment, irrespective of the number of hours worked during the reference period. Apprentices who receive pay in cash or in kind should be considered in paid employment and classified as "at work" or "not at work" on the same basis as other persons in paid employment.

Members of the armed forces should be included among persons in paid employment. They should include both the regular and temporary members.

Unemployment

The ILO international standard definition of unemployment is based on the following three criteria, which should be satisfied simultaneously: "without work", "currently available for work" and "seeking work".

The "unemployed" comprise all persons older than a specified age who during the reference period were:

- (a) without work – not in paid employment nor self-employed;
- (b) currently available for work – available for paid employment or self-employment during the reference period; and
- (c) seeking work – had taken specific steps in a specified reference period to seek paid employment or self-employment.

Notwithstanding the criterion of seeking work, persons without work and currently available for work who had made arrangements to take up paid employment or undertake a self-employed activity at a date subsequent to the reference period (future engagements) should be considered as unemployed.

Persons temporarily absent from their jobs with no formal job attachment (laid off) who were currently available for work and seeking work should be regarded as unemployed.

- In this context, “availability for work” is interpreted as ability and readiness to work, provided the person is given a work opportunity. One purpose of the availability criterion is to exclude both persons who are seeking work to begin at a later date (a test of the current readiness to start work) and those who cannot start work for certain reasons (family responsibilities, studies, etc.). The validity of the "current availability" criterion in terms of time need not be limited to the reference week or day but rather extended to one week or two weeks beyond the basic survey reference period.
- The "seeking work" criterion can be interpreted as activity or efforts undertaken during the specified reference period or prior to find a job. Such efforts may include:
 - registration at a public or private employment agency;
 - application to employers, checking at work sites;
 - placing or answering newspaper advertisements;
 - seeking assistance from friends or relatives;
 - arranging for land, machinery or resources; or
 - applying for permits, etc.
- The job search period is not limited to the specified reference period (one week or one day) but may be longer – one month or the past four weeks, including the survey reference period.

Informal sector

The informal sector consists of unregistered and/or small unincorporated private enterprises engaged in the production of goods or services for sale or barter.⁶ The enterprises typically operate on a small scale at a low level of organization, with little or no division between labour and capital as factors of production. Labour relations are based mostly on casual employment, kinship or personal and social relations. The fixed and other assets do not belong to the production units as such but to their owners, and the units cannot engage in transactions or enter into contracts with other units nor incur liabilities on their own behalf. An unincorporated enterprise is a production unit that is not constituted as a separate legal entity independently of the individual (or group of individuals) who owns it and for which no complete set of accounts is kept.

Employment in the informal sector

Employment in the informal sector refers to the total number of jobs in informal sector enterprises. For practical reasons, the concept is measured as the number of persons employed in informal sector enterprises in their main job.⁷

The primary characteristics of informal employment are that it is a job-based concept (the focus is on the characteristics of the job) that includes: i) all jobs (main and secondary jobs); ii) jobs in all types of production units; iii) workers in all status of employment; and iv) all branches of economic activity (agriculture and non-

⁶ ILO: *Resolution concerning statistics of employment in the informal sector*, adopted by the Fifteenth International Conference of Labour Statisticians (January 1993).

⁷ *ibid.*

agriculture). This final element is particularly important in economies in which subsistence agriculture exists.

Informal employment

Informal employment, which encompasses all the jobs included in the concept of employment in the informal sector (except those that are classified as formal jobs in informal sector enterprises), refers to those jobs that generally lack basic social or legal protections or employment benefits and may be found in formal sector enterprises, informal sector enterprises or households.⁸

Informal employment includes the following types of jobs: (i) own-account workers employed in their own informal sector enterprises; (ii) employers in their own informal sector enterprises; (iii) contributing family workers, irrespective of whether they work in formal or informal sector enterprises; (iv) members of informal producers' cooperatives; (v) employees holding informal jobs in formal sector enterprises, informal sector enterprises or as paid domestic workers employed by households; (vi) own-account workers engaged in the production of goods exclusively for own final use by their household, if that production represents an important contribution to total household consumption.

For operational reasons, the concept is measured as the number of persons employed (and not the number of jobs) in informal employment in their main job. Where they exist, employees holding formal jobs in informal sector enterprises should not be counted as informal employment.

Employees with informal jobs in either a formal or informal sector enterprise or as paid domestic workers in a household are considered to have informal jobs if their employment relationship is, in law or in practice, not subject to national labour legislation, income taxation, social protection or entitlement to certain employment benefits (such as advance notice of dismissal, severance pay or paid annual or sick leave).

The statistical definition considers both the job-based concept (the situation of an individual employed person in the job) and the establishment-based concept (the informal character of the establishment). According to the international standards and using the survey questionnaire, the informal employment calculation is based on the institutional sector, establishment registration, status in employment and contribution to pension or retirement fund.

Time-related underemployment

The measurement of time-related underemployment is considered an integral part of the framework for measuring the labour force. The time-related underemployed includes all employed persons whose working time in all jobs is "insufficient in relation to an alternative employment situation in which the person is willing and available to engage". The criteria for defining time-related underemployment are:

⁸ ILO: *Guidelines concerning a statistical definition of informal employment* adopted by the Seventeenth International Conference of Labour Statisticians (November 2003).

(i) willingness to work additional hours;⁹ ii) availability to work additional hours and (iii) having worked (total number of *hours actually worked*) below a threshold of working hours. The threshold of working time has to be determined at the national level in order to identify those who worked a sufficient number of hours and to integrate the labour demand aspect into the indicator.¹⁰

- The **willingness to work additional hours** is the main criterion and identifies persons who, independently of the number of hours already worked during the reference week in all their jobs, express a desire or preference to work more hours.
- The **availability to work additional hours** separates those persons who are ready to work additional hours within a subsequent period, if they had the opportunity to do so, from those that are not available.
- The criterion of **having worked less than a threshold relating to working time** (48 hours per week for this survey) excludes those workers who want to work additional hours and are available to do so but who already work a “sufficient” number of hours and therefore, for policy reasons, are considered to have reached their full employment level. This criterion is necessary when a government wants to link the time-related underemployed population with employment policies to determine who has worked fewer hours than what is considered as full-time work.

Examples of practices used to determine a national threshold of hours actually worked include the boundary between full-time and part-time employment; median values, averages or norms for hours of work as specified in relevant legislation; and collective agreements or agreements on working time arrangements or labour practices in countries. In some instances, countries may consider applying subnational thresholds of hours actually worked in addition to a national threshold, such as in the agriculture and non-agriculture sectors where working time norms may be quite different. For this survey, the international threshold of 48 hours of work per week was used.

Underemployment is also another issue in which data from the Labour Force and Child Labour Survey and the data published in the last Cambodia Decent Work Country Profile (2012) may be inconsistent. To assess underemployment with the Labour Force and Child Labour Survey data, the NIS opted to use the threshold of 40 hours of work per week to be consistent with previous reports and to be in line with the current national context. Indeed in practice, the normal working hours per week is 40 hours for both public and private services (eight hours per day for five days), even if the existing law still uses 48 hours per week as the maximum authorized hours of work per week.

⁹ Note that with the number of time-related underemployed persons, those who want to work one additional hour and those who want to work, for instance, 15 additional hours, are given the same weight.

¹⁰ ILO: *Resolution concerning the measurement of underemployment and inadequate employment situations*, adopted by the Sixteenth International Conference of Labour Statisticians, October 1998, www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_087487/lang--en/index.htm [accessed 7 Sept. 2013].

Precarious employment

Workers in precarious employment can be either: (a) workers whose contract of employment leads to the classification of the incumbent as belonging to the groups of “casual workers”, “short-term workers” or “seasonal workers”; or (b) workers whose contract of employment will allow the employing enterprise or person to terminate the contract at short notice and/or at will, with the specific circumstances to be determined by national legislation and custom. In the case of workers falling under the first category, workers may be classified as “employees” or “own-account workers”, according to the characteristics of the employment contract.¹¹

Workers under category (a) refer to the following:

- Casual workers – contracts are not expected to continue for more than a very short period.
- Seasonal workers – contract duration is influenced by seasonal factors, such as climate, public holidays and agriculture season.
- Short-term workers – contracts are expected to last for a short period but longer than that of casual workers.¹²

The common element among the precarious employment categories is the risky, short-term nature of the employment contracts (category a) or their instability, as employers may terminate them upon short notice (category b).

Non-economic activity

Certain activities are not counted as productive and therefore fall outside the production boundary. Examples of such activities are:

- purely natural processes without any human involvement or direction, such as the unmanaged growth of fish stocks in international waters;
- basic human activities, such as eating, sleeping or taking exercise, that are impossible for one person to perform for another person;
- activities that produce no output, such as begging or stealing (however, if the goods so acquired are resold, the reselling is an economic activity).

The 1993 SNA also excludes the production of all services for own final consumption within the household. This means that the following activities, for example, are excluded, if they are provided by unpaid household members for the benefit of their household: cleaning, decorating and maintaining the dwelling occupied by the household, including small repairs; the cleaning, servicing and repair of household durables and other goods, including vehicles used for household purposes; preparing and serving meals for immediate consumption; the care, training and instruction of children; the care of sick, infirm or old people; and the transportation of household members. These are covered in the questionnaire sections on

¹¹ Despite this, concept measurement methods are better suited for capturing employees than own-account workers.

¹² ILO: *Resolution concerning the International Classification of Status in Employment*, adopted by the Fifteenth International Conference of Labour Statisticians (Geneva, January 1993), www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_087562/lang--en/index.htm [accessed 7 Sept. 2013].

participation in the production of goods for use by own household and other activities.

2.3 Questionnaire

The Labour Force and Child Labour Survey questionnaire comprised 12 sections, as follows:

- Section A. Household composition and characteristics of household members
- Section B. Literacy and education (for persons aged 5 years or older)
- Section C. Training within the past 12 months (outside the general education system and for persons aged 15 or older)
- Section D. Current activities (for persons aged 5 years or older)
- Section E. Characteristics of the main job/activity in the previous seven days (for employed persons aged 5 years or older)
- Section F. Characteristics of the secondary job/activity in the previous seven days (for employed persons aged 5 years or older)
- Section G. Hours of work
- Section H. Underemployment (for employed persons aged 5 years or older)
- Section I. Job search (for persons not employed in the previous seven days aged 5 years or older)
- Section J. Occupational injuries within the previous 12 months (for persons aged 5 years or older)
- Section K. Participation in the production of goods for use by own household (for persons aged 5 years or older)
- Section L. Other activities (for persons aged 5 or older).

The survey questionnaire is included in Appendix III.

2.4 Sampling design

The survey used a three-stage stratified sampling design: 1) selecting villages, 2) selecting enumeration area for each selected village and 3) selecting households for each selected enumeration area. Although the 2008 population census data were used for village selection, the results of the household listing, carried out prior to the actual survey, were used to select the households.

Stage 1: Selecting villages

The sample size of n_p villages in province p was selected by probability proportional to size (PPS) – systematic sampling and stratified by urban/rural areas. The size used in the selection was the number of households in the village, based on the population census data (X_{pi}). The selections in each province and stratum were done independently.

Stage 2: Selecting enumeration areas

One enumeration area of K_{pi} was selected in each selected village. A selected area was one in which the village leader's household was located. It was assumed there was no association between the residence of the village leader and the labour force

characteristics or other survey outcomes of interest. By this assumption, the enumeration area selection could be considered similar to a random selection.

Stage 3: Selecting households

A total of 16 households were selected within each enumeration area. The process began with all households in the area grouped into two strata: households with one or more working children (stratum 1) and households with no working children (stratum 2). A household listing in each of the selected areas was done prior to the survey to develop the sampling frame of households, which was used for the stratification. The sample size of eight households was selected randomly in each area and stratum. Where the number of households in stratum 1 was fewer than eight ($=m_1$), then all households in stratum 1 were selected and the sample size of household in stratum 2 became $m_2 = 16 - m_1$. This rule was developed to ensure that households in stratum 1 were sufficiently represented.

Step 1:

For each sample enumeration area, the 16 households were allocated: eight households to stratum 1 (SSS1) and the remaining eight households to stratum 2 (SSS2). If the number of households, say x , in the frame of SSS1 was eight or fewer, then the allocation to SSS1 was x and the allocation to SSS2 was $(16-x)$.

Example A:

Suppose the total number of households in SSS1 and SSS2 of a sample enumeration area was 10 and 91, respectively; then the number of sample households to be allocated was eight each to SSS1 and SSS2.

Example B:

Suppose the total number of households in SSS1 and SSS2 of a sample enumeration area was 6 and 70, respectively; then the number of sample households to be allocated was six to SSS1 and the remaining $(16-6=)$ ten households to SSS2.

This process was completed for the 600 enumeration areas.

Step 2:

After the households to be surveyed were allocated to SSS1 and SSS2, the sample households were selected separately for each SSS from the frame of the second stage sampling units (households).

For each enumeration area, the sample of allocated households to SSS1 was selected from the frame of SSS1 (total number of households in SSS1 in the area) by equal probability circular systematic sampling (CSS). Similarly, the allocated number of households to SSS2 was selected from the frame of SSS2 (total number of households in SSS2 in the enumeration area), again by CSS.

The following briefly explains the procedure for selecting households by CSS with equal probability:

Let **H** be the number of households in the frame of households in an SSS of an enumeration area and let the allocated number of households to that SSS be **h**.

Calculate the sampling interval, **I = H/h**, up to two places of the decimal.

Take a random number between **1** and **H**. Call it **R** (random start).
Then the set of selected households are:

$$R, R+1*I, R+2*I, \dots, R+i*I, \dots, R+(h-1)*I$$

NOTE: (i) If any $(R+i*I) > H$, then take $[(R+i*I) - H]$;
(ii) If $(R+i*I)$ has a decimal point, round off to the nearest integer.

2.4.1 Sampling weight

The sampling design as described was used to calculate sampling weights. By definition, they are nothing other than the inverse of sampling fractions, as shown in the far right column of table 2.1.

Table 2.1. Stage, sampling selection and sampling fraction

Stage	Unit	Method	Stratum	Population size	Sample size	Probability of selection	Sampling fraction
1	Village	PPS with size of X_{phi}	Urban ($h=1$)	N_{p1}	n_{p1}	$p_{11} = \frac{X_{p1i}}{X_{p1}}$	$f_{11} = \frac{n_{p1}X_{p1i}}{X_{p1}}$
			Rural ($h=2$)	N_{p2}	n_{p2}	$p_{12} = \frac{X_{p2i}}{X_{p2}}$	$f_{12} = \frac{n_{p2}X_{p2i}}{X_{p2}}$
2	Enumeration area	Random	None	K_{phi}	1	$p_{2h} = \frac{1}{K_{phi}}$	$f_{2h} = \frac{1}{K_{phi}}$
3	Household	Stratified random	Stratum 1 ($k=1$)	M_{phij1}	m_{phij1}	$p_{3h1} = \frac{1}{M_{phij1}}$	$f_{3h1} = \frac{m_{phij1}}{M_{phij1}}$
			Stratum 2 ($k=2$)	M_{phij2}	m_{phij2}	$p_{3h2} = \frac{1}{M_{phij2}}$	$f_{3h2} = \frac{m_{phij2}}{M_{phij2}}$

The overall sampling weight of households in urban or rural areas (h) and stratum k could be calculated using the following formula:

$$w_{phijk} = (f_{1h} \times f_{2h} \times f_{3hk})^{-1} = \left(\frac{n_{ph}X_{phi}}{X_{ph}} \times \frac{1}{K_{phi}} \times \frac{m_{phijk}}{M_{phijk}} \right)^{-1} = \frac{X_{ph}K_{phi}M_{phijk}}{n_{ph}X_{phi}m_{phijk}}$$

2.4.2 Estimation method

Provincial estimates

To estimate provincial findings, y_{phijkl} and x_{phijkl} are the two variables collected from the households l in provinces p , urban/rural areas h , selected villages i ,

selected enumeration areas j and stratum k . $\hat{R}_p$ is the ratio estimator for the population in province p , with R_p :

$$\hat{R}_p = \frac{\hat{Y}_p}{\hat{X}_p}$$

where

$$\hat{Y}_p = \sum_{h=1}^2 \sum_{i=1}^{n_{ph}} \sum_{j=1}^1 \sum_{k=1}^2 w_{phijk} \sum_{l=1}^{m_{phijk}} y_{phijkl}$$

and

$$\hat{X}_p = \sum_{h=1}^2 \sum_{i=1}^{n_{ph}} \sum_{j=1}^1 \sum_{k=1}^2 w_{phijk} \sum_{l=1}^{m_{phijk}} x_{phijkl}$$

The estimation of variance for $\hat{R}_p$ is

$$\hat{V}(\hat{R}_p) = \frac{1}{\hat{X}_p^2} \{ \hat{V}(\hat{Y}_p) - 2\hat{R}_p \widehat{\text{Cov}}(\hat{X}_p, \hat{Y}_p) + \hat{R}_p^2 \hat{V}(\hat{X}_p) \}$$

NOTE: Average or proportion is a type of ratio.

National estimates [urban ($h=1$) or rural ($h=2$)]

To estimate national findings, y_{phijkl} and x_{phijkl} are the two variables collected from the households l in provinces p , urban/rural areas h , selected villages i , selected enumeration areas j and stratum k . $\hat{R}_h$ is the ratio estimator for the population in urban or rural h , with R_h :

$$\hat{R}_h = \frac{\hat{Y}_h}{\hat{X}_h}$$

where

$$\hat{Y}_h = \sum_{p=1}^P \sum_{i=1}^{n_{ph}} \sum_{j=1}^1 \sum_{k=1}^2 w_{phijk} \sum_{l=1}^{m_{phijk}} y_{phijkl}$$

and

$$\hat{X}_h = \sum_{p=1}^P \sum_{i=1}^{n_{ph}} \sum_{j=1}^1 \sum_{k=1}^2 w_{phijk} \sum_{l=1}^{m_{phijk}} x_{phijkl}$$

The estimation of variance for $\hat{R}_h$ is

$$\hat{V}(\hat{R}_h) = \frac{1}{\hat{X}_h^2} \{ \hat{V}(\hat{Y}_h) - 2\hat{R}_h \widehat{\text{Cov}}(\hat{X}_h, \hat{Y}_h) + \hat{R}_h^2 \hat{V}(\hat{X}_h) \}$$

Some minor correction factors were made to accommodate a better-fitting estimation. These were done primarily because the households provided by the listing were underestimated. The correction factors of the initial weights (disaggregated by province and urban/rural areas) were computed as the ratio between the estimated total of households generated from the census and the projection [=H(project)] and which were provided by the survey data using the existing or the initial weights [=H(survey)]:

$$\text{Correction factor (f)} = \text{H(project)} / \text{H(survey)}$$

Refined weights [=weight(ref)] were then computed by multiplying the initial weights [=Weight(init)] by the correction factor:

$$\text{Weight(ref)} = f * \text{Weight(init)}$$

An initial application of the correction factors for determining the estimated population generated a slightly higher result than that of the projection, by about 400,000 persons; thus, it was a 15.1 million population, compared with the 14.7 million population. The source of the difference was that in the calculation it was assumed that the proportion of households in urban areas was *unchanged* between 2008 and 2012. In response, a new assumption was made; the urban population increased by 5 per cent, compared with that provided by the previous assumption (unchanged in the proportion). This correction provided the estimated population of 14.9 million, which was close to the projection of 14.7 million.

**Table 2.2. Sample enumeration areas,
by province and Phnom Penh and urban and rural area, 2012**

Code	Provinces	Total	Urban	Rural	Code	Provinces	Total	Urban	Rural
01	Banteay Meanchey	30	2	28	13	Preah Vihear	15	1	14
02	Battambang	30	4	26	14	Prey Veng	38	1	37
03	Kampong Cham	55	4	51	15	Pursat	25	1	24
04	Kampong Chhnang	30	1	29	16	Rattanak Kiri	15	1	14
05	Kampong Speu	45	3	42	17	Siem Reap	35	2	33
06	Kanpong Thom	30	1	29	18	Preah Sihanouk	10	1	9
07	Kampot	25	1	24	19	Stung Treng	12	1	11
08	Kandal	35	2	33	20	Svay Rieng	30	1	29
09	Koh Kong	10	1	9	21	Takeo	38	1	37
10	Kratie	15	1	14	22	Otdar Meanchey	15	1	14
11	Mondul Kiri	10	1	9	23	Kep	10	1	9
12	Phnom Penh	32	20	12	24	Pailin	10	1	9
					Total		600	54	546

2.5 Pilot survey

Before conducting the actual survey, a pilot survey was conducted 1–7 November 2011 in three provinces (Kampong Speu, Kampot and Takeo). Each province consisted of five enumeration areas, with 16 households randomly selected in each area (eight households with working children and eight households without working children). In total, 240 households were interviewed.

Table 2.3: Areas of the pilot survey

No.	P code	Province name	D code	District name	C code	Commune name	V code	Village name	Urban/ rural	No. of enumeration areas
1	05	Kampong Speu	02	Krong Chbar Mon	02	Kandaol Dom	01	Kandaol Dom	1	01
2	05	Kampong Speu	06	Phnum Sruoch	11	Tang Sya	10	Prum Rolok	2	01
3	05	Kampong Speu	07	Samraong Tong	03	Khtum Krang	02	Kbal Tralach	2	01
4	05	Kampong Speu	07	Samraong Tong	12	Thummoda Ar	02	Pongro	2	01
5	05	Kampong Speu	07	Samraong Tong	14	Tumpoar Meas	02	Tumpoar Meas	2	01
6	07	Kampot	05	Dang Tong	10	L'ang	01	Trapeang Seh	2	03
7	07	Kampot	07	Tuek Chhou	01	Boeng Tuk	01	Roluos	2	03
8	07	Kampot	07	Tuek Chhou	09	Makprang	02	Bat Kbal Damrei	2	01
9	07	Kampot	07	Tuek Chhou	17	Trapeang Pring	03	Bos Trabaek	2	04
10	07	Kampot	08	Krong Kampot	04	Andoung Khmer	03	Ou Touch	1	03
11	21	Takeo	07	Samraong	06	Lumchang	06	Tuol Trea	2	02
12	21	Takeo	08	Krong Doun Kaev	02	Roka Khnong	06	Chres	1	02
13	21	Takeo	09	Tram Kak	04	Leay Bour	02	Khmar	2	02
14	21	Takeo	09	Tram Kak	09	Popel	02	Trav Aem	2	02
15	21	Takeo	10	Treang	13	Thlok	01	Trapeang Sla	2	02

The pilot survey (conducted 24–28 October 2011) had the following objectives:

- test the effectiveness and consistency of the questionnaire for appropriateness of the wordings, the skipping instructions and clarity;
- test the enumerators' and interviewers' understanding of the questions;
- obtain feedback from field staff in suggesting what worked well and what could be improved;
- measure the average length of interview, duration of the listing per enumeration area as well as the average time required to travel from place to place;
- verify the field use of the instructions in the enumerators' manual;
- establish the appropriate operational procedures for the survey; and
- gather insights from the experience and obtain a good idea of the real conditions that could be expected in the actual survey.

The results of the pilot were inputted into the finalizing of the questionnaire as well as the manuals for enumerators and field operations.

Fifteen NIS staff members were recruited to conduct the pilot survey. The pilot survey was divided into three groups for the field operations in the three provinces. Each group consisted of one supervisor and four enumerators per province. Some of those staff members became supervisors in the actual survey.

The 15 staff members spent five days training on how to carry out data collection. The training consisted of three days for training, one day for field testing the draft questionnaire, and one day for reviewing the field test. Observed difficulties and problems during the field test served as additional inputs for further revisions and improvement of the questionnaire.

The pilot survey generated several insights:

- The engagement of the village leaders in the fieldwork made it possible to enjoin the active cooperation of households. The leaders guided and helped the fieldwork reach a 100 per cent response rate.
- Supervisors and enumerators must work in close cooperation with the local authority or village leaders during the fieldwork. In general, before interviewing begins, the village leaders must inform the households or they cannot be interviewed without permission from the local authority or village leader.
- Providing a gift to village leaders and households during the field interview would encourage their participation in the survey and respondents will provide more reliable information.
- The time needed for an interview depends upon the number of household members and educational background or knowledge of the respondents.
- Having a car for the field work make transport easier and saves time moving to and from villages as well as the households to be interviewed.

Several difficulties were encountered during the pilot survey:

- Some households moved elsewhere temporarily for employment as seasonal workers.
- It was difficult to meet household members when their workplace was far from home. Some members went to work early in the morning and returned in the evening.
- In some enumeration areas, the interviewers had to travel by motorcycle or boat to reach the sample households.
- Some selected enumeration areas were very far from each other.
- A few households, particularly in rural areas, had difficulty recalling information, such as the working time in terms of hours by each day in the previous seven days.

2.6 Training of enumerators and supervisors and field work

To properly conduct the nationwide survey, intensive training programmes were arranged for the survey supervisors and enumerators as well as the survey coordinators. In total, 75 people, among them 61 males and 14 females (15 supervisors and 60 enumerators), were recruited and received five days of training on data collection (20–24 February 2012) at NIS. Among them, 30 enumerators were recruited from the 24 Municipality/Provincial Planning Offices and the other 45 people were recruited from the NIS (15 as supervisors and 30 as enumerators). The training consisted of three days for training, one day for field testing and one day for reviewing.

The training covered instructions in general interviewing techniques, field procedures (including sample selection), a detailed discussion of items on the questionnaire and practice interviews in the field.

After the training, the data collection of the main survey was conducted over a period of 48 days, from 26 February to 13 April 2012. The survey tools entailed the enumeration area map from the 2008 population census, the completed household listing form and the questionnaire.

Fifteen teams were established for the data collection. Each team consisted of one supervisor and four enumerators (two staff from NIS and the other two from the provinces), and each was assigned 40 enumeration areas. Five coordinators supervised the field work; each coordinator supervised three supervisors.

2.7 Data processing

The completed questionnaires were submitted and processed at NIS. Training for data processing staff was conducted for three days (18–20 April 2012). The training involved 15 NIS staff members: five coders/editors and ten data entry operators.

The data editors were trained on how to check the correct entries in the completed questionnaires and to check for consistency between responses, to assign numeric codes to responses and to verify error listings and other computer outputs. The four-digit codes of the International Standard Classification of Occupations, 2008 (ISCO-08) and four-digit codes of the International Standard Industrial Classification, Revision 4 (ISIC Rev. 4) were used.

The data entry operators were trained on how to encode entries from the questionnaires, verify the data entries, check the completeness of the records and correct errors that were committed during data entry and other errors not detected during the manual processing.

After finishing the coding and editing the completed questionnaires, the data entry commenced. The first data entry began 7 May 2012 and the second entry started on 9 May 2012. Both data entry processes finished on 24 June 2012.

The data entry was carried out using CSPro software, which is a computer program developed by the United States Census Bureau. Data matching was carried out by printing out the lists of the first and second entry (comparison list) of each operator to edit and check the correct value of variables by looking or checking with the actual questionnaire and then correcting it on the screen of the computer. The matching data was conducted 25 June–2 July 2012.

After data matching, data consistency checking or cross-referencing was done by the CSPro batch application designed for this purpose. Questionnaires with errors were listed in the error list file that was printed out for correcting until there was zero error-message. Data cleaning was carried out 3–8 July 2012.

Chapter 3

Population and household characteristics

This chapter presents a general picture of the estimated demographics and other important characteristics of households and the population, including age and sex of the population, household size, sex of the household head, disabilities, the migrant population and the dependency ratio.

3.1 Population characteristics

According to the survey estimates, Cambodia's total population for 2012 was 14.9 million; of them, 7.6 million (51 per cent) were female and 7.3 million (49 per cent) were male (table 3.1). Females outnumbered males in both areas: at 1.8 million to 1.7 million in the urban areas and 5.8 million to 5.6 million in the rural areas. The sex ratio at birth was 95.7 males for every 100 females.

The balance between the sexes for the country shifted towards larger female representation beginning at age 20; the shift began in the rural areas at age 30. In the urban areas, the data fluctuated between age groups; this is attributed to the overall small proportion of the urban population in total population, which represented only 24 per cent of the data, and the frequent movement of the population in and out of urban centres for economic reasons. In general, the structure of the Cambodian population was similar to the rural structure because its proportion of overall population was large (76 per cent).

Table 3.1 also indicates that the percentage distribution by age group was generally high, from 8.2 per cent to nearly 13 per cent among the groups between 10 and 29 years for both areas and both sexes. The percentage of the very young population, aged 0–4 years and 5–9 years, were low but still high when compared with the percentage of those aged 65 or older. In sum: Cambodia is a country with a young population.

Table 3.1: Distribution of the population, by sex, age group and area, 2012

Age group	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Number									
Total	14 899 129	7 287 020	7 612 109	3 514 171	1 716 312	1 797 859	11 384 958	5 570 708	5 814 250
0–4	1 214 804	629 615	585 188	242 745	121 904	120 842	972 058	507 712	464 347
5–9	1 387 878	724 508	663 370	276 965	142 300	134 664	1 110 913	582 207	528 706
10–14	1 546 501	780 663	765 838	305 638	158 630	147 008	1 240 863	622 033	618 830
15–19	1 816 564	927 896	888 668	402 306	207 708	194 598	1 414 258	720 188	694 070
20–24	1 598 330	787 192	811 138	380 046	167 544	212 502	1 218 284	619 647	598 636
25–29	1 380 693	688 442	692 251	354 350	179 111	175 239	1 026 343	509 331	517 011
30–34	1 138 323	559 549	578 775	302 027	153 982	148 045	836 297	405 567	430 730
35–39	782 392	388 348	394 044	191 436	97 989	93 447	590 955	290 359	300 597
40–44	876 567	412 254	464 312	232 924	110 075	122 849	643 643	302 179	341 464
45–49	793 823	384 869	408 953	204 770	106 736	98 034	589 053	278 133	310 919
50–54	703 096	303 884	399 213	188 386	87 420	100 966	514 710	216 464	298 247
55–59	537 619	215 670	321 949	157 680	56 924	100 755	379 939	158 746	221 193
60–64	380 250	164 490	215 760	96 151	53 104	43 047	284 099	111 386	172 713
65 +	742 290	319 640	422 650	178 746	72 884	105 863	563 543	246 756	316 787

%									
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
0-4	8.2	8.6	7.7	6.9	7.1	6.7	8.5	9.1	8.0
5-9	9.3	9.9	8.7	7.9	8.3	7.5	9.8	10.5	9.1
10-14	10.4	10.7	10.1	8.7	9.2	8.2	10.9	11.2	10.6
15-19	12.2	12.7	11.7	11.4	12.1	10.8	12.4	12.9	11.9
20-24	10.7	10.8	10.7	10.8	9.8	11.8	10.7	11.1	10.3
25-29	9.3	9.4	9.1	10.1	10.4	9.7	9.0	9.1	8.9
30-34	7.6	7.7	7.6	8.6	9.0	8.2	7.3	7.3	7.4
35-39	5.3	5.3	5.2	5.4	5.7	5.2	5.2	5.2	5.2
40-44	5.9	5.7	6.1	6.6	6.4	6.8	5.7	5.4	5.9
45-49	5.3	5.3	5.4	5.8	6.2	5.5	5.2	5.0	5.3
50-54	4.7	4.2	5.2	5.4	5.1	5.6	4.5	3.9	5.1
55-59	3.6	3.0	4.2	4.5	3.3	5.6	3.3	2.8	3.8
60-64	2.6	2.3	2.8	2.7	3.1	2.4	2.5	2.0	3.0
65 +	5.0	4.4	5.6	5.1	4.2	5.9	4.9	4.4	5.4

3.2 Household size

In 2012, Cambodia comprised around 3.1 million households; 2.4 million of them were rural households and around 675,000 were urban households. The average household size was 4.8 persons for the whole country; at 5.1 persons in the urban areas and 4.7 persons in the rural areas (the larger size in urban areas is attributed to rural-urban migration). The number of rural households progressively increased from one member until reaching four members and progressively decreasing at five members. The pattern was nearly the same for urban households, but with the distribution increasing until five members before decreasing progressively.

Overall, the greater share of households had three to six members. The highest percentage (23.1 per cent) was for five members in urban households, closely followed by four members in rural households (23 per cent). For all of Cambodia, the highest percentage was for four members (22.1 per cent).

Table 3.2: Distribution of households, by size and area, 2012

Household size	Number of households			Percentage of households		
	Cambodia	Urban	Rural	Cambodia	Urban	Rural
Total	3 089 375	675 141	2 414 234	100.0	100.0	100.0
1	75 118	15 643	59 476	2.4	2.3	2.5
2	209 746	40 944	168 802	6.8	6.1	7.0
3	466 162	75 559	390 603	15.1	11.2	16.2
4	681 491	127 349	554 142	22.1	18.9	23.0
5	674 383	156 117	518 266	21.8	23.1	21.5
6	460 998	113 997	347 001	14.9	16.9	14.4
7	270 470	65 540	204 930	8.8	9.7	8.5
8	125 140	30 487	94 653	4.1	4.5	3.9
9+	125 867	49 505	76 363	4.1	7.3	3.2
Average size	4.8	5.1	4.7			

3.3 Female-headed households

Generally, Cambodia is characterized as a patriarchal society; this is indeed reflected in the data, with nearly 2.4 million households (77.6 per cent) having a male head, compared with 693,106 households (22.4 per cent) with a female head (table

3.3). By area, male-headed households outnumbered female-headed households, at 512,623 (75.9 per cent), compared with 162,518 (24.1 per cent) in the urban areas and nearly 1.9 million (78 per cent) compared with 530,587 (22 per cent) in the rural areas.

Only among single-member households did the female head of household outnumber the male head of household, which means far more women than men lived alone.

Table 3.3: Distribution of households, by head, size and area, 2012

Household size	Cambodia		Urban		Rural	
	Male-headed	Female-headed	Male-headed	Female-headed	Male-headed	Female-headed
Total	2 396 269	693 106	512 623	162 518	1 883 647	530 587
1	14 515	60 603	5 808	9 835	8 707	50 768
2	108 123	101 623	23 393	17 551	84 729	84 072
3	343 060	123 102	51 000	24 558	292 060	98 544
4	544 706	136 785	101 092	26 257	443 614	110 528
5	563 882	110 501	127 472	28 645	436 409	81 856
6	385 346	75 652	90 034	23 963	295 312	51 689
7	232 152	38 318	53 615	11 925	178 536	26 393
8	106 002	19 138	25 071	5 416	80 931	13 722
9+	98 485	27 383	35 137	14 368	63 348	13 015

3.4 Population with disabilities

Table 3.4 details the distribution of certain types of disabilities among persons aged 5 years or older: difficulty seeing, hearing, walking/climbing, remembering/concentrating and washing/dressing. According to the International Classification of Functioning, Disability and Health (ICF-based disabled population), an estimated 8.2 per cent of Cambodia's population lived with at least one type of disability in 2012, at varying levels of difficulty, ranging from some difficulty to could not do it. The number of persons who could not walk or climb was quite large compared with the other types of disabilities, at 23,559 persons, followed by 18,931 who could not wash or dress themselves, 15,842 who were deaf, 14,676 who were blind and 12,980 who could not remember or concentrate.

Across all the types of disabilities, females outnumbered males among those who were the most severely impaired: Of those who were blind, 11,884 were female and 2,792 were male. Of those who were deaf, 10,306 were female and 5,536 were male. Of those who could not walk or climb, 13,249 were female and 10,310 were male. Of those who could not remember or concentrate, 8,116 were female and 4,865 were male. Of those with could not wash or dress themselves, 11,219 were female and 7,712 were male.

Of the total 1.1 million persons with some type of disability, 600,681 were female (53.7 per cent) and 518,250 were male (46.3 per cent). In addition to the larger numbers of females with disabilities, the incidence of disability among the population aged 5 years or older was also greater for females: at 8.5 per cent compared with 7.8 per cent for males.

