



## KINGDOM OF CAMBODIA

## NATION RELIGION KING

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Begawan

BRUNEI DASUSSALAM

Prepared by: **Mr Hoeung Sophon**  
Director of Labor Market Information  
Dept (MoLVT)

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# I- Introduction

Cambodia is the small country with the area of 181,035 square kilometers.

According the Population Census 2008, Cambodia has:

- One Municipality (Phnom Penh)
- 23 Provinces
- 167 Districts and Khans
- 26 Cities
- 1621 Communes and Sangkats
- 14073 Villages

- Population = 13,395,682, Males (6,516,054), Females (6,879,628)
- Percentage of urban population = 19.5
- Annual population growth rate = 1.54
- Total number of households = 2,841,897
- Percentage of female headed households = 25.6
- Percentage of population by age group
  - Children (0-14) = 33.7
  - Economically productive age group (15-64) = 62.0
  - The elderly population (65+) = 4.3

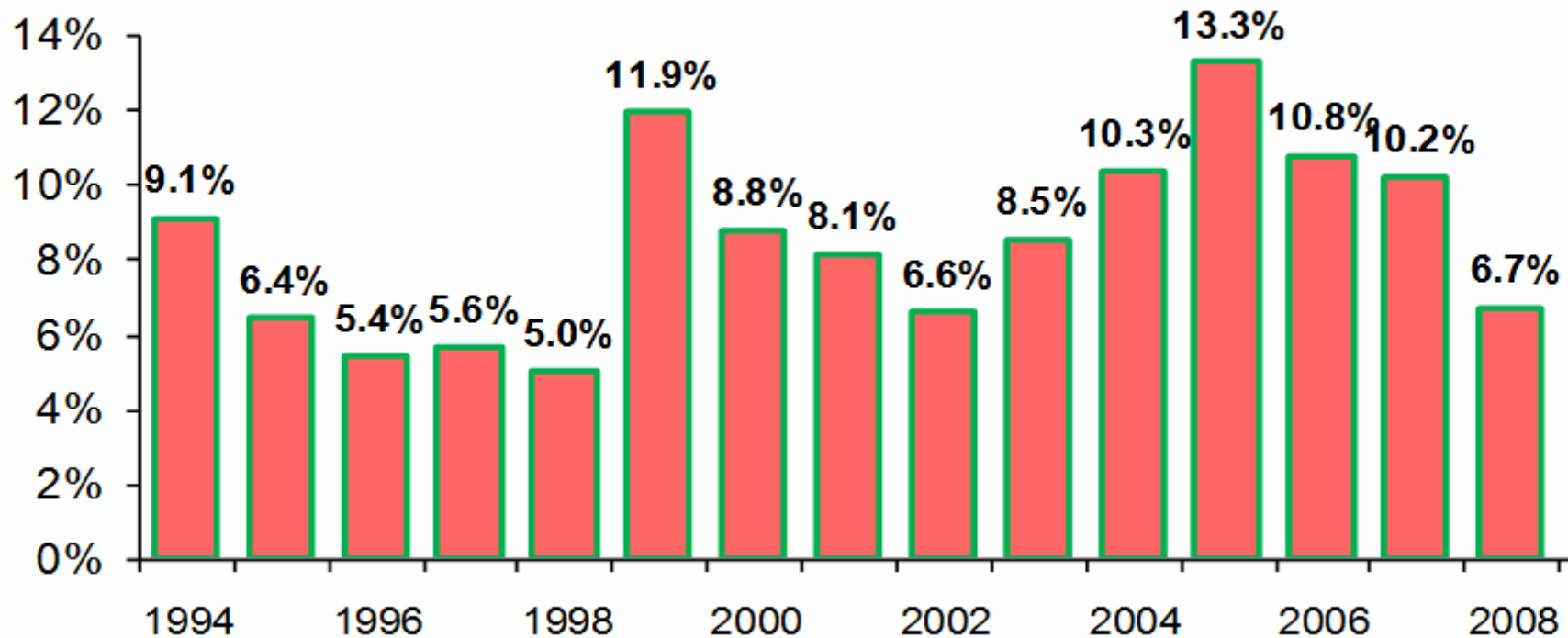


After 1993, Cambodia has conducted population censuses and sample surveys as follows:

