

**Regional Workshop on Monitoring and Assessing Progress on  
Decent Work in Asia**

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**Decent Work Indicators  
availability and gaps  
for Cambodia**

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# I. Cambodia Decent Work Country Programme

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The Cambodia Decent Work Country Programme (DWCP) covering 2008–2010 was designed and developed by the national tripartite constituents:

- Royal Government of Cambodia (RGC),
- Employers' Organizations,
- Workers' Organizations,
- and the ILO Sub-regional Office for East Asia in Bangkok through extensive consultations.

Implementation and monitoring of the DWCP relies on full partnership of the tripartite constituents and collaboration with other development agencies.

# I. Cambodia Decent Work Country Programme

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**The Ministry of Labour and Vocational Training (MOLVT)** is the ILO's main partner ministry of the RGC.

Its current priorities are:

- implementing measures to counter the adverse impacts of the global economic crisis,
- strengthening the industrial relations system,
- enhancing vocational and entrepreneurship training,
- developing the linkage to employment generation,
- increasing efforts to combat child labour, and
- formulating policies on employment and labour migration.

# I. Cambodia Decent Work Country Programme

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**The employers' organizations** in Cambodia are represented by the Cambodian Federation of Employers and Business Associations (CAMFEBA). The main concerns of CAMFEBA are:

- improving industrial relations, labour law reform and trade union law, international competitiveness of Cambodia industries and
- measures to tackle impact of the crisis, especially in the garment sector.

**The workers' organizations** are represented by around 40 national trade union centres. The main concerns of trade unions are:

- the violation of labour rights,
- the lack of security of union members,
- weak enforcement of the labour law and
- retrenchments resulting from the global economic crisis.

## II. DWI Availability and Data Sources

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DWI can be estimated on the basis of available data.

Data sources are available in relation to the measurement of decent work:

- Labour Force Survey 2000, 2001 (NIS)
- Population Census 1998, 2008 (NIS)
- Inter-Censal Population survey 2004 (NIS)
- Socio-Economic Survey 1993/94, 1996, 1997, 1999, 2004, 2007 (NIS)
- Demographic and Health Survey 2000, 2005 (NIS)
- Child Labour Survey 2001 (NIS)
- Child Domestic Worker Survey 2003 (NIS)
- Administrative records:
  - Data on Social security expenditure (MEF)
  - Data on Health financing (MOH)
  - Data on Occupational injuries (DOH-MOLVT)
  - Data on Strikes and lockouts (DOLD-MOLVT)
  - Data on Collective bargaining (MOLVT)
  - Data on Workers' organizations (MOLVT)
  - Data on Employers' organizations (MOLVT)

## II. DWI Availability and Data Sources

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Data for most indicators are collected, or have been collected in the past, but are not tabulated or published as official statistics.

The indicators where data are not collected include:

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

## II. DWI Availability and Data Sources

### 1. Employment opportunities

Indicator identifier	Decent Work Indicators	Availability/ Data source
EMPL-1	M-Employment-to-population ratio, 15-64 years (S)	* NIS: LFS, PC, CSES
EMPL-2	M-Unemployment rate (S)	NIS: LFS, PC, CSES
EMPL-3	M-Youth not in education and not in employment, 15-24 years (S)	* NIS: LFS, PC, CSES
<b>EMPL-4</b>	<b>M-Informal employment (S)</b>	<b>Not available</b>
EMPL-5	A-Labour force participation rate, 15-64 years	NIS: LFS, PC, CSES
EMPL-6	A-Youth unemployment rate, 15-24 years (S)	NIS: LFS, PC, CSES
EMPL-7	A-Unemployment by level of education (S)	NIS: LFS, PC, CSES
EMPL-8	A-Employment by status in employment (S)	NIS: LFS, PC, CSES
EMPL-9	A-Proportion of own-account and contr. family workers in total employment (S)	* NIS: LFS, PC, CSES
EMPL-10	A-Share of wage employment in non-agricultural employment (S)	* NIS: LFS, CSES