**Table 3.4: Population aged 5 years or older,
by type of disability, sex and area, 2012**

Level of difficulty	Difficulty seeing even if wearing glasses	Difficulty hearing even if using hearing aid	Difficulty walking or climbing	Difficulty remembering or concentrating	Difficulty washing or dressing	All disabled persons
Both sexes	13 684 325	13 684 325	13 684 325	13 684 325	13 684 325	1 118 931 (8.2%)
No difficulty	12 933 782	13 264 584	13 182 965	13 298 385	13 474 303	
Some difficulty	633 900	338 851	356 097	299 598	149 002	
A lot of difficulty	101 967	65 049	121 704	73 361	42 089	
Cannot do it at all	14 676	15 842	23 559	12 980	18 931	
Male	6 657 405	6 657 405	6 657 405	6 657 405	6 657 405	518 250 (7.8%)
No difficulty	6 333 037	6 473 386	6 437 252	6 503 937	6 570 285	
Some difficulty	273 422	153 162	149 080	119 786	64 179	
A lot of difficulty	48 154	25 320	60 762	28 817	15 228	
Cannot do it at all	2 792	5 536	10 310	4 865	7 712	
Female	7 026 920	7 026 920	7 026 920	7 026 920	7 026 920	600 681 (8.5%)
No difficulty	6 600 745	6 791 198	6 745 713	6 794 448	6 904 018	
Some difficulty	360 477	185 688	207 016	179 812	84 823	
A lot of difficulty	53 814	39 729	60 942	44 544	26 861	
Cannot do it at all	11 884	10 306	13 249	8 116	11 219	

3.5 Migrant population

With both national and foreign migrants counted, the survey findings indicate an estimated total of nearly 1.9 million migrants in Cambodia (table 3.5). (For the survey, migrants were defined as persons who moved at any time in the past from a province elsewhere in Cambodia or from outside the country into the enumeration area.) Not surprising, more migrants were found in urban areas than in rural areas, at nearly 1.1 million persons (56 per cent of all migrants), compared with 822,789 persons (44 per cent). There were more male migrants in rural areas (55.5 per cent) than in urban areas (48.5 per cent).

Table 3.5: Migrant population, by sex and area, 2012

Sex	Cambodia		Urban		Rural	
	Number	%	Number	%	Number	%
Both sexes	1 880 285	100.0	1 057 496	100.0	822 789	100.0
Male	969 701	51.6	513 001	48.5	456 701	55.5
Female	910 584	48.4	544 496	51.5	366 088	44.5

The reasons for migrating were many, covering job transfer, looking for work, for school for training, after marriage, family moved, any form of insecurity, the end of insecurity and other factors (table 3.6). Among the survey findings, the more frequent reason given was the family moved (913,231 migrants), which also was the more common explanation cited by female migrants in both the urban and rural areas. By far, more males than females migrated to find a job and more males migrated because of marriage than females.

Table 3.6: Migrant population, by reason for migration, sex and area, 2012

Reason for migration	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Total	1 880 285	969 701	910 584	1 057 496	513 001	544 496	822 789	456 701	366 088
Job transfer	88 538	72 209	16 329	48 831	40 380	8 451	39 707	31 829	7 878
To look for work	406 833	262 808	144 025	229 515	139 148	90 367	177 318	123 660	53 658
School/training	18 358	12 686	5 673	13 577	9 018	4 559	4 781	3 668	1 114
Marriage	325 156	214 490	110 666	122 628	77 211	45 418	202 528	137 279	65 249
Family moved	913 231	346 882	566 348	580 466	220 431	360 035	332 764	126 451	206 314
Insecurity	41 889	21 896	19 992	13 962	8 957	5 004	27 927	12 939	14 988
End of insecurity	63 327	29 416	33 911	36 180	14 498	21 682	27 147	14 919	12 228
Other	22 954	9 314	13 640	12 338	3 358	8 980	10 616	5 956	4 660

3.6 Dependency ratio

The dependency ratio measures the proportion of children and older persons to the proportion of persons of workforce age. For the Labour Force and Child Labour Survey, the age dependency ratio was defined as the ratio of the sum of the population younger than 15 years and the population aged 65 or older, divided by the number of persons aged between 15 and 64 years. The age dependency ratio is thus a summary indicator of the burden falling on the working-age population.

As shown in table 3.7, Cambodia's total dependency ratio in 2012 was 48.9 per cent; by area, it was 40 per cent in urban centres and 51.8 per cent in the rural areas. The disparity is not so surprising, considering the inactive population (aged 0–14 years and 65 or older) are more likely to concentrate in rural areas than the workforce population. Thus, the dependency ratio for the youth population was 32.9 per cent in urban areas and 44.3 per cent in the rural areas. Among the elder population, the dependency ratio was 7.1 per cent in the urban areas and 7.5 per cent in the rural areas.

Table 3.7: Dependency ratio, by area, 2012

Age group/ dependency ratio	Cambodia		Urban		Rural	
	Number	%	Number	%	Number	%
All ages, total	14 899 129	100.0	3 514 171	100.0	11 384 958	100.0
0–14 years	4 149 183	27.8	825 348	23.5	3 323 834	29.2
15–64 years	10 007 657	67.2	2 510 076	71.4	7 497 580	65.9
65 & older	742 290	5.0	178 746	5.1	563 543	4.9
Youth dependency ratio		41.5		32.9		44.3
Old age dependency ratio		7.4		7.1		7.5
Total dependency ratio		48.9		40.0		51.8

Chapter 4

Education and training

The lack of education opportunities among the working-age population clearly contributes to the enabling of unemployment and the weak chances of finding better-paid jobs or jobs with greater security and benefits. The country's development depends on having skilled persons. Skills are imparted through the education system and also through further formal training, which may be specifically related to the requirements of the job.

The survey inquired about literacy and full-time education among all household members aged 5 years or older as well as training opportunities outside the general education system among household members aged 15 or older (see the questionnaire in Appendix III).

4.1 Literacy

For the survey, literacy was defined as the ability to read and write a short simple statement with understanding in either Khmer language or in some other language. As shown in table 4.1, an estimated 80 per cent of the population aged 15 or older was literate. Urban areas reflected the higher literacy rate, at 91.2 per cent, compared with 76.3 per cent for the rural areas. A wide gap is evident between the sexes, with the male literacy rate at 86.3 per cent and the female literacy rate at 74.3 per cent. Such a gap appeared in every enumeration area.

Only among the youth (aged 15–24) was there barely a gap: Of the estimated 91.3 per cent literacy among the country's youth, it was 91.6 per cent for males and 91 per cent for females overall. By area, the literacy rate among the youth was highest in urban areas, at 96.9 per cent, and again with a relatively narrow gap between the sexes, at 97.3 per cent for urban males and 96.6 per cent for urban females.

**Table 4.1: Literacy rate of the population aged 15 or older,
by sex, age group and area, 2012**

Age group	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Number									
15+ total	8 600 939	4 444 226	4 156 712	2 453 454	1 225 990	1 227 464	6 147 485	3 218 236	2 929 249
15–24	3 117 481	1 570 978	1 546 503	758 186	364 992	393 195	2 359 295	1 205 987	1 153 308
25–64	5 115 193	2 634 116	2 481 077	1 585 923	800 392	785 530	3 529 271	1 833 724	1 695 547
65+	368 264	239 131	129 132	109 345	60 606	48 739	258 919	178 525	80 394
Rate (% of total population)									
15+ total	80.0	86.3	74.3	91.2	94.8	88.0	76.3	83.4	69.7
15–24	91.3	91.6	91.0	96.9	97.3	96.6	89.6	90.0	89.2
25–64	77.6	84.5	71.4	91.8	94.7	89.0	72.5	80.7	65.4
65+	49.6	74.8	30.6	61.2	83.2	46.0	45.9	72.3	25.4

4.2 Education

As shown in table 4.2, an estimated 11.8 per cent of the population aged 15 or older was attending school at the time of the survey, while 15.9 per cent had never attended school, 40.4 per cent had completed the primary level, 28.8 per cent had completed secondary school, 1 per cent had completed vocational training and 2.1 per cent had completed university.

The sex disaggregation of the data indicates that about 13.6 per cent of all males aged 15 or older and 10.2 per cent of all females were attending school at the time of the survey. Among those who had never attended school, the proportion of females (20.5 per cent) was almost double that of males (10.9 per cent). The proportion of females who had completed primary school also was larger than that of males in both urban and rural areas. That balance inverts at the secondary level and remains inverted through university and vocational training.

The smaller numbers of persons who attended a university or vocational training in rural areas likely is due to the lack of opportunity among those who cannot afford the university or vocational training fees.

Table 4.2: Population aged 15 or older, by education status and level of completed education, sex and area, 2012

Education level	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Number									
15+ total	10 749 946	5 152 234	5 597 712	2 688 823	1 293 478	1 395 345	8 061 124	3 858 756	4 202 367
Currently attending school	1 270 719	698 450	572 269	476 908	258 198	218 710	793 811	440 252	353 559
Never attended school	1 707 651	560 454	1 147 197	211 490	62 482	149 008	1 496 161	497 972	998 189
Not completed any levels	1 467	113	1 354	0	0	0	1 467	113	1 354
Completed primary	4 340 355	1 907 307	2 433 048	768 014	288 510	479 504	3 572 341	1 618 797	1 953 544
Completed secondary	3 091 298	1 755 201	1 336 097	984 498	516 529	467 970	2 106 799	1 238 672	868 127
Completed vocational	111 978	77 450	34 528	70 336	47 929	22 408	41 642	29 522	12 120
Completed university	224 017	152 350	71 667	176 935	119 831	57 104	47 082	32 519	14 563
Don't know level completed	2 463	910	1 552	642	0	642	1 821	910	910
Rate (% of total population)									
15+ total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Currently attending school	11.8	13.6	10.2	17.7	20.0	15.7	9.8	11.4	8.4
Never attended school	15.9	10.9	20.5	7.9	4.8	10.7	18.6	12.9	23.8
Not completed any levels	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Completed primary	40.4	37.0	43.5	28.6	22.3	34.4	44.3	42.0	46.5
Completed secondary	28.8	34.1	23.9	36.6	39.9	33.5	26.1	32.1	20.7
Completed vocational	1.0	1.5	0.6	2.6	3.7	1.6	0.5	0.8	0.3
Completed university	2.1	3.0	1.3	6.6	9.3	4.1	0.6	0.8	0.3
Don't know level completed	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

As reflected in table 4.3, an estimated 1.7 million (15.9 per cent) persons aged 15 or older had never attended school, most of them female, at 1.2 million (20.5 per cent of the total population aged 15 and older); males accounted for 560,454 (10.9 per cent of the total population aged 15 or older). By area, an estimated 211,490 persons (7.9 per cent) in urban areas and nearly 1.5 million persons (18.6 per cent) in rural areas had never attended school.

Far more females than males had never attended school across all ages and both areas – except in rural areas among those aged 15–24 years, for which males outnumbered the females. Overall across the country and in both urban and rural areas, the rate of females who had never attended school was at least double that of males.

Table 4.3: Population aged 15 or older who never attended school, by sex and area, 2012

Age group	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Number									
15+ total	1 707 651	560 454	1 147 197	211 490	62 482	149 008	1 496 161	497 972	998 189
15–24	190 138	95 813	94 324	11 087	4 193	6 894	179 051	91 620	87 430
25–64	1 156 722	384 181	772 541	126 149	43 577	82 572	1 030 573	340 604	689 969
65+	360 791	80 460	280 332	74 254	14 713	59 541	286 537	65 747	220 790
Rate (% of total population)									
15+ total	15.9	10.9	20.5	7.9	4.8	10.7	18.6	12.9	23.8
15–24	5.6	5.6	5.5	1.4	1.1	1.7	6.8	6.8	6.8
25–64	17.5	12.3	22.2	7.3	5.2	9.4	21.2	15.0	26.6
65+	48.6	25.2	66.3	41.5	20.2	56.2	50.8	26.6	69.7

When asked why they had never attended school, more than half said they could not afford schooling (620,050 persons, or 36.3 per cent), followed by their parents did not allow it (217,405 persons, or 12.7 per cent) and there was no school or it was too far from home (203,405 persons, or 11.9 per cent), as shown in table 4.4. All three reasons are associated with poverty; families have no means for the transportation needed from home to school, they cannot afford to buy the school materials or clothes or, most commonly, parents keep their children out of school to work and contribute to the household income.

Table 4.4: Percentage of population aged 15 or older who never attended school, by reason, sex and area, 2012

Reason	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
15+ total	10 749 946	5 152 234	5 597 712	2 688 823	1 293 478	1 395 345	8 061 124	3 858 756	4 202 367
Never attended school									
Number	1 707 651	560 454	1 147 197	211 490	62 482	149 008	1 496 161	497 972	998 189
%	15.9	10.9	20.5	7.9	4.8	10.7	18.6	12.9	23.8
Reason for never attended school									
Too young	2 081	1 239	843	0	0	0	2 081	1 239	843
Disabled/ illness	49 087	15 332	33 755	10 621	1 081	9 540	38 466	14 250	24 216
No school/school too far	203 405	81 257	122 148	17 598	9 496	8 102	185 807	71 761	114 046
Cannot afford schooling	620 050	200 310	419 741	54 379	18 431	35 948	565 671	181 879	383 793
Family did not allow schooling	217 405	38 670	178 735	45 554	5 278	40 277	171 851	33 393	138 459
Not interested in school	116 849	39 314	77 536	10 602	2 987	7 615	106 247	36 327	69 920
Education not considered valuable	21 282	12 390	8 892	2 330	1 881	449	18 952	10 509	8 443
School not safe	144 715	55 667	89 049	19 540	8 186	11 354	125 175	47 481	77 694
To learn a job	16 955	5 567	11 388	939	0	939	16 016	5 567	10 449
To work for pay	39 267	17 194	22 073	7 274	2 910	4 364	31 993	14 284	17 709
To help unpaid in family business/ farm	32 771	18 390	14 381	5 846	4 657	1 188	26 925	13 733	13 192
To help at home with household tasks	159 913	45 136	114 777	25 114	4 749	20 365	134 799	40 387	94 412
Other	83 870	29 989	53 881	11 693	2 826	8 867	72 177	27 163	45 014

In Cambodia, primary school should begin at age 6 years. According to the survey findings (table 4.5), the average age of first enrolment was 8 years in the rural areas (a two-year delay) although a bit better in urban areas, at 7 years. Despite the Government's efforts to implement the policy of free schooling, poverty and family health problems continue to delay children's enrolment. Importantly, the data for both areas indicates gender equity in the average age of enrolment.

In general, people leave school too early – at the average age of 16 years (17 years in urban areas and 16 years in rural areas). According to the data for the population aged 15 and older, many females quit school one year earlier (at the average age of 15) than males in rural areas and two years earlier (at the average age of 16) than males in urban areas. The main reasons cited by the females were to help (unpaid) in a family business or farm, to marry or to take care of the family.

Table 4.5: Average age of enrolment to school and average age of leaving school among persons aged 15 or older, by sex and area, 2012

Average age	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Average age of enrolment to school	8	8	8	7	7	7	8	8	8
15–24	7	7	7	7	7	6	7	7	7
25–64	8	8	8	7	7	7	8	8	8
65+	9	9	9	8	8	8	9	9	9
Average age of leaving school	16	17	15	17	18	16	16	16	15
15–24	15	16	15	16	16	16	15	15	15
25–64	16	17	15	17	18	16	16	16	15
65+	16	17	15	17	18	16	16	17	15

4.3 Vocational training

Vocational training outside the formal school system provides an important opportunity for many people to develop skills useful in the workforce. The survey asked everyone aged 15 or older if they had ever engaged in any formal vocational or professional training and, if so, what type of training. The training subject was coded using a frame based on the International Standard Classification of Education, 1997 (ISCED-97). If someone had participated in more than one training course, only the most recent training was discussed.

Based on the findings, an estimated 422,000 persons (about 4 per cent of the total population) have participated in a formal training course outside the school system. As indicated in table 4.6, a third of them (32.3 per cent) had some type of training in agriculture, while another third (31.3 per cent) engaged in arts, craft skills or foreign language training.

The most frequent subjects cited, agriculture and the arts, had near equal popularity overall (by 136,583 and 132,555 persons, respectively), but were particular to an area: Training on humanities and arts was the most mentioned in the urban areas (65.8 per cent overall, with 84 per cent female and 54.5 per cent male), while training on agriculture was the most common in rural areas (46.3 per cent overall, with 50.3 per cent female and 42.6 per cent male).

Somewhat surprising, slightly more females (70,727) than males (65,856) in both areas combined had some agriculture training. Females also outnumbered males in education training, if only slightly, at 8,376 compared with 7,946. Overall, males outnumbered females with training, at 231,421 compared with 191,454.

Table 4.6: Population aged 15 or older who received training (outside the formal education system), by type of training, sex and area, 2012

Type of training	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Number									
Total	422 875	231 421	191 454	133 297	82 019	51 278	289 578	149 402	140 176
General programmes	14 083	7 271	6 812	3 324	2 073	1 251	10 759	5 198	5 561
Education	16 321	7 946	8 376	3 659	1 543	2 116	12 662	6 402	6 260
Humanities and arts	132 555	71 228	61 327	87 768	44 693	43 074	44 788	26 535	18 253
Social sciences, business and law	21 894	13 316	8 578	5 169	4 607	562	16 725	8 709	8 016
Sciences	23 134	18 571	4 564	14 015	12 233	1 782	9 119	6 338	2 781
Engineering, manufacturing and construction	9 179	5 291	3 888	127	127	0	9 051	5 163	3 888
Agriculture	136 583	65 856	70 727	2 412	2 262	150	134 171	63 594	70 577
Health and welfare	35 938	20 538	15 400	4 271	3 894	377	31 668	16 645	15 023
Services	33 187	21 404	11 782	12 553	10 587	1 965	20 634	10 817	9 817
%									
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
General programmes	3.3	3.1	3.6	2.5	2.5	2.4	3.7	3.5	4.0
Education	3.9	3.4	4.4	2.7	1.9	4.1	4.4	4.3	4.5
Humanities and arts	31.3	30.8	32.0	65.8	54.5	84.0	15.5	17.8	13.0
Social sciences, business and law	5.2	5.8	4.5	3.9	5.6	1.1	5.8	5.8	5.7
Sciences	5.5	8.0	2.4	10.5	14.9	3.5	3.1	4.2	2.0
Engineering, manufacturing and construction	2.2	2.3	2.0	.1	.2	.0	3.1	3.5	2.8
Agriculture	32.3	28.5	36.9	1.8	2.8	.3	46.3	42.6	50.3
Health and welfare	8.5	8.9	8.0	3.2	4.7	.7	10.9	11.1	10.7
Services	7.8	9.2	6.2	9.4	12.9	3.8	7.1	7.2	7.0

Chapter 5

Economic activities and the labour force

This chapter covers data on the working-age population, current economic activity status and labour force participation among Cambodians aged 15 or older.

5.1 Working-age population

Table 5.1 presents a comparison of data between the 2012 Labour Force and Child Labour Survey and the 2008 census of the population by age group, sex and area. Over the four years between the two surveys, the working-age population (15 or older) increased, from nearly 8.9 million (66.3 per cent) to 10.7 million (72.2 per cent).

According to the United Nations' definition, "youth" refers to someone aged 15–24 and an "adult" is someone aged 25 or older. The youth population increased from just under 3 million (22.3 per cent) in 2008 to 3.4 million (22.9 per cent) in 2012, while the adult population increased from 5.9 million (44 per cent) to 7.3 million (49.2 per cent).

Table 5.1: Population aged 15 or older, by age group, sex and area, 2012

	Population census, 2008	Labour Force and Child Labour Survey, 2012
Total population	13 395 682	14 899 129
Working age population (15 or older)	8 881 890	10 749 946
Working age population as a percentage of the total population	66.3	72.2
Sex		
male	4 201 248	5 152 234
Female	4 680 642	5 597 712
Age group		
15+ total	8 881 890	10 749 946
15–24	2 988 492	3 414 894
25–64	5 322 098	6 592 763
65+	571 300	742 290
Areas		
Urban	1 949 675	2 688 823
Rural	6 932 214	8 061 124

As for the latest data only (table 5.2), there were slightly more females than males among the 10.8 million working-age population, at 5.6 million (52.1 per cent), compared with 5.2 million (47.9 per cent). There were more females of working age in the rural areas than in urban areas.

By age group, 3.4 million persons (31.8 per cent) were 15–24 years old (of them, 50.2 per cent were male and 49.8 per cent were female), and 6.6 million persons (61.3 per cent) were 25–64 years old (47.3 per cent male and 52.7 per cent female). And around 742,290 persons (6.9 per cent) were aged 65 or older (43.1 per cent of them male and 56.9 per cent female).

The largest working-age population was in the rural areas, at 75 per cent of the total rural population.

Table 5.2: Working age population aged 15 or older, by age group, sex and area, 2012

Age group	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Number									
15+ total	10 749 946	5 152 234	5 597 712	2 688 823	1 293 478	1 395 345	8 061 124	3 858 756	4 202 367
15–24	3 414 894	1 715 088	1 699 806	782 352	375 252	407 100	2 632 542	1 339 836	1 292 706
25–64	6 592 763	3 117 506	3 475 257	1 727 724	845 342	882 382	4 865 039	2 272 164	2 592 874
65+	742 290	319 640	422 650	178 746	72 884	105 863	563 543	246 756	316 787
%									
15+ total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
15–24	31.8	33.3	30.4	29.1	29.0	29.2	32.7	34.7	30.8
25–64	61.3	60.5	62.1	64.3	65.4	63.2	60.4	58.9	61.7
65+	6.9	6.2	7.6	6.6	5.6	7.6	7.0	6.4	7.5

5.2 Economic activity

As pointed out in Chapter 2, a person is considered currently economically active if he or she is either employed for at least one hour during the seven days prior to the survey, has a job attachment but is temporarily absent from work or is available to work if work could be found. The economically active population comprises all persons of either sex who supply labour for the production of goods and services during a specified time-reference period. The current economic activity status includes employed, unemployed and not economically active. Estimates relating to current activity are important indicators that a labour force survey generates.

Based on the survey 2012 findings, an estimated 7.2 million Cambodians aged 15 or older were employed at the time of the survey, or 67 per cent of the total population (table 5.3). Male employment accounted for 3.8 million of them (52.8 per cent), with 3.4 million female workers (47.2 per cent). When compared with the total population aged 15 or older, the unemployed population was estimated at only 1.9 per cent (of them, 52.9 per cent were male and 47.1 per cent female). An estimated third (31.2 per cent) of the population, however, was not economically active (37.2 per cent of them male and 62.8 per cent female).

An estimated 1.8 million urban residents (66.3 per cent of the total population) aged 15 or older were employed, while 849,280 of them (31.6 per cent) were not economically active and 55,897 (2.1 per cent) were unemployed. Of the total 8.1 million working-age population in rural areas, 5.4 million (67.2 per cent) were employed, while 2.5 million (31 per cent) were not economically active and 146,407 (1.8 per cent) were unemployed.

Of the total population aged 15 or older, 73.7 per cent of the males and 60.7 per cent of the females were employed.

Table 5.3: Population aged 15 or older, by current economic activity status, age, sex and area, 2012

Economic activity status	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Population									
15+ total	10 749 946	5 152 234	5 597 712	2 688 823	1 293 478	1 395 345	8 061 124	3 858 756	4 202 367
15–24	3 414 894	1 715 088	1 699 806	782 352	375 252	407 100	2 632 542	1 339 836	1 292 706
25–64	6 592 763	3 117 506	3 475 257	1 727 724	845 342	882 382	4 865 039	2 272 164	2 592 874
65+	742 290	319 640	422 650	178 746	72 884	105 863	563 543	246 756	316 787
Employed									
15+ total	7 197 416	3 797 706	3 399 710	1 783 646	933 323	850 323	5 413 770	2 864 383	2 549 387
15–24	2 072 172	1 039 731	1 032 441	381 180	167 001	214 179	1 690 992	872 730	818 262
25–64	4 924 922	2 640 462	2 284 460	1 360 329	743 503	616 826	3 564 592	1 896 958	1 667 634
65+	200 322	117 513	82 809	42 137	22 818	19 318	158 186	94 695	63 491
Unemployed									
15+ total	202 304	106 991	95 313	55 897	32 212	23 685	146 407	74 778	71 629
15–24	80 980	42 595	38 385	26 894	14 525	12 370	54 086	28 071	26 015
25–64	120 544	63 709	56 834	29 003	17 688	11 315	91 541	46 022	45 519
65+	780	686	94	0	0	0	780	686	94
Not economically active									
15+ total	3 350 227	1 247 538	2 102 689	849 280	327 942	521 337	2 500 947	919 595	1 581 352
15–24	1 261 742	632 762	628 980	374 278	193 726	180 551	887 464	439 035	448 429
25–64	1 547 298	413 335	1 133 962	338 392	84 151	254 241	1 208 905	329 184	879 721
65+	541 188	201 441	339 747	136 610	50 065	86 545	404 578	151 376	253 202

5.3 Labour force

Because the intervals of age groups were different, it is not significant to compare the distribution among age groups. Nonetheless, a comparison between the male and female data indicates the total male labour force was larger than the total female labour force overall as well as in both urban and rural areas, although not by much (table 5.4).

Table 5.4: Total labour force, by age group, sex and area, 2012

Age group	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Number									
15+ total	7 399 720	3 904 696	3 495 023	1 839 543	965 535	874 008	5 560 177	2 939 161	2 621 016
15–24	2 153 152	1 082 326	1 070 826	408 074	181 526	226 548	1 745 078	900 800	844 278
25–64	5 045 465	2 704 171	2 341 295	1 389 332	761 191	628 141	3 656 133	1 942 980	1 713 153
65+	201 102	118 199	82 903	42 137	22 818	19 318	158 965	95 381	63 585
%									
15+ total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
15–24	29.1	27.7	30.6	22.2	18.8	25.9	31.4	30.6	32.2
25–64	68.2	69.3	67.0	75.5	78.8	71.9	65.8	66.1	65.4
65+	2.7	3.0	2.4	2.3	2.4	2.2	2.9	3.2	2.4

5.4 Labour force participation

The labour force participation rate provides information about the relative size of the labour supply currently available for the production of goods and services. It is an important indicator of the potential for economic growth and is also used to monitor progress towards the Millennium Development Goals. The labour force participation

rate is defined as the number of persons in the labour force, given as a percentage of the working-age population. As shown in table 5.5, Cambodia's labour force participation rate (the proportion of population aged 15 or older who were currently economically active) in 2012 was estimated at 68.8 per cent. By sex, the labour force participation rate was 75.8 per cent for males and 62.4 per cent for females. The rate was almost the same for the urban (68 per cent) and rural areas (69 per cent).

The highest labour participation rates by five-year age groups were among workers aged 45–49 in urban areas and among workers aged 35–39 in rural areas.

Table 5.5: Labour force participation rate, by age, sex and area, 2012

Age group	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
15+ total	68.8	75.8	62.4	68.4	74.6	62.6	69.0	76.2	62.4
15–19	53.7	52.6	54.9	37.4	34.9	40.1	58.3	57.7	59.0
20–24	73.7	75.5	71.9	67.8	65.1	69.9	75.5	78.3	72.6
25–29	79.8	87.9	71.7	79.0	84.6	73.3	80.0	89.0	71.1
30–34	83.2	91.6	75.1	85.6	92.7	78.3	82.4	91.2	74.1
35–39	83.6	92.6	74.7	83.8	96.6	70.3	83.5	91.2	76.0
40–44	78.7	89.4	69.2	82.2	93.2	72.4	77.4	88.0	68.0
45–49	77.8	86.9	69.2	90.5	97.2	83.1	73.4	83.0	64.8
50–54	70.1	81.9	61.2	77.0	87.9	67.6	67.6	79.5	59.0
55–59	63.9	77.6	54.8	72.3	92.9	60.7	60.4	72.1	52.1
60–64	52.3	65.6	42.2	56.6	68.2	42.3	50.9	64.4	42.2
65+	27.1	37.0	19.6	23.6	31.3	18.2	28.2	38.7	20.1

A comparison of the survey's findings on labour force participation rates with the 2012 Cambodia Socio-Economic Survey is presented in table 5.6, although there are considerable methodological differences in some indicators between the two surveys:

- (i) **Sampling:** The Socio-Economic Survey sample was quite smaller (almost three times smaller), at 3,600 households, compared with 9,600 households in the Labour Force and Child Labour Survey sample. The Socio-Economic Survey sample was distributed evenly over 12 months, leading to a monthly sample of 300 households only.
- (ii) **Survey period and seasonality issues:** The Socio-Economic Survey covered 12 months and thus catered for seasonality. The enumeration for the Labour Force and Child Labour Survey was conducted over 48 days, from 26 February to 13 April, which is a low season for agriculture activities (hence the lower proportions of employment in agriculture).
- (iii) **Measurement:** The Socio-Economic Survey contained fewer questions on economic activity than the Labour Force and Child Labour Survey, such as for employment identification. One particular difference is that the Socio-Economic Survey referred only to “work”, while the Labour Force Survey included a question on the running of any kind of business and did not focus only on people with work or a job. The size of the questionnaire may also have impacted the data collected: The household questionnaire in the Socio-Economic Survey alone contained

60 pages; the full Labour Force and Child Labour Survey questionnaire was only 19 pages.

Table 5.6: Labour force participation rate compared with data from the Cambodia Socio-Economic Survey, by sex and area, 2012

	Labour Force and Child Labour Survey 2012 (aged 15 or older)			Cambodia Socio-Economic Survey 2012 (aged 15–64) ^{P/}		
	Both sexes	Male	Female	Both sexes	Male	Female
Total population						
Cambodia	10 749 946	5 152 234	5 597 712	9 166 539	4 410 532	4 756 007
Phnom Penh	-	-	-	1 108 202	521 732	586 470
Urban areas*	2 688 823	1 293 478	1 395 345	1 192 864	583 301	609 562
Rural areas	8 061 124	3 858 756	4 202 367	6 865 473	3 305 499	3 559 974
Labour force						
Cambodia	7 399 720	3 904 696	3 495 023	7 717 701	3 928 869	3 788 831
Phnom Penh	-	-	-	849 996	429 412	420 584
Urban areas	1 839 543	965 535	874 008	955 107	496 914	458 193
Rural areas	5 560 177	2 939 161	2 621 016	5 912 598	3 002 544	2 910 054
Participation rate						
Cambodia	68.8	75.8	62.4	84.2	89.1	79.7
Urban areas*	68.4	74.6	62.6	78.4	83.8	73.5
Rural areas	69.0	76.2	62.4	86.1	90.8	81.7

Note: * = Phnom Penh and other urban areas combined; P/ = preliminary results.

Chapter 6

Employment

This chapter looks at the characteristics of the employed population, such as the occupations and industries where people work, their level of education and their employment status.

The information on employment (section D) is first captured through questions on current activities and job attachment; if any of the questions are answered yes, the following questions are asked:

D.1(a) Do you run or do any kind of business, big or small, for yourself or with one or more partners?

Examples: Selling things, making things for sale, repairing things, operating a taxi or other transport business, having a legal or medical practice, performing in public, having a public phone shop, barber, shoe shining, etc.

D.1(b) Do you do any work for a wage, salary, commission or any payment in kind (excluding domestic work)?

Examples: A regular job, contract, casual or piece work for pay, work in exchange for food or housing.

D.1(c) Do you do any work as a domestic worker for a wage, salary or any payment in kind?

D.1(d) Do you help, without being paid, in any kind of business run by (NAME)'s household?

Examples: Help to sell things, make things for sale or exchange, doing the accounts, cleaning up for the business, etc.

D.2 Even though (NAME) did not do any of these activities in the past seven days, did (NAME) have a job or business activity, from which he/she was temporarily absent and to which he/she will definitely return?

6.1 Employment by occupation and industry

As shown in table 6.1, of the 10.8 million persons aged 15 years or older, 7.2 million of them (67 per cent) were in employment or engaged in economic activity; 3.4 million of them (47.2 per cent) were females. More than half (56.2 per cent) of the employed population were in the younger age groups, 15–34 years old. Employment was smallest in urban areas (24.8 per cent) and largest in rural areas (75.2 per cent).

**Table 6.1: Employed population aged 15 or older,
by age group, sex and area, 2012**

Age group	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
15+ total	7 197 416	3 797 706	3 399 710	1 783 646	933 323	850 323	5 413 770	2 864 383	2 549 387
15–19	947 156	474 210	472 946	149 423	71 820	77 603	797 733	402 389	395 343
20–24	1 125 016	565 521	559 495	231 757	95 181	136 576	893 259	470 340	422 919
25–29	1 067 191	581 548	485 642	263 310	137 481	125 829	803 880	444 067	359 813
30–34	922 298	500 219	422 079	253 669	139 934	113 735	668 629	360 285	308 344
35–39	641 535	353 303	288 232	159 470	94 261	65 210	482 065	259 042	223 023
40–44	671 518	360 992	310 526	189 445	102 539	86 906	482 073	258 453	223 620
45–49	604 020	329 433	274 587	182 049	103 571	78 478	421 971	225 862	196 109
50–54	484 428	244 844	239 584	144 120	76 810	67 310	340 308	168 034	172 274
55–59	338 163	164 259	173 905	113 835	52 694	61 141	224 328	111 565	112 763
60–64	195 769	105 864	89 905	54 430	36 214	18 217	141 339	69 650	71 689
65+	200 322	117 513	82 809	42 137	22 818	19 318	158 186	94 695	63 491

As table 6.2 indicates, the largest share of all employed persons (23.5 per cent) were skilled agriculture workers, with the division between the sexes similar in proportion. Some 21.9 per cent were employed in services and sales occupations, followed by 17.4 per cent in elementary occupations, 12.3 per cent in machine operations and 11.9 per cent in craft and related trades.

In urban areas, the largest share by far, at 41 per cent, of the employed population was in services and sales; among them, 55.3 per cent were female and 27.9 per cent were male. In rural areas, skilled agriculture workers accounted for the largest share of the employed population, at 30 per cent, with the breakdown by sex nearly equal.

**Table 6.2: Employed population aged 15 or older,
by occupation, sex and area, 2012**

Occupation (ISCO-08)	Cambodia			Urban			Rural		
	Both	Male	Female	Both	Male	Female	Both	Male	Female
Number									
Total	7 197 416	3 797 706	3 399 710	1 783 646	933 323	850 323	5 413 770	2 864 383	2 549 387
Managers	149 685	103 460	46 225	93 372	53 808	39 565	56 313	49 653	6 660
Professionals	314 523	189 864	124 659	155 797	94 657	61 140	158 725	95 207	63 518
Technicians	265 524	178 911	86 613	100 556	70 387	30 168	164 968	108 523	56 445
Clerks	144 618	96 037	48 581	81 625	60 772	20 853	62 993	35 265	27 728
Services and sales	1 577 288	547 882	1 029 406	730 947	260 626	470 321	846 341	287 256	559 085
Skilled agriculture workers	1 688 213	886 099	802 114	46 993	28 219	18 774	1 641 220	857 879	783 341
Craft and related trades	856 551	542 549	314 002	195 091	137 285	57 806	661 460	405 264	256 196
Machine operators	885 714	413 676	472 037	192 976	113 469	79 508	692 737	300 208	392 530
Elementary occupations	1 253 258	777 605	475 653	154 838	82 649	72 189	1 098 420	694 956	403 464
Armed forces	62 043	61 622	421	31 450	31 450	0	30 592	30 171	421
%									
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Managers	2.1	2.7	1.4	5.2	5.8	4.7	1.0	1.7	0.3
Professionals	4.4	5.0	3.7	8.7	10.1	7.2	2.9	3.3	2.5
Technicians	3.7	4.7	2.5	5.6	7.5	3.5	3.0	3.8	2.2
Clerks	2.0	2.5	1.4	4.6	6.5	2.5	1.2	1.2	1.1
Services and sales	21.9	14.4	30.3	41.0	27.9	55.3	15.6	10.0	21.9
Skilled agriculture workers	23.5	23.3	23.6	2.6	3.0	2.2	30.3	29.9	30.7
Craft and related trades	11.9	14.3	9.2	10.9	14.7	6.8	12.2	14.1	10.0
Machine operators	12.3	10.9	13.9	10.8	12.2	9.4	12.8	10.5	15.4
Elementary occupations	17.4	20.5	14.0	8.7	8.9	8.5	20.3	24.3	15.8
Armed forces	0.9	1.6	0.0	1.8	3.4	0.0	0.6	1.1	0.0

In terms of the distribution of the employed population by industry sector (table 6.3), the largest proportion was in agriculture, at 33.3 per cent, followed by 17.5 per cent in wholesale and retail trade and 17.4 per cent in manufacturing. More than two of every ten female employed persons aged 15 or older worked in the wholesale and trade or manufacturing sector. In the rural areas, a large amount of workers engaged in agriculture (at 43 per cent), followed by manufacturing (18.9 per cent) and wholesale and retail trade (12.8 per cent).