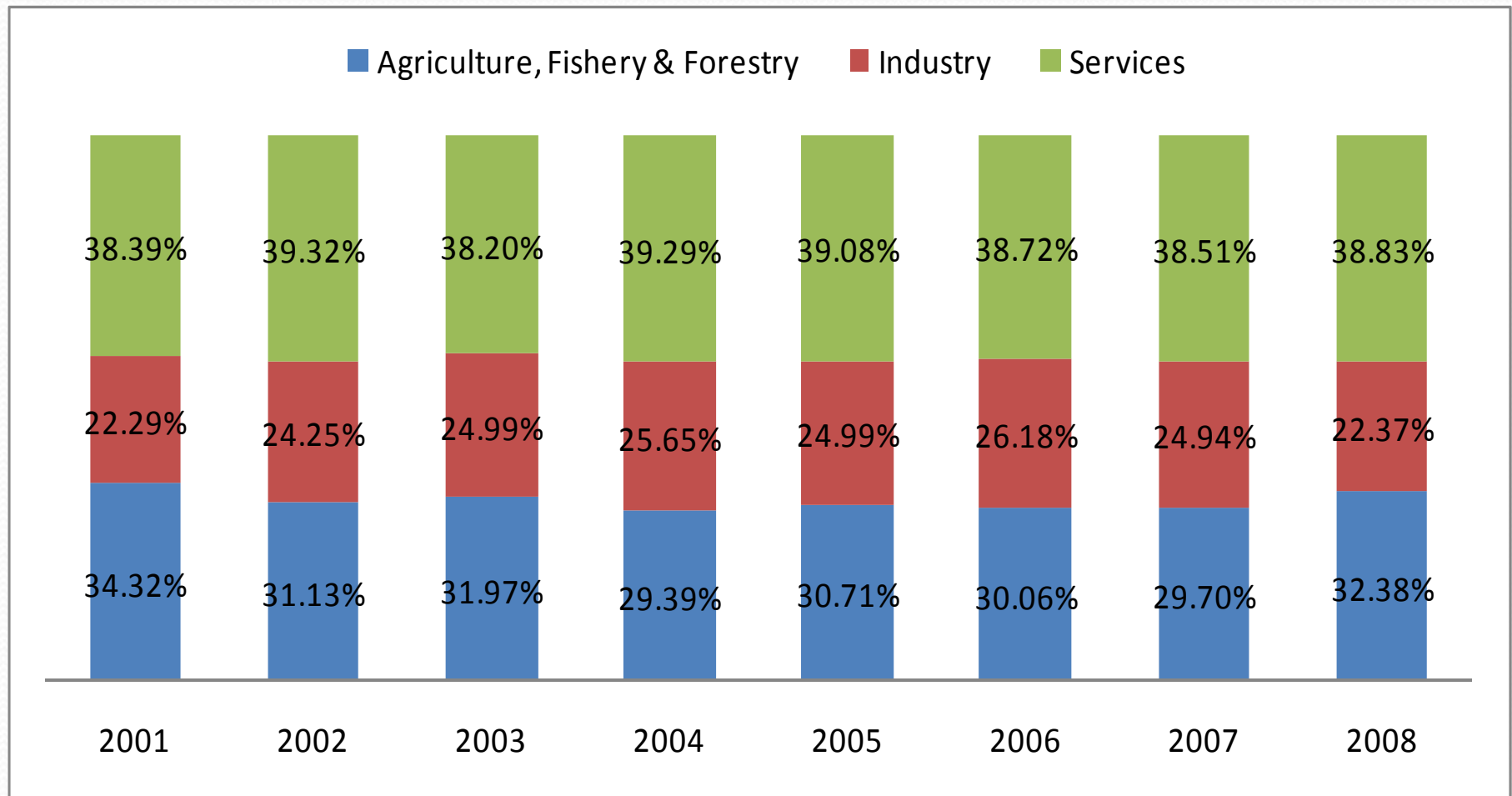
- Socio-economic surveys (1993-94, 1996, 1997, 1999, 2004, 2007, 2008, 2009)
- Population Censuses 2008 and 1998 (every ten year by statistical law)
- Demographic and Health Surveys 2005 and 2000
- Labor Force Surveys 2001 and 2000
- Child Labor Survey 2001
- Other statistical surveys (establishment, etc...)

