

# CAMBODIA

## LABOUR MARKET INDICATORS

**TABLE 1: EMPLOYMENT OPPORTUNITIES**

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
<b>EMPL-1 (M):</b> Employment-to- population ratio (ages 15+), in %	76.4	76.1	75.8	77.1	77.1	77.4	79.7	78.0	76.4	74.7	74.5	74.2	74.6	74.6
Men	80.8	80.3	80.1	81.5	81.8	82.3	83.5	82.5	81.5	80.5	80.2	79.7	80.5	80.6
Women	72.7	72.5	72.0	73.2	73.0	73.0	76.3	74.0	71.8	69.6	69.5	69.2	69.1	69.1
<b>EMPL-2 (M):</b> Unemployment rate (ages 10+), in %						2.5	1.8			7.1				
Men						2.1	1.5			7.6				
Women						2.8	2.2			6.7				
<b>EMPL-3 (M):</b> Share of youth not in education and not in employment (ages 15- 24), in %	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>EMPL-4 (M):</b> Informal employment (ages 15-64), in %	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>EMPL-5 (A):</b> Labour force participation rate (ages 15-64), in %	83.4	83.0	82.7	82.4	82.2	82.2	82.3	82.5	82.6	82.7	81.9	81.2	80.6	80.4
Men	86.6	86.0	85.8	85.7	85.7	86.0	86.4	86.9	87.3	87.8	86.9	86.2	85.6	85.5
Women	80.7	80.4	80.0	79.5	79.2	78.9	78.7	78.5	78.3	78.0	77.2	76.5	75.9	75.6
<b>EMPL-6 (A):</b> Youth unemployment rate (ages 15-24), in %				12.2										
Men				12.3										
Women				12.0										
<b>EMPL-7 (A):</b> Distribution of unemployment by level of education, in %														
<b>Total</b>														
Less than one year	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Primary	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Secondary	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tertiary	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Men</b>														
Less than one year	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Primary	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Secondary	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tertiary	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Women</b>														
Less than one year	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Primary	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Secondary	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tertiary	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>EMPL-8 (A):</b> Employment by status in employment (ages 10+), in %*														
<b>Total</b>														
Employer				0.2		0.2	0.1			0.2				0.1

Employees				12.3		15.2	16.2			12.9				17.3
Own-acct workers				45.9		41.1	40.7			41.0				39.6
Contr. family worker				40.9		43.4	42.8			45.7				42.9
Workers not classifiable by status				0.8		0.1	0.1			0.2				0.0
Men														
Employer				0.2		0.3	0.2							0.2
Employees				18.6		18.6	19.1							20.7
Own-acct workers				61.5		54.3	49.1							54.5
Contr. family worker				18.6		26.6	31.6							24.5
Workers not classifiable by status				1.1		0.2	0.1							0.1
Women														
Employers				0.1		0.0	0.1							0.1
Employees				6.3		12.1	13.6							14.0
Own-acct workers				31.0		28.9	32.9							25.3
Contr. family worker				62.1		59.0	53.3							60.6
Workers not classifiable by status				0.5		0.0	0.1							0.0
EMPL-9 (A): Proportion of own-account and contributing family workers in total employment, in %														
Men						84.5	83.5			86.7				
Women						87.9	86.2							
EMPL-10 (A): Share of wage employment in non-agricultural employment, in %														
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Note: EMPL-8 – 1998, 2008 data age is 15+

Source: ILO, Key Indicators of the Labour Market, 6th Edition; ILO, LABORSTA; NIS/MOP. General population census of Cambodia 1998, 2008

**TABLE 2: ADEQUATE EARNINGS AND PRODUCTIVE WORK**

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
EARN-1 (M): Working poverty rate, in % *										37.0	45.7			
Men										36.8				
Women										37.2				
EARN-2 (M): Low pay rate (below 2/3 of median hourly earnings), in %	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EMPL-3 (A): Average hourly earnings in selected occupations	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EARN-4 (A): Average real wages	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EARN-5 (A):	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Minimum wage as % of median wage														
EARN-6 (A): Manufacturing wage index	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EARN-7 (A): Employees with recent job training (past year/past 4 weeks), in %														
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Note: "63" calculated as Share of working poor at US\$1.25 a day in total employment (%)