The small percentage of employed population (33.3 per cent) engaged in agriculture may be due to the impact of heavy floods in 2011 and the timing of the survey is a low season for agriculture activities (see section 2.6, and further explanation in section 5.4). Heavy rains and the overflow of the Mekong River since the second week of August 2011 affected 18 of Cambodia's 24 provinces, destroying crops and communal infrastructure and affecting more than 1.2 million persons (with 247 deaths reported). Land was covered by standing flood water for months and only started receding in December.¹³

Table 6.3 includes a comparison of the data with the 2012 Cambodia Socio-Economic Survey findings (see section 5.4 for the explanation of the main differences in some indicators between the two surveys).

¹³ International Federation of Red Cross and Red Crescent: 'Floods 2011 – DREF operation No. MDRKH003, Update No. 01' regarding floods in Cambodia, <http://m.reliefweb.int/report/462681> [accessed 4 Sept. 2013].

Table 6.3: Employed population aged 15 or older compared with data from the Cambodia Socio-Economic Survey, by industry, sex and area, 2012

Industry (ISIC Rev. 4)	Cambodia			Urban			Rural		
	Both	Male	Female	Both	Male	Female	Both	Male	Female
Number									
Total	7 197 416	3 797 706	3 399 710	1 783 646	933 323	850 323	5 413 770	2 864 383	2 549 387
Agriculture	2 393 164	1 281 547	1 111 617	67 117	37 478	29 639	2 326 047	1 244 069	1 081 978
Industry	1 816 498	935 143	881 355	350 191	192 794	157 398	1 466 306	742 349	723 957
Mining & quarrying	28 541	25 045	3 496	4 009	4 009	-	24 531	21 035	3 496
Manufacturing	1 254 090	438 407	815 682	233 412	88 560	144 851	1 020 678	349 847	670 831
<i>Wearing apparel</i>	614 540	106 490	508 050	128 857	24 678	104 179	485 683	81 813	403 870
Electricity, gas, steam, etc.	24 795	22 623	2 172	8 094	8 094	-	16 701	14 529	2 172
Water supply, sewerage	21 996	16 585	5 410	10 875	8 782	2 093	11 121	7 803	3 318
Construction	487 077	432 482	54 594	93 802	83 348	10 453	393 275	349 134	44 141
Services	2 987 754	1 581 016	1 406 738	1 366 338	703 051	663 287	1 621 416	877 965	743 451
Wholesale & retail trade	1 259 182	470 738	788 443	568 088	214 230	353 858	691 094	256 508	434 585
Transportation & storage	384 414	350 424	33 991	135 901	119 362	16 539	248 513	231 062	17 452
Accommodation & food	325 249	118 389	206 860	145 755	50 762	94 994	179 493	67 627	111 866
Information &	22 607	14 650	7 957	16 112	9 610	6 503	6 495	5 040	1 454
Financial & insurance	47 341	25 418	21 923	34 903	16 702	18 201	12 438	8 716	3 722
Real estate activities	21 387	8 756	12 631	20 672	8 041	12 631	715	715	-
Professional, scientific	22 019	18 977	3 042	6 248	4 494	1 754	15 771	14 483	1 288
Administrative & support	92 468	40 385	52 083	48 974	22 780	26 194	43 493	17 605	25 888
Public administration	295 770	264 766	31 004	164 085	144 111	19 975	131 685	120 656	11 029
Education	177 359	91 348	86 011	77 454	36 748	40 706	99 905	54 600	45 304
Health & social work	67 650	40 090	27 560	34 994	22 687	12 306	32 656	17 403	15 253
Arts & entertainment	86 512	49 108	37 404	31 464	17 046	14 418	55 048	32 062	22 986
Other service activities	118 042	62 475	55 567	46 827	19 531	27 296	71 215	42 944	28 270
Households as employers	43 025	6 667	36 357	16 268	1 596	14 672	26 757	5 071	21 686
International organizations	24 731	18 825	5 906	18 593	15 353	3 240	6 138	3 472	2 666
%									
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture	33.3	33.7	32.7	3.8	4.0	3.5	43.0	43.4	42.4
Industry	25.2	24.6	25.9	19.6	20.7	18.5	27.1	25.9	28.4
Mining & quarrying	0.4	0.7	0.1	0.2	0.4	0.0	0.5	0.7	0.1
Manufacturing	17.4	11.5	24.0	13.1	9.5	17.0	18.9	12.2	26.3
<i>Wearing apparel</i>	8.5	2.8	14.9	7.2	2.6	12.3	9.0	2.9	15.8
Electricity, gas, steam, etc.	0.3	0.6	0.1	0.5	0.9	0.0	0.3	0.5	0.1
Water supply, sewerage	0.3	0.4	0.2	0.6	0.9	0.2	0.2	0.3	0.1
Construction	6.8	11.4	1.6	5.3	8.9	1.2	7.3	12.2	1.7
Services	41.5	41.6	41.4	76.6	75.3	78.0	29.9	30.7	29.2
Wholesale & retail trade	17.5	12.4	23.2	31.8	23.0	41.6	12.8	9.0	17.0
Transportation & storage	5.3	9.2	1.0	7.6	12.8	1.9	4.6	8.1	0.7
Accommodation & Food	4.5	3.1	6.1	8.2	5.4	11.2	3.3	2.4	4.4
Information &	0.3	0.4	0.2	0.9	1.0	0.8	0.1	0.2	0.1
Financial & insurance	0.7	0.7	0.6	2.0	1.8	2.1	0.2	0.3	0.1
Real estate activities	0.3	0.2	0.4	1.2	0.9	1.5	0.0	0.0	0.0
Professional, scientific	0.3	0.5	0.1	0.4	0.5	0.2	0.3	0.5	0.1
Administrative & support	1.3	1.1	1.5	2.7	2.4	3.1	0.8	0.6	1.0
Public administration	4.1	7.0	0.9	9.2	15.4	2.3	2.4	4.2	0.4
Education	2.5	2.4	2.5	4.3	3.9	4.8	1.8	1.9	1.8
Health & social work	0.9	1.1	0.8	2.0	2.4	1.4	0.6	0.6	0.6
Arts & entertainment	1.2	1.3	1.1	1.8	1.8	1.7	1.0	1.1	0.9
Other service activities	1.6	1.6	1.6	2.6	2.1	3.2	1.3	1.5	1.1
Households as employers	0.6	0.2	1.1	0.9	0.2	1.7	0.5	0.2	0.9
International organizations	0.3	0.5	0.2	1.0	1.6	0.4	0.1	0.1	0.1
Cambodia Socio-Economic Survey 2012 (aged 15–64)^{P/}									
Agriculture	51.0	49.3	52.8	10.9	10.4	11.4	63.2	61.2	65.2
Industry	18.6	19.0	18.1	21.6	21.1	22.2	17.7	18.4	16.9
Services	30.4	31.7	29.1	67.5	68.5	66.4	19.1	20.3	17.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note: For the Cambodia Socio-Economic Survey 2012, the urban area is Phnom Penh and other urban areas combined; P/ = preliminary results.

The male ratios were higher than the female ratios for almost all age groups, except among those aged 15–19 years in both areas and 20–24 years in urban areas (table 6.4). This means that more females than males started working as teenagers. Generally, the ratios increased progressively from the young groups to the older age group of 40–44 years, at which point they then decreased until the oldest group.

Table 6.4 also includes a comparison of the data with the 2012 Cambodia Socio-Economic Survey findings (see section 5.4 for the explanation of the main differences in some indicators between the two surveys).

Table 6.4: Employment-to-population ratio compared with data from the Cambodia Socio-Economic Survey, by age group, sex and area, 2012

Age group	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
15+ total	67.0	73.7	60.7	66.3	72.2	60.9	67.2	74.2	60.7
15–19	52.1	51.1	53.2	37.1	34.6	39.9	56.4	55.9	57.0
20–24	70.4	71.8	69.0	61.0	56.8	64.3	73.3	75.9	70.6
25–29	77.3	84.5	70.2	74.3	76.8	71.8	78.3	87.2	69.6
30–34	81.0	89.4	72.9	84.0	90.9	76.8	80.0	88.8	71.6
35–39	82.0	91.0	73.1	83.3	96.2	69.8	81.6	89.2	74.2
40–44	76.6	87.6	66.9	81.3	93.2	70.7	74.9	85.5	65.5
45–49	76.1	85.6	67.1	88.9	97.0	80.1	71.6	81.2	63.1
50–54	68.9	80.6	60.0	76.5	87.9	66.7	66.1	77.6	57.8
55–59	62.9	76.2	54.0	72.2	92.6	60.7	59.0	70.3	51.0
60–64	51.5	64.4	41.7	56.6	68.2	42.3	49.7	62.5	41.5
65+	27.0	36.8	19.6	23.6	31.3	18.2	28.1	38.4	20.0
Cambodia Socio-Economic Survey 2012 (aged 15–64)^{P/}									
Employment-to-population	84.1	89.0	79.5	78.1	83.5	73.2	86.1	90.8	81.7

Note: For the Cambodia Socio-Economic Survey 2012, the urban area is Phnom Penh and other urban areas combined; P/ = preliminary results.

6.2 Employment by education

Approximately one eighth (899,955) of the estimated employed population at the time of the survey had no education (table 6.5). More than 3 million employed workers (44.9 per cent) had completed primary education while more than 2.6 million employed workers (35.5 per cent) had completed secondary education; only 3.8 per cent of them were university graduates and 3.3 per cent obtained a vocational certificate.

Among the employed males, an estimated 41.2 per cent (1.6 million) of them had completed their primary education, followed by 39.8 per cent who had completed their secondary education, 4.7 per cent who had graduated university and 4.3 per cent who had obtained a vocational certificate. At 49 per cent, more employed females than males had completed primary school, but the balance was inverted for all other levels of education achieved. Among the employed with no education, there were far more females, at 520,599 (15.3 per cent) than males, at 379,357 (10 per cent).

Though small in numbers, at 180,300 to 89,818, there were twice as many employed males with a university degree as females.

The largest proportion of the employed population in urban areas, 44.1 per cent (785,759 persons), had a secondary education, while the largest proportion of the employed population in rural areas, at 49.2 per cent (2.7 million persons) had only completed their primary education.

Table 6.5: Employed population aged 15 or older, by education level, sex and area, 2012

Education level	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Number									
Total	7 197 416	3 797 706	3 399 710	1 783 646	933 323	850 323	5 413 770	2 864 383	2 549 387
None	899 955	379 357	520 599	103 485	40 258	63 227	796 470	339 098	457 372
Primary	3 230 410	1 565 391	1 665 019	567 844	237 608	330 236	2 662 567	1 327 783	1 334 783
Secondary	2 556 581	1 509 778	1 046 804	785 759	431 935	353 825	1 770 822	1 077 843	692 979
Vocational	240 350	162 880	77 470	122 633	85 602	37 031	117 718	77 279	40 439
University	270 118	180 300	89 818	203 925	137 921	66 005	66 193	42 379	23 813
%									
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
None	12.5	10.0	15.3	5.8	4.3	7.4	14.7	11.8	17.9
Primary	44.9	41.2	49.0	31.8	25.5	38.8	49.2	46.4	52.4
Secondary	35.5	39.8	30.8	44.1	46.3	41.6	32.7	37.6	27.2
Vocational	3.3	4.3	2.3	6.9	9.2	4.4	2.2	2.7	1.6
University	3.8	4.7	2.6	11.4	14.8	7.8	1.2	1.5	0.9

6.3 Education level among occupations and industries

As shown in table 6.6, the largest share of the employed persons who had not completed any level of education were engaged in skilled agriculture work (34.5 per cent), followed by those in elementary occupations (29.5 per cent), services and sales (17.7 per cent), and craft and related trades (10.4 per cent). As expected, the percentage of employed persons with higher education levels tend to increase in high level occupations, while it decreases among lower occupational groups.

Table 6.6: Employed population aged 15 or older, by occupation and education level, 2012

Occupation (ISCO-08)	Level of education completed					
	Total	None	Primary	Secondary	Vocational	University
Number						
Total	7 197 416	899 955	3 230 410	2 556 581	240 350	270 118
Managers	149 685	4 415	45 535	58 444	13 380	27 912
Professionals	314 523	3 553	30 095	130 815	71 686	78 372
Technicians	265 524	13 756	92 387	118 111	17 519	23 752
Clerks	144 618	4 385	20 971	61 038	16 294	41 930
Services and sales	1 577 288	159 741	642 269	662 219	47 089	65 970
Skilled agriculture workers	1 688 213	310 433	921 051	437 828	15 038	3 863
Craft and related trades	856 551	93 214	397 449	335 515	18 015	12 358
Machine operators	885 714	43 382	406 578	407 881	18 335	9 539
Elementary occupations	1 253 258	265 589	650 951	318 135	12 727	5 856
Armed forces	62 043	1 486	23 124	26 597	10 269	567
%						
Total	100.0	100.0	100.0	100.0	100.0	100.0
Managers	2.1	0.5	1.4	2.3	5.6	10.3
Professionals	4.4	0.4	0.9	5.1	29.8	29.0
Technicians	3.7	1.5	2.9	4.6	7.3	8.8
Clerks	2.0	0.5	0.6	2.4	6.8	15.5
Services and sales	21.9	17.7	19.9	25.9	19.6	24.4
Skilled agriculture workers	23.5	34.5	28.5	17.1	6.3	1.4
Craft and related trades	11.9	10.4	12.3	13.1	7.5	4.6
Machine operators	12.3	4.8	12.6	16.0	7.6	3.5
Elementary occupations	17.4	29.5	20.2	12.4	5.3	2.2
Armed forces	0.9	0.2	0.7	1.0	4.3	0.2

As shown in table 6.7, the percentage of employed persons who had a higher level of education decreased progressively in the agriculture and industry sectors but increased progressively in the services sector.

Table 6.7: Employed population aged 15 or older, by industry and education level, 2012

Industry (ISIC Rev. 4)	Level of education completed					
	Total	None	Primary	Secondary	Vocational	University
Number						
Total	7 197 416	899 955	3 230 410	2 556 581	240 350	270 118
Agriculture	2 393 164	491 734	1 291 944	584 536	18 202	6 748
Industry	1 816 498	169 394	868 884	719 035	35 451	23 734
Mining & quarrying	28 541	4 433	13 050	11 057	-	-
Manufacturing	1 254 090	105 735	596 112	516 060	22 996	13 186
<i>Wearing apparel</i>	614 540	22 555	284 699	293 320	11 930	2 036
Electricity, gas, steam, etc.	24 795	789	7 401	9 679	4 067	2 859
Water supply, sewerage	21 996	2 599	8 056	7 341	1 063	2 937
Construction	487 077	55 838	244 265	174 898	7 324	4 752
Services	2 987 754	238 828	1 069 583	1 253 010	186 697	239 636
Wholesale & retail trade	1 259 182	128 267	518 519	517 418	41 193	53 786
Transportation & storage	384 414	41 955	167 031	153 688	14 348	7 393
Accommodation & food	325 249	31 456	149 081	124 013	8 366	12 332
Information & communications	22 607	590	5 525	10 292	1 866	4 335
Financial & insurance	47 341	825	5 703	12 937	7 732	20 144
Real estate activities	21 387	2 847	6 711	8 481	1 468	1 880
Professional, scientific	22 019	1 431	3 633	9 141	1 603	6 211
Administrative & support	92 468	6 586	34 122	44 418	2 628	4 714
Public administration	295 770	5 578	76 666	131 728	29 202	52 596
Education	177 359	1 659	5 186	72 419	56 761	41 334
Health & social work	67 650	2 509	10 754	27 302	13 009	14 076
Arts & entertainment	86 512	2 528	32 064	46 071	2 977	2 872
Other service activities	118 042	3 789	37 957	66 101	2 428	7 767
Households as employers	43 025	8 133	14 614	19 622	-	656
International organizations	24 731	677	2 018	9 378	3 117	9 541
%						
Total	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture	33.3	54.6	40.0	22.9	7.6	2.5
Industry	25.2	18.8	26.9	28.1	14.7	8.8
Mining & quarrying	0.4	0.5	0.4	0.4	0.0	0.0
Manufacturing	17.4	11.7	18.5	20.2	9.6	4.9
<i>Wearing apparel</i>	8.5	2.5	8.8	11.5	5.0	0.8
Electricity, gas, steam, etc.	0.3	0.1	0.2	0.4	1.7	1.1
Water supply, sewerage	0.3	0.3	0.2	0.3	0.4	1.1
Construction	6.8	6.2	7.6	6.8	3.0	1.8
Services	41.5	26.5	33.1	49.0	77.7	88.7
Wholesale & retail trade	17.5	14.3	16.1	20.2	17.1	19.9
Transportation & storage	5.3	4.7	5.2	6.0	6.0	2.7
Accommodation & food	4.5	3.5	4.6	4.9	3.5	4.6
Information & communications	0.3	0.1	0.2	0.4	0.8	1.6
Financial & insurance	0.7	0.1	0.2	0.5	3.2	7.5
Real estate activities	0.3	0.3	0.2	0.3	0.6	0.7
Professional, scientific	0.3	0.2	0.1	0.4	0.7	2.3
Administrative & support	1.3	0.7	1.1	1.7	1.1	1.7
Public administration	4.1	0.6	2.4	5.2	12.1	19.5
Education	2.5	0.2	0.2	2.8	23.6	15.3
Health & social work	0.9	0.3	0.3	1.1	5.4	5.2
Arts & entertainment	1.2	0.3	1.0	1.8	1.2	1.1
Other service activities	1.6	0.4	1.2	2.6	1.0	2.9
Households as employers	0.6	0.9	0.5	0.8	0.0	0.2
International organizations	0.3	0.1	0.1	0.4	1.3	3.5

6.4 Employment status

The largest share of the employed population (46 per cent) worked as employees, followed by own-account workers (33.6 per cent) and contributing family workers (20 per cent), as shown in table 6.8.

Between the sexes by largest share, there were more males in all categories except among contributing family workers, where there were more employed females (27.2 per cent) than employed males (13.5 per cent). There was little difference in the proportions of employed persons between urban and rural areas, but there were big differences in the absolute numbers of employed persons in each employment status.

Table 6.8 also includes a comparison of the data with the 2012 Cambodia Socio-Economic Survey findings (see section 5.4 for the explanation of the main differences in some indicators between the two surveys).

Table 6.8: Employed population aged 15 or older, by status in employment, sex and area, 2012

Employment status	Cambodia			Urban			Rural		
	Both	Male	Female	Both	Male	Female	Both	Male	Female
Number									
Total	7 197 416	3 797 706	3 399 710	1 783 646	933 323	850 323	5 413 770	2 864 383	2 549 387
Employee	3 312 644	1 956 686	1 355 958	827 732	524 349	303 383	2 484 913	1 432 337	1 052 576
Employer	28 455	17 931	10 524	7 217	4 541	2 676	21 238	13 390	7 848
Own-account worker	2 415 194	1 307 900	1 107 293	595 734	269 451	326 283	1 819 460	1 038 449	781 011
Contributing family worker	1 439 847	514 398	925 449	352 963	134 982	217 982	1 086 884	379 416	707 467
Other	1 275	790	485	0	0	0	1 275	790	485
%									
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Employee	46.0	51.5	39.9	46.4	56.2	35.7	45.9	50.0	41.3
Employer	0.4	0.5	0.3	0.4	0.5	0.3	0.4	0.5	0.3
Own-account worker	33.6	34.4	32.6	33.4	28.9	38.4	33.6	36.3	30.6
Contributing family worker	20.0	13.5	27.2	19.8	14.5	25.6	20.1	13.2	27.8
Other	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Cambodia Socio-Economic Survey 2012 (aged 15–64)^{P/}									
Employed population	7 706 108	3 924 261	3 781 848	1 797 870	922 936	874 934	5 908 238	3 001 325	2 906 913
Paid employee	35.8	41.1	30.3	48.9	55.1	42.3	31.8	36.9	26.6
Employer	0.0	0.0	0.0	0.1	0.1	0.2	0.0	0.0	0.0
Own-account worker/ self-employed	55.1	50.0	60.4	42.5	37.1	48.2	59.0	54.0	64.1
Unpaid family worker	9.0	8.8	9.3	8.4	7.6	9.3	9.2	9.1	9.2
Other - Not stated	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note: For the Cambodia Socio-Economic Survey 2012, the urban area is the Phnom Penh and other urban areas combined; P/ = preliminary results.

The data in table 6.9 shows that the proportion of the employed population aged 15 or older working as clerks (90.9 per cent) and professionals (87.7 per cent) or in elementary occupations (89.3 per cent) accounted for the largest share of occupations, while more than half (54.4 per cent) of the employed population in skilled agriculture work, followed by services and sales (49.9 per cent), craft and related trades (36 per cent) and technicians (33.4 per cent) were own-account workers.

Table 6.9: Employed population aged 15 or older, by occupation and status in employment, 2012

Occupation (ISCO-08)	Employment status						%					
	Total	Emplee	Emplee	Own account	Contributing family	Other	Total	Emplee	Emplee	Own account	Contributing family	Other
Total	7 197 416	3 312 644	28 455	2 415 194	1 439 847	1 275	100.0	46.0	0.4	33.6	20.0	0.0
Managers	149 685	115 278	2 662	19 874	11 872	0	100.0	77.0	1.8	13.3	7.9	0.0
Professionals	314 523	275 893	1 097	31 598	5 935	0	100.0	87.7	0.3	10.0	1.9	0.0
Technicians	265 524	145 083	6 152	88 771	25 519	0	100.0	54.6	2.3	33.4	9.6	0.0
Clerks	144 618	131 470	0	9 209	3 939	0	100.0	90.9	0.0	6.4	2.7	0.0
Service & sales	1 577 288	336 550	5 860	786 325	448 151	402	100.0	21.3	0.4	49.9	28.4	0.0
Skilled agriculture workers	1 688 213	28 674	3 044	917 955	738 540	0	100.0	1.7	0.2	54.4	43.7	0.0
Craft & related trades	856 551	410 032	5 421	308 445	132 652	0	100.0	47.9	0.6	36.0	15.5	0.0
Machine operators	885 714	688 069	1 933	174 241	21 471	0	100.0	77.7	0.2	19.7	2.4	0.0
Elementary occupations	1 253 258	1 119 554	2 287	78 776	51 768	873	100.0	89.3	0.2	6.3	4.1	0.1
Armed forces	62 043	62 043	0	0	0	0	100.0	100.0	0.0	0.0	0.0	0.0

Table 6.10 provides the results of a cross-tabulation between employment status and the type of industry. By industry group, international organizations, public administration, households, the education sector, information and communications, and the construction sector were the leading sectors with wage employment. Own-account workers were mostly concentrated in services, such as real estate activities, wholesale and retail trade, other service activities, water supply and sewerage, professional and scientific, and then transport and storage. Contributing family helpers were mostly concentrated in agriculture, wholesale and retail trade, and the accommodation and food sectors.

Table 6.10: Employed population aged 15 or older, by industry and status in employment, 2012

Industry (ISIC Rev. 4)	Employment status						%					
	Total	Emplee	Emplee	Own account	Contributing family	Other	Total	Emplee	Emplee	Own account	Contributing family	Other
Total	7 197 416	3 312 644	28 455	2 415 194	1 439 847	1 275	100.0	46.0	0.4	33.6	20.0	0.0
Agriculture	2 393 164	690 527	4 033	941 406	756 408	790	100.0	28.9	0.2	39.3	31.6	0.0
Industry	1 816 498	1 338 783	11 201	314 658	151 857	0	100.0	73.7	0.6	17.3	8.4	0.0
Mining & quarrying	28 541	21 500	30	3 460	3 551	0	100.0	75.3	0.1	12.1	12.4	0.0
Manufacturing	1 254 090	836 181	3 908	274 416	139 585	0	100.0	66.7	0.3	21.9	11.1	0.0
<i>Wearing apparel</i>	<i>614 540</i>	<i>557 150</i>	<i>635</i>	<i>51 867</i>	<i>4 888</i>	<i>0</i>	<i>100.0</i>	<i>90.7</i>	<i>0.1</i>	<i>8.4</i>	<i>0.8</i>	<i>0.0</i>
Electricity, gas, steam, etc..	24 795	15 572	201	5 506	3 515	0	100.0	62.8	0.8	22.2	14.2	0.0
Water supply, sewerage	21 996	8 885	0	11 377	1 733	0	100.0	40.4	0.0	51.7	7.9	0.0
Construction	487 077	456 644	7 062	19 899	3 472	0	100.0	93.8	1.4	4.1	0.7	0.0
Services	2 987 754	1 283 335	13 222	1 159 130	531 583	485	100.0	43.0	0.4	38.8	17.8	0.0
Wholesale & retail trade	1 259 182	144 387	5 611	721 885	386 896	402	100.0	11.5	0.4	57.3	30.7	0.0
Transportation & storage	384 414	187 701	763	176 081	19 870	0	100.0	48.8	0.2	45.8	5.2	0.0
Accommodation & food	325 249	133 752	4 019	105 431	82 046	0	100.0	41.1	1.2	32.4	25.2	0.0
Information & communications	22 607	18 595	0	3 911	101	0	100.0	82.3	0.0	17.3	0.4	0.0
Financial & insurance	47 341	31 468	455	13 074	2 344	0	100.0	66.5	1.0	27.6	5.0	0.0
Real estate activities	21 387	658	0	17 914	2 815	0	100.0	3.1	0.0	83.8	13.2	0.0
Professional & scientific	22 019	10 993	0	10 424	602	0	100.0	49.9	0.0	47.3	2.7	0.0
Administrative & support	92 468	68 157	0	11 137	13 091	83	100.0	73.7	0.0	12.0	14.2	0.1
Public administration	295 770	295 001	0	769	0	0	100.0	99.7	0.0	0.3	0.0	0.0
Education	177 359	174 364	956	2 039	0	0	100.0	98.3	0.5	1.1	0.0	0.0
Health & social work	67 650	53 810	661	10 882	2 297	0	100.0	79.5	1.0	16.1	3.4	0.0
Arts & entertainment	86 512	54 196	757	19 980	11 579	0	100.0	62.6	0.9	23.1	13.4	0.0
Other service activities	118 042	42 642	0	65 457	9 943	0	100.0	36.1	0.0	55.5	8.4	0.0
Households as employers	43 025	42 878	0	147	0	0	100.0	99.7	0.0	0.3	0.0	0.0
International organizations	24 731	24 731	0	0	0	0	100.0	100.0	0.0	0.0	0.0	0.0

Chapter 7

Informal employment

This chapter presents the data on informal employment by institutional sector, occupations and industries and education levels. Informal employment is a job-based concept and encompasses those jobs that generally lack basic social or legal protections or employment benefits and may be found in the formal sector, informal sector or households. Nearly all categories of informal sector employment are also classified as informal employment. The informal employment rate is considered an important indicator regarding the quality of employment in an economy and is equally relevant to developing and industrialized countries.

Persons can be defined as working in the informal sector in terms of their main and/or secondary job or activity. The total of all informal sector workers comprise all those persons classified as working in the informal sector in either their main job or activity, their secondary activity or in both. The ILO guidelines recommend that enterprises of informal employers be defined in terms of the size of the unit and/or the non-registration of the enterprise or its employees.

For the Labour Force and Child Labour Survey, the operational (statistical) definition of informal employment in Cambodia was a combination of both the informal character of the individual job as well as employment in the informal sector:

- (i) all individual job-based informal employment – operationally comprises all employed persons in the non-agriculture sector, both wage and salaried workers (employees) with no pension or no contribution to a retirement fund;
- (ii) all contributing family workers;
- (iii) all employers and own-account workers in the informal sector enterprises (operationally defined in Cambodia as all private unincorporated enterprises engaged in non-agriculture work that do not have any registration with the Ministries of Commerce, Industry and Tourism nor with any other Cambodian authority);
- (iv) all own-account workers employed in a private household.

The statistical definition considers both the job-based concept (the situation of an individual employed person in the job) and the establishment-based concept (the informal character of the establishment). In order to fit the socio-economic context of Cambodia, the following questions: criteria were used to assess informal employment: the institutional sector, the establishment registration, the status in employment, and the contribution to a pension or retirement fund.

Employment in the agriculture sector was not considered in the measurement of informal employment, but domestic work and any other employment in a private household was included (and was considered as informal employment if it met the criteria).

Informal sector establishments comprise the private non-farm businesses, private farm enterprises and other enterprises not registered with the Ministries of Commerce, Industry or Tourism or any other authority. Formal enterprises are those

that are registered, plus government establishments, public/state-owned enterprises and non-profit organizations (NGOs). Household establishments are those that declare as such in the question on institutional sector (although the inclusion of the wording “paid domestic worker” may have misled some respondents).

7.1 Institutional sector of employment

An estimated 81.2 per cent (5.9 million persons) of the 7.2 million employed persons aged 15 or older worked in an informal sector enterprise, while 17.7 per cent (1.3 million persons) worked in a formal sector enterprise and the other 1.1 per cent of them (75,729 persons) were employed in a household (table 7.1). In general, there were more male than female workers in both the formal and informal sector enterprises. The number of employed persons in informal sector enterprises in urban areas was almost three times the number of employed persons in such enterprises in rural areas. This is likely because most of the work in the rural areas was with small business-related services and sales.

Table 7.1: Employed population aged 15 or older, by formal/informal sector, sex and area, 2012

Sector	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Formal sector enterprises	1 276 331	733 571	542 761	552 338	359 779	192 559	723 993	373 791	350 202
Informal sector enterprises	5 845 356	3 046 084	2 799 271	1 210 281	571 415	638 866	4 635 075	2 474 669	2 160 405
Households	75 729	18 051	57 678	21 027	2 129	18 898	54 702	15 922	38 780
Total	7 197 416	3 797 706	3 399 710	1 783 646	933 323	850 323	5 413 770	2 864 382	2 549 387

According to the data in table 7.2, far more employed persons (60.2 per cent) were in informal employment, followed by 33.3 per cent in agriculture employment, and 6.5 per cent in formal employment. The contribution of informal employment in urban areas was 81.8 per cent, and in rural areas, it was 53.2 per cent.

Table 7.2: Employed population aged 15 or older, by employment, sex and area, 2012

Employment	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Formal employment	467 882	326 963	140 919	258 191	188 111	70 080	209 691	138 852	70 838
Informal employment	4 336 370	2 189 196	2 147 175	1 458 338	707 734	750 604	2 878 032	1 481 462	1 396 570
Employment in agriculture	2 393 164	1 281 547	1 111 617	67 117	37 478	29 639	2 326 047	1 244 069	1 081 978
Total	7 197 416	3 797 706	3 399 711	1 783 646	933 323	850 323	5 413 770	2 864 383	2 549 386

Table 7.3 indicates that of the total persons in informal employment, 31.1 per cent were 15–24 years old, while 66.5 per cent were 25–64 years old; only 2.4 per cent were 65 or older.

**Table 7.3: Informal employment aged 15 or older,
by age group, sex and area, 2012**

Age group	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
15+ total	4 336 370	2 189 196	2 147 175	1 458 338	707 734	750 604	2 878 032	1 481 462	1 396 570
15–19	577 878	262 464	315 414	138 259	67 424	70 836	439 619	195 040	244 578
20–24	770 654	361 780	408 873	209 536	82 198	127 337	561 118	279 582	281 536
25–29	712 614	377 134	335 480	228 972	114 811	114 161	483 643	262 323	221 320
30–34	592 242	328 607	263 635	217 163	113 822	103 342	375 079	214 786	160 294
35–39	362 521	196 325	166 196	122 326	67 270	55 055	240 195	129 055	111 141
40–44	358 283	183 411	174 872	135 508	61 363	74 144	222 776	122 048	100 728
45–49	318 019	165 315	152 703	136 828	70 701	66 127	181 191	94 614	86 577
50–54	256 497	119 994	136 502	107 692	50 897	56 795	148 804	69 097	79 708
55–59	176 531	79 947	96 584	86 640	35 924	50 716	89 892	44 023	45 869
60–64	106 552	54 608	51 944	42 473	26 115	16 358	64 080	28 494	35 586
65+	104 579	59 611	44 969	32 943	17 210	15 734	71 636	42 401	29 235

The findings on the share of total informal employment by major occupation group (table 7.4) reveal that the incidence of informal employment is the highest in the craft and related trades (98.3 per cent), machine operations (95.7 per cent) and services and sales (94.4 per cent). Females are most likely to be informally employed workers when compared with males in all occupations, except in professionals, elementary occupations and armed forces.

**Table 7.4: Informal employment of persons aged 15 or older,
by occupation, sex and area, 2012**

Occupation (ISCO-08)	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Number									
Total	4 336 370	2 189 196	2 147 175	1 458 338	707 734	750 604	2 878 032	1 481 462	1 396 570
Managers	102 445	67 870	34 575	61 720	31 290	30 430	40 725	36 580	4 145
Professionals	154 352	99 706	54 646	75 244	48 456	26 788	79 108	51 250	27 858
Technicians	225 349	149 143	76 205	73 702	50 911	22 791	151 647	98 232	53 414
Clerks	100 166	60 025	40 140	52 896	35 680	17 216	47 270	24 345	22 924
Services & sales	1 488 527	484 180	1 004 347	684 522	226 203	458 319	804 005	257 977	546 028
Skilled agriculture workers	6 883	4 429	2 453	0	0	0	6 883	4 429	2 453
Craft & related trades	841 737	531 303	310 434	189 119	133 284	55 835	652 618	398 019	254 599
Machine operators	847 758	387 748	460 010	185 994	107 359	78 635	661 765	280 390	381 375
Elementary occupations	559 794	395 430	164 364	133 669	73 078	60 591	426 125	322 352	103 773
Armed forces	9 362	9 362	0	1 474	1 474	0	7 888	7 888	0
% in total employment									
Total	60.2	57.6	63.2	81.8	75.8	88.3	53.2	51.7	54.8
Managers	68.4	65.6	74.8	66.1	58.2	76.9	72.3	73.7	62.2
Professionals	49.1	52.5	43.8	48.3	51.2	43.8	49.8	53.8	43.9
Technicians	84.9	83.4	88.0	73.3	72.3	75.5	91.9	90.5	94.6
Clerks	69.3	62.5	82.6	64.8	58.7	82.6	75.0	69.0	82.7
Services & sales	94.4	88.4	97.6	93.6	86.8	97.4	95.0	89.8	97.7
Skilled agriculture workers	0.4	0.5	0.3	0.0	0.0	0.0	0.4	0.5	0.3
Craft & related trades	98.3	97.9	98.9	96.9	97.1	96.6	98.7	98.2	99.4
Machine operators	95.7	93.7	97.5	96.4	94.6	98.9	95.5	93.4	97.2
Elementary occupations	44.7	50.9	34.6	86.3	88.4	83.9	38.8	46.4	25.7
Armed forces	15.1	15.2	0.0	4.7	4.7	0.0	25.8	26.1	0.0

Across the various industry groups, the percentage of informally employed persons in total employment was very high in all sectors except health and social work, public administration and education (table 7.5).