M = main indicator, A = additional indicator, S = disaggregated by sex,  
 \* = primary data collected but indicator is not calculated / not published

## II. DWI Availability and Data Sources

### 2. Adequate earnings and productive work

Indicator identifier	Decent Work Indicators	Availability/ Data source
EARN-1	M-Working poor (S)	* NIS: CSES
EARN-2	M-Low pay rate (below 2/3 of median hourly earnings) (S)	* NIS: LFS, CSES
EARN-3	A-Average hourly earnings in selected occupations (S)	* NIS: LFS, CSES
EARN-4	A-Average real wages (S)	* NIS: LFS, CSES
EARN-5	A-Minimum wage as % of median wage	* NIS: LFS, CSES
EARN-6	A-Manufacturing wage index	* NIS: LFS, CSES
EARN-7	A-Employees with recent job training (past year/past 4 weeks) (S)	Not available

M = main indicator, A = additional indicator, S = disaggregated by sex,  
 \* = primary data collected but indicator is not calculated / not published

## II. DWI Availability and Data Sources

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### 3. Decent hours

Indicator identifier	Decent Work Indicators	Availability/ Data source
HOUR-1	M-Excessive hours (more than 48 hours per week; 'usual' hours) (S)	* NIS: LFS, CSES
HOUR-2	A-Usual hours worked (standardized hour bands) (S)	NIS: LFS, CSES
HOUR-3	A-Annual hours worked per employed person (S)	Not available
HOUR-4	A-Time-related underemployment rate (S)	NIS: LFS, CSES

M = main indicator, A = additional indicator, S = disaggregated by sex,  
\* = primary data collected but indicator is not calculated / not published

## II. DWI Availability and Data Sources

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### 4. Work to be abolished

Indicator identifier	Decent Work Indicators	Availability/ Data source
ABOL-1	M-Child labour (S)	* NIS: CLS
ABOL-2	A-Hazardous child labour (S)	* NIS: CLS

### 5. Stability and security of work

Indicator identifier	Decent Work Indicators	Availability/ Data source
STAB-1	M-Precarious work (informal employment)	Not available
STAB-2	M-Informal Employment (S)	Not available
STAB-3	A-Employment tenure (S)	Not available

M = main indicator, A = additional indicator, S = disaggregated by sex,  
 \* = primary data collected but indicator is not calculated / not published

## II. DWI Availability and Data Sources

### 6. Equal opportunity and treatment in employment

Indicator identifier	Decent Work Indicators	Availability/ Data source
EQUA-1	M-Occupational segregation by sex	NIS: LFS, PC, CSES
EQUA-2	M-Female share of employment in ISCO-88 groups 11 and 12	* NIS: LFS, PC, CSES
EQUA-3	A-Gender wage gap	* NIS: LFS, CSES
EQUA-4	A-Indicator for Fundamental Principles and Rights at Work (Elimination of discrimination in respect of employment and occupation) to be developed by the Office	Not available
EQUA-5	A-Measure for discrimination by race/ethnicity /of indigenous people/of (recent) migrant workers/of rural workers where relevant and available at the national level	Not available

M = main indicator, A = additional indicator, S = disaggregated by sex,  
 \* = primary data collected but indicator is not calculated / not published

## II. DWI Availability and Data Sources

### 7. Safe work environment

Indicator identifier	Decent Work Indicators	Availability/ Data source
SAFE-1	M-Occupational injury rate, fatal	* DOH-MOLVT: Administrative records
SAFE-2	A-Occupational injury rate, non-fatal	* DOH-MOLVT: Administrative records
SAFE-3	A-Time lost due to occupational injuries	Not available
SAFE-4	A-Labour inspection (inspectors per 10,000 employed persons)	DOH-MOLVT: Administrative records

M = main indicator, A = additional indicator, S = disaggregated by sex,  
 \* = primary data collected but indicator is not calculated / not published

