KINGDOM OF CAMBODIA

Nation Religion King

Report on the Cambodia Labour Force Survey 2019

National Institute of Statistics

Ministry of Planning

FOREWORD

A country's economic and social development heavily depends on its economically active population, as it contributes to the production of goods and provision of services. I am pleased to share with you the results of the Cambodia Labour Force Survey 2019, which provides relevant data on the country's economically active population, including the size and profile of Cambodia's labour force, employment and unemployment rates, and decent work indicators. I hope that the information provided in this report will serve as useful inputs for the Royal Government of Cambodia's formulation of policies and design of work-related programs meant to create jobs and improve the working conditions in the country.

I would like to express my deepest gratitude to **Samdech Akka Moha Sena Padei Techo Hun Sen, Prime Minister of the Kingdom of Cambodia**. Through the Ministry of Economy and Finance, he has provided financial support for the Cambodia Labour Force Survey 2019.

I would like to thank the International Labour Organization (ILO) and the Asian Development Bank (ADB) for providing financial and technical support throughout the implementation of the survey.

I also extend my deepest appreciation to H.E. **Vy Hieng**, Secretary of State of the Ministry of Planning; H.E. **Heang Kanol**, Undersecretary of State of the Ministry of Planning and survey technical advisor; H.E. Mrs. **Hang Lina**, Delegate of the Royal Government of Cambodia in-charge of Director General of the National Institute of Statistics and the survey team leader; and H.E. **Lim Penh**, Advisor and as Director of the Statistical Standards and Analysis Department, the survey operation manager; as well as his core technical team at the National Institute of Statistics, all for their hard work in the conduct of the survey and the preparation of this report.

I firmly believe that all ministries, national institutions, development partners, national and international organizations, research institutions, the private sector and the general public will benefit from this report.

Senior Minister
Minister of Planning

Kitti Settha Pandita Chhay Than

PREFACE

The Report on the Cambodia Labour Force Survey 2019 was produced by the National Institute of Statistics (NIS), of the Ministry of Planning, with assistance from the International Labour Organization (ILO) and the Asian Development Bank (ADB). The report describes the characteristics of the labour force in Cambodia, including the levels of employment and unemployment and some decent work indicators. The data collected for the survey provide a comprehensive picture of the distribution and profile of the economically active population in Cambodia.

I am grateful to H.E. **Kitti Settha Pandita Chhay Than**, Senior Minister, Minister of Planning; H.E. **Vy Hieng**, Secretary of State, Ministry of Planning; and H.E. **Heang Kanol**, Undersecretary of State, Ministry of Planning, and the survey technical advisor, for their support for the survey activities and the preparation of this report.

The conduct of Cambodia Labour Force Survey 2019 benefitted from financial and technical support from the ILO and ADB. I extend deep appreciation to Tite Habiyakare, Makiko Matsumoto, and Yves Perardel, of the ILO; and to Arturo Martinez Jr., Christian Flora Mae Soco, Remedios Baes-Espineda, Joseph Bulan, Mildred Addawe, and Marymell Martillan, of ADB, all of whom contributed valuable comments and feedback on this report, and Joanne Gerber copyedited the report.

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

Finally, I gratefully acknowledge the core technical team of the NIS for their high level of execution and supervision of the survey activities. In particular, H.E. **Lim Penh**, Advisor and as Director of the Statistical Standards and Analysis Department, and his team members: H.E. Mrs. **So Sovannchakriya**, Advisor and as Deputy Director General; Mr. **Sok Borith**, Deputy Director; Mr. **Khieu Khemarin**, Deputy Director; and Mrs. **Chay Dalen,** Deputy Director; who have done valuable work on the sampling design, data processing, data analysis, and report preparation.

Delegate of the Royal Government of Cambodia
In-charge of Director General
of the National Institute of Statistics

HANG LINA

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ABBREVIATIONS

ADBAsian Development Bank

CGPSCambodia General Population Census

CLFSCambodia Labour Force Survey

ICLSInternational Conference of Labour Statisticians

ILOInternational Labour Organization

IPECInternational Programme on the Elimination of Child Labour

LFPRlabour force participation rate

NEETnot in employment, education, or training

NISNational Institute of Statistics

PSUprimary sampling unit

RCIrecruitment cost indicator

SDGSustainable Development Goal

SNASystem of National Accounts

NOTES

In this report, “$” refers to United States dollars.
Currency unit – riel (KR)
KR1.00 = $0.00025
$1.00 = KR4,000
This was the exchange rate at the time the survey was conducted, in 2019.

EXECUTIVE SUMMARY

The Cambodia Labour Force Survey (CLFS) 2019 is a household survey conducted by the National Institute of Statistics, Ministry of Planning, with the support of the International Labour Organization (ILO) and Asian Development Bank (ADB). This is the fourth time that the Royal Government of Cambodia has collected data on work and employment through CLFS. Previous rounds of the CLFS were also conducted in collaboration with various development partners. In particular, it was first conducted in 2000 and was immediately followed by a second round in 2001, with the technical assistance of ADB, and in 2012 (Cambodia Labour Force and Child Labour Survey), with the support of the ILO's Department of Statistics, International Programme on the Elimination of Child Labour (IPEC), Policy Integration Department, Regional Office for Asia and the Pacific, and Decent Work Team for East and South-East Asia and the Pacific.

Demographic Characteristics

At the time the survey was conducted in 2019, Cambodia had an estimated total population of 15.7 million, of which 48% were male and 52% were female. About 66.1% or 10.4 million, of the country's population lived in rural areas, while 33.9%, or 5.3 million people, resided in urban areas.

It is also estimated that there were just over 2.4 million households in rural areas and about 1.3 million households in urban areas, making up a total of just over 3.7 million households in the country. The national average household size was 4.2 persons (4.3 persons per household in rural areas and 4.1 persons per household in urban areas).

Of these, 76.4% (or 2.9 million households) were headed by a man, while 23.6% (or 0.9 million households) were headed by a woman. Almost the same gender distribution in household heads emerged in the urban and rural areas. In urban areas, about 73.9% (almost 1.0 million households) were male-headed, while 26.1% (just over 0.3 million households) were female-headed. In rural areas, about 77.8% (1.9 million households) were male-headed, while 22.2% (just over 0.5 million households) were female-headed.

According to the survey findings, the estimated population aged 5 years or older with a disability amounted to about 9.6% of Cambodia's total population in 2019; the levels of disability varied, ranging from some difficulty to not being able to perform a physical function.

The total dependency ratio was 50.6% for the whole of Cambodia, 45.8% for the urban areas and 53.1% for the rural areas.

About 40.3% of households cited income from a paid job as its main source of livelihood, 32.0% cited household farming or fishing, while the 21.9% relied on household-operated businesses other than farming or fishing.

Working-Age Population

According to the survey findings, the working age population (aged 15 years and order) was about 11.5 million (73.2% of the total population), of whom 6.1 million (53.1%) were females and 5.4 million (46.9%) were males. For every 100 males in the working-age population, there were thus 113 females, so the male-to-female ratio in the working age population was 100:113. In urban areas, about 75.7% of its total population were of working age, while the corresponding proportion in rural areas is 71.9%.

Of the total working-age population, 68.5% (or 7.9 million people) were classified as employed, 0.8% (or 97,687) were unemployed, and 30.7% (or 3.5 million) were not in the labour force at the time the survey was conducted.

Labour Force Participation Rate

The labour force participation rate of the working-age population (aged 15 or older) was estimated at 69.3%, 77.2% for males and 62.4% for females. The rate was 67.7% in urban areas and 70.2% in rural areas.

Employment

Of the estimated 7.9 million people who were employed in 2019, 52.2% were male and 47.8% were female. The majority of the employed population (65.7%) were found in the rural areas while 34.3% were in urban areas. By occupation, the skilled agricultural, forestry and fishery workers accounted for the highest percentage of employed persons, at 28.7%, followed by 22.9% in crafts and related trades and 21.4% in services and sales workers.

By industry, the largest proportion of the employed population was engaged in agriculture, forestry and fishing, at 33.1%, followed by both manufacturing and wholesale and retail trade, at 16.7% each, and then by construction, at 10.0%. By major industrial sector, the highest share of the employed population was found in the services sector (39.8%), while the share of agriculture was 33.1% and that of industry was 27.0%.

Approximately 10.8% of employed persons had never attended school. About 38.1% of the total employed population had just a primary school education, while 25.1% left school after earning a lower secondary school degree, and 15.7% left school with an upper secondary diploma. Only 6.6% of them were university graduates, and 0.4% obtained a vocational certificate. In relative terms, the proportion of employed females with no education outnumbered that among males: 13.1%, compared with 8.7%. There was no significant difference between the proportion of employed males (7.4%) and employed females (5.8%) with a university degree.

Most of the employed population were employees (47.8%), followed by own-account workers (36.9%), contributing family workers (11.9%), and employers (3.4%).

Informal Employment

The survey found that about 88.3% of the total employed persons aged 15 or older were in informal employment, while 11.7% were in formal employment. Informal employment was higher in rural areas (90.0%) than in urban areas (85.0%).

According to the findings, the incidence of informal employment was highest among skilled agricultural, forestry and fishery workers (98.6%), followed by people with elementary occupations (94.8%), services and sales workers (92.6%), and plant and machine operators (92.1%). By industry, the jobs in agriculture, forestry, and fishing (98.6%), and in construction (97.2%), were mainly informal.

Earnings from Employment

The survey findings show that, of the estimated 3.8 million paid employees, 98.8% were paid on a time-rate basis, and only 1.2% on a piece-rate basis. Among the employees working on a time-rate basis, 66.4% were paid monthly, followed by 18.1% who were paid daily, 11.6% who were paid biweekly, and by 2.7% who were paid weekly.

According to the survey results, the average wage of paid employees at their main jobs was about KR1,078,595.00 ($269.60) per month, while the median monthly wage was KR910,000.00 ($227.50). The average and median monthly wages of male and female workers did not significantly differ from each other in any occupation. By industry, however, males had higher monthly wages than females in all major sectors, except for real estate; information and communication; and the arts, entertainment and recreation.

Working Hours

In total, the average number of hours usually worked per week was 46.3 for males and 45.6 for females. Males worked longer hours than females in all occupations except clerical support, and services and sales, where females averaged more hours than their male counterparts. Skilled agricultural, forestry and fishery workers reported the shortest average hours usually worked per week: 34.4 for males and 29.7 for females.

The results also hint at industry-specific variations in the number of usual working hours. The mining and quarrying industry reported the longest working hours, at 61.6 per week, followed by the wholesale and retail trade (57.8 per week), transportation and storage (54.7), and other service activities (54.2). Meanwhile, the real estate industry had the shortest usual working hours, at 29.5 per week.

Overall, about 36.0% of the employed population was working more than 48 hours per week (36.8% of males and 35.1% of females), while 1.1% were experiencing time-related underemployment or worked less than 40 hours.

Unemployment

In 2019, there were 97,687 unemployed persons aged 15 and above, of whom 51,458 were unemployed males and 46,229 were unemployed females. The overall estimated unemployment rate (defined as the unemployed as a percentage of the total labour force) was 1.2%, which was the same rate for both sexes. The unemployment rate

decreases as the age of a cohort rises, so the rate is highest for those aged 15–24 years (2.5%). The rate of unemployment is higher for male youth (15–24 years) in both urban and rural areas.

About 84.0% of the unemployed reported short-term unemployment (less than 12 months), while 6.4% have been looking for work for more than a year. Females were more likely to be in short term unemployment than their male counterparts. Consequently, long-term unemployment was higher for males than females.

Of the unemployed persons actively searching for work, about 19.2% registered with a private employment center or agency; followed by those who sought help from relatives, friends, and others (17.5%); those who registered with a public employment service (16.1%); and then by those who applied directly to prospective employers (14.8%).

Youth Employment

In 2019, about 1.5 million youths aged 15–24 were in the labour force, representing 57.2% of the country's labour force. Of these, 59.1% were male and 55.6% were female.

About 97.5% of the youths in the labour force were employed in 2019 (i.e., the unemployment rate was 2.5%), with small differences between the males and females, and between the urban and rural areas.

By occupation, both female and male youths worked predominantly as craft and related trade workers: 38.1% of the females and 33.7% of the males. By industry, the highest percentage of young males (26.3%) were in agriculture, forestry and fishing, while the highest percentage of youth females (39.4%) were in manufacturing.

A total of 341,272 youths, representing 12.7% of all youths, were not in employment, education, or training (NEET). There were more young NEET females (195,079, or 13.8% of all young females) than young NEET males (146,194, or 11.4% of all young males). Furthermore, more youth were not working, studying, or training in rural areas (12.9%) than in urban areas (12.2%).

Recruitment Costs of Return Migration

The sampling design of the Cambodia Labour Force Survey in 2019 was not necessarily modified to better capture international return migration. Therefore, findings in this survey are likely to underestimate the actual number of return migrants. Moreover, the survey covered only those found at their family's residences at the time of the survey. Due to the small sample size of return migrant workers (460 cases in total), some of the conclusions in this report, such as those concerning disaggregated indicators, should be used with caution.

Among those who had worked abroad, the survey results suggest that there were about 182,994 persons who had returned home in the prior 3 years, comprising 107,229 males and 75,765 females. Most of the returning migrant workers were from rural areas and from younger age groups, i.e., aged 25–34 years.

The vast majority of these migrant workers had returned from Thailand (95.3%), while others had returned from South Korea (1.7%), Malaysia (1.5%), Viet Nam (1.2%), and the Philippines (0.2%).

For this survey, the recruitment costs were defined as the payments made to obtain a job in another country, including the fees for: (i) documentation such as the passport and visa; (ii) medical exams and tests; (iii) predeparture training and skills assessment; (iv) insurance, contract approval, and travel security clearance; and (v) the recruiter, broker, or recruitment or manpower agency. They also included the travel costs (e.g., of transportation and accommodations), other formal or informal payments (e.g., to friends or relatives who helped find the job), and the interest on money borrowed.

About 39.9% of returning migrant workers had paid less than KR400,000 ($100) in recruitment costs, while 29.6% had spent KR400,000 to about KR1,600,000 ($400). The average total recruitment cost was KR1,417,537 ($354).

Overall, the earnings of returning migrant workers in Cambodia averaged KR2.2 million ($550) per month, with 80.4% of these workers earning between KR400,000 ($100) and about KR1.6 million ($400). The highest earners—with monthly incomes of KR4.0 million ($1,000) or more—amounted to only 5.9% of all returning migrant workers.

The recruitment costs indicator (10.7.1) of the Sustainable Development Goals (SDGs) is the ratio of mean recruitment costs to the mean monthly wage (for the first month of work abroad). In the case of Cambodian migrant workers, that amounted to about 0.7 months of earnings. Less than one month's wage was therefore enough to recover the costs. However, the self-reported results revealed that the average number of months it took to pay back recruitment costs was actually 1.4 months, about twice the calculated indicator.

Selected Sustainable Development Goals and Decent Work Indicators

Selected SDG decent work indicators are presented in the last chapter of this report. These include indicators related to social protection, gender equality, and other decent work indicators. In almost all the indicators that were disaggregated by sex, there were visible disparities between men and women.

Goal 1 of the SDGs calls for ending poverty in all its forms, and one of the indicators associated with that goal is social protection. This could be supplemented by the proportion of employees who are entitled to paid sick leave. About 19.1% of employees have their employers contributing to social security, and 22.4% were entitled to paid sick leave.

Goal 5 aims for gender equality and the empowerment of all women and girls. Some of the indicators associated with this goal include the proportion of women in managerial positions and average earnings by sex. In 2019, 3 out of 10 managerial positions were occupied by women, while men occupied the 7 out of 10 posts.

Goal 8 includes a number of decent work indicators by sex and geographic area. The youth unemployment rate (2.5%) is higher than the national average (1.2%), although 12.7% of youth are not in employment, education or training.

MAP OF CAMBODIA



Source: The cartography unit of the Asian Development Bank.

CHAPTER 1
INTRODUCTION

1.1 Background

The Cambodia Labour Force Survey (CLFS) 2019 is a household survey conducted by the National Institute of Statistics (NIS) and Ministry of Planning, with the support of the International Labour Organization (ILO) and the Asian Development Bank (ADB). This is the fourth time the country has collected data on work and employment through a CLFS. The previous rounds had also been conducted in collaboration with various development partners. In particular, it was first conducted in 2000 and was immediately followed by a second round in 2001, with the technical assistance of ADB, and in 2012 (then called the "Cambodia Labour Force and Child Labour Survey"), with the support of the ILO's Department of Statistics, International Programme on the Elimination of Child Labour (IPEC), Policy Integration Department, the Regional Office for Asia and the Pacific, and Decent Work Team for East and South-East Asia and the Pacific.

Cambodia's labour force (aged 15 years and older) increased from 7,399,720 in 2012 to 7,980,793 in 2019, with participation rates of 68.8% in 2012 and 69.3% in 2019. The proportion of youths aged 15 to 24 participating in the labour force decreased from 2012 (2,153,152 youths, or 63.1%) to 2019 (1,541,544 youths, or 57.2%), reflecting a positive trend of youths staying longer in the education system. The percentage of youths attending school increased from 34.9% in 2012 to 38.7% in 2019.

In 2019, the youth labour force participation rate was higher in rural areas (61.0%) than in the urban areas (49.4%). Young people in rural areas, particularly those aged 15 to 19, tended to leave school early to join the labour market. However, this practice can limit their employment and career prospects in the future.

In 2019, about 7.8 million people aged 15 or older were employed, reflecting a growth in the workforce from 2012 (7.2 million). The employment-to-population ratio grew from 67.0% in 2012 to 68.5% in 2019, though the percentage for youth declined from 60.7% to 55.8% during the same period. The overall unemployment rate was low in 2019 (1.2%), compared with that of 2012 (2.7%). People in "vulnerable" employment, defined as unpaid family workers and own-account workers, remained a large portion of the employed population: 48.8% in 2019, down slightly from 53.6% in 2012.

The Royal Government of Cambodia's policy priorities and strategic goals include an expanded job market; higher incomes; good working conditions; and greater attention given to the welfare of the workers and employees, both in the formal and informal economies.[1]

In the meantime, Cambodia still faces some challenges: Labour quality is poor and productivity is still low compared with that of other countries in the region, most of the labour force works in the informal economy, the employment and seniority data-

[1] Royal Government of Cambodia, Ministry of Planning. 2019. *National Strategic Development Plan, 2019–2023*. Phnom Penh.

management system is not very strong, the occupational safety and health-management systems at factories and enterprises are limited, transportation for workers and employees is not very safe, the management of factory closures and seniority indemnity payments is inadequate, and migrant workers enjoy only limited protection services.

To implement the Royal Government of Cambodia's priority policies, the Ministry of Labour and Vocational Training will continue to implement key activities:

- modernizing the technical vocational education system by improving the quality of technical skills training, expanding skills training, and strengthening the partnership between the public and private sectors to promote the principle of "**One Youth, More Than One Skill**" with the aim of boosting socioeconomic development and enabling the country to achieve upper middle-income status by 2030, and high-income status by 2050;
- broadening career and employment opportunities by increasing decent work and employment productivity, improving the management of Cambodia's labour force and protecting Cambodian migrant workers; and
- developing a social security fund for workers, public officials, former civil servants, and veterans by continuing to strengthen and expand the social security health-care fund and occupational-risk scheme, supporting the preparation of pension schemes, and strengthening social security coverage of the informal economy.

In Cambodia, the available statistics on the labour force and decent work indicators are limited and subject to several limitations, including the following.

- Most data available for time series analysis are only from the general population census, but there are only three census data sets available: 1998, 2008 and 2019.
- Survey data come mainly from the Cambodia Socio-Economic Survey, which is conducted somewhat regularly, but the surveys for different years are largely not comparable due to differences in sampling, methodology, and the questionnaires used.
- Data on various aspects of the labour market, such as informal employment, underemployment, employment relationships, working hours, working poverty, wages and earnings, and other conditions of work are not available in a consistent manner. The available data concerning these concepts were not clearly defined or consistent, and thus could not be used for this report.

Based on the Law on Statistics and the Sub-Decree on Designated Official Statistics, the Royal Government of Cambodia has required the National Institute of Statistics of the Ministry of Planning to release to the public the annual labour survey statistics. The main purpose was to respond to the needs of the government, national and international organizations, nongovernment organizations, researchers, planners, and policy makers; and to improve the effectiveness of national-development policies, national strategic development planning, and of efforts to achieve Sustainable Development Goals (SDGs) in Cambodia. Of particular concern was the desire to have the data inform the fourth phase of the Rectangular Strategy of the Royal Government of Cambodia of the Sixth Legislature of the National Assembly, and support a needed

labour market policy. The Ministry of Planning, particularly the NIS, controls the provision of official statistical data; it will prioritize efforts to improve the coordination between the producers and users of indicator data to ensure that needs are met.

The CLFS 2019, unlike Cambodia Labour Force and Child Labour Survey 2012, is a stand-alone survey based on the ILO's labour force survey model, which included detailed questions on demographic and background characteristics, labour modules, and the recruitment costs for migrant workers. The survey collected a wide range of information that can be used to inform the design, implementation, monitoring, and evaluation of various labour and employment policies and programs throughout the country.

1.2 Objectives of the Survey

The main objective of the survey was to collect comprehensive data on the labour force, including trends in employment and unemployment among the population aged 15 years and over for use by the government, international organizations, nongovernment organizations, researchers, and others to efficiently support targeted interventions. The survey also aimed to support the implementation of international resolutions concerning statistics on work, employment, and labour underutilization.

1.3 Confidentiality

Article 30 of the Statistics Law delves into the issue of confidentiality. It explicitly states that all employees working at the NIS, under the Ministry of Planning, and in statistical units of other government ministries and institutions, as well as the designated statistical officers of these organizations, shall ensure the confidentiality of all personal information obtained from survey respondents. The information collected under this law is to be used only for statistical purposes.

This article was included in the law specifically to guarantee the confidentiality of sensitive personal data; as such, it is essential for gaining the trust of data providers. If respondents do not believe that their personal information will be kept confidential and not be shared with other government agencies (e.g., the tax department), they will not provide truthful information or they will refuse to provide any information at all, and the result will be low survey response rates. The trust of respondents is absolutely necessary to ensure high response rates and the collection of good-quality data. Not including this article would mean continuing low response rates and poor-quality statistics.

Moreover, Article 34 of the Statistics Law states that the employees and designated statistical officers at the Ministry of Planning and in the statistical units of other government ministries or institutions who violate Article 30 of this law will be subject to administrative punishment.

This article is essential in that it can assure data providers that specific penalties will apply to government employees and designated statistics officers who breach confidentiality or misuse their personal information.

During the training for CLFS 2019, the Law on Statistics, particularly the sections on rights, obligations, and penalties, was presented to all the staff members who would be participating in the conduct of that survey.

1.4 Concepts and Definitions

CLFS 2019 followed the new international standards adopted by the 19th International Conference of Labour Statisticians (19th ICLS) in 2013. The 19th ICLS introduced a new framework for labour market statistics, including statistics related to the work, employment, and labour underutilization.

The definition of "employment" used in the Cambodia Labour Force and Child Labour Survey 2012 covered almost all activities within the System of National Accounts (SNA) production boundary, including production for pay, profit or family gain and production for own final use. The new definition of employment, however, includes only work performed for others for pay or profit; production for own final use is no longer regarded as employment. Therefore, some of the data generated from CLFS 2019 may not be comparable to the data from the Cambodia Labour Force and Child Labour Survey 2012.

Below are the definitions of concepts as given at the 19th ICLS:

"Working age population" refers to all persons aged 15 years and above. It comprises persons who are in the labour force (employed or unemployed), as well as persons outside the labour force.

"Employed person" refers to all individuals of working age who, during a short reference period (i.e., one week) were engaged in any activity to produce goods or provide services in exchange for pay or to generate profit. They comprise employed persons "at work" (i.e., who worked in a job for at least one hour) and employed persons "not at work" due to temporary absence from a job, or to working-time arrangements (such as shift work, flexitime, and compensatory leave for overtime).

Persons in employment are:

(i) persons who work for pay or profit who are participating in training or skills-enhancement activities required by the job or for another job in the same economic unit (such persons are considered as employed and "at work," in accordance with the international statistical standards on work time);

(ii) apprentices, interns, or trainees who work for pay in cash or in kind;

(iii) persons who work for pay or profit through employment promotion programs;

(iv) persons who work in their own economic units to produce goods intended mainly for sale or barter, even if part of the output is consumed by the household or family;

(v) persons with seasonal jobs during the off season, if they continue to perform some tasks and duties of the job, excluding, however, fulfilment of legal or administrative obligations (e.g., paying taxes), irrespective of receipt of remuneration;

(vi) persons who work for pay or profit payable to the household or family;

(a) in market units operated by a family member living in the same or in another household; or
(b) performing tasks or duties of an employee job held by a family member living in the same or in another household

(vii) regular members of the armed forces and persons on military or alternative civilian service who perform this work for pay in cash or in kind.

The CLFS classifies a person at work as employed when he or she has worked for at least one hour during the reference week.

"Unemployed person" refers to all persons of working age who were not employed during the reference week, but who carried out activities to seek employment during a specified recent period, and were currently available to take up employment given a job opportunity.

Persons in unemployment are:

(i) "not in employment" is assessed with respect to the short reference period for the measurement of employment;

(ii) to "seek employment" refers to any activity when carried out, during a specified recent period comprising the last four weeks or one month, for the purpose of finding a job or setting up a business or agricultural undertaking. This also includes part-time, informal, temporary, seasonal or casual employment, within the national territory or abroad. Examples of such activities are:

(a) arranging for financial resources, applying for permits, licenses;

(b) looking for land, premises, machinery, supplies, farming inputs;

(c) seeking the assistance of friends, relatives, or other types of intermediaries;

(d) registering with or contacting public or private employment services;

(e) applying to employers directly, checking at worksites, farms, factory gates, markets or other assembly places;

(f) placing or answering newspaper or online job advertisements;

(g) placing or updating résumés on professional or social networking sites online;

(iii) the point when the enterprise starts to exist should be used to distinguish between search activities aimed at setting up a business and the work activity itself, as evidenced by the enterprise's registration to operate or by when financial resources become available, the necessary infrastructure or materials are in place, or the first client or order is received, depending on the context;

(iv) "currently available" serves as a test of readiness to start a job in the present, assessed with respect to a short reference period comprising that used to measure employment:

(a) depending on national circumstances, the reference period may be extended to include a short subsequent period not exceeding two weeks in total, so as to ensure adequate coverage of unemployment situations among different population groups.

Included in unemployment are:

(i) future starters defined as persons “not in employment” and “currently available” who did not “seek employment”, because they had already made arrangements to start a job within a short subsequent period, set according to the general length of waiting time for starting a new job in the national context but generally not greater than three months;

(ii) participants in skills training or retraining schemes within employment promotion programmes, who on that basis, were “not in employment”, not “currently available” and did not “seek employment” because they had a job offer to start within a short subsequent period generally not greater than three months;

(iii) persons “not in employment” who carried out activities to migrate abroad in order to work for pay or profit, but who were still waiting for the opportunity to leave.

“Labour force” refers to all persons of working age who contribute or are available to contribute to the production of goods and services in the country, in order to get paid or to obtain a profit. They were either employed or unemployed during the reference week prior to the survey.

“Outside the labour force” refers to all persons of working age who were not employed or unemployed during the specified reference period because of:

(i) attendance at an educational institution as a student;

(ii) engagement in household duties, caring for family members, or in other activities as housewives;

(iii) retirement or old age;

(iv) other reasons, such as infirmity or disablement, which may be specified; or

(v) a belief that no jobs are available, a lack of desire to work, or not available to start work within a short period.

“Status in employment” refers to the type of explicit or implicit contract of employment between the person and other persons or organization. The status of an economically active individual with respect to his or her employment (i.e., whether he or she is an employer, own-account worker, employee, or unpaid family worker) is defined as follows:

An employee is a person who works for a public or private employer and receives remuneration in wages, salary, commission, tips, piece rates, or pay in kind. Employees are divided into:

- regular paid employees with fixed wage,
- casual paid employees,
- workers paid by piece rate or work performed, and
- paid nonfamily apprentices.

An employer is a person who, during the reference period, was working on his or her own-account or with one or more partners at a “self-employment job” with one or more employees engaged on a continuous basis.

An own-account worker is a person who, during the reference period, was working on their own-account with one or more partners at a "self-employment job," without any employees engaged on a continuous basis; but, possibly, with one or more contributing family workers or employees engaged on an occasional basis. It includes owner-cultivators, share croppers, and contract cultivators working for profit.

A contributing family worker is a person who works without pay in cash or in kind in an enterprise operated by a member of his or her household or by a family member.

"Others" includes members of a producers' cooperative, etc.

The formal sector comprises all workers in the government, state-owned enterprises, international organizations, and in foreign embassies; as well as in limited companies, trading partnerships, limited partnerships, and enterprises that are registered with the relevant authorities and/or keep a complete set of accounts for reporting to the national government, including an accurate balance sheet of assets, income, and expenditures.

The informal sector comprises all workers in enterprises that are not registered with the relevant authorities, and do not keep a complete set of accounts. It excludes households that produce exclusively for own final use, subsistence agriculture, the construction of own dwellings, etc.

A household comprises all workers in household unincorporated enterprises that produce goods and services exclusively or mainly for their own final use. It includes paid domestic workers employed by the household. Persons classified in International Standard Industrial Classification of All Economic Activities (ISIC) Revision 4 division 97, and International Standard Classification of Occupations 2008 (ISCO-08) group 63 are included here.

Formal employment includes persons who work in their own businesses in the formal sector or who are employees, apprentices, interns of an employer who makes contributions to a national pension fund, health, and/or unemployment insurance fund, or who provides paid annual leave and sick leave in cases of illness or injury.

Informal employment includes employers and own-account workers who are employed in their own informal sector enterprises; contributing family workers; and employees and paid apprentices or interns who do not have paid annual leave or sick leave benefits, and whose employers do not contribute to their social security. This population is derived in the report as a residual of the total number of persons employed and persons in formal employment.

"Time-related underemployment" refers to all persons in employment who, during a short reference period, wanted to work additional hours, but whose working time in all jobs was less than a specified hours threshold (40 hours in the case of Cambodia), and who were available to work additional hours given an opportunity for more paid work, where:

(i) "working time" refers to the hours actually worked or usually worked, depending on the measurement objective (short or long-term situations) and in accordance with the international statistical standards on the topic;

(ii) “additional hours” may be extra hours spent in the same job, in one or more additional jobs, or in one or more replacement jobs;

(iii) “specified hours threshold” is based on the boundary between full-time and part-time employment, on the median or modal values of the hours usually worked of all persons in employment, or on working-time norms as specified in the relevant legislation or national practice, and set for specific worker groups; and

(iv) “available to work additional hours” should be defined in reference to a short reference period that reflects the typical length of time required in the national context between leaving one job and starting another.

“Potential labour force (entrants)” refers to all persons of working age who, during the short reference period, were neither in employment nor in unemployment and:

(i) carried out activities to “seek employment”, were not “currently available” but would become available within a short subsequent period established in the light of national circumstances (i.e., unavailable jobseekers); or

(ii) did not carry out activities to “seek employment”, but wanted employment and were “currently available” (i.e., available potential jobseekers).

CHAPTER 2
SURVEY METHODOLOGY

This chapter describes the methodology used in the CLFS 2019. It explains the scope and coverage of the survey, sampling design, field operations, and data processing. The survey was conducted over a period of 35 days, from 21 October to 24 November 2019. The CLFS is not yet conducted on a completely regular basis.

2.1 Scope and Coverage

CLFS 2019 was conducted to provide reliable estimates of Cambodia's labour force at the national, urban, and rural levels. The survey focused on the working-age population, defined as those aged 15 or older, who were living in the sample households. It was designed to obtain national estimates of many variables, particularly in relation to the economic and noneconomic activities of the Cambodians aged 15 or older who were in the labour force.

The survey involved a sample of 9,600 households in 600 sample villages distributed across all 24 provinces, as well as the capital, Phnom Penh. The survey covered both urban and rural areas and all types of households, including one-person households.

2.2 Questionnaire

The CLFS questionnaire was developed on the basis of the "Resolution concerning statistics of work, employment and labour underutilization," which was adopted by the 19th ICLS, in 2013.[2] It includes three modules of the ILO Model Labour Force Survey for pen and paper interviewing (PAPI), comprising 15 sections, as follows:

- Section A. Household Roster and Demographics
- Section B. International Migration Status
- Section C. Disability Status
- Section D. Household Sources of Livelihood
- Section E. Household Agriculture
- Section F. Employed at Work
- Section G. Temporary Absence
- Section H. Agricultural Work and Market Orientation
- Section I. Characteristics of Main Job
- Section J. Characteristics of Second Job
- Section K. Working Time in Employment
- Section L. Own Use Production of Foodstuff among Employed Persons
- Section M. Job Search and Availability
- Section N. Own Use Production of Other Goods
- Section O. Recruitment Costs of Return Migrants (Country of Origin Survey)

The survey questionnaire is included in Appendix III.

[2] ILO. 2013. *Report of the Conference: 19th International Conference of Labour Statisticians; Geneva, 2–11 October 2013*. Geneva. p. 47. https://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_234124.pdf.

2.3 Sampling Design

To achieve the goal of providing reliable estimates at the national, urban, and rural levels, CLFS 2019 employed a three-stage stratified sampling design: (i) selection of villages, (ii) selection of an enumeration area for each sampled village, (iii) selection of households for each sampled enumeration area. Urban and rural areas served as the stratification variable.

The primary sampling unit (PSU) was a village. The villages were sampled with probability proportional to the number of households listed in the frame.

The enumeration area was a segment of a village, and one such area was randomly selected in each village included in the sample.

The ultimate sampling unit was the household, a total of 16 of which were randomly selected through linear systematic sampling in each enumeration area.

2.4 Sampling Frame

The sampling frame used for CLFS 2019 was prepared by the National Institute of Statistics (NIS) using information collected from the Cambodia General Population Census (CGPC) 2019. It lists all 14,514 villages distributed among 600 PSUs, and 600 enumeration areas across the country.

Prior to the conduct of CGPC 2019, a cartographic map was prepared that identifies the boundaries of each enumeration area. This map was also used for CLFS 2019.

2.5 Sampling Weights

In the first stage, weights for the selected PSU (i) in a stratum h (urban/rural) are calculated using the following formula:

$$W_{I,hi} = \frac{M_h}{n_h . M_{hi}}$$

Where M_h = number of households in the stratum (h) according to the village register
M_{hi} = number of households in PSU (i) in stratum (h) according to the village register
n_h = number of selected PSUs in the stratum (h)

In the second stage, the weights for the selected households in the selected PSU are calculated using the following formula:

$$W_{II,hi} = \frac{M^*_{hi}}{m_{hik}}$$

Where M^*_{hi} = number of households in PSU (i) of stratum (h) at the time of the survey
m_{hik} = number of sample 16 households per PSU (i) in stratum (h)

M^{*}_{hi} was determined into two different ways, depending on the situation. If the selected PSU consisted of only one enumeration area, then the listing of the households in the enumeration area would comprise all the households in the PSU. If the PSU consisted of several enumeration areas, the listing would give only the number of households in the selected enumeration area where listing took place. In this case, the number of households in the PSU had to be obtained from the village chairman.

M^{*}_{hi} usually differs from M_{hi}, which is the number of households in the PSU (i) according to the village register. In most cases, the difference is rather small.

In the third stage, the sampling weights for households are obtained by combining the weights from the first two sampling stages. The sampling weights (design weight) for a household (k) in a PSU (i) are calculated using the following formula:

$$d_{hik} = W_{I,hi} \times W_{II,hi}$$

Whered_{hik} = design weight in strata (h), PSU (i) and household (k)

In general, adjustments for non-response should be incorporated into the calculation of survey weights. In particular, if there are PSUs where fewer than 16 households responded, the weights should be adjusted by a factor of 16/r, where r is the number of responding households in the PSU under consideration. However, as there was only one case where the number of responding households was less than 16, this stage of the weighting process was skipped.

Finally, the final household weight is:

$$W_{hik} = d_{hik} \text{ x } f$$

WhereW_{hik} = final Household Weight
f = calibration household factors

Table 2.1: Sample Villages and Households in the Cambodia Labour Force Survey 2019

Strata	Sample Villages	Sample Households
Urban	180	2,880
Rural	420	6,720
Total	**600**	**9,600**

Source: Cambodia Labour Force Survey 2019 data.

Table 2.2: Sample Allocation between Urban and Rural Areas in the Capital and the Provinces in the Cambodia Labour Force Survey 2019

Code	Province	Sample Villages		
		Urban	Rural	Total
01	Banteay Meanchey	10	19	29
02	Battambang	11	33	44
03	Kampong Cham	8	35	43
04	Kampong Chhnang	2	19	21
05	Kampong Speu	3	26	29
06	Kampong Thom	3	24	27
07	Kampot	3	21	24
08	Kandal	16	33	49
09	Koh Kong	2	2	4
10	Kratie	2	13	15
11	Mondul Kiri	1	2	3
12	Phnom Penh	74	0	74
13	Preah Vihear	1	8	9
14	Prey Veng	3	42	45
15	Pursat	3	15	18
16	Ratanak Kiri	2	6	8
17	Siem Reap	12	27	39
18	Preah Sihanouk	5	3	8
19	Stung Treng	1	5	6
20	Svay Rieng	5	19	24
21	Takeo	2	33	35
22	Otdar Meanchey	3	7	10
23	Kep	2	0	2
24	Pailin	1	1	2
25	Tbong Khmum	5	27	32
	Total	**180**	**420**	**600**

Source: Cambodia Labour Force Survey 2019 data.