# II-Economic Overview:

## Economic Growth Rate 1994-2008



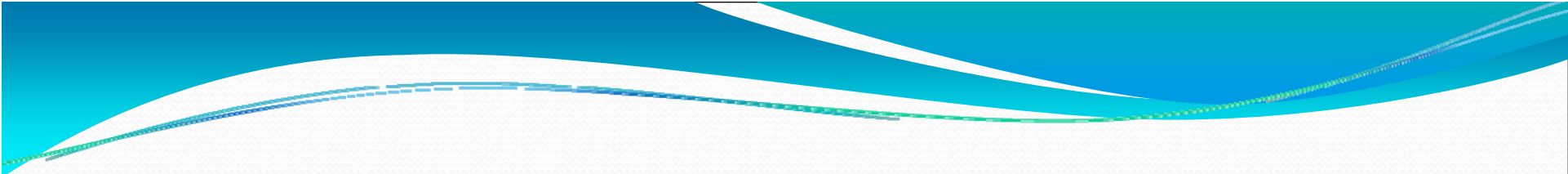
# Economic Structure



# III-Overview of Labor Market in Cambodia

## 1. ILO key indicators of labor market

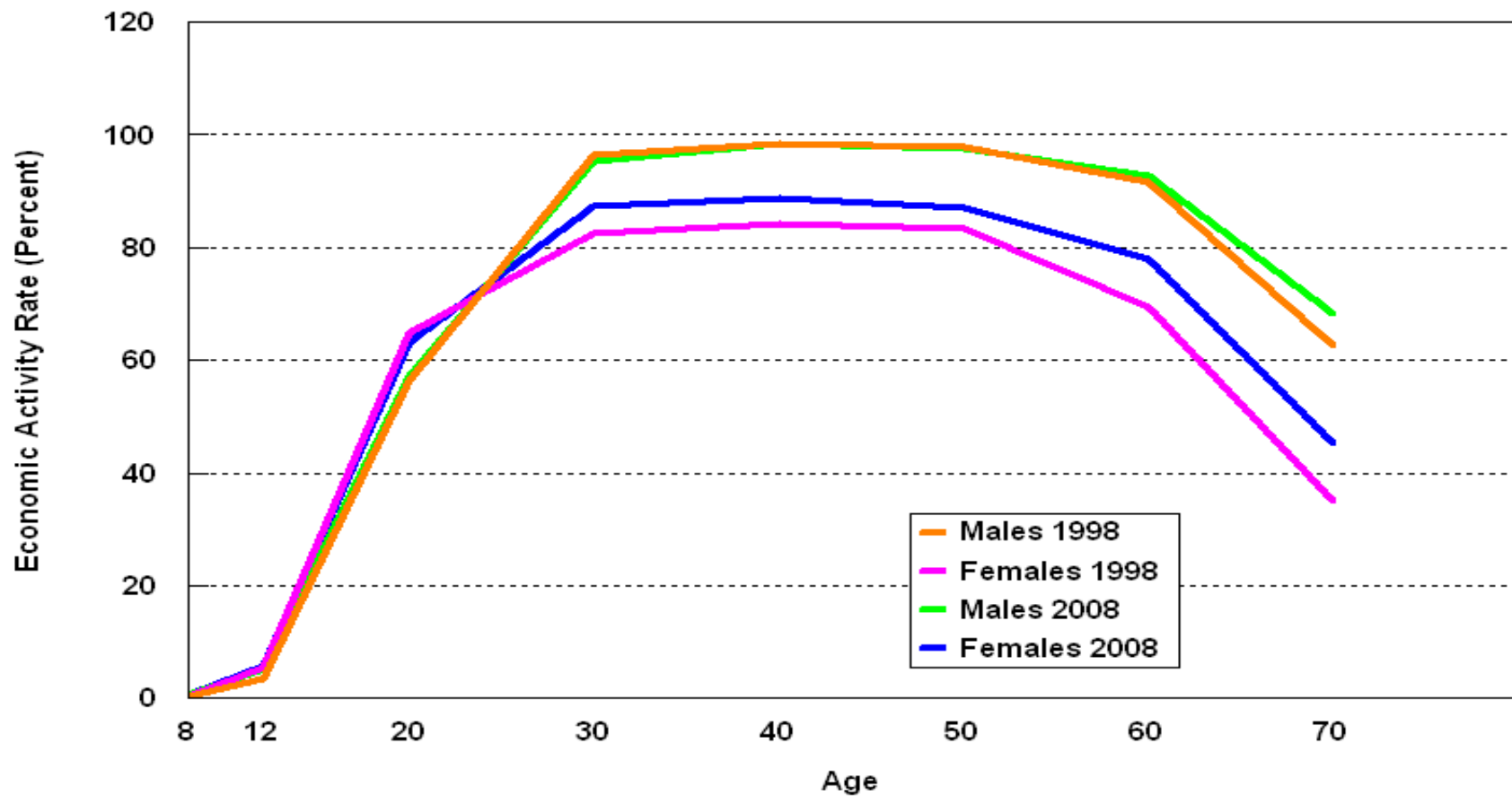
- ❖ KILM 1: Labor force participation rate
- ❖ KILM 2: Employment-to-population ratio
- ❖ KILM 3: Status in employment
- ❖ KILM 4: Employment by sector
- ❖ KILM 5: Part-time workers
- ❖ KILM 6: Hours of work
- ❖ KILM 7: Employment in the informal economy
- ❖ KILM 8: Unemployment
- ❖ KILM 9: Youth unemployment
- ❖ KILM 10: Long-term unemployment