Table 7.5: Informal employment of persons aged 15 or older, by industry, sex, and area, 2012

Industry (ISIC Rev. 4)	Cambodia			Urban			Rural		
	Both	Male	Female	Both	Male	Female	Both	Male	Female
Number									
Total	4 336 370	2 189 196	2 147 175	1 458 338	707 734	750 604	2 878 032	1 481 462	1 396 570
Industry	1 771 304	907 878	863 424	328 097	175 303	152 793	1 443 207	732 574	710 632
Mining & quarrying	27 767	24 314	3 453	3 278	3 278		24 489	21 035	3 453
Manufacturing	1 224 634	425 263	799 370	223 787	82 419	141 367	1 000 847	342 844	658 003
<i>Wearing apparel</i>	<i>600 378</i>	<i>102 858</i>	<i>497 519</i>	<i>127 688</i>	<i>23 724</i>	<i>103 963</i>	<i>472 690</i>	<i>79 134</i>	<i>393 556</i>
Electricity, gas, steam, etc.	18 531	16 479	2 052	2 692	2 692		15 839	13 787	2 052
Water supply, sewerage	17 591	12 180	5 410	6 470	4 377	2 093	11 121	7 803	3 318
Construction	482 781	429 642	53 139	91 870	82 537	9 333	390 911	347 105	43 806
Services	2 565 068	1 281 317	1 283 750	1 130 242	532 430	597 813	1 434 826	748 889	685 937
Wholesale & retail trade	1 219 062	449 389	769 673	543 470	201 911	341 559	675 592	247 478	428 114
Transportation & storage	380 328	346 529	33 799	133 797	117 258	16 539	246 531	229 271	17 260
Accommodation & food	321 548	116 741	204 807	145 582	50 588	94 994	175 966	66 153	109 813
Information & communications	21 651	13 779	7 872	15 301	8 799	6 503	6 350	4 981	1 369
Financial & insurance	43 337	23 755	19 582	31 960	15 718	16 242	11 377	8 037	3 340
Real estate activities	18 665	7 718	10 947	17 950	7 003	10 947	715	715	0
Professional, scientific	15 533	14 165	1 368	2 295	1 484	811	13 238	12 681	557
Administrative & support	90 164	39 864	50 300	48 685	22 780	25 905	41 479	17 084	24 395
Public administration	101 663	90 511	11 152	40 883	33 033	7 850	60 780	57 478	3 302
Education	56 939	32 010	24 928	27 771	17 187	10 583	29 168	14 823	14 345
Health & social work	38 051	20 744	17 307	15 733	9 076	6 657	22 319	11 668	10 650
Arts & entertainment	81 775	45 393	36 382	30 022	15 604	14 418	51 753	29 789	21 964
Other service activities	114 430	59 267	55 163	45 953	19 060	26 893	68 477	40 207	28 270
Households as employers	41 386	6 667	34 719	16 268	1 596	14 672	25 118	5 071	20 047
International organizations	20 536	14 785	5 751	14 572	11 333	3 240	5 963	3 453	2 511
% in total employment									
Total	60.2	57.6	63.2	81.8	75.8	88.3	53.2	51.7	54.8
Industry	97.5	97.1	98.0	93.7	90.9	97.1	98.4	98.7	98.2
Mining & quarrying	97.3	97.1	98.8	81.8	81.8	0.0	99.8	100.0	98.8
Manufacturing	97.7	97.0	98.0	95.9	93.1	97.6	98.1	98.0	98.1
<i>Wearing apparel</i>	<i>97.7</i>	<i>96.6</i>	<i>97.9</i>	<i>99.1</i>	<i>96.1</i>	<i>99.8</i>	<i>97.3</i>	<i>96.7</i>	<i>97.4</i>
Electricity, gas, steam, etc.	74.7	72.8	94.5	33.3	33.3	0.0	94.8	94.9	94.5
Water supply, sewerage	80.0	73.4	100.0	59.5	49.8	100.0	100.0	100.0	100.0
Construction	99.1	99.3	97.3	97.9	99.0	89.3	99.4	99.4	99.2
Services	85.9	81.0	91.3	82.7	75.7	90.1	88.5	85.3	92.3
Wholesale & retail trade	96.8	95.5	97.6	95.7	94.2	96.5	97.8	96.5	98.5
Transportation & storage	98.9	98.9	99.4	98.5	98.2	100.0	99.2	99.2	98.9
Accommodation & Food	98.9	98.6	99.0	99.9	99.7	100.0	98.0	97.8	98.2
Information & communications	95.8	94.1	98.9	95.0	91.6	100.0	97.8	98.8	94.1
Financial & insurance	91.5	93.5	89.3	91.6	94.1	89.2	91.5	92.2	89.7
Real estate activities	87.3	88.1	86.7	86.8	87.1	86.7	100.0	100.0	0.0
Professional, scientific	70.5	74.6	45.0	36.7	33.0	46.2	83.9	87.6	43.2
Administrative & support	97.5	98.7	96.6	99.4	100.0	98.9	95.4	97.0	94.2
Public administration	34.4	34.2	36.0	24.9	22.9	39.3	46.2	47.6	29.9
Education	32.1	35.0	29.0	35.9	46.8	26.0	29.2	27.1	31.7
Health & social work	56.2	51.7	62.8	45.0	40.0	54.1	68.3	67.0	69.8
Arts & entertainment	94.5	92.4	97.3	95.4	91.5	100.0	94.0	92.9	95.6
Other service activities	96.9	94.9	99.3	98.1	97.6	98.5	96.2	93.6	100.0
Households as employers	96.2	100.0	95.5	100.0	100.0	100.0	93.9	100.0	92.4
International organizations	83.0	78.5	97.4	78.4	73.8	100.0	97.1	99.4	94.2

7.2 Formal and informal employment

As indicated in table 7.6, the incidence of informal employment was far higher among the more educated (secondary or university levels), and this is an unexpected finding. That trend derives mostly from rural areas, which had the largest number of informally employed persons. In urban areas, informality was somewhat greater among persons with lower education levels.

Table 7.6: Employed population aged 15 or older, by education level, sex, area and formal/informal employment, 2012

Education level	Total employment			Formal employment			Informal employment		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
	Number			%					
Total	7 197 416	3 797 706	3 399 710	6.5	8.6	4.1	60.2	57.6	63.2
None	899 955	379 357	520 599	1.0	1.8	0.5	44.3	42.6	45.6
Primary	3 230 410	1 565 391	1 665 019	2.5	3.5	1.4	57.6	53.4	61.4
Secondary	2 556 581	1 509 778	1 046 804	8.3	9.9	5.9	68.9	65.1	74.3
Vocational	240 350	162 880	77 470	35.1	34.0	37.3	57.3	57.7	56.6
University	270 118	180 300	89 818	31.0	33.1	26.7	66.5	63.7	72.2
Urban: Total	1 783 646	933 323	850 323	14.5	20.2	8.2	81.8	75.8	88.3
None	103 485	40 258	63 227	2.0	5.1	0.0	86.6	83.6	88.5
Primary	567 844	237 608	330 236	6.7	12.2	2.8	87.2	80.2	92.3
Secondary	785 759	431 935	353 825	13.2	17.7	7.8	84.4	79.4	90.5
Vocational	122 633	85 602	37 031	39.7	37.5	44.7	60.2	62.3	55.3
University	203 925	137 921	66 005	31.9	35.1	25.3	66.8	63.2	74.4
Rural: Total	5 413 770	2 864 383	2 549 387	3.9	4.8	2.8	53.2	51.7	54.8
None	796 470	339 098	457 372	0.9	1.4	0.5	38.9	37.7	39.7
Primary	2 662 567	1 327 783	1 334 783	1.5	2.0	1.1	51.2	48.6	53.8
Secondary	1 770 822	1 077 843	692 979	6.1	6.8	4.9	62.0	59.3	66.1
Vocational	117 718	77 279	40 439	30.3	30.2	30.4	54.4	52.6	57.8
University	66 193	42 379	23 813	28.0	26.4	30.9	65.6	65.3	66.0

Note: The remaining proportions (to 100 per cent) are for employment in agriculture and are not included here.

Chapter 8

Unemployment

The ILO international standard definition of unemployment is based on the following three criteria (as described in detail in Chapter 2), which should be satisfied simultaneously: "without work", "currently available for work" and "seeking work".

For the Labour Force and Child Labour Survey regarding unemployment "job search" applied only to people not employed in the seven days prior to the interview. Requirements for unemployment were defined as follows:

- (i) "In the past 30 days, did (NAME) look for a job or try to start a business?"
- (ii) "Did (NAME) want to work in the past seven days?"
- (iii) "If an opportunity to work had existed, would (NAME) have been able to start work in the past seven days?"

8.1 Unemployment

To better capture all forms of unemployment, a relaxed definition was used, based on the following three criteria:

- (i) job search in the past 30 days;
- (ii) wanting to work in the past seven days; and
- (iii) availability to start work in the past seven days.

For international standards, the strict definition of unemployment includes those who were searching for a job in the 30 days prior to the survey (criteria 1 above) *and* were available to start work in the previous seven days (criteria 3). In Cambodia, we also included those who wanted to work in the previous seven days (criteria 2, even if they were not searching for a job) *and* were available to work in the previous seven days (criteria 3).

As reflected in table 8.1, the survey found an estimated 202,304 unemployed persons aged 15 or older. Of them, 80,980 were youth, aged 15–24 years (40 per cent) and 120,544 were adults, aged 25–64 (59.6 per cent). Very few older persons (780, or 0.4 per cent) were considered as unemployed. The absolute number of unemployed males (106,991) was larger than female counterparts (95,313). There were far more unemployed persons in rural areas (146,407) than in urban areas (55,897).

Table 8.1: Unemployed population aged 15 or older, by age group, sex and area, 2012

Age group	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
15+ total	202 304	106 991	95 313	55 897	32 212	23 685	146 407	74 778	71 629
15–19	28 353	13 864	14 489	1 032	642	390	27 321	13 222	14 099
20–24	52 627	28 732	23 896	25 862	13 883	11 979	26 765	14 849	11 916
25–29	33 995	23 283	10 712	16 712	14 027	2 685	17 283	9 256	8 027
30–34	25 248	12 449	12 799	4 976	2 837	2 140	20 272	9 613	10 659
35–39	12 281	6 226	6 055	907	393	513	11 374	5 833	5 541
40–44	18 058	7 475	10 583	2 036	0	2 036	16 021	7 475	8 547
45–49	13 517	5 073	8 444	3 206	219	2 987	10 311	4 854	5 457
50–54	8 699	4 090	4 608	953	0	953	7 745	4 090	3 655
55–59	5 526	3 036	2 490	212	212	0	5 314	2 824	2 490
60–64	3 221	2 078	1 144	0	0	0	3 221	2 078	1 144
65+	780	686	94	0	0	0	780	686	94

Table 8.2 reflects the distribution of the unemployed in terms of their education level. Of those who were unemployed in 2012, about 76,720 had completed primary school, 70,036 had finished secondary school, 22,683 had graduated university and 1,329 persons had finished a vocational education course.

The number of unemployed females who had completed primary school was slightly greater than that of their male counterparts. In contrast, among those who had finished the secondary level or higher, the number of unemployed males was greater than the female counterparts. In the urban areas, 24,995 (44.7 per cent) and 19,606 (37.1 per cent) of all unemployed persons had completed either secondary school or university, respectively. In the rural areas, the majority of unemployed persons had completed primary school (67,261, or 45.9 per cent), followed by those with a secondary level of education (45,041, or 30.8 per cent).

Table 8.2: Unemployed population aged 15 or older, by education level, sex and area, 2012

Education level	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Total	202 304	106 991	95 313	55 897	32 212	23 685	146 407	74 778	71 629
None	31 536	13 593	17 944	1 696	1 696	0	29 840	11 897	17 944
Primary	76 720	37 707	39 012	9 458	2 522	6 936	67 261	35 185	32 076
Secondary	70 036	40 637	29 399	24 995	16 048	8 947	45 041	24 589	20 452
Vocational	1 329	728	601	141	0	141	1 188	728	460
University	22 683	14 326	8 357	19 606	11 946	7 660	3 077	2 380	697

8.2 Unemployment rate

The unemployment rate signals to some extent the underutilization of the labour supply. It reflects the inability of an economy to generate employment for those persons who want to work but are not doing so, even though they are available for employment and actively seeking work. It is thus seen as an indicator of the efficiency and effectiveness of an economy to absorb its labour force and of the

performance of the labour market. The unemployment rate is defined as the percentage of unemployed persons in the labour force.

The overall estimated unemployment rate (defined as the unemployed as a percentage of the labour force) for 2012 was 2.7 per cent (table 8.3). The highest unemployment rate was found among those aged 20–24 years (4.5 per cent), followed by those aged 25–29 years (3.1 per cent).

Table 8.3 also includes a comparison of the data with the 2012 Cambodia Socio-Economic Survey findings (see section 5.4 for the explanation of the main differences in some indicators between the two surveys). The unemployment rates from the CSES 2012 survey were quite low, perhaps because the survey used the strict definition from international standards on job search, which may not fit the national context.

Table 8.3: Unemployment rate of the labour force aged 15 or older, by age group, sex and area, 2012

Age group	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
15+ total	2.7	2.7	2.7	3.0	3.3	2.7	2.6	2.5	2.7
15–19	2.9	2.8	3.0	0.7	0.9	0.5	3.3	3.2	3.4
20–24	4.5	4.8	4.1	10.0	12.7	8.1	2.9	3.1	2.7
25–29	3.1	3.8	2.2	6.0	9.3	2.1	2.1	2.0	2.2
30–34	2.7	2.4	2.9	1.9	2.0	1.8	2.9	2.6	3.3
35–39	1.9	1.7	2.1	0.6	0.4	0.8	2.3	2.2	2.4
40–44	2.6	2.0	3.3	1.1	0.0	2.3	3.2	2.8	3.7
45–49	2.2	1.5	3.0	1.7	0.2	3.7	2.4	2.1	2.7
50–54	1.8	1.6	1.9	0.7	0.0	1.4	2.2	2.4	2.1
55–59	1.6	1.8	1.4	0.2	0.4	0.0	2.3	2.5	2.2
60–64	1.6	1.9	1.3	0.0	0.0	0.0	2.2	2.9	1.6
65+	0.4	0.6	0.1	0.0	0.0	0.0	0.5	0.7	0.1
Cambodia Socio-Economic Survey 2012 (aged 15–64) ^{P/}									
Unemployment rate	0.2	0.1	0.2	0.4	0.4	0.4	0.1	0.0	0.1

Note: For the Cambodia Socio-Economic Survey 2012, the urban area is the Phnom Penh and other urban areas combined; P/ = preliminary results.

The unemployment rates of male and female workers were similar, at 2.7 per cent. In terms of area, the unemployment rate was slightly higher in urban areas (at 3 per cent) than in the rural areas (2.6 per cent).

Table 8.4: Unemployment rate of the labour force aged 15 or older, by education level, sex and area, 2012

Education level	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Total	2.7	2.7	2.7	3.0	3.3	2.7	2.6	2.5	2.7
None	3.4	3.5	3.3	1.6	4.0	0.0	3.6	3.4	3.8
Primary	2.3	2.4	2.3	1.6	1.1	2.1	2.5	2.6	2.3
Secondary	2.7	2.6	2.7	3.1	3.6	2.5	2.5	2.2	2.9
Vocational	0.6	0.4	0.8	0.1	0.0	0.4	1.0	0.9	1.1
University	7.7	7.4	8.5	8.8	8.0	10.4	4.4	5.3	2.8

Chapter 9

Youth employment and unemployment

This chapter describes the characteristics of the youth population, covering such topics as youth labour force participation, youth employment, youth unemployment and youth not in employment. The youth unemployment rate is defined as the proportion of the youth labour force that is unemployed. For the Labour Force and Child Labour Survey, the age of youth was defined as 15–24 years. It is also disaggregated by five-year age groups, those aged 15–19 (young) and 20–24 (young adults).

9.1 Youth labour force participation

As shown in table 9.1, more than 2 million youth aged 15–24 participated in the labour force in 2012, with a near-equal number of male (1.08 million) and female (1.07 million) youth among them. Their proportion within the total labour force represented 63.1 per cent. The youth labour force participation rate was higher in rural areas, at 66.3 per cent, than in the urban areas, at 52.2 per cent.

Table 9.1: Proportion of youth labour force in total labour force, by age group, sex and area, 2012

Age group	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Number									
Total labour force, 15+	7 399 720	3 904 696	3 495 023	1 839 543	965 535	874 008	5 560 177	2 939 161	2 621 016
Youth labour force, 15–24	2 153 152	1 082 326	1 070 826	408 074	181 526	226 548	1 745 078	900 800	844 278
15–19	975 509	488 074	487 435	150 455	72 462	77 993	825 054	415 612	409 442
20–24	1 177 643	594 253	583 391	257 619	109 064	148 555	920 024	485 189	434 835
% in total labour force									
Total labour force, 15+	68.8	75.8	62.4	68.4	74.6	62.6	69.0	76.2	62.4
Youth labour force, 15–24	63.1	63.1	63.0	52.2	48.4	55.6	66.3	67.2	65.3
15–19	53.7	52.6	54.9	37.4	34.9	40.1	58.3	57.7	59.0
20–24	73.7	75.5	71.9	67.8	65.1	69.9	75.5	78.3	72.6

9.2 Youth employment

As shown in table 9.2, of the youth labour force population aged 15–24 years, an estimated 2.1 million of them (96.2 per cent) were employed in 2012, with little difference in numbers between male youth (at 1.04 million) and female youth (at 1.03 million). There was a larger proportion of youth employed in rural areas, at 31.2 per cent, than in the urban areas, at 21.4 per cent.

Table 9.2: Proportion of employed youth in total employment, by age group, sex and area, 2012

Age group	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Number									
Total employment, 15+	7 197 416	3 797 706	3 399 710	1 783 646	933 323	850 323	5 413 770	2 864 383	2 549 387
Employed youth, 15–24	2 072 172	1 039 731	1 032 441	381 180	167 001	214 179	1 690 992	872 730	818 262
15–19	947 156	474 210	472 946	149 423	71 820	77 603	797 733	402 389	395 343
20–24	1 125 016	565 521	559 495	231 757	95 181	136 576	893 259	470 340	422 919
% in total employment									
Employed youth, 15–24	28.8	27.4	30.4	21.4	17.9	25.2	31.2	30.5	32.1
15–19	13.2	12.5	13.9	8.4	7.7	9.1	14.7	14.0	15.5
20–24	15.6	14.9	16.5	13.0	10.2	16.1	16.5	16.4	16.6

As table 9.3 indicates, nearly half (965,397, or 46.6 per cent) of the employed youth had completed secondary school, with an equally large number who had only completed primary school (860,168, or 41.5 per cent). In a comparison with table 6.5 on total employment by education level (even though it reflects the entire 15 and older population and not the 25 and older population), it appears that employed youth are more likely to have more years of education, particularly in terms of having completed secondary school, than the 25 and older population.

Table 9.3: Employed youth aged 15–24, by education level, sex and area, 2012

Education level	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Number									
Total	2 072 172	1,039,731	1,032,441	381,180	167,001	214,179	1,690,992	872,730	818,262
None	124 373	68,999	55,374	8,287	4,193	4,095	116,085	64,806	51,279
Primary	860 168	423,159	437,008	101,131	38,857	62,274	759,037	384,303	374,734
Secondary	965 397	485,107	480,290	211,317	95,160	116,157	754,080	389,947	364,133
Vocational	52 714	28,999	23,715	19,240	8,755	10,486	33,474	20,244	13,230
University	69 521	33,468	36,053	41,205	20,038	21,167	28,316	13,430	14,886
%									
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
None	6.0	6.6	5.4	2.2	2.5	1.9	6.9	7.4	6.3
Primary	41.5	40.7	42.3	26.5	23.3	29.1	44.9	44.0	45.8
Secondary	46.6	46.7	46.5	55.4	57.0	54.2	44.6	44.7	44.5
Vocational	2.5	2.8	2.3	5.0	5.2	4.9	2.0	2.3	1.6
University	3.4	3.2	3.5	10.8	12.0	9.9	1.7	1.5	1.8

9.3 Youth unemployment

Of the youth labour force population aged 15–24, an estimated 80,980 of them (3.8 per cent) were unemployed (table 9.4). The unemployed male youths (42,595) slightly outnumbered the female youths (38,385). The proportion of unemployed youth in total unemployment was larger in urban areas (48.1 per cent) than in the rural areas (36.9 per cent).

Table 9.4: Proportion of unemployed youth aged 15–24 in total unemployment, by age group, sex and area, 2012

Age group	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Number									
Total unemployment, 15+	202 304	106 991	95 313	55 897	32 212	23 685	146 407	74 778	71,629
Unemployed youth, 15–24	80 980	42 595	38 385	26 894	14 525	12 370	54 086	28 071	26,015
15–19	28 353	13 864	14 489	1 032	642	390	27 321	13 222	14,099
20–24	52 627	28 732	23 896	25 862	13 883	11 979	26 765	14 849	11,916
% in total unemployment									
Unemployed youth, 15–24	40.0	39.8	40.3	48.1	45.1	52.2	36.9	37.5	36.3
15–19	14.0	13.0	15.2	1.8	2.0	1.6	18.7	17.7	19.7
20–24	26.0	26.9	25.1	46.3	43.1	50.6	18.3	19.9	16.6

As indicated in table 9.5, the largest share of the unemployed youth in 2012 had completed secondary school (29,654, or 36.6 per cent), followed by those who had completed primary school (24,226 or 29.9 per cent) and then university graduates (18,589, or 23 per cent).

Table 9.5: Unemployed youth aged 15–24, by education level, sex and area, 2012

Education level	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Number									
Total	80 980	42 595	38 385	26 894	14 525	12 370	54 086	28 071	26 015
None	7 182	4 193	2 989	0	0	0	7 182	4 193	2 989
Primary	24 226	12 087	12 139	4 380	2 522	1 858	19 845	9 565	10 280
Secondary	29 654	14 544	15 110	5 872	2 352	3 521	23 781	12 192	11 589
Vocational	1 329	728	601	141	0	141	1 188	728	460
University	18 589	11 043	7 546	16 500	9 651	6 849	2 089	1 392	697
%									
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
None	8.9	9.8	7.8	0.0	0.0	0.0	13.3	14.9	11.5
Primary	29.9	28.4	31.6	16.3	17.4	15.0	36.7	34.1	39.5
Secondary	36.6	34.1	39.4	21.8	16.2	28.5	44.0	43.4	44.5
Vocational	1.6	1.7	1.6	0.5	0.0	1.1	2.2	2.6	1.8
University	23.0	25.9	19.7	61.4	66.4	55.4	3.9	5.0	2.7

The youth unemployment rate is defined as the proportion of unemployed youth to the total persons in the youth labour force. As shown in table 9.6, the estimated youth unemployment rate was 3.8 per cent (3.9 per cent for males and 3.6 per cent for females). In urban areas, the results reveal a youth unemployment rate of 6.6 per cent, with the higher rate for males, at 8 per cent, compared with 5.5 per cent for females, while the youth unemployment rate in rural areas for both sexes was similar, at 3.1 per cent.

Table 9.6: Youth unemployment rate, by age group, sex and area, 2012

Age group	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
15–24, Total	3.8	3.9	3.6	6.6	8.0	5.5	3.1	3.1	3.1
15–19	2.9	2.8	3.0	0.7	0.9	0.5	3.3	3.2	3.4
20–24	4.5	4.8	4.1	10.0	12.7	8.1	2.9	3.1	2.7

Table 9.7 shows that unemployed persons aged 15–24 with a university degree had the highest rate of youth unemployment, at 21.1 per cent. By far, the rate was greater for males, at 24.8 per cent, than for females, at 17.3 per cent, and much higher in urban areas (32.5 per cent for urban youth males). The high youth unemployment rates in urban areas may be due to difficulties transitioning from university to jobs due to lacking the skills needed by the labour market, or most likely to skills inadequacies. In rural areas, it is both those with university degree and those without any education that have difficulties entering the labour market.

Table 9.7: Youth unemployment rate, by education level, sex and area, 2012

Education level	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Total	3.8	3.9	3.6	6.6	8.0	5.5	3.1	3.1	3.1
None	5.5	5.7	5.1	0.0	0.0	0.0	5.8	6.1	5.5
Primary	2.7	2.8	2.7	4.2	6.1	2.9	2.5	2.4	2.7
Secondary	3.0	2.9	3.1	2.7	2.4	2.9	3.1	3.0	3.1
Vocational	2.5	2.4	2.5	0.7	0.0	1.3	3.4	3.5	3.4
University	21.1	24.8	17.3	28.6	32.5	24.4	6.9	9.4	4.5

As shown in table 9.8, less than half (36,587 persons or 46.6 per cent) but the largest share of the unemployed youth at the time of the survey had been unemployed for less than three months. A somewhat large portion of the unemployed (21,675, or 27.6 per cent), had been unemployed for three to six months at the time of the survey. Only 170 persons (0.2 per cent) had been unemployed for five years or more.

Table 9.8: Unemployed youth aged 15–24, by duration in unemployment, sex and area, 2012

Duration	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Number									
Total	78 455	48 574	29 880	23 738	17 083	6 656	54 716	31 492	23 225
Less than 3 months	36 587	20 401	16 186	2 838	487	2 351	33 749	19 914	13 835
3 months to < 6 months	21 675	16 120	5 555	13 070	11 022	2 048	8 605	5 098	3 507
6 months to < 12 months	9 002	6 455	2 546	3 705	3 564	141	5 297	2 891	2 405
1 year to < 3 years	7 117	2 789	4 328	2 334	219	2 115	4 783	2 570	2 213
3 years to < 5 years	2 885	1 791	1 094	1 791	1 791	0	1 094	0	1 094
5 years or more	170	0	170	0	0	0	170	0	170
Don't know	1 018	1 018	0	0	0	0	1 018	1 018	0

	%								
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Less than 3 months	46.6	42.0	54.2	12.0	2.8	35.3	61.7	63.2	59.6
3 months to < 6 months	27.6	33.2	18.6	55.1	64.5	30.8	15.7	16.2	15.1
6 months to < 12 months	11.5	13.3	8.5	15.6	20.9	2.1	9.7	9.2	10.4
1 year to < 3 years	9.1	5.7	14.5	9.8	1.3	31.8	8.7	8.2	9.5
3 years to < 5 years	3.7	3.7	3.7	7.5	10.5	0.0	2.0	0.0	4.7
5 years or more	0.2	0.0	0.6	0.0	0.0	0.0	0.3	0.0	0.7
Don't know	1.3	2.1	0.0	0.0	0.0	0.0	1.9	3.2	0.0

9.4 Youth not in employment and not in education

As table 9.9 indicates, an estimated 434,292 persons aged 15–24 (12.7 per cent of all youth) were not working, studying or training in 2012. Of them, far more were female, at 15.2 per cent, compared with the 10.3 per cent males. Far more youth were not working, studying or training in rural areas, at 14.4 per cent of all youth than in urban areas, at 6.9 per cent.

Table 9.9: Youth not in employment and not currently in education or training, by age group, sex and area, 2012

Age group	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Number									
15–24, Total	434 292	176 019	258 273	54 232	19 500	34 732	380 060	156 519	223 541
15–19	183 664	85 354	98 309	16 638	8 619	8 019	167 026	76 735	90 290
20–24	250 629	90 664	159 964	37 595	10 881	26 713	213 034	79 783	133 251
Rate (% in total youth)									
15–24, Total	12.7	10.3	15.2	6.9	5.2	8.5	14.4	11.7	17.3
15–19	10.1	9.2	11.1	4.1	4.1	4.1	11.8	10.7	13.0
20–24	15.7	11.5	19.7	9.9	6.5	12.6	17.5	12.9	22.3

The bulk of the total youth population not working, studying or training had completed either primary school (42.7 per cent) or secondary school (39.5 per cent). But 15.4 per cent of them had no education, while only 1.2 per cent had a university degree.

Table 9.10: Youth not in employment and not currently in education or training, by completed education level, sex and area, 2012

Completed education level	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Number									
Total	434 292	176 019	258 273	54 232	19 500	34 732	380 060	156 519	223 541
None	66 936	27 392	39 544	2 800	0	2 800	64 136	27 392	36 744
Primary	185 292	70 568	114 724	21 418	7 954	13 464	163 874	62 614	101 259
Secondary	171 611	73 978	97 633	23 705	9 688	14 017	147 906	64 290	83 616
Vocational	5 039	1 823	3 216	1 577	0	1 577	3 462	1 823	1 639
University	5 415	2 257	3 158	4 733	1 858	2 874	682	399	284
%									
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
None	15.4	15.6	15.3	5.2	0.0	8.1	16.9	17.5	16.4
Primary	42.7	40.1	44.4	39.5	40.8	38.8	43.1	40.0	45.3
Secondary	39.5	42.0	37.8	43.7	49.7	40.4	38.9	41.1	37.4
Vocational	1.2	1.0	1.2	2.9	0.0	4.5	0.9	1.2	0.7
University	1.2	1.3	1.2	8.7	9.5	8.3	0.2	0.3	0.1

Chapter 10

Earnings from employment

This chapter presents information on earnings from employment, including frequency of payment, average monthly income by occupation and industry. For the survey, data on wages and salaries were collected only from paid employees and not from people who were self-employed. All other forms of income (remittances, rental income, bank interest, etc.) received by paid employees were excluded. Wage and salary earnings can be of two types, in cash or in kind, and information was collected on both. Earnings paid in cash or by cheque or direct bank deposit were considered as cash earnings. Earnings in kind included the regular supply of food, clothing, housing, water, electricity, fuel, transport, etc. on a free or subsidized basis. Non-regular earnings, such as gifts in cash or kind, were excluded.

10.1 Frequency of payment

As shown in table 10.1, of an estimated 3.3 million paid employees, 90.3 per cent were paid on a time-rate basis, 9.5 per cent on a piece-rate basis and only 0.1 per cent on some other basis. Of the employees paid on a time-rate basis, 65.9 per cent were paid daily, followed by 14.4 per cent paid monthly, and 9.8 per cent paid weekly.

Table 10.1: Employee population aged 15 or older, by frequency of wage/salary payment, sex and area, 2012

Frequency of payment	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Number									
Total	3 312 644	1 956 686	1 355 958	827 732	524 349	303 383	2 484 913	1 432 337	1 052 576
Piece rate	316 000	195 699	120 302	16 778	11 654	5 124	299 222	184 045	115 177
Time rate	2 992 957	1 758 054	1 234 903	810 954	512 696	298 258	2 182 003	1 245 359	936 645
Daily	2 183 386	1 224 829	958 556	684 605	423 301	261 304	1 498 780	801 528	697 252
Weekly	325 822	219 243	106 579	48 239	37 682	10 556	277 584	181 561	96 023
Monthly	477 557	309 823	167 734	76 251	51 712	24 539	401 306	258 111	143 195
Other	6 192	4 158	2 034	1 858	-	1 858	4 333	4 158	175
Other	3 687	2 933	754	-	-	-	3 687	2 933	754
%									
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Piece rate	9.5	10.0	8.9	2.0	2.2	1.7	12.0	12.8	10.9
Time rate	90.3	89.8	91.1	98.0	97.8	98.3	87.8	86.9	89.0
Daily	65.9	62.6	70.7	82.7	80.7	86.1	60.3	56.0	66.2
Weekly	9.8	11.2	7.9	5.8	7.2	3.5	11.2	12.7	9.1
Monthly	14.4	15.8	12.4	9.2	9.9	8.1	16.1	18.0	13.6
Other	0.2	0.2	0.1	0.2	-	0.6	0.2	0.3	0.0
Other	0.1	0.1	0.1	-	-	-	0.1	0.2	0.1

Table 10.2 reflects that about 1.1 million (33.8 per cent) of the total paid employees worked in elementary occupations, while 688,000 of them (20.8 per cent) worked in machine operations. Around 12 per cent of the total paid employees (at 410,000) worked in craft and related trades, and around 10 per cent (337,000) worked in services and sales.

By far, more of the workers were paid on a piece-rate basis and they largely worked in three occupation groups – elementary occupations, at 191,103 (60.5 per cent), distantly followed by craft and related trades, at 53,512 (16.9 per cent) and machine operations, at 38,291 (12.1 per cent). Most of the workers paid on a daily or weekly basis were those in elementary occupations and the craft and related trade occupations. Among the time rates, those paid on a monthly basis was more than double the combined total of those paid on a daily or weekly basis; the largest share of them were in machine operations, elementary occupations, services and sales and professionals.

**Table 10.2: Employed population aged 15 or older,
by occupation, sex and frequency of wage/salary payment, 2012**

Occupation (ISCO-08)	Total	Piece rate	Time rate				Other
			Daily	Weekly	Monthly	Other	
Both sexes							
Total	3 312 644	316 000	477 557	325 822	2 183 386	6 192	3 687
Managers	115 278	1 169	2 229	0	111 881	0	0
Professionals	275 893	4 111	4 084	2 274	264 798	625	0
Technicians	145 083	9 576	9 168	4 701	121 639	0	0
Clerks	131 470	1 045	242	432	129 750	0	0
Services and sales	336 550	12 005	10 632	8 820	305 093	0	0
Skilled agriculture workers	28 674	4 572	9 190	3 801	10 813	298	0
Craft and related trades	410 032	53 512	85 813	68 913	198 966	1 453	1 376
Machine operators	688 069	38 291	20 692	16 630	609 973	2 483	0
Elementary occupations	1 119 554	191 103	334 598	220 056	370 152	1 332	2 311
Armed forces	62 043	617	910	195	60 321	0	0
Male							
Total	1 956 686	195 699	309 823	219 243	1 224 829	4 158	2 933
Managers	94 702	1 051	2 229	0	91 422	0	0
Professionals	157 085	1 783	3 607	1 211	149 859	625	0
Technicians	92 470	7 614	7 758	4 046	73 052	0	0
Clerks	88 245	399	242	176	87 429	0	0
Services and sales	180 086	5 474	5 923	4 129	164 560	0	0
Skilled agriculture workers	16 551	2 941	3 859	3 199	6 253	298	0
Craft and related trades	331 100	39 044	73 057	60 373	156 328	1 453	846
Machine operators	234 817	17 818	14 223	10 447	191 704	625	0
Elementary occupations	700 008	118 958	198 015	135 468	244 323	1 157	2 087
Armed forces	61 622	617	910	195	59 900	0	0
Female							
Total	1 355 958	120 302	167 734	106 579	958 556	2 034	754
Managers	20 576	117	0	0	20 458	0	0
Professionals	118 808	2 328	476	1 064	114 939	0	0
Technicians	52 613	1 961	1 410	655	48 587	0	0
Clerks	43 224	646	0	257	42 322	0	0
Services and sales	156 464	6 531	4 709	4 691	140 533	0	0
Skilled agriculture workers	12 123	1 631	5 331	602	4 560	0	0
Craft and related trades	78 932	14 469	12 756	8 539	42 638	0	531
Machine operators	453 252	20 473	6 468	6 183	418 269	1 858	0
Elementary occupations	419 546	72 145	136 584	84 589	125 830	175	223
Armed forces	421	0	0	0	421	0	0

10.2 Average monthly income

As noted, information on income (wages and salaries) was only collected from employees in their main job/activity, in cash and in kind. Where information on earnings in the main job was not paid on a monthly basis, it was converted into a monthly basis. All amounts were recorded in Cambodian Riels (CR).

As shown in table 10.3, the estimated average monthly income of paid employees in 2012 was CR 477,517 (\$119).¹⁴ On average, males earned, at CR 518,202 (\$130) which was slightly more than what female employees earned, at CR 418,808 (\$105). In some occupations, the difference in the earnings between male and female employees was wide, particularly for managers and technicians.

In the urban areas, managers earned the highest average monthly income, at CR 924,815 (\$231), followed by technicians, at CR 750,728 (\$188). In the rural areas, technicians earned the highest average monthly income, at CR 606,973 (\$152), followed by skilled agriculture workers, at CR 595,565 (\$149). Also in the rural areas, females on average earned more when in skilled agriculture work. In general, the average monthly income of employees in urban areas was higher than in rural areas; that gap is likely due to the paid rate, capability, competence and size of business.