2.6 Estimation Method

The national estimates cover the whole of Cambodia, [Urban (h=1) or Rural (h=2)]. To estimate a national-level total of a certain population characteristic, X_{hik} is a variable that includes households (k), PSUs (i), and strata (h).

In the whole country ($\widehat{X}$):

$$\widehat{X} = \sum_{h=1}^{2} \sum_{i=1}^{n_{hi}} \sum_{k=1}^{m_{hik}} (X_{hik} \,.\, W_{hik})$$

In strata (h) (urban, rural) ($\widehat{X}_h$):

$$\widehat{X}_h = \sum_{i=1}^{n_{hi}} \sum_{k=1}^{m_{hik}} (X_{hik} \cdot W_{hik})$$

2.7 Training and Field Work

To properly conduct the nationwide survey, there were intensive training programs for the survey supervisors, enumerators, and survey coordinators. In total, 100 people were recruited, including 71 males and 29 females (20 supervisors and 80 enumerators), and they received 5 days of training in data collection in October 2019 at the NIS. Among them, 46 staff members were recruited from the 25 capital and provincial planning departments, and the other 54 were recruited from the NIS and other departments in the Ministry of Planning. The training consisted of 3 days of training, 1 day of field tests, and 1 day of reviews.

The training comprised instruction in general interviewing techniques and field procedures (including sample selection), as well as a detailed discussion of items in the questionnaire and practice interviews in the field.

After the training, the data collection field work was done over a period of 35 days, from 21 October–24 November 2019. The survey tools included the enumeration area map from CGPC 2019, the household listing form, and the questionnaire.

The data collection for CLFS 2019 was done by 20 teams, each one consisting of a supervisor and four enumerators, and each assigned 30 enumeration areas. Five coordinators supervised the field work, each one in charge of four supervisors.

2.8 Data Processing

The completed questionnaires were submitted and processed at the NIS. The training of data processing staff involved 24 NIS staff members: 12 data editors and 12 data entry operators. The data editors were trained 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 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, as well as other errors not detected during the manual processing.

The data entry was carried out using CSPro software, which is a computer program developed by the United States Census Bureau. The computer program for data entry was prepared by staff at the NIS. Data matching was carried out by printing out the lists of the first and second entries (comparison lists) for each data operator to edit; the data operator also checked the correct values of the variables by looking at the actual questionnaire and then correcting it on the computer.

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. After data editing and cleaning, the tables were prepared based on a pre-designed tabulation plan. The Statistical Package for the Social Sciences (SPSS) and

Stata were used to produce the tables. Microsoft Excel was then used to organize the tables and to compute additional indicators as needed.

2.9 Response Rates

Table 2.3 shows the response rates for CLFS 2019. A total of 9,600 households were selected as the sample of the survey, of which 9,599 households were successfully interviewed, yielding a response rate of 99.99%.

The main steps undertaken to achieve a very high response rate were as follows:

1) The official permission letter to conduct the CLFS 2019, signed by the deputy prime minister and the minister of the interior, was sent first to all levels of the administrative hierarchy (capital or provincial governor, district chief, commune chief, and village chief) before the survey operation; and
2) Each village chief informed all the households in his village about the survey. Field supervisors worked closely with the local authorities, particularly the village chiefs, during the field data collection. The engagement of the village chiefs made it possible to encourage the active cooperation of the households.

Moreover, Article 33 of the Statistics Law states that the respondents must provide accurate, complete, and timely information to a designated statistical officer of the Ministry of Planning or any other government ministry or institution.

Article 35 of the Statistics Law states that any individual or head of household who violates Article 33 of this Law will be notified by warning letter from the NIS. After receiving that warning letter, if the individual commits a second violation, he or she will be subject to a fine ranging from KR10,000 to KR50,000. Any employer, manager, or director responsible for employees in a company or other type of organization who violates Article 33 of this Law will be subject to imprisonment for a period of 1 to 6 months or to a fine ranging from KR5,000,000 to KR10,000,000.

In addition, Article 36 of the Statistics Law states that any individual who willfully obstructs the process of statistical data collection conducted by staff designated by the NIS, another ministry, or other government institutions under the provisions of this Law, will be subject to imprisonment for a period of 7days to 1 month or to a fine ranging from KR10,000 to KR100,000.

Table 2.3: Response Rates of Sample Households

Areas	Selected Sample Villages	Selected Sample Households	Interviewed Sample Households	Response Rates (%)
Urban	180	2,880	2,879	99.97
Rural	420	6,720	6,720	100.00
Total	**600**	**9,600**	**9,599**	**99.99**

Source: Cambodia Labour Force Survey 2019 data.

CHAPTER 3
DEMOGRAPHIC CHARACTERISTICS

3.1 Introduction

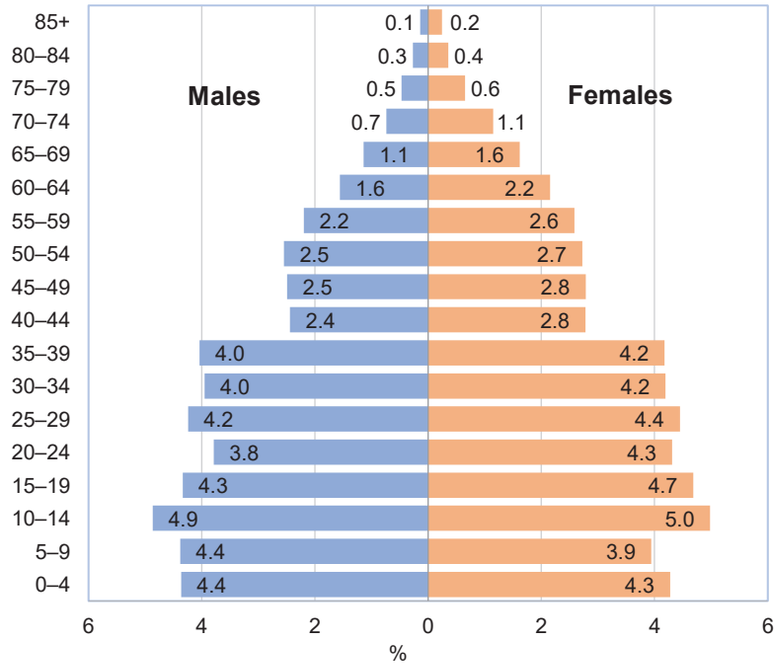
This chapter provides information on demographic characteristics of the survey population. Variables presented include population size, population distribution, household size, household head, population with disabilities, dependency ratio, household source of livelihood, and characteristics of households dependent on agriculture.

Demographic information is important in every survey, as it provides a basis for the analysis of population characteristics and their relationship with other determinants of population change. For example, demographic information determines the thresholds for defining the working age population and labour force.

3.2 Population Size

The population is the total number of all persons of both sexes aged 0 years and above in a given territory at a specified point in time. Figure 3.1 shows the population pyramid by age group and sex. In 2019, the population was estimated at 15.7 million, of which 33.9% lived in urban areas and 66.1% lived in rural areas. The breakdown of Cambodia's population by age group is shown in Appendix II.

Figure 3.1: Population Pyramid



Source: Cambodia Labour Force Survey 2019 data.

3.3 Household Size

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 to as one unit. Members of a household are not necessarily related to each other, either by blood or marriage.

In 2019, it was estimated that there were about 2.4 million households in rural areas and 1.3 million households in urban areas, making up a total of 3.7 million households all over the country. The national average household size was 4.2 persons (4.3 persons per household in rural areas and 4.1 persons per household in urban areas).

Table 3.1: Distribution of Households by Size and Area

	Number of Households			Percentage of Households		
Household Size	Cambodia	Urban	Rural	Cambodia	Urban	Rural
1	103,177	44,288	58,889	2.8	3.4	2.4
2	447,389	181,022	266,367	12.0	13.9	10.9
3	728,287	264,933	463,354	19.5	20.3	19.0
4	996,705	355,893	640,811	26.7	27.3	26.3
5	761,623	235,984	525,639	20.4	18.1	21.6
6	397,460	124,413	273,046	10.6	9.5	11.2
7	167,349	50,841	116,508	4.5	3.9	4.8
8	77,468	28,823	48,645	2.1	2.2	2.0
9+	59,794	19,542	40,252	1.6	1.5	1.7
Total	**3,739,252**	**1,305,741**	**2,433,512**	**100.0**	**100.0**	**100.0**
Average household size	4.2	4.1	4.3			

Notes: 1. Totals may not add up due to rounding.
2. An empty cell indicates that the row label does not apply.
Source: Cambodia Labour Force Survey 2019 data.

3.4 Household Heads

Generally, Cambodia is characterized as a patriarchal society. This is indeed reflected in the data, with nearly 2.9 million male-headed households, compared with nearly 0.9 million female-headed households (see Table 3.2). This means that 76.4% of households were male-headed. In urban areas, approximately 73.9% (almost 1.0 million households) were male-headed, while 26.1% (0.3 million households) were female-headed. In rural areas, about 77.8% (1.9 million households) were male-headed, while 22.2% (0.5 million households) were female-headed.

Table 3.2: Distribution of Households by Age Group, Sex of Household Head, and Area

(%)

Age Group	Cambodia			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
15–19	0.2	0.2	0.4	0.5	0.4	0.8	0.1	0.0	0.1
20–24	1.9	2.0	1.4	2.3	2.2	2.6	1.6	1.9	0.7
25–29	5.5	6.0	4.1	6.0	6.4	4.8	5.3	5.7	3.7
30–34	9.3	10.6	5.2	9.9	11.1	6.5	9.0	10.4	4.4
35–39	13.5	15.1	8.5	12.2	13.3	8.9	14.2	16.0	8.3
40–44	10.1	10.8	7.8	9.5	10.5	6.6	10.4	10.9	8.5
45–49	11.2	11.8	9.4	10.4	11.3	7.9	11.6	12.0	10.3
50–54	12.5	12.5	12.4	11.7	11.6	11.9	12.9	13.0	12.8
55–59	11.4	10.7	13.4	10.8	10.6	11.3	11.7	10.8	14.8
60–64	8.8	7.7	12.2	9.1	8.2	11.9	8.6	7.5	12.4
65 +	15.6	12.7	25.2	17.7	14.4	26.8	14.6	11.8	24.1
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Total (number)	**3,739,252**	**2,857,867**	**881,385**	**1,305,741**	**964,676**	**341,064**	**2,433,512**	**1,893,190**	**540,321**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

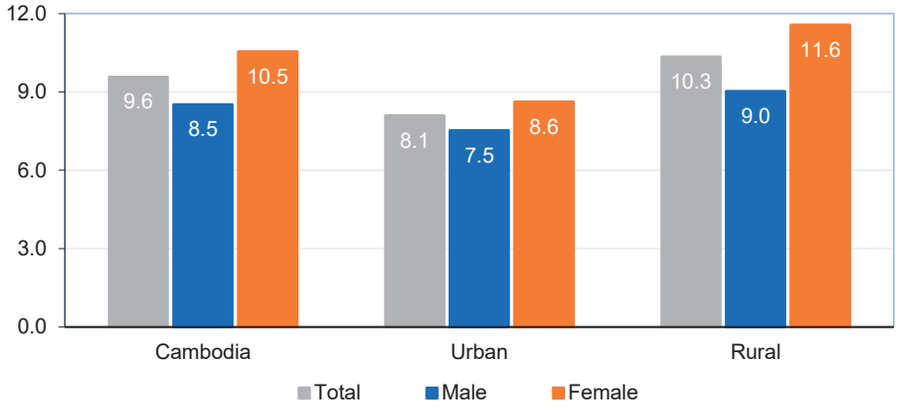
3.5 Persons with Disabilities

According to the latest recommendations of the Washington Group on Disability Statistics, the degree of difficulty that a disabled person may have is captured in six core functional domains: seeing, hearing, walking, cognition, self-care, and communication. The CLFS 2019 survey includes six essential questions to cover the disability status of the sample population.

Figure 3.2 shows the proportions of persons with disability among Cambodians aged 5 years and over. In 2019, approximately 9.6% of the population was living with at least one type of disability involving varying levels of difficulty, ranging from some level of difficulty to severe difficulty (i.e., not functioning at all) in doing certain activities. The prevalence of disability was higher among females at, 10.5%, than among males, at 8.5%.

Figure 3.2: Proportions of the Population (aged 5 years and over) with Disabilities, by Sex and Area

(%)



Source: Cambodia Labour Force Survey 2019 data.

3.6 Dependency Ratios

The CLFS defines the "age dependency ratio" as the ratio of the total population that is not of working age—those 0−14 years old and those 65 years and over—to the working-age population (i.e., 15−64 years old). The age dependency ratio is considered a summary indicator of the burden falling on the working-age population.

As shown in Table 3.3, Cambodia's total dependency ratio in 2019 was 50.6%, 45.8% in urban areas and 53.1% in rural areas. Much of this dependency ratio is due to young population aged less than 15 years old (40.4%).

Table 3.3: Dependency Ratios, by Area

Age Group/ Dependency Ratio	Cambodia		Urban		Rural	
	(number)	(%)	(number)	(%)	(number)	(%)
0–14 years	4,217,018	26.8	1,297,025	24.3	2,919,994	28.1
15–64 years	10,449,421	66.4	3,653,093	68.6	6,796,328	65.3
65 and older	1,065,261	6.8	376,773	7.1	688,488	6.6
Total	**15,731,701**	**100.0**	**5,326,891**	**100 .0**	**10,404,810**	**100 .0**
Young-age dependency ratio		40.4		35.5		43.0
Old-age dependency ratio		10.2		10.3		10.1
Both sexes dependency ratio		50.6		45.8		53.1

Notes: 1. Totals may not add up due to rounding.
2. An empty cell indicates that the column head does not apply.
Source: Cambodia Labour Force Survey 2019 data.

3.7 Household Sources of Livelihood

The survey also included questions on the household's sources of livelihood during the 12 months prior to the interview date. The results distinguish between employment-related income and other sources of household income, including remittances, transfers, and own production of foodstuffs.

Table 3.4 suggests that about 40.3% of households cited income from a paid job as its main source of livelihood, 32.0% cited household farming or fishing, while 21.9% relied on household-operated businesses other than farming or fishing.

Table 3.4: Household Sources of Livelihood, by Area

	Cambodia	Urban	Rural	Cambodia	Urban	Rural
Source of Livelihood	Number of Households			Percentage of Households		
Income from household farming or fishing	1,194,842	324,160	870,682	32.0	24.8	35.8
Income from a household business (other than farming or fishing)	819,495	332,063	487,432	21.9	25.4	20.0
Income from a paid job	1,506,263	638,323	867,940	40.3	48.9	35.7
Foodstuff produced by the household from farming, raising animals or fishing	34,337	1,724	32,613	0.9	0.1	1.3
Remittances from abroad	33,711	3,937	29,774	0.9	0.3	1.2
Support from other households in the country	128,409	3,216	125,193	3.4	0.2	5.1
Income from properties, investments or savings	8,019	1,411	6,608	0.2	0.1	0.3
Private or state pension or other government support	13,467	517	12,949	0.4	0.0	0.5
Charity from NGOs or other charitable organizations	709	389	321	0.0	0.0	0.0
Total	**3,739,252**	**1,305,741**	**2,433,512**	**100.0**	**100.0**	**100.0**

NGO = nongovernment organization.
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

3.8 Household Participation in Agriculture and Fishing

This section covers the basic information on household participation in agriculture and fishing activities, performed on an independent basis, regardless of whether or not the household owns land or related equipment. The basic information captured includes: household participation in farming (including animal husbandry) or fishing activities on an independent basis mainly for household use, identification of household members engaged in the household agriculture or fishing activities, and the extent of participation of household members in decision-making regarding the household agriculture or fishing activities.

The household head or reference person served as the respondent to this survey module. The survey was implemented during the period when the households were engaged in farming and/or fishing activities. For other cases, the reference period was adjusted to refer to either the “last season” or a 12-month reference period before the interview date.

In Cambodia, about 32.9% of households (1.2 million) were engaged in agricultural activities. Roughly two-thirds of these households reported that they were working on farms to grow crops, fruits, or other products.

Table 3.5: Household Participation in Agricultural Work, by Main Activity and Area

Agricultural Activity	Cambodia	Urban	Rural	Cambodia	Urban	Rural
	Number of Households			Percentage of Households		
All households	3,739,252	1,305,741	2,433,512	100.0	100.0	100.0
Households that participated in agriculture [a]	1,229,179	325,884	903,295	32.9	25.0	37.1
	Number of Responses			Response Rate (%)		
Farming to grow crops, fruits or other products	2,008,777	647,908	1,360,869	66.7	64.7	67.6
Raising or keeping farm animals for meat or other products	833,683	290,588	543,096	27.7	29.0	27.0
Fishing, pond fishing or collecting shellfish	171,084	62,871	108,213	5.7	6.3	5.4
Total	**3,013,544**	**1,001,368**	**2,012,178**	**100.0**	**100.0**	**100.0**

[a] This refers to the activities of the households participating in the Cambodia Labour Force Survey 2019 during the period in 2019 referenced in the survey.

Note: Totals may not add up due to rounding.

Source: Cambodia Labour Force Survey 2019 data.

CHAPTER 4
WORKING AGE POPULATION

4.1 Introduction

This chapter covers data on the working-age population, current economic activity status, and labour force participation.

4.2 Working Age Population

The working age population was estimated at 11.5 million, of which 6.1 million were females and 5.4 million were males. About 7.5 million of the working-age population lived in rural areas, while 4.0 million resided in the urban areas (Table 4.1).

Table 4.1: Distribution of the Working-Age Population, by Age Group, Sex, and Area
(number)

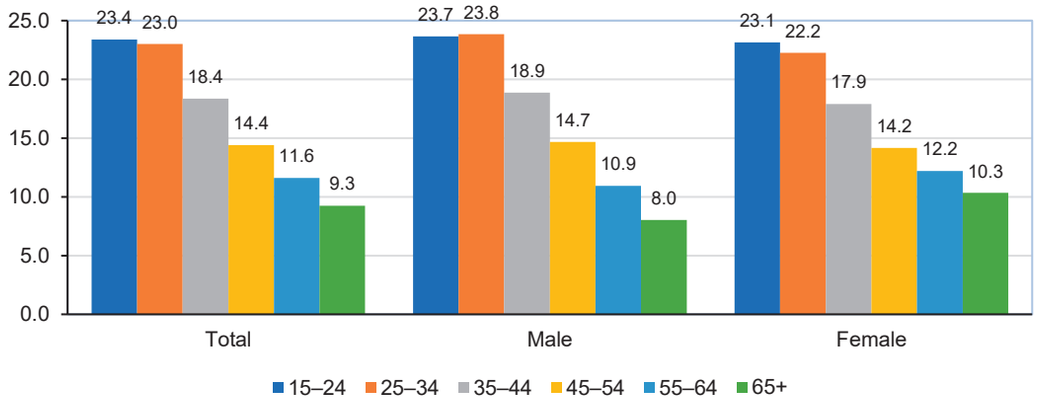
Age Group	Cambodia			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
15–24	2,692,746	1,277,927	1,414,819	870,304	399,949	470,355	1,822,442	877,978	944,464
25–34	2,648,223	1,288,637	1,359,586	1,013,879	486,835	527,044	1,634,344	801,802	832,543
35–44	2,113,311	1,019,334	1,093,977	764,514	358,748	405,766	1,348,798	660,587	688,211
45–54	1,658,714	792,663	866,052	538,249	258,034	280,216	1,120,465	534,629	585,836
55–64	1,336,427	591,271	745,156	466,147	205,191	260,956	870,280	386,080	484,200
65+	1,065,261	433,271	631,990	376,773	161,742	215,031	688,488	271,529	416,959
Total	**11,514,683**	**5,403,102**	**6,111,580**	**4,029,866**	**1,870,498**	**2,159,368**	**7,484,816**	**3,532,604**	**3,952,213**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

According to the United Nations (UN), “youth” refers to a person aged 15–24 years and an “adult” refers to a person aged 25 years and older. In 2019, the youth working population was estimated at 2.7 million, while the adult working population was approximately 8.8 million.

About 46.4% of the working population was aged 15–34 years, reflecting a demographic dominance by the young population. Meanwhile, only 9.3% of the working population was observed to be at least 65 years old (Figure 4.1).

Figure 4.1: Distribution of the Working-Age Population, by Age Group and Sex
(%)



Note: The percentages may not total 100% due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

4.3 Labour Market Status

Table 4.2 presents the distribution of the working-age population by labour market status: whether they are employed, unemployed, or outside the labour force (i.e., economically inactive). Of this population, 68.5% (or 7.9 million people) was classified as employed, 0.8% (or 97,687) as unemployed, and 30.7% (or 3.5 million) as not in the labour force when the survey was conducted.

Table 4.2: Distribution of the Working-Age Population, by Labour Market Status and Sex
(number)

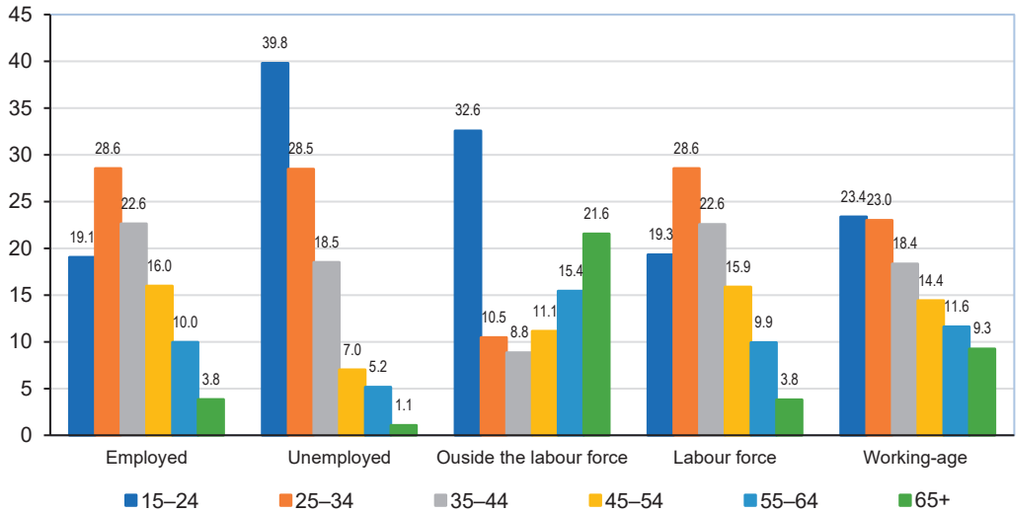
Labour Market Status	Both Sexes	Male	Female
Employed	7,883,106	4,117,464	3,765,641
Unemployed	97,687	51,458	46,229
Total labour force	**7,980,793**	**4,168,922**	**3,811,870**
Outside the labour force (economically inactive)	3,533,890	1,234,179	2,299,711
Working-age population	**11,514,683**	**5,403,102**	**6,111,580**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Figure 4.2 shows that the young people aged 15–24 made up 23.4% of the working-age population in 2019, but accounted for only 19.3% of the labour force. On the other hand, those aged 25–34 made up 23.0% of the working-age population, but accounted for 28.6% of the labour force. The same pattern is also observed among those aged 35–44 and 45–54. The oldest age group (65 and above) accounted for the smallest portion of both the working-age population (9.3%) and the labour force (3.8%).

Although the 15–24 age group accounted for 19.3% of the labour force, it made up only 19.1% of those in employment and 39.8% of those unemployed. On the other hand, those aged 45 and above accounted for lower shares of the labour force, but higher shares of the employed and smaller shares of the unemployed.

Figure 4.2: Distribution of the Working-Age Population, by Labour Market Status and Age Group
(%)



Note: The percentages may not total 100% due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 4.3 presents the distribution of working-age population by labour market status, education level, and sex. Among the employed population in 2019, 38.1% had just a primary school education, 25.1% had left school after earning a lower secondary degree, and 15.7% had left school with an upper secondary diploma. Only 6.6% were university graduates, and 0.4% had obtained a vocational certificate. Meanwhile, about 10.8% of the employed population had never attended school at all. The proportion of employed persons who had only a primary school education was higher for females (39.1%) than for males (37.2%), but this pattern was reversed for the higher education levels.

Among the unemployed, 26.7% had completed primary school, approximately 57.0% had completed secondary school, and 6.7% had finished their university studies. The proportion of unemployed persons who had completed primary school was higher for females (29.4%) than for males (24.3%); again, this pattern was reversed for the higher education levels.

Table 4.3: Distribution of the Working-Age Population, by Labour Market Status, Education Level, and Sex

Education Level	Working-Age Population	Employed	Unemployed	Labour Force	Outside the Labour Force
Both Sexes					
Population (number)	11,514,683	7,883,106	97,687	7,980,793	3,533,890
Never attended school (%)	13.5	10.8	7.0	10.8	19.8
Pre-school (%)	3.3	3.3	2.6	3.3	3.2
Primary (%)	36.1	38.1	26.7	38.0	31.9
Lower secondary (%)	24.1	25.1	24.8	25.1	21.8
Upper secondary (%)	16.4	15.7	32.2	15.9	17.4
Vocational (%)	0.4	0.4	0.0	0.4	0.3
University (%)	6.3	6.6	6.7	6.6	5.6
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Male					
Population (number)	5,403,102	4,117,464	51,458	4,168,922	1,234,179
Never attended school (%)	9.6	8.7	7.4	8.7	12.8
Pre-school (%)	2.8	3.0	1.8	3.0	2.3
Primary (%)	35.4	37.2	24.3	37.0	30.2
Lower secondary (%)	26.0	26.1	22.8	26.1	25.9
Upper secondary (%)	18.4	17.2	36.7	17.5	21.6
Vocational (%)	0.4	0.5	0.0	0.4	0.2
University (%)	7.3	7.4	7.0	7.4	6.9
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Female					
Population (number)	6,111,580	3,765,641	46,229	3,811,870	2,299,711
Never attended school (%)	17.0	13.1	6.5	13.1	23.6
Pre-school (%)	3.7	3.7	3.5	3.7	3.7
Primary (%)	36.7	39.1	29.4	39.0	32.8
Lower secondary (%)	22.3	23.9	27.1	24.0	19.6
Upper secondary (%)	14.6	14.1	27.2	14.2	15.1
Vocational (%)	0.3	0.3	0.0	0.3	0.4
University (%)	5.5	5.8	6.4	5.8	4.9
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

4.4 Labour Force Participation

The labour force participation rate (LFPR) measures the proportion of the economically active population relative to the total working-age population, expressed as a percentage. A low LFPR indicates that a small proportion of the working-age population actually participates in the labour market.

Table 4.4 shows the LFPR by age group, sex, and area. In 2019, the overall LFPR was estimated at 69.3%, and the rate was higher for males (77.2%) than for females (62.4%). The same pattern was observed in both rural and urban areas. The LFPR in rural areas (70.2%) was higher than in urban areas (67.7%). In the urban areas, the LFPR for both males and females peaked at ages 30−34, while in the rural areas, the LFPR peaked at ages 35−39 for males and 30−34 for females.

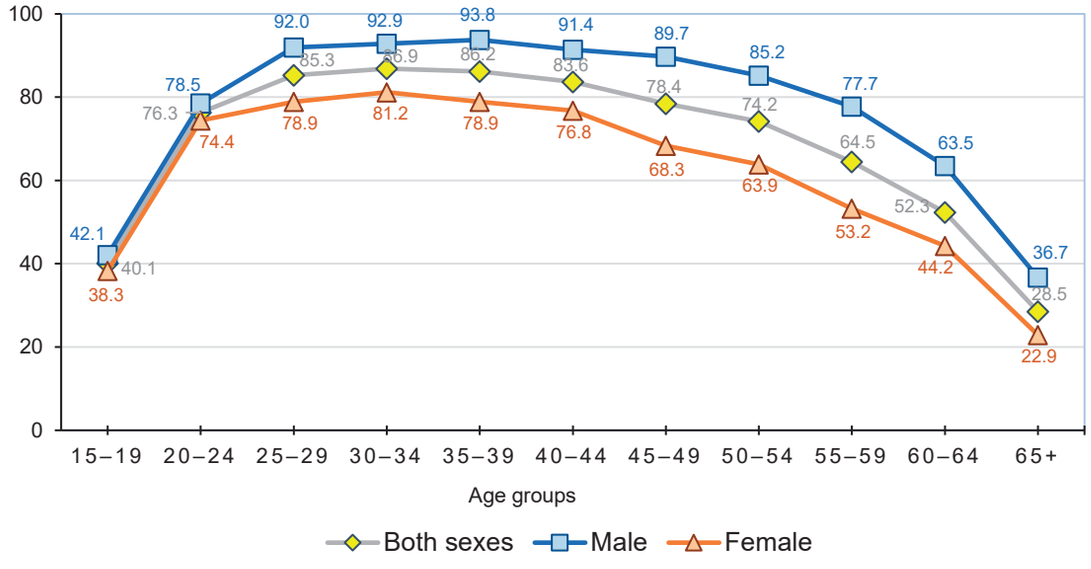
Table 4.4: Labour Force Participation Rate, by Age Group, Sex, and Area
(%)

Age Group	Cambodia			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
15–19	40.1	42.1	38.3	29.2	29.5	28.9	44.9	47.5	42.5
20–24	76.3	78.5	74.4	69.5	69.7	69.3	79.9	82.8	77.3
25–29	85.3	92.0	78.9	84.9	90.6	79.8	85.5	92.8	78.3
30–34	86.9	92.9	81.2	88.3	95.1	81.9	85.9	91.5	80.7
35–39	86.2	93.8	78.9	85.9	95.0	77.9	86.4	93.1	79.5
40–44	83.6	91.4	76.8	83.4	93.8	74.0	83.7	90.2	78.1
45–49	78.4	89.7	68.3	78.5	95.7	62.7	78.4	86.8	70.9
50–54	74.2	85.2	63.9	73.6	88.5	59.9	74.4	83.6	65.8
55–59	64.5	77.7	53.2	63.6	80.7	48.9	64.9	76.2	55.4
60–64	52.3	63.5	44.2	45.9	57.1	38.0	56.0	67.0	47.9
65+	28.5	36.7	22.9	27.3	36.7	20.2	29.1	36.7	24.3
Total	**69.3**	**77.2**	**62.4**	**67.7**	**76.4**	**60.2**	**70.2**	**77.6**	**63.6**

Source: Cambodia Labour Force Survey 2019 data.

In 2019, the national LFPR peaked at ages 30−34 years and started to decline for older populations. A similar pattern was observed for the female LFPR, which increased sharply at ages 30–34 years to 81.2%, and then declined gradually before dropping to 22.9% at 65 years of age and above. On the other hand, male LFPR, peaked at ages 35-39 years at 93.8% and dropped at 36.7% at 65 years and above (Figure 4.3).

Figure 4.3: Labour Force Participation Rate, by Age Group and Sex
(%)



Source: Cambodia Labour Force Survey 2019 data.

4.5 Subsistence Production Work

One of the most important contributions of the 19th International Conference of Labour Statisticians (19th ICLS), in 2013, was the presentation of statistics on subsistence foodstuff producers. This section presents data on the persons involved in subsistence production work and subsistence foodstuff producers.

Subsistence production includes any activity to produce goods or provide services for own final use by a household or family. It covers:

(i) the production and/or processing for storage of agricultural, fishing, hunting, and gathering products;
(ii) gathering of wild food such as mushrooms, berries, and herbs;
(iii) hunting for bush meat, etc.;
(iv) preparation of preserved food or drinks for storage, such as flour and dried fish;
(v) construction, renovation, or extension of own dwellings, farm buildings, etc.;
(vi) fabrication of goods such as mats, baskets, furniture, and clothing;
(vii) the fetching of water from natural or public sources; and
(viii) the collection of firewood or other natural products for use as fuel.

Subsistence foodstuff producers constitute an important subgroup of persons in own-use production work. They are defined as:

(i) all those who performed any activity to produce, and/or process for storage, goods from agriculture, fishing, hunting and gathering, as foodstuff that contribute to the livelihood of the household or family;

(ii) but excludes persons engaged in such production as recreational or leisure activities.

Note that only those persons in own-use production of goods were counted in the questionnaire, excluding persons in unpaid care work. In future surveys, services such as unpaid household care may be included as well.

Table 4.5 shows that an estimated 3,980,466 persons (34.6%) of those aged 15 years and above were involved in subsistence production during the 7 days prior to the interview. Females were more involved in subsistence production than males (36.7% of females versus 32.1% of males). Persons aged 25–64 accounted for the highest share (80.0%) of the working-age population involved in subsistence production, youths aged 15–24 accounted for a lower share (11.6%), and the lowest share (8.4%) was claimed by those aged 65 and over.

By labour market status, the largest share of those involved in subsistence production were the employed (69.9%), followed by those who outside labour force (29.0%), and then by the unemployed (1.1%). Noticeably, of those outside the labour force, more females (35.4%) than males (20.7%) were involved in subsistence production. Similar patterns were observed among the subsistence foodstuff producers.

Table 4.5: Participation in Subsistence Production, by Age Group, Labour Market Status, Sex, and Area

Category	Cambodia			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total Subsistence Production by WAP									
WAP subsistence producers (number)	3,980,466	1,734,695	2,245,771	617,081	249,922	367,159	3,363,384	1,484,772	1,878,612
Proportion of WAP (%)	34.6	32.1	36.7	15.3	13.4	17.0	44.9	42.0	47.5
By age group (%)									
15–24	11.6	12.2	11.2	8.3	8.5	8.1	12.2	12.8	11.8
25–64	80.0	79.7	80.2	82.2	80.7	83.2	79.6	79.6	79.6
65+	8.4	8.1	8.6	9.5	10.7	8.7	8.2	7.6	8.6
By labour market status (%)									
Employed	69.9	77.7	63.8	68.7	78.5	62.1	70.1	77.6	64.1
Unemployed	1.1	1.5	0.8	0.8	1.1	0.5	1.2	1.6	0.9
Outside the labour force	29.0	20.7	35.4	30.5	20.4	37.4	28.7	20.8	35.0
Subsistence Production by WAP Not in Employment									
WAP subsistence producers not in employment (number)	1,199,097	386,051	813,046	193,007	53,673	139,334	1,006,090	332,378	673,712
Proportion of WAP (%)	33.0	30.0	34.7	14.5	11.8	16.0	43.7	40.0	45.7
By age group (%)									
15–24	15.1	18.2	13.6	12.8	17.8	10.9	15.5	18.2	14.2
25–64	70.1	65.1	72.5	71.7	61.6	75.6	69.8	65.6	71.9
65+	14.8	16.8	13.8	15.4	20.5	13.5	14.7	16.2	13.9
Subsistence WAP Foodstuff Producers									
Subsistence foodstuff producers (number)	3,518,705	1,438,610	2,080,095	537,384	209,221	328,163	2,981,321	1,229,388	1,751,933
Proportion of WAP (%)	30.6	26.6	34.0	13.3	11.2	15.2	39.8	34.8	44.3
By age groups (%)									
15–24	10.4	11.0	9.9	7.3	8.2	6.8	10.9	11.5	10.5
25–64	81.1	80.8	81.4	82.5	80.0	84.1	80.9	80.9	80.9
65+	8.5	8.2	8.7	10.1	11.8	9.1	8.2	7.6	8.6
By labour market status (%)									
Employed	69.4	77.1	64.1	67.5	76.6	61.7	69.8	77.2	64.6
Unemployed	1.0	1.2	0.8	0.7	1.1	0.5	1.0	1.2	0.8
Outside the labour	29.6	21.7	35.1	31.7	22.3	37.8	29.2	21.6	34.6

WAP = working-age population.
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

CHAPTER 5
EMPLOYMENT

5.1 Introduction

Employment data provide important socioeconomic indicators for understanding the economy of Cambodia. Furthermore, employment statistics identify the number of people who are employed, the sort of work they do, their qualifications for their jobs, and their working patterns.

This chapter presents information on the characteristics of the employed population, such as the occupations and industries in which people work, their level of education, their employment status, and the ratio of employed people to the general working-age population.

5.2 Employed Population

Table 5.1 shows the number and percentage distribution of the employed working-age population by age group, area, and sex. The employed population was estimated at 7,883,106, of which 52.2% were males and 47.8% were females. The majority of the employed population is found in rural areas, comprising 65.7%, while 34.3% of the employed population is found in urban areas. There are more males in the employed population in both the urban (52.4%) and rural areas (52.2%) overall. On the other hand, most of the employed population in both the urban and rural areas in the 15–24 age group is female.

More than half of the employed population is 20–39 years old. The youngest age group (15-19) accounts for 7.0%, and persons aged 60 and above comprise 7.7%.