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- ❖ KILM 11: Unemployment by educational attainment
  - ❖ KILM 12: Time-related underemployment
  - ❖ KILM 13: Inactivity rate
  - ❖ KILM 14: Educational attainment and illiteracy
  - ❖ KILM 15: Manufacturing wage indices
  - ❖ KILM 16: Occupational wage and earning indices
  - ❖ KILM 17: Hourly compensation costs
  - ❖ KILM 18: Labor productivity and unit labor costs
  - ❖ KILM 19: Employment elasticity
  - ❖ KILM 20: Poverty, working poverty and income distribution

## Results on some key labor market indicators from Census 2008 and 1998

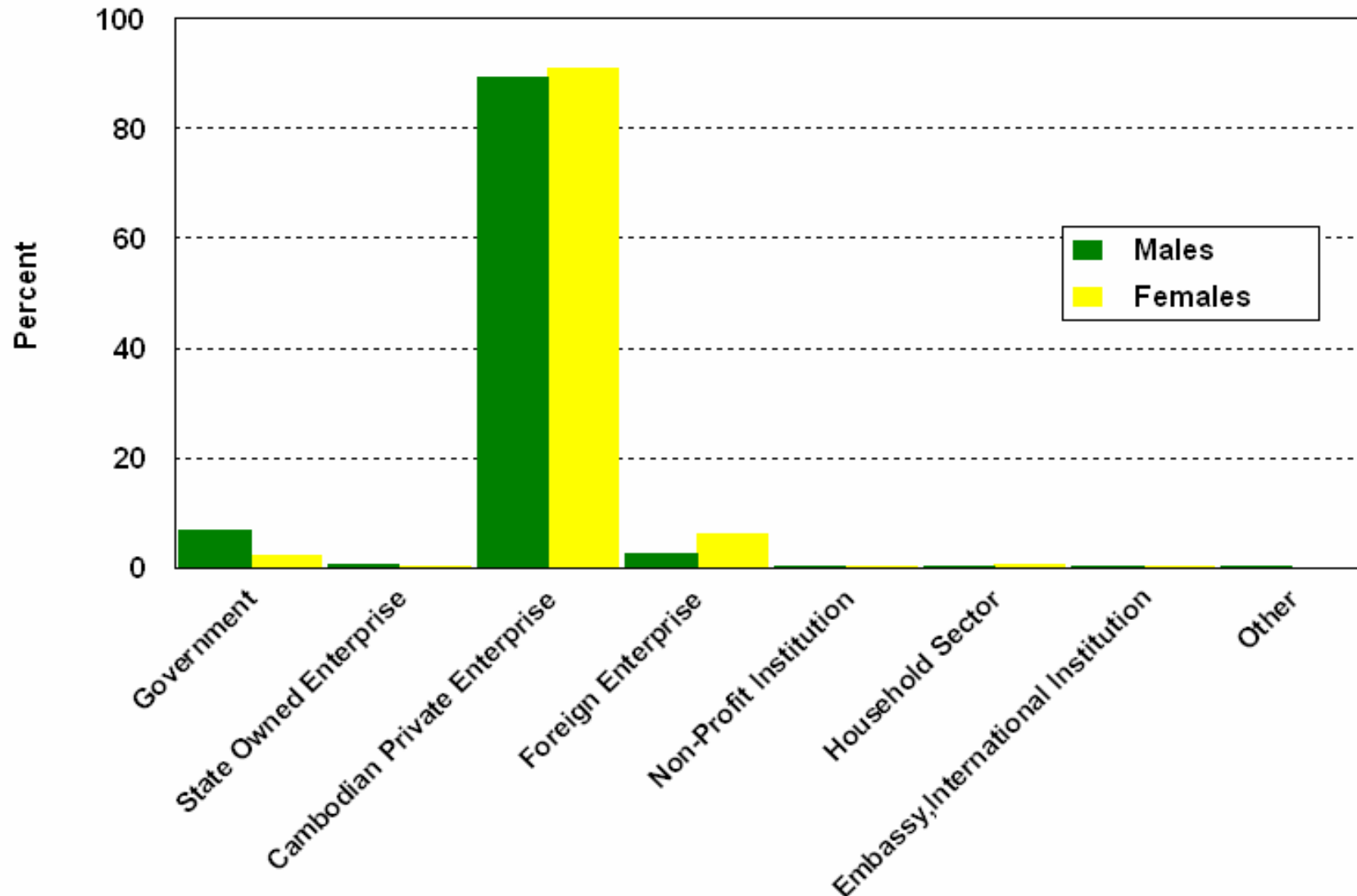
Activity Status	Census 1998			Census 2008		
	Persons	Males	Females	Persons	Males	Females
(1)	(2)	(3)	(4)	(5)	(6)	(7)
<b>Cambodia Total Pop.</b>	<b>11,437,656</b>	<b>5,511,408</b>	<b>5,926,248</b>	<b>13,395,682</b>	<b>6,516,054</b>	<b>6,879,628</b>
(i). Employed	4,845,762	2,360,107	2,485,655	6,935,246	3,392,637	3,542,609
(ii). Unemployed	273,183	116,737	156,446	118,152	52,416	65,736
(a). Never employed any time before	209,827	88,097	121,730	92,000	40,266	51,734
(b). Employed any time before	63,356	28,640	34,716	26,152	12,150	14,002
(iii). Not Economically Active	6,318,711	3,034,564	3,284,147	6,342,284	3,071,001	3,271,283

