

# Measuring Decent Work in Cambodia

## *The Decent Work Country Profile*

*Meeting on measuring and assessing progress on decent work:  
lessons learnt from MAP countries, 27-29 June, Geneva*

Mr Heang Kanol, Deputy Director General  
National Institute of Statistics – Ministry of Planning

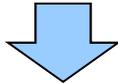


# Developing the Profile: *process in Cambodia*

## ➤ **Timeline of activities:**

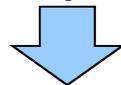
### **Stage 1: February-March 2011**

*Decent Work Indicator compilation*



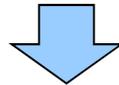
### **Stage 2: April 2011**

*Tripartite Capacity-Building & Consultation Workshop*



### **Stage 3: June-Dec 2011**

*Profile drafting / internal reviews / consultations*



### **Stage 4: Jan-April 2012**

*Validation workshop & finalization*

***July 2012: Launch event + launch***



# Developing the Profile: *process in Cambodia*

## ➤ Data compilation/tabulation

### From NIS:

- 1) Employment opportunities;
- 2) Adequate earnings and productive work;
- 3) Decent hours;
- 4) Work to be abolished;
- 5) Stability and Security of Work;
- 6) Equal opportunity and treatment in employment and
- 7) Economic and social context for decent work.

From MoLVT (Admin. Records): (8) Equal opportunity; (9) Safe work; (10) Social security; and (11) Social dialogue



# Measuring DW: Findings of the DW Country Profile

The 10 chapters of the Profile fall under the 4 strategic pillars of ILO (+ 1 chapter on the socio-economic context):

1. **Rights at Work**
2. **Employment Opportunities**
3. **Conditions of work and social protection**
4. **Social Dialogue**



# Developing the Profile: *process in Cambodia*

## Key data sources (DWIs):

1. Labour force survey (2011/12)
  2. Socio-economic survey (CSES) (2004, 2007, 2009)
  3. Census (2001, 2008)
- Most data in the DW Country Profile comes from the CSES
  - Also: administrative data sources from MoLVT –on safe work, social security, industrial relations, etc.



# Key Profile findings –at a glance

## 1. Socio economic context for decent work

- **GDP growth** averaged 8% p.a. between 1999 & 2007
- **Structure of employment** is changing: industry (and services) is growing but agriculture still accounts for 60% of employment
- **Poverty** lowest and falling fastest in urban areas; income **inequality** is high and rising
- Labour **productivity** grew by 4.4% p.a. between 2004 & 2009



# Findings cont'd...

## 2. Employment Opportunities

- **Labour force participation** rates and **employment-to-population ratios** are high (around 80% in 2009) and growing
- In 2009: official **unemployment** (national definition) was 0.1% –most people have to work (poverty and limited social protection)
- **Youth unemployment** was 0.2%, and youth NEET was 7.2% (2009)
- 70% of the employed are in own account work + unpaid family work (vulnerable empl) (2009)



# Findings cont'd...

## 3. Rights at Work

- Limited data on **child labour** (ages 5-17), but data shows an increase (24.7% in 2007 → 27.3% in 2009)
- **Hazardous child labour** (ages 5-17) also rose: 11.9% → 18.3%
- Women: despite rising **employment shares** in many occupations, the **gender wage gap** is still rising: 11.6% (2004) → 27.4% (2009)
- **Occupational segregation** by gender is still a problem (particularly in prestigious occupations)



# Findings cont'd

## 4. Conditions of work & social protection

- Average **real wages** have risen from US\$45 p/m (2004) to US\$50 p/m (2009)
- **Low pay rate** remains static at around 30% (2004-2009)
- **Minimum wage** = 83.3% of median wage (garment sector only) (2009)
- **Underemployment** in “main economic activities” is rising (2004-2009)
- **Excessive hours** in “all economic activities” are rising (2004-2009)



## Findings cont'd...

- Data is lacking on **precarious employment**, but vulnerable employment is widespread -often lacks stability and security in work
- **Occupational injuries** are rising (2008-2010):
  - Non-fatal injuries: 1704 → 7611
  - Fatal injuries: 14 → 39
- **Under-reporting** remains a problem, however
- In 2010, there were 18 **OSH inspectors** nationwide –*insufficient*.