Table 5.1: Distribution of the Employed Population, by Age Group, Area, and Sex
(%)

	Cambodia			Urban			Rural		
Age Group	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
15–19	7.0	6.7	7.3	4.5	4.0	5.1	8.3	8.1	8.5
20–24	12.1	11.1	13.1	10.9	9.3	12.6	12.7	12.1	13.3
25–29	14.5	14.6	14.4	15.9	15.3	16.6	13.8	14.3	13.3
30–34	14.0	13.9	14.1	16.3	16.4	16.2	12.8	12.6	13.1
35–39	14.0	14.3	13.7	15.5	15.2	15.7	13.2	13.8	12.6
40–44	8.6	8.5	8.8	8.5	8.7	8.3	8.7	8.4	9.0
45–49	8.2	8.5	7.9	7.8	8.6	6.8	8.4	8.4	8.4
50–54	7.8	8.3	7.2	7.4	8.1	6.5	8.0	8.3	7.6
55–59	6.1	6.5	5.7	6.0	6.7	5.1	6.2	6.4	6.0
60–64	3.9	3.8	4.0	3.6	3.5	3.6	4.0	3.9	4.1
65+	3.8	3.8	3.8	3.8	4.2	3.4	3.9	3.7	4.1
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Total (number)	**7,883,106**	**4,117,464**	**3,765,641**	**2,701,963**	**1,415,076**	**1,286,887**	**5,181,143**	**2,702,389**	**2,478,755**

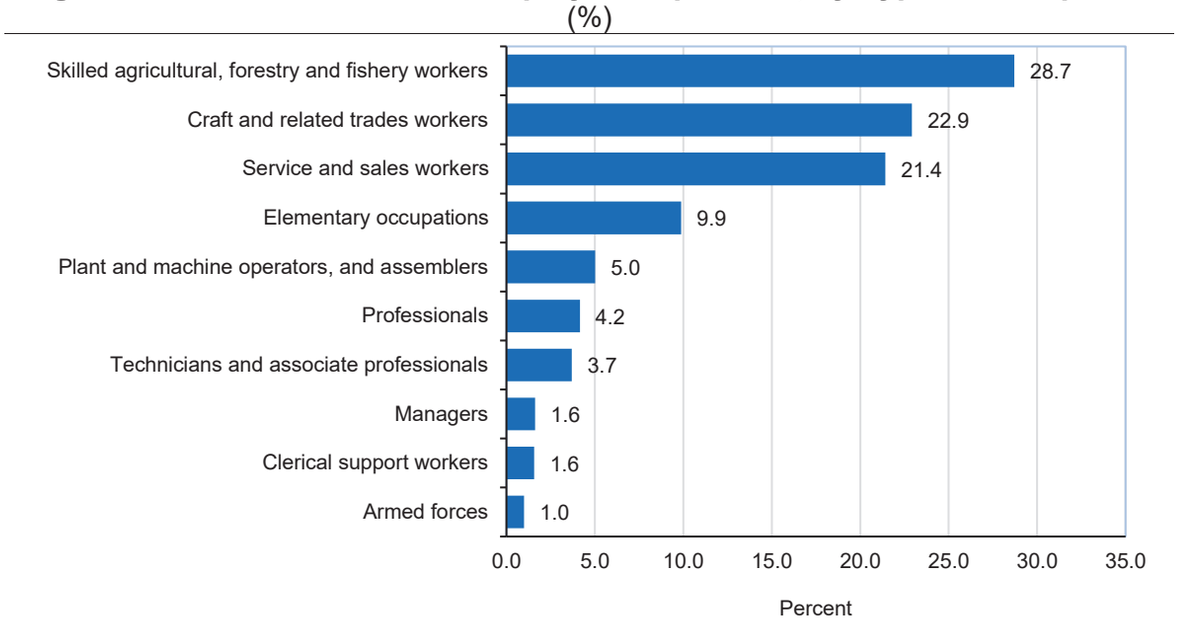
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

5.3 Employment by Occupation

An “occupation” is a person’s principal task or job in his or her workplace. The International Standard Classification of Occupations, 2008 (ISCO-08) was used in the Cambodia Labour Force Survey 2019 (CLFS 2019), and it categorizes workers in 10 major groups.

Figure 5.1 shows the distribution by percentage of the employed persons by occupation. The skilled agricultural, forestry and fishery workers accounted for the highest percentage of employed persons, with 28.7%, followed by 22.9% in craft and related trades, and 21.4% in services and sales. Managers (1.6%), clerical support workers (1.6%), and armed forces (1.0%) had the smallest shares of total employment.

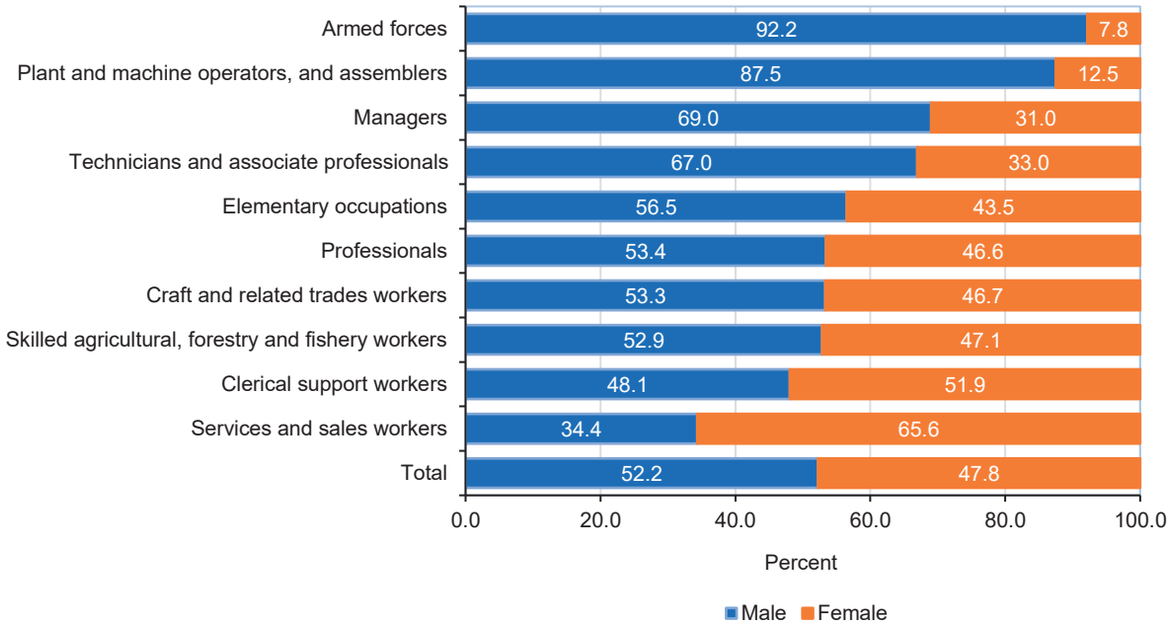
Figure 5.1: Distribution of the Employed Population, by Type of Occupation



Source: Cambodia Labour Force Survey 2019 data.

CLFS 2019 estimated that more than 50% of all employees were males. Figure 5.2 shows that males had the higher share of employment in all major occupation groups except for clerical support, and services and sales workers. The share of employment for males was highest in the armed forces and among plant and machine operators, and assemblers, where 9 out of 10 employees were males.

Figure 5.2: Distribution of Employed Population, by Type of Occupation and Sex
(%)



Source: Cambodia Labour Force Survey 2019 data.

5.4 Employment by Industry

As shown in Table 5.2, the industry with the highest share of the employed population was the services sector (39.8%). The share of the agriculture sector was 33.1%, and of the industry sector, 27.0%.

The same table indicates that one in three people in Cambodia were employed in agriculture, forestry and fishing, regardless of gender. However, gender disparities are apparent in other nonagricultural industries. Males were employed in greater numbers in construction (15.9%); transportation and storage (8.3%); and public administration and defense, compulsory social security (5.6%). On the other hand, females were more frequently employed in manufacturing (22.3%) and wholesale and retail trade (23.3%).

Table 5.2: Employed Population, by Industry and Sex

Industry [a]	Both Sexes	Male	Female	Both Sexes	Male	Female
		(number)			(%)	
Agriculture, forestry and fishing	**2,612,551**	**1,386,379**	**1,226,172**	**33.1**	**33.7**	**32.6**
Industry	**2,132,077**	**1,153,759**	**978,318**	**27.0**	**28.0**	**26.0**
Mining and quarrying	6,538	4,852	1,685	0.1	0.1	0.0
Manufacturing	1,314,966	475,364	839,602	16.7	11.5	22.3
Electricity, gas, steam and air conditioning supply	9,670	7,930	1,740	0.1	0.2	0.0
Water supply; sewerage, waste management and remediation activities	15,693	9,663	6,030	0.2	0.2	0.2
Construction	785,210	655,950	129,261	10.0	15.9	3.4
Services	**3,138,480**	**1,577,325**	**1,561,153**	**39.8**	**38.3**	**41.5**
Wholesale and retail trade; repair of motor vehicles and motorcycles	1,319,027	440,612	878,415	16.7	10.7	23.3
Transportation and storage	364,863	342,632	22,231	4.6	8.3	0.6
Accommodation and food service activities	269,527	95,949	173,578	3.4	2.3	4.6
Information and communication	26,175	18,528	7,646	0.3	0.4	0.2
Financial and insurance activities	114,231	70,507	43,724	1.4	1.7	1.2
Real estate activities	25,123	15,678	9,445	0.3	0.4	0.3
Professional, scientific and technical activities	60,579	30,698	29,881	0.8	0.7	0.8
Administrative and support service activities	176,821	98,381	78,441	2.2	2.4	2.1
Public administration and defence; compulsory social security	284,894	232,012	52,881	3.6	5.6	1.4
Education	182,972	97,616	85,355	2.3	2.4	2.3
Human health and social work activities	64,733	35,387	29,346	0.8	0.9	0.8
Arts, entertainment and recreation	76,402	35,148	41,254	1.0	0.9	1.1
Other service activities	131,662	47,252	84,410	1.7	1.1	2.2
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	33,996	12,450	21,546	0.4	0.3	0.6
Activities of extraterritorial organizations and bodies	7,475	4,475	3,000	0.1	0.1	0.1
Total	**7,883,106**	**4,117,464**	**3,765,641**	**100.0**	**100.0**	**100.0**

[a] The industrial categories listed in this column are derived from the International Standard Industrial Classification, Revision 4 (ISIC Rev. 4).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

5.5 Employment by Education

Table 5.3 shows the percentage distribution of employed persons by educational attainment. As mentioned above, approximately 10.8% of employed persons had never attended school. About 38.1% of the total employed population had a primary school education, while 40.8% had a secondary school education (lower secondary and upper secondary). Only 6.6% of them were university graduates, and 0.4% had obtained a vocational certificate.

Among the employed males, an estimated 37.2% of them just had a primary school education, 26.1% had just a lower secondary school education, 17.2% left school after completing the upper secondary level, 7.4% had graduated from university, and 0.5% had obtained a vocational certificate. Compared with their male counterparts, employed

females tended to have lower levels of education, with 13.1% never having attended school at all (compared with 8.7% for employed males). And while more employed females (39.1%) than males had a primary school education, fewer had finished secondary school or university.

The largest proportion of the employed population in urban areas had a lower secondary school education (28.9%). The majority of the employed population in rural areas had a primary school education (43.1%). Thus, rural employment involved the less educated, while urban employment tended to require higher levels of education.

Table 5.3: Employed Population, by Education Level, Area, and Sex
(%)

	Cambodia			Urban			Rural		
Education Level	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Never attended school	10.8	8.7	13.1	5.6	4.3	7.0	13.5	10.9	16.3
Preschool	3.3	3.0	3.7	2.0	1.6	2.5	4.0	3.7	4.3
Primary	38.1	37.2	39.1	28.6	26.2	31.1	43.1	42.9	43.3
Lower secondary	25.1	26.1	23.9	28.9	29.0	28.8	23.1	24.6	21.4
Upper secondary	15.7	17.2	14.1	20.7	22.9	18.2	13.1	14.3	11.9
Vocational	0.4	0.5	0.3	0.5	0.5	0.4	0.3	0.4	0.2
University	6.6	7.4	5.8	13.8	15.5	11.9	2.9	3.2	2.6
Total (number)	**7,883,106**	**4,117,464**	**3,765,641**	**2,701,963**	**1,415,076**	**1,286,887**	**5,181,143**	**2,702,389**	**2,478,755**

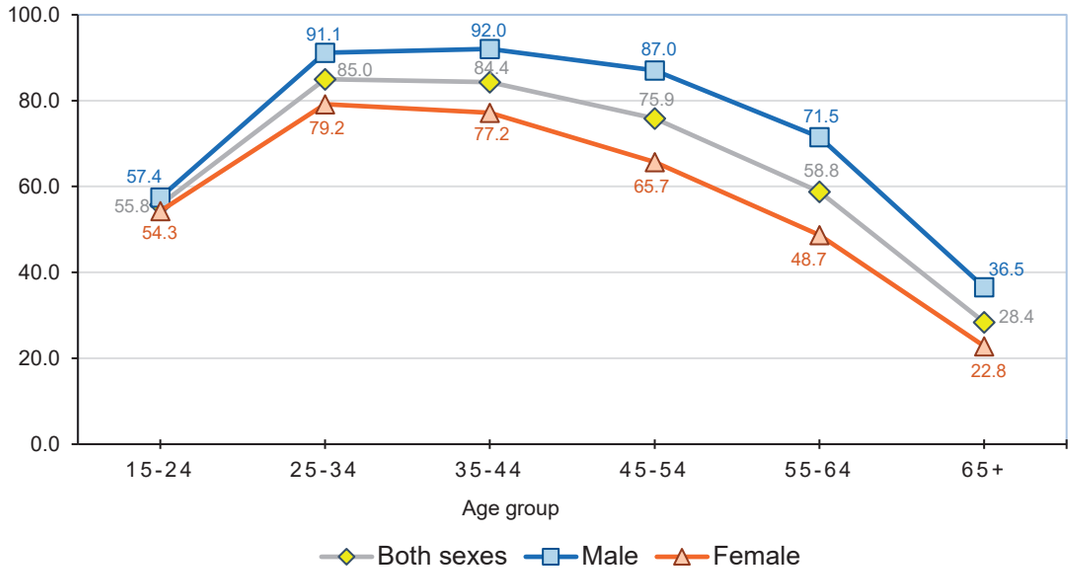
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

5.6 Employment-to-Population Ratio

The employment-to-population ratio is the proportion of the employed population to the country's working-age population expressed as percentage. It indicates the ability of an economy to create employment. A high ratio means that a large proportion of a country's working-age population is employed, while a low ratio means that a large share of the working-age population is not directly involved in market-related activities for pay or profit, either because they are unemployed or out of the labour force altogether.

Figure 5.3 shows the employment-to-population ratio by age group and sex. In 2019, the overall employment-to-population ratio was 68.5%; among males it was 76.2% and among females it was 61.6%. The male ratios were higher than the female ratios for all age groups. Generally, the employment-to-population ratio peaks at the prime working ages (25–44 years old) while a decline in the ratio can be observed thereafter.

Figure 5.3: Employment-to-Population Ratio, by Age Group and Sex
(%)



Source: Cambodia Labour Force Survey 2019 data.

5.7 Employment Status

When it comes to status of employment, the employed population falls into two basic categories: wage or salary employees and the self-employed. The self-employed can be further categorized into three groups: employers, own-account workers, and contributing family workers. The concept of status of employment covers working behavior, the nature of the work, and working conditions. A high proportion of self-employed can be an indication of a large agriculture sector, while a high proportion of employees can be an indication of diversification in employment opportunities as an economy develops.

Table 5.4 shows the distribution of the employed persons according to status of employment. The largest share of the employed population worked as employees (47.8%) in 2019, followed by own-account workers (36.9%), contributing family workers (11.9%), and employers (3.4%).

Generally, there was a higher proportion of males than females in every category of employment status except contributing family workers, which claimed a higher proportion of employed females (17.3%) than employed males (6.9%).

Table 5.4: Employed Population, by Employment Status

Employment Status	Both Sexes	Male	Female
Numbers within Each Category			
Employees	3,769,515	2,144,933	1,624,582
Employers	269,820	166,568	103,252
Own-account workers	2,908,447	1,522,565	1,385,883
Contributing family workers	935,324	283,399	651,925
Total (numbers)	**7,883,106**	**4,117,464**	**3,765,641**
Percentages within Each Category			
Employees	47.8	52.1	43.1
Employers	3.4	4.1	2.7
Own-account workers	36.9	37.0	36.8
Contributing family workers	11.9	6.9	17.3
Total (%)	**100.0**	**100.0**	**100.0**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

CHAPTER 6
EMPLOYMENT IN THE INFORMAL AND FORMAL SECTORS

6.1 Introduction

This chapter presents data on Cambodia's employment in the Informal and Formal sectors. The informal sector represents an important segment of the economy and labour market in many countries, especially in developing countries. Thus, it is important to measure the contribution of the informal sector to employment, as well as its contribution to the gross domestic product (GDP). Further, the informal sector plays a major role in employment creation, production, and income generation. The informal employment rate is considered to be an important indicator of the quality of employment in an economy, one that is equally relevant to developing and industrialized countries.

6.2 Informal and Formal Sectors

Table 6.1 shows the distribution of the currently employed population aged 15 and above in the informal and formal sectors by sex. The results show that, of the 7.9 million persons who were employed, about 77.4% (77.5% for males and 77.4% for females) worked in the informal sector, while 21.5% (21.6% for males and 21.4% for females) worked in the formal sector, and the remaining 1.1% (0.9% for males and 1.2% for females) worked in the household sector. In general, there were no significant differences between the numbers of male and female workers in the informal and formal sectors of agriculture and non-agricultural industries. Males and females were mostly employed in the informal nonagricultural sector (45.5% and 46.2%), followed by the informal agriculture sector (32.0% and 31.2%), and the formal nonagricultural sector (20.5% and 20.7%). The smallest percentages of total employed males and females were employed in formal agriculture and household sectors. Noticeably, slightly more females than males were employed in the informal non-agriculture, formal non-agriculture, and household sectors.

Table 6.1: Employed Population in the Informal and Formal Sectors

Sector	Both Sexes	Male	Female	Both Sexes	Male	Female
		(number)			(%)	
Informal Sector						
Agriculture	2,492,241	1,316,649	1,175,592	31.6	32.0	31.2
Non-agriculture	3,612,740	1,874,307	1,738,433	45.8	45.5	46.2
Subtotal (Informal Sector)	**6,104,981**	**3,190,956**	**2,914,025**	**77.4**	**77.5**	**77.4**
Formal Sector						
Agriculture	71,066	44,840	26,226	0.9	1.1	0.7
Non-agriculture	1,621,308	842,890	778,418	20.6	20.5	20.7
Subtotal (Formal Sector)	**1,692,374**	**887,730**	**804,644**	**21.5**	**21.6**	**21.4**
Household Sector						
Subtotal (Household Sector)	**85,751**	**38,779**	**46,972**	**1.1**	**0.9**	**1.2**
Total	**7,883,106**	**4,117,464**	**3,765,641**	**100.0**	**100.0**	**100.0**

Note: Totals may not add up due to rounding
Source: Cambodia Labour Force Survey 2019 data.

6.3 Informal and Formal Employment

According to Table 6.2, the overwhelming majority of employed persons were in informal employment, at 88.3% (89.0% for males, 87.6% for females).

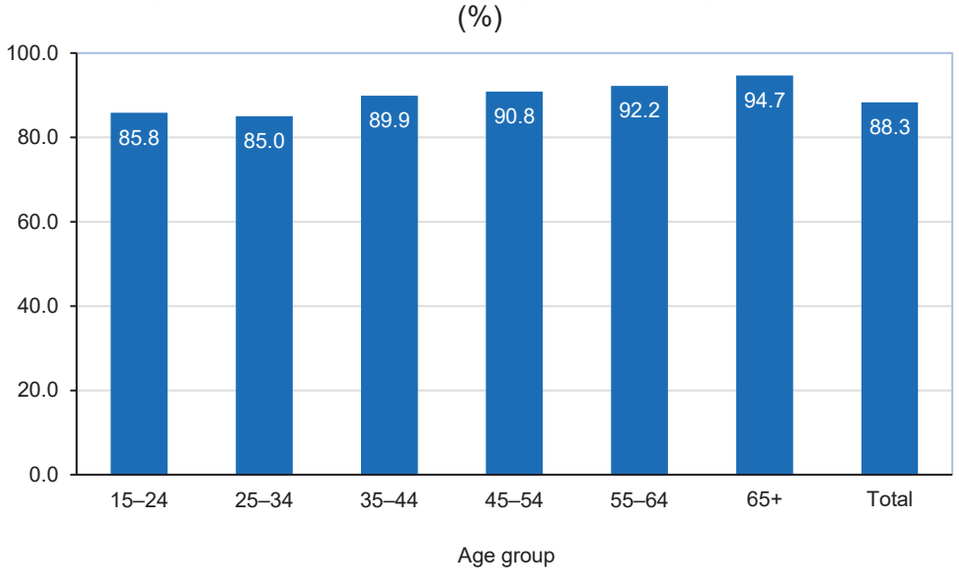
Table 6.2: Employed Population, by Informal and Formal Employment

Sector	Both Sexes	Male	Female	Both Sexes	Male	Female
		(number)			(%)	
Informal employment	6,960,060	3,663,066	3,296,993	88.3	89.0	87.6
Formal employment	923,046	454,398	468,648	11.7	11.0	12.4
Total	**7,883,106**	**4,117,464**	**3,765,641**	**100.0**	**100.0**	**100.0**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

As shown in Figure 6.1, the percentage of informal employment started to rise with the 35–44 age group, where it was at 89.9%, and hit a peak with the 65-and-over age group, at 94.7%. The proportions were lower for the youth aged 15–24, at 85.8%, and for the 25–34 age group, at 85.0%.

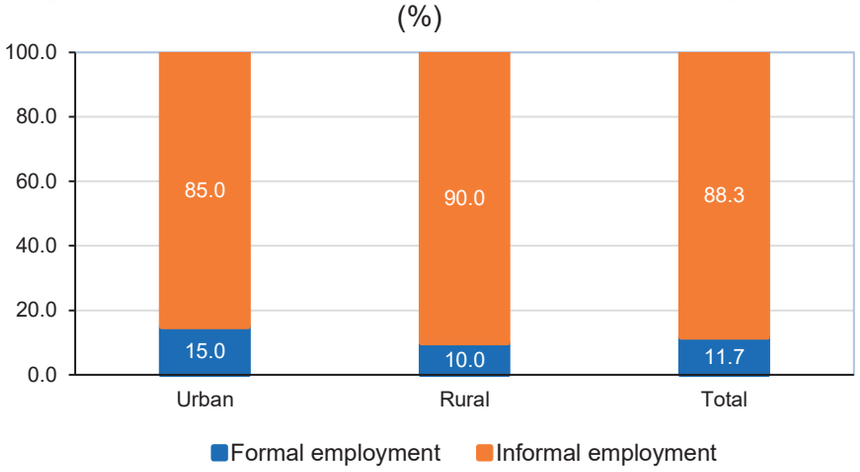
Figure 6.1: Informal Employment, by Age Group



Source: Cambodia Labour Force Survey 2019 data.

As can be seen in Figure 6.2, informal employment was higher in rural areas (90.0%) than in urban areas (85.0%). The proportion of informal employment in rural areas was 1.7 percentage points higher than the national average.

Figure 6.2: Informal and Formal Employment, by Area



Source: Cambodia Labour Force Survey 2019 data.

The findings regarding the proportions of major occupation groups claimed by informal employment (Table 6.3) reveal that the incidence of informal employment was the highest among the skilled agricultural, forestry and fishery workers (98.6%); elementary occupations (94.8%); service and sales workers (92.6%); and machine operators (92.1%).

Table 6.3: Informal and Formal Employment, by Occupation

Occupation [a]	Informal Employment	Formal Employment	Total	Informal Employment	Formal Employment	Total
	(number)			(%)		
Managers	81,038	47,090	128,128	63.2	36.8	100.0
Professionals	196,968	130,390	327,358	60.2	39.8	100.0
Technicians and associate professionals	204,690	86,657	291,347	70.3	29.7	100.0
Clerical support workers	91,499	32,503	124,002	73.8	26.2	100.0
Services and sales workers	1,562,658	125,611	1,688,269	92.6	7.4	100.0
Skilled agricultural, forestry and fishery workers	2,232,412	30,846	2,263,258	98.6	1.4	100.0
Craft and related trades workers	1,448,077	359,245	1,807,321	80.1	19.9	100.0
Plant and machine operators, and assemblers	364,279	31,239	395,518	92.1	7.9	100.0
Elementary occupations	738,351	40,479	778,830	94.8	5.2	100.0
Armed forces	40,086	38,988	79,074	50.7	49.3	100.0
Total	**6,960,060**	**923,046**	**7,883,106**	**88.3**	**11.7**	**100.0**

[a] The occupational categories listed in this column are derived from the International Standard Classification of Occupations, 2008 (ISCO-08).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 6.4 shows the distribution of employed population between informal and formal employment by industry. For all the industries listed in Table 6.4, most of the employed were in informal employment, with the largest majorities in agriculture, forestry and fishing (98.6%) and construction (97.2%).

Table 6.4: Informal and Formal Employment, by Industry

Industry [a]	Informal Employment	Formal Employment	Total	Informal Employment	Formal Employment	Total
	(number)			(%)		
Agriculture, forestry and fishing	2,575,276	37,275	2,612,551	98.6	1.4	100.0
Mining and quarrying	6,208	329	6,538	95.0	5.0	100.0
Manufacturing	920,826	394,140	1,314,966	70.0	30.0	100.0
Electricity, gas, steam and air conditioning supply	8,052	1,618	9,670	83.3	16.7	100.0
Water supply; sewerage, waste management and remediation activities	13,317	2,376	15,693	84.9	15.1	100.0
Construction	763,492	21,718	785,210	97.2	2.8	100.0
Wholesale and retail trade, repair of motor vehicles and motorcycles	1,242,892	76,135	1,319,027	94.2	5.8	100.0
Transportation and storage	344,929	19,934	364,863	94.5	5.5	100.0
Accommodation and food service activities	256,638	12,890	269,527	95.2	4.8	100.0
Information and communication	21,911	4,264	26,175	83.7	16.3	100.0
Financial and insurance activities	70,373	43,858	114,231	61.6	38.4	100.0
Real estate activities	20,459	4,664	25,123	81.4	18.6	100.0
Professional, scientific and technical activities	45,281	15,297	60,579	74.7	25.3	100.0
Administrative and support service activities	151,084	25,738	176,821	85.4	14.6	100.0
Public administration and defence; compulsory social security	156,551	128,343	284,894	55.0	45.0	100.0
Education	101,328	81,644	182,972	55.4	44.6	100.0
Human health and social work activities	33,260	31,473	64,733	51.4	48.6	100.0
Arts, entertainment and recreation	67,246	9,156	76,402	88.0	12.0	100.0
Other service activities	123,795	7,866	131,662	94.0	6.0	100.0
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	32,178	1,818	33,996	94.7	5.3	100.0
Activities of extraterritorial organizations and bodies	4,964	2,511	7,475	66.4	33.6	100.0
Total	**6,960,060**	**923,046**	**7,883,106**	**88.3**	**11.7**	**100.0**

[a] The industrial categories listed in this column are derived from the International Standard Industrial Classification, Revision 4 (ISIC Rev. 4).

Note: Totals may not add up due to rounding.

Source: Cambodia Labour Force Survey 2019 data.

Table 6.5 shows that among those employed in the informal sector, 98.2% were in informal employment. Informal employment is defined as the total number of informal jobs, whether carried out in formal sector enterprises, informal sector enterprises, or households, during a given reference period. This includes employers and own-account workers who are employed in their own informal sector enterprises; contributing family workers; and employees and paid apprentices or interns who do not have paid annual leave or sick leave benefits, and whose employers do not contribute to their social security.

Table 6.5: Informal and Formal Employment, by Sector

Sector	Informal Employment	Formal Employment	Total	Informal Employment	Formal Employment	Total
	(number)			(%)		
Informal sector	5,992,659	112,322	6,104,981	98.2	1.8	100.0
Formal sector	883,468	808,906	1,692,374	52.2	47.8	100.0
Household sector	83,933	1,818	85,751	97.9	2.1	100.0
All sectors	**6,960,060**	**923,046**	**7,883,106**	**88.3**	**11.7**	**100.0**

Note: Totals may not add up due to rounding.

Source: Cambodia Labour Force Survey 2019 data.

CHAPTER 7
EARNINGS FROM EMPLOYMENT

7.1 Introduction

This chapter focuses on employees and paid apprentices and interns aged 15 and above, who were paid in cash the last time they had received their wages at their main job. Their earnings refer to the amount that they had been paid by their employer, plus any additional payment they may have earned from tips, commissions, or bonuses. Productive employment with sustainable earnings is one way to ensure household income security and poverty reduction. The distribution of wages and paid employment is a key factor in determining the extent of inequality among the population.

7.2 Frequency of Payment

As shown in Table 7.1, 98.8% of the total employees were being paid on a time-rate basis, and the remaining 1.2% were being paid on piece-rate basis. In terms of the frequency of payment, more than 80% received their salaries on a monthly (66.4%) or daily (18.1%) basis, while the rest were paid every two weeks (11.6%) or weekly (2.7%), or they had received a one-time payment (1.2%). The same pattern was observed for male and female employees; however, more females were paid on a monthly basis, 7.3% more than males, while more males were paid on daily basis, slightly more than the females (by 7.9%).

Table 7.1: Employee Population, by Frequency of Payment

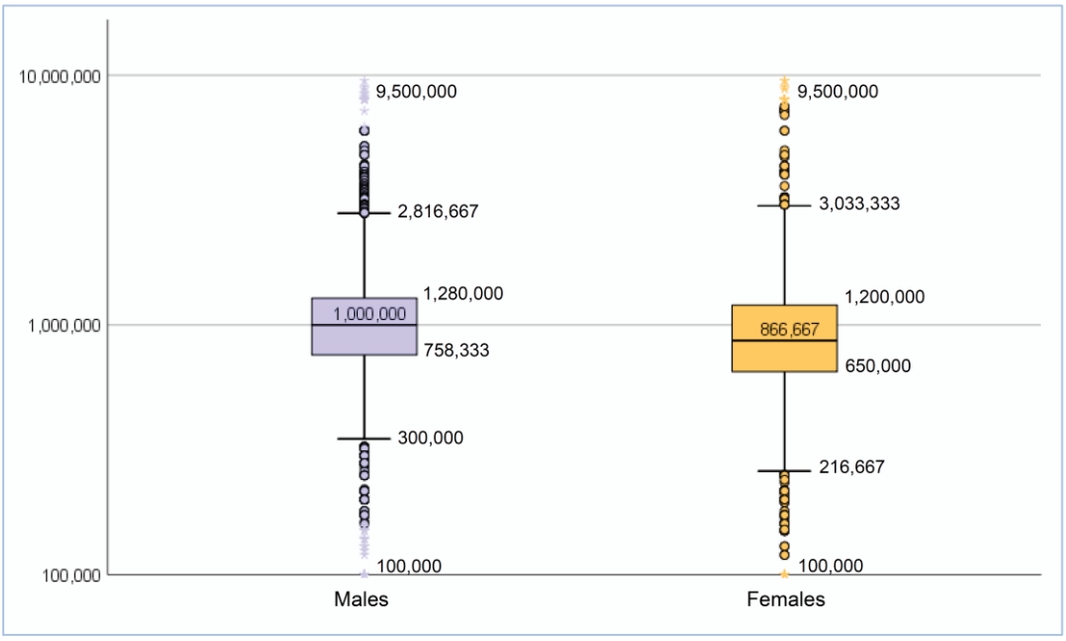
Frequency of Payment	Both Sexes	Male	Female	Both Sexes	Male	Female
		(number)			(%)	
Piece-rate or one-time	45,438	31,486	13,952	1.2	1.5	0.9
Daily	682,467	461,498	220,969	18.1	21.5	13.6
Weekly	101,879	76,815	25,064	2.7	3.6	1.5
Biweekly	436,439	218,332	218,107	11.6	10.2	13.4
Monthly	2,503,293	1,356,802	1,146,491	66.4	63.3	70.6
Total	**3,769,515**	**2,144,933**	**1,624,582**	**100.0**	**100.0**	**100.0**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

7.3 Average Monthly Earnings

Figure 7.1 presents the distribution of monthly wages of male and female employees from their main jobs. The figure shows that males and females earned from KR300,000 ($75) to around KR3,000,000 ($750). Furthermore, the median monthly salary for males was about KR1,000,000 ($250) in 2019, while that for females was KR866,667 ($217).

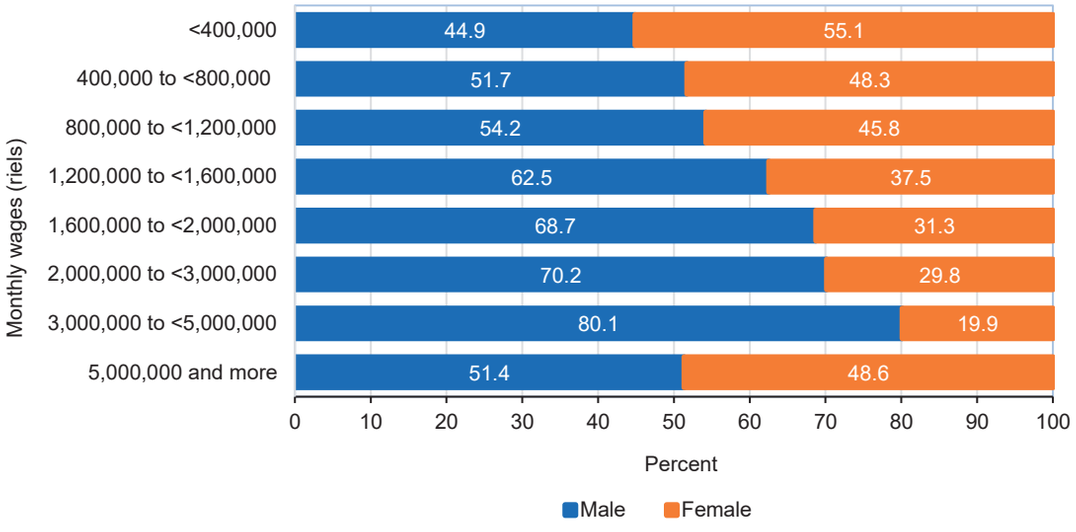
Figure 7.1: Distribution of Monthly Wages, by Sex
(KR)



KR = riels (Cambodian national currency).
Source: Cambodia Labour Force Survey 2019 data.

Figure 7.2 shows that more females than males earned less than KR400,000 ($100) per month in 2019 (55.1% versus 44.9%), while more males earned KR 400,000 or higher. With the exception of the highest-income group, the data show substantial gender differentials in earnings from employment.

Figure 7.2: Share of Monthly Wages, by Sex
(%)



Source: Cambodia Labour Force Survey 2019 data.

Table 7.2 shows the average and median monthly wages earned by employees aged 15 years and above by occupation and sex. The average monthly wage at the employees' main jobs was about KR1,078,595 ($269.60), while the median monthly wage was KR910,000 ($227.50). There was a gap between the mean monthly wages for males and females, with males averaging KR134,366 ($33.6) higher than females. There was also a gap between the median monthly wages for males and females, with the median for males KR133,333 ($33.30) higher than for females. The table shows that the average and median monthly wages for males were slightly higher than for females in almost all occupations. One exception was observed in the Armed Forces were females were paid more on the average.

Table 7.2: Average and Median Monthly Wages, by Occupation and Sex
(KR)

	Average Monthly Wages			Median Monthly Wages		
Occupation [a]	Both Sexes	Male	Female	Both Sexes	Male	Female
Managers	1,373,555	1,416,916	1,279,154	1,191,667	1,200,000	1,000,000
Professionals	1,500,752	1,516,427	1,484,347	1,290,000	1,300,000	1,200,000
Technicians and associate professionals	1,383,673	1,447,473	1,263,487	1,200,000	1,200,000	1,200,000
Clerical support workers	1,433,830	1,595,402	1,278,533	1,200,000	1,200,000	1,200,000
Services and sales workers	1,192,248	1,430,210	897,667	800,000	1,000,000	680,000
Skilled agricultural, forestry and fishery workers	692,071	720,548	649,756	606,667	650,000	600,000
Craft and related trades workers	1,008,281	1,025,209	990,064	910,000	910,000	910,000
Plant and machine operators, and assemblers	1,064,508	1,099,780	900,536	900,000	1,000,000	800,000
Elementary occupations	780,791	810,063	743,324	650,000	758,333	650,000
Armed forces	1,312,846	1,311,509	1,328,579	1,300,000	1,300,000	1,400,000
Overall	**1,078,595**	**1,136,707**	**1,002,341**	**910,000**	**1,000,000**	**866,667**

KR = riels (Cambodian national currency).
[a] The occupational categories listed in this column are derived from the International Standard Classification of Occupations, 2008 (ISCO-08).
Source: Cambodia Labour Force Survey 2019 data.

Table 7.3 shows that the real estate workers received the highest average monthly wages (KR2,106,247, or $526.60), followed by those employed in the professional, scientific, and technical activities (KR1,783,223, or $445.80); public administration and defence; compulsory social security (KR1,648,398, or $412.10); and human health and social work activities (KR1,582,837 or $395.70). The table also shows that the average monthly wages of females were higher than for males in real estate (KR2,300,639, or $575.20); information and communication (KR1,789,510, or $447.40); and arts, entertainment and recreation (KR1,426,123, or $356.50).