## II. DWI Availability and Data Sources

### 8. Social security

Indicator identifier	Decent Work Indicators	Availability/ Data source
SECU-1	M-Share of population aged 65 and above benefiting from a pension (S)	Not available
SECU-2	M-Public social security expenditure (% of GDP)	* MEF: Administrative records
SECU-3	A-Health-care exp. not financed out of pocket by private households	Not available
SECU-4	A-Share of population covered by (basic) health care provision (S)	Not available

M = main indicator, A = additional indicator, S = disaggregated by sex,  
 \* = primary data collected but indicator is not calculated / not published

## II. DWI Availability and Data Sources

### 9. Social dialogue, workers and employers' representation

Indicator identifier	Decent Work Indicators	Availability/ Data source
DIAL-1	M-Union density rate (S)	Not available
DIAL-2	M-Enterprises belonging to employer organization (rate)	Not available
DIAL-3	M-Collective bargaining coverage rate (S)	MOLVT: Administrative records
DIAL-4	M-Indicator for Fundamental Principles and Rights at Work (Freedom of Association and Collective Bargaining) to be developed by the Office	Not available
DIAL-5	A-Strikes and lockouts/rates of days not worked	* DOLD-MOLVT: Administrative records

M = main indicator, A = additional indicator, S = disaggregated by sex,  
 \* = primary data collected but indicator is not calculated / not published

## II. DWI Availability and Data Sources

### 10. Economic and social context for decent work

Indicator identifier	Decent Work Indicators	Availability/ Data source
CONT-1	C-Children not in school (% by age) (S)	NIS: CLS, PC, CSES
CONT-2	C-Estimated % of working-age population who are HIV positive	* NIS: DHS
CONT-3	C-Labour productivity (GDP per employed person, level and growth rate)	* NIS: NA, LFS, PC, CSES
CONT-4	C-Income inequality (percentile ratio P90/P10, income or consumption)	* NIS: CSES
CONT-5	C-Inflation rate (CPI)	NIS: CPI
CONT-6	C-Employment by branch of economic activity	NIS: LFS, PC, CSES
CONT-7	C-Education of adult population (adult literacy rate, adult secondary school graduation rate) (S)	NIS: LFS, PC, CSES
<b>CONT-8</b>	<b>C-Labour share in GDP</b>	<b>Not available</b>
CONT-9	C (additional)-Real GDP per capita in PPP\$ (level and growth rate)	* NIS: NA
CONT-10	C (additional)-Female share of employment by industry (ISIC tabulation category)	* NIS: LFS, PC, CSES
CONT-11	C (additional)-Wage / earnings inequality (percentile ratio P90/P10)	* NIS: LFS, CSES
CONT-12	C (additional)-Poverty indicators (gap and rate)	NIS: CSES

M = main indicator, A = additional indicator, S = disaggregated by sex,  
 \* = primary data collected but indicator is not calculated / not published

### III. Key Challenges in National Statistical System for Decent Work Indicators

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- Lack of funding for national statistical operations such as censuses, surveys.
- Low government budget for statistics.
- Some household surveys have not been carried out on a regular basis, and therefore, a complete time series would not be available.
- Absence of a regular labour force survey and child labour survey.
- Lack of a nationally agreed set of concepts and definitions that has resulted in a loss of comparability of the statistics produced by different surveys.
- Lack of coordinating role of MOLVT as the focal point of ILO, such as the NIS, MEF, MOH, MOEYS, trade unions, employers associations, and agencies concerned.

## IV. Follow-Up Actions to Address these Challenges

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- Supporting NIS to conduct a nationally representative household survey, such as a labour force survey which can collect new data on many aspects of decent work where existing statistics are dated, not available or generally unreliable, including on informal employment, child labour, occupational safety, social security and unionization.
- Providing technical assistance to NIS and relevant agencies to tabulate decent work indicators, based on existing data sources and utilizing international concepts and definitions, particularly indicators related to working poor, earnings, labour productivity and income inequality, among others.
- Providing support to MOLVT and other agencies to strengthen administrative records that can be used to produce and publish decent work indicators on safe work environment, social security and social dialogue.
- It is essential to directly contact the agencies as the ownership of unpublished/raw data to produce decent work indicators.

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Thank You!