Source: ILO, Key Indicators of the Labour Market, 6th Edition

**TABLE 3: DECENT HOURS**

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
HOUR-1 (M): Excessive hours (more than 48 hours per week), in %														
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HOUR-2 (M): Usual hours worked (standardized hour bands)														
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HOUR-3 (A): Annual hours worked per employed person														
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HOUR-4 (A): Time-related underemployment (as a share of total employment), in %														
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Source:

**TABLE 4: COMBINING WORK, FAMILY AND PERSONAL LIFE**

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
n/a	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Source:

**TABLE 5: WORK TO BE ABOLISHED**

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
ABOL-1 (M): Child labour [as defined in 18th ICLS resolution], in %														
Boys	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Girls	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ABOL-2 (M): Hazardous child labour, in %														
Boys	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Girls	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Source:

**TABLE 6: STABILITY AND SECURITY OF WORK**

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
<b>STAB-1 (M): Number and wages of casual/daily workers</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>STAB-2 (M): Informal employment, in % (See EMPL-4)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>STAB-3 (M): Employment tenure</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Source:

**TABLE 7: EQUAL OPPORTUNITY AND TREATMENT IN EMPLOYMENT**

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
<b>EQUA-1 (M)*: Occupational segregation by sex (ages 15+), in %</b>														
1. Legislators, senior officials and managers						12.6	13.8							
2. Professionals						33.8	34.1							
3. Technicians and associate professionals						27.7	31.7							
4. Clerks						27.2	44.8							
5. Service workers and shop and market sales workers						67.8	70.6							
6. Skilled agricultural and fishery workers						52.7	51.1							
7. Craft and related trades workers						62.1	62.5							
8. Plant and machine operators and assemblers						24.9	36.1							
9. Elementary occupations						42.6	41.8							
0. Armed forces						3.4	3.6							
<b>EQUA-2 (M): Female share of employment in ISCO-88 groups 11 and 12, in %</b>						12.6	13.8							
<b>EQUA-3 (A): Gender wage gap</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>EQUA-4 (A): Measure for discrimination by race/ethnicity/of indigenous people/of recent migrant workers where relevant/available at the national level</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Note: “\*” calculated as the share of female employment in total employment by ISCO-88.

“\*\*” calculated categorized group 1 includes 11, 12 and 13.

Source: ILO, LABORSTA

**TABLE 8: SAFE WORK ENVIRONMENT**

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
<b>SAFE-1 (M): Occupational injury rate, fatal, in %</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>SAFE-2 (A): Occupational injury rate, non-fatal, in %</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>SAFE-3 (A): Time lost due to occupational injuries</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>SAFE-4 (A): Labour inspection (inspectors per 10,000 employed persons)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Source:

**TABLE 9: SOCIAL SECURITY**

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
<b>SECU-1 (M): Share of population aged 65 (age can differ from country to country and country should be changed accordingly) and above benefiting from a pension, in %*</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>SECU-2 (M): Public social security expenditure (% of GDP)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>SECU-3 (A): Health-care expenditure not financed out of pocket by private households</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>SECU-4 (A): Share of population covered by (basic) health care provision, in %</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Note: "\*" excludes public sector pensioners

Source:

**TABLE 10: SOCIAL DIALOGUE, WORKERS' AND EMPLOYERS' REPRESENTATION**

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
<b>DIAL-1 (M): Union density rate, in %*</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>DIAL-2 (M): Enterprises belonging to employer organization, in %</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>DIAL-3 (M): Collective bargaining coverage rate, in %*</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Note: “\*” rate indicates share of wage and salaried employees.