Table 7.3: Average and Median Monthly Wages, by Industry and Sex
(KR)

Industry [a]	Average Monthly Wages			Median Monthly Wages		
	Both Sexes	Male	Female	Both Sexes	Male	Female
Agriculture, forestry and fishing	**702,061**	**754,464**	**641,873**	**600,000**	**650,000**	**541,667**
Industry	**1,007,206**	**1,015,957**	**997,194**	**900,000**	**900,000**	**900,000**
Mining and quarrying	967,518	1,049,323	641,670	900,000	900,000	800,000
Manufacturing	1,032,150	1,056,001	1,020,153	953,333	996,667	953,333
Electricity, gas, steam and air conditioning supply	1,052,043	1,157,993	681,557	760,000	800,000	720,000
Water supply; sewerage, waste management and remediation activities	691,705	710,192	630,961	800,000	800,000	600,000
Construction	970,866	991,758	867,263	866,667	866,667	758,333
Services	**1,264,644**	**1,352,148**	**1,122,735**	**1,100,000**	**1,200,000**	**1,000,000**
Wholesale and retail trade; repair of motor vehicles and motorcycles	1,023,871	1,166,066	858,639	800,000	1,000,000	740,000
Transportation and storage	1,045,999	1,052,671	977,303	900,000	910,000	866,667
Accommodation and food service activities	858,686	1,001,370	768,918	720,000	866,667	600,000
Information and communication	1,393,179	1,240,028	1,789,510	1,200,000	1,200,000	1,000,000
Financial and insurance activities	1,452,251	1,487,119	1,390,054	1,200,000	1,200,000	1,200,000
Real estate activities	2,106,247	1,928,801	2,300,639	1,516,667	1,516,667	1,200,000
Professional, scientific and technical activities	1,783,223	1,998,856	1,599,192	1,300,000	1,500,000	1,200,000
Administrative and support service activities	1,038,929	1,069,908	999,805	800,000	800,000	760,000
Public administration and defence; compulsory social security	1,648,398	1,696,403	1,438,584	1,400,000	1,400,000	1,300,000
Education	1,330,407	1,403,015	1,250,016	1,260,000	1,300,000	1,200,000
Human health and social work activities	1,582,837	1,627,136	1,539,137	1,380,000	1,400,000	1,300,000
Arts, entertainment and recreation	1,411,985	1,394,130	1,426,123	1,200,000	1,080,000	1,300,000
Other service activities	865,426	1,246,283	545,181	650,000	866,667	480,000
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	849,403	1,064,451	683,488	600,000	866,667	600,000
Activities of extraterritorial organizations and bodies	1,290,759	1,318,016	1,254,942	1,300,000	1,400,000	1,000,000
Overall	**1,078,595**	**1,136,707**	**1,002,341**	**910,000**	**1,000,000**	**866,667**

KR = riels (Cambodian national currency).

[a] The industrial categories listed in this column are derived from the International Standard Industrial Classification, Revision 4 (ISIC Rev. 4).

Source: Cambodia Labour Force Survey 2019 data.

As indicated in Table 7.4, average monthly wages generally increased with age, except for workers aged 35–44 and over 65. Youth aged 15–24 were the lowest-paid employees, with average monthly wages of KR946,846 ($236.70) and median monthly wages of KR866,667 ($216.70). Irrespective of age, both the average and median monthly wages were lower for female employees than for male employees. However, females aged 15–24 earned slightly higher average monthly wages than did males.

Table 7.4 also shows that the average and median monthly wages of females declined from the age of 35. This may be due to the fact that females in Cambodia traditionally leave the labour market to take on domestic responsibilities, such as caring for a child or other family member. This practice can lead, not only to changes in their usual working hours, but also to interruptions in their jobs or careers. When these women reenter the labour market, they often receive lower wages than they had previously

earned. The survey also found that the average working hours per week started to decline for females once they turn 35.

Table 7.4: Average and Median Monthly Wages, by Age Group and Sex
(KR)

	Average Monthly Wages			Median Monthly Wages		
Age Group	Both Sexes	Male	Female	Both Sexes	Male	Female
15–24	946,846	935,674	957,555	866,667	866,667	866,667
25–34	1,125,629	1,149,146	1,096,242	1,000,000	1,000,000	996,667
35–44	1,105,040	1,188,519	982,395	960,000	1,000,000	866,667
45–54	1,220,291	1,356,707	911,713	1,000,000	1,200,000	758,333
55–64	1,114,614	1,270,547	724,936	866,667	1,000,000	550,000
65+	1,019,506	1,071,536	906,157	650,000	780,000	433,333
Overall	**1,078,595**	**1,136,707**	**1,002,341**	**910,000**	**1,000,000**	**866,667**

KR = riels (Cambodian national currency).
Source: Cambodia Labour Force Survey 2019 data.

Table 7.5 indicates that average and median monthly wages of workers in urban areas were higher than for workers living in rural areas. Furthermore, female employees in the rural areas had the lowest average and median monthly wages.

Table 7.5: Average and Median Monthly Wages, by Area and Sex
(KR)

	Average Monthly Wages			Median Monthly Wages		
Area	Both Sexes	Male	Female	Both Sexes	Male	Female
Urban	1,252,092	1,353,226	1,114,925	1,000,000	1,200,000	1,000,000
Rural	970,549	998,719	934,335	866,667	866,667	840,000
Overall	**1,078,595**	**1,136,707**	**1,002,341**	**910,000**	**1,000,000**	**866,667**

KR = riels (Cambodian national currency).
Source: Cambodia Labour Force Survey 2019 data.

CHAPTER 8
WORKING HOURS

8.1 Introduction

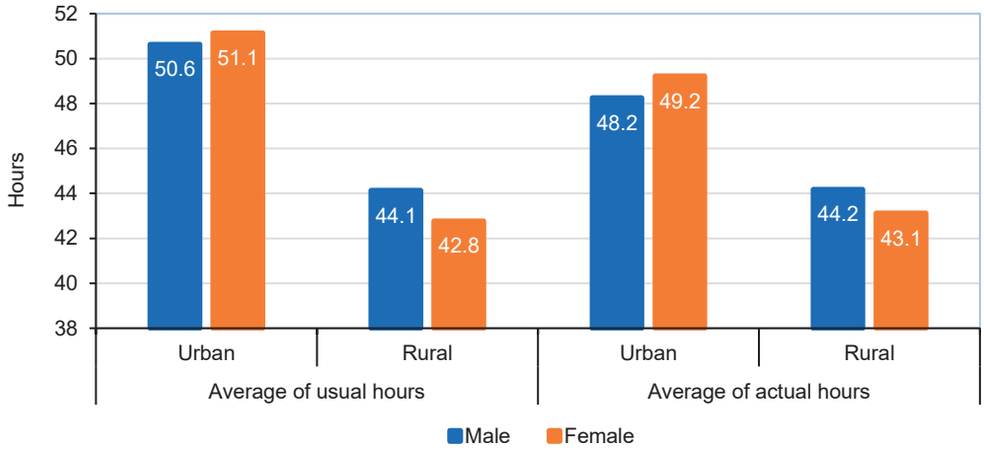
This chapter presents the findings on the working hours of employed persons, including the excessive hours of work per week and time-related underemployment. The survey collected detailed information on the hours of work among employed persons aged 15 years and above. Respondents were asked about the number of hours and days they usually worked per week in their main and secondary jobs. Similarly, they were asked about the number of hours they had actually worked each day during the seven days prior to the survey interview.

8.2 Hours of Work

The term “usual hours” refers to the typical number of hours that employed people worked during a short reference period, such as one week. The “actual hours” of work per week refers to the time that persons in employment effectively spent directly on, and in relation to, employment activities, downtime, and resting time during the reference period. This section focuses on the average weekly hours worked (usual and actual) at the main job. The average weekly hours worked were analyzed by sex, occupation, industry, and sector.

Figure 8.1 shows the average number of usual hours and actual hours worked per week by employed persons aged 15 years and above. According to the results shown, the average number of usual hours and actual hours for both males and females were significantly different between urban and rural areas. In term of sex, it was observed that the average number of hours usually and actually worked by males were higher than those for females in rural areas. By contrast, the average number of usual hours and actual hours worked by females were higher than those for males in urban areas.

Figure 8.1: Average Hours of Work per Week at the Main Job, by Area and Sex



Source: Cambodia Labour Force Survey 2019 data.

In total, the average usual hours worked per week was 46.3 for males and 45.6 for females. Males worked longer usual hours than females in all occupations except for clerical support, and services and sales. Skilled agricultural, forestry and fishery workers registered the least number of work hours per week for both sexes: with males averaging 34.4 and females averaging 29.7, in both cases probably due to seasonality issues (Figure 8.2).

Figure 8.2: Average Usual Hours of Work per Week at the Main Job, by Occupation and Sex



Source: Cambodia Labour Force Survey 2019 data.

As shown in Figure 8.3, the average hours actually worked at the main job during the reference period was slightly higher for males (45.6 hours) than for females (45.2 hours) per week. The same pattern is observed for all occupations, except clerical support, services and sales, the armed forces, and (very slightly) craft and related trades, where females worked longer.

Figure 8.3: Average Actual Hours of Work per Week at the Main Job, by Occupation and Sex



Source: Cambodia Labour Force Survey 2019 data.

8.3 Average Hours of Work by Industry

Table 8.1 shows the average usual hours of work per week by industry and sex, as well as the average actual hours of work during the period of reference. The longest usual hours of work per week were observed in mining and quarrying (61.6 hours), wholesale and retail trade (57.8 hours), transportation and storage (54.7 hours), other service activities (54.2 hours), administrative and support service (52.6 hours), construction (51.7 hours), arts, entertainment and recreation (51.1 hours), accommodation and food service (51.0 hours), and manufacturing (50.1 hours). Average usual hours worked for mining and quarrying; water supply and sewerage; construction; wholesale and retail; information and communication; financial and insurance; arts, entertainment and recreation; and private household were also longer among female workers than male. In contrast, males worked longer hours than females in real estate (36.2 versus 19.2 hours). The same pattern is seen in the average actual hours work in all industry groups.

Table 8.1: Average Hours of Work per Week at the Main Job, by Industry and Sex

	Average Usual Hours Worked			Average Actual Hours Worked		
Industry [a]	Both Sexes	Male	Female	Both Sexes	Male	Female
Agriculture, forestry and fishing	34.7	36.8	32.3	34.4	36.6	32.0
Mining and quarrying	61.6	60.7	64.2	58.7	56.8	64.2
Manufacturing	50.1	51.0	49.6	51.5	51.3	51.6
Electricity, gas, steam and air conditioning supply	46.9	47.5	44.4	47.1	47.7	44.4
Water supply; sewerage, waste management and remediation activities	45.6	45.1	46.4	45.6	45.1	46.4
Construction	51.7	51.7	52.0	51.2	51.2	51.4
Wholesale and retail trade, repair of motor vehicles and motorcycles	57.8	56.9	58.3	55.7	55.2	56.0
Transportation and storage	54.7	54.9	50.3	53.1	53.3	50.5
Accommodation and food service activities	51.0	52.3	50.3	50.5	51.5	49.9
Information and communication	49.5	48.9	51.1	45.9	45.1	48.0
Financial and insurance activities	43.7	43.0	44.9	41.9	41.0	43.2
Real estate activities	29.5	36.2	19.2	26.2	31.1	18.2
Professional, scientific and technical activities	47.9	48.1	47.7	43.8	43.4	44.2
Administrative and support service activities	52.6	54.6	50.3	51.1	52.3	49.4
Public administration and defence; compulsory social security	45.4	46.0	42.9	43.2	43.6	41.2
Education	31.9	32.3	31.4	31.9	32.2	31.5
Human health and social work activities	47.5	48.6	46.3	48.1	49.0	47.1
Arts, entertainment and recreation	51.1	49.1	53.0	50.1	49.0	51.0
Other service activities	54.2	48.9	57.2	51.1	46.9	53.5
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	45.7	44.1	46.7	45.5	44.4	46.1
Activities of extraterritorial organizations and bodies	44.7	46.4	42.1	44.7	46.4	42.1
Overall	**45.9**	**46.3**	**45.6**	**45.4**	**45.6**	**45.2**

[a] The industrial categories listed in this column are derived from the International Standard Industrial Classification, Revision 4 (ISIC Rev. 4).

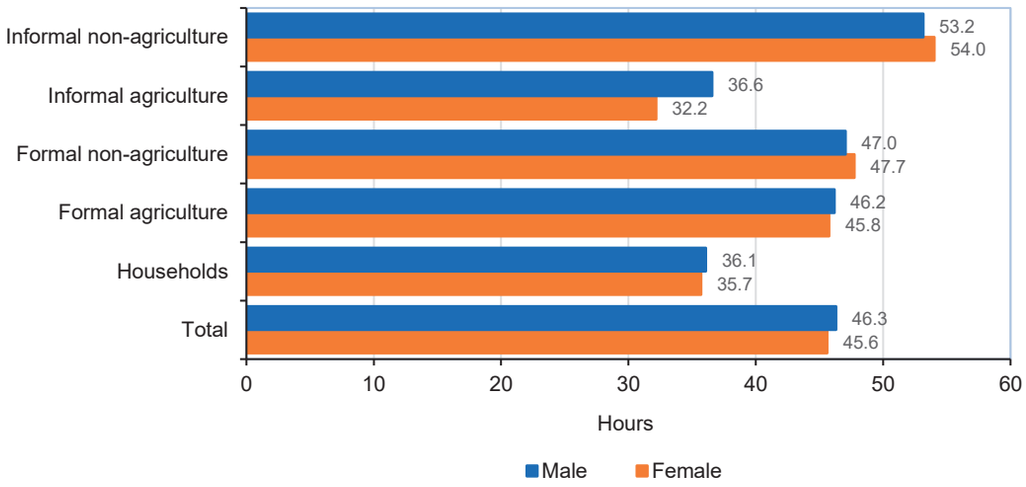
Note: The sample size for male employment in real estate activities is 37 and that of female's is 18 (can be giving the very low usual hours of work for women).

Source: Cambodia Labour Force Survey 2019 data.

8.4 Average Usual Hours of Work by Sector

Figure 8.4 presents the average usual hours of work per week at the main job by sector and sex. The average usual hours of work by males and females did not significantly differ in the formal agriculture, formal non-agriculture, and informal non-agriculture sectors. However, males usually worked more hours a week than females in informal agriculture (36.6 versus 32.2 hours).

Figure 8.4: Average Usual Hours of Work per Week at the Main Job, by Sector and Sex

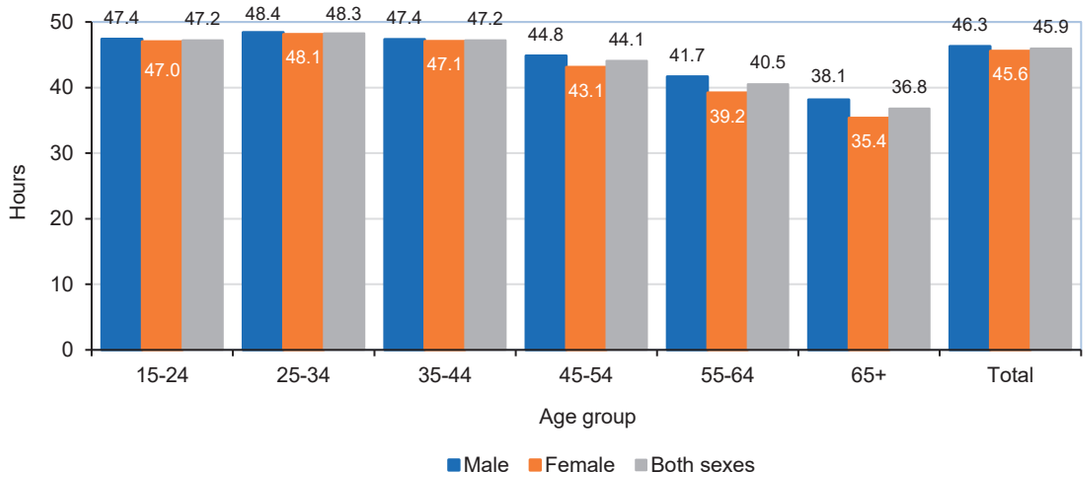


Source: Cambodia Labour Force Survey 2019 data.

8.5 Average Usual Hours of Work by Age Group

Figure 8.5 shows that for most age groups, males worked longer hours than females. The average usual hours worked increased with age from age 15 to 34 years old; after this, the average usual hours worked declined.

Figure 8.5: Average Usual Hours of Work per Week at the Main Job, by Age Group and Sex



Source: Cambodia Labour Force Survey 2019 data.

8.6 Excessive Hours of Work

Article 137 of Cambodia's labour law (in section 2, on hours of work, as well as 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 involve the liberal professions, the number of hours worked by employees of either sex cannot exceed eight hours per day or 48 hours per week. The indicator of excessive working time provides information about the proportion of employed persons who worked more than 48 hours per week.

The survey results show that 36.0% of total employment usually worked more than 48 hours per week (36.8% for males, 35.1% for females). As reflected in Table 8.2, 40% of employed persons aged 35–44 years usually worked more than 48 hours per week, followed by employed persons aged 25–34, at 37.1%, and by those aged 45–54, at 36.6%. This in contrast workers aged 65 and above, at only 25.5%.

Table 8.2: Employed Persons with Excessive Usual Hours of Work per Week at the Main Job, by Age Group and Sex

Age Group	Both Sexes	Male	Female	Both Sexes	Male	Female
	(number)			(% of total employed) [a]		
15–24	505,470	265,756	239,714	33.6	36.2	31.2
25–34	835,392	454,455	380,937	37.1	38.7	35.4
35–44	712,999	371,784	341,215	40.0	39.6	40.4
45–54	461,090	249,417	211,674	36.6	36.2	37.2
55–64	247,826	133,753	114,073	31.5	31.6	31.4
65+	77,070	41,590	35,479	25.5	26.3	24.6
Total	**2,839,848**	**1,516,755**	**1,323,093**	**36.0**	**36.8**	**35.1**

[a] The values in these three columns represent the percentages of the employed among the males, females, or both sexes within each age group who had worked excessive hours, and the same among total employed persons aged 15 and above.
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

8.7 Time-Related Underemployment

Data on time-related underemployment were collected for employed persons aged 15 years old and above based on the question: "Would you want to work more hours per week than you have usually worked, provided the extra hours are paid?" Everyone who was employed was then asked: "During the last four weeks, that is, from [a particular date] up to [last day or yesterday], did you look for additional or other paid work?" This was followed by a third question: "Could you start working more hours within the next two weeks?" Information on employed persons who had usually worked less than 40 hours during the week prior to survey was then used to assess underemployment.

The survey results show that only 1.1% of all the employed had worked less than 40 hours during the week prior to survey (1.3% of males, 0.9% of females). According to Table 8.3, 21.8% of the underemployed persons were 15–24 years old. The highest proportion of underemployed persons (25.1%) were found in the 25–34 age group, followed by those aged 35–44 (19.7%), 45–54 (18.7%), and 55–64 (12.6%). The highest proportion of male underemployment was found in the 25–34 age group (27.1%), while female underemployment was highest in the 15–24 age group (25.0%). The smallest

proportion of underemployed persons was reported in the group aged 65 and over (2.2%).

Table 8.3: Employed Persons in Time-Related Underemployment, by Age Group and Sex

Age Group	Both Sexes	Male	Female	Both Sexes	Male	Female
		(number)			(%) [a]	
15–24	18,288	10,192	8,096	21.8	19.8	25.0
25–34	21,087	13,976	7,112	25.1	27.1	21.9
35–44	16,578	8,859	7,720	19.7	17.2	23.8
45–54	15,669	9,670	5,998	18.7	18.7	18.5
55–64	10,559	8,559	2,000	12.6	16.6	6.2
65+	1,823	326	1,496	2.2	0.6	4.6
Total	**84,004**	**51,582**	**32,422**	**100.0**	**100.0**	**100.0**

[a] The values in the three columns in the "%" section of the table represent the percentages of the male, female, or total (both sexes) underemployed population within each age group.
Note: Total may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

The time-related underemployment rate is defined as the percentage of employed persons who usually worked less than 40 hours per week, and were willing and available to work for more than their usual number of hours. According to the survey findings (see Table 8.4), the overall underemployment rate was very low in 2019 (1.1%).

Table 8.4: Underemployment Rate, by Age Group and Sex

	Cambodia			Urban			Rural		
Age Group	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
15–24	1.2	1.4	1.1	0.6	0.2	1.0	1.4	1.8	1.1
25–34	0.9	1.2	0.7	1.1	1.4	0.7	0.8	1.0	0.6
35–44	0.9	0.9	0.9	0.3	0.2	0.4	1.3	1.4	1.2
45–54	1.2	1.4	1.1	0.4	0.6	0.0	1.7	1.8	1.5
55–64	1.3	2.0	0.6	1.4	2.0	0.7	1.3	2.1	0.5
65+	0.6	0.2	1.0	0.0	0.0	0.0	0.9	0.3	1.5
Overall	**1.1**	**1.3**	**0.9**	**0.7**	**0.8**	**0.6**	**1.2**	**1.5**	**1.0**

Note: The percentages in this table represent the proportions of all employed persons within each age group that are accounted for by the female, male, or total (both sexes) underemployed.
Source: Cambodia Labour Force Survey 2019 data.

CHAPTER 9
YOUTH EMPLOYMENT

9.1 Introduction

This chapter describes the characteristics of the youth population, covering such topics as youth labour force participation; youth employment and unemployment; and youth not in employment, education, or training (NEET). Based on the international definition, the Cambodia Labour Force Survey 2019 (CLFS 2019) defined "youth" as persons who were 15–24 years old.[3] For this report, that population was further disaggregated into two 5-year subgroups: 15–19 (young) and 20–24 (young adults).

9.2 Youth Labour Force Participation

The number of people in the youth labour force indicates the extent to which the youth are employed, available to work, and actively seeking employment in the economy.

As shown in Table 9.1, more than 1.5 million youth were part of the labour force in 2019, including 754,706 males and 786,838 females, representing 57.2% of the total labour force. The youth labour force participation rate was higher in rural areas (61.0%) than in the urban areas (49.4%). Young people in rural areas, particularly those aged 15–19, tended to leave education early to join the labour market, mainly because they lacked access to further education and training. This custom can, however, limit their employment and career prospects in the future.

Table 9.1: Youth Labour Force Participation, by Age Group, Area, and Sex

	Cambodia			Urban			Rural		
Age Group	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Labour Force (number)									
Youth labour force (15–24)	1,541,544	754,706	786,838	429,517	195,786	233,732	1,112,027	558,920	553,107
15–19	569,207	287,047	282,160	126,699	60,681	66,017	442,508	226,366	216,143
20–24	972,337	467,659	504,678	302,817	135,104	167,713	669,519	332,554	336,965
Total labour force (15+)	7,980,793	4,168,922	3,811,870	2,728,253	1,428,777	1,299,476	5,252,540	2,740,146	2,512,394
Labour Force Participation Rate (%)									
Youth labour force (15–24)	57.2	59.1	55.6	49.4	49.0	49.7	61.0	63.7	58.6
15–19	40.1	42.1	38.3	29.2	29.5	28.9	44.9	47.5	42.5
20–24	76.3	78.5	74.4	69.5	69.7	69.3	79.9	82.8	77.3
Total labour force (15+)	69.3	77.2	62.4	67.7	76.4	60.2	70.2	77.6	63.6

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

[3] ILO. 2015. *Global Employment Trends for Youth 2015: Scaling up Investments for Decent Jobs for Youth*. Geneva: International Labour Office, Employment Policy Department. https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_412015.pdf.

9.3 Youth Employment and Unemployment

The youth employment rate is the number of employed persons aged 15–24, while the youth unemployment rate is the number of unemployed persons aged 15–24 years expressed as a percentage of the total youth labour force.

Table 9.2 shows the number and percentage distribution of employed and unemployed youths, by urban and rural areas and sex. A total of 1,502,665 youths were employed in 2019, 48.9% of which were male and 51.1% female. The same pattern, with more employed females than employed males, was observed in urban areas, while there were more employed males than employed females in the rural areas. In terms of youth unemployment, there were more males than females in both urban and rural areas. The proportion of employed youths of the total employed population was reported at 19.1%, while the proportion of unemployed youths of the total unemployed population stood at 39.8%.

As shown in Table 9.2, an estimated 97.5% of the youth labour force was employed, with a slight difference between males (97.3%) and females (97.7%). The youth employment rate was slightly higher in rural areas (97.8%) than in urban areas (96.7%).

The overall youth unemployment rate was estimated at 2.5%, with the males slightly higher, at 2.7%, than the females, at 2.3%. Meanwhile, the youth unemployment rate was higher in urban areas at 3.3% than in rural areas at 2.2%; and it was higher among males than among females in both urban and rural areas.

Table 9.2: Employed and Unemployed Youth, by Area and Sex

Employment	Cambodia			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Numbers in the Labour Force [a]									
Employed youth [b]	1,502,665	734,130	768,535	415,506	187,820	227,686	1,087,159	546,310	540,849
Unemployed youth	38,879	20,576	18,303	14,011	7,966	6,046	24,868	12,610	12,258
Total	**1,541,544**	**754,706**	**786,838**	**429,517**	**195,786**	**233,732**	**1,112,027**	**558,920**	**553,107**
Percentage of Total Aged 15+									
Employed youth [c]	19.1	17.8	20.4	15.4	13.3	17.7	21.0	20.2	21.8
Unemployed youth [d]	39.8	40.0	39.6	53.3	58.1	48.0	34.8	33.4	36.4
Total youth labour force [e]	19.3	18.1	20.6	15.7	13.7	18.0	21.2	20.4	22.0
Rates for Youth Labour Force (%)									
Employment rate	97.5	97.3	97.7	96.7	95.9	97.4	97.8	97.7	97.8
Unemployment rate	2.5	2.7	2.3	3.3	4.1	2.6	2.2	2.3	2.2
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

[a] "Labour force" refers to those who are currently employed or are unemployed, but are looking to work.

[b] "Youth" refers to those who were 15 to 24 years of age.

[c] This row shows, in terms of percentages, the shares of the male, female, and total employed workers in the 15–24 age group of the total employed population (aged 15 and above).

[d] This row shows, in terms of percentages, the shares of the male, female, and total unemployed workers in the 15–24 age group of the total unemployed population (aged 15 and above).

[e] This row shows, in terms of percentages, the shares of the male, female, and all members of the youth labour force (i.e., both employed and unemployed workers in the 15–24 age group) of the total labour force (aged 15 and above).

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 9.3 shows the distribution of employed youths by occupation and sex. The highest percentage of youths were craft and related trades workers (35.9%); followed by services and sales workers (17.7%); skilled agricultural, forestry and fishery workers (17.0%), and workers in elementary occupations at (14.4%). Both female and male youths worked predominantly as craft and related trades workers with 38.1% and 33.7%, respectively. Furthermore, more employed youth females than males worked in service and sales workers, and craft and related trades workers.

Table 9.3: Employed Youth, by Occupation and Sex

Occupation [a]	Both Sexes	Male	Female	Both Sexes	Male	Female
		(number)			(%)	
Managers	13,850	7,107	6,743	0.9	1.0	0.9
Professionals	62,885	20,928	41,957	4.2	2.9	5.5
Technicians and associate professionals	48,749	23,787	24,962	3.2	3.2	3.2
Clerical support workers	34,523	14,159	20,364	2.3	1.9	2.6
Services and sales workers	265,756	94,204	171,552	17.7	12.8	22.3
Skilled agricultural, forestry and fishery workers	255,783	139,236	116,546	17.0	19.0	15.2
Craft and related trades workers	540,081	247,142	292,939	35.9	33.7	38.1
Plant and machine operators, and assemblers	57,165	48,008	9,157	3.8	6.5	1.2
Elementary occupations	215,691	131,986	83,705	14.4	18.0	10.9
Armed forces	8,181	7,573	609	0.5	1.0	0.1
Total	**1,502,665**	**734,130**	**768,535**	**100.0**	**100.0**	**100.0**

[a] The occupational categories listed in this column are derived from the International Standard Classification of Occupations, 2008 (ISCO-08).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 9.4 shows that the highest percentage of employed youths were in manufacturing (30.4%); followed by agriculture, forestry and fishing (23.0%). Most male youth (26.3%) worked in agriculture, forestry and fishing, while most female youth (39.4%) worked in manufacturing.

Table 9.4: Employed Youth, by Industry and Sex

Industry [a]	Both Sexes	Male	Female	Both Sexes	Male	Female
		(number)			(%)	
Agriculture, forestry and fishing	345,308	192,749	152,559	23.0	26.3	19.9
Mining and quarrying	762	762	0	0.1	0.1	0.0
Manufacturing	457,188	154,726	302,462	30.4	21.1	39.4
Electricity, gas, steam and air conditioning supply	3,490	2,347	1,143	0.2	0.3	0.1
Water supply; sewerage, waste management and remediation activities	633	633	0	0.0	0.1	0.0
Construction	169,924	137,185	32,738	11.3	18.7	4.3
Wholesale and retail trade; repair of motor vehicles and motorcycles	187,776	75,545	112,230	12.5	10.3	14.6
Transportation and storage	53,301	49,549	3,752	3.5	6.7	0.5
Accommodation and food service activities	69,242	25,855	43,387	4.6	3.5	5.6
Information and communication	4,461	1,499	2,962	0.3	0.2	0.4
Financial and insurance activities	30,088	19,022	11,066	2.0	2.6	1.4
Real estate activities	2,092	0	2,092	0.1	0.0	0.3
Professional, scientific and technical activities	8,633	1,868	6,765	0.6	0.3	0.9
Administrative and support service activities	43,791	21,309	22,482	2.9	2.9	2.9
Public administration and defence; compulsory social security	19,048	14,778	4,270	1.3	2.0	0.6
Education	34,497	12,030	22,467	2.3	1.6	2.9
Human health and social work activities	6,383	1,703	4,680	0.4	0.2	0.6
Arts, entertainment and recreation	30,110	10,427	19,683	2.0	1.4	2.6
Other service activities	28,260	8,988	19,272	1.9	1.2	2.5
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	7,679	3,154	4,526	0.5	0.4	0.6
Activities of extraterritorial organizations and bodies	0	0	0	0.0	0.0	0.0
Total	**1,502,665**	**734,130**	**768,535**	**100.0**	**100.0**	**100.0**

[a] The industrial categories listed in this column are derived from the International Standard Industrial Classification, Revision 4 (ISIC Rev. 4).
Note: Totals may not add up due to rounding
Source: Cambodia Labour Force Survey 2019 data.

9.4 Youth Not in Employment, Education or Training

This section presents information on youths not in employment, education or training (NEET). Youth NEET is a widely used indicator for formulating policies aimed at identifying suitable training opportunities for young people. Furthermore, youth NEET is used to help young people find sustained employment, with policies to expand employment opportunities for youth, expansion of the apprenticeship scheme, reforms to technical education, and improved career counseling. In addition, governments use it for implementing strategic funding in various schemes aimed at improving the education outcomes for disadvantaged young people and those with learning difficulties or disabilities. Without it, it will be very difficult to get NEET youth to participate.

Table 9.5 shows the number and percentage distribution of youths aged 15 to 24 years who were NEET, by area and sex. A total of 341,272 youths were NEET, representing

12.7% of all youths. More youth NEET were reported among females (13.8%) than among males (11.4%). Furthermore, more youth were not working, studying or training in rural areas (12.9%) than in urban areas (12.2%).

Table 9.5: Youth Not in Employment, Education or Training, by Age Group, Area, and Sex

	Cambodia			Urban			Rural		
Age Group	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Number									
15–19	177,415	89,766	87,650	46,647	25,707	20,941	130,768	64,059	66,709
20–24	163,857	56,428	107,429	59,165	18,879	40,286	104,692	37,549	67,143
Total	**341,272**	**146,194**	**195,079**	**105,812**	**44,586**	**61,227**	**235,460**	**101,608**	**133,852**
Share of Total Youth (%)									
15–19	12.5	13.2	11.9	10.7	12.5	9.2	13.3	13.5	13.1
20–24	12.9	9.5	15.8	13.6	9.7	16.7	12.5	9.3	15.4
Total (15-24)	**12.7**	**11.4**	**13.8**	**12.2**	**11.1**	**13.0**	**12.9**	**11.6**	**14.2**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

CHAPTER 10
UNEMPLOYMENT

10.1 Introduction

This chapter presents characteristics of the unemployed population, describing unemployed persons by age, sex, duration of unemployment, and job search method, as well as the unemployment rate and labour underutilization rate. The unemployed population consists of all persons who during the reference period were not in employment, but were actively seeking work and were available for work.

10.2 Unemployment

In 2019, there were 97,687 unemployed persons aged 15 and above in Cambodia (Table 10.1). Among them, 38,879 were aged 15–24 (39.8%), 57,765 were aged 25–64 (59.1%), and the small remainder consisted of older persons (1,042, or 1.1%). In the youngest group (15–24 years old), there were more unemployed males than females, while the reverse was observed for older age groups (35–64 years).

Table 10.1: Unemployed Population, by Age Group and Sex

Age Group	Both Sexes	Male	Female	Both Sexes	Male	Female
		(number)			(%)	
15–24	38,879	20,576	18,303	39.8	40.0	39.6
25–34	27,817	16,494	11,323	28.5	32.1	24.5
35–44	18,065	8,672	9,393	18.5	16.9	20.3
45–54	6,852	3,311	3,541	7.0	6.4	7.7
55–64	5,031	1,753	3,278	5.2	3.4	7.1
65+	1,042	653	389	1.1	1.3	0.8
Total	**97,687**	**51,458**	**46,229**	**100.0**	**100.0**	**100.0**

Note: Totals may not add up due to rounding
Source: Cambodia Labour Force Survey 2019 data.

Table 10.2 reflects the distribution of the unemployed in terms of their education levels. Of those who were unemployed in 2019, almost one-third (32.2%) had an upper secondary education, more than a quarter (26.7%) had a primary school education, about a quarter (24.8%) had stopped after completing the lower secondary level, and less than a tenth (6.7%) were university graduates.

Among those with only a primary school education, there were more unemployed females than males. By contrast, more unemployed males had an upper secondary education or a university degree than their female counterparts. In the urban areas, a plurality (37.1%) of the unemployed had gone as far as the upper secondary level, while in the rural areas, equal numbers had a primary or upper secondary education (30.4% each).

Table10.2: Unemployed Population, by Education Level, Area and Sex
(%)

Education Level	Cambodia			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Never attended school	7.0	7.4	6.5	8.8	8.3	9.3	6.3	7.0	5.5
Pre-school	2.6	1.8	3.5	0.0	0.0	0.0	3.5	2.4	4.7
Primary	26.7	24.3	29.4	16.9	13.5	20.5	30.4	28.2	32.7
Lower secondary	24.8	22.8	27.1	22.3	24.0	20.4	25.8	22.4	29.6
Upper secondary	32.2	36.7	27.2	37.1	38.3	35.9	30.4	36.2	24.0
Vocational	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
University	6.7	7.0	6.4	14.9	15.8	13.9	3.7	3.8	3.5
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Total (number)	**97,687**	**51,458**	**46,229**	**26,290**	**13,701**	**12,589**	**71,397**	**37,757**	**33,639**

Note: Totals may not add up due to rounding
Source: Cambodia Labour Force Survey 2019 data.

10.3 Duration of Unemployment

The duration of unemployment is the length of time that an unemployed person has been without work and trying to find a paid job or start a business.

Table 10.3 shows that 84.0% of the unemployed reported short-term unemployment (less than 12 months) in 2019, while 6.4% had been looking for work for more than 1 year. Most of the short-term unemployed had been seeking employment for less than 1 month (36.6%) or less than 3 months (31.5%). More than a tenth (11.3%) had been seeking work for about 3 to 6 six months, and 4.6% for 6 months to just under a year.

Females were more likely to be among the short-term unemployed than their male counterparts. Consequently, long-term unemployment was higher for males than females.