Table 10.3: Average monthly income from employment (wage/salary), by occupation, sex and area, 2012 (in Riels)

Occupation (ISCO-08)	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Total	477 517	518 202	418 808	612 167	644 165	556 864	432 665	472 089	379 017
Managers	612 474	564 574	832 937	924 815	898 843	1 003 853	229 332	223 916	281 508
Professionals	529 223	579 769	462 391	582 739	603 688	552 981	471 086	552 062	371 967
Technicians	671 905	745 506	542 547	750 728	780 067	680 470	606 973	710 957	462 613
Clerks	581 136	606 376	529 609	647 004	643 024	658 623	484 059	534 871	418 686
Services and sales	497 992	514 634	478 838	673 295	676 965	668 224	373 504	381 730	365 175
Skilled agriculture workers	582 288	568 206	601 512	271 606	271 606	0	595 565	590 876	601 512
Craft and related trades	506 377	537 404	376 228	656 991	657 898	652 718	462 691	501 474	305 163
Machine operators	421 957	521 574	370 348	441 817	544 836	387 243	417 958	516 807	366 978
Elementary occupations	429 539	451 971	392 112	448 930	488 834	389 329	427 703	448 641	392 396
Armed forces	454 421	455 961	229 069	476 685	476 685	0	431 533	434 359	229 069

By industry (table 10.4), the professional, scientific and technical activities sector paid the highest average monthly wage, at CR 1 million (\$250), followed by the international organization sector, at CR 968,325 (\$242) and the financial and insurance sector, at CR 823,380 (\$206).

In the urban areas, the arts and entertainment and the international organization sectors paid the highest average monthly wage, at more than CR 1 million (\$250). Other higher-paying sectors were the wholesale and retail trade sector, the financial and insurance sector and the professional, scientific and technical activities, each of which paid an average monthly income of more than CR 900,000 (more than \$200). In the rural areas, the professional, scientific and technical activities paid the highest average monthly wage, at more than CR 1.1 million (\$282).

¹⁴ The exchange rate was CR 4,000 per US\$1.

Table 10.4: Average monthly income from employment (wage/salary), by industry, sex and area, 2012 (in Riels)

Industry (ISIC Rev. 4)	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Total	477 517	518 202	418 808	612 167	644 165	556 864	432 665	472 089	379 017
Agriculture	439 529	457 760	416 558	462 799	409 040	524 002	438 911	458 993	413 541
Industry	449 210	510 418	379 240	555 477	625 170	469 489	424 889	482 999	359 606
Mining & quarrying	464 769	475 846	295 596	664 234	664 234	0	437 958	448 627	295 596
Manufacturing	422 892	525 452	374 983	565 330	776 181	468 714	392 379	472 592	354 754
Wearing apparel	383 491	439 925	370 992	473 322	658 510	425 966	363 224	382 954	359 001
Electricity, gas, steam, etc.	666 344	659 705	900 000	729 904	729 904	0	597 556	579 093	900 000
Water supply, sewerage	622 476	655 456	405 727	718 140	718 140	0	453 000	480 293	405 727
Construction	485 892	493 907	423 274	507 916	512 224	476 993	480 818	489 739	409 700
Services	527 489	551 815	478 486	642 140	657 026	611 532	438 573	469 234	377 772
Wholesale & retail trade	643 954	661 769	614 392	945 499	940 634	954 760	399 105	413 687	377 382
Transportation & storage	556 425	564 628	473 902	684 091	684 494	680 705	524 151	534 984	409 631
Accommodation & food	431 204	460 059	406 340	449 109	424 152	471 225	421 574	479 821	372 135
Information & communication	759 465	938 305	429 229	827 368	1 079 266	458 499	538 544	608 365	207 212
Financial & insurance	823 380	793 097	885 476	916 064	885 400	966 839	605 120	620 871	546 962
Real estate activities	574 920	574 920	0	0	0	0	574 920	574 920	0
Professional, scientific	1 037 120	1 089 741	899 592	915 830	920 242	908 259	1 129 871	1 192 972	887 788
Administrative & support	488 965	618 250	398 408	677 700	850 844	527 958	326 213	364 943	303 738
Public administration	429 403	426 259	456 937	503 483	496 867	552 423	337 183	341 925	283 985
Education	460 242	514 542	403 944	530 606	572 531	494 070	406 600	476 567	323 767
Health & social work	513 762	558 922	455 609	537 957	547 243	520 628	476 240	586 604	394 321
Arts & entertainment	743 581	852 441	594 868	1 084 030	1 184 506	845 909	582 987	639 773	521 967
Other service activities	499 316	539 839	444 407	628 589	630 908	624 497	432 050	484 089	370 317
Households as employers	387 195	369 119	390 437	357 698	536 807	338 211	405 228	314 753	425 771
International organizations	968 325	874 608	1 267 046	1 091 420	930 190	1 855 438	595 467	628 833	552 013

In general, as shown in table 10.5, employees aged 25–54 in each area earned the highest average monthly income among all age groups. The data indicates the lowest average monthly income from employment was among the youngest (15–24) in urban areas and the oldest (65 or older) in rural areas.

Table 10.5: Average monthly income from employment (wage/salary), by age group, sex and area, 2012 (in Riels)

Age group	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
15+ total	477 517	518 202	418 808	612 167	644 165	556 864	432 665	472 089	379 017
15–24	420 748	446 740	393 962	485 357	455 132	512 631	408 210	445 237	369 053
25–34	525 414	566 871	459 749	681 434	707 098	636 792	465 279	510 101	396 767
35–44	516 730	562 909	429 703	642 054	698 968	516 872	455 266	490 849	392 936
45–54	505 997	545 923	416 007	651 401	682 393	535 448	436 714	466 585	382 028
55–64	452 140	494 609	349 614	545 026	578 082	425 095	395 989	434 732	320 561
65+	360 840	331 480	418 803	636 489	615 486	672 280	256 237	231 084	308 842

Chapter 11

Working hours and time-related underemployment

This chapter presents the findings on the working hours of employed persons, excessive hours of work per week and time-related underemployment. The survey collected detailed information on hours of work among employed persons aged 5 years or older. Respondents were asked about the number of hours they usually worked per week in their main job or activity and in any other job or activity. As well, they were asked about the number of hours actually worked each day in the seven days prior to the survey interview. Information on excessive hours of work per week and time-related underemployment also were collected.

11.1 Working hours

As reflected in table 11.1, employed persons worked an estimated average of 47 hours a week in 2012, with male employees working more hours on average, at 48 hours, than female employees, at 45 hours. The average working hours were fewer in rural areas, at 46 hours, than in urban areas, at 49 hours. Both male and female employees in the urban areas worked more hours per week than their counterparts in the rural areas.

By occupation, the highest average of working hours per week was found in machine operations, at 53 hours. The second-highest average hours per week was in services and sales, at 51 hours, followed by elementary occupations, at 50 hours and manufacturing, at 49 hours. In contrast, those in skilled agriculture work had the shortest week on average, at 37 hours.

Table 11.1: Average number of hours employed persons worked per week, by occupation, sex and area, 2012

Occupation (ISCO-08)	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Total	47	48	45	49	50	49	46	47	44
Managers	44	46	40	43	45	40	46	46	41
Professionals	41	42	39	42	43	39	40	41	38
Technicians	48	49	46	50	51	48	46	47	45
Clerks	47	46	49	45	45	45	49	46	51
Services and sales	51	50	51	52	51	53	50	48	50
Skilled agriculture workers	37	40	34	36	39	31	37	40	34
Craft and related trades	48	51	43	53	54	50	47	50	42
Machine operators	53	53	52	54	55	52	52	52	52
Elementary occupations	50	52	47	46	52	39	50	52	48
Armed forces	47	47	41	43	43	0	52	52	41

By industry (table 11.2), the sectors with highest average of hours per week were households, at 61 hours, followed by construction, information and communications and administrative and support, all at 53 hours. The lowest average of hours worked in a week was found in the real estate activities, at 32 hours, followed by the education sector, at 38 hours.

Table 11.2: Average number of hours employed persons worked per week, by industry, sex and area, 2012

Industry (ISIC Rev. 4)	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Total	47	48	45	49	50	49	46	47	44
Agriculture	41	44	38	39	42	36	41	44	38
Industry	50	51	49	52	52	52	50	51	49
Mining & quarrying	51	53	39	54	54	.	51	53	39
Manufacturing	49	49	49	52	52	52	49	49	49
Wearing apparel	53	53	53	53	54	53	53	53	53
Electricity, gas, steam, etc.	48	49	41	49	49	.	48	49	41
Water supply, sewerage	45	46	44	45	45	43	46	47	44
Construction	53	54	51	54	54	53	53	54	51
Services	49	49	49	49	50	49	48	48	49
Wholesale & retail trade	51	50	51	53	52	53	50	49	50
Transportation & storage	51	52	37	50	53	26	51	51	47
Accommodation & food	47	46	47	48	47	49	46	46	46
Information & communications	53	53	53	52	55	48	55	49	78
Financial & insurance	48	49	46	48	49	47	46	49	39
Real estate activities	32	37	28	31	36	28	50	50	0
Professional, scientific	41	41	41	37	37	37	42	42	45
Administrative & support	53	56	51	54	62	48	53	50	55
Public administration	47	47	43	45	46	43	49	49	44
Education	38	39	36	36	38	35	38	40	37
Health & social work	46	46	45	46	47	45	46	46	46
Arts & entertainment	48	50	44	46	51	40	48	50	46
Other service activities	48	49	46	52	56	49	45	46	44
Households as employers	61	61	61	62	68	61	60	58	60
International organizations	47	48	43	47	48	38	46	44	49

Employees aged 25–64 years worked an average of 47 hours per week, followed by those aged 15–24 years who worked on average of 46 hours a week. Employees aged 65 or older worked an average of 38 hours per week (table 11.3).

Table 11.3: Average number of hours employed persons worked per week, by age group, sex and area, 2012

Age group	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
15+ total	47	48	45	49	50	49	46	47	44
15–24	46	46	46	46	44	47	46	46	46
25–64	47	49	45	51	51	50	46	48	44
65+	38	41	35	43	44	42	37	40	33

11.2 Excessive hours of work

Article 137 of the Cambodia's labour law (in section 2 on hours of work, daily and weekly hours of work), states that in all establishments of any nature, whether they provide vocational training or are of a charitable nature or liberal profession, the number of hours worked by workers of either sex cannot exceed eight hours per day or 48 hours per week. The indicator of employment in excessive working time provides information about the share of employed persons whose hours of worked **exceed 48 hours per week**.

As table 11.4 indicates, around half (49.6 per cent) of the 7.2 million employed workers in all economic activities worked more than 48 hours per week. More of them were male, at 52.3 per cent, than female, at 46.7 per cent. And more of them worked in urban areas, at 52 per cent, than in rural areas, at 48.9 per cent.

By occupation group, more workers with a work week longer than 48 hours were found in services and sales, at 26.3 per cent, followed by 22 per cent in elementary occupations. The majority of workers with excessive hours in urban areas were also in services and sales, at 49.5 per cent, distantly followed by craft and related trades (14.2 per cent) and machine operations (14 per cent). In the rural areas, more workers with a work week longer than 48 hours were in elementary occupations (26.8 per cent), followed by skilled agriculture work (20.6 per cent).

Table 11.4: Persons with excessive hours of work per week, by occupation, sex and area, 2012

Occupation (ISCO-08)	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Total	3 573 152	1 985 377	1 587 775	927 707	472 211	455 495	2 645 445	1 513 165	1 132 280
Managers	47 496	38 285	9 211	25 591	17 728	7 864	21 905	20 557	1 348
Professionals	69 688	49 053	20 636	28 756	20 941	7 815	40 932	28 111	12 821
Technicians	113 418	81 643	31 775	40 179	30 255	9 924	73 239	51 388	21 851
Clerks	43 457	24 929	18 528	18 966	12 515	6 451	24 491	12 414	12 077
Services and sales	940 626	307 751	632 875	459 314	150 424	308 890	481 312	157 326	323 986
Skilled agriculture workers	555 027	343 929	211 098	9 924	7 256	2 668	545 103	336 674	208 429
Craft and related trades	467 578	335 255	132 323	132 006	94 408	37 598	335 572	240 847	94 725
Machine operators	531 413	264 742	266 671	129 853	76 875	52 978	401 560	187 867	213 693
Elementary occupations	785 203	520 544	264 659	77 530	56 222	21 308	707 673	464 321	243 351
Armed forces	19 246	19 246	0	5 587	5 587	0	13 660	13 660	0

By detailed categories of industry, the largest proportion of workers with the longer work weeks were in the agriculture sector, at 28.2 per cent, while 21.3 per cent of workers in the wholesale and retail trade sector had excessively long weeks. In urban areas, the wholesale and retail trade sector had the largest share, at 39.4 per cent of employed workers with excessive work weeks, distantly followed by the manufacturing sector, at 15.8 per cent. But in rural areas, the manufacturing sector had the largest share of workers with excessive work weeks, although at only 18.8 per cent, followed by the wholesale and retail trade sector (15 per cent) and construction (10.2 per cent).

About 49.6 per cent of employed persons in total were found in excessive hours during the last week. The highest rate of employed persons in excessive hours was found in industry (at 56.1 per cent), and mostly among males (61.7 per cent), particularly urban males (63.3 per cent). By detailed industries activities of households had higher proportions in excessive hours (almost everybody at 91.6 per cent), followed by mining and quarrying (70.3 per cent), construction (69.2 per cent), and administrative services (66.3 per cent).

Table 11.5: Persons with excessive hours of work per week, by industry, sex and area, 2012

Industry (ISIC Rev. 4)	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Total	3 573 152	1 985 377	1 587 775	927 707	472 211	455 495	2 645 445	1 513 165	1 132 280
Agriculture	1 009 275	608 078	401 196	20 444	13 173	7 271	988 831	594 906	393 925
Industry	1 018 601	576 773	441 828	220 212	122 111	98 101	798 389	454 662	343 727
Mining & quarrying	20 072	19 034	1 038	3 278	3 278	0	16 793	15 755	1 038
Manufacturing	643 587	236 521	407 066	146 797	54 004	92 792	496 790	182 516	314 274
Wearing apparel	353 320	57 721	295 600	87 925	13 968	73 957	265 395	43 752	221 643
Electricity, gas, steam, etc.	10 757	10 266	492	2 500	2 500	0	8 257	7 765	492
Water supply, sewerage	7 100	5 303	1 797	1 462	1 462	0	5 638	3 841	1 797
Construction	337 085	305 650	31 435	66 175	60 866	5 309	270 910	244 784	26 127
Services	1 545 276	800 525	744 751	687 051	336 928	350 123	858 225	463 598	394 627
Wholesale & retail trade	762 077	277 652	484 424	365 286	130 815	234 471	396 790	146 837	249 953
Transportation & storage	231 688	220 722	10 966	77 756	76 452	1 304	153 931	144 269	9 662
Accommodation & food	165 607	61 759	103 847	76 653	28 105	48 548	88 954	33 655	55 299
Information & communications	10 669	7 198	3 471	6 017	4 000	2 017	4 653	3 198	1 454
Financial & insurance	13 583	7 560	6 023	10 027	4 385	5 642	3 556	3 175	381
Real estate activities	5 124	3 243	1 881	4 492	2 611	1 881	631	631	0
Professional, scientific	6 029	5 472	557	0	0	0	6 029	5 472	557
Administrative & support	61 325	27 348	33 976	31 911	17 868	14 043	29 413	9 480	19 933
Public administration	94 149	88 091	6 058	36 429	32 085	4 344	57 719	56 006	1 713
Education	24 087	12 700	11 387	4 785	2 294	2 491	19 302	10 406	8 897
Health & social work	21 273	14 253	7 020	10 150	8 375	1 775	11 123	5 878	5 245
Arts & entertainment	42 425	29 399	13 026	14 231	11 166	3 065	28 194	18 233	9 961
Other service activities	62 093	34 394	27 699	29 142	13 272	15 870	32 951	21 122	11 828
Households as employers	39 431	5 745	33 686	16 268	1 596	14 672	23 163	4 148	19 014
International organizations	5 719	4 989	729	3 902	3 902	0	1 816	1 087	729
Proportions in total employment (i.e rate of persons in excessive working hours, %)									
Total	49.6	52.3	46.7	52.0	50.6	53.6	48.9	52.8	44.4
Agriculture	42.2	47.4	36.1	30.5	35.1	24.5	42.5	47.8	36.4
Industry	56.1	61.7	50.1	62.9	63.3	62.3	54.4	61.2	47.5
Services	51.7	50.6	52.9	50.3	47.9	52.8	52.9	52.8	53.1

As reflected in table 11.6, by far, more persons aged 25–64 years had working weeks that stretched beyond 48 hours than the youth workers, at 68.6 per cent compared with 29.6 per cent. Few workers aged 65 or older worked excessively, at 1.8 per cent.

Table 11.6: Persons with excessive hours of work per week, by age group, sex and area, 2012

Age group	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Number									
15+ total	3 573 152	1 985 377	1 587 775	927 707	472 211	455 495	2 645 445	1 513 165	1 132 280
15–24	1 058 036	547 478	510 558	191 971	80 055	111 916	866 065	467 423	398 642
25–64	2 449 882	1 394 546	1 055 336	719 622	383 516	336 106	1 730 260	1 011 031	719 229
65+	65 233	43 352	21 881	16 113	8 641	7 472	49 120	34 711	14 408
Per cent									
15+ total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
15–24	29.6	27.6	32.2	20.7	17.0	24.6	32.7	30.9	35.2
25–64	68.6	70.2	66.5	77.6	81.2	73.8	65.4	66.8	63.5
65+	1.8	2.2	1.4	1.7	1.8	1.6	1.9	2.3	1.3

11.3 Time-related underemployment

The time-related underemployed includes all employed persons whose working time in all jobs is “insufficient in relation to an alternative employment situation in which the person is willing and available to engage”. The criteria for defining time-related underemployment are: (i) willingness to work additional hours; (ii) availability to work additional hours and (iii) having worked less than a threshold of working hours (**40 hours per week**¹⁵), which is the normal number of working hours per week for both the public and private sectors – eight hours per day, for five days.

Time-related underemployment was collected, with employed persons aged 15 years or older asked: “In the past seven days, would you have liked to work additional hours than you worked, provided the extra hours had been paid?”. Everyone in employment was then asked: “In the past 30 days, did you look for another job or activity to replace your current one(s)?”, followed by “In the past 30 days, did you look for extra work in addition to his/her current one(s)?” Information on employed persons who had worked less than 40 hours in the week prior to survey was then used to assess underemployment.

Of all employed persons in Cambodia in 2012, an estimated 147,094 persons (2 per cent) were underemployed (table 11.7). Of them, 94,038 were male (2.5 per cent) and 53,057 were female (1.6 per cent). And the majority of them lived in rural areas, at 111,341 persons (2.1 per cent), compared with 35,754 persons (2 per cent) in urban areas.

More of the time-related underemployed, at 32.4 per cent, were found in skilled agriculture work, followed by 26.3 per cent in elementary occupations. In the urban areas, 31.6 per cent of the time-related underemployed persons were in services and sales and 19.2 per cent of them were in machine operations. In rural areas, the largest share of time-related underemployed persons, at 42.7 per cent, were in skilled agriculture work, followed by 31.5 per cent in elementary occupations.

Table 11.7: Persons in time-related underemployment, by occupation, sex and area, 2012

Occupation (ISCO-08)	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Total	147 094	94 038	53 057	35 754	24 441	11 312	111 341	69 597	41 744
Managers	1 929	152	1 777	1 777	0	1 777	152	152	0
Professionals	7 142	5 995	1 147	3 845	3 175	669	3 297	2 819	478
Technicians	4 462	3 820	643	1 744	1 744	0	2 718	2 076	643
Clerks	3 195	3 039	156	2 692	2 692	0	503	347	156
Services & sales	19 074	11 057	8 017	11 313	6 814	4 499	7 761	4 243	3 518
Skilled agriculture workers	47 586	28 307	19 279	0	0	0	47 586	28 307	19 279
Craft & related trades	13 544	6 676	6 868	3 912	1 880	2 031	9 632	4 796	4 836
Machine operators	11 030	10 176	854	6 866	6 866	0	4 164	3 310	854
Elementary occupations	38 707	24 391	14 316	3 606	1 271	2 335	35 101	23 121	11 980
Armed forces	425	425	0	0	0	0	425	425	0

¹⁵ NIS used 40 hours per week as a threshold to calculate time-related underemployment instead of the legal threshold of 48 hours. The reason for this level is because in practice the threshold has become 40 hours. For the indicators on excessive hours, however, the legal threshold of 48 hours has been maintained (see section 11.2).

By industry (table 11.8), around half of the time-related underemployed persons (50.5 per cent) were engaged in agriculture, while 10.7 per cent worked in manufacturing. This pattern was reflected in rural areas, where the majority of the time-related underemployed persons were also in agriculture (66.6 per cent), followed by manufacturing (10.6 per cent). Most of the urban workers in time-related underemployment were in a wholesale or retail trade (18.3 per cent), public administration (15.9 per cent), accommodation and food (15.5 per cent), transportation and storage (14.7 per cent), manufacturing (10.9 per cent) or education (10.8 per cent).

Table 11.8: Persons in time-related underemployment, by industry, sex and area, 2012

Industry (ISIC Rev. 4)	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Total	147 094	94 038	53 057	35 754	24 441	11 312	111 341	69 597	41 744
Agriculture	74 326	44 020	30 307	150	150	0	74 176	43 870	30 307
Industry	20 766	11 121	9 645	6 571	2 874	3 698	14 195	8 247	5 948
Mining & quarrying	271	122	149	0	0	0	271	122	149
Manufacturing	15 756	7 977	7 779	3 912	1 880	2 031	11 844	6 097	5 748
Wearing apparel	1 950	389	1 561	151	0	151	1 799	389	1 410
Electricity, gas, steam, etc.	811	811	0	811	811	0	0	0	0
Water supply, sewerage	1 951	233	1 718	1 848	182	1 666	103	51	51
Construction	1 977	1 977	0	0	0	0	1 977	1 977	0
Services	52 002	38 897	13 105	29 032	21 418	7 615	22 970	17 479	5 490
Wholesale & retail trade	12 860	9 138	3 722	6 552	5 853	699	6 309	3 285	3 023
Transportation & storage	13 076	12 810	266	5 258	5 258	0	7 818	7 553	266
Accommodation & food	7 697	2 926	4 770	5 550	1 750	3 800	2 147	1 177	970
Information & communications	202	202	0	202	202	0	0	0	0
Financial & insurance	0	0	0	0	0	0	0	0	0
Real estate activities	1 824	47	1 777	1 777	0	1 777	47	47	0
Professional, scientific	404	404	0	0	0	0	404	404	0
Administrative & support	732	732	0	0	0	0	732	732	0
Public administration	6 763	6 094	669	5 700	5 031	669	1 063	1 063	0
Education	5 717	4 614	1 103	3 845	3 175	669	1 872	1 438	434
Health & social work	494	294	200	0	0	0	494	294	200
Arts & entertainment	1 257	1 257	0	0	0	0	1 257	1 257	0
Other service activities	877	280	597	150	150	0	727	130	597
Households as employers	0	0	0	0	0	0	0	0	0
International organizations	98	98	0	0	0	0	98	98	0

By age group, the largest proportion of time-related underemployed workers were 25–29 years old, in both areas.

Table 11.9: Persons in time-related underemployment, by age group, sex and area, 2012

Age group	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
15+ total	147 094	94 038	53 057	35 754	24 441	11 312	111 341	69 597	41 744
15–19	16 920	8 879	8 041	2 660	182	2 478	14 260	8 697	5 563
20–24	20 534	12 761	7 772	3 423	2 024	1 400	17 110	10 738	6 372
25–29	31 228	19 735	11 494	10 173	5 591	4 582	21 055	14 143	6 912
30–34	27 503	20 983	6 521	9 535	8 742	794	17 968	12 241	5 727
35–39	17 985	11 843	6 142	5 701	4 154	1 547	12 284	7 688	4 596
40–44	8 671	4 486	4 185	998	998	0	7 673	3 487	4 185
45–49	12 215	7 585	4 630	1 126	1 040	86	11 089	6 545	4 544
50–54	6 932	5 268	1 664	1 710	1 710	0	5 222	3 558	1 664
55–59	1 982	669	1 313	0	0	0	1 982	669	1 313
60–64	1 746	1 047	699	426	0	426	1 320	1 047	274
65+	1 377	783	595	0	0	0	1 377	783	595

The time-related underemployment rate is defined as the percentage of employed persons who worked less than 40 hours during the reference period and were willing and available to work more hours than what they actually worked. According to the survey findings (table 11.10), the overall unemployment rates were very low in 2012.

The data on underemployment provides supplementary information for the explanation of the low unemployment rates. Most persons in some economic activity but not engaged in a full work week were at the same time seeking other jobs or additional hours of work and were treated as time-related underemployed.

Table 11.10: Underemployment rate, by age group, sex and area, 2012

Age group	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
15+ total	2.0	2.5	1.6	2.0	2.6	1.3	2.1	2.4	1.6
15–19	1.8	1.9	1.7	1.8	0.3	3.2	1.8	2.2	1.4
20–24	1.8	2.3	1.4	1.5	2.1	1.0	1.9	2.3	1.5
25–29	2.9	3.4	2.4	3.9	4.1	3.6	2.6	3.2	1.9
30–34	3.0	4.2	1.5	3.8	6.2	0.7	2.7	3.4	1.9
35–39	2.8	3.4	2.1	3.6	4.4	2.4	2.5	3.0	2.1
40–44	1.3	1.2	1.3	0.5	1.0	0.0	1.6	1.3	1.9
45–49	2.0	2.3	1.7	0.6	1.0	0.1	2.6	2.9	2.3
50–54	1.4	2.2	0.7	1.2	2.2	0.0	1.5	2.1	1.0
55–59	0.6	0.4	0.8	0.0	0.0	0.0	0.9	0.6	1.2
60–64	0.9	1.0	0.8	0.8	0.0	2.3	0.9	1.5	0.4
65+	0.7	0.7	0.7	0.0	0.0	0.0	0.9	0.8	0.9

Chapter 12

Quality and stability of employment and social security coverage

This chapter presents the survey findings regarding: (i) quality and stability of employment, including the proportions of own-account workers and contributing family workers in total employment and employment by contract type, (ii) social security, such as the proportions of paid employees contributing to any pension or retirement fund and the proportions of paid employees benefiting from annual or sick leave, and (iii) precarious work, such as seasonal, occasional or substitute work.

12.1 Quality and stability of employment

The proportion of own-account workers and contributing family workers in total employment is the percentage of all employed persons who are own-account or contributing family workers. This indicator provides information regarding the proportion of workers whose status in employment may place them at a higher degree of economic risk and vulnerability than other employed persons. These two status groups are considered as vulnerable because such workers are unlikely to have formal employment arrangements or access to benefits or social protection programmes, and they are more at risk to the effects of economic cycles.

As explained in Chapter 2, own-account workers worked on their own account or with one or more partners as self-employed and had not engaged any employees on a continuous basis to work for them during the reference period. The partners may or may not be members of the same family or household.

Contributing family workers are those who hold a self-employment job in a market-oriented establishment operated by a related person living in the same household, who cannot be regarded as partners.

According to the findings (table 12.1), an estimated 53.6 per cent of all employed persons in 2012 were own-account or contributing family workers (in vulnerable employment). Nearly five of every ten employed males (48 per cent) and six of every ten employed females (59.8 per cent) were in vulnerable employment.

Across age groups, the largest proportion of own-account and contributing family workers in total employment was 82.5 per cent among persons 65 years or older, followed by 58.8 per cent among those aged 25–64 and 38.4 per cent among those aged 15–24. The proportions were similar between urban areas (53.2 per cent) and rural areas (53.7 per cent).

Table 12.1: Proportion of own-account and contributing family workers in total employment aged 15 or older, by age group, sex and area, 2012

Age group	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Number									
Total employment, 15+	7 197 416	3 797 706	3 399 710	1 783 646	933 323	850 323	5 413 770	2 864 383	2 549 387
15–24	2 072 172	1 039 731	1 032 441	381 180	167 001	214 179	1 690 992	872 730	818 262
25–64	4 924 922	2 640 462	2 284 460	1 360 329	743 503	616 826	3 564 592	1 896 958	1 667 634
65+	200 322	117 513	82 809	42 137	22 818	19 318	158 186	94 695	63 491
Own account workers, 15+	2 415 194	1 307 900	1 107 293	595 734	269 451	326 283	1 819 460	1 038 449	781 011
15–24	179 420	78 690	100 730	36 716	8 661	28 055	142 704	70 029	72 675
25–64	2 105 901	1 147 580	958 321	534 588	247 421	287 167	1 571 313	900 159	671 154
65+	129 873	81 631	48 242	24 430	13 370	11 060	105 443	68 261	37 182
Contributing family workers, 15+	1 439 847	514 398	925 449	352 963	134 982	217 982	1 086 884	379 416	707 467
15–24	615 734	312 627	303 107	137 054	59 824	77 231	478 680	252 804	225 876
25–64	788 667	188 971	599 696	207 675	71 553	136 122	580 992	117 418	463 574
65+	35 446	12 800	22 647	8 234	3 605	4 629	27 212	9 194	18 017
% in total employment									
Own account workers, 15+	33.6	34.4	32.6	33.4	28.9	38.4	33.6	36.3	30.6
15–24	8.7	7.6	9.8	9.6	5.2	13.1	8.4	8.0	8.9
25–64	42.8	43.5	41.9	39.3	33.3	46.6	44.1	47.5	40.2
65+	64.8	69.5	58.3	58.0	58.6	57.3	66.7	72.1	58.6
Contributing family workers, 15+	20.0	13.5	27.2	19.8	14.5	25.6	20.1	13.2	27.8
15–24	29.7	30.1	29.4	36.0	35.8	36.1	28.3	29.0	27.6
25–64	16.0	7.2	26.3	15.3	9.6	22.1	16.3	6.2	27.8
65+	17.7	10.9	27.3	19.5	15.8	24.0	17.2	9.7	28.4
Both (own-account workers & contributing family workers)	53.6	48.0	59.8	53.2	43.3	64.0	53.7	49.5	58.4
15–24	38.4	37.6	39.1	45.6	41.0	49.2	36.7	37.0	36.5
25–64	58.8	50.6	68.2	54.6	42.9	68.6	60.4	53.6	68.0
65+	82.5	80.4	85.6	77.5	74.4	81.2	83.9	81.8	86.9

Employees were asked whether they were employed on the basis of a written contract or oral agreement and whether the contract or agreement was of limited, unlimited or unspecified duration. Table 12.2 reflects that nearly half 1.6 million (or 48.5 per cent) of all employed persons worked with only an oral employment agreement. Of the 954,698 employees with a written contract, nearly half of them were of limited duration, and most of them (367,364 persons) were limited to a period of at least 12 months. Around 752,000 employees (22.7 per cent) did not know if they had a contract or not.

Table 12.2: Employed persons aged 15 or older, by contract type, duration of contract or agreement and sex, 2012

Duration of contract	Written contract			Oral agreement			Don't know		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Total	954 698	512 117	442 581	1 606 145	1 002 089	604 056	751 802	442 480	309 322
Limited duration	474 663	255 788	218 874	48 378	35 879	12 500	1 588	1 187	401
Unlimited duration	430 846	233 670	197 176	1 061 901	639 820	422 081	56 894	30 155	26 739
Unspecified duration	20 637	12 314	8 323	387 645	255 072	132 572	37 281	20 002	17 278
Don't know	28 552	10 345	18 208	108 220	71 317	36 903	656 039	391 135	264 904
Limited duration of contract or agreement									
Total	474 663	255 788	218 874	48 378	35 879	12 500	1 588	1 187	401
Daily agreements	4 903	1 589	3 314	12 852	9 611	3 240	253	0	253
More than a day but < 1 month	7 395	3 424	3 971	7 751	5 429	2 322	0	0	0
1 month to < 3 months	6 898	3 819	3 079	4 138	3 772	367	0	0	0
3 months to < 6 months	30 419	8 281	22 137	5 404	4 965	439	389	389	0
6 month to < 12 months	57 683	30 327	27 356	4 225	3 115	1 111	120	120	0
12 months or more	367 364	208 347	159 017	14 008	8 987	5 021	826	678	148

Among the employees with a written contract, 474,663 of them (49.7 per cent) had a contract with limited duration, while 430,846 employees (45.1 per cent) had unlimited duration. A total of 28,552 employees (3 per cent) did not know the duration, and for 20,637 employees (2.2 per cent), the duration was unspecified. The majority of employees with an oral agreement worked with unlimited duration (1.1 million employees, or 66.1 per cent), followed by those with an unspecified duration (387,645 employees, or 24.1 per cent). A small portion of them did not know the duration (108,220 employees, or 6.7 per cent), and an even smaller portion had a time-bound agreement (48,378 employees, or 3 per cent).

Table 12.3: Employment of persons aged 15 or older, by contract type, duration, age group, sex and area, 2012

Sex and age group	Written contract				Oral agreement				Don't know			
	Limited duration	Unlimited duration	Unspecified duration	Don't know	Limited duration	Unlimited duration	Unspecified duration	Don't know	Limited duration	Unlimited duration	Unspecified duration	Don't know
Number												
Both sexes	474 663	430 846	20 637	28 552	48 378	1 061 901	387 645	108 220	1 588	56 894	37 281	656 039
15–24	148 322	137 281	6 200	15 619	13 450	438 261	162 728	37 894	253	26 575	16 652	268 982
25–64	317 748	290 612	14 437	12 934	34 554	614 821	220 744	69 108	1 335	28 710	19 850	381 868
65+	8 593	2 954	0	0	374	8 819	4 172	1 219	0	1 609	779	5 189
Male	255 788	233 670	12 314	10 345	35 879	639 820	255 072	71 317	1 187	30 155	20 002	391 135
15–24	50 791	47 067	1 861	3 022	8 587	241 385	107 985	24 451	0	12 413	7 445	140 683
25–64	198 459	183 649	10 453	7 322	26 917	394 960	145 215	45 648	1 187	16 134	11 779	246 898
65+	6 538	2 954	0	0	374	3 474	1 873	1 219	0	1 609	779	3 554
Female	218 874	197 176	8 323	18 208	12 500	422 081	132 572	36 903	401	26 739	17 278	264 904
15–24	97 530	90 214	4 339	12 596	4 862	196 876	54 744	13 443	253	14 162	9 208	128 299
25–64	119 289	106 962	3 984	5 611	7 637	219 861	75 530	23 460	148	12 577	8 071	134 970
65+	2 055	0	0	0	0	5 344	2 299	0	0	0	0	1 635
% in total employment												
Both sexes	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
15–24	31.2	31.9	30.0	54.7	27.8	41.3	42.0	35.0	15.9	46.7	44.7	41.0
25–64	66.9	67.5	70.0	45.3	71.4	57.9	56.9	63.9	84.1	50.5	53.2	58.2
65+	1.8	0.7	0.0	0.0	0.8	0.8	1.1	1.1	0.0	2.8	2.1	0.8
Male	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
15–24	19.9	20.1	15.1	29.2	23.9	37.7	42.3	34.3	0.0	41.2	37.2	36.0
25–64	77.6	78.6	84.9	70.8	75.0	61.7	56.9	64.0	100.0	53.5	58.9	63.1
65+	2.6	1.3	0.0	0.0	1.0	0.5	0.7	1.7	0.0	5.3	3.9	0.9
Female	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
15–24	44.6	45.8	52.1	69.2	38.9	46.6	41.3	36.4	63.0	53.0	53.3	48.4
25–64	54.5	54.2	47.9	30.8	61.1	52.1	57.0	63.6	37.0	47.0	46.7	51.0
65+	0.9	0.0	0.0	0.0	0.0	1.3	1.7	0.0	0.0	0.0	0.0	0.6

12.2 Social security

Employees were also asked if their employer contributed to any pension or retirement fund for them. As indicated in table 12.4, of all paid employees, 12.4 per cent of them had an employer who contributed to a pension scheme or retirement fund, with 15.1 per cent of them male and 8.5 per cent female. The proportion of paid employees with a contribution to any pension or retirement fund was larger in the urban areas (27.1 per cent) than in rural areas (7.5 per cent). Specifically in those urban areas, half (50.8 per cent) of the employees aged 65 or older had a contribution to any pension or retirement fund, compared with only 3 per cent in the rural areas.