## Economic Activity Rates by Age and Sex, Cambodia 2008 and 1998



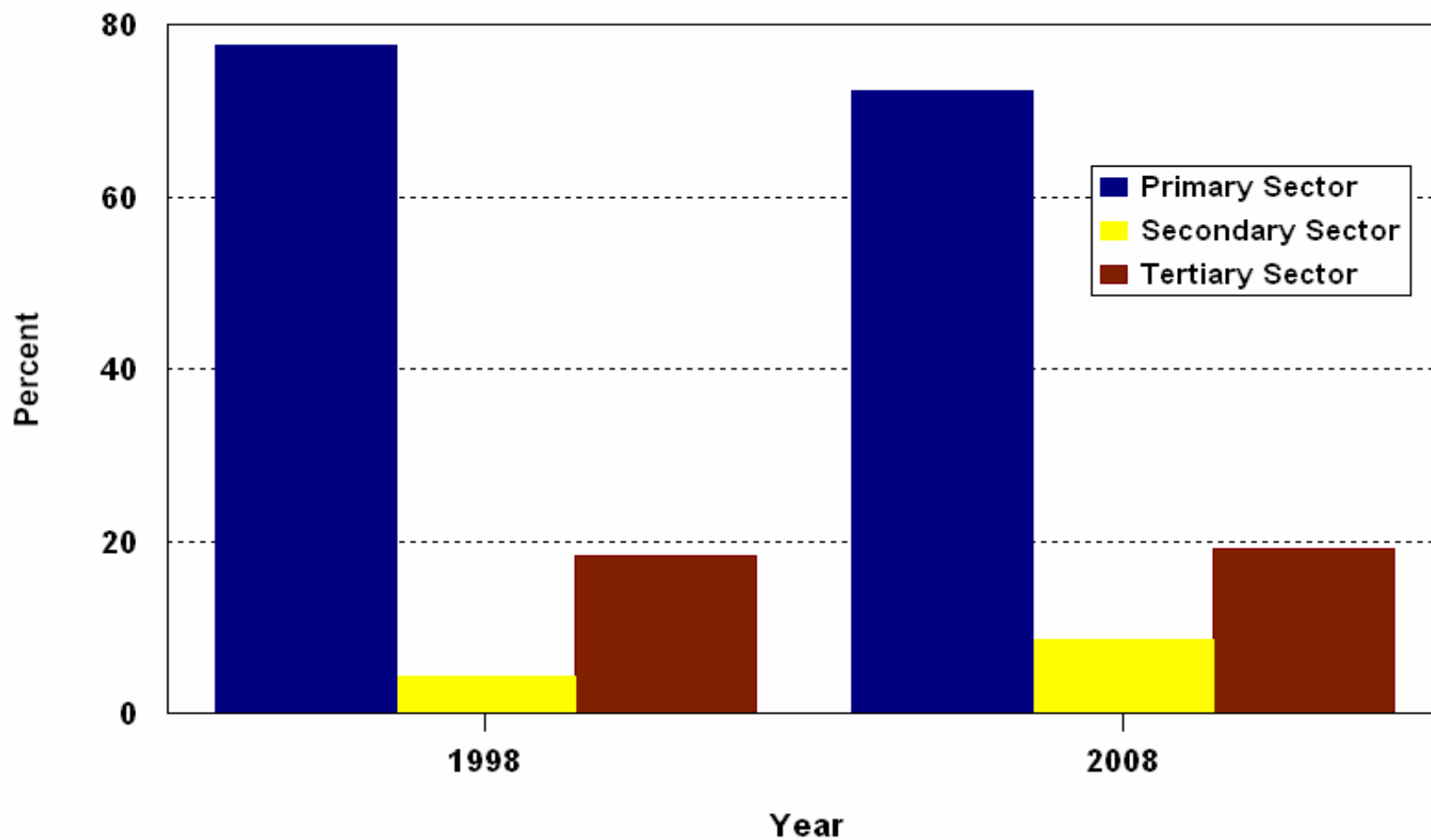
# Sectors of Employment

Distribution of Employed Persons by Sector of Employment, Cambodia 2008



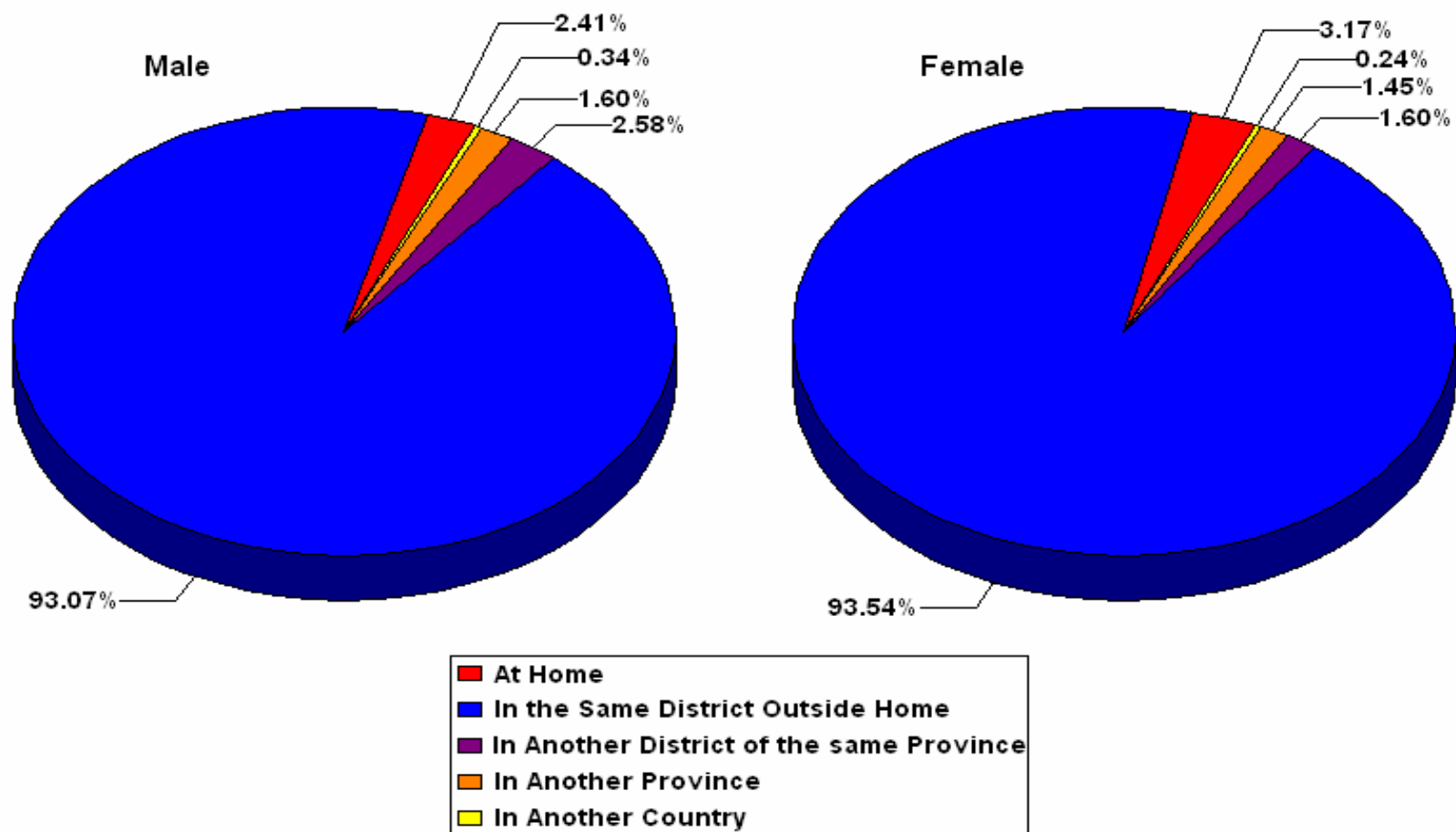
# Industrial and Occupational Classifications

Employed Population by Industrial Sectors, Cambodia 2008 and 1998



# Commutation to Place of Work by Employed Persons

## Employed Persons by Location of Place of Work and Sex Cambodia 2008



## IV. Challenges of Labor Market Information in Cambodia

- Large member of workers with low skills and low productivity
- the job creation in the country is insufficient to absorb 300,000 workers entrants in the labor market each year
- low level of educational attainment of the labor force
- lack of employment experience. Poor English and general communication skills were serious barriers for young graduates seeking work.
- lack of labor market information

# V. Policy Measures (I)

- to ensure sustainable macroeconomy
- to strengthen TVET
- to setup labor market information systems all provinces and Municipality
- to strengthen implementation of **Regulation No. 032** on Labor Statistics and Labor Market Information Dated 22th, February 2007
- to promote cooperation with ministries concerned, particularly National Institute of Statistics (NIS) of MoP
- to survey jobs priority in Cambodia, especially skill demand
- to upgrade the quality of education and training both knowledge, skills and attitude of students workers

## V. Policy Measures (II)

- strengthening data collection, analysis and compilation
- to promote implementation the active Labor market Policy (ALMP)
- to promote implementation the passive Labor market Policy (PLMP)
- to prepare national qualification framework (NQFW)
- to enhance testing paper, accreditation and certificate
- to work closely with industry groups, employers and economy and planning agencies to identify emerging skill need and opportunities
- to develop training programs that meet these requirements as economy begins to merge from current crisis.