Table 10.3: Duration of Unemployment, by Sex

Duration		Both Sexes	Male	Female	Both Sexes	Male	Female
			(number)			(%)	
Short-term unemployment	<1 month	35,741	20,457	15,285	36.6	39.8	33.1
	1 to <3 months	30,731	15,552	15,179	31.5	30.2	32.8
	3 to <6 months	11,085	5,061	6,024	11.3	9.8	13.0
	6 to <12 months	4,466	1,622	2,845	4.6	3.2	6.2
	Short-term subtotal	**82,023**	**42,692**	**39,333**	**84.0**	**83.0**	**85.1**
Long-term unemployment	12 months to <2 years	5,724	2,968	2,756	5.9	5.8	6.0
	2 years or more	540	540	0.0	0.6	1.0	0.0
	Long-term subtotal	**6,264**	**3,508**	**2,756**	**6.4**	**6.8**	**6.0**
Available future starter [a]		**9,399**	**5,259**	**4,140**	**9.6**	**10.2**	**9.0**
Total Unemployment		**97,687**	**51,458**	**46,229**	**100.0**	**100.0**	**100.0**

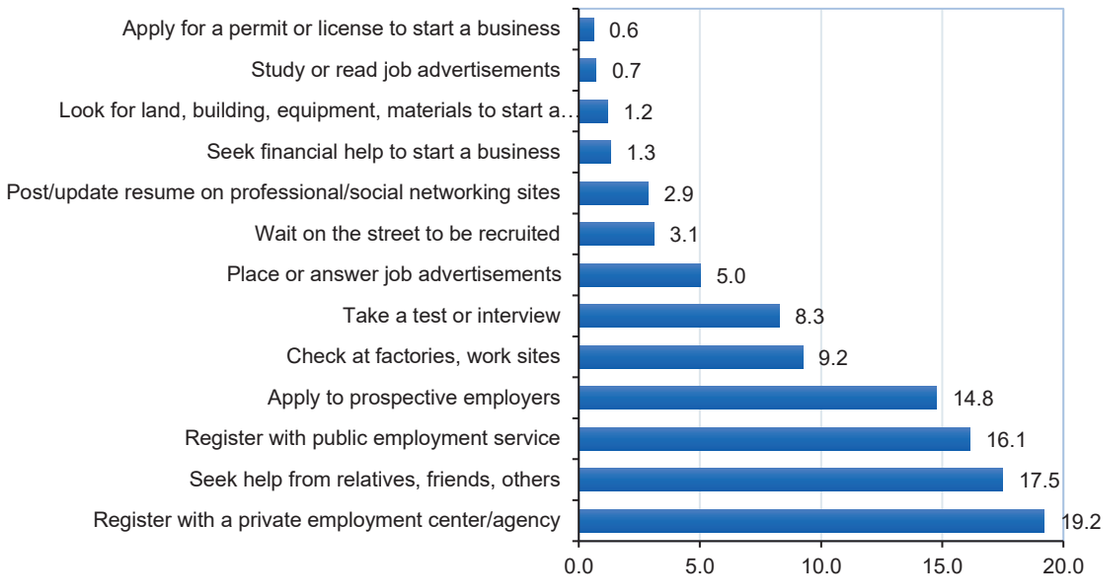
[a] Unemployed workers also included those who did not seek a job or start a business during the reference period because (i) they were expecting to start in a new job shortly, (ii) they were participating in a training scheme, or (iii) they were planning to migrate abroad to look for work.
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

10.4 Job Search Methods

The unemployed survey participants were asked whether they had looked for a paid job or started a business during the 4 weeks prior to the survey. Around 2 out of 10 unemployed had either registered with a private employment agency; sought the help of relatives, friends, and others; registered with a public employment service; or applied to prospective employers. One-third had checked at factories; taken a test or gone for an interview; read or answered job advertisements; waited on the street to be recruited; posted resumes on professional networking sites; sought financial help; or looked for land and materials, or applied for a permit, to start a business (Figure 10.1).

Figure 10.1: Job Search Methods

(%)



Source: Cambodia Labour Force Survey 2019 data.

10.5 Unemployment Rate

The unemployment rate refers to the unemployed population as a percentage of the overall labour force, which by definition includes employed workers and those who are not employed, but are seeking work and are available to start working. It is a key labour market indicator, widely used to communicate the performance of the labour market and the economy's ability to generate enough jobs. It is used by policymakers, development partners, researchers, academics, and the general public to assess the labour market situation. It can support labour market research and analysis, as well as the formulation and evaluation of labour market policies. The unemployment rate is also an insightful measure of the mismatches between labour supply and demand, reflecting to some extent the business cycle and the socioeconomic situation of individuals. Lower unemployment rates may reflect a country's good economic performance. However, an unemployment rate that is too low can reflect a lack of alternatives to employment, i.e., the absence of educational opportunities, social protection, and other safety nets, making people obligated to work in order to survive.

The overall unemployment rate in Cambodia in 2019 was 1.2%, with equal values for males and females. According to Table 10.4, the unemployment rate was higher for persons with at least some education than for those with no education at all. It was highest for persons with an upper secondary education (2.5%), followed by those with a lower secondary education (1.2%) and university graduates (1.2%). The rate was lower for those who had only completed primary school (0.9%), and was the lowest for those who had never attended any school (0.8%). Generally, the unemployment rate was higher for females at all educational levels except the upper secondary. This may confirm the view that they probably had no other choice than to take any kind of job to survive.

Table10.4: Unemployment Rate, by Education Level, Area, and Sex
(%)

	Cambodia			Urban			Rural		
Education Level	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Never attended school	0.8	1.0	0.6	1.5	1.8	1.3	0.6	0.9	0.5
Pre-school	1.0	0.7	1.1	0.0	0.0	0.0	1.2	0.9	1.5
Primary	0.9	0.8	0.9	0.6	0.5	0.6	1.0	0.9	1.0
Lower secondary	1.2	1.1	1.4	0.7	0.8	0.7	1.5	1.3	1.8
Upper secondary	2.5	2.6	2.3	1.7	1.6	1.9	3.1	3.4	2.7
Vocational	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
University	1.2	1.2	1.3	1.0	1.0	1.1	1.7	1.6	1.8
Overall	**1.2**	**1.2**	**1.2**	**1.0**	**1.0**	**1.0**	**1.4**	**1.4**	**1.3**

Source: Cambodia Labour Force Survey 2019 data.

Table 10.5 presents the unemployment rate by age group, area, and sex. The table shows that the overall unemployment rate in 2019 was 1.2%, but generally decreased as the age range rose. Thus, it was highest for those who were 15–24 years old (2.5%), and lowest for those over 65 (0.3%). The rate of unemployment was highest for male youth (15–24 years) in the urban areas.

Table 10.5: Unemployment Rate, by Age Group, Area, and Sex
(%)

	Cambodia			Urban			Rural		
Age Group	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
15–24	2.5	2.7	2.3	3.3	4.1	2.6	2.2	2.3	2.2
25–34	1.2	1.4	1.0	0.9	0.8	0.9	1.4	1.7	1.1
35–44	1.0	0.9	1.1	0.4	0.3	0.5	1.3	1.3	1.4
45–54	0.5	0.5	0.6	0.2	0.2	0.2	0.7	0.6	0.8
55–64	0.6	0.4	0.9	0.5	0.4	0.7	0.7	0.4	1.0
65+	0.3	0.4	0.3	0.0	0.0	0.0	0.5	0.7	0.4
Overall	**1.2**	**1.2**	**1.2**	**1.0**	**1.0**	**1.0**	**1.4**	**1.4**	**1.3**

Source: Cambodia Labour Force Survey 2019 data.

Low unemployment rates in a country, however, do not necessarily mean that the labour market is effective. In addition to possibly signaling the absence of alternatives to employment, as noted above, low rates could be masking the fact that a considerable number of workers work longer hours and earn lower incomes, or the fact that the vast majority of workers are in informal employment, which provides little protection against income or employment shocks.

In fact, the reason for the low number of unemployed workers, according to the survey findings, is that the majority, over 75%, are employed in the informal sector. Wages in the informal sector are often unregistered, unregulated, and low. Most people of working age do not have enough time to look for the right kind of job, so they often end up creating a small family business to provide a livelihood. On the other hand, if they are without employment, they are often under pressure to accept whatever job is available for the sake of survival; this is confirmed by the fact that many are in informal employment, at rates (88.3%) currently among the highest in Asia and the Pacific, and in the world. A clearer picture of the underutilization of the productive potential of Cambodia's people can be gained by looking at the share of the overall underutilization of the working-age population, in addition to that of the labour force.

10.6 Labour Underutilization

The 19th International Conference of Labour Statisticians (19th ICLS) adopted a resolution concerning statistics on work, employment, and labour underutilization in 2013. It recognized the limitations of the unemployment rate as a measure of underutilization. In this resolution, labour underutilization is defined as all the mismatches between labour supply and demand, which translate into an unmet need for employment among the population.[4]

Recognizing the limitations of the unemployment rate as a measure of labour underutilization, the 19th ICLS introduced a statistical definition of labour underutilization based on four indicators that are calculated using three main components:

(i) time-related underemployment, when the working time of persons in employment is insufficient compared with alternative employment situations in which they are willing and available to engage;

(ii) unemployment, reflecting an active job search by persons not in employment who are available for work; and

(iii) the potential labour force, referring to persons not in employment who express an interest in working, but for whom existing conditions limit their active job search and/or their availability.

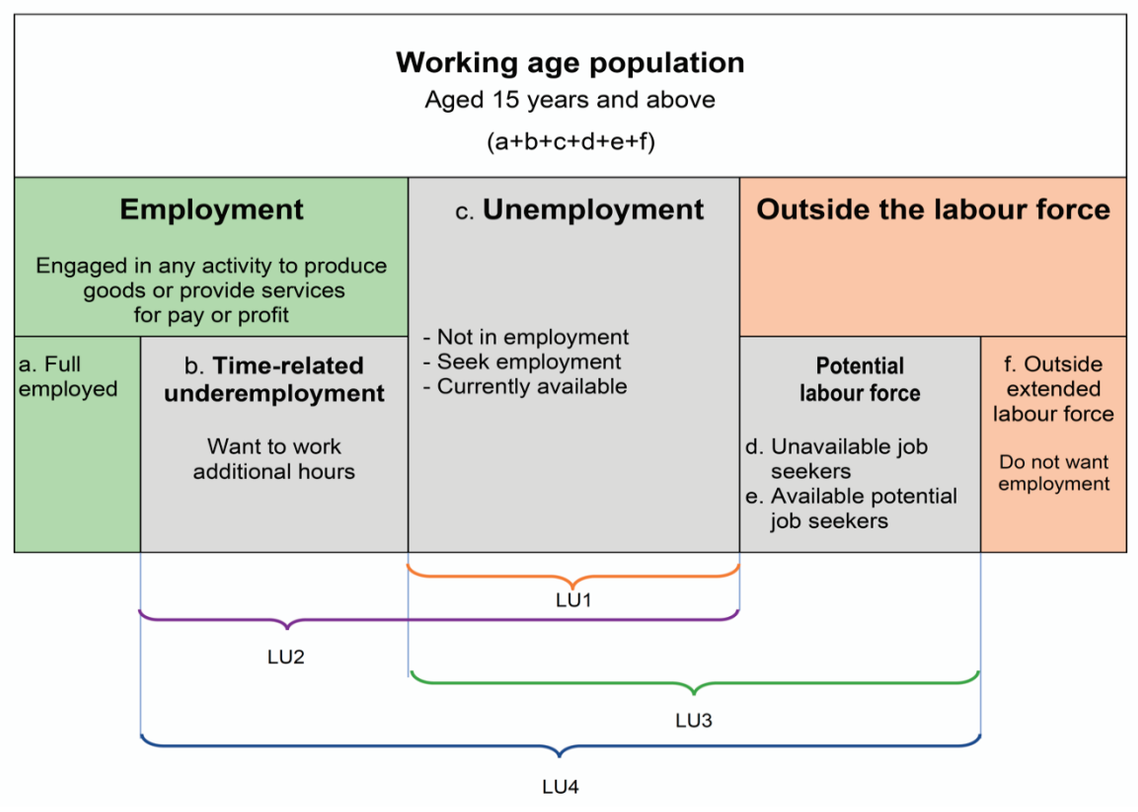
At the core of labour underutilization is unemployment. The unemployed are those with the most explicit unmet need for employment; and, despite its limitations, the unemployment rate is often used as the sole measure of labour underutilization. However, it offers only a partial view of labour underutilization, as it is certainly possible (and in many contexts commonplace) to have an unused labour supply among those in

[4] ILO, International Labour Office. 2019. *Quick Guide on Interpreting the Unemployment Rate*. Geneva. https://ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_675155.pdf.

employment (wishing to work more hours than they do) or among those outside the labour force (who have quit searching for a job or are not immediately available, but want a job eventually). It is also possible to have labour underutilization in qualitative terms, i.e., a skills mismatch whereby workers are overqualified for the jobs they hold.

Figure 10.2 shows the composition of the working-age population in terms of labour force status, with the grey area showing where labor underutilization occurs within this framework.

Figure 10.2: The Components of Labour Underutilization



Source: International Labour Organzation (ILO), International Labour Office. 2019. *Quick Guide on Interpreting the Unemployment Rate*. Geneva.
https://ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_675155.pdf.

The four headline labour underutilization indicators introduced in the resolution are calculated as follows:

$$\textbf{LU1 - Unemployment rate} = \frac{\text{Unemployment}}{\text{Labour force}} \times 100$$

$$\textbf{LU2 - Combined rate of time-related underemployment and unemployment} = \frac{\text{Time-related underemployment + Unemployment}}{\text{Labour force}} \times 100$$

$$\textbf{LU3 - Combined rate of unemployment and potential labour force} = \frac{\text{Unemployment + Potential labour force}}{\text{Labour force + Potential labour force}} \times 100$$

$$\textbf{LU4 - Composite measure of labour underutilization} = \frac{\text{Time-related underemployment + Unemployment + Potential labour force}}{\text{Labour force + Potential labour force}} \times 100$$

Table 10.6 presents the labour underutilization rate. In 2019, there were 97,687 persons who were actively seeking work and were available to work, and they accounted for the 1.2% unemployment rate. But there was also a group of people who were interested in employment but their existing conditions limit their active job search or availability, including 12,729 persons without employment who were actively seeking work but were not available to work (unavailable job seekers) and 113,882 persons who were not currently seeking work, but wanted to work and were available to start (available potential job seekers). This suggests that a total 126,611 people who were regarded as being outside the labour force were actually putting pressure on the labour market, forming what is known as the "potential labour force." When this group of potential workers is added to the labour force, they form the "extended labour force."

The potential labour force is also an indication of labour underutilization, in addition to the unemployment rate. When the unemployed are added to the potential labour force, and the sum is computed as a share of the extended labour force, this yields the indicator LU3, which in this case is 2.8%, which refers to the labour market supply that was unutilized. Among the employed persons, 84,004 reported that they wanted to work more hours, indicating that they were not fully utilized. The composite indicator of labour underutilization (LU4) is the result of the sum of underemployed, unemployed, and the potential labour force as a proportion of the extended labour force, which suggests that 3.8% of those with some kind of attachment to the labour market were underutilized.

Table 10.6: Labour Market Indicators

Labour Force Indicators			Both Sexes	Male	Female
Labour force (number)	W (a+b+c+d+e+f)	Working age population	11,514,683	5,403,102	6,111,580
	X (L+P)	Extended labour force	8,107,404	4,226,806	3,880,596
	L (E+c)	Labour force	7,980,793	4,168,923	3,811,870
Employed (number)	E (a+b)	Employed	7,883,106	4,117,464	3,765,641
	a	Fully employed	7,799,102	4,065,882	3,733,219
	b	Time related underemployed	84,004	51,582	32,422
Unemployed (number)	c	Unemployed	97,687	51,458	46,229
Outside labour force (number)	P (d+e)	Potential labour force	126,611	57,884	68,726
	d	Unavailable jobseekers	12,729	5,234	7,495
	e	Available potential jobseekers	113,882	52,651	61,231
	f	Outside extended labour force	3,407,280	1,176,295	2,230,985
Indicators of labour underutilization (%)	c/L*100	LU1 (Unemployment rate)	1.2	1.2	1.2
	(b+c)/L*100	LU2	2.3	2.5	2.1
	(c+P)/X*100	LU3	2.8	2.6	3.0
	(b+c+P)/X*100	LU4	3.8	3.8	3.8

LU = labour underutilization.
Note: Totals may not add up due to rounding
Source: Cambodia Labour Force Survey 2019 data.

As observed in Table 10.6, the estimation of 3.4 million persons, or about 29.6% of the working-age population, are outside extended labour force. Those outside of the extended labour force include those in the working-age population who are not seeking employment, and are not available or willing to work.

Table 10.7 shows the distribution of working-age people outside the extended labour force by their main activities during the survey reference period. The largest share (39.0%) had been engaged in household or family responsibilities, such as food preparation, home maintenance, and childcare; such activities are not considered to be employment. Almost half of the females outside the extended labour force (47.8%) were engaged in household or family responsibilities. About 23.6% of all those outside extended labour force reported that they were studying or training, while 15.4% of them were engaged in farming or fishing to produce food for their families or households. Table 10.7 also shows that about 12.5% of those outside extended labour force had long-term illnesses, injuries, or disabilities; followed those who were aging (4.8%), and retired or pensioners (3.4%).

Table 10.7: Distribution of the Working-Age Population Outside the Extended Labour Force, by Their Current Main Activity

Current Main Activity	Both Sexes	Male	Female	Both Sexes	Male	Female
		(number)			(%)	
Studying or training	805,734	384,347	421,387	23.6	32.7	18.9
Engaged in household or family responsibilities	1,327,704	262,165	1,065,539	39.0	22.3	47.8
Farming or fishing to produce food for the family or household	523,161	212,400	310,761	15.4	18.1	13.9
Retired or pensioner	117,485	72,269	45,217	3.4	6.1	2.0
With a long-term illness, injury, or disability	427,487	176,812	250,675	12.5	15.0	11.2
Doing volunteer community or charity work	2,268	1,371	897	0.1	0.1	0.0
Engaged in cultural or leisure activity	21,563	11,774	9,789	0.6	1.0	0.4
Aging	165,006	47,302	117,703	4.8	4.0	5.3
Not interested in work	16,872	7,855	9,017	0.5	0.7	0.4
Total	**3,407,280**	**1,176,295**	**2,230,985**	**100.0**	**100.0**	**100.0**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

CHAPTER 11
RECRUITMENT COSTS OF RETURN MIGRATION

11.1 Introduction

This chapter presents the data on the costs of recruiting returned migrant workers who are members of households and at least 15 years old. The data cover returned migrant workers by latest foreign country where they had worked, their job search methods, payments for obtaining their first job abroad, earnings in that first job, and the number of months of salary used to recover the costs of getting the job.

Given the impact of labour migration, both on the sending and receiving countries, migration issues have been included in the Sustainable Development Goals (SDGs). Under Goal 10, which aims to "reduce inequality within and among countries," Target 10.7 entrusts governments to "facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies." Indicator 10.7.1, under Target 10.7, is the "recruitment cost borne by employee as a proportion of yearly income earned in country of destination."[5] The term "recruitment" includes the advertising, information dissemination, selection, transport, placement into employment, and—for migrant workers—return to the country of origin, where applicable. This applies to both job seekers and those currently employed.

The ILO definition of "recruitment" indicates that the target population for recruitment costs consists of the international migrant workers and returned international migrant workers, who are or were employed in a country of which they are not nationals. To avoid recall issues, inclusion should be limited to individuals who had migrated to work in a destination country in the recent past (e.g., no more than 3 years prior to the date of measurement).[6]

For the Cambodia Labour Force Survey 2019 (CLFS 2019), the target population for measuring recruitment costs consisted of returned international migrant workers, who were defined as persons who had moved abroad to live and work for a salary, but have since returned to Cambodia.

The CLFS 2019 sampling design was not modified to better capture international return migration. Therefore, the findings in this survey are likely to underestimate the actual total number of returned migrants. Also, CLFS 2019 covered only those who had returned to their resident households at the time of the survey. Due to the small sample size of returned migrant workers (460 cases in total), some of the conclusions in this chapter, such as those concerning disaggregated indicators, should be used with caution.

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[5] United Nations Department of Economic and Social Affairs. Sustainable Development. https://sdgs.un.org/goals/goal10.

[6] ILO. 2019. *Operational Manual on Recruitment Costs - SDG 10.7.1*. Geneva: ILO. https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---migrant/documents/publication/wcms_745663.pdf.

11.2 Working Abroad

The survey estimated that 182,994 persons aged 15 and above had worked abroad and returned home over the prior 3 years (Table 11.1). Of these, 107,229 were males (58.6%) and 75,765 were females (41.4%). The majority of the returned migrant workers came from rural areas. Many returned migrants belonged to the younger age groups, mostly the group aged 25–34 years. As noted above, this number could be underestimated, as it covers only those who had returned to the respondent households by the time of the survey, and the CLFS 2019 sampling design was not modified to capture migration.

Table 11.1: The Working-Age Population That Moved Abroad to Live and Work for Salaries, by Age Group and Sex
(%)

	Cambodia			Urban			Rural		
Age Group	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
15–24	27.5	25.5	30.3	14.5	15.2	13.4	31.1	28.7	34.4
25–34	40.5	44.4	35.0	48.2	48.4	47.9	38.4	43.1	31.9
35–44	20.1	18.6	22.2	22.3	20.9	24.7	19.4	17.8	21.6
45–54	9.6	10.1	8.8	14.1	15.5	11.7	8.3	8.5	8.1
55–64	2.1	1.4	2.9	0.9	0.0	2.4	2.4	1.9	3.1
65+	0.3	0.0	0.7	0.0	0.0	0.0	0.4	0.0	0.9
Total (%)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Total (number)	**182,994**	**107,229**	**75,765**	**39,991**	**25,286**	**14,705**	**143,003**	**81,943**	**61,060**

Notes:
1. The working-age population refers to Cambodian citizens 15 years of age and over.
2. These numbers cover only those returned migrant workers who were found in households at the time of the survey, so the findings likely underestimate the actual total number of returned migrants. The small sample size comprised only 460 cases.
3. Totals may not add up due to rounding.

Source: Cambodia Labour Force Survey 2019 data.

The respondents were asked what foreign country they had worked in most recently, or were currently working in. Table 11.2 indicates that over 9 out of 10 returned migrants had returned from Thailand (95.3%), while only few of them had returned from South Korea (1.7%), Malaysia (1.5%), Viet Nam (1.2%), and the Philippines (0.2%).

Table 11.2: Working-Age Population That Had Worked Abroad, by Last Foreign Country and Sex

Last Foreign Country	Both Sexes	Male	Female	Both Sexes	Male	Female
		(number)			(%)	
Malaysia	2,793	2,126	667	1.5	2.0	0.9
Philippines	348	0	348	0.2	0.0	0.5
South Korea	3,191	2,534	657	1.7	2.4	0.9
Thailand	174,431	101,786	72,644	95.3	94.9	95.9
Vietnam	2,231	783	1,448	1.2	0.7	1.9
Total	**182,994**	**107,229**	**75,765**	**100.0**	**100.0**	**100.0**

Notes:
1. The working-age population refers to Cambodian citizens 15 years of age and over.
2. These numbers cover only those returned migrant workers who were found in households at the time of the survey, so the findings likely underestimate the actual total number of returned migrants. The small sample size comprised only 460 cases.
3. Totals may not add up due to rounding.

Source: Cambodia Labour Force Survey 2019 data.

11.3 Method of the First Job Search

This section discusses the methods used by international migrant workers to find their first job in the last foreign country they had worked in. When the returned migrant workers were asked this question for the survey, more than one-third responded that they had obtained their first job through family members or relatives (36.2%), about one-third answered that it had been through referrals from friends (32.4%), while one-tenth said it had been through an individual recruiter or broker (13.0%) (Table 11.3).

Table 11.3: Job Search Methods of International Migrant Workers, by Sex

Job Search Method	Both Sexes	Male	Female	Both Sexes	Male	Female
		(number)			(%)	
Through a job transfer	559	559	0	0.3	0.5	0.0
From a government agency in Cambodia	5,570	4,528	1,041	3.0	4.2	1.4
From a government agency abroad	2,173	917	1,256	1.2	0.9	1.7
From a private recruitment agency in Cambodia	11,405	6,447	4,957	6.2	6.0	6.5
From a private recruitment agency abroad	3,353	1,819	1,534	1.8	1.7	2.0
Directly from an employer abroad	9,541	4,655	4,885	5.2	4.3	6.4
Through an individual recruiter or broker (in Cambodia or abroad)	23,760	11,705	12,055	13.0	10.9	15.9
Through immediate family members or other relatives	66,330	37,018	29,312	36.2	34.5	38.7
Through friends	59,210	39,034	20,176	32.4	36.4	26.6
Through newspapers or websites	1,095	547	547	0.6	0.5	0.7
Total	**182,994**	**107,229**	**75,765**	**100.0**	**100.0**	**100.0**

Notes:
1. The working-age population refers to Cambodian citizens 15 years of age and over.
2. This table addresses the methods used by migrant workers to find their first job in the last foreign country they had worked in before returning to Cambodia.
3. These numbers cover only those returned migrant workers who were found in households at the time of the survey, so the findings likely underestimate the actual total number of returned migrants. The small sample size of comprised only 460 cases.
4. Totals may not add up due to rounding.

Source: Cambodia Labour Force Survey 2019 data.

Table 11.4 presents the responses of the returned migrant workers when they were asked how they had learned about their first job opportunity abroad. The table shows that the majority of them answered either that they had heard from friends who had previously worked or were currently working abroad (43.9%) or from family members or relatives who had previously worked or were currently working abroad (32.1%).

Table 11.4: Source of Information on First Job Abroad for Returned Migrant Workers, by Sex

Source of Job Information	Both Sexes	Male	Female	Both Sexes	Male	Female
		(number)			(%)	
Friends who had not worked abroad	10,043	6,189	3,855	5.5	5.8	5.1
Friends who had previously worked or were currently working abroad	80,248	49,726	30,522	43.9	46.4	40.3
Family members or other relatives who had not worked abroad	14,932	8,656	6,276	8.2	8.1	8.3
Family members or other relatives who had previously worked or were currently working abroad	58,785	32,793	25,992	32.1	30.6	34.3
A non-relative individual intermediary	9,499	4,742	4,758	5.2	4.4	6.3
Newspapers	2,200	1,280	920	1.2	1.2	1.2
Websites	1,002	368	634	0.5	0.3	0.8
Social media (Facebook, etc.)	6,285	3,476	2,808	3.4	3.2	3.7
Total	**182,994**	**107,229**	**75,765**	**100.0**	**100.0**	**100.0**

Notes:
1. This table addresses sources of information used by migrant workers to find their first job in the last foreign country they had worked in before returning to Cambodia.
2. These numbers cover only those returned migrants who were found in households at the time of the survey, so the findings likely underestimate the actual total number of returned migrants. The small sample size comprised only 460 cases.
3. Totals may not add up due to rounding.

Source: Cambodia Labour Force Survey 2019 data.

The returned migrant workers were asked how they had entered the last country they worked in. Most had gone through regular immigration with a work visa (65.6%); more than a quarter did not go through regular channels or entry ports (25.9%); and less than a tenth (8.4%) had gone through regular immigration without a work visa, instead traveling with a tourist visa (Table 11.5).

Table 11.5: Methods Used by Returned Migrant Workers to Enter Last Foreign Country for Employment, by Sex

Method of Entering Last Country Abroad	Both Sexes	Male	Female	Both Sexes	Male	Female
		(number)			(%)	
Through regular immigration with a work visa	119,964	72,377	47,587	65.6	67.5	62.8
Through regular immigration without a work visa (e.g. travel or tourist	15,304	7,931	7,373	8.4	7.4	9.7
Not through regular channels or entry ports	47,458	26,653	20,805	25.9	24.9	27.5
No response	269	269	0	0.1	0.3	0.0
Total	**182,994**	**107,229**	**75,765**	**100.0**	**100.0**	**100.0**

Notes:
1. These numbers cover only those returned migrants who were found in households at the time of the survey, so the findings likely underestimate the actual total number of returned migrants. The small sample size comprised only 460.
2. Totals may not add up due to rounding.

Source: Cambodia Labour Force Survey 2019 data.

11.4 Recruitment Costs

This section addresses the survey responses regarding recruitment costs, which are the amounts paid for obtaining an overseas job. They can include: (i) documentation such as passport, visa, medical exam and test records, predeparture training, skills assessment, insurance fees, contract approval fees, and travel or security clearance for

travel; (ii) fees paid to the recruiter or broker or to the recruitment or manpower agency; (iii) travel expenses such as accommodations; and (iv) other formal or informal payments, including payments to friends or relatives who helped find the job, as well as other informal payments or fees and interest on borrowed money.

Table 11.6 breaks down the number of returned migrant workers by their total expenditures to obtain their first job in the last country they worked in, including all deductions taken from their salaries. As shown in the table, about 39.9% paid less than KR400,000 ($100), while 29.6% spent KR400,000 to about KR1,600,000 ($400). The average recruitment cost was KR1,417,537 ($354.40).

Table 11.6: Cost of Obtaining First Job Abroad for Returned Migrant Workers, by Sex

Payments	Both Sexes	Male	Female	Both Sexes	Male	Female
		(number)			(%)	
<KR400,000	72,953	41,896	31,057	39.9	39.1	41.0
KR400,000 to <KR1,600,000	54,198	32,218	21,976	29.6	30.0	29.0
KR1,600,000 to < KR2,400,000	13,688	7,964	5,725	7.5	7.4	7.6
KR2,400,000 to < KR3,200,000	14,533	8,508	6,025	7.9	7.9	8.0
KR3,200,000 to < KR4,000,000	20,472	11,789	8,680	11.2	11.0	11.5
KR4,000,000 and over	7,151	4,853	2,296	3.9	4.5	3.0
Total	**182,994**	**107,229**	**75,765**	**100.0**	**100.0**	**100.0**
Average payment (KR)	1,417,537	1,485,095	1,321,922			

KR = riels (national Cambodian currency).
Notes:
1. The exchange rate was KR4,000 per $1.
2. These numbers cover only those returned migrants who were found in households at the time of the survey, and the resulting small sample size comprised only 460 cases.
3. An empty cell indicates that the row label does not apply.
4. Totals may not add up due to rounding.

Source: Cambodia Labour Force Survey 2019 data.

11.5 Earnings

The returned migrant workers were asked to report their first month's total earnings at their first job in their last country abroad, including the salary, the monthly equivalent of in-kind payments and bonuses, and the monthly equivalent of deductions paid for getting their first job, if any.

Table 11.7 presents the total monthly earnings of returned migrants from their first job in their last foreign country of residence. Overall, the average monthly income of returned migrant workers was KR2.2 million ($550). About 8 out of 10 (80.4%) earned between KR400,000 ($100) and about KR1.6 million ($400). The highest income earners—with monthly earnings of at least KR4.0 million ($1,000)—were only 5.9% of the total returned migrant worker population.

Table 11.7: Monthly Earnings of Returned Migrant Workers from First Employment Abroad, by Sex

Monthly Earnings	Both Sexes	Male	Female	Both Sexes	Male	Female
		(number)			(%)	
<KR400,000	12,773	7,365	5,411	7.0	6.9	7.1
KR400,000 to < KR 1,600,000	147,121	86,433	60,686	80.4	80.6	80.1
KR1,600,000 to < KR2,400,000	8,735	4,418	4,317	4.8	4.1	5.7
KR2,400,000 to < KR3,200,000	1,823	950	872	1.0	0.9	1.2
KR3,200,000 to < KR4,000,000	1,748	1,748	0	1.0	1.6	0.0
KR4,000,000 and over	10,791	6,314	4,475	5.9	5.9	5.9
Total	**182,994**	**107,229**	**75,765**	**100.0**	**100.0**	**100.0**
Average earnings (KR)	2,176,035	2,360,608	1,914,811			

KR = riels (Cambodian national currency).
Notes:
1. This table addresses the earnings of returned migrants in their first job in the last foreign country they had worked in.
2. The exchange rate was KR4,000 per $1.
3. These numbers cover only those returned migrants who were found in households at the time of the survey, so the findings likely underestimate the actual total number of returned migrants. The small sample size comprised only 460 cases.
4. An empty cell indicates that the row label does not apply.
5. Totals may not add up due to rounding.

Source: Cambodia Labour Force Survey 2019 data.

11.6 Recruitment Cost Indicator

The recruitment cost indicator (RCI) is the main statistic to be produced for SDG Indicator 10.7.1, and should be calculated for the migrant workers as the ratio of recruitment costs to monthly earnings. The recruitment costs incurred by returned migrant workers in Cambodia could therefore be expressed in terms of their monthly earnings abroad.

For the survey, the RCI for return migrant workers is calculated as the mean recruitment costs divided by the mean earnings during the first month. This was based on paragraphs 11 and 52 of the ILO's draft guidelines on statistics collection for Indicator 10.7.1.[7]

Table 11.8 presents the RCI by sex, area, age group, economic sector, and the last country of employment abroad. The table shows that the overall ratio of the mean recruitment costs to monthly wages equaled about 0.7 months of earnings. The ratios for both sexes were about the same: 0.6 months for males, 0.7 for females. The ratio of the mean recruitment cost to monthly earnings for returned migrant workers aged 15–24 was 1.0, higher than for migrants aged 25 and above, which was only 0.6. By economic sector, the ratio was highest for migrants who had worked in services (1.1), followed by agriculture (0.9) and industry (0.5). As for the foreign country of last employment, the ratio was higher for migrant workers returning from Thailand (0.7) than for those returning from other countries.

[7] ILO and World Bank. 2019. *Statistics for SDG Indicator 10.7.1 Draft Guidelines for Their Collection*. Geneva. https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---migrant/documents/publication/wcms_670175.pdf.

Table 11.8: Recruitment Cost Indicator, by Sex, Geographic Area, Age Group, Economic Sector, and Last Country of Employment Abroad
(months of salary)

Recruitment Cost Indicator	Both Sexes	Male	Female
By Geographic Area			
Urban	0.9	1.1	0.6
Rural	0.6	0.5	0.7
By Age Group			
15–24	1.0	1.0	1.0
25+	0.6	0.5	0.6
By Economic Sector			
Agriculture	0.9	1.0	0.7
Industry	0.5	0.5	0.6
Services	1.1	0.9	1.3
By Last Country of Employment Abroad			
Thailand	0.7	0.7	0.7
Other countries	0.5	0.4	1.4
Overall	**0.7**	**0.6**	**0.7**

Notes:
1. The recruitment cost indicator for returned migrant workers is calculated as the mean recruitment cost for each category divided by the mean earnings in the first month.
2. The values in this table cover only those returned migrant workers who were found in households at the time of the survey. The small sample size of returned migrant workers comprised only 460 cases in total.

Source: Cambodia Labour Force Survey 2019 data.

11.7 Number of Months Taken to Pay the Recruitment Costs

Table 11.9 shows the number of months it took to cover the expenses incurred in obtaining a job abroad, as reported by returned migrant workers themselves. Some workers borrowed from money lenders or from their employment agencies to pay back their loans for the recruitment costs; they then paid back these loans out of their earnings after they had started working. Table 11.9 shows that the average reported number of months it took to pay back the recruitment costs was 1.4 months. At the time of the survey, about 72.6% of returned migrant workers had already paid back all of their recruitment costs. About 23.7% of them had to work from 1 month to just under 12 months to repay their loans. Only a small number of returned migrant workers had to work for a year or more to repay their loans. The difference between the actual calculation of the RCI (0.7 months) and the self-assessment (1.4 months) was quite significant. However, considering the small number of cases in the sample, one should interpret such differences with caution.

Table 11.9: Number of Months Returned Migrant Workers Needed to Pay Recruitment Costs, by Sex

Number of Months	Both Sexes	Male	Female	Both Sexes	Male	Female
		(number)			(%)	
Already paid	132,838	77,937	54,901	72.6	72.7	72.5
1 < 3 months	16,917	9,506	7,410	9.2	8.9	9.8
3 to < 6 months	17,512	11,062	6,450	9.6	10.3	8.5
6 to < 12 months	8,927	4,957	3,969	4.9	4.6	5.2
12 to < 24 months	6,536	3,768	2,768	3.6	3.5	3.7
24 months or more	266	0	266	0.1	0.0	0.4
Total	**182,994**	**107,229**	**75,765**	**100.0**	**100.0**	**100.0**
Average number of months	1.4	1.3	1.4			

KR = riels (Cambodian national currency).
Notes:
1. This table addresses the earnings of returned migrants in their first job in the last foreign country they had worked in.
2. These number cover only those returned migrants who were found in households at the time of the survey, so the findings likely underestimate the actual total number of returned migrants. The small sample size comprised only 460 cases.
3. The exchange rate was KR4,000 per $1.
4. An empty cell indicates that the row label does not apply.
5. Totals may not add up due to rounding.

Source: Cambodia Labour Force Survey 2019 data.

CHAPTER 12
SELECTED SUSTAINABLE DEVELOPMENT GOAL AND DECENT WORK INDICATORS

In order to monitor the progress made toward achieving the global SDGs and the corresponding targets, identify areas of concern, and inform policy formulation, it is necessary to have a set of valid and reliable indicators. At the national level, to assess the extent to which the United Nations 2030 Agenda for Sustainable Development has been implemented within countries, governments can prioritize the indicators that best serve national needs, taking into account the national context and statistical development.

The Royal Government of Cambodia has embraced the 2030 Agenda and its associated 17 SDGs, with a strong commitment to their achievement. The Ministry of Planning was authorized to lead and coordinate the national SDG policies. The Cambodian Sustainable Development Goals (CSDGs) Framework, 2016–2030 selected all 17 SDGs, and added one additional goal, related to the clearance of land mines and explosive remnants of war,[8] reflecting the national priority of de-mining Cambodia's territory.

12.1 Introduction

This chapter covers some indicators related to Goal 1, Goal 5, and Goal 8. It also includes decent work indicators that could be derived from the survey. Goal 1 seeks to end poverty, and one of the indicators for that goal is social protection; Goal 5 seeks to address gender equality; and Goal 8 focuses on promoting inclusive and sustainable economic growth, full and productive employment, and decent work for all. These indicators are presented in Table 12.1.