Table 12.4: Paid employees with an employer contribution to any pension or retirement fund, by age group, sex and area, 2012

Age group	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Number									
15+ total	410 995	295 102	115 892	224 394	171 109	53 286	186 601	123 994	62 607
15–19	6 952	2 485	4 467	216	0	216	6 736	2 485	4 251
20–24	36 273	20 954	15 319	10 870	9 437	1 433	25 403	11 517	13 886
25–29	57 956	36 444	21 512	29 438	20 751	8 687	28 518	15 693	12 825
30–34	51 820	35 476	16 344	28 132	19 880	8 252	23 688	15 596	8 091
35–39	48 325	37 272	11 053	30 567	23 996	6 572	17 757	13 276	4 481
40–44	71 788	55 564	16 224	43 361	34 661	8 700	28 427	20 902	7 525
45–49	53 316	41 763	11 553	30 341	23 345	6 997	22 974	18 418	4 556
50–54	36 461	28 722	7 739	22 441	18 319	4 121	14 020	10 403	3 617
55–59	31 957	22 307	9 650	18 455	11 852	6 603	13 502	10 456	3 047
60–64	10 715	10 389	326	5 864	5 864	0	4 851	4 524	326
65+	5 432	3 726	1 706	4 709	3 004	1 706	723	723	0
% in total employment									
15+ total	12.4	15.1	8.5	27.1	32.6	17.6	7.5	8.7	5.9
15–19	1.3	1.0	1.6	0.3	0.0	0.7	1.4	1.1	1.7
20–24	5.0	5.4	4.5	7.6	14.1	1.9	4.3	3.6	5.2
25–29	9.6	10.1	8.8	18.9	21.8	14.4	6.3	5.9	6.9
30–34	12.1	13.0	10.5	21.3	22.8	18.5	8.0	8.4	7.3
35–39	18.1	21.1	12.3	38.8	41.7	30.9	9.5	11.2	6.5
40–44	27.4	32.9	17.4	45.6	55.9	26.3	17.1	19.6	12.6
45–49	27.0	31.0	18.5	49.6	51.6	44.1	16.9	20.5	9.8
50–54	29.9	33.3	21.7	53.6	50.9	70.3	17.5	20.7	12.1
55–59	39.0	40.5	36.0	61.7	57.3	71.5	25.9	30.3	17.3
60–64	24.8	31.1	3.3	34.0	36.0	0.0	18.7	26.5	3.7
65+	16.1	16.7	15.0	50.8	51.4	49.7	3.0	4.4	0.0

Employees were asked whether they were entitled to either paid annual leave or paid sick leave in case of illness or injury. According to the responses (table 12.5), only 9.5 per cent of them were allowed any paid annual leave and only 10.4 per cent had provision for paid sick leave. Of those with the paid annual leave, 11.9 per cent were female and 7.7 per cent were male, and of those with the paid sick leave, 12.1 per cent were female and 9.2 per cent male.

Between age groups, 10 per cent of employees aged 25–64 compared with 8.7 per cent of employees aged 15–24 had both paid annual and sick leave.

Table 12.5: Proportion of paid employees benefiting from annual or sick leave, by age group, sex and area, 2012

	Paid annual leave			Paid sick leave		
	Both sexes	Male	Female	Both sexes	Male	Female
Cambodia %						
15+ total	9.5	7.7	11.9	10.4	9.2	12.1
15–24	8.7	1.7	5.7	9.1	6.4	11.9
25–64	10.0	6.0	6.2	11.2	10.7	12.1
65+	2.6	0.0	0.0	7.6	2.4	18.0
Urban %						
15+ total	12.3	12.2	12.5	14.7	14.7	14.6
15–24	6.1	4.8	7.3	6.1	6.7	5.6
25–64	14.5	13.9	15.7	17.4	16.7	19.2
65+	5.8	9.1	0.0	24.1	9.1	49.7
Rural %						
15+ total	8.5	6.1	11.8	8.9	7.2	11.3
15–24	9.2	5.3	13.3	9.7	6.4	13.2
25–64	8.1	6.7	10.3	8.5	7.9	9.6
65+	1.4	0.0	4.2	1.4	0.0	4.2

12.3 Precarious work (seasonal, occasional and substitute)

Employees were asked if their contract or agreement was of limited or unspecified duration. Of the total paid employees (table 12.6), 13.2 per cent of them had precarious work (14.8 per cent of them male and 10.8 per cent female). Far more of them lived in rural areas, at 15.5 per cent, than in urban areas, at 6.3 per cent.

Table 12.6: Proportion of paid employees in precarious work (seasonal, occasional and substitute), by age group, sex and area, 2012

Age group	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
15+ total	13.2	14.8	10.8	6.3	7.1	4.8	15.5	17.6	12.5
15–19	15.0	20.3	10.1	11.5	17.2	6.0	15.5	20.8	10.7
20–24	12.6	15.8	9.0	7.6	14.3	1.8	13.8	16.1	11.1
25–29	12.8	14.8	9.9	5.6	5.4	5.8	15.3	18.1	11.2
30–34	12.6	14.5	9.2	6.5	6.8	5.8	15.3	18.2	10.6
35–39	13.6	13.4	14.2	8.3	8.3	8.5	15.9	15.8	15.9
40–44	12.7	12.7	12.6	5.2	3.3	8.9	16.9	18.2	14.7
45–49	12.1	11.1	14.3	1.5	1.5	1.6	16.9	16.0	18.6
50–54	13.9	11.2	20.3	3.4	4.0	0.0	19.4	16.5	24.3
55–59	11.7	10.5	14.3	7.5	10.8	0.0	14.2	10.3	21.7
60–64	14.5	14.4	15.0	0.0	0.0	0.0	24.1	28.1	16.6
65+	13.5	10.0	20.3	1.6	2.5	0.0	18.0	12.7	29.1

Chapter 13

Safety of work

This chapter presents the data on the work-related injuries and illness that workers had experienced in the 12 months prior to the survey, including type of injury or illness and working days lost as well as types of hazards and their frequency.

13.1 Occupational injuries and illnesses

Occupational injury and illness is defined as any personal injury, disease or death resulting from a work-related accident. An occupational injury is different from an occupational disease, which occurs as a result of exposure over a period of time to risk factors linked to the work activity. Diseases are included only in cases in which the disease arose as a direct result of an accident. As shown in table 13.1, an estimated 267,224 persons (2.5 per cent) aged 15 or older experienced an occupational injury and illness some time during the 12 months prior to the survey; of them, 183,124 were male (3.6 per cent) and 84,099 were female (1.5 per cent). Far more workers in urban areas than in rural areas reported an occupational injury or illness, although the proportions were similar, at 206,695 persons (2.6 per cent) compared with 60,528 persons (2.3 per cent).

In general, more of the reporting involved a superficial injury (99,271 persons, or 37.1 per cent), followed by 70,329 persons (26.3 per cent) who cited a dislocation, sprain or strain. Among the females reporting, more than 10,000 persons (12.5 per cent) overall (and 9,794 in the rural areas) reported acute poisoning or infection.

Table 13.1: Persons aged 15 or older reporting an occupational injury or illness in the previous 12 months, by type of injury, sex and area, 2012

Type of injury and illness	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Number									
Total	267 224	183 124	84 099	60 528	36 267	24 261	206 695	146 857	59 838
Superficial injury	99 271	69 498	29 772	13 520	10 115	3 405	85 751	59 384	26 367
Fracture	11 924	8 588	3 336	1 623	1 623	0	10 301	6 965	3 336
Dislocation, sprain, strain	70 329	56 840	13 489	24 152	19 370	4 781	46 177	37 470	8 708
Amputation	4 740	3 905	835	313	140	173	4 427	3 765	662
Concussion, internal injury	21 441	17 460	3 981	1 893	1 670	223	19 548	15 790	3 758
Burn, corrosion, scald or frostbite	6 588	4 515	2 073	1 202	634	568	5 386	3 881	1 505
Acute poisoning or infection	20 123	9 630	10 494	1 648	948	700	18 475	8 681	9 794
Other injury	32 808	12 689	20 119	16 178	1 767	14 411	16 630	10 922	5 708
%									
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Superficial injury	37.1	38.0	35.4	22.3	27.9	14.0	41.5	40.4	44.1
Fracture	4.5	4.7	4.0	2.7	4.5	0.0	5.0	4.7	5.6
Dislocation, sprain, strain	26.3	31.0	16.0	39.9	53.4	19.7	22.3	25.5	14.6
Amputation	1.8	2.1	1.0	0.5	0.4	0.7	2.1	2.6	1.1
Concussion, internal injury	8.0	9.5	4.7	3.1	4.6	0.9	9.5	10.8	6.3
Burn, corrosion, scald or frostbite	2.5	2.5	2.5	2.0	1.7	2.3	2.6	2.6	2.5
Acute poisoning or infection	7.5	5.3	12.5	2.7	2.6	2.9	8.9	5.9	16.4
Other injury	12.3	6.9	23.9	26.7	4.9	59.4	8.0	7.4	9.5

According shown in table 13.2, more than three times as many persons aged 25–64 (72.8 per cent) reported an injury or illness in the previous year than younger workers (22.3 per cent).

Table 13.2: Persons aged 15 or older reporting an occupational injury or illness in the previous 12 months, by age group, sex and area, 2012

Age group	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Number									
15+ total	267 224	183 124	84 099	60 528	36 267	24 261	206 695	146 857	59 838
15–24	59 548	39 883	19 665	13 860	10 488	3 373	45 687	29 395	16 292
25–64	194 620	132 946	61 674	44 384	23 496	20 888	150 236	109 450	40 786
65+	13 056	10 295	2 760	2 284	2 284	0	10 772	8 012	2 760
%									
15+ total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
15–24	22.3	21.8	23.4	22.9	28.9	13.9	22.1	20.0	27.2
25–64	72.8	72.6	73.3	73.3	64.8	86.1	72.7	74.5	68.2
65+	4.9	5.6	3.3	3.8	6.3	0.0	5.2	5.5	4.6
% in total employment									
15+ total	3.7	4.8	2.5	3.4	3.9	2.9	3.8	5.1	2.3
15–24	2.9	3.8	1.9	3.6	6.3	1.6	2.7	3.4	2.0
25–64	4.0	5.0	2.7	3.3	3.2	3.4	4.2	5.8	2.4
65+	6.5	8.8	3.3	5.4	10.0	0.0	6.8	8.5	4.3

Time lost in days is an indicator that measures the consequences of occupational injuries. It gives a quantifiable measure of the impact of the injuries that is comparable across cases, and is useful for designing targeted prevention mechanisms and for estimating the cost of occupational injuries. As table 13.3 indicates, the majority of persons reporting any occupational injury or illness in the previous year also reported that they had lost three working days and more, followed by a loss of two days. The average number of working days lost due to a work-related injury or illness was four days.

Table 13.3: Persons aged 15 or older reporting an occupational injury or illness, by number of working days lost in the previous 12 months, sex and area, 2012

Number of working days lost	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Number									
Total	267 224	183 124	84 099	60 528	36 267	24 261	206 695	146 857	59 838
Expects never return to work	2 490	1 830	660	0	0	0	2 490	1 830	660
1 day	21 172	15 697	5 475	1 686	1 260	426	19 486	14 437	5 049
2 days	40 230	27 756	12 474	10 031	8 409	1 622	30 198	19 347	10 851
3 days or more	171 509	115 635	55 874	44 039	22 251	21 787	127 471	93 384	34 086
Don't know	31 823	22 206	9 617	4 772	4 347	426	27 051	17 859	9 192
Average number of working days lost	4	4	4	4	4	4	4	4	4
%									
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Expects never return to work	0.9	1.0	0.8	0.0	0.0	0.0	1.2	1.2	1.1
1 day	7.9	8.6	6.5	2.8	3.5	1.8	9.4	9.8	8.4
2 days	15.1	15.2	14.8	16.6	23.2	6.7	14.6	13.2	18.1
3 days or more	64.2	63.1	66.4	72.8	61.4	89.8	61.7	63.6	57.0
Don't know	11.9	12.1	11.4	7.9	12.0	1.8	13.1	12.2	15.4

The survey also asked persons aged 15 years or older about any accidents they may have had while working in the 12 months prior to the survey. However, the total number of persons reporting any occupational injury and illness includes persons not working at the time of the survey, thus the actual data on proportion of occupational injuries in total employment may be smaller than the indicated rates of injuries and illnesses. In general, among the persons aged 15 or older, more than 244,000 (or 3.4 per cent of total employment) reported a work-related injury or illness in the past 12 months, with almost twice as many of them males (4.4 per cent of total male employment) than females (2.3 per cent of total female employment).

The largest proportion in total employment were skilled agriculture workers (5.3 per cent), followed by machine operators, elementary occupations and armed forces (4 per cent each) and clerks (3.9 per cent).

Table 13.4: Number and rate of reported occupational injuries and illnesses in the previous 12 months and rate, by main occupation, sex and area, 2012

Occupation (ISCO-08)	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Number									
Total	244 440	167 474	76 965	60 528	36 267	24 261	183 912	131 207	52 704
Managers	3 388	977	2 411	2 478	67	2 411	910	910	0
Professionals	5 644	2 500	3 144	4 373	1 353	3 020	1 271	1 147	125
Technicians	9 035	6 425	2 610	3 146	2 189	956	5 889	4 235	1 654
Clerks	5 612	3 304	2 309	4 997	2 688	2 309	615	615	0
Services and sales	32 318	16 282	16 036	15 614	7 690	7 924	16 704	8 592	8 112
Skilled agriculture workers	55 102	42 299	12 803	4 008	2 369	1 639	51 094	39 931	11 163
Craft and related trades	45 504	35 857	9 647	9 237	7 206	2 031	36 267	28 651	7 616
Machine operators	35 466	20 851	14 614	12 475	9 145	3 330	22 991	11 706	11 285
Elementary occupations	49 864	36 473	13 391	2 102	1 460	642	47 762	35 013	12 749
Armed forces	2 506	2 506	0	2 099	2 099	0	407	407	0
Rate (% in total employment)									
Total	3.4	4.4	2.3	3.4	3.9	2.9	3.4	4.6	2.1
Managers	2.3	0.9	5.2	2.7	0.1	6.1	1.6	1.8	0.0
Professionals	1.8	1.3	2.5	2.8	1.4	4.9	0.8	1.2	0.2
Technicians	3.4	3.6	3.0	3.1	3.1	3.2	3.6	3.9	2.9
Clerks	3.9	3.4	4.8	6.1	4.4	11.1	1.0	1.7	0.0
Services and sales	2.0	3.0	1.6	2.1	3.0	1.7	2.0	3.0	1.5
Skilled agriculture workers	3.3	4.8	1.6	8.5	8.4	8.7	3.1	4.7	1.4
Craft and related trades	5.3	6.6	3.1	4.7	5.2	3.5	5.5	7.1	3.0
Machine operators	4.0	5.0	3.1	6.5	8.1	4.2	3.3	3.9	2.9
Elementary occupations	4.0	4.7	2.8	1.4	1.8	0.9	4.3	5.0	3.2
Armed forces	4.0	4.1	0.0	6.7	6.7	0.0	1.3	1.3	0.0

Table 13.5 reflects the data by main industry, with the largest share of reported incidents in the industry sector (4 per cent), but closely followed by agriculture (3.6 per cent) and then services (2.8 per cent).

Table 13.5: Number and rate of reported occupational injuries and illnesses in the previous 12 months and rate, by main industry, sex and area, 2012

Main industry	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Number									
Total	244 440	167 474	76 965	60 528	36 267	24 261	183 912	131 207	52 704
Agriculture	87 213	63 795	23 418	4 008	2 369	1 639	83 205	61 426	21 779
Industry	73 269	45 934	27 335	16 894	9 436	7 458	56 375	36 498	19 877
Services	83 958	57 746	26 212	39 627	24 462	15 164	44 331	33 283	11 048
Rate (% in total employment)									
Total	3.4	4.4	2.3	3.4	3.9	2.9	3.4	4.6	2.1
Agriculture	3.6	5.0	2.1	6.0	6.3	5.5	3.6	4.9	2.0
Industry	4.0	4.9	3.1	4.8	4.9	4.7	3.8	4.9	2.7
Services	2.8	3.7	1.9	2.9	3.5	2.3	2.7	3.8	1.5

13.2 Type of hazard

Each person in the sample households was asked a series of questions on their exposure at work and multiple responses were allowed. Overall, of the 234,258 persons aged 15 or older who reported experiencing a work-related injury or illness in the 12 months prior to the survey and responded to the additional questions on type of hazard (table 13.6), more than a third (35.2 per cent) cited exposure to dangerous tools (knives, etc.). The larger proportions in urban areas cited exposure to extreme cold or heat (19.6 per cent), followed by dangerous tools (12.4 per cent) and chemicals (pesticides, glues, etc.) (10.7 per cent). In comparison, a large proportion of the workers in rural areas cited exposure to dangerous tools (40 per cent), distantly followed by exposure to dust and fumes (10 per cent).

Table 13.6: Persons aged 15 or older reporting an occupational injury or illness, by type of hazard, sex and area, 2012

Type of hazard	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Number									
Total	234 258	166 621	67 637	40 814	29 198	11 616	193 444	137 422	56 022
Dust, fumes	22 933	15 733	7 200	3 628	2 672	956	19 305	13 061	6 243
Fire, gas, flames	1 749	870	878	0	0	0	1 749	870	878
Loud noise or vibration	4 416	4 137	279	2 535	2 535	0	1 881	1 603	279
Extreme cold or heat	23 229	13 244	9 986	7 997	4 343	3 654	15 232	8 901	6 332
Dangerous tools (knives, etc.)	82 464	59 381	23 083	5 066	4 215	851	77 398	55 166	22 231
Work underground	95	95	0	0	0	0	95	95	0
Work at heights	14 111	12 375	1 736	1 719	1 293	426	12 392	11 082	1 310
Work in water/lake/pond/river	9 345	7 949	1 396	1 567	1 567	0	7 777	6 381	1 396
Workplace too dark or confined	1 424	1 424	0	0	0	0	1 424	1 424	0
Insufficient ventilation	3 183	2 935	248	0	0	0	3 183	2 935	248
Chemicals (pesticides, glues, etc.)	17 700	7 623	10 076	4 375	403	3 971	13 325	7 220	6 105
Explosives	1 514	1 514	0	759	759	0	756	756	0
Other things	52 096	39 340	12 756	13 169	11 412	1 757	38 927	27 929	10 998
%									
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Dust, fumes	9.8	9.4	10.6	8.9	9.1	8.2	10.0	9.5	11.1
Fire, gas, flames	0.7	0.5	1.3	0.0	0.0	0.0	0.9	0.6	1.6
Loud noise or vibration	1.9	2.5	0.4	6.2	8.7	0.0	1.0	1.2	0.5
Extreme cold or heat	9.9	7.9	14.8	19.6	14.9	31.5	7.9	6.5	11.3
Dangerous tools (knives, etc.)	35.2	35.6	34.1	12.4	14.4	7.3	40.0	40.1	39.7
Work underground	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.1	0.0
Work at heights	6.0	7.4	2.6	4.2	4.4	3.7	6.4	8.1	2.3
Work in water/lake/pond/river	4.0	4.8	2.1	3.8	5.4	0.0	4.0	4.6	2.5
Workplace too dark or confined	0.6	0.9	0.0	0.0	0.0	0.0	0.7	1.0	0.0
Insufficient ventilation	1.4	1.8	0.4	0.0	0.0	0.0	1.6	2.1	0.4
Chemicals (pesticides, glues, etc.)	7.6	4.6	14.9	10.7	1.4	34.2	6.9	5.3	10.9
Explosives	0.6	0.9	0.0	1.9	2.6	0.0	0.4	0.5	0.0
Other things	22.2	23.6	18.9	32.3	39.1	15.1	20.1	20.3	19.6

Chapter 14

Equal opportunities

Equal opportunity indicators help the Government monitor the progress of its development achievements. This chapter presents the survey findings for the female share of employment as well as the share of people with disabilities. To look at the female share of employment, the survey relied on four statistical indicators used for such monitoring: occupational segregation (within the major groups of the International Standard Classification of Occupations), the female share of employment in ISCO middle and senior management groups, the female share of employment by major occupational group and the share of women in wage employment in the non-agriculture sector.

14.1 Female share of employment

Occupational segregation provides information on the tendency for women and men to work in different occupations; in this indicator, “occupation” refers to the main tasks and duties. The indicator sheds light on the extent to which women and men benefit from different opportunities in the work life. The ISCO model organizes jobs into a clearly defined set of groups according to the tasks and duties typically undertaken in the job. The survey used the ISCO 2008 version.

According to the findings presented in table 14.1, the largest proportion of female employment was in services and sales (30.3 per cent), followed by skilled agriculture work (23.6 per cent), then elementary occupations (14 per cent) and machine operations (13.9 per cent). For males the highest proportion is in skilled agriculture (23.3 per cent), followed by elementary occupations (20.9 per cent). With the exception of slightly higher proportions for males in the first three (3) high level occupations, there are no other major differences in males and females distributions.

Table 14.1: Occupational segregation (distribution of employed persons aged 15 or older within ISCO-08 major groups), by sex and area, 2012, in %

Major occupational groups (ISCO-08)	Males			Females		
	Total	Urban	Rural	Total	Urban	Rural
Total	100.0	100.0	100.0	100.0	100.0	100.0
Managers	2.7	5.8	1.7	1.4	4.7	0.3
Professionals	5.0	10.1	3.3	3.7	7.2	2.5
Technicians	4.7	7.5	3.8	2.5	3.5	2.2
Clerks	2.5	6.5	1.2	1.4	2.5	1.1
Services & sales	14.4	27.9	10.0	30.3	55.3	21.9
Skilled agriculture workers	23.3	3.0	29.9	23.6	2.2	30.7
Craft & related trades	14.3	14.7	14.1	9.2	6.8	10.0
Machine operators	10.9	12.2	10.5	13.9	9.4	15.4
Elementary occupations	20.5	8.9	24.3	14.0	8.5	15.8
Armed forces	1.6	3.4	1.1	0.0	0.0	0.0

The female share of employment in senior and middle management refers to the proportion of females in total employment in the ISCO-08 category 11 (legislators and senior officials) and category 12 (corporate managers). This indicator provides

information on the proportion of women who were employed in decision-making and management roles in government, in large enterprises and institutions. ISCO-08 sub-major group 13, of general managers, was not included in this indicator because it primarily includes managers of small enterprises.

Regarding high-status occupations by main industry (three major groups) that the survey considered, the female share of employment as administrative and commercial managers was 54.7 per cent in the industry sector and 15.2 per cent in the services sector (table 14.2). Within the services sector, the female share of employment was 14 per cent as chief executives, senior officials and legislators.

Table 14.2: Female share of employment aged 15 or older in high-status occupations, by main industry and area, 2012

ISCO-08 categories 11 and 12	Cambodia				Urban				Rural			
	Total	Agriculture	Industry	Services	Total	Agriculture	Industry	Services	Total	Agriculture	Industry	Services
Number of females												
Male												
Total	73 174	1 959	2 532	68 683	36 055	1 959	2 424	31 672	37 119	0	108	37 011
11. Chief executives, senior officials and legislators	60 671	1 959	108	58 604	25 586	1 959	0	23 627	35 084	0	108	34 977
12. Administrative and commercial managers	12 504	0	2 424	10 079	10 469	0	2 424	8 045	2 035	0	0	2 035
Female												
Total	14 285	0	2 923	11 362	10 136	0	2 923	7 213	4 149	0	0	0
11. Chief executives, senior officials and legislators	9 555	0	0	9 555	5 632	0	0	5 632	3 923	0	0	3 923
12. Administrative and commercial managers	4 730	0	2 923	1 807	4 504	0	2 923	1 581	227	0	0	227
Both sexes												
Total	87 460	1 959	5 455	80 045	46 191	1 959	5 348	38 884	41 268	0	108	41 161
11. Chief executives, senior officials and legislators	70 226	1 959	108	68 159	31 218	1 959	0	29 259	39 007	0	108	38 900
12. Administrative and commercial managers	17 234	0	5 348	11 886	14 973	0	5 348	9 625	2 261	0	0	2 261
Female share												
Total	16.3	0.0	53.6	14.2	21.9	0.0	54.7	18.5	10.1	0.0	0.0	10.1
11. Chief executives, senior officials and legislators	13.6	0.0	0.0	14.0	18.0	0.0	0.0	19.2	10.1	0.0	0.0	10.1
12. Administrative and commercial managers	27.4	0.0	54.7	15.2	30.1	0.0	54.7	16.4	10.0	0.0	0.0	10.0

Table 14.3 reflects that the female share of employment in the ISCO-08 categories for chief executives, senior officials, legislators and administrative and commercial managers was 47.2 per cent in 2012, compared with the male share of 52.8 per cent. The female share of employment was similar for urban and rural areas. By occupation, most of the employed females at this level were in the services and sales sector (65.3 per cent), followed by machine operations (53.3 per cent) and then skilled agriculture work (47.5 per cent).

Within the urban areas, the largest female share in categories 11 and 12 was found in services and sales (64.3 per cent), followed by elementary occupations (46.6 per cent), management (42.4 per cent), machine operations (41.2 per cent), skill agriculture work (39.9 per cent) and professionals (39.2 per cent). The breakdown in

the rural areas was somewhat similar, with largest presence in services and sales (66.1 per cent), followed by machine operations (56.7 per cent), then skilled agriculture work (47.7 per cent), clerks (44 per cent) and professionals (40 per cent).

Table 14.3: Female share in employment of persons aged 15 or older, by major occupational group and area, 2012

Major occupational groups (ISCO-08)	Number of female employment			Share of female employment		
	Cambodia	Urban	Rural	Cambodia	Urban	Rural
Total	3 399 710	850 323	2 549 387	47.2	47.7	47.1
Managers	46 225	39 565	6 660	30.9	42.4	11.8
Professionals	124 659	61 140	63 518	39.6	39.2	40.0
Technicians	86 613	30 168	56 445	32.6	30.0	34.2
Clerks	48 581	20 853	27 728	33.6	25.5	44.0
Services & sales	1 029 406	470 321	559 085	65.3	64.3	66.1
Skilled agriculture workers	802 114	18 774	783 341	47.5	39.9	47.7
Craft and related trades	314 002	57 806	256 196	36.7	29.6	38.7
Machine operators	472 037	79 508	392 530	53.3	41.2	56.7
Elementary occupations	475 653	72 189	403 464	38.0	46.6	36.7
Armed forces	421	0	421	0.7	0.0	1.4

The non-agriculture sector refers to all economic activities excluding agriculture. Industry includes mining and quarrying (including oil production), manufacturing, construction, electricity, gas and water. Services includes wholesale and retail trade, restaurants and hotels, transport, storage, communications, financing, insurance, real estate, business services, and community, social and personal services.

The share of women in wage employment aged 15 or older in the non-agriculture sector is an important measure of decent work and one that is also used to measure progress towards the achievement of Millennium Development Goal 3 on gender equality. According to the survey findings (table 14.4), the estimated share of women in wage and salaried employment outside the agriculture sector in 2012 was 40.1 per cent as a whole, 41.7 per cent in rural areas and 36.4 per cent in urban areas. This improving picture may be at least partially driven by the continued growth of the garment industry in Cambodia.

Although women appear to have more chance to access jobs in the rural areas, the survey sample for the urban areas was smaller than in the rural areas and thus the situation may be underrepresented.

Table 14.4: Share of women in wage employment of persons aged 15 or older in the non-agriculture sector, by area, 2012

Female employees in the non-agriculture sector	Cambodia	Urban	Rural
Number of female in wage and salary employees in the non-agriculture sector	1 050 402	295 036	755 366
Number of total wage and salary employees in the non-agriculture sector	2 622 117	809 882	1 812 235
Share of women in wage employment in the non-agriculture sector, %	40.1	36.4	41.7

14.2 Disability

To measure the population with disabilities, all persons aged 5 years or older were asked about their physical functional ability in terms of seeing, hearing, walking, memory and concentration and taking care of themselves. Responses covered the level of difficulty: none, some, a lot or cannot do it. The questions used were as follows:

- 1) Does (NAME) have difficulty seeing, even if wearing glasses? This question aimed to evaluate the sight of individuals, including their regular use of seeing aids, such as glasses, contact lenses or other devices, to help them see something more clearly. It was not considered if they had a seeing aid but never used it.
- 2) Does (NAME) have difficulty hearing, even if using a hearing aid? This question aimed to determine the hearing ability of individuals, including their regular use of a hearing aid or other device to help them. It was not considered if they had the hearing aid but never used it.
- 3) Does (NAME) have difficulty walking or climbing steps? This question aimed to evaluate the moving ability of individuals, such as walking or climbing steps either inside or outside their house.
- 4) Does (NAME) have difficulty remembering or concentrating? This question aimed to determine an individual's difficulty in remembering or concentrating, even periodically, and requiring some assistance (they need to record events or rely on an electronic device to help them).
- 5) Does (NAME) have difficulty with self-care, such as washing all over or dressing? This question aimed to evaluate the ability of using hands or fingers of individuals for their self-care in usual or everyday activities.

According to the findings (table 14.5), the estimated labour force participation rate of Cambodians with disabilities in 2012 was about 44.2 per cent.

In general, the labour force participation rate of persons with a disability was higher for males (54.9 per cent) than for females (35.1 per cent). The findings indicate that those females with a disability had far less chance to participate in the labour force than females in the overall working-age population (65.6 per cent).

Additionally, the difference in the labour force participation rates of people with and without a disability was greater for females than for males, at 30.5 per cent compared with 23.1 per cent. These differences are exacerbated by the fact that females are more affected by serious disability (see section 3.4), hampering even more their ability to participate in the labour market.

Table 14.5: Labour force participation rate of persons aged 15 or older without and with disabilities and the difference, by age group and sex, 2012

Age group	Both sexes				Male				Female			
	Total	Without disabilities	With disabilities	Difference	Total	Without disabilities	With disabilities	Difference	Total	Without disabilities	With disabilities	Difference
Total	68.8	71.6	44.2	27.4	75.8	78.0	54.9	23.1	62.4	65.6	35.1	30.5
15–24	63.1	63.3	51.8	11.5	63.1	63.2	59.8	3.4	63.0	63.3	40.8	22.5
25–64	76.5	78.4	58.7	19.7	86.7	88.6	69.7	18.8	67.4	69.3	48.7	20.6
65+	27.1	35.7	19.2	16.4	37.0	48.0	25.8	22.3	19.6	25.4	14.7	10.7

The employment-to-population ratio of persons with disabilities follows the same trend as for the labour force participation rate of persons with disabilities (table 14.6): the difference between persons with and without a disability was greater for females, at 30.2 per cent, than for males, at 22.8 per cent. The employment-to-population ratio of females with a disability was twice less than the national average, at 33.7 per cent, compared with 67 per cent.

Table 14.6: Employment-to-population ratio of persons aged 15 years or older without and with disabilities and the difference, by age group and sex, 2012

Age group	Both sexes				Male				Female			
	Total	Without disabilities	With disabilities	Difference	Total	Without disabilities	With disabilities	Difference	Total	Without disabilities	With disabilities	Difference
Total	67.0	69.7	42.6	27.1	73.7	75.9	53.1	22.8	60.7	63.9	33.7	30.2
15–24	60.7	60.9	48.1	12.8	60.6	60.7	54.7	6.1	60.7	61.1	39.1	22.0
25–64	74.7	76.7	56.3	20.3	84.7	86.6	67.3	19.2	65.7	67.8	46.4	21.4
65+	27.0	35.5	19.2	16.3	36.8	47.7	25.7	22.0	19.6	25.3	14.7	10.6

The unemployment rate of Cambodians with disabilities (table 14.7) was an estimated 3.6 per cent in 2012, higher than the national unemployment rate of 2.7 per cent. The rate was 4 per cent for females, higher than that of males, at 3.4 per cent. The highest unemployment rate associated with disabilities, however, was among young men (aged 15–24 years), at 8.5 per cent, while the highest unemployment rate for females with disabilities was among persons aged 25–64 years (4.8 per cent).

Table 14.7: Unemployment rate of persons aged 15 or older without and with disabilities and the difference, by age group and sex, 2012

Age group	Both sexes				Male				Female			
	Total	Without disabilities	With disabilities	Difference	Total	Without disabilities	With disabilities	Difference	Total	Without disabilities	With disabilities	Difference
Total	2.7	2.7	3.6	-1.0	2.7	2.7	3.4	-0.7	2.7	2.6	4.0	-1.3
15–24	3.8	3.7	7.1	-3.4	3.9	3.8	8.5	-4.7	3.6	3.6	4.3	-0.7
25–64	2.4	2.3	4.0	-1.8	2.4	2.3	3.5	-1.2	2.4	2.3	4.8	-2.5
65+	0.4	0.5	0.1	0.4	0.6	0.8	0.2	0.5	0.1	0.2	0.0	0.2

Chapter 15

Labour migration

This chapter presents the survey findings on migrant persons by their reason for moving and current economic activity status as well as the labour force participation rate, employment-to-population ratio and unemployment rate for the migrant population, which includes both Cambodian nationals and foreigners.

15.1 Migrant persons

Migration is defined as the process of changing residence from one geographical location to another. The survey questionnaire included questions on place of birth as well as place of previous residence. According to the findings (table 15.1), the estimated percentage of migrants to total population aged 15 or older in 2012 was 16.7 per cent (1.8 million migrants). It was 38.1 per cent (1 million migrants) in the urban areas and 9.5 per cent (768,888 migrants) in the rural areas. Among the migrants, 931,379 of them were male (51.9 per cent) and 863,212 were female (48.1 per cent).

By age, more migrants were found in the 30–34 age group, at 215,812 persons, with just slightly fewer (204,722 persons) among those aged 40–44 years. The pattern was similar by sex, with more male migrants aged 30–34, at 123,676 persons, followed by 118,039 who were 40–44 years old; and among female migrants, 92,136 were 30–34 years old, but followed by 91,150 who were 25–29 years old.

Among all migrants, an estimated 1.8 million of them (97.5 per cent) were Cambodian and 44,827 of them (2.5 per cent) were foreign nationals. By age group, the largest share of the Cambodian migrants was 30–34 years old, while the largest share of the foreign migrants was 20–24 years old.