# Findings cont'd...

## 5. Social Dialogue

- Workers' and employers' **representation** is rising.
- **Collective bargaining** figures show peaks and troughs –no clear trend since 2000
- Since 2006, fewer strikes/lockouts than 2001-2005 period, but the **days lost** is rising
- **32 strikes/lockouts** in 2010, down from 118 in 2004



# Challenges and Gaps

## ➤ Where are the main gaps and problems, from NIS perspective?

- No data currently for informal employment
- No data on precarious employment
- Other data missing
- Replication of profile will be hard
- Administrative sources weak
- Labour force survey still not regular (replication of Profile relies on regular surveys)

### – what does NIS recommend?

- Should have regular survey for DW purposes
- Good coordination with line ministries/institutions concerned



# Taking the process forward: MAP activities in Cambodia

## Ongoing MAP support to NIS and the Govt:

- Development and publication of the **DW Country Profile**;
- **Training support** in survey design, sampling and analysis of DWIs;
- Support to NIS to include DW module into **LFS 2012**;
- Support to strengthen collection/analysis of **administrative data** (for safe work, social security, industrial relations)



# Uses of the DW Country Profile

- Key development plans/frameworks in Cambodia
    - 1. Rectangular Strategy (RS)
    - 2. National Strategic Development Plan (NSDP)
- } Inclusion of DW concerns currently **limited**
- DWIs can help identify baselines and target indicators for monitoring / evaluating the NSDP and RS
  - Can also be used for
    - (i) **policy advocacy** (economic and social policies)
    - (ii) Setting priorities/monitoring progress of **DWCP**
    - (iii) Monitoring progress on **MDGs** (target 1b)



# What next? Plans for the future...

- Need for continued collection and analysis of DWIs:
  - ✓ to enable self monitoring and self-assessment toward national goals
  - ✓ to adjust and introduce relevant policies to keep on track.
- Develop new profile of DW based on the results of the Cambodia Labour Force and Child Labour, 2011-2012.
- Continued support from ILO / other donors are needed to data producers and users



*Thank you for listening!*



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# Developing the Profile: *process in Cambodia*

- Tripartite consultation and training workshop (May 2011) to identify DW indicators for Cambodia on the basis of the ILO framework: national list of DW indicators
- Data compilation by NIS and MoLVT
- Cambodia Profile drafted by a consultant and submitted to constituents; validation workshop in March 2012
- Launch event/media campaign (July 2012)



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The 10 chapters of the Profile fall under the 4 strategic pillars of ILO (+ 1 chapter on the socio-economic context):

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2. Employment Opportunities
3. Conditions of work and social protection
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# Developing the Profile: *process in Cambodia*

## Key data sources (DWIs):

1. Labour force survey (2011/12)
  2. Socio-economic survey (CSES) (2004, 2007, 2009)
  3. Census (2001, 2008)
- Most data in the DW Country Profile comes from the CSES; the 2012 LFS data will be used to update the Profile.
  - Also: administrative data sources from MoLVT –on safe work, social security, industrial relations, etc.



# Key Profile findings –at a glance

## 1. Socio economic context for decent work

- **GDP growth**: averaged 8% p.a. between 1999 & 2007
- **Structure of employment** is changing: industry (and services) is growing but agriculture still accounts for 60% of employment
- **Poverty** lowest and falling fastest in urban areas; income **inequality** is high and rising
- Labour **productivity** grew by 4.4% p.a. between 2004 & 2009



# Findings cont'd...

## 2. Employment Opportunities

- **Labor force participation** rates and **employment-to-population ratios** are high (around 80% in 2009) and growing
- In 2009: according to the national definitions **unemployment** was 0.1% –most people have to work (poverty and limited social protection)
- **Youth unemployment** was 0.2%, and youth NEET was 7.2% (2009)
- 70% of the employed are in **vulnerable employment** (own account & contributing family workers) (2009)



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- **Occupational injuries** are rising (2008-2010):
  - Non-fatal injuries: 1704 → 7611
  - Fatal injuries: 14 → 39
  - Reported from National Social Security Fund data*
- **Under-reporting** remains a problem
- In 2010, there were 18 **OSH inspectors** nationwide –*insufficient*.



# Findings cont'd...

## 5. Social Dialogue

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# Challenges and Gaps

- Where are the main gaps and problems, from NIS perspective?
  - No data currently for informal employment, for precarious employment
  - Administrative sources weak
  - Replication of profile will be possible only if regular surveys and better administrative records
  - Labour force survey still not regular



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## Ongoing MAP support to NIS and the Govt:

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*Thank you for listening!*