12.2 Sustainable Development Goals and Decent Work

Table 12.1 includes selected SDGs, as well as decent work indicators that could be derived from the Cambodia Labour Force Survey 2019 (CLFS 2019).

Goal 1 of the SDGs calls for ending poverty in all its forms, and one of the indicators is social protection. The proportion of employees whose employers contribute to social security is an indicator of social protection. This could be supplemented by the proportion of employees who are entitled to paid sick leave. Table 12.1 shows that

[8] Explosive remnants of war do not include land mines, but instead refer to unexploded artillery shells, grenades, mortars, rockets, air-dropped bombs, and cluster munitions.
http://www.the-monitor.org/en-gb/the-issues/erw.aspx
https://www.unmas.org/sites/default/files/handbook_english.pdf (p. 118)
https://www.icrc.org/en/document/explosive-remnants-of-war
https://www.ipb.org/explosive-remnants-of-war-cluster-munitions/

19.1% of employees had their employers contribute to social security, and 22.4% were entitled to paid sick leave.

Goal 5 aims for gender equality and the empowerment of all women and girls. Some of the indicators include the proportion of women in managerial positions and the average earnings by sex. In 2019, just over 30% of managerial positions were occupied by women (Table 12.1).

The indicators for Goal 8 were the most aligned with the ILO's decent work indicators. Table 12.1 shows a number of decent work indicators by sex and area. For example, almost 9 out of 10 persons were in informal employment (88.3%) in 2019. This means that they did not have any benefits, such as pensions, paid leave, and sick leave. The youth unemployment rate (2.5%) was higher than the national average (1.2%), and 12.7% of youth were not in employment, education or training (NEET).

Another related decent work indicator is the proportion of workers with monthly earnings below two-thirds of a country's median monthly earnings, as this is considered a low pay rate. Table 12.1 shows that 17.9% of employees in Cambodia were in low-paying jobs, including 21.5% of males and 15.3% of females. There were more employees in urban areas (15.8%) than in rural areas (15.2%) had such jobs.

Finally, the table shows that more than one-third (36.0%) of employees worked excessive hours (i.e., more than 48 usual hours per week). The highest proportion working excessive hours was in urban areas (43.0%).

Table 12.1: Selected Sustainable Development Goal and Decent Work Indicators for Cambodia in 2019

(%)

Proportion of employees whose employers contribute to social security [a]	
Male	16.4
Female	22.6
Overall	19.1

Share in managerial positions [a]	
Male	69.0
Female	31.0
Total	100.0

Proportion of employees who are entitled to paid leave [b]	
Male	17.8
Female	29.2
Urban	24.6
Rural	21.5
Overall	22.7

Proportion of employees who are entitled to paid sick leave [b]	
Male	18.4
Female	27.7
Urban	24.6
Rural	21.0
Overall	22.4

Informal employment as a proportion of total employment [b]	
Male	89.0
Female	87.6
Urban	85.0
Rural	90.0
Overall	88.3

Youth not in employment, education or training (NEET) (ages 15–24) [a]	
Male	11.4
Female	13.8
Urban	12.2
Rural	12.9
Overall	12.7

Employment-to-population ratio (15 and above) [b]	
Male	76.2
Female	61.6
Urban	67.0
Rural	69.2
Overall	68.5

Youth unemployment rate (ages 15–24) [a]	
Male	2.7
Female	2.3
Urban	3.3
Rural	2.2
Overall	2.5

Unemployment rate [a]	
Male	1.2
Female	1.2
Urban	1.0
Rural	1.4
Overall	1.2

Proportion of own-account workers and contributing family workers in total employment [b]	
Male	43.7
Female	54.1
Urban	43.2
Rural	51.5
Overall	48.7

Excessive hours (workers with more than 48 usual hours per week) as a proportion in total employment [b]	
Male	36.8
Female	35.1
Urban	43.0
Rural	32.4
Overall	36.0

Employment by status in employment [b]	
Employees	47.8
Employers	3.4
Self-employed (OAW)	36.9
Unpaid family worker (CFW)	11.9
Total	100.0

Low pay rate (proportion of workers with monthly earnings below 2/3 of median monthly earnings) [b, c]	
Male	21.5
Female	15.3
Urban	15.8
Rural	15.2
Overall	17.9

CFW = contributing family workers; NEET = not in employment, education, or training; OAW = own-account workers.

[a] These are SDG indicators, or are based on data that partially contributed to SDG indicators.
Source: International Labour Organization (ILO), International Labour Office. 2018. *Decent Work and the Sustainable Development Goals: A Guidebook on SDG Labour Market Indicators.* Geneva.
https://www.ilo.org/ilostat-files/Documents/Guidebook-SDG-En.pdf.

[b] These are decent work indicators.
Source: International Labour Organization (ILO), International Labour Office. 2013. *Decent work indicators: guidelines for producers and users of statistical and legal framework indicators.* Geneva.
https://www.ilo.org/wcmsp5/groups/public/---dgreports/---integration/documents/publication/wcms_229374.pdf.

[c] These values refer only to employees who were paid a set wage, rather than according to a piece rate.

Source: Cambodia Labour Force Survey 2019 data.

Earnings are also covered by another SDG and decent work indicator. The decent work indicator consists of the median monthly earnings of female and male employees by occupation (Table 12.2). Generally, median monthly earnings for males were higher than for females, with females earning 87% of their male counterparts' incomes. Even when males and females were in similar occupations, the median earnings of males were higher than for females in all occupations, with the exception of technicians and

associate professionals, clerical support, and craft and related trades—in which the earnings of females and males were equal. Pay was almost equal for professionals, and for skilled agricultural, forestry and fishery workers; but, as noted, salaries were still higher for males.

Table 12.2: Median Monthly Earnings of Female and Male Employees, by Occupation

Occupation [a]	Male (KR)	Female (KR)	Female-to-Male Ratio
Managers	1,200,000	1,000,000	0.83
Professionals	1,300,000	1,200,000	0.92
Technicians and associate professionals	1,200,000	1,200,000	1.00
Clerical support workers	1,200,000	1,200,000	1.00
Services and sales workers	1,000,000	680,000	0.68
Skilled agricultural, forestry, and fishery workers	650,000	600,000	0.92
Craft and related trades workers	910,000	910,000	1.00
Plant and machine operators, and assemblers	1,000,000	800,000	0.80
Elementary occupations	758,333	650,000	0.86
Armed forces	1,300,000	1,400,000	1.08
Overall	**1,000,000**	**866,667**	**0.87**

[a] The occupational categories listed in this column are derived from the International Standard Classification of Occupations, 2008 (ISCO-08).
Source: Cambodia Labour Force Survey 2019 data.

Of the 2.7 million people aged 15–24 years in Cambodia, 12.7% (341,272) were NEET in 2019. The proportion of NEET youth was higher in rural areas (12.9%) than in urban areas 12.2%.

Table 12.3: Percentage of Youth Not in Education, Employment, or Training

Area	Population of 15–24 Year-Olds (number)	NEET Youth (number)	Proportion of NEET Youth (%)
Cambodia	2,692,746	341,272	12.7
Urban	870,304	105,812	12.2
Rural	1,822,442	235,460	12.9

NEET = not in education, employment, or training.
Source: Cambodia Labour Force Survey 2019 data.

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APPENDIX I

SURVEY PERSONNEL

List of Staff Involved In Cambodia Labour Force Survey 2019

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APPENDIX II

ADDITIONAL STATISTICAL TABLES

Table 1.1: Population, by Age Group, Sex and Area

	Cambodia			Urban			Rural		
Age Group	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
0–4	1,358,655	686,304	672,351	420,742	221,062	199,680	937,913	465,243	472,670
5–9	1,309,181	689,222	619,959	411,556	210,068	201,489	897,624	479,154	418,470
10–14	1,549,183	765,529	783,653	464,727	231,145	233,582	1,084,456	534,385	550,071
15–19	1,418,948	682,183	736,765	434,413	205,987	228,426	984,535	476,196	508,339
20–24	1,273,798	595,744	678,054	435,891	193,962	241,929	837,907	401,782	436,125
25–29	1,367,012	667,216	699,796	514,507	242,594	271,913	852,505	424,622	427,883
30–34	1,281,211	621,420	659,791	499,371	244,241	255,131	781,839	377,179	404,660
35–39	1,292,351	635,330	657,021	489,043	227,691	261,352	803,307	407,638	395,669
40–44	820,961	384,004	436,957	275,471	131,056	144,414	545,490	252,948	292,542
45–49	829,713	391,913	437,800	268,145	128,296	139,849	561,568	263,617	297,951
50–54	829,001	400,750	428,252	270,104	129,738	140,367	558,897	271,012	287,885
55–59	752,252	345,635	406,617	253,661	117,243	136,418	498,592	228,393	270,199
60–64	584,174	245,636	338,539	212,487	87,949	124,538	371,688	157,687	214,001
65+	1,065,261	433,271	631,990	376,773	161,742	215,031	688,488	271,529	416,959
Total	**15,731,701**	**7,544,157**	**8,187,544**	**5,326,891**	**2,532,772**	**2,794,119**	**10,404,810**	**5,011,385**	**5,393,425**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 1.2: Number of Households, by Household Size, Sex of Household Head and Area

	Cambodia		Urban		Rural	
Household size	Male	Female	Male	Female	Male	Female
1	30,614	72,562	19,013	25,275	11,601	47,287
2	283,167	164,222	114,034	66,988	169,133	97,234
3	543,060	185,227	196,986	67,947	346,074	117,280
4	808,933	187,772	281,045	74,849	527,888	112,923
5	622,793	138,830	182,282	53,702	440,511	85,128
6	322,116	75,344	93,505	30,909	228,611	44,435
7	135,299	32,050	40,563	10,278	94,736	21,772
8	61,590	15,878	21,732	7,091	39,858	8,787
9+	50,294	9,500	15,517	4,025	34,777	5,475
Total	**2,857,867**	**881,385**	**964,676**	**341,064**	**1,893,190**	**540,321**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 1.3: Working-Age Population, by Marital status, Sex and Area

	Cambodia			Urban			Rural		
Marital status	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Never married	3,073,571	1,571,618	1,501,953	1,135,444	559,236	576,208	1,938,127	1,012,382	925,745
Married	7,172,974	3,559,760	3,613,213	2,430,271	1,206,321	1,223,951	4,742,703	2,353,440	2,389,263
Living together	75,923	36,664	39,259	23,345	11,780	11,565	52,578	24,884	27,694
Separated	46,128	11,214	34,913	16,773	5,736	11,037	29,354	5,478	23,876
Divorced	187,678	53,094	134,584	86,088	29,341	56,746	101,591	23,753	77,838
Widowed	958,408	170,751	787,657	337,944	58,085	279,860	620,464	112,667	507,797
Total	**11,514,683**	**5,403,102**	**6,111,580**	**4,029,866**	**1,870,498**	**2,159,368**	**7,484,816**	**3,532,604**	**3,952,213**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 1.4: Population (aged 5 years and over), by Level of Difficulty and Sex

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	Difficulty communicating or understanding	All disabled persons
Both sexes							
No difficulty	13,271,759	13,830,806	13,622,331	13,676,553	14,010,088	14,035,724	
Some difficulty	985,077	452,015	591,045	601,517	290,084	266,138	
A lot of difficulty	103,041	82,435	132,722	76,437	54,814	53,575	
Cannot do it at all	13,169	7,790	26,948	18,539	18,060	17,609	
Total	**14,373,046**	**14,373,046**	**14,373,046**	**14,373,046**	**14,373,046**	**14,373,046**	**1,376,634**
Male							
No difficulty	6,400,353	6,640,907	6,558,364	6,574,920	6,709,406	6,723,608	
Some difficulty	410,453	175,757	228,153	245,416	114,904	104,023	
A lot of difficulty	40,520	36,788	57,088	28,313	23,847	22,189	
Cannot do it at all	6,527	4,401	14,248	9,204	9,696	8,032	
Total	**6,857,853**	**6,857,853**	**6,857,853**	**6,857,853**	**6,857,853**	**6,857,853**	**584,522**
Female							
No difficulty	6,871,406	7,189,900	7,063,966	7,101,632	7,300,682	7,312,116	
Some difficulty	574,624	276,258	362,892	356,101	175,180	162,115	
A lot of difficulty	62,522	45,647	75,634	48,124	30,967	31,386	
Cannot do it at all	6,641	3,389	12,701	9,335	8,364	9,577	
Total	**7,515,193**	**7,515,193**	**7,515,193**	**7,515,193**	**7,515,193**	**7,515,193**	**792,112**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 1.5: Population (aged 5 years and over), by Education Level, Sex and Area

	Cambodia			Urban			Rural		
Education level	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Never attended school	1,688,096	589,244	1,098,852	346,497	111,989	234,508	1,341,599	477,255	864,345
Pre–School	763,817	364,363	399,454	195,589	87,169	108,420	568,228	277,194	291,034
Primary	5,939,410	2,833,746	3,105,664	1,655,042	738,771	916,271	4,284,367	2,094,975	2,189,393
Lower secondary	2,813,701	1,412,087	1,401,614	1,081,476	522,055	559,421	1,732,225	890,032	842,193
Upper secondary	1,345,075	693,039	652,036	553,226	283,225	270,001	791,849	409,814	382,035
Lower Secondary Diploma	424,897	212,363	212,534	206,985	100,998	105,987	217,912	111,365	106,547
Upper Secondary Diploma	629,135	337,607	291,528	335,013	177,488	157,525	294,122	160,119	134,003
Associate Degree	41,907	19,358	22,549	25,204	10,842	14,362	16,703	8,516	8,187
University Undergraduate Studies	197,006	94,643	102,363	127,142	64,019	63,123	69,864	30,624	39,240
Technical/Vocational Pre–Secondary Diploma	20,071	8,838	11,233	12,609	5,569	7,040	7,462	3,269	4,193
Technical/Vocational Post–Secondary Diploma	20,362	11,761	8,602	7,127	3,316	3,811	13,235	8,445	4,791
Bachelor Degree	451,597	252,812	198,784	328,960	183,311	145,649	122,637	69,501	53,135
Master degree	33,755	24,339	9,415	27,061	19,306	7,755	6,693	5,033	1,660
Doctorate degree or higher	4,218	3,653	564	4,218	3,653	564	0	0	0
Total	**14,373,046**	**6,857,853**	**7,515,193**	**4,906,149**	**2,311,711**	**2,594,438**	**9,466,897**	**4,546,142**	**4,920,755**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 1.6: Population (aged 5 to 29 years) Attending School in Current School Cycle, by Sex and Area

	Cambodia			Urban			Rural		
Attending School	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Yes	3,786,918	1,885,292	1,901,626	1,274,133	630,803	643,330	2,512,785	1,254,489	1,258,296
No	2,879,268	1,384,579	1,494,689	936,333	427,592	508,741	1,942,935	956,987	985,948
Total	**6,666,186**	**3,269,871**	**3,396,315**	**2,210,466**	**1,058,395**	**1,152,071**	**4,455,720**	**2,211,476**	**2,244,244**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 1.7: Population (aged 15 to 29) Attending Training, by Sex and Area

	Cambodia			Urban			Rural		
Training	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Participated in unpaid apprenticeship, internship or work–place training									
Yes	90,207	42,904	47,303	39,835	17,993	21,842	50,372	24,911	25,461
No	3,969,551	1,902,239	2,067,312	1,344,976	624,550	720,426	2,624,575	1,277,690	1,346,885
Total	**4,059,758**	**1,945,143**	**2,114,615**	**1,384,811**	**642,543**	**742,268**	**2,674,947**	**1,302,600**	**1,372,347**
Attended any courses, seminars or other training to develop specific skills									
Yes	241,863	115,137	126,727	112,003	51,536	60,467	129,861	63,601	66,260
No	3,817,895	1,830,007	1,987,888	1,272,808	591,007	681,801	2,545,086	1,239,000	1,306,087
Total	**4,059,758**	**1,945,143**	**2,114,615**	**1,384,811**	**642,543**	**742,268**	**2,674,947**	**1,302,600**	**1,372,347**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 1.8: Working-Age Population, by Age Group, Labour Market Status, Sex and Area

	Cambodia			Urban			Rural		
Age Group	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Working-age population									
15–19	1,418,948	682,183	736,765	434,413	205,987	228,426	984,535	476,196	508,339
20–24	1,273,798	595,744	678,054	435,891	193,962	241,929	837,907	401,782	436,125
25–29	1,367,012	667,216	699,796	514,507	242,594	271,913	852,505	424,622	427,883
30–34	1,281,211	621,420	659,791	499,371	244,241	255,131	781,839	377,179	404,660
35–39	1,292,351	635,330	657,021	489,043	227,691	261,352	803,307	407,638	395,669
40–44	820,961	384,004	436,957	275,471	131,056	144,414	545,490	252,948	292,542
45–49	829,713	391,913	437,800	268,145	128,296	139,849	561,568	263,617	297,951
50–54	829,001	400,750	428,252	270,104	129,738	140,367	558,897	271,012	287,885
55–59	752,252	345,635	406,617	253,661	117,243	136,418	498,592	228,393	270,199
60–64	584,174	245,636	338,539	212,487	87,949	124,538	371,688	157,687	214,001
65+	1,065,261	433,271	631,990	376,773	161,742	215,031	688,488	271,529	416,959
Total	**11,514,683**	**5,403,102**	**6,111,580**	**4,029,866**	**1,870,498**	**2,159,368**	**7,484,816**	**3,532,604**	**3,952,213**
Employed									
15–19	552,712	276,042	276,670	121,365	56,224	65,141	431,347	219,818	211,529
20–24	949,953	458,088	491,865	294,140	131,596	162,544	655,813	326,492	329,321
25–29	1,145,905	602,107	543,799	430,609	216,686	213,923	715,297	385,420	329,876
30–34	1,104,870	572,239	532,631	439,631	231,384	208,247	665,239	340,855	324,384
35–39	1,103,740	589,677	514,063	418,068	215,452	202,616	685,671	374,225	311,446
40–44	678,912	348,565	330,347	229,091	122,881	106,209	449,822	225,684	224,138
45–49	646,249	349,649	296,599	210,082	122,362	87,719	436,167	227,287	208,880
50–54	612,545	340,097	272,448	198,637	114,814	83,823	413,908	225,283	188,625
55–59	481,911	267,850	214,062	160,868	94,639	66,229	321,044	173,211	147,833
60–64	303,801	154,856	148,945	96,610	49,656	46,954	207,191	105,200	101,991
65+	302,508	158,295	144,213	102,863	59,382	43,481	199,645	98,913	100,732
Total	**7,883,106**	**4,117,464**	**3,765,641**	**2,701,963**	**1,415,076**	**1,286,887**	**5,181,143**	**2,702,389**	**2,478,755**
Unemployed									
15–19	16,495	11,005	5,490	5,334	4,457	876	11,161	6,548	4,614
20–24	22,384	9,571	12,813	8,677	3,508	5,169	13,706	6,062	7,644

	Cambodia			Urban			Rural		
Age Group	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
25–29	19,867	11,560	8,307	6,176	3,047	3,129	13,692	8,514	5,178
30–34	7,950	4,933	3,017	1,420	781	640	6,530	4,153	2,377
35–39	10,338	6,089	4,249	1,883	926	957	8,455	5,163	3,292
40–44	7,727	2,583	5,144	729	0	729	6,998	2,583	4,416
45–49	4,533	2,029	2,505	453	453	0	4,080	1,575	2,505
50–54	2,319	1,282	1,037	291	0	291	2,028	1,282	746
55–59	3,171	750	2,421	453	0	453	2,718	750	1,968
60–64	1,860	1,003	857	874	529	345	987	474	512
65+	1,042	653	389	0	0	0	1,042	653	389
Total	**97,687**	**51,458**	**46,229**	**26,290**	**13,701**	**12,589**	**71,397**	**37,757**	**33,639**
Outside the labour force (economically inactive)									
15–19	849,741	395,136	454,605	307,713	145,305	162,408	542,027	249,831	292,196
20–24	301,461	128,085	173,376	133,073	58,858	74,215	168,388	69,227	99,161
25–29	201,240	53,549	147,690	77,723	22,861	54,862	123,517	30,688	92,829
30–34	168,391	44,248	124,143	58,320	12,077	46,244	110,070	32,171	77,899
35–39	178,273	39,564	138,709	69,092	11,314	57,778	109,181	28,250	80,931
40–44	134,322	32,856	101,465	45,651	8,175	37,477	88,670	24,682	63,989
45–49	178,931	40,235	138,696	57,610	5,480	52,130	121,321	34,755	86,566
50–54	214,138	59,371	154,767	71,177	14,924	56,253	142,961	44,447	98,514
55–59	267,170	77,036	190,134	92,340	22,604	69,736	174,830	54,432	120,398
60–64	278,513	89,777	188,737	115,003	37,764	77,239	163,510	52,012	111,498
65+	761,711	274,322	487,389	273,910	102,360	171,551	487,801	171,963	315,838
Total	**3,533,890**	**1,234,179**	**2,299,711**	**1,301,613**	**441,721**	**859,892**	**2,232,276**	**792,458**	**1,439,819**

Note: Totals may not add up due to rounding
Source: Cambodia Labour Force Survey 2019 data.

Table 1.9: Working-Age Population, by Education Level, Labour Market Status and Sex

Education Level	Working–Age population	Employed	Unemployed	Labour force	Outside the labour force
Both Sexes					
Never attended school	1,559,106	851,718	6,798	858,516	700,590
Pre–School	376,008	260,570	2,506	263,076	112,931
Primary	4,156,647	3,003,547	26,111	3,029,658	1,126,988
Lower secondary	2,366,696	1,721,795	18,017	1,739,812	626,884
Upper secondary	1,263,007	817,056	10,904	827,960	435,047
Lower Secondary Diploma	402,949	253,952	6,231	260,183	142,766
Upper Secondary Diploma	621,354	421,259	20,585	441,844	179,509
Associate Degree	41,907	29,222	0	29,222	12,685
University Undergraduate Studies	197,006	72,921	1,963	74,884	122,122
Technical/Vocational Pre–Secondary Diploma	20,071	13,026	0	13,026	7,045
Technical/Vocational Post–Secondary Diploma	20,362	17,138	0	17,138	3,224
Bachelor Degree	451,597	385,455	4,571	390,026	61,571
Master degree	33,755	31,760	0	31,760	1,994
Doctorate degree or higher	4,218	3,685	0	3,685	533
Total	**11,514,683**	**7,883,106**	**97,687**	**7,980,793**	**3,533,890**
Male					
Never attended school	519,103	356,865	3,783	360,648	158,455
Pre–School	152,425	122,621	909	123,530	28,895
Primary	1,915,225	1,530,018	12,521	1,542,539	372,686
Lower secondary	1,204,943	932,056	9,706	941,762	263,180
Upper secondary	661,082	463,533	7,371	470,904	190,179
Lower Secondary Diploma	200,998	142,446	2,034	144,480	56,518
Upper Secondary Diploma	333,921	245,632	11,538	257,170	76,751
Associate Degree	19,358	15,613	0	15,613	3,745
University Undergraduate Studies	94,643	36,994	738	37,732	56,911
Technical/Vocational Pre–Secondary Diploma	8,838	7,330	0	7,330	1,507
Technical/Vocational Post–Secondary Diploma	11,761	11,416	0	11,416	345
Bachelor Degree	252,812	225,979	2,858	228,837	23,975
Master degree	24,339	23,840	0	23,840	499

Education Level	Working–Age population	Employed	Unemployed	Labour force	Outside the labour force
Doctorate degree or higher	3,653	3,120	0	3,120	533
Total	**5,403,102**	**4,117,464**	**51,458**	**4,168,922**	**1,234,179**
Female					
Never attended school	1,040,003	494,853	3,015	497,868	542,135
Pre–School	223,582	137,950	1,597	139,547	84,036
Primary	2,241,422	1,473,530	13,590	1,487,120	754,302
Lower secondary	1,161,753	789,739	8,311	798,050	363,704
Upper secondary	601,924	353,523	3,533	357,056	244,868
Lower Secondary Diploma	201,951	111,506	4,197	115,703	86,248
Upper Secondary Diploma	287,433	175,628	9,047	184,675	102,759
Associate Degree	22,549	13,609	0	13,609	8,940
University Undergraduate Studies	102,363	35,927	1,224	37,151	65,211
Technical/Vocational Pre–Secondary Diploma	11,233	5,696	0	5,696	5,537
Technical/Vocational Post–Secondary Diploma	8,602	5,722	0	5,722	2,880
Bachelor Degree	198,784	159,476	1,713	161,189	37,596
Master degree	9,415	7,920	0	7,920	1,495
Doctorate degree or higher	564	564	0	564	0
Total	**6,111,580**	**3,765,641**	**46,229**	**3,811,870**	**2,299,711**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 1.9.1: Working-Age Population in Urban Area, by Education Level, Labour Market Status and Sex

Education Level	Working-Age Population	Employed	Unemployed	Labour Force	Outside the labour force
Both Sexes					
Never attended school	319,184	151,444	2,308	153,752	165,431
Pre–School	83,592	53,847	0	53,847	29,745
Primary	1,111,532	771,738	4,440	776,178	335,354
Lower secondary	929,000	656,402	5,079	661,481	267,519
Upper secondary	525,648	332,651	3,545	336,196	189,452
Lower Secondary Diploma	196,182	124,041	779	124,820	71,362
Upper Secondary Diploma	332,406	225,583	6,217	231,800	100,606
Associate Degree	25,204	17,298	0	17,298	7,906
University Undergraduate Studies	127,142	42,931	1,649	44,580	82,563
Technical/Vocational Pre–Secondary Diploma	12,609	7,629	0	7,629	4,980
Technical/Vocational Post–Secondary Diploma	7,127	5,425	0	5,425	1,702
Bachelor Degree	328,960	283,722	2,272	285,994	42,966
Master degree	27,061	25,566	0	25,566	1,495
Doctorate degree or higher	4,218	3,685	0	3,685	533
Total	**4,029,866**	**2,701,963**	**26,290**	**2,728,253**	**1,301,613**
Male					
Never attended school	97,889	61,044	1,143	62,187	35,702
Pre–School	30,059	22,019	0	22,019	8,040
Primary	462,222	371,035	1,856	372,891	89,332
Lower secondary	446,802	341,896	3,294	345,190	101,613
Upper secondary	272,218	189,371	2,531	191,902	80,316
Lower Secondary Diploma	95,536	67,811	0	67,811	27,725
Upper Secondary Diploma	175,756	134,248	2,710	136,958	38,799
Associate Degree	10,842	8,784	0	8,784	2,058
University Undergraduate Studies	64,019	21,711	425	22,136	41,884
Technical/Vocational Pre–Secondary Diploma	5,569	4,444	0	4,444	1,125
Technical/Vocational Post–Secondary Diploma	3,316	3,316	0	3,316	0
Bachelor Degree	183,311	166,972	1,743	168,715	14,595
Master degree	19,306	19,306	0	19,306	0

Education Level	Working-Age Population	Employed	Unemployed	Labour Force	Outside the labour force
Doctorate degree or higher	3,653	3,120	0	3,120	533
Total	**1,870,498**	**1,415,076**	**13,701**	**1,428,777**	**441,721**
Female					
Never attended school	221,295	90,401	1,165	91,566	129,729
Pre–School	53,533	31,828	0	31,828	21,705
Primary	649,310	400,703	2,585	403,288	246,023
Lower secondary	482,198	314,506	1,786	316,292	165,906
Upper secondary	253,430	143,281	1,013	144,294	109,136
Lower Secondary Diploma	100,646	56,230	779	57,009	43,637
Upper Secondary Diploma	156,649	91,335	3,507	94,842	61,807
Associate Degree	14,362	8,514	0	8,514	5,848
University Undergraduate Studies	63,123	21,220	1,224	22,444	40,679
Technical/Vocational Pre–Secondary Diploma	7,040	3,186	0	3,186	3,855
Technical/Vocational Post–Secondary Diploma	3,811	2,109	0	2,109	1,702
Bachelor Degree	145,649	116,749	529	117,278	28,371
Master degree	7,755	6,261	0	6,261	1,495
Doctorate degree or higher	564	564	0	564	0
Total	**2,159,368**	**1,286,887**	**12,589**	**1,299,476**	**859,892**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 1.9.2: Working-Age Population in Rural Area, by Education Level, Labour Market Status and Sex

Education Level	Working-Age Population	Employed	Unemployed	Labour force	Outside the labour force
Both Sexes					
Never attended school	1,239,922	700,274	4,490	704,764	535,159
Pre–School	292,416	206,723	2,506	209,229	83,186
Primary	3,045,115	2,231,810	21,671	2,253,481	791,634
Lower secondary	1,437,696	1,065,393	12,938	1,078,331	359,365
Upper secondary	737,358	484,404	7,359	491,763	245,595
Lower Secondary Diploma	206,767	129,911	5,452	135,363	71,404
Upper Secondary Diploma	288,948	195,677	14,368	210,045	78,903
Associate Degree	16,703	11,924	0	11,924	4,779
University Undergraduate Studies	69,864	29,991	314	30,305	39,559
Technical/Vocational Pre–Secondary Diploma	7,462	5,397	0	5,397	2,065
Technical/Vocational Post–Secondary Diploma	13,235	11,713	0	11,713	1,523
Bachelor Degree	122,637	101,734	2,299	104,033	18,604
Master degree	6,693	6,194	0	6,194	499
Doctorate degree or higher	0	0	0	0	0
Total	**7,484,816**	**5,181,143**	**71,397**	**5,252,540**	**2,232,276**
Male					
Never attended school	421,214	295,822	2,640	298,462	122,753
Pre–School	122,366	100,601	909	101,510	20,856
Primary	1,453,003	1,158,983	10,665	1,169,648	283,355
Lower secondary	758,141	590,160	6,413	596,573	161,568
Upper secondary	388,864	274,162	4,839	279,001	109,862
Lower Secondary Diploma	105,462	74,635	2,034	76,669	28,793
Upper Secondary Diploma	158,164	111,384	8,829	120,213	37,952
Associate Degree	8,516	6,829	0	6,829	1,687
University Undergraduate Studies	30,624	15,283	314	15,597	15,027
Technical/Vocational Pre–Secondary Diploma	3,269	2,887	0	2,887	382
Technical/Vocational Post–Secondary Diploma	8,445	8,100	0	8,100	345
Bachelor Degree	69,501	59,007	1,115	60,122	9,380
Master degree	5,033	4,534	0	4,534	499

Education Level	Working-Age Population	Employed	Unemployed	Labour force	Outside the labour force
Doctorate degree or higher	0	0	0	0	0
Total	**3,532,604**	**2,702,389**	**37,757**	**2,740,146**	**792,458**
Female					
Never attended school	818,708	404,452	1,850	406,302	412,406
Pre–School	170,050	106,122	1,597	107,719	62,331
Primary	1,592,112	1,072,827	11,006	1,083,833	508,279
Lower secondary	679,555	475,232	6,525	481,757	197,798
Upper secondary	348,494	210,242	2,520	212,762	135,732
Lower Secondary Diploma	101,305	55,276	3,418	58,694	42,611
Upper Secondary Diploma	130,784	84,293	5,540	89,833	40,951
Associate Degree	8,187	5,095	0	5,095	3,092
University Undergraduate Studies	39,240	14,708	0	14,708	24,532
Technical/Vocational Pre–Secondary Diploma	4,193	2,510	0	2,510	1,683
Technical/Vocational Post–Secondary Diploma	4,791	3,612	0	3,612	1,178
Bachelor Degree	53,135	42,727	1,184	43,911	9,225
Master degree	1,660	1,660	0	1,660	0
Doctorate degree or higher	0	0	0	0	0
Total	**3,952,213**	**2,478,755**	**33,639**	**2,512,394**	**1,439,819**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.1: Employed Population, by Type of Occupation, Sex and Area

Occupation [a]	Cambodia			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Managers	128,128	88,418	39,710	56,639	38,114	18,525	71,489	50,305	21,185
Professionals	327,358	174,814	152,543	173,913	91,239	82,673	153,445	83,575	69,870
Technicians and associate professionals	291,347	195,125	96,222	182,462	122,419	60,043	108,885	72,705	36,179
Clerical support workers	124,002	59,603	64,400	77,466	36,574	40,892	46,536	23,028	23,508
Services and sales workers	1,688,269	579,995	1,108,274	915,540	335,956	579,585	772,729	244,040	528,689
Skilled agricultural, forestry and fishery workers	2,263,258	1,196,228	1,067,031	266,345	143,878	122,467	1,996,913	1,052,349	944,564
Craft and related trades workers	1,807,321	964,042	843,279	587,684	311,174	276,510	1,219,637	652,868	566,769
Plant and machine operators, and assemblers	395,518	346,078	49,439	211,979	189,379	22,600	183,538	156,699	26,839
Elementary occupations	778,830	440,278	338,552	181,937	101,766	80,171	596,893	338,512	258,381
Armed forces	79,074	72,883	6,191	47,997	44,575	3,422	31,077	28,308	2,769
Total	**7,883,106**	**4,117,464**	**3,765,641**	**2,701,963**	**1,415,076**	**1,286,887**	**5,181,143**	**2,702,389**	**2,478,755**

[a] The occupational categories listed in this column are derived from the International Standard Classification of Occupations, 2008 (ISCO-08).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.2: Employed Population, by Industry, Sex and Area

Industry [a]	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Agriculture	**2,612,551**	**1,386,379**	**1,226,172**	**302,914**	**164,746**	**138,168**	**2,309,637**	**1,221,633**	**1,088,004**
Industry	**2,132,077**	**1,153,759**	**978,318**	**685,538**	**366,882**	**318,656**	**1,446,538**	**786,879**	**659,661**
Mining and quarrying	6,538	4,852	1,685	945	945	0	5,593	3,908	1,685
Manufacturing	1,314,966	475,364	839,602	466,968	180,742	286,226	847,997	294,622	553,376
Wearing apparel	771,442	185,313	586,129	291,646	74,664	216,982	479,796	110,649	369,147
Electricity, gas, steam and air conditioning supply	9,670	7,930	1,740	5,332	3,855	1,477	4,338	4,076	263
Water supply; sewerage, waste management and remediation activities	15,693	9,663	6,030	6,352	4,407	1,945	9,341	5,256	4,085
Construction	785,210	655,950	129,261	205,941	176,933	29,008	579,269	479,017	100,252
Services	**3,138,480**	**1,577,325**	**1,561,153**	**1,713,513**	**883,448**	**830,064**	**1,424,967**	**693,879**	**731,091**
Wholesale and retail trade; repair of motor vehicles and motorcycles	1,319,027	440,612	878,415	689,449	241,601	447,848	629,578	199,012	430,567
Transportation and storage	364,863	342,632	22,231	204,082	191,405	12,677	160,781	151,227	9,554
Accommodation and food service activities	269,527	95,949	173,578	135,424	51,803	83,621	134,103	44,146	89,958
Information and communication	26,175	18,528	7,646	22,854	15,830	7,024	3,321	2,699	622
Financial and insurance activities	114,231	70,507	43,724	71,939	41,123	30,816	42,292	29,385	12,908
Real estate activities	25,123	15,678	9,445	17,993	9,698	8,295	7,130	5,980	1,150
Professional, scientific and technical activities	60,579	30,698	29,881	50,306	23,381	26,925	10,273	7,317	2,956
Administrative and support service activities	176,821	98,381	78,441	96,398	54,972	41,426	80,423	43,408	37,015
Public administration and defence; compulsory social security	284,894	232,012	52,881	184,030	150,437	33,593	100,864	81,575	19,289
Education	182,972	97,616	85,355	75,165	38,547	36,618	107,807	59,069	48,737
Human health and social work activities	64,733	35,387	29,346	36,258	20,117	16,140	28,475	15,270	13,205
Arts, entertainment and recreation	76,402	35,148	41,254	39,192	15,190	24,002	37,211	19,958	17,253
Other service activities	131,662	47,252	84,410	78,380	23,666	54,714	53,281	23,586	29,696
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	33,996	12,450	21,546	7,772	2,461	5,311	26,224	9,989	16,235
Activities of extraterritorial organisations and bodies	7,475	4,475	3,000	4,271	3,217	1,054	3,204	1,258	1,946
Total	**7,883,106**	**4,117,464**	**3,765,641**	**2,701,963**	**1,415,076**	**1,286,887**	**5,181,143**	**2,702,389**	**2,478,755**

[a] The industrial categories listed in this column are derived from the International Standard Industrial Classification, Revision 4 (ISIC Rev. 4).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.3: Employed Population, by Education Level, Occupation and Sex