Table 15.1: Total migrant persons, internal migrants and foreign migrants, by age group, sex and area, 2012

Age group	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Total migrants									
15+ total	1 794 592	931 379	863 212	1 025 704	501 222	524 482	768 888	430 156	338 731
15–19	93 850	47 514	46 336	42 071	17 844	24 228	51 778	29 670	22 108
20–24	148 099	62 115	85 985	66 920	18 843	48 077	81 179	43 272	37 907
25–29	188 233	97 084	91 150	99 112	49 335	49 777	89 121	47 748	41 373
30–34	215 812	123 676	92 136	117 212	64 162	53 050	98 600	59 514	39 086
35–39	178 444	96 482	81 961	101 986	51 467	50 518	76 458	45 014	31 443
40–44	204 722	118 040	86 683	133 244	71 400	61 843	71 479	46 639	24 840
45–49	193 229	107 367	85 861	117 943	65 186	52 757	75 286	42 182	33 104
50–54	177 792	93 504	84 288	101 653	54 760	46 893	76 139	38 744	37 395
55–59	146 693	64 359	82 333	94 133	39 906	54 228	52 560	24 453	28 105
60–64	83 440	46 671	36 769	48 128	27 430	20 697	35 313	19 241	16 072
65+	164 278	74 567	89 711	103 303	40 889	62 413	60 976	33 678	27 298
Internal migrants									
15+ total	1 749 765	909 978	839 786	1 009 186	494 243	514 943	740 579	415 735	324 844
15–19	92 538	47 514	45 024	42 071	17 844	24 228	50 466	29 670	20 796
20–24	141 149	57 619	83 530	62 788	15 856	46 932	78 361	41 763	36 598
25–29	183 611	96 652	86 960	97 245	49 335	47 910	86 366	47 316	39 050
30–34	210 650	121 404	89 246	115 565	64 162	51 403	95 085	57 242	37 843
35–39	173 979	94 681	79 298	101 986	51 467	50 518	71 993	43 213	28 780
40–44	203 167	116 595	86 572	132 907	71 063	61 843	70 260	45 531	24 729
45–49	188 429	103 597	84 831	115 756	62 999	52 757	72 673	40 599	32 074
50–54	174 068	91 426	82 642	101 441	54 760	46 681	72 627	36 666	35 961
55–59	143 619	62 768	80 851	94 133	39 906	54 228	49 486	22 862	26 623
60–64	81 085	45 423	35 662	47 916	27 430	20 485	33 170	17 993	15 177
65+	157 471	72 300	85 171	97 379	39 421	57 958	60 092	32 879	27 213
Foreign migrants									
15+ total	44 827	21 401	23 426	16 518	6 979	9 539	28 309	14 421	13 887
15–19	1 312	0	1 312	0	0	0	1 312	0	1 312
20–24	6 950	4 496	2 455	4 132	2 987	1 145	2 818	1 509	1 309
25–29	4 622	432	4 190	1 867	0	1 867	2 755	432	2 323
30–34	5 162	2 272	2 890	1 647	0	1 647	3 515	2 272	1 243
35–39	4 465	1 801	2 663	0	0	0	4 465	1 801	2 663
40–44	1 555	1 445	111	337	337	0	1 219	1 108	111
45–49	4 800	3 770	1 030	2 187	2 187	0	2 613	1 583	1 030
50–54	3 724	2 078	1 646	212	0	212	3 512	2 078	1 434
55–59	3 074	1 591	1 482	0	0	0	3 074	1 591	1 482
60–64	2 355	1 248	1 107	212	0	212	2 143	1 248	895
65+	6 807	2 267	4 540	5 924	1 468	4 455	884	799	85

Nearly half of all migrants (835,062, or 46.5 per cent) cited "family moved" as their reason for changing residence, referring to any family member who had moved to the place of enumeration from a previous residence because the entire family had moved (table 15.2). The second most frequent reason given was to look for work (405,767 migrants, or 22.6 per cent), followed by for marriage (323,271 migrants, or 18 per cent). This pattern of explanation appeared for both urban and rural areas as well as for Cambodian and foreign migrants.

Table 15.2: Internal migrants and foreign migrants, by reasons for moving, sex and area, 2012

Reason	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Total migrants									
15+ total	1 794 592	931 379	863 212	1 025 704	501 222	524 482	768 888	430 156	338 731
Job transfer	88 065	72 186	15 879	48 831	40 380	8 451	39 233	31 806	7 428
To look for work	405 767	262 533	143 235	229 515	139 148	90 367	176 253	123 386	52 867
School/ training	16 459	11 418	5 041	13 577	9 018	4 559	2 882	2 400	482
Marriage	323 271	213 215	110 056	121 672	76 255	45 418	201 600	136 962	64 638
Family moved	835 062	312 407	522 655	549 630	209 610	340 021	285 432	102 798	182 634
Insecurity	41 527	21 896	19 631	13 962	8 957	5 004	27 566	12 939	14 627
End of insecurity	63 327	29 417	33 911	36 180	14 498	21 682	27 147	14 919	12 228
Other	21 113	8 306	12 806	12 338	3 358	8 980	8 775	4 948	3 826
Internal migrants									
15+ total	1 749 765	909 978	839 786	1 009 186	494 243	514 943	740 579	415 735	324 844
Job transfer	87 561	71 824	15 737	48 831	40 380	8 451	38 729	31 444	7 286
To look for work	397 322	255 885	141 437	227 224	137 281	89 943	170 098	118 605	51 493
School/ training	16 459	11 418	5 041	13 577	9 018	4 559	2 882	2 400	482
Marriage	319 140	209 680	109 460	121 335	75 918	45 418	197 805	133 763	64 042
Family moved	810 605	304 064	506 541	538 726	204 834	333 893	271 879	99 231	172 648
Insecurity	41 458	21 827	19 631	13 962	8 957	5 004	27 497	12 870	14 627
End of insecurity	56 865	27 731	29 135	33 193	14 498	18 695	23 672	13 233	10 439
Other	20 355	7 548	12 806	12 338	3 358	8 980	8 017	4 190	3 826
Foreign migrants									
15+ total	44 827	21 401	23 426	16 518	6 979	9 539	28 309	14 421	13 887
Job transfer	504	362	142	0	0	0	504	362	142
To look for work	8 445	6 648	1 798	2 291	1 867	424	6 155	4 781	1 374
School/ training	0	0	0	0	0	0	0	0	0
Marriage	4 131	3 535	596	337	337	0	3 795	3 199	596
Family moved	24 457	8 343	16 114	10 904	4 776	6 128	13 553	3 567	9 986
Insecurity	69	69	0	0	0	0	69	69	0
End of insecurity	6 462	1 686	4 776	2 987	0	2 987	3 475	1 686	1 789
Other	758	758	0	0	0	0	758	758	0

According to the findings on current economic activity (table 15.3), most of the migrants were employed.

Table 15.3: Migrant persons, internal migrants and foreign migrants, by current economic activity status, sex and area, 2012

Current economic activity status	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Total migrants									
15+ total	1 794 592	931 379	863 212	1 025 704	501 222	524 482	768 888	430 156	338 731
Employed	1 332 296	770 343	561 953	753 381	415 918	337 463	578 915	354 426	224 490
Unemployed	24 927	12 621	12 305	10 277	4 443	5 835	14 649	8 179	6 471
Not economically active	437 368	148 415	288 954	262 045	80 862	181 183	175 322	67 553	107 770
Internal migrants									
15+ total	1 749 765	909 978	839 786	1 009 186	494 243	514 943	740 579	415 735	324 844
Employed	1 301 903	752 082	549 821	741 530	408 939	332 592	560 373	343 144	217 229
Unemployed	24 380	12 621	11 758	10 277	4 443	5 835	14 102	8 179	5 924
Not economically active	423 482	145 275	278 207	257 378	80 862	176 516	166 103	64 413	101 691
Foreign migrants									
15+ total	44 827	21 401	23 426	16 518	6 979	9 539	28 309	14 421	13 887
Employed	30 393	18 261	12 132	11 851	6 979	4 871	18 542	11 282	7 261
Unemployed	547	0	547	0	0	0	547	0	547
Not economically active	13 886	3 140	10 747	4 667	0	4 667	9 219	3 140	6 079

15.2 Labour migration

The estimated migrant labour force participation rate was 75.6 per cent in 2012 (table 15.4); at 84.1 per cent for male migrants and 66.5 per cent for female migrants. The highest rate of migrant labour force participation was found among those aged 30–34 years and 35–39 years. In all age groups, the migrant labour force participation rate was higher for males than females, except among those aged 15–19 years.

Table 15.4: Labour force participation rate of migrants and non-migrants and the difference, by age group and sex, 2012

Age group	Migrants			Non-migrants			Difference		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
15+ total	75.6	84.1	66.5	67.5	74.0	61.7	8.2	10.1	4.8
15–19	69.5	66.4	72.7	52.8	51.9	53.9	16.7	14.5	18.9
20–24	77.9	78.9	77.1	73.3	75.2	71.3	4.6	3.7	5.8
25–29	81.1	91.1	70.5	79.5	87.3	71.9	1.6	3.7	-1.3
30–34	88.4	92.4	83.1	82.0	91.4	73.6	6.4	1.0	9.4
35–39	86.0	95.7	74.7	82.8	91.5	74.7	3.2	4.1	0.0
40–44	84.5	91.6	74.7	76.9	88.5	67.9	7.5	3.1	6.8
45–49	87.6	95.4	77.7	74.6	83.6	66.9	12.9	11.8	10.8
50–54	78.0	85.3	69.8	67.5	80.4	58.8	10.5	4.9	11.0
55–59	74.5	91.2	61.5	60.0	71.8	52.5	14.5	19.4	9.0
60–64	56.3	67.2	42.4	51.2	65.0	42.2	5.1	2.3	0.3
65+	26.0	36.3	17.5	27.4	37.2	20.2	-1.4	-0.9	-2.7

As the data in table 15.5 indicates, the migrant employment-to-population ratio was not significantly different from the migrant labour force participation rate.

Table 15.5: Employment-to-population ratio of migrants and non-migrants and the difference, by age group and sex, 2012

Age group	Migrants			Non-migrants			Difference		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
15+ total	74.2	82.7	65.1	65.5	71.7	59.9	8.7	11.0	5.2
15–19	68.2	65.6	70.9	51.3	50.3	52.2	16.9	15.3	18.6
20–24	76.3	76.3	76.3	69.8	71.5	68.1	6.5	4.8	8.2
25–29	78.1	86.8	68.8	77.2	84.1	70.4	0.9	2.7	-1.5
30–34	87.0	90.5	82.3	79.6	89.1	71.1	7.4	1.4	11.2
35–39	85.0	95.2	73.1	81.1	89.6	73.2	3.9	5.6	-0.1
40–44	83.1	91.4	71.8	74.6	86.0	65.8	8.4	5.3	6.0
45–49	85.3	94.5	73.9	73.1	82.2	65.3	12.2	12.3	8.5
50–54	77.3	84.1	69.8	66.0	79.0	57.4	11.3	5.0	12.4
55–59	73.1	90.2	59.8	59.1	70.2	52.0	14.1	19.9	7.8
60–64	56.2	67.0	42.4	50.2	63.3	41.5	6.0	3.7	0.9
65+	25.7	35.7	17.5	27.3	37.1	20.2	-1.6	-1.4	-2.7

The estimated migrant unemployment rate was only 1.8 per cent in 2012 (table 15.6); it was higher for female migrants, at 2.1 per cent, compared with 1.6 per cent for male migrants. The highest rate of male migrant unemployment was found among persons aged 25–29 years (4.7 per cent), while the highest rate among females was 4.9 per cent among persons aged 45–49 years.

Table 15.6: Unemployment rate of migrants and non-migrants and the difference, by age group and sex, 2012

Age group	Migrants			Non-migrants			Difference		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
15+ total	1.8	1.6	2.1	2.9	3.0	2.8	-1.1	-1.4	-0.7
15–19	1.9	1.2	2.6	3.0	3.0	3.0	-1.1	-1.8	-0.4
20–24	2.0	3.2	1.1	4.7	5.0	4.5	-2.7	-1.7	-3.4
25–29	3.7	4.7	2.4	3.0	3.7	2.1	0.7	1.0	0.3
30–34	1.6	2.1	0.9	2.9	2.5	3.4	-1.3	-0.5	-2.5
35–39	1.2	0.5	2.1	2.1	2.2	2.0	-0.9	-1.7	0.1
40–44	1.6	0.3	3.9	2.9	2.7	3.1	-1.3	-2.5	0.8
45–49	2.6	1.0	4.9	2.0	1.7	2.4	0.5	-0.7	2.5
50–54	0.8	1.4	0.0	2.1	1.7	2.5	-1.3	-0.3	-2.5
55–59	1.8	1.1	2.7	1.5	2.2	0.9	0.3	-1.1	1.8
60–64	0.3	0.4	0.0	2.0	2.6	1.5	-1.8	-2.2	-1.5
65+	1.0	1.6	0.0	0.2	0.3	0.1	0.8	1.3	-0.1

Chapter 16

Social dialogue

Social dialogue covers all types of negotiation, consultation and exchange of information between the representatives of a government, employers and workers on issues of common interest. Social dialogue is instrumental for achieving the ILO objective of promoting opportunities for women and men to obtain decent and productive work in conditions of freedom, equality, security and human dignity. Social dialogue indicators are an important element in measuring progress towards the decent work goals.

16.1 Trade union members

The trade union density rate provides a proxy measure of workers' representation and the influence of trade unions. It gives some indication of the extent of the exercise of freedom of association, and it can help in assessing and monitoring the development of industrial relations. Gross trade union density rate is computed as the percentage of workers in a given reference group who are trade union members.

According to the findings (table 16.1), an estimated 319,042 employees had membership in a trade union in 2012 (9.6 per cent of the total employees); of them, 101,841 were male (5.2 per cent of the total male employees) and 217,202 female (16 per cent of the total female employees). An estimated 86,940 employees in the urban areas and 232,102 employees in the rural areas belonged to a trade union.

Table 16.1: Trade union members (employees only) and (gross) density rate, by age group, sex and area, 2012

Age group	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Number									
15+ total	319 042	101 841	217 202	86 940	38 444	48 496	232 102	63 397	168 706
15-19	63 330	11 726	51 604	5 080	551	4 529	58 250	11 175	47 075
20-24	91 211	25 190	66 021	18 317	6 320	11 996	72 894	18 870	54 025
25-29	65 539	16 391	49 148	17 887	5 629	12 258	47 652	10 762	36 890
30-34	32 670	10 584	22 086	7 461	3 290	4 170	25 209	7 294	17 916
35-39	21 926	8 676	13 250	11 411	3 562	7 850	10 515	5 115	5 400
40-44	17 889	10 097	7 792	10 085	7 302	2 783	7 804	2 795	5 008
45-49	10 952	7 581	3 371	5 910	4 075	1 834	5 042	3 506	1 537
50-54	6 549	5 245	1 304	3 670	3 222	449	2 878	2 023	855
55-59	6 510	3 884	2 626	5 367	2 741	2 626	1 143	1 143	0
60-64	133	133	0	0	0	0	133	133	0
65+	2 334	2 334	0	1 752	1 752	0	582	582	0
Gross trade union density rate									
15+ total	9.6	5.2	16.0	10.5	7.3	16.0	9.3	4.4	16.0
15-19	11.7	4.5	18.3	7.9	1.8	13.7	12.2	4.9	18.9
20-24	12.5	6.5	19.2	12.9	9.5	15.9	12.4	5.9	20.1
25-29	10.8	4.5	20.1	11.5	5.9	20.3	10.6	4.1	20.0
30-34	7.6	3.9	14.2	5.7	3.8	9.3	8.5	3.9	16.2
35-39	8.2	4.9	14.7	14.5	6.2	37.0	5.6	4.3	7.8
40-44	6.8	6.0	8.4	10.6	11.8	8.4	4.7	2.6	8.4
45-49	5.6	5.6	5.4	9.7	9.0	11.6	3.7	3.9	3.3
50-54	5.4	6.1	3.6	8.8	9.0	7.7	3.6	4.0	2.9
55-59	7.9	7.0	9.8	17.9	13.3	28.4	2.2	3.3	0.0
60-64	0.3	0.4	0.0	0.0	0.0	0.0	0.5	0.8	0.0
65+	6.9	10.4	0.0	18.9	30.0	0.0	2.4	3.5	0.0

The majority of trade union members in 2012 worked in the industry sector (252,217 persons, or 18.8 per cent of the total employees), followed by the services sector (65,626 persons, or 5.1 per cent of the total employees) and then the agriculture sector (1,200 persons, or 0.2 per cent of the total employees). The garment sector in particular had the largest number of trade union members, at 209,145 persons (37.5 per cent of the total garment employees).

Table 16.2: Trade union members (employees only) and (gross) density rate, by industry, sex and area, 2012

Industry	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Number									
15+ total	319 042	101 841	217 202	86 940	38 444	48 496	232 102	63 397	168 706
Agriculture	1 200	865	335	0	0	0	1 200	865	335
Industry	252 217	56 433	195 784	51 588	12 541	39 048	200 628	43 892	156 736
Garment	209 145	36 921	172 224	42 756	8 749	34 007	166 389	28 172	138 216
Construction	3 917	2 661	1 256	921	0	921	2 996	2 661	335
Transport	2 722	2 722	0	2 438	2 438	0	284	284	0
Services	65 626	44 543	21 083	35 352	25 903	9 448	30 274	18 640	11 634
Gross trade union density rate									
15+ total	9.6	5.2	16.0	10.5	7.3	16.0	9.3	4.4	16.0
Agriculture	0.2	0.2	0.1	0.0	0.0	0.0	0.2	0.2	0.1
Industry	18.8	7.9	31.3	20.7	9.1	35.0	18.4	7.6	30.5
Garment	37.5	36.5	37.8	41.7	41.9	41.6	36.6	35.2	36.9
Construction	0.9	0.7	2.4	1.1	0.0	8.8	0.8	0.8	0.8
Transport	3.1	3.3	0.0	8.6	9.8	0.0	0.5	0.5	0.0
Services	5.1	5.2	5.0	6.3	6.9	5.2	4.2	3.9	4.8

16.2 Collective bargaining

Collective bargaining refers to all negotiations that take place between an employer, a group of employers or one or more employers' organizations, on the one hand, and one or more workers' organizations, on the other, for (a) determining working conditions and terms of employment; and/or (b) regulating relations between employers and workers; and/or (c) regulating relations between employers or their organizations and a workers' organization or workers' organizations.

The survey asked employees whether their pay and conditions of employment were directly affected by agreements between their employer and any trade union. The collective bargaining rate indicates the proportion of workers in employment whose pay and/or conditions of employment are directly or indirectly (through extension clauses) determined by one or more collective agreements). This indicator thus provides a measure of the reach of collective bargaining agreements and can help in assessing and monitoring the development of industrial relations.

As reflected in table 16.3, an estimated 26.3 per cent of all workers in 2012 (24.7 per cent of them male and 28.7 per cent female) received pay and conditions of employment that were directly affected by agreements between their employers and a trade union.

Table 16.3: Number and proportion of paid employees under collective bargaining, by age group, sex and area, 2012

Age group	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Number									
15+ total	872 190	482 524	389 666	313 233	196 377	116 855	558 958	286 147	272 811
15–19	129 574	51 602	77 972	17 387	9 876	7 510	112 187	41 726	70 462
20–24	191 979	92 131	99 847	48 449	26 084	22 365	143 530	66 047	77 483
25–29	171 221	92 243	78 978	62 256	35 559	26 697	108 965	56 684	52 281
30–34	103 538	61 077	42 461	42 193	25 232	16 961	61 345	35 845	25 500
35–39	71 114	44 310	26 804	30 038	18 798	11 241	41 075	25 512	15 563
40–44	77 491	48 468	29 023	46 390	30 083	16 307	31 101	18 385	12 716
45–49	57 112	37 491	19 621	27 141	17 927	9 214	29 971	19 564	10 407
50–54	31 945	25 193	6 752	16 092	13 508	2 584	15 853	11 686	4 168
55–59	22 572	17 356	5 216	13 880	10 861	3 019	8 692	6 496	2 196
60–64	11 404	9 293	2 111	7 994	7 038	956	3 409	2 255	1 154
65+	4 241	3 359	882	1 412	1 412	0	2 829	1 947	882
Collective bargaining rate									
15+ total	26.3	24.7	28.7	37.8	37.5	38.5	22.5	20.0	25.9
15–19	23.9	19.9	27.6	27.0	31.6	22.7	23.5	18.3	28.2
20–24	26.3	23.9	29.0	34.0	39.0	29.6	24.4	20.7	28.9
25–29	28.3	25.6	32.3	40.0	37.3	44.3	24.2	21.4	28.3
30–34	24.2	22.4	27.3	32.0	28.9	37.9	20.7	19.3	23.0
35–39	26.7	25.1	29.7	38.1	32.7	52.9	21.9	21.4	22.6
40–44	29.6	28.7	31.2	48.8	48.5	49.3	18.7	17.2	21.2
45–49	29.0	27.8	31.5	44.4	39.6	58.1	22.0	21.8	22.4
50–54	26.2	29.2	18.9	38.4	37.5	44.1	19.8	23.3	14.0
55–59	27.5	31.5	19.4	46.4	52.5	32.7	16.7	18.8	12.5
60–64	26.4	27.8	21.4	46.3	43.2	100.0	13.1	13.2	13.0
65+	12.6	15.0	7.8	15.2	24.2	0.0	11.6	11.8	11.2

Chapter 17

Conclusions and recommendations

The ILO maintains an active presence in the strengthening of the national collation of labour statistics, which are of course vital for preparing, implementing and assessing economic and social policies and programmes. Good governance requires good statistical standards; but it is also necessary for member States to know how best to apply the standards. In assisting Cambodia, the ILO (through its Department of Statistics, IPEC, the Policy Integration Department, the Regional Office for Asia and the Pacific and the Decent Work Team for East and South-East Asia and the Pacific) collaborated with the National Institute of Statistics to conduct a combined Labour Force and Child Labour Survey in 2012.

17.1 Conclusions

Based on the findings of the first-ever combined Labour Force and Child Labour Survey 2012, the country's estimated population in 2012 was 14.9 million, of which 7.6 million (51.1 per cent) were female. An estimated 10.8 million persons (72.2 per cent) were aged 15 or older; of them, 5.6 million (52.1 per cent) were female. The estimated population aged 15 or older living in urban areas (towns and cities) was 2.7 million (25 per cent), with 1.4 million of them female. In the rural areas, the estimated total population aged 15 or older was 8.1 million (75 per cent), of which 4.2 million were female. There were an estimated 3.1 million households in the country, with an average household size of 4.8 persons. The total dependency ratio was 48.9 per cent for the whole of Cambodia, with 40 per cent for urban areas and 51.8 per cent for rural areas.

An estimated 80 per cent of the population aged 15 or older was literate in 2012. An estimated 11.8 per cent of the population was attending school, while 15.9 per cent had never attended school. The main reasons cited for never attending school were "could not afford schooling", "family did not allow schooling" and "no school or school too far".

The estimated labour force participation rate was 68.8 per cent. The employment rate of the population aged 15 or older was 67 per cent. Most of the employed population were employees (46 per cent), followed by own-account workers (33.6 per cent), then contributing family workers (20 per cent) and employers (0.4 per cent). An estimated 66.7 per cent of the employed Cambodians worked in the informal sector. Of the total paid employees, an estimated 90.3 per cent received their salary/wage on a time-rate basis, 9.5 per cent on a piece-rate basis and the remaining 0.1 per cent on some other basis. The average monthly income of paid employees was an estimated CR478,000 (\$119). The average workweek was 47 hours.

The estimated unemployment rate was 2.7 per cent. The male and female unemployment rates were similar, at 2.7 per cent. The unemployment rate was higher in the urban areas (3 per cent) than in the rural areas (2.6 per cent). Of all

employed persons, an estimated 2 per cent were underemployed. Of them, 2.5 per cent were male and 1.6 per cent female.

17.2 Recommendations

Based on the 2012 findings, the following recommendations may be considered for future national Labour Force Surveys:

1. The same definitions, concepts and methodology, based on international standards, should be followed to ensure comparability and for standardization.
2. A regular Labour Force Survey at specific intervals should be carried out to capture reliable data on the extent and nature of the labour force across activities and occupations in both the formal and informal sectors. Such a database would have to be updated on a routine basis.
3. A set of core standardized questions/questionnaire should be developed for future stand-alone Labour Force Surveys for the sake of quality data.
4. To facilitate in making national labour force policy, the sampling design should be based on a large enough sample to more accurately estimate the labour force and employment situation.
5. The information system on the labour force and employment situations in the country needs to be regularly updated. It would be useful to include the most important statistics on the labour force and employment in the regular programme of data collection by the national statistical system.
6. This Labour Force and Child Labour Survey measured only internal and inbound migrants, while outbound migration was ignored. Future surveys could track this situation with the inclusion of such a question as, "Is a member of this household currently living/working abroad?"

The National Strategic Development Plan Update 2009–2013 has prioritized the following policies for creating jobs and ensuring improved working conditions.

Prioritized policies¹⁶

The implementation of the Open Sky policy has led to a sharp increase in tourists and job creation. The freedom of trade unions has been promoted. Work inspection and conflict resolution mechanisms have been tightened to monitor labour law enforcement and ensure decent working conditions.

The Government will continue to ensure healthy links between trade and working conditions by: effective implementation of labour standards, norms, the labour law and international conventions; continuation of the Better Factory Project; facilitating

¹⁶ Ministry of Planning: *National strategic development plan, Update 2009-2013*. Paragraphs 496, 497 and 498 (Phnom Penh, Royal Government of Cambodia, 2009).

workers finding jobs abroad; capacity-building through vocational training in response to market demands by mainly focusing on young people who have dropped out of secondary school, people with a disability, women, marginalized groups and minorities; development of a labour market statistical system and national qualification standards; conducting public awareness campaigns on labour market demands to assist labour mobility; and, strengthening existing mechanisms for labour dispute resolution, such as the Arbitration Council and demonstration and strike resolution committees at all levels.

The Government will train volunteer arbitrators among local authorities, aiming for peaceful conflict resolution. In addition, efforts will be made to ensure: sustainability of job creation and labour law enforcement through training, improved labour inspection at factories/enterprises to raise awareness about labour conditions including hygiene, occupational health and safety; prevention of child labour; the adherence to the norms for foreign employees; freedom of union as prescribed in the labour law; and, progress towards the adoption of a Law on Trade Unions and the legal framework on the Labour Court through comprehensive consultation with all related stakeholders.

Planned actions to implement the prioritized policies¹⁷

The Ministry of Labour and Vocational Training sets the minimum levels of monthly wages and holidays, aiming to reduce wage inequality between men and women and resolve disputes and differences peacefully without causing any disruptions to the production and wage losses of workers/employees.

The Ministry has also improved gender equality in labour and vocational training to create appropriate job opportunities in both the formal and informal sectors, develop a technical and vocational education network for male and female labourers, establish a statistical data system that disaggregates data by sex, improve working conditions both in country and overseas for male and female workers (especially females), address wage disparities between men and women, and enforce the labour law and the Law on Social Security.

To implement the Government's priority policies, the Ministry will take action to:

- Develop a national policy on the management of employment and manual labour to improve the domestic labourer management system and overseas employment service management through the Ministry's legitimate agencies, the establishment of a public system of overseas employment services and the protection of emigrating labourers as well as contributing to the creation of all types of jobs, aiming at increasing incomes without any discrimination, in particular enhancing the role of women in socio-economic development. This policy should focus on:
 - ✓ developing domestic employment and overseas jobs;
 - ✓ developing proper jobs in the informal sector;
 - ✓ designing the labour inspection uniform;

¹⁷ Ministry of Planning: *National strategic development plan, Update 2009-2013*. Paragraph 499 (Phnom Penh, Royal Government of Cambodia, 2009).

- ✓ establishing a Labour Institute; and
 - ✓ setting up a committee for research on and providing information about business establishments.
- Ensure improved working conditions to enhance the basic working rights of workers/employees and maintain proper working conditions in workplaces, especially for people with disabilities and female workers. The prioritized actions for achieving the objectives cover:
 - ✓ enhancing the basic working rights of workers/employees;
 - ✓ maintaining proper conditions at the workplace;
 - ✓ strengthening the occupational health and safety system at the national level;
 - ✓ improving the inspection of occupational health and safety conditions and enforce existing laws;
 - ✓ fostering occupational health and safety activities through employers' and workers' organizations;
 - ✓ implementing special programmes for hazardous work;
 - ✓ expanding occupational health and safety protection for small enterprises and rural workplaces and the informal sector;
 - ✓ promoting training on occupational health and safety for farmers;
 - ✓ reducing the epidemic and impact of HIV and AIDS through the reduction of the vulnerability to HIV transmission among workers or employees at garment factories, business establishments and students of educational institutions;
 - ✓ providing technical and vocational training to migrants to facilitate their job-seeking;
 - ✓ enhancing occupational safety for children aged 15–18 (minimum working age);
 - ✓ eliminating the most severe forms of child labour by 2016;
 - ✓ preparing municipal and provincial action plans to eliminate the most severe forms of child labour;
 - ✓ monitoring and conducting inspections of child labour in industrial areas;
 - ✓ preventing and withdrawing child labour as well as integrating former child labourers into appropriate alternatives for them, aiming at eliminating the most severe forms of child labour; and
 - ✓ monitoring and evaluating the efforts in eliminating child labour.
 - Enforce the Law on Social Security for those who fall under the provisions of the labour law through the following prioritized actions:
 - ✓ expand and consolidate the implementation of the occupational risk allowance in all business establishments;
 - ✓ institute the health care allowance for workers/employees who fall under the provisions of the labour law; and
 - ✓ institute the pension allowance for workers/employees who fall under the provisions of the labour law.
 - Foster the development of technical and vocational capacity of citizens, aiming at contributing to poverty reduction; in particular, to improve the opportunities for women and people with disabilities in the technical and vocational education sector. The prioritized actions in this area include:

- ✓ provide technical and vocational education appropriate to the needs of both domestic and overseas labour markets;
- ✓ develop a national qualifications framework, national skills standards, testing system and the recognition of training programmes and education establishments;
- ✓ expand technical and vocational education programmes through the training of apprentices, training with certificates and national poverty reduction funds;
- ✓ develop a labour market information system; and
- ✓ foster the integrating of gender equality and gender responsiveness within the labour and vocational training sector.

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APPENDIX I: SURVEY PERSONNEL

SURVEY TEAM FOR CAMBODIA LABOUR FORCE AND CHILD LABOUR SURVEY 2012

Survey management

Mr San Sy Than (until 28 Feb. 2013)	Director General, NIS Project Director
Ms Hang Lina (from 1 March 2013)	Director General, NIS Project Director
Mr Heang Kanol	Deputy Director General, NIS Operational Management and Coordination

Technical personnel

Mr Yip Thavrin	Deputy Director of Information and Communication Technology, NIS Programmer and Tabulation
Mr Sam Sok Sotheavuth	Deputy Director of Information and Communication Technology, NIS Data Processing and Tabulation
Mr Oeur Sophal	Deputy Director of National Accounts, NIS Data Processing and Coordination
Mr Teav Rongsa	Deputy Director of Statistical Standards and Analysis, NIS Data Processing and Coordination

Technical support of ILO/IPEC

Mr Bijoy Raychaudhuri	Project Director, Global Action Programme on Child Labour Issues, International Programme on the Elimination of Child Labour, Geneva
Mr Tite Habiyakare	Senior Statistician, ILO Regional Office for Asia and the Pacific, Bangkok
Ms Elisa Benes	Statistician, Department of Statistics, ILO, Geneva
Mr Phu Huynh	Labour Economist, ILO Regional Office for Asia and the Pacific, Bangkok
Mr Uzair Suhaimi	Consultant, ILO
Ms Karen Emmons	Consultant, ILO, Editing of the Reports

Administrative and financial personnel

Mr Lim Penh	Director of Statistical Standards and Analysis, NIS
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Data collection personnel

1. Supervisor (NIS)

Mr Chan Nipol	Mr Eam Hour	Mr Sin Sereivuth
Ms Chum Rumnea	Mr Sok Borith	Mr Chhom Pisith
Mr Touch Minear	Mr Seang Rith	Mr Roeun Kim Sreng
Mr Khien Tharolin	H.E. Seng Soeurn	Mr Pha Engsry
Mr Sok Soeurn	Mr Heang Sovithyea	Mr Nan Sothara

2. Enumerators (NIS)

Mr Ros Punlork	Mr Un Chamroeun	Mr Leang Hour
Mr Vong Sopheara	Mr Mom Sathya	Mr Pon Sophal
Ms Im Sothea	Ms Ky Boreth	Ms Parn Sokha
Mr Chum Phiron	Mr Duch Chamroeun	Ms Heng Mala
Mr Nounnisay Kosal	Ms Chan Serey	Ms Oun Len
Ms Sin Somala	Ms Pol Sophea	Mr Vat Thara
Mr Nounnisay Kosal	Mr Samut Sotha	Mr So Sokhim
Mr Nguon Nor	Mr Nou Phyrun	Mr Mao Saron
Mr Koeung Sok Cheat	Mr Pal Sothearom	Ms Krem Somaly
Mr Sat Run	Mr Chhun Saovy	Mr Sar Try

3. Enumerators (Provincial Planning)

Mr Yim Kosal	Banteay Meanchey	Ms Chhay Sopheap	Preah Vihear
Ms Sao Rachana	Battambang	Mr Soeung Sarath	Prey Veng
Mr Leng Seng Hong	Kampong Cham	Mr Chum Oeun	Prey Veng
Mr Ek Vann Phann Nara	Kampong Cham	Mr Yim Oeun	Pursat
Mr Svay Sam Nang	Kampong Chhnang	Mr Kan Vitou	Rattanak Kiri
Ms Ouk Soma y	Kampong Speu	Mr Smoeurn Sros	Siem Reap
Mr Hak Chetra	Kampong Speu	Mr Khlot Chheang Kry	Siem Reap
Mr Hem Sokorn	Kanpong Thom	Mr Lmot Samkol	Preah Sihanouk
Mr Sao Prum Vuthy	Kampot	Mr Mr Phoeun Vanny	Stung Treng
Mr Ka Den	Kandal	Mr Thong Kompheak	Svay Rieng
Mr Chan Tara	Kandal	Mr Ourn Sambo	Takeo
Mr Chea Sivutra	Koh Kong	Mr Ouch Than	Takeo
Mr Seurng Van	Kratie	Mr Yi Rith	Otdar Meanchey
Ms Rein Srey Neang	Mondul Kiri	Mr Sous Say	Kep
Mr Dor Chan Kour	Phnom Penh	Mr Soy Sarun	Pailin

Data processing personnel

1. Data coding personnel (NIS)

Ms Khun Neary	Mr Nim Saomony
Ms Heng Vichet	Mr Kit Thona
Ms Chhin Phearum	

2. Data entry personnel (NIS)

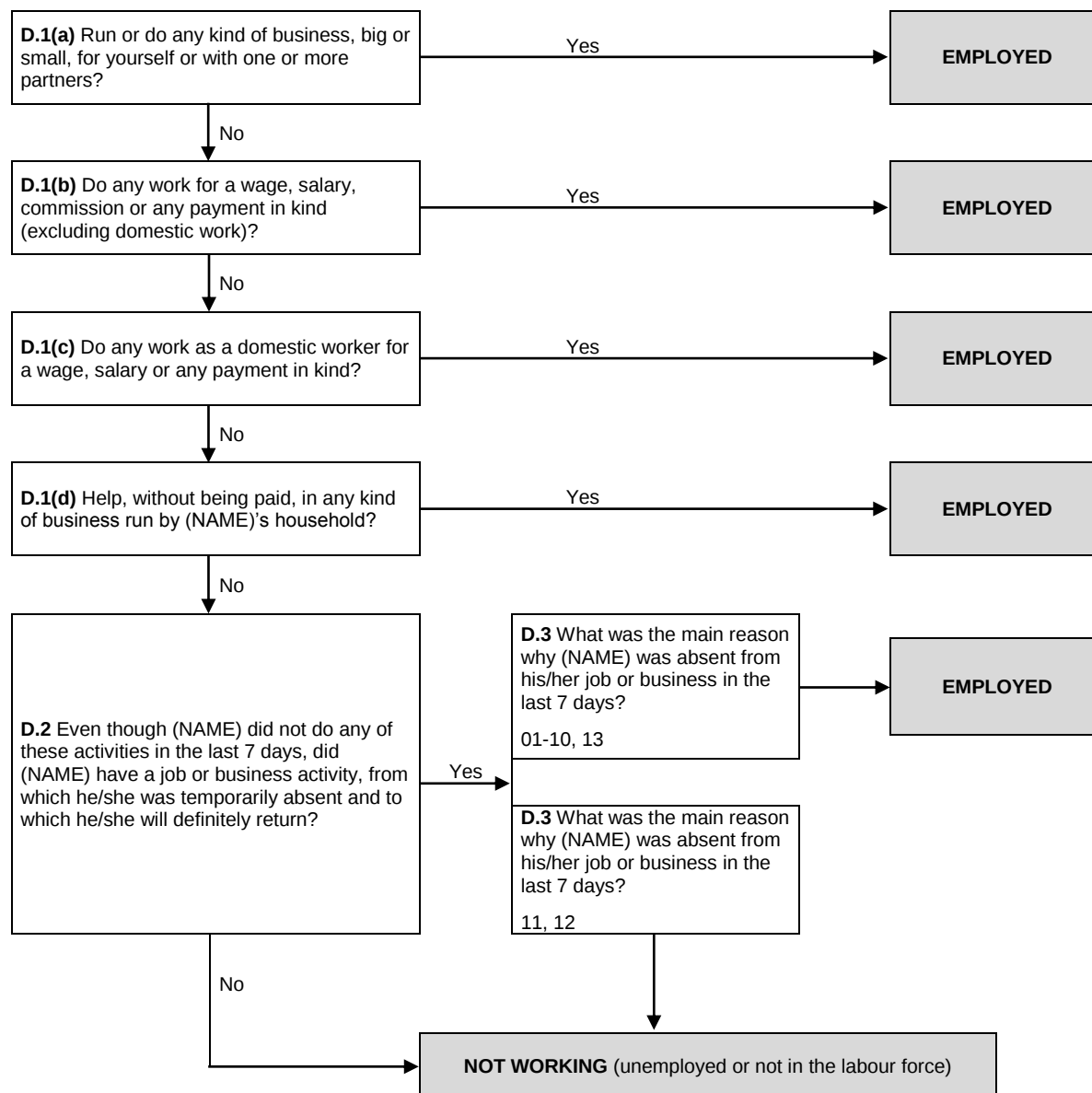
Ms Khon Naren	Ms Mey Sokmarady	Ms So Sovanchakriya
Ms Chhoun Sokunthea	Ms Yim Chanrany	Mr Hean Nhor Nhem
Ms Vuth Sokun	Ms San Sopha	
Ms Chea SoPhy	Mr Khieu Khemarin	
Ms Ty Chan Kanha	Ms Leng Srey Pov	

Report writers

Mr Heang Kanol	Report on Labour Force 2012
	Report on Child Labour 2012
	Report editor

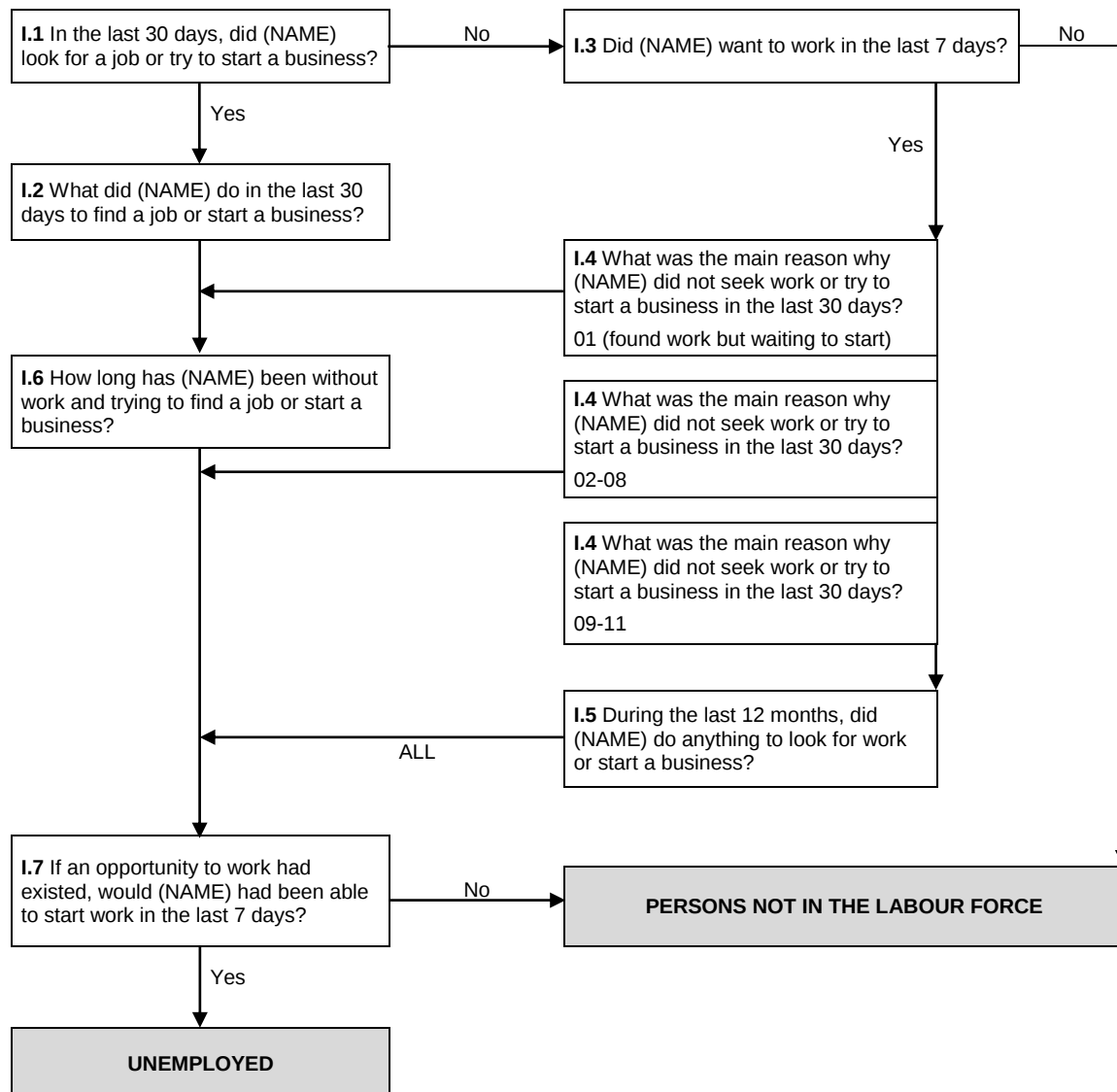
APPENDIX II: FLOW CHARTS FOR KEY VARIABLES OF ECONOMIC ACTIVITY STATUS

1. Employed and not working persons



2. Unemployed and persons not in the labour force

(The test questions needed to identify the unemployed are in bold)



APPENDIX III: SURVEY QUESTIONNAIRE

CONFIDENTIAL

All information collected in this survey is strictly confidential and will be used for statistical purposes only.