Source:

**TABLE 11: ECONOMIC AND SOCIAL CONTEXT FOR DECENT WORK**

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
<b>CONT-1 (C): Children not in school by age, in %*</b>														
Boys					16.6	12.4	15.4	13.4				10.2	10.2	11.4
Girls					12.7	8.7	12.4	10.7				9.3	8.3	9.6
					20.6	16.3	18.6	16.1				11.2	12.2	13.3
<b>CONT-2 (C): Estimated % of working-age population who are HIV positive**</b>														
Men	1.2	1.7	1.9	2.0	1.9	1.6	1.5	1.4	1.2	1.1	1.0	0.9	0.8	
Women														
<b>CONT-3 (C): Labour productivity (GDP per employed person)</b>														
Level (KHR, 000s)***				2424										4190
Annual growth rate (%)	4.3	3.0	1.7	-0.4	7.4	4.5	1.5	3.5	5.5	7.1	10.3	8.1	6.4	3.8
<b>CONT-4 (C): Income inequality (percentile ratio P90/P10, income or consumption)****</b>														
										41.8			40.7	
<b>CONT-5 (C): Inflation rate (CPI)*****</b>	73.0	78.2	84.4	96.9	100.8	100	99.4	102.7	103.9	107.9	114.1	119.5	126.5	151.4
<b>CONT-6 (C): Employment by branch of economic activity, in %</b>														
<b>Total</b>														
Agriculture, hunting and forestry	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fishing	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mining and Quarrying	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Electricity, gas and water	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale and retail trade	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hotels and restaurants	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transport, storage and communications	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Financial intermediation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Real estate, renting and business activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Public administration and defence; compulsory social security	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Education	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Health and social	-	-	-	-	-	-	-	-	-	-	-	-	-	-

work														
Other community, social service activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private households with employed persons	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Extra-territorial organisations	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men														
Agriculture, hunting and forestry	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fishing	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mining and Quarrying	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Electricity, gas and water	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale and retail trade	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hotels and restaurants	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transport, storage and communications	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Financial intermediation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Real estate, renting and business activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Public administration and defence; compulsory social security	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Education	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Health and social work	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other community, social service activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private households with employed persons	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Extra-territorial organisations	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women														
Agriculture, hunting and forestry	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fishing	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mining and Quarrying	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Electricity, gas and water	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale and retail trade	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hotels and restaurants	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transport, storage and communications	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Financial intermediation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Real estate, renting and business	-	-	-	-	-	-	-	-	-	-	-	-	-	-

activities														
Public administration and defence; compulsory social security	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Education	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Health and social work	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other community, social service activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private households with employed persons	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Extra-territorial organisations	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CONT-7 (C): Education of adult population														
Adult literacy rate (ages 15+) (%)				67.3						73.6			76.3	
Men				79.5						84.7			85.8	
Women				57.0						64.1			67.7	
Adult secondary-school graduation rate (%)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CONT-8 (C): Labour share in GDP, in %	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CONT-9 (C-A): Real GDP per capita in PPP\$ (level and growth rate)														
Level	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Growth rate (%)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CONT-10 (C-A): Female share of employment by industry (ISIC), in %														
Agriculture, hunting and forestry	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fishing	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mining and Quarrying	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Electricity, gas and water	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale and retail trade	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hotels and restaurants	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transport, storage and communications	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Financial intermediation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Real estate, renting and business activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Public administration and defence; compulsory social security	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Education	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Health and social work	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other community, social service activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private households with employed persons	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Extra-territorial organisations	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CONT-11 (C-A): Wage/earnings inequality (percentile ratio P90/P10)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CONT-12 (C-A): Poverty indicators														
Gap, \$1.25 PPP (%)										11.3				
Ratio, \$1.25 PPP (%)										40.2				

Note “\*” calculated as Primary school children out of school.

“\*\*” calculated as Adult (15-49) HIV prevalence percent.

“\*\*\*” calculated as Value added per person employed, in constant 2000 value

“\*\*\*\*” calculated as GINI index (%)

“\*\*\*\*\*” Consumer prices, general indices (2000=100)

Source: UNESCO Institute for Statistics, Data centre; 2008 Report on the global AIDS epidemic, UNAIDS/WHO, July 2008; ILO, LABORSTA; World Bank, World development indicators;