Occupation [a]	Employed Population	Never Attended School	Education level Pre–school	Primary	Lower Secondary	Upper Secondary	Vocational	University
Both Sexes								
Managers	128,128	4,290	2,739	26,556	31,666	35,483	445	26,950
Professionals	327,358	8,992	2,709	42,201	48,673	83,412	12,718	128,654
Technicians and associate professionals	291,347	7,867	2,834	51,888	67,814	64,035	1,419	95,489
Clerical support workers	124,002	2,277	957	20,442	34,873	32,546	402	32,506
Service and sales workers	1,688,269	154,452	46,714	573,965	467,540	313,860	5,147	126,590
Skilled agricultural, forestry and fishery workers	2,263,258	432,506	132,868	1,098,889	383,600	203,611	1,105	10,678
Craft and related trades workers	1,807,321	101,732	38,734	678,112	617,965	305,658	6,817	58,303
Plant and machine operators, and assemblers	395,518	12,906	8,126	144,213	125,973	85,590	373	18,336
Elementary occupations	778,830	124,504	22,019	353,752	178,493	85,597	1,219	13,247
Armed forces	79,074	2,191	2,870	13,529	19,149	28,524	520	12,290
Total	**7,883,106**	**851,718**	**260,570**	**3,003,547**	**1,975,747**	**1,238,315**	**30,164**	**523,044**
Male								
Managers	88,418	3,381	1,464	17,546	20,072	24,266	445	21,243
Professionals	174,814	6,074	1,522	25,499	25,638	42,110	7,942	66,029
Technicians and associate professionals	195,125	3,886	1,045	32,843	42,350	47,400	1,419	66,182
Clerical support workers	59,603	1,194	0	7,744	16,176	18,404	0	16,084
Service and sales workers	579,995	34,321	9,352	162,856	168,762	138,251	3,065	63,387
Skilled agricultural, forestry and fishery workers	1,196,228	190,084	65,448	589,182	224,699	119,054	328	7,432
Craft and related trades workers	964,042	52,239	21,327	359,698	332,169	162,628	4,316	31,665
Plant and machine operators, and assemblers	346,078	9,755	7,547	122,611	111,050	77,877	373	16,866
Elementary occupations	440,278	54,078	12,395	199,330	115,548	51,961	338	6,628
Armed forces	72,883	1,853	2,521	12,707	18,038	27,214	520	10,030
Total	**4,117,464**	**356,865**	**122,621**	**1,530,018**	**1,074,503**	**709,165**	**18,746**	**305,547**
Female								
Managers	39,710	909	1,275	9,009	11,594	11,216	0	5,707
Professionals	152,543	2,918	1,187	16,702	23,034	41,302	4,776	62,625
Technicians and associate professionals	96,222	3,981	1,789	19,045	25,465	16,635	0	29,307
Clerical support workers	64,400	1,083	957	12,698	18,697	14,142	402	16,422
Service and sales workers	1,108,274	120,131	37,361	411,109	298,778	175,610	2,082	63,203
Skilled agricultural, forestry and fishery workers	1,067,031	242,422	67,420	509,707	158,901	84,556	777	3,246
Craft and related trades workers	843,279	49,493	17,407	318,414	285,796	143,029	2,501	26,638
Plant and machine operators, and assemblers	49,439	3,152	579	21,602	14,923	7,713	0	1,470
Elementary occupations	338,552	70,426	9,624	154,422	62,945	33,636	881	6,619
Armed forces	6,191	338	350	822	1,111	1,311	0	2,260
Total	**3,765,641**	**494,853**	**137,950**	**1,473,530**	**901,244**	**529,150**	**11,418**	**217,497**

[a] The occupational categories listed in this column are derived from the International Standard Classification of Occupations, 2008 (ISCO-08).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.3.1: Employed Population in Urban Area, by Education Level, Occupation and Sex

Occupation [a]	Employed Population	Never Attended School	Education Level Pre–school	Primary	Lower Secondary	Upper Secondary	Vocational	University
Both Sexes								
Managers	56,639	263	350	8,979	10,476	16,759	0	19,813
Professionals	173,913	2,618	753	17,619	26,389	38,948	3,790	83,797
Technicians and associate professionals	182,462	2,695	1,092	25,134	38,407	41,512	783	72,840
Clerical support workers	77,466	1,217	695	9,717	16,822	22,463	0	26,550
Services and sales workers	915,540	60,543	17,631	258,333	272,313	201,000	4,556	101,163
Skilled agricultural, forestry and fishery workers	266,345	39,346	15,095	127,759	53,397	27,667	0	3,081
Craft and related trades workers	587,684	19,246	9,942	174,878	228,330	115,672	2,848	36,768
Plant and machine operators, and assemblers	211,979	6,064	3,973	66,720	71,832	49,465	0	13,926
Elementary occupations	181,937	18,670	3,622	75,637	50,057	26,496	557	6,899
Armed forces	47,997	783	695	6,961	12,419	18,254	520	8,365
Total	**2,701,963**	**151,444**	**53,847**	**771,738**	**780,443**	**558,234**	**13,055**	**373,202**
Male								
Managers	38,114	263	0	5,461	5,819	10,525	0	16,046
Professionals	91,239	2,098	350	9,538	12,236	20,157	2,740	44,120
Technicians and associate professionals	122,419	1,393	0	16,457	22,094	31,168	783	50,524
Clerical support workers	36,574	446	0	2,112	6,839	13,762	0	13,415
Services and sales workers	335,956	13,639	3,044	76,963	98,527	88,983	2,475	52,324
Skilled agricultural, forestry and fishery workers	143,878	17,109	7,248	69,601	32,239	16,002	0	1,678
Craft and related trades workers	311,174	10,731	5,161	86,736	124,368	63,738	1,241	19,199
Plant and machine operators, and assemblers	189,379	5,204	3,973	60,333	62,159	45,255	0	12,456
Elementary occupations	101,766	9,716	1,898	37,694	33,007	16,622	0	2,830
Armed forces	44,575	445	346	6,139	12,419	17,406	520	7,301
Total	**1,415,076**	**61,044**	**22,019**	**371,035**	**409,707**	**323,618**	**7,760**	**219,893**
Female								
Managers	18,525	0	350	3,518	4,657	6,234	0	3,767
Professionals	82,673	520	403	8,081	14,152	18,791	1,049	39,677
Technicians and associate professionals	60,043	1,302	1,092	8,677	16,314	10,344	0	22,316
Clerical support workers	40,892	771	695	7,606	9,984	8,701	0	13,135
Services and sales workers	579,585	46,904	14,587	181,370	173,786	112,016	2,082	48,839
Skilled agricultural, forestry and fishery workers	122,467	22,237	7,847	58,158	21,158	11,664	0	1,403
Craft and related trades workers	276,510	8,515	4,781	88,142	103,962	51,934	1,607	17,569
Plant and machine operators, and assemblers	22,600	860	0	6,386	9,674	4,210	0	1,470
Elementary occupations	80,171	8,954	1,724	37,943	17,050	9,874	557	4,069
Armed forces	3,422	338	350	822	0	848	0	1,064
Total	**1,286,887**	**90,401**	**31,828**	**400,703**	**370,736**	**234,616**	**5,295**	**153,308**

[a] The occupational categories listed in this column are derived from the International Standard Classification of Occupations, 2008 (ISCO-08).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.3.2: Employed Population in Rural Area, by Education Level, Occupation and Sex

Occupation [a]	Employed Population	Never Attended School	Education level Pre–school	Primary	Lower Secondary	Upper Secondary	Vocational	University
Both Sexes								
Managers	71,489	4,027	2,389	17,577	21,190	18,724	445	7,137
Professionals	153,445	6,374	1,956	24,582	22,284	44,464	8,928	44,857
Technicians and associate professionals	108,885	5,172	1,743	26,754	29,407	22,523	636	22,649
Clerical support workers	46,536	1,059	262	10,724	18,051	10,083	402	5,956
Services and sales workers	772,729	93,909	29,082	315,632	195,227	112,861	591	25,427
Skilled agricultural, forestry and fishery workers	1,996,913	393,160	117,774	971,130	330,202	175,944	1,105	7,598
Craft and related trades workers	1,219,637	82,486	28,792	503,234	389,635	189,986	3,969	21,535
Plant and machine operators, and assemblers	183,538	6,843	4,153	77,494	54,141	36,125	373	4,410
Elementary occupations	596,893	105,835	18,397	278,115	128,436	59,101	661	6,348
Armed forces	31,077	1,408	2,175	6,568	6,731	10,270	0	3,925
Total	**5,181,143**	**700,274**	**206,723**	**2,231,810**	**1,195,304**	**680,081**	**17,109**	**149,843**
Male								
Managers	50,305	3,118	1,464	12,085	14,253	13,742	445	5,197
Professionals	83,575	3,977	1,172	15,961	13,402	21,952	5,202	21,909
Technicians and associate professionals	72,705	2,493	1,045	16,386	20,256	16,231	636	15,658
Clerical support workers	23,028	747	0	5,632	9,337	4,642	0	2,669
Services and sales workers	244,040	20,682	6,308	85,893	70,235	49,268	591	11,063
Skilled agricultural, forestry and fishery workers	1,052,349	172,975	58,200	519,580	192,459	103,052	328	5,754
Craft and related trades workers	652,868	41,508	16,165	272,962	207,801	98,891	3,075	12,466
Plant and machine operators, and assemblers	156,699	4,551	3,574	62,278	48,892	32,622	373	4,410
Elementary occupations	338,512	44,362	10,497	161,637	82,541	35,339	338	3,798
Armed forces	28,308	1,408	2,175	6,568	5,620	9,808	0	2,729
Total	**2,702,389**	**295,822**	**100,601**	**1,158,983**	**664,796**	**385,546**	**10,987**	**85,654**
Female								
Managers	21,185	909	925	5,491	6,937	4,982	0	1,940
Professionals	69,870	2,397	784	8,621	8,882	22,512	3,726	22,948
Technicians and associate professionals	36,179	2,679	697	10,368	9,151	6,292	0	6,991
Clerical support workers	23,508	312	262	5,092	8,713	5,441	402	3,287
Services and sales workers	528,689	73,227	22,774	229,740	124,992	63,593	0	14,364
Skilled agricultural, forestry and fishery workers	944,564	220,185	59,573	451,549	137,743	72,892	777	1,844
Craft and related trades workers	566,769	40,978	12,627	230,272	181,834	91,095	894	9,070
Plant and machine operators, and assemblers	26,839	2,292	579	15,215	5,250	3,504	0	0
Elementary occupations	258,381	61,472	7,900	116,478	45,895	23,762	324	2,550
Armed forces	2,769	0	0	0	1,111	463	0	1,196
Total	**2,478,755**	**404,452**	**106,122**	**1,072,827**	**530,508**	**294,535**	**6,123**	**64,189**

[a] The occupational categories listed in this column are derived from the International Standard Classification of Occupations, 2008 (ISCO-08).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.4.1: Employed Population, by Education Level and Industry

Industry [a]	Employed Population	Never Attended School	Education level					
			Pre–school	Primary	Lower Secondary	Upper Secondary	Vocational	University
Agriculture	**2,612,551**	**510,917**	**145,153**	**1,261,831**	**450,727**	**227,614**	**1,368**	**14,941**
Industry	**2,132,077**	**126,554**	**39,928**	**807,295**	**703,936**	**369,664**	**7,488**	**77,213**
Mining and quarrying	6,538	873	329	2,662	871	1,803	0	0
Manufacturing	1,314,966	55,982	20,378	453,699	484,185	247,477	4,086	49,159
Wearing apparel	771,442	17,936	9,382	267,101	444,323	1,950	30,751	0
Electricity, gas, steam and air conditioning supply	9,670	907	0	3,259	2,511	520	0	2,472
Water supply; sewerage, waste management and remediation activities	15,693	3,179	328	7,816	1,170	2,420	0	781
Construction	785,210	65,613	18,893	339,859	215,199	117,444	3,402	24,801
Services	**3,138,480**	**214,247**	**75,490**	**934,420**	**821,086**	**641,037**	**21,309**	**430,888**
Wholesale and retail trade; repair of motor vehicles and motorcycles	1,319,027	130,627	38,498	475,231	362,784	222,067	4,111	85,709
Transportation and storage	364,863	17,037	8,148	133,449	114,918	73,743	930	16,638
Accommodation and food service activities	269,527	20,049	10,506	88,887	84,668	48,977	722	15,719
Information and communication	26,175	606	0	3,047	4,456	5,354	0	12,712
Financial and insurance activities	114,231	473	442	11,762	16,172	27,180	1,213	56,989
Real estate activities	25,123	908	1,092	5,940	8,680	5,564	0	2,939
Professional, scientific and technical activities	60,579	0	0	8,393	7,177	10,978	904	33,126
Administrative and support service activities	176,821	11,181	2,881	62,589	47,888	31,679	0	20,603
Public administration and defence; compulsory social security	284,894	9,672	5,372	46,211	61,284	84,541	783	77,030
Education	182,972	3,581	2,165	16,871	21,907	64,520	6,870	67,058
Human health and social work activities	64,733	2,348	817	10,366	11,322	13,495	4,854	21,531
Arts, entertainment and recreation	76,402	2,513	597	17,679	31,290	17,483	402	6,439
Other service activities	131,662	8,805	2,611	36,835	40,803	32,067	520	10,019
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	33,996	5,448	2,361	14,888	6,656	2,655	0	1,988
Activities of extraterritorial organisations and bodies	7,475	999	0	2,272	1,081	734	0	2,388
Total	**7,883,106**	**851,718**	**260,570**	**3,003,547**	**1,975,747**	**1,238,315**	**30,164**	**523,044**

[a] The industrial categories listed in this column are derived from the International Standard Industrial Classification, Revision 4 (ISIC Rev. 4).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.4.2: Employed Population in Urban Area, by Education Level and Industry

Industry [a]	Employed Population	Never Attended School	Education level Pre–school	Primary	Lower Secondary	Upper Secondary	Vocational	University
Agriculture	**302,914**	**45,217**	**16,036**	**145,094**	**63,876**	**29,005**	**263**	**3,423**
Industry	**685,538**	**24,706**	**9,214**	**201,284**	**257,172**	**140,495**	**3,313**	**49,354**
Mining and quarrying	945	0	0	0	472	472	0	0
Manufacturing	466,968	11,356	4,080	126,130	192,899	98,705	2,072	31,726
Wearing apparel	291,646	4,202	1,481	84,640	116,838	62,126	1,073	21,287
Electricity, gas, steam and air conditioning supply	5,332	0	0	1,046	1,293	520	0	2,472
Water supply; sewerage, waste management and remediation activities	6,352	1,076	0	3,785	463	1,029	0	0
Construction	205,941	12,274	5,134	70,323	62,045	39,769	1,241	15,156
Services	**1,713,513**	**81,522**	**28,601**	**425,360**	**459,394**	**388,732**	**9,478**	**320,427**
Wholesale and retail trade; repair of motor vehicles and motorcycles	689,449	51,445	15,184	206,891	204,047	138,084	3,773	70,025
Transportation and storage	204,082	8,391	4,516	66,590	65,590	45,426	557	13,012
Accommodation and food service activities	135,424	8,090	2,141	38,730	47,641	29,365	0	9,457
Information and communication	22,854	606	0	1,896	4,097	3,906	0	12,349
Financial and insurance activities	71,939	473	442	4,669	9,949	21,038	0	35,368
Real estate activities	17,993	908	1,092	3,891	6,871	3,139	0	2,092
Professional, scientific and technical activities	50,306	0	0	5,601	5,395	8,654	569	30,086
Administrative and support service activities	96,398	2,285	1,246	31,447	26,197	18,427	0	16,797
Public administration and defence; compulsory social security	184,030	3,410	1,222	21,052	33,162	58,546	783	65,855
Education	75,165	1,026	350	4,492	9,336	24,627	1,271	34,064
Human health and social work activities	36,258	520	403	4,364	8,657	6,060	2,005	14,248
Arts, entertainment and recreation	39,192	348	0	9,737	12,940	10,410	0	5,757
Other service activities	78,380	3,064	1,481	21,919	22,593	19,655	520	9,148
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	7,772	423	524	2,984	1,838	1,395	0	609
Activities of extraterritorial organisations and bodies	4,271	533	0	1,097	1,081	0	0	1,560
Total	**2,701,963**	**151,444**	**53,847**	**771,738**	**780,443**	**558,234**	**13,055**	**373,202**

[a] The industrial categories listed in this column are derived from the International Standard Industrial Classification, Revision 4 (ISIC Rev. 4).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.4.3: Employed Population in Rural Area, by Education Level and Industry

Industry [a]	Employed Population	Never Attended School	Education level Pre–school	Primary	Lower Secondary	Upper Secondary	Vocational	University
Agriculture	**2,309,637**	**465,699**	**129,118**	**1,116,738**	**386,850**	**198,608**	**1,105**	**11,518**
Industry	**1,446,538**	**101,849**	**30,714**	**606,010**	**446,762**	**229,169**	**4,175**	**27,859**
Mining and quarrying	5,593	873	329	2,662	398	1,330	0	0
Manufacturing	847,997	44,626	16,298	327,569	291,286	148,772	2,014	17,433
Wearing apparel	479,796	13,735	7,901	182,461	181,688	83,671	876	9,463
Electricity, gas, steam and air conditioning supply	4,338	907	0	2,213	1,218	0	0	0
Water supply; sewerage, waste management and remediation activities	9,341	2,103	328	4,031	707	1,391	0	781
Construction	579,269	53,340	13,759	269,535	153,153	77,676	2,161	9,645
Services	**1,424,967**	**132,725**	**46,890**	**509,061**	**361,693**	**252,303**	**11,830**	**110,467**
Wholesale and retail trade; repair of motor vehicles and motorcycles	629,578	79,182	23,314	268,341	158,737	83,983	338	15,684
Transportation and storage	160,781	8,646	3,632	66,859	49,328	28,317	373	3,626
Accommodation and food service activities	134,103	11,958	8,365	50,157	37,027	19,612	722	6,263
Information and communication	3,321	0	0	1,151	359	1,447	0	364
Financial and insurance activities	42,292	0	0	7,093	6,223	6,142	1,213	21,622
Real estate activities	7,130	0	0	2,049	1,809	2,425	0	847
Professional, scientific and technical activities	10,273	0	0	2,791	1,782	2,324	335	3,040
Administrative and support service activities	80,423	8,897	1,635	31,143	21,690	13,252	0	3,806
Public administration and defence; compulsory social security	100,864	6,262	4,150	25,159	28,123	25,995	0	11,175
Education	107,807	2,555	1,816	12,379	12,572	39,893	5,598	32,994
Human health and social work activities	28,475	1,827	414	6,002	2,665	7,434	2,849	7,284
Arts, entertainment and recreation	37,211	2,165	597	7,942	18,350	7,073	402	682
Other service activities	53,281	5,741	1,130	14,916	18,210	12,412	0	872
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	26,224	5,025	1,837	11,904	4,818	1,260	0	1,379
Activities of extraterritorial organisations and bodies	3,204	467	0	1,175	0	734	0	829
Total	**5,181,143**	**700,274**	**206,723**	**2,231,810**	**1,195,304**	**680,081**	**17,109**	**149,843**

[a] The industrial categories listed in this column are derived from the International Standard Industrial Classification, Revision 4 (ISIC Rev. 4).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.4.4: Employed Population, by Education Level, Industry and Sex

Industry [a]	Employed Population	Never Attended School	Education level Pre–school	Primary	Lower Secondary	Upper Secondary	Vocational	University
Male								
Agriculture	**1,386,379**	**218,196**	**71,765**	**684,380**	**266,817**	**134,005**	**591**	**10,625**
Industry	**1,153,759**	**70,957**	**20,936**	**427,578**	**384,370**	**201,813**	**4,446**	**43,658**
Mining and quarrying	4,852	873	329	1,867	472	1,310	0	0
Manufacturing	475,364	14,294	7,449	141,473	191,882	98,559	1,713	19,994
Wearing apparel	185,313	1,855	1,706	50,603	84,484	38,420	494	7,752
Electricity, gas, steam and air conditioning supply	7,930	645	0	3,259	2,177	520	0	1,329
Water supply; sewerage, waste management and remediation activities	9,663	2,503	0	4,300	809	2,052	0	0
Construction	655,950	52,642	13,158	276,679	189,030	99,372	2,733	22,335
Services	**1,577,325**	**67,711**	**29,918**	**418,059**	**423,318**	**373,345**	**13,710**	**251,265**
Wholesale and retail trade, repair of motor vehicles and motorcycles	440,612	26,041	9,182	134,174	136,694	90,239	2,550	41,733
Transportation and storage	342,632	15,005	7,569	125,929	107,515	70,449	373	15,792
Accommodation and Food service activities	95,949	4,685	2,667	25,706	30,973	22,860	722	8,337
Information and communication	18,528	606	0	2,378	1,949	4,524	0	9,072
Financial and insurance activities	70,507	473	0	8,011	7,780	18,197	1,213	34,835
Real estate activities	15,678	0	0	4,040	6,019	3,173	0	2,445
Professional, scientific and technical activities	30,698	0	0	4,838	3,612	7,167	904	14,177
Administrative and support service activities	98,381	3,840	2,136	31,338	26,638	20,940	0	13,488
Public administration and defence, compulsory social security	232,012	8,470	4,097	37,069	50,964	74,916	783	55,712
Education	97,616	2,743	1,898	10,650	12,467	32,035	4,024	33,799
Human health and social work activities	35,387	236	40	5,554	6,085	7,453	3,141	12,878
Arts, entertainment and recreation	35,148	1,837	0	7,351	15,005	7,968	0	2,987
Other service activities	47,252	1,406	1,130	14,728	14,642	12,195	0	3,150
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	12,450	1,370	1,199	5,729	1,894	852	0	1,406
Activities of extraterritorial organisations and bodies	4,475	999	0	564	1,081	377	0	1,454
Total	**4,117,464**	**356,865**	**122,621**	**1,530,018**	**1,074,503**	**709,165**	**18,746**	**305,547**
Female								
Agriculture	**1,226,172**	**292,721**	**73,389**	**577,451**	**183,910**	**93,609**	**777**	**4,316**
Industry	**978,318**	**55,598**	**18,992**	**379,717**	**319,564**	**167,851**	**3,042**	**33,554**
Mining and quarrying	1,685	0	0	795	398	492	0	0

Industry [a]	Employed Population	Never Attended School	Education level Pre–school	Primary	Lower Secondary	Upper Secondary	Vocational	University
Manufacturing	839,602	41,688	12,929	312,226	292,303	148,918	2,373	29,165
Wearing apparel	586,129	16,082	7,676	216,497	214,042	107,376	1,456	22,999
Electricity, gas, steam and air conditioning supply	1,740	263	0	0	334	0	0	1,143
Water supply; sewerage, waste management and remediation activities	6,030	676	328	3,516	361	368	0	781
Construction	129,261	12,971	5,735	63,180	26,168	18,073	669	2,465
Services	**1,561,153**	**146,533**	**45,573**	**516,361**	**397,768**	**267,690**	**7,599**	**179,627**
Wholesale and retail trade, repair of motor vehicles and motorcycles	878,415	104,586	29,316	341,057	226,090	131,828	1,561	43,976
Transportation and storage	22,231	2,032	579	7,520	7,402	3,294	557	847
Accommodation and Food service activities	173,578	15,364	7,839	63,181	53,695	26,118	0	7,382
Information and communication	7,646	0	0	669	2,507	830	0	3,640
Financial and insurance activities	43,724	0	442	3,751	8,393	8,983	0	22,154
Real estate activities	9,445	908	1,092	1,899	2,661	2,390	0	494
Professional, scientific and technical activities	29,881	0	0	3,555	3,565	3,811	0	18,949
Administrative and support service activities	78,441	7,341	745	31,252	21,249	10,739	0	7,116
Public administration and defence, compulsory social security	52,881	1,201	1,275	9,142	10,320	9,625	0	21,318
Education	85,355	837	268	6,221	9,440	32,484	2,846	33,259
Human health and social work activities	29,346	2,112	777	4,812	5,237	6,042	1,713	8,654
Arts, entertainment and recreation	41,254	676	597	10,328	16,285	9,514	402	3,452
Other service activities	84,410	7,399	1,481	22,107	26,162	19,872	520	6,869
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	21,546	4,077	1,162	9,159	4,762	1,803	0	582
Activities of extraterritorial organisations and bodies	3,000	0	0	1,708	0	357	0	935
Total	**3,765,641**	**494,853**	**137,950**	**1,473,530**	**901,244**	**529,150**	**11,418**	**217,497**

[a] The industrial categories listed in this column are derived from the International Standard Industrial Classification, Revision 4 (ISIC Rev. 4).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.4.5: Employed Population in Urban Area, by Education Level, Industry and Sex

Industry [a]	Employed Population	Never Attended School	Education level Pre–school	Primary	Lower Secondary	Upper Secondary	Vocational	University
Male								
Agriculture	**164,746**	**18,855**	**7,248**	**80,145**	**39,951**	**16,264**	**263**	**2,020**
Industry	**366,882**	**15,219**	**4,130**	**95,418**	**141,474**	**81,771**	**1,706**	**27,162**
Mining and quarrying	945	0	0	0	472	472	0	0
Manufacturing	180,742	3,617	1,708	37,900	82,034	42,976	465	12,042
Wearing apparel	74,664	0	0	14,560	37,658	18,529	0	3,917
Electricity, gas, steam and air conditioning supply	3,855	0	0	1,046	959	520	0	1,329
Water supply; sewerage, waste management and remediation activities	4,407	1,076	0	1,839	463	1,029	0	0
Construction	176,933	10,526	2,422	54,633	57,546	36,774	1,241	13,791
Services	**883,448**	**26,971**	**10,642**	**195,469**	**228,282**	**225,582**	**5,790**	**190,712**
Wholesale and retail trade, repair of motor vehicles and motorcycles	241,601	9,960	3,388	60,202	74,274	56,466	2,212	35,098
Transportation and storage	191,405	7,945	4,516	62,283	61,108	43,388	0	12,166
Accommodation and food service activities	51,803	2,439	0	12,334	17,135	14,709	0	5,187
Information and communication	15,830	606	0	1,445	1,589	3,460	0	8,729
Financial and insurance activities	41,123	473	0	3,512	2,692	13,626	0	20,820
Real estate activities	9,698	0	0	2,335	4,211	1,060	0	2,092
Professional, scientific and technical activities	23,381	0	0	2,046	2,722	4,911	569	13,132
Administrative and support service activities	54,972	348	992	16,896	14,155	11,208	0	11,373
Public administration and defence; compulsory social security	150,437	3,072	872	17,178	28,618	50,887	783	49,027
Education	38,547	1,026	350	2,613	5,171	11,056	742	17,589
Human health and social work activities	20,117	0	0	1,791	4,100	3,798	1,484	8,943
Arts, entertainment and recreation	15,190	0	0	2,299	5,203	5,204	0	2,485
Other service activities	23,666	569	0	9,034	6,015	5,279	0	2,769
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	2,461	0	524	937	208	530	0	263
Activities of extraterritorial organisations and bodies	3,217	533	0	564	1,081	0	0	1,039
Total	**1,415,076**	**61,044**	**22,019**	**371,035**	**409,707**	**323,618**	**7,760**	**219,893**
Female								
Agriculture	**138,168**	**26,362**	**8,788**	**64,949**	**23,925**	**12,742**	**0**	**1,403**
Industry	**318,656**	**9,487**	**5,084**	**105,865**	**115,699**	**58,723**	**1,607**	**22,192**
Mining and quarrying	0	0	0	0	0	0	0	0

Industry [a]	Employed Population	Never Attended School	Education level					
			Pre–school	Primary	Lower Secondary	Upper Secondary	Vocational	University
Manufacturing	286,226	7,739	2,372	88,230	110,865	55,729	1,607	19,684
Wearing apparel	216,982	4,202	1,481	70,080	79,180	43,596	1,073	17,371
Electricity, gas, steam and air conditioning supply	1,477	0	0	0	334	0	0	1,143
Water supply; sewerage, waste management and remediation activities	1,945	0	0	1,945	0	0	0	0
Construction	29,008	1,748	2,712	15,690	4,500	2,994	0	1,365
Services	**830,064**	**54,550**	**17,958**	**229,889**	**231,110**	**163,151**	**3,687**	**129,713**
Wholesale and retail trade, repair of motor vehicles and motorcycles	447,848	41,485	11,795	146,688	129,773	81,618	1,561	34,927
Transportation and storage	12,677	446	0	4,307	4,482	2,038	557	847
Accommodation and food service activities	83,621	5,651	2,141	26,396	30,506	14,656	0	4,270
Information and communication	7,024	0	0	451	2,507	446	0	3,619
Financial and insurance activities	30,816	0	442	1,157	7,257	7,413	0	14,548
Real estate activities	8,295	908	1,092	1,555	2,661	2,079	0	0
Professional, scientific and technical activities	26,925	0	0	3,555	2,672	3,743	0	16,955
Administrative and support service activities	41,426	1,936	254	14,551	12,043	7,218	0	5,424
Public administration and defence; compulsory social security	33,593	338	350	3,874	4,543	7,660	0	16,828
Education	36,618	0	0	1,879	4,164	13,570	529	16,475
Human health and social work activities	16,140	520	403	2,573	4,557	2,262	520	5,304
Arts, entertainment and recreation	24,002	348	0	7,438	7,737	5,206	0	3,272
Other service activities	54,714	2,495	1,481	12,885	16,578	14,376	520	6,378
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	5,311	423	0	2,047	1,630	866	0	346
Activities of extraterritorial organisations and bodies	1,054	0	0	533	0	0	0	520
Total	**1,286,887**	**90,401**	**31,828**	**400,703**	**370,736**	**234,616**	**5,295**	**153,308**

[a] The industrial categories listed in this column are derived from the International Standard Industrial Classification, Revision 4 (ISIC Rev. 4).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.4.6: Employed Population in Rural Area, by Education Level, Industry and Sex

Industry [a]	Employed Population	Never Attended School	Education level Pre–school	Primary	Lower Secondary	Upper Secondary	Vocational	University
Male								
Agriculture	**1,221,633**	**199,341**	**64,517**	**604,235**	**226,865**	**117,741**	**328**	**8,605**
Industry	**786,879**	**55,738**	**16,806**	**332,159**	**242,897**	**120,041**	**2,740**	**16,497**
Mining and quarrying	3,908	873	329	1,867	0	838	0	0
Manufacturing	294,622	10,677	5,741	103,573	109,848	55,583	1,248	7,952
Wearing apparel	110,649	1,855	1,706	36,044	46,826	19,891	494	3,835
Electricity, gas, steam and air conditioning supply	4,076	645	0	2,213	1,218	0	0	0
Water supply; sewerage, waste management and remediation activities	5,256	1,427	0	2,460	346	1,023	0	0
Construction	479,017	42,116	10,736	222,046	131,485	62,597	1,492	8,545
Services	**693,879**	**40,743**	**19,277**	**222,589**	**195,034**	**147,764**	**7,920**	**60,553**
Wholesale and retail trade, repair of motor vehicles and motorcycles	199,012	16,081	5,794	73,972	62,420	33,773	338	6,635
Transportation and storage	151,227	7,061	3,053	63,646	46,408	27,061	373	3,626
Accommodation and food service activities	44,146	2,245	2,667	13,372	13,838	8,151	722	3,151
Information and communication	2,699	0	0	933	359	1,064	0	343
Financial and insurance activities	29,385	0	0	4,499	5,087	4,571	1,213	14,015
Real estate activities	5,980	0	0	1,705	1,809	2,113	0	353
Professional, scientific and technical activities	7,317	0	0	2,791	889	2,256	335	1,045
Administrative and support service activities	43,408	3,492	1,145	14,442	12,484	9,732	0	2,115
Public administration and defence; compulsory social security	81,575	5,399	3,225	19,891	22,346	24,030	0	6,685
Education	59,069	1,718	1,548	8,037	7,295	20,979	3,282	16,210
Human health and social work activities	15,270	236	40	3,763	1,985	3,654	1,657	3,935
Arts, entertainment and recreation	19,958	1,837	0	5,052	9,802	2,765	0	502
Other service activities	23,586	837	1,130	5,694	8,626	6,916	0	381
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	9,989	1,370	675	4,792	1,686	322	0	1,143
Activities of extraterritorial organisations and bodies	1,258	467	0	0	0	377	0	414
Total	**2,702,389**	**295,822**	**100,601**	**1,158,983**	**664,796**	**385,546**	**10,987**	**85,654**
Female								
Agriculture	**1,088,004**	**266,359**	**64,601**	**512,502**	**159,985**	**80,867**	**777**	**2,913**
Industry	**659,661**	**46,111**	**13,908**	**273,852**	**203,866**	**109,127**	**1,435**	**11,363**
Mining and quarrying	1,685	0	0	795	398	492	0	0

Industry [a]	Employed Population	Never Attended School	Education level					
			Pre–school	Primary	Lower Secondary	Upper Secondary	Vocational	University
Manufacturing	553,376	33,949	10,557	223,996	181,438	93,189	766	9,481
Wearing apparel	369,147	11,880	6,195	146,417	134,863	63,780	382	5,628
Electricity, gas, steam and air conditioning supply	263	263	0	0	0	0	0	0
Water supply; sewerage, waste management and remediation activities	4,085	676	328	1,571	361	368	0	781
Construction	100,252	11,223	3,023	47,490	21,669	15,078	669	1,101
Services	**731,091**	**91,983**	**27,614**	**286,472**	**166,659**	**104,540**	**3,911**	**49,913**
Wholesale and retail trade, repair of motor vehicles and motorcycles	430,567	63,102	17,521	194,369	96,317	50,210	0	9,049
Transportation and storage	9,554	1,585	579	3,213	2,920	1,257	0	0
Accommodation and food service activities	89,958	9,713	5,698	36,785	23,189	11,461	0	3,112
Information and communication	622	0	0	218	0	383	0	21
Financial and insurance activities	12,908	0	0	2,594	1,136	1,571	0	7,607
Real estate activities	1,150	0	0	344	0	312	0	494
Professional, scientific and technical activities	2,956	0	0	0	893	68	0	1,995
Administrative and support service activities	37,015	5,405	491	16,701	9,207	3,520	0	1,691
Public administration and defence; compulsory social security	19,289	864	925	5,268	5,777	1,965	0	4,490
Education	48,737	837	268	4,342	5,276	18,914	2,317	16,784
Human health and social work activities	13,205	1,591	373	2,239	680	3,780	1,192	3,349
Arts, entertainment and recreation	17,253	328	597	2,890	8,548	4,308	402	180
Other service activities	29,696	4,903	0	9,222	9,584	5,496	0	491
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	16,235	3,655	1,162	7,112	3,132	938	0	236
Activities of extraterritorial organisations and bodies	1,946	0	0	1,175	0	357	0	414
Total	**2,478,755**	**404,452**	**106,122**	**1,072,827**	**530,508**	**294,535**	**6,123**	**64,189**

[a] The industrial categories listed in this column are derived from the International Standard Industrial Classification, Revision 4 (ISIC Rev. 4).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.5: Employed Population, by Employment Status, Sex and Area

	Cambodia			Urban			Rural		
Employment status	**Both Sexes**	**Male**	**Female**	**Both Sexes**	**Male**	**Female**	**Both Sexes**	**Male**	**Female**
Employees	3,769,515	2,144,933	1,624,582	1,445,389	834,018	611,371	2,324,126	1,310,915	1,013,211
Employers	269,820	166,568	103,252	87,334	54,552	32,782	182,487	112,017	70,470
Own-account workers	2,908,447	1,522,565	1,385,883	958,467	455,529	502,938	1,949,981	1,067,036	882,945
Contributing family worker	935,324	283,399	651,925	210,773	70,977	139,796	724,551	212,422	512,129
Total	**7,883,106**	**4,117,464**	**3,765,641**	**2,701,963**	**1,415,076**	**1,286,887**	**5,181,143**	**2,702,389**	**2,478,755**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.6: Employed Population, by Employment status, Occupation and Sex

Occupation [a]	Employed Population	Employee	Employer	Own-account Worker	Contributing Family Worker
Both Sexes					
Managers	128,128	114,758	4,723	5,612	3,035
Professionals	327,358	294,144	3,254	24,709	5,251
Technicians and associate professionals	291,347	242,171	9,190	37,969	2,017
Clerical support workers	124,002	109,860	1,812	9,599	2,731
Services and sales workers	1,688,269	427,927	55,831	994,880	209,632
Skilled agricultural, forestry and fishery workers	2,263,258	39,497	141,897	1,425,906	655,958
Craft and related trades workers	1,807,321	1,556,874	34,562	179,107	36,779
Plant and machine operators, and assemblers	395,518	192,109	15,284	182,417	5,707
Elementary occupations	778,830	713,099	3,268	48,248	14,215
Armed forces	79,074	79,074	0	0	0
Total	**7,883,106**	**3,769,515**	**269,820**	**2,908,447**	**935,324**
Male					
Managers	88,418	78,854	4,123	4,373	1,069
Professionals	174,814	151,222	2,205	18,928	2,460
Technicians and associate professionals	195,125	158,810	7,486	27,075	1,754
Clerical support workers	59,603	53,672	1,160	2,719	2,051
Services and sales workers	579,995	235,773	21,801	251,759	70,661
Skilled agricultural, forestry and fishery workers	1,196,228	22,827	86,634	905,671	181,095
Craft and related trades workers	964,042	811,024	26,246	111,514	15,259
Plant and machine operators, and assemblers	346,078	158,904	13,906	170,283	2,985
Elementary occupations	440,278	400,964	3,006	30,242	6,066
Armed forces	72,883	72,883	0	0	0
Total	**4,117,464**	**2,144,933**	**166,568**	**1,522,565**	**283,399**
Female					
Managers	39,710	35,904	601	1,239	1,966
Professionals	152,543	142,922	1,049	5,781	2,791
Technicians and associate professionals	96,222	83,362	1,704	10,894	263
Clerical support workers	64,400	56,189	652	6,880	679
Services and sales workers	1,108,274	192,153	34,029	743,121	138,971
Skilled agricultural, forestry and fishery workers	1,067,031	16,670	55,263	520,235	474,864
Craft and related trades workers	843,279	745,851	8,315	67,593	21,520
Plant and machine operators, and assemblers	49,439	33,205	1,377	12,134	2,723
Elementary occupations	338,552	312,136	261	18,006	8,149
Armed forces	6,191	6,191	0	0	0
Total	**3,765,641**	**1,624,582**	**103,252**	**1,385,883**	**651,925**