Royal Government of Cambodia
Ministry of Planning
National Institute of Statistics

CAMBODIA LABOUR FORCE AND CHILD LABOUR SURVEY 2011-2012

IDENTIFICATION PARTICULARS																																																																															
Capital/Province																																																																															
District/Khan/City																																																																															
Commune/Sangkat																																																																															
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House/Structure number																																																																															
Sample household ID number				Phone number:																																																																											
INTERVIEWER VISITS <table border="1"> <thead> <tr> <th colspan="2">Visit</th> <th colspan="2">Next visit planned for</th> <th colspan="2">Date (DD/MM/YY)</th> <th colspan="2">Time (HH : MM)</th> <th colspan="2">Starting Time (HH=MM)</th> <th colspan="2">Ending Time (HH=MM)</th> </tr> </thead> <tbody> <tr> <td>No.</td> <td>Date (DD/MM/YY)</td> <td>Time (HH : MM)</td> <td>Date (DD/MM/YY)</td> <td>Time (HH : MM)</td> <td>Starting Time (HH=MM)</td> <td>Ending Time (HH=MM)</td> <td>Interview Result Code*</td> <td colspan="4"></td> </tr> <tr> <td>1</td> <td>___/___/___</td> <td>___:___</td> <td>___/___/___</td> <td>___:___</td> <td>___:___</td> <td>___:___</td> <td rowspan="3"> (*) Result codes 1 = Completed 2 = No household member at home/ no competent respondent 3 = Entire household absent for extended period of time 4 = Postponed 5 = Refused 6 = Dwelling vacant or address not a dwelling 7 = Dwelling destroyed 8 = Dwelling not found 9 = Other (specify) </td> <td colspan="4"></td> </tr> <tr> <td>2</td> <td>___/___/___</td> <td>___:___</td> <td>___/___/___</td> <td>___:___</td> <td>___:___</td> <td>___:___</td> <td colspan="4"></td> </tr> <tr> <td>3</td> <td>___/___/___</td> <td>___:___</td> <td>___/___/___</td> <td>___:___</td> <td>___:___</td> <td>___:___</td> <td colspan="4"></td> </tr> </tbody> </table>												Visit		Next visit planned for		Date (DD/MM/YY)		Time (HH : MM)		Starting Time (HH=MM)		Ending Time (HH=MM)		No.	Date (DD/MM/YY)	Time (HH : MM)	Date (DD/MM/YY)	Time (HH : MM)	Starting Time (HH=MM)	Ending Time (HH=MM)	Interview Result Code*					1	___/___/___	___:___	___/___/___	___:___	___:___	___:___	(*) Result codes 1 = Completed 2 = No household member at home/ no competent respondent 3 = Entire household absent for extended period of time 4 = Postponed 5 = Refused 6 = Dwelling vacant or address not a dwelling 7 = Dwelling destroyed 8 = Dwelling not found 9 = Other (specify)					2	___/___/___	___:___	___/___/___	___:___	___:___	___:___					3	___/___/___	___:___	___/___/___	___:___	___:___	___:___					FINAL VISIT <table border="1"> <thead> <tr> <th>Date (DD/MM/YY)</th> <th>Starting Time (HH=MM)</th> <th>Ending Time (HH=MM)</th> <th>Interview Result Code*</th> </tr> </thead> <tbody> <tr> <td>___/___/___</td> <td>___:___</td> <td>___:___</td> <td></td> </tr> </tbody> </table>		Date (DD/MM/YY)	Starting Time (HH=MM)	Ending Time (HH=MM)	Interview Result Code*	___/___/___	___:___	___:___	
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Section A. Household composition and characteristics of household members

The following questions should be asked of all usual members of the household. That is, of all persons who usually live and eat together in the same house or compound and share the same housekeeping arrangement. A person is counted as a household member if he/she lives here or has been absent for less than 12 months.

Note that members of a household are not necessarily related (by blood/marriage) and not all those related persons living in the same house or compound are members of the same household.

ID	Can you please give me the full names of all persons who are part of this household, starting with the head of the household?	Which household member ID number provided information from A.1)	What is (NAME)'s relationship to head of the household? 01= Household Head 02= Spouse 03= Son / Daughter 04= Step child 05= Brother / Sister 06= Daughter-in-law/son-in-law 07= Grandchild 08= Niece / Nephew 09= Parent/parent-in-law 10= Servant (live-in) 11= Other relative 12= Non-relative	Mark the sex of (NAME) 1= Male 2= Female	How old was (NAME) at (his/her) last birthday?	For children aged less than 18 years of age				For persons aged 12 years and over	
						Is (NAME)'s natural mother alive? 1= Yes 2= No →A10 3= Don't know →A10	Write the ID number of (NAME)'s mother (Write 00, if mother does not live in this household and don't know)	Is (NAME)'s natural father alive? 1= Yes 2= No →A12 3= Don't know →A12	Write the ID number of (NAME)'s father (Write 00, if mother does not live in this household and don't know)		What is (NAME)'s marital status? 1= Single /never married 2= Married 3= Living together 4= Separated 5= Divorced 6= Widowed
A.1	A.2	A.3	A.4	A.5	A.6	A.7	A.8	A.9	A.10	A.11	A.12
01											
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Section A. Household composition and characteristics of household members (continued)

Section B. Literacy and Education For persons aged 5 years and over																	
ID	Literacy			Full time education													
	Can (NAME) read and write with understanding in Khmer language? 1= Yes 2= No	Can (NAME) read and write with understanding in any other language? If yes, which 3 main language(s) Mark all that apply 1= No other language 2= Vietnamese 3= Chinese 4= Lao 5= Thai 6= French 7= English 8= Other (specify)	Is (NAME) attending school or pre-school during the current school year? 1= Yes 2= No → B.8	What grade is (NAME) currently attending? (Enter codes from list below)	During the last 7 days, did (NAME) miss any school day? 1= Yes 2= No → B.13	How many school days did (NAME) miss during the last 7 days?	What is the main reason why (NAME) did not go to school on those days? (Enter code from list below) All go to → B.13	Has (NAME) ever attended school? 1= Yes → B.10 2= No	What is the main reason why (NAME) has never attended school? All go to → C.1	What is the highest level of school that (NAME) completed?	Why did (NAME) leave school?	At what age did (NAME) leave school?	At what age did (NAME) begin grade one?				
	B.1	B.2	B.2o (other)	B.3	B.4	B.5	B.6	B.7	B.7o (other)	B.8	B.9	B.9o (other)	B.10	B.11	B.11o (other)	B.12	B.13
01																	
02																	
03																	
04																	
05																	
06																	
07																	
08																	
09																	
10																	
Codes column B.4:			00= Pre-school/kindergarten 01= Class 1 02= Class 2 12= Class 12 13= Technical/vocational pre-secondary 14= Technical/vocational post-secondary 15= College/university undergraduate studies 16= Postgraduate studies														
Codes column B.7:			1= School vacation period 2= Teacher was absent 3= Bad weather conditions 4= To help in family business/farm 5= To help at home with household tasks 6= To work outside family business 7= Illness/ injury/ disability 8= Other (specify)														
Codes column B.9:			01= Too young 02= Disabled/ illness 03= No school/school too far 04= Cannot afford schooling 05= Family did not allow schooling 06= Not interested in school 07= Education not considered valuable 08= School not safe 09= To learn a job 10= To work for pay 11= To help unpaid in family business/farm 12= To help at home with household tasks 13= Other (specify)														
Codes column B.10:			00= Pre-school/kindergarten 01= Class 1 completed 12= Class 12 completed 13= Lower Secondary school certificate 14= Upper Secondary School certificate 15= Technical/vocational pre-secondary diploma/certificate 16= Technical/vocational post-secondary diploma/certificate 17= College/university undergraduate studies 18= Bachelor degree (B=A, B=S, etc=) 19= Masters degree (M=A, M=S, etc) 20= Doctorate degree (PhD) 88= No class completed 98= Don't know														
Codes column B.11:			01= Completed his/her schooling 02= Too old for school 03= Disabled/ illness 04= No school/school too far 05= Cannot afford schooling 06= Family did not allow schooling 07= Poor in studies/not interested 08= Education not considered valuable 09= School not safe 10= To learn a job 11= To work for pay 12= To help unpaid in family business/farm 13= To help at home with household tasks 14= Other (specify)														

Section C. Training within the last 12 months (outside of the general education system)
For persons aged 15 years and over

ID	Did (NAME) attend any courses, seminars, workshops or receive private lessons or instruction outside the regular education system within the last 12 months, that is since [MONTH/YEAR]? 1= Yes 2= No → D.1	How many of these training activities did (NAME) attend within the last 12 months? 1= 1 training 2= 2 trainings 3= 3 trainings 4= 4 or more trainings	What was the subject of the (most recent) training that (NAME) attended within the last 12 months?	For how long did (NAME) attend this training? 1= Less than 1 week 2= 1 week to < 2 weeks 3= 2 weeks to < 3 weeks 4= 3 weeks to < 4 weeks 5= 1 month to < 3 months 6= 3 months to < 6 months 7= 6 months or longer	Who was the main provider of this training? 1= Government 2= State-owned enterprise 3= Non-governmental/non-profit organization 4= Private business/person 5= International organization 6= Other (specify) If C.2=1 → D.1	What was the subject of the second most recent training that (NAME) attended within the last 12 months?	For how long did (NAME) attend this training? 1= Less than 1 week 2= 1 week to < 2 weeks 3= 2 weeks to < 3 weeks 4= 3 weeks to < 4 weeks 5= 1 month to < 3 months 6= 3 months to < 6 months 7= 6 months or longer	Who was the main provider of this training?				
								C.5	C.8 (other)			
	C.1	C.2	C.3	FIELD code	C.4	C.5	C.8 (other)	C.6	FIELD code	C.7	C.8	C.8 (other)
01												
02												
03												
04												
05												
06												
07												
08												
09												
10												

Subject of study codes (columns C.3 and C.6):

010= Basic programmes
080= Literacy and numeracy
090= Personal skills development
140= Teacher training and education sciences
210= Arts and craft skills
222= Foreign languages
220= Other humanities
310= Social and behavioural sciences
320= Journalism and information
340= Business and administration
380= Law

420= Life science
440= Physical science
460= Mathematics and statistics
480= Computing
520= Engineering and engineering trades
540= Manufacturing and processing
580= Architecture and building
620= Agriculture, forestry and fishery
640= Veterinary
720= Health
760= Social services

811= Hotel, restaurant and catering
812= Travel, tourism and leisure
813= Sports
814= Domestic services
815= Hair and beauty services
840= Transport services
850= Environmental protection
861= Protection of persons and property
862= Occupational health and safety
863= Military and defence

Section D. Current activities For persons aged 5 years and over						
1. During the last 7 days, did (NAME) do any of the following activities, even if only for one hour?						
ID	(a) Run or do any kind of business, big or small, for yourself or with one or more partners? <i>Examples: Commercial farming or fishing, collecting firewood or water mainly for sale, selling things, making things for sale, repairing things for pay, taxi or other transport business, having a legal or medical practice, performing in public, having a public phone shop, barber, shoe shining, etc</i> 1= Yes 2= No	(b) Do any work for a wage, salary, commission or any payment in kind (excluding domestic work)? <i>Examples: A regular job, contract, casual or piece work for pay, work in exchange for food or housing</i> 1= Yes 2= No	(c) Do any work as a domestic worker for a wage, salary or any payment in kind? 1= Yes 2= No	(d) Help, without being paid, in any kind of business run by (NAME)'s household? <i>Examples: Help to sell things, make things for sale or exchange, doing the accounts, cleaning up for the business, etc.</i> 1= Yes 2= No	Even though (NAME) did not do any of these activities in the last 7 days, did (NAME) have a job or business activity, from which he/she was temporarily absent and to which he/she will definitely return? Note: The off-season for agricultural activities, or waiting for a new job to start, do not count as temporary absences 1= Yes 2= No → I1	What was the main reason why (NAME) was absent from his/her job or business in the last 7 days? 01= Health reasons 02= Vacation leave 03= Caring for family/others 04= Maternity/paternity leave 05= Family/community obligations 06= Strike/stay-away/lockout 07= Problems with transport, equipment, ... 08= Bad weather 09= Study or training leave 10= Unrest (violence) 11= Future job start → I1 12= Seasonal work → I1 13= Other reason (specify)
	D.1(a)	D.1(b)	D.1(c)	D.1(d)	D.2	D.3
01	_	_	_	_	_	_
02	_	_	_	_	_	_
03	_	_	_	_	_	_
04	_	_	_	_	_	_
05	_	_	_	_	_	_
06	_	_	_	_	_	_
07	_	_	_	_	_	_
08	_	_	_	_	_	_
09	_	_	_	_	_	_
10	_	_	_	_	_	_
If any answer to D.1 = 1 (Yes) → E.1 If ALL answers to D.1 = 2 (No) → D.2						

Section E. Characteristics of the main job/activity in the last 7 days For employed persons aged 5 years and over						
ID	What kind of work does (NAME) usually do in the main job/business that he/she had in the last 7 days? Examples: rice farmer, tricycle driver, fisherman, primary school teacher, market food seller (Record the title of the job if there is one)	What are (NAME)'s main tasks or duties in this work? Examples: grow rice mainly for sale; drive a tricycle to transport passengers; catch, sort, clean and pack fish; teach children to read and write; cook and sell food on the market (Write a short description of the main tasks/duties)	What is the name of the place where (NAME) works? Examples: Mr. Vuthy tricycle service, Tonle Sap fisheries, Bak Touk Primary School, Mei's kitchen For government or large organizations give the name of the establishment, branch or division	What goods are produced, or what services are provided at (NAME)'s place of work? Examples: rice, transportation services, fresh fish and processed fish products, education, cooking and serving meals		
	E.1	E.2	ISCO code	E.3	E.4	ISIC code
01						
02						
03						
04						
05						
06						
07						
08						
09						
10						

Section E: Characteristics of the main job/activity in the last 7 days (continued)											
ID	How many persons, including (NAME), work at this place of work?	Where does (NAME) mainly undertake his/her work? 01= Inside his/her house 02= Work space next to/in front of house 03= Factory, office, workshop, shop, kiosk, etc. away from the house 04= Farm, agricultural plot, lake, river 05= Home or workplace of employer/client 06= Construction site 07= Market or bazaar stall 08= Street stall 09= No fixed location (mobile) 10= Other (specify)	Does (NAME) work in the a...? 1= Government 2= Public/state-owned enterprise 3= Non-profit organization, NGO 4= Private household (paid domestic worker) 5= Non-farm private business 6= Farm private enterprise (plantation, farm) 7= Other (specify) If (1, 2, 3 or 4) → E.9	Is the business/farm where (NAME) works registered with the Ministry of Commerce, Industry, Tourism or with any other authority? 1= Registered 2= Not registered 3= In the process of becoming registered 4= Don't know	In this job/activity is (NAME) an ... READ 1= Employee 2= Employer 3= Own account worker 4= Contributing family worker 5= Other (specify) If (2, 3, 4 or 5) → E.20	For employees only (E.9 = 1)				Would (NAME) get paid sick leave in case of illness or injury?	
						Does (NAME)'s employer contribute to any pension or retirement fund for him/her? 1= Yes 2= No 3= Don't know	Does (NAME) benefit from paid annual leave? 1= Yes 2= No 3= Don't know	E.10	E.11		E.12
	E.5	E.6	E.6o (other)	E.7	E.7o (other)	E.8	E.9	E.9o (other)	E.10	E.11	E.12
01											
02											
03											
04											
05											
06											
07											
08											
09											
10											

Section E. Characteristics of the main job/activity in the last 7 days (continued)									
For employees only (E.9 = 1)								For all employed persons	
ID	Does (NAME)'s employer deduct income tax from his/her salary? 1= Yes 2= No 3= Don't know	Is (NAME) employed on the basis of a written contract or an oral agreement? 1= Written contract 2= Oral agreement 3= Don't know	Is the contract or agreement of...? READ 1= Limited duration 2= Unlimited duration → E.18 3= Unspecified duration → E.17 4= Don't know → E.18	What is the duration of the contract or agreement? 1= Daily agreements 2= More than a day but < 1 month 3= 1 month to < 3 months 4= 3 months to < 6 months 5= 6 month to < 12 months 6= 12 months or more	Why is the contract or agreement of limited/unspecified duration? 1= On-the job training, internship 2= Probation period 3= Seasonal work 4= Occasional/daily work 5= Public employment programme 6= Work as a replacement/substitute 7= Work for a service or specific task 8= Chain contract 9= Other (specify)	On this job, is (NAME) member of a trade union? 1= Yes 2= No 3= Don't know	Are (NAME)'s pay and conditions of employment directly affected by agreements between (NAME)'s employer and any trade union? 1= Yes 2= No 3= Don't know	How long has (NAME) worked for this employer/in this business or activity? 1= Less than 3 months 2= 3 months to < 6 months 3= 6 months to < 12 months 4= 1 year to < 3 years 5= 3 years to < 5 years 6= 5 years to < 10 years 7= 10 years or more	
	E.13	E.14	E.15	E.16	E.17	E.17o (other)	E.18	E.19	E.20
01									
02									
03									
04									
05									
06									
07									
08									
09									
10									

Section E. Characteristics of the main job/activity in the last 7 days (continued)											
Income from paid employment For employees only (E.9= 1)					Income from self-employment For employers and own-account workers (E.9= 2, 3)						
ID	Is (NAME) paid on a time basis or a piece-rate basis? 1= Time-basis 2= Piece rate 3= Other (specify)		How much did (NAME) earn the last time he/she was paid in his/her main job/activity –in cash and in-kind (food, clothing, drinks, housing, etc)? For payments in kind and services, record the estimated value		What period did this cover? 1= Last month 2= Last week 3= Last day 4= Other period (specify)			Approximately how many hours did (NAME) work during period refer to in E.23?	Last month, how much did (NAME) earn in his/her business activity, in cash or in kind, after deducting expenses?		How many months did this business run in the last 12 months?
			In cash (in Riel)	In kind (in Riel)	In cash	E.23c	E.23k	E.23o (other)	E.24	In cash (in Riel)	In kind (in Riel)
	E.21	E.21o (other)	E.22c	E.22k	E.23c	E.23k	E.23o (other)	E.24	E.25c	E.25K	E.26
01	___				___	___		___			___
02	___				___	___		___			___
03	___				___	___		___			___
04	___				___	___		___			___
05	___				___	___		___			___
06	___				___	___		___			___
07	___				___	___		___			___
08	___				___	___		___			___
09	___				___	___		___			___
10	___				___	___		___			___

Section F. Characteristics of the secondary job/activity in the last 7 days For employed persons aged 5 years and over							
	In addition to (NAME)'s main work, did (NAME) have any other job/business in the last 7 days? <i>Include also jobs/activities from which the person was temporarily absent in the last 7 days</i> 1= Yes 2= No → G.1	What kind of work does (NAME) usually do in this second job/activity? <i>Examples: rice farmer, tricycle driver, fisherman, primary school teacher, market food seller</i> (Record the title of the job if there is one)	What are (NAME)'s main tasks or duties in this second job/activity? <i>Examples: grow rice mainly for sale; drive a tricycle to transport passengers; catch, sort, clean and pack fish; teach children to read and write; cook and sell food on the market</i> (Write a short description of the main tasks/duties)	What is the name of the place where (NAME) has this second job/activity? <i>Examples: Mr. Vuthy tricycle service, Tonle Sap fisheries, Bak Touk Primary School, Mei's kitchen</i> For government or large organizations give the name of the establishment, branch or division	What goods are produced, or what services are provided at (NAME)'s place of work? <i>Examples: rice, transportation services, fresh fish and processed fish products, education, cooking and serving meals</i>		
	F.1	F.2	F.3	ISCO code	F.4	F.5	ISCO code
01							
02							
03							
04							
05							
06							
07							
08							
09							
10							

Section F. Characteristics of the secondary job/activity in the last 7 days (continued)										
ID	How many persons, including (NAME), work at this place of work? 1= Works alone 2= 2-4 3= 5-9 4= 10-19 5= 20-49 6= 50 or more	In this second job/activity, does (NAME) work for the/a...? READ 1= Government 2= Public/state-owned enterprise 3 = Non-profit organization, NGO 4= Private household (paid domestic worker) 5= Non-farm private business 6= Farm, private enterprise (plantation, farm) 7= Other (specify) If (1, 2, 3 or 4) → F.9	Is the business/farm (NAME) registered with the Ministry of Commerce, Industry, Tourism or with any other authority? 1= Registered 2= Not registered 3= In the process of becoming registered 4= Don't know	In this second job/activity is (NAME) an/a ... READ 1= Employee 2= Employer 3= Own account worker 4= Contributing family worker 5= Other (specify) If (2, 3, 4 or 5) → G.1	For employees only (F.9= 1)				Does (NAME)'s employer deduct income tax from his/her salary? 1= Yes 2= No 3= Don't know	
					Does (NAME)'s employer contribute to any pension or retirement fund for him/her? 1= Yes 2= No 3= Don't know	Does (NAME) benefit from paid annual leave? 1= Yes 2= No 3= Don't know	Would (NAME) get paid sick leave in case of illness or injury? 1= Yes 2= No 3= Don't know	F.13		
	F.6	F.7	F.7o (other)	F.8	F.9	F.9o (other)	F.10	F.11	F.12	F.13
01										
02										
03										
04										
05										
06										
07										
08										
09										
10										

Section G. Hours of work														For employed children aged 5-17 years	
For employed persons aged 5 years and over															
G.1 How many hours does (NAME) usually work per week...?		G.2 Thinking about each day in the last 7 days, how many hours did (NAME) actually work on... <i>Interviewer start with the day before the day of the interview, and work your way backwards.</i>										G.3 During the last 7 days when did (NAME) usually carry out this work?			
ID	(a) In his/her main job/activity?	(b) In any other jobs/activities	Interviewer: Add the usual hours worked in all jobs (G.1a + G.1b) Record the total in G1.c	Day _____ Date (DD/MM/YY) ____/____/____		Day _____ Date (DD/MM/YY) ____/____/____		Day _____ Date (DD/MM/YY) ____/____/____		Day _____ Date (DD/MM/YY) ____/____/____		Day _____ Date (DD/MM/YY) ____/____/____		1= During the day (6 am– 6 pm) 2= In the evening/night (after 6 pm) 3= During the day and evening 4= On the week-end 5= Sometimes during the day, sometimes in the evening	
				G.1a	G.1b	G.1c	G.2a	G.2b	G.2c	G.2d	G.2e	G.2f	G.2g	G.3	
01				M											
02															
03															
04															
05															
06															
07															
08															
09															
10															

Section H. Underemployment For employed persons aged 5 years and over																
ID	In the last 7 days, would (NAME) have liked to work additional hours than he/she worked, provided the extra hours had been paid? 1= Yes 2= No → J.3	How many additional hours could (NAME) have worked in the last 7 days? (Enter number of hours)	Would (NAME) like to change his/her current employment situation? 1= Yes 2= No → J.1	What is the main reason why (NAME) would like to change his/her employment situation? 1= Present job is temporary 2= Fear of losing present job 3= To work more hours (paid at current rate) 4= To have a better paid job/activity (higher pay per hour) 5= To work less hours (with a reduction in pay) 6= To make better use of skills 7= To improve working conditions 8= Other (specify)	In the last 30 days, did (NAME) look for another job/activity to replace his/her current one(s)? 1= Yes 2= No	In the last 30 days, did (NAME) look for extra work in addition to his/her current one(s)? 1= Yes 2= No → J.1	What did (NAME) do to find another /extra work? 1= Registered at a public or private employment exchange 2= Applied to current or other employers 3= Checked at current or other work sites, farms, factory gates, markets, or other assembly places 4= Placed or answered newspaper advertisements 5= Sought assistance of friends or relatives 6= Looked for land, building, machinery or equipment to establish or improve his/her own enterprise 7= Arranged for initial or additional financial resources 8= Other (specify)	H.1	H.2	H.3	H.4	H.4a (other)	H.5	H.6	H.7	H.7a (other)
01																
02																
03																
04																
05																
06																
07																
08																
09																
10																
ALL go to → J.1																

Section I. Job search For persons not employed in the last 7 days aged 5 years and over												
ID	In the last 30 days, did (NAME) look for a job or try to start a business?	What did (NAME) do in the last 30 days to find a job or start a business?	Did (NAME) want to work in the last 7 days?	What was the main reason why (NAME) did not seek work or try to start a business in the last 30 days?	During the last 12 months, did (NAME) do anything to look for work or start a business?	How long has (NAME) been without work and trying to find a job or start a business?	If an opportunity to work had existed, would (NAME) had been able to start work in the last 7 days?	What was the main reason why (NAME) was not available to work in the last 7 days?	What was the main reason why (NAME) did not want to work?			
	1= Yes 2= No → I.3	1= Registered at a public or private employment center 2= Applied to current or other employers 3= Checked at work sites, farms, factory gates, markets, ... 4= Waited on the street for casual work 5= Placed/answered advertisements 6= Asked friends or relatives 7= Looked for land, building, equipment 8= Arranged for financial resources 9= Other (specify)	1= Yes 2= No → I.9	01= Found work but waiting to start → I.6 02= Awaiting replies to earlier enquiries → I.7 03= Awaiting for the season to start → I.7 04= Attended school/training courses → I.7 05= Family responsibilities or housework → I.7 06= Illness, injury or disability → I.7 07= Too young/old to find work → I.7 08= Does not know where to look for work → I.7 09= Lacks employers' requirements (skills, experience, qualifications) 10= No jobs available in the area 11= Other reasons (specify)	1= Yes 2= No	1= Less than 3 months 2= 3 mo= to < 6 months 3= 6 mo= to < 12 months 4= 1 year to < 3 years 5= 3 years to < 5 years 6= 5 years or more 7= Don't know	1= Yes → J.1 2= No	1= In school/training 2= Housework/ family responsibilities 3= Illness, injury, disability 4= Retired, too old for work 5= Too young to work 6= Off-season 7= No desire to work 8= Other (specify)	1= In school/training 2= Housework/ family responsibilities 3= Illness, injury, disability 4= Retired, too old for work 5= Too young to work 6= Off-season 7= No desire to work 8= Other (specify)			
	I.1	I.2	I.3	I.4	I.4o (other)	I.5	I.6	I.7	I.8	I.8o (other)	I.9	I.9o (other)
01	☐	☐	☐	☐		☐	☐	☐	☐		☐	
02	☐	☐	☐	☐		☐	☐	☐	☐		☐	
03	☐	☐	☐	☐		☐	☐	☐	☐		☐	
04	☐	☐	☐	☐		☐	☐	☐	☐		☐	
05	☐	☐	☐	☐		☐	☐	☐	☐		☐	
06	☐	☐	☐	☐		☐	☐	☐	☐		☐	
07	☐	☐	☐	☐		☐	☐	☐	☐		☐	
08	☐	☐	☐	☐		☐	☐	☐	☐		☐	
09	☐	☐	☐	☐		☐	☐	☐	☐		☐	
10	☐	☐	☐	☐		☐	☐	☐	☐		☐	

Section J. Occupational injuries within the last 12 months
For persons aged 5 years and over

Now I would like to ask you about any accidents (NAME) may have had while working in the last 12 months that is since [MONTH/YEAR]...

ID	In the last 12 months, was (NAME) hurt in any accident while working that caused him/her injury or illness? <i>(Include accidents that took place while commuting to/from work)</i> 1= Yes 2= No → K.1	Did any of the injuries received in the last 12 months result in (NAME) being absent from work/ school, or unable to work/ attend school, for at least one day, apart from the day of the accident? 1= Yes → J.4 2= No	Did the injuries seriously restrict (NAME)'s work or activities even though (NAME) was not absent from work or unable to work? 1= Yes 2= No All go to → K.1	How many of these injuries (with lost time) did (NAME) have in the last 12 months? <i>(record number of accidents)</i>	Thinking about (this work accident or the most serious work accident), what type of injury did (NAME) receive? Code the most severe injury 1= Superficial injury 2= Fracture 3= Dislocation, sprain, strain 4= Amputation 5= Concussion, internal injury 6= Burn, corrosion, scald, frostbite 7= Acute poisoning or infection 8= Other injury (specify)	What kind of work was (NAME) doing when this accident happens? 1= Current main job → J=10 2= Current secondary job → J=10 3= Other job (specify occupation) <i>(If "Other" record the title of the job if there is one)</i>	What were (NAME)'s main tasks or duties in this job/activity? <i>(Write a short description of the main tasks/duties)</i>	ISCO code		
	J.1	J.2	J.3	J.4	J.5	J.5o (other)	J.6	J.6o (other)	J.7	
01										
02										
03										
04										
05										
06										
07										
08										
09										
10										

Section K. Participation in production of goods for use by own household For persons <u>aged 5 and over</u>											
During the last 7 days, did (NAME) do any of the following activities...?											
If Yes for a task, ask:											
During the last 7 days, how many hours did (NAME) spend on this activity?											
ID	Work on (NAME)'s own (or his/her household's) plot, farm, or help grow farm produce or look after animals for the household's own consumption? <i>Examples: Ploughing, harvesting, looking after livestock</i> 1= Yes 2= No	Do any construction or major repair work on (NAME)'s own house, farm plot or business? 1= Yes 2= No	Catch any fish, prawns, shells, wild animals or other food for the household's own consumption? 1= Yes 2= No	Fetch water or collect firewood for household use? 1= Yes 2= No	Produce clothing, furniture, pots, or other goods for household use? 1= Yes 2= No	Were the farm or fish products or other goods that (NAME) produced or helped produce in the last 7 days ...? READ 1= Only for own household use 2= Mainly for own household use but partly for sale 3= Mainly for sale, but partly for own household use 4= Only for sale					
	K.1	hours	K.2	hours	K.3	hours	K.4	hours	K.5	hours	K.6
01											
02											
03											
04											
05											
06											
07											
08											
09											
10											

Section L. Other activities For persons <u>aged 5 and over</u>														
During the last 7 days, did (NAME) do any of the tasks listed below for the benefit of this household:														
If Yes for a task, ask:														
During the last 7 days, how many hours did (NAME) spend on this activity?														
ID	shopping for household	cooking	washing clothes	washing dishes	cleaning house/ yard	cleaning utensils	repairing any household equipment or vehicles	caring for children	caring old/sick person	other household tasks (specify)				
	1= Yes 2= No	1= Yes 2= No	1= Yes 2= No	1= Yes 2= No	1= Yes 2= No	1= Yes 2= No	1= Yes 2= No	1= Yes 2= No	1= Yes 2= No		L.10	specify	hours	
	L.1	L.2	L.3	L.4	L.5	L.6	L.7	L.8	L.9					
01														
02														
03														
04														
05														
06														
07														
08														
09														
10														

Thank you very much for the best cooperation!

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