[a] The occupational categories listed in this column are derived from the International Standard Classification of Occupations, 2008 (ISCO-08).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.6.1: Employed Population in Urban Areas, by Employment Status, Occupation and Sex

Occupation [a]	Employed Population	Employee	Employer	Own-account Worker	Contributing Family Worker
Both Sexes					
Managers	56,639	51,125	1,052	3,595	867
Professionals	173,913	154,940	2,194	13,063	3,716
Technicians and associate professionals	182,462	153,145	4,977	23,530	810
Clerical support workers	77,466	67,994	821	6,691	1,960
Services and sales workers	915,540	254,633	34,189	517,307	109,411
Skilled agricultural, forestry and fishery workers	266,345	5,455	17,157	170,930	72,804
Craft and related trades workers	587,684	479,057	17,381	78,936	12,311
Plant and machine operators, and assemblers	211,979	79,623	8,782	120,695	2,879
Elementary occupations	181,937	151,419	780	23,720	6,017
Armed forces	47,997	47,997	0	0	0
Total	**2,701,963**	**1,445,389**	**87,334**	**958,467**	**210,773**
Male					
Managers	38,114	33,961	1,052	2,717	384
Professionals	91,239	77,997	1,144	10,480	1,617
Technicians and associate professionals	122,419	100,623	4,353	16,633	810
Clerical support workers	36,574	32,325	821	2,148	1,281
Services and sales workers	335,956	145,867	12,823	139,684	37,582
Skilled agricultural, forestry and fishery workers	143,878	3,234	12,747	106,698	21,200
Craft and related trades workers	311,174	243,354	13,117	49,828	4,876
Plant and machine operators, and assemblers	189,379	66,659	7,715	113,868	1,138
Elementary occupations	101,766	85,423	780	13,474	2,089
Armed forces	44,575	44,575	0	0	0
Total	**1,415,076**	**834,018**	**54,552**	**455,529**	**70,977**
Female					
Managers	18,525	17,164	0	878	483
Professionals	82,673	76,943	1,049	2,582	2,099
Technicians and associate professionals	60,043	52,522	624	6,897	0
Clerical support workers	40,892	35,669	0	4,543	679
Services and sales workers	579,585	108,767	21,366	377,623	71,828
Skilled agricultural, forestry and fishery workers	122,467	2,221	4,410	64,232	51,604
Craft and related trades workers	276,510	235,703	4,264	29,108	7,435
Plant and machine operators, and assemblers	22,600	12,964	1,068	6,828	1,741
Elementary occupations	80,171	65,996	0	10,247	3,928
Armed forces	3,422	3,422	0	0	0
Total	**1,286,887**	**611,371**	**32,782**	**502,938**	**139,796**

[a] The occupational categories listed in this column are derived from the International Standard Classification of Occupations, 2008 (ISCO-08).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.6.2: Employed Population in Rural Areas, by Employment Status, Occupation and Sex

Occupation [a]	Employed Population	Employee	Employer	Own-account Worker	Contributing Family Worker
Both Sexes					
Managers	71,489	63,634	3,671	2,017	2,168
Professionals	153,445	139,204	1,060	11,646	1,535
Technicians and associate professionals	108,885	89,026	4,213	14,439	1,206
Clerical support workers	46,536	41,866	992	2,908	771
Services and sales workers	772,729	173,293	21,642	477,573	100,221
Skilled agricultural, forestry and fishery workers	1,996,913	34,042	124,740	1,254,976	583,155
Craft and related trades workers	1,219,637	1,077,817	17,181	100,171	24,468
Plant and machine operators, and assemblers	183,538	112,487	6,501	61,722	2,828
Elementary occupations	596,893	561,680	2,487	24,527	8,198
Armed forces	31,077	31,077	0	0	0
Total	**5,181,143**	**2,324,126**	**182,487**	**1,949,981**	**724,551**
Male					
Managers	50,305	44,893	3,071	1,656	685
Professionals	83,575	73,225	1,060	8,447	842
Technicians and associate professionals	72,705	58,187	3,133	10,443	944
Clerical support workers	23,028	21,346	340	571	771
Services and sales workers	244,040	89,906	8,979	112,076	33,079
Skilled agricultural, forestry and fishery workers	1,052,349	19,594	73,887	798,973	159,895
Craft and related trades workers	652,868	567,669	13,130	61,686	10,383
Plant and machine operators, and assemblers	156,699	92,245	6,192	56,416	1,847
Elementary occupations	338,512	315,541	2,226	16,768	3,977
Armed forces	28,308	28,308	0	0	0
Total	**2,702,389**	**1,310,915**	**112,017**	**1,067,036**	**212,422**
Female					
Managers	21,185	18,741	601	361	1,483
Professionals	69,870	65,978	0	3,199	693
Technicians and associate professionals	36,179	30,840	1,080	3,997	263
Clerical support workers	23,508	20,519	652	2,336	0
Services and sales workers	528,689	83,387	12,663	365,497	67,143
Skilled agricultural, forestry and fishery workers	944,564	14,448	50,853	456,003	423,260
Craft and related trades workers	566,769	510,148	4,051	38,486	14,085
Plant and machine operators, and assemblers	26,839	20,242	310	5,307	981
Elementary occupations	258,381	246,139	261	7,759	4,221
Armed forces	2,769	2,769	0	0	0
Total	**2,478,755**	**1,013,211**	**70,470**	**882,945**	**512,129**

[a] The occupational categories listed in this column are derived from the International Standard Classification of Occupations, 2008 (ISCO-08).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.7.1: Employed Population, by Employment Status and Industry

Industry [a]	Employed Population	Employee	Employer	Own-account Worker	Contributing Family Worker
Agriculture	**2,612,551**	**387,449**	**143,769**	**1,431,602**	**649,730**
Industry	**2,132,077**	**1,883,654**	**45,456**	**167,819**	**35,149**
Mining and quarrying	6,538	3,492	747	1,314	985
Manufacturing	1,314,966	1,123,507	26,323	136,860	28,276
Wearing apparel	771,442	722,564	3,510	40,405	4,963
Electricity, gas, steam and air conditioning supply	9,670	6,984	0	1,918	768
Water supply; sewerage, waste management and remediation activities	15,693	4,497	601	9,397	1,198
Construction	785,210	745,174	17,785	18,330	3,922
Services	**3,138,480**	**1,498,412**	**80,597**	**1,309,025**	**250,444**
Wholesale and retail trade, repair of motor vehicles and motorcycles	1,319,027	176,461	49,038	902,502	191,026
Transportation and storage	364,863	179,012	10,335	171,142	4,373
Accommodation and food service activities	269,527	150,554	5,908	85,748	27,318
Information and communication	26,175	23,358	0	1,774	1,043
Financial and insurance activities	114,231	101,855	821	9,843	1,712
Real estate activities	25,123	7,172	1,215	16,736	0
Professional, scientific and technical activities	60,579	52,700	529	5,789	1,560
Administrative and support service activities	176,821	171,134	907	3,677	1,103
Public administration and defence; compulsory social security	284,894	281,704	0	2,450	740
Education	182,972	177,756	624	4,249	343
Human health and social work activities	64,733	51,682	0	11,880	1,171
Arts, entertainment and recreation	76,402	63,949	2,441	5,762	4,251
Other service activities	131,662	36,722	8,444	79,224	7,270
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	33,996	17,411	335	7,716	8,534
Activities of extraterritorial organisations and bodies	7,475	6,942	0	533	0
Total	**7,883,106**	**3,769,515**	**269,820**	**2,908,447**	**935,324**

[a] The industrial categories listed in this column are derived from the International Standard Industrial Classification, Revision 4 (ISIC Rev. 4).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.7.2: Employed Population in Urban Area, by Employment Status and Industry

Industry [a]	Employed Population	Employee	Employer	Own-account Worker	Contributing Family Worker
Agriculture	**302,914**	**38,898**	**17,157**	**174,672**	**72,187**
Industry	**685,538**	**579,147**	**21,144**	**74,181**	**11,066**
Mining and quarrying	945	945	0	0	0
Manufacturing	466,968	381,504	15,072	61,231	9,162
Wearing apparel	291,646	261,900	2,642	23,232	3,873
Electricity, gas, steam and air conditioning supply	5,332	4,321	0	505	505
Water supply; sewerage, waste management and remediation activities	6,352	1,530	0	4,299	523
Construction	205,941	190,847	6,072	8,146	876
Services	**1,713,513**	**827,344**	**49,032**	**709,615**	**127,519**
Wholesale and retail trade, repair of motor vehicles and motorcycles	689,449	104,927	29,386	456,804	98,332
Transportation and storage	204,082	81,762	6,721	114,121	1,478
Accommodation and food service activities	135,424	71,276	2,919	45,662	15,566
Information and communication	22,854	20,768	0	1,043	1,043
Financial and insurance activities	71,939	63,768	481	6,749	941
Real estate activities	17,993	5,252	0	12,741	0
Professional, scientific and technical activities	50,306	44,793	529	3,918	1,066
Administrative and support service activities	96,398	92,194	263	3,329	612
Public administration and defence; compulsory social security	184,030	181,676	0	1,970	384
Education	75,165	71,825	624	2,716	0
Human health and social work activities	36,258	29,916	0	5,969	373
Arts, entertainment and recreation	39,192	34,398	1,380	1,708	1,705
Other service activities	78,380	16,316	6,729	50,596	4,739
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	7,772	4,735	0	1,756	1,280
Activities of extraterritorial organisations and bodies	4,271	3,738	0	533	0
Total	**2,701,963**	**1,445,389**	**87,334**	**958,467**	**210,773**

[a] The industrial categories listed in this column are derived from the International Standard Industrial Classification, Revision 4 (ISIC Rev. 4).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.7.3: Employed Population in Rural Area, by Employment Status and Industry

Industry [a]	Employed Population	Employee	Employer	Own-account Worker	Contributing Family Worker
Agriculture	**2,309,637**	**348,551**	**126,612**	**1,256,930**	**577,544**
Industry	**1,446,538**	**1,304,507**	**24,311**	**93,639**	**24,083**
Mining and quarrying	5,593	2,547	747	1,314	985
Manufacturing	847,997	742,003	11,251	75,630	19,114
Wearing apparel	479,796	460,664	868	17,173	1,090
Electricity, gas, steam and air conditioning supply	4,338	2,663	0	1,413	263
Water supply; sewerage, waste management and remediation activities	9,341	2,967	601	5,098	675
Construction	579,269	554,327	11,712	10,184	3,046
Services	**1,424,967**	**671,066**	**31,565**	**599,410**	**122,924**
Wholesale and retail trade, repair of motor vehicles and motorcycles	629,578	71,534	19,651	445,698	92,694
Transportation and storage	160,781	97,251	3,614	57,021	2,895
Accommodation and food service activities	134,103	79,277	2,989	40,085	11,752
Information and communication	3,321	2,590	0	731	0
Financial and insurance activities	42,292	38,087	340	3,094	771
Real estate activities	7,130	1,920	1,215	3,995	0
Professional, scientific and technical activities	10,273	7,907	0	1,871	494
Administrative and support service activities	80,423	78,940	645	348	491
Public administration and defence; compulsory social security	100,864	100,027	0	481	356
Education	107,807	105,931	0	1,533	343
Human health and social work activities	28,475	21,766	0	5,911	798
Arts, entertainment and recreation	37,211	29,550	1,060	4,054	2,546
Other service activities	53,281	20,406	1,716	28,628	2,531
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	26,224	12,676	335	5,960	7,253
Activities of extraterritorial organisations and bodies	3,204	3,204	0	0	0
Total	**5,181,143**	**2,324,126**	**182,487**	**1,949,981**	**724,551**

[a] The industrial categories listed in this column are derived from the International Standard Industrial Classification, Revision 4 (ISIC Rev. 4).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.7.4: Employed Population, by Employment Status, Industry and Sex

Industry [a]	Employed Population	Employee	Employer	Own-account Worker	Contributing Family Worker
Male					
Agriculture	**1,386,379**	**207,053**	**87,935**	**909,691**	**181,700**
Industry	**1,153,759**	**1,010,365**	**35,133**	**94,853**	**13,409**
Mining and quarrying	4,852	2,791	747	1,314	0
Manufacturing	475,364	377,803	17,947	69,082	10,532
Wearing apparel	185,313	173,962	540	8,909	1,902
Electricity, gas, steam and air conditioning supply	7,930	5,507	0	1,918	505
Water supply; sewerage, waste management and remediation activities	9,663	3,448	0	5,878	338
Construction	655,950	620,816	16,439	16,661	2,034
Services	**1,577,325**	**927,512**	**43,500**	**518,021**	**88,291**
Wholesale and retail trade, repair of motor vehicles and motorcycles	440,612	94,504	22,762	260,525	62,821
Transportation and storage	342,632	163,483	10,335	165,104	3,710
Accommodation and food service activities	95,949	58,054	3,587	23,843	10,465
Information and communication	18,528	17,016	0	1,512	0
Financial and insurance activities	70,507	65,529	481	2,785	1,712
Real estate activities	15,678	3,749	1,215	10,714	0
Professional, scientific and technical activities	30,698	24,747	0	4,924	1,027
Administrative and support service activities	98,381	95,500	907	1,361	612
Public administration and defence; compulsory social security	232,012	229,432	0	2,196	384
Education	97,616	93,374	624	3,276	343
Human health and social work activities	35,387	25,665	0	9,223	499
Arts, entertainment and recreation	35,148	28,276	1,920	3,587	1,365
Other service activities	47,252	16,462	1,334	26,021	3,434
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	12,450	7,779	335	2,417	1,919
Activities of extraterritorial organisations and bodies	4,475	3,942	0	533	0
Total	**4,117,464**	**2,144,933**	**166,568**	**1,522,565**	**283,399**
Female					
Agriculture	**1,226,172**	**180,396**	**55,833**	**521,911**	**468,031**
Industry	**978,318**	**873,288**	**10,323**	**72,967**	**21,741**

Industry [a]	Employed Population	Employee	Employer	Own-account Worker	Contributing Family Worker
Mining and quarrying	1,685	701	0	0	985
Manufacturing	839,602	745,703	8,376	67,778	17,745
Wearing apparel	586,129	548,602	2,971	31,496	3,060
Electricity, gas, steam and air conditioning supply	1,740	1,477	0	0	263
Water supply; sewerage, waste management and remediation activities	6,030	1,049	601	3,520	860
Construction	129,261	124,358	1,346	1,669	1,888
Services	**1,561,153**	**570,898**	**37,096**	**791,005**	**162,155**
Wholesale and retail trade, repair of motor vehicles and motorcycles	878,415	81,956	26,276	641,978	128,205
Transportation and storage	22,231	15,529	0	6,038	663
Accommodation and Food service activities	173,578	92,499	2,321	61,905	16,854
Information and communication	7,646	6,341	0	262	1,043
Financial and insurance activities	43,724	36,326	340	7,058	0
Real estate activities	9,445	3,422	0	6,022	0
Professional, scientific and technical activities	29,881	27,954	529	865	533
Administrative and support service activities	78,441	75,634	0	2,316	491
Public administration and defence, compulsory social security	52,881	52,272	0	254	356
Education	85,355	84,382	0	973	0
Human health and social work activities	29,346	26,017	0	2,657	672
Arts, entertainment and recreation	41,254	35,673	520	2,175	2,887
Other service activities	84,410	20,260	7,110	53,203	3,836
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	21,546	9,633	0	5,299	6,615
Activities of extraterritorial organisations and bodies	3,000	3,000	0	0	0
Total	**3,765,641**	**1,624,582**	**103,252**	**1,385,883**	**651,925**

[a] The industrial categories listed in this column are derived from the International Standard Industrial Classification, Revision 4 (ISIC Rev. 4).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.7.5: Employed Population in Urban Area, by Employment Status, Industry and Sex

Industry [a]	Employed Population	Employee	Employer	Own-account Worker	Contributing Family Worker
Male					
Agriculture	**164,746**	**21,340**	**12,747**	**109,379**	**21,280**
Industry	**366,882**	**303,905**	**16,255**	**43,039**	**3,682**
Mining and quarrying	945	945	0	0	0
Manufacturing	180,742	134,725	10,807	32,371	2,839
Wearing apparel	74,664	67,399	540	5,845	880
Electricity, gas, steam and air conditioning supply	3,855	2,844	0	505	505
Water supply; sewerage, waste management and remediation activities	4,407	1,530	0	2,877	0
Construction	176,933	163,861	5,448	7,286	338
Services	**883,448**	**508,773**	**25,550**	**303,112**	**46,016**
Wholesale and retail trade, repair of motor vehicles and motorcycles	241,601	56,182	14,204	138,999	32,216
Transportation and storage	191,405	72,692	6,721	110,854	1,138
Accommodation and food service activities	51,803	29,278	1,858	13,422	7,246
Information and communication	15,830	14,787	0	1,043	0
Financial and insurance activities	41,123	37,181	481	2,520	941
Real estate activities	9,698	2,635	0	7,063	0
Professional, scientific and technical activities	23,381	19,460	0	3,388	533
Administrative and support service activities	54,972	53,085	263	1,012	612
Public administration and defence, compulsory social security	150,437	148,338	0	1,716	384
Education	38,547	35,207	624	2,716	0
Human health and social work activities	20,117	15,594	0	4,524	0
Arts, entertainment and recreation	15,190	12,666	860	1,324	340
Other service activities	23,666	6,731	539	13,790	2,606
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	2,461	2,253	0	208	0
Activities of extraterritorial organisations and bodies	3,217	2,684	0	533	0
Total	**1,415,076**	**834,018**	**54,552**	**455,529**	**70,977**
Female					
Agriculture	**138,168**	**17,558**	**4,410**	**65,293**	**50,907**
Industry	**318,656**	**275,242**	**4,888**	**31,143**	**7,385**

Industry [a]	Employed Population	Employee	Employer	Own-account Worker	Contributing Family Worker
Mining and quarrying	0	0	0	0	0
Manufacturing	286,226	246,779	4,264	28,860	6,323
Wearing apparel	216,982	194,501	2,102	17,387	2,993
Electricity, gas, steam and air conditioning supply	1,477	1,477	0	0	0
Water supply; sewerage, waste management and remediation activities	1,945	0	0	1,423	523
Construction	29,008	26,986	624	860	539
Services	**830,064**	**318,572**	**23,483**	**406,502**	**81,505**
Wholesale and retail trade, repair of motor vehicles and motorcycles	447,848	48,745	15,183	317,805	66,116
Transportation and storage	12,677	9,070	0	3,267	340
Accommodation and Food service activities	83,621	41,998	1,061	32,240	8,321
Information and communication	7,024	5,981	0	0	1,043
Financial and insurance activities	30,816	26,587	0	4,229	0
Real estate activities	8,295	2,617	0	5,678	0
Professional, scientific and technical activities	26,925	25,333	529	530	533
Administrative and support service activities	41,426	39,109	0	2,316	0
Public administration and defence, compulsory social security	33,593	33,339	0	254	0
Education	36,618	36,618	0	0	0
Human health and social work activities	16,140	14,322	0	1,445	373
Arts, entertainment and recreation	24,002	21,732	520	384	1,366
Other service activities	54,714	9,585	6,190	36,806	2,133
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	5,311	2,482	0	1,548	1,280
Activities of extraterritorial organisations and bodies	1,054	1,054	0	0	0
Total	**1,286,887**	**611,371**	**32,782**	**502,938**	**139,796**

[a] The industrial categories listed in this column are derived from the International Standard Industrial Classification, Revision 4 (ISIC Rev. 4).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.7.6: Employed Population in Rural Area, by Employment Status, Industry and Sex

Industry [a]	Employed Population	Employee	Employer	Own-account Worker	Contributing Family Worker
Male					
Agriculture	**1,221,633**	**185,713**	**75,188**	**800,312**	**160,420**
Industry	**786,879**	**706,461**	**18,877**	**51,814**	**9,727**
Mining and quarrying	3,908	1,847	747	1,314	0
Manufacturing	294,622	243,078	7,140	36,711	7,692
Wearing apparel	110,649	106,563	0	3,064	1,022
Electricity, gas, steam and air conditioning supply	4,076	2,663	0	1,413	0
Water supply; sewerage, waste management and remediation activities	5,256	1,918	0	3,001	338
Construction	479,017	456,955	10,990	9,375	1,697
Services	**693,879**	**418,741**	**17,952**	**214,909**	**42,275**
Wholesale and retail trade, repair of motor vehicles and motorcycles	199,012	38,322	8,558	121,526	30,605
Transportation and storage	151,227	90,791	3,614	54,250	2,572
Accommodation and food service activities	44,146	28,776	1,729	10,421	3,219
Information and communication	2,699	2,230	0	469	0
Financial and insurance activities	29,385	28,349	0	265	771
Real estate activities	5,980	1,114	1,215	3,651	0
Professional, scientific and technical activities	7,317	5,287	0	1,536	494
Administrative and support service activities	43,408	42,415	645	348	0
Public administration and defence, compulsory social security	81,575	81,094	0	481	0
Education	59,069	58,167	0	560	343
Human health and social work activities	15,270	10,072	0	4,699	499
Arts, entertainment and recreation	19,958	15,610	1,060	2,263	1,025
Other service activities	23,586	9,730	796	12,231	828
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	9,989	5,526	335	2,209	1,919
Activities of extraterritorial organisations and bodies	1,258	1,258	0	0	0
Total	**2,702,389**	**1,310,915**	**112,017**	**1,067,036**	**212,422**
Female					
Agriculture	**1,088,004**	**162,838**	**51,423**	**456,618**	**417,124**
Industry	**659,661**	**598,047**	**5,434**	**41,824**	**14,357**

Industry [a]	Employed Population	Employee	Employer	Own-account Worker	Contributing Family Worker
Mining and quarrying	1,685	701	0	0	985
Manufacturing	553,376	498,925	4,111	38,918	11,422
Wearing apparel	369,147	354,101	868	14,109	68
Electricity, gas, steam and air conditioning supply	263	0	0	0	263
Water supply; sewerage, waste management and remediation activities	4,085	1,049	601	2,097	338
Construction	100,252	97,372	722	809	1,349
Services	**731,091**	**252,326**	**13,612**	**384,503**	**80,648**
Wholesale and retail trade, repair of motor vehicles and motorcycles	430,567	33,212	11,093	324,172	62,089
Transportation and storage	9,554	6,459	0	2,771	323
Accommodation and food service activities	89,958	50,501	1,259	29,664	8,533
Information and communication	622	360	0	262	0
Financial and insurance activities	12,908	9,739	340	2,829	0
Real estate activities	1,150	806	0	344	0
Professional, scientific and technical activities	2,956	2,620	0	336	0
Administrative and support service activities	37,015	36,524	0	0	491
Public administration and defence; compulsory social security	19,289	18,933	0	0	356
Education	48,737	47,764	0	973	0
Human health and social work activities	13,205	11,695	0	1,212	298
Arts, entertainment and recreation	17,253	13,941	0	1,791	1,521
Other service activities	29,696	10,676	920	16,398	1,703
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	16,235	7,150	0	3,751	5,334
Activities of extraterritorial organisations and bodies	1,946	1,946	0	0	0
Total	**2,478,755**	**1,013,211**	**70,470**	**882,945**	**512,129**

[a] The industrial categories listed in this column are derived from the International Standard Industrial Classification, Revision 4 (ISIC Rev. 4).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.8: Employed Population, by Employment Status, Education Level and Sex

Education Level	Employed Population	Employee	Employer	Own-account Worker	Contributing Family Worker
Both Sexes					
Never attended school	851,718	244,683	33,183	414,027	159,824
Pre–School	260,570	68,711	9,236	155,295	27,329
Primary	3,003,547	1,247,254	107,982	1,274,543	373,769
Lower secondary	1,721,795	909,899	56,878	576,281	178,736
Upper secondary	817,056	450,768	24,875	244,389	97,024
Lower Secondary Diploma	253,952	138,991	9,846	74,184	30,931
Upper Secondary Diploma	421,259	259,284	13,805	103,432	44,739
Associate Degree	29,222	21,021	489	4,051	3,662
University Undergraduate Studies	72,921	50,618	2,346	12,178	7,779
Technical/Vocational Pre–Secondary Diploma	13,026	9,877	0	3,149	0
Technical/Vocational Post–Secondary Diploma	17,138	13,564	601	2,019	954
Bachelor Degree	385,455	323,828	10,192	41,470	9,966
Master degree	31,760	27,333	387	3,429	612
Doctorate degree or higher	3,685	3,685	0	0	0
Total	**7,883,106**	**3,769,515**	**269,820**	**2,908,447**	**935,324**
Male					
Never attended school	356,865	122,848	13,266	193,212	27,538
Pre–School	122,621	39,344	7,498	71,588	4,191
Primary	1,530,018	685,159	66,105	679,183	99,571
Lower secondary	932,056	513,760	37,846	311,760	68,690
Upper secondary	463,533	272,796	17,684	131,139	41,913
Lower Secondary Diploma	142,446	81,060	6,611	40,284	14,492
Upper Secondary Diploma	245,632	161,504	8,583	58,238	17,306
Associate Degree	15,613	13,061	123	1,472	957
University Undergraduate Studies	36,994	24,860	1,121	8,214	2,799
Technical/Vocational Pre–Secondary Diploma	7,330	6,276	0	1,054	0
Technical/Vocational Post–Secondary Diploma	11,416	9,159	601	1,656	0
Bachelor Degree	225,979	190,578	7,128	22,943	5,330
Master degree	23,840	21,406	0	1,822	612

Education Level	Employed Population	Employee	Employer	Own-account Worker	Contributing Family Worker
Doctorate degree or higher	3,120	3,120	0	0	0
Total	**4,117,464**	**2,144,933**	**166,568**	**1,522,565**	**283,399**
Female					
Never attended school	494,853	121,835	19,917	220,815	132,286
Pre–School	137,950	29,366	1,738	83,707	23,138
Primary	1,473,530	562,095	41,877	595,360	274,197
Lower secondary	789,739	396,139	19,032	264,522	110,046
Upper secondary	353,523	177,971	7,191	113,250	55,111
Lower Secondary Diploma	111,506	57,931	3,235	33,900	16,439
Upper Secondary Diploma	175,628	97,779	5,221	45,194	27,433
Associate Degree	13,609	7,960	366	2,579	2,705
University Undergraduate Studies	35,927	25,758	1,225	3,964	4,980
Technical/Vocational Pre–Secondary Diploma	5,696	3,601	0	2,095	0
Technical/Vocational Post–Secondary Diploma	5,722	4,405	0	363	954
Bachelor Degree	159,476	133,250	3,063	18,527	4,635
Master degree	7,920	5,927	387	1,607	0
Doctorate degree or higher	564	564	0	0	0
Total	**3,765,641**	**1,624,582**	**103,252**	**1,385,883**	**651,925**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.8.1: Employed Population in Urban Area, by Employment Status, Education Level and Sex

Education Level	Employed Population	Employee	Employer	Own-account Worker	Contributing Family Worker
Both Sexes					
Never attended school	151,444	42,628	6,254	79,284	23,280
Pre–School	53,847	17,742	1,197	28,081	6,828
Primary	771,738	343,160	24,211	341,000	63,367
Lower secondary	656,402	336,294	24,089	246,222	49,797
Upper secondary	332,651	182,986	7,823	113,204	28,638
Lower Secondary Diploma	124,041	67,607	3,822	42,688	9,924
Upper Secondary Diploma	225,583	144,072	8,434	58,103	14,974
Associate Degree	17,298	11,865	123	3,295	2,014
University Undergraduate Studies	42,931	28,831	2,346	7,630	4,124
Technical/Vocational Pre–Secondary Diploma	7,629	4,480	0	3,149	0
Technical/Vocational Post–Secondary Diploma	5,425	4,285	601	0	540
Bachelor Degree	283,722	235,621	8,048	33,378	6,675
Master degree	25,566	22,134	387	2,434	612
Doctorate degree or higher	3,685	3,685	0	0	0
Total	**2,701,963**	**1,445,389**	**87,334**	**958,467**	**210,773**
Male					
Never attended school	61,044	23,727	4,215	28,233	4,869
Pre–School	22,019	8,835	1,197	11,546	442
Primary	371,035	174,452	16,057	159,649	20,877
Lower secondary	341,896	189,417	13,431	122,297	16,752
Upper secondary	189,371	115,676	4,586	56,439	12,670
Lower Secondary Diploma	67,811	41,930	2,417	19,924	3,540
Upper Secondary Diploma	134,248	92,634	4,796	30,867	5,951
Associate Degree	8,784	7,500	123	1,161	0
University Undergraduate Studies	21,711	14,605	1,121	4,672	1,313
Technical/Vocational Pre–Secondary Diploma	4,444	3,390	0	1,054	0
Technical/Vocational Post–Secondary Diploma	3,316	2,715	601	0	0
Bachelor Degree	166,972	139,146	6,009	17,866	3,952
Master degree	19,306	16,872	0	1,822	612

Education Level	Employed Population	Employee	Employer	Own-account Worker	Contributing Family Worker
Doctorate degree or higher	3,120	3,120	0	0	0
Total	**1,415,076**	**834,018**	**54,552**	**455,529**	**70,977**
Female					
Never attended school	90,401	18,901	2,039	51,050	18,411
Pre–School	31,828	8,907	0	16,535	6,386
Primary	400,703	168,708	8,154	181,351	42,490
Lower secondary	314,506	146,878	10,658	123,925	33,046
Upper secondary	143,281	67,310	3,237	56,765	15,968
Lower Secondary Diploma	56,230	25,677	1,404	22,764	6,384
Upper Secondary Diploma	91,335	51,438	3,639	27,236	9,023
Associate Degree	8,514	4,366	0	2,134	2,014
University Undergraduate Studies	21,220	14,226	1,225	2,958	2,811
Technical/Vocational Pre–Secondary Diploma	3,186	1,091	0	2,095	0
Technical/Vocational Post–Secondary Diploma	2,109	1,570	0	0	540
Bachelor Degree	116,749	96,475	2,039	15,512	2,723
Master degree	6,261	5,262	387	612	0
Doctorate degree or higher	564	564	0	0	0
Total	**1,286,887**	**611,371**	**32,782**	**502,938**	**139,796**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.8.2: Employed Population in Rural Area, by Employment Status, Education Level and Sex

Education Level	Employed Population	Employee	Employer	Own-account Worker	Contributing Family Worker
Both Sexes					
Never attended school	700,274	202,056	26,930	334,744	136,544
Pre–School	206,723	50,969	8,040	127,214	20,501
Primary	2,231,810	904,094	83,771	933,543	310,402
Lower secondary	1,065,393	573,605	32,789	330,060	128,939
Upper secondary	484,404	267,782	17,052	131,185	68,386
Lower Secondary Diploma	129,911	71,384	6,024	31,496	21,007
Upper Secondary Diploma	195,677	115,212	5,370	45,329	29,765
Associate Degree	11,924	9,155	366	756	1,647
University Undergraduate Studies	29,991	21,788	0	4,549	3,655
Technical/Vocational Pre–Secondary Diploma	5,397	5,397	0	0	0
Technical/Vocational Post–Secondary Diploma	11,713	9,280	0	2,019	414
Bachelor Degree	101,734	88,207	2,144	8,092	3,291
Master degree	6,194	5,199	0	995	0
Doctorate degree or higher	0	0	0	0	0
Total	**5,181,143**	**2,324,126**	**182,487**	**1,949,981**	**724,551**
Male					
Never attended school	295,822	99,121	9,052	164,979	22,669
Pre–School	100,601	30,509	6,302	60,042	3,749
Primary	1,158,983	510,707	50,048	519,534	78,694
Lower secondary	590,160	324,343	24,416	189,463	51,938
Upper secondary	274,162	157,121	13,099	74,700	29,243
Lower Secondary Diploma	74,635	39,130	4,193	20,360	10,952
Upper Secondary Diploma	111,384	68,870	3,788	27,371	11,355
Associate Degree	6,829	5,561	0	311	957
University Undergraduate Studies	15,283	10,255	0	3,542	1,486
Technical/Vocational Pre–Secondary Diploma	2,887	2,887	0	0	0
Technical/Vocational Post–Secondary Diploma	8,100	6,444	0	1,656	0
Bachelor Degree	59,007	51,432	1,119	5,077	1,379
Master degree	4,534	4,534	0	0	0

Education Level	Employed Population	Employee	Employer	Own-account Worker	Contributing Family Worker
Doctorate degree or higher	0	0	0	0	0
Total	**2,702,389**	**1,310,915**	**112,017**	**1,067,036**	**212,422**
Female					
Never attended school	404,452	102,934	17,878	169,765	113,875
Pre–School	106,122	20,460	1,738	67,172	16,752
Primary	1,072,827	393,387	33,723	414,009	231,708
Lower secondary	475,232	249,262	8,374	140,597	77,000
Upper secondary	210,242	110,661	3,954	56,485	39,142
Lower Secondary Diploma	55,276	32,254	1,831	11,136	10,055
Upper Secondary Diploma	84,293	46,342	1,583	17,958	18,410
Associate Degree	5,095	3,594	366	445	690
University Undergraduate Studies	14,708	11,532	0	1,006	2,169
Technical/Vocational Pre–Secondary Diploma	2,510	2,510	0	0	0
Technical/Vocational Post–Secondary Diploma	3,612	2,836	0	363	414
Bachelor Degree	42,727	36,775	1,025	3,015	1,912
Master degree	1,660	665	0	995	0
Doctorate degree or higher	0	0	0	0	0
Total	**2,478,755**	**1,013,211**	**70,470**	**882,945**	**512,129**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.9: Employment–to–Population Ratio, by Age Group, Sex and Area

	Cambodia			Urban			Rural		
Age Group	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
15–19	39.0	40.5	37.6	27.9	27.3	28.5	43.8	46.2	41.6
20–24	74.6	76.9	72.5	67.5	67.8	67.2	78.3	81.3	75.5
25–29	83.8	90.2	77.7	83.7	89.3	78.7	83.9	90.8	77.1
30–34	86.2	92.1	80.7	88.0	94.7	81.6	85.1	90.4	80.2
35–39	85.4	92.8	78.2	85.5	94.6	77.5	85.4	91.8	78.7
40–44	82.7	90.8	75.6	83.2	93.8	73.5	82.5	89.2	76.6
45–49	77.9	89.2	67.7	78.3	95.4	62.7	77.7	86.2	70.1
50–54	73.9	84.9	63.6	73.5	88.5	59.7	74.1	83.1	65.5
55–59	64.1	77.5	52.6	63.4	80.7	48.5	64.4	75.8	54.7
60–64	52.0	63.0	44.0	45.5	56.5	37.7	55.7	66.7	47.7
65+	28.4	36.5	22.8	27.3	36.7	20.2	29.0	36.4	24.2
Total	**68.5**	**76.2**	**61.6**	**67.0**	**75.7**	**59.6**	**69.2**	**76.5**	**62.7**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.10: Employed Population in the Informal and Formal Sectors, by Sex and Area

	Cambodia			Urban			Rural		
Sector	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Informal sector enterprises	6,104,981	3,190,956	2,914,025	1,874,846	947,081	927,765	4,230,136	2,243,875	1,986,261
Formal sector enterprises	1,692,374	887,730	804,644	803,030	457,382	345,647	889,344	430,347	458,997
Households	85,751	38,779	46,972	24,088	10,612	13,475	61,663	28,167	33,497
Total	**7,883,106**	**4,117,464**	**3,765,641**	**2,701,963**	**1,415,076**	**1,286,887**	**5,181,143**	**2,702,389**	**2,478,755**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.11: Employed Population, by Informal and Formal Employment, Sex and Area

	Cambodia			Urban			Rural		
Employment	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Informal employment	6,960,060	3,663,066	3,296,993	2,296,643	1,188,696	1,107,947	4,663,417	2,474,371	2,189,046
Formal employment	923,046	454,398	468,648	405,320	226,380	178,940	517,726	228,018	289,708
Total	**7,883,106**	**4,117,464**	**3,765,641**	**2,701,963**	**1,415,076**	**1,286,887**	**5,181,143**	**2,702,389**	**2,478,755**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.12: Informal and Formal Employment, by Age Group, Sex and Area

	Cambodia			Urban			Rural		
Age Group	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Informal Employment									
15–19	493,092	258,690	234,402	105,493	51,430	54,063	387,599	207,260	180,339
20–24	796,751	403,069	393,682	246,896	114,224	132,672	549,856	288,845	261,011
25–29	962,423	520,483	441,940	362,155	182,977	179,178	600,268	337,506	262,762
30–34	950,275	501,618	448,657	366,198	193,558	172,640	584,077	308,060	276,017
35–39	977,313	523,920	453,393	358,949	180,855	178,094	618,364	343,065	275,299
40–44	625,397	320,250	305,147	204,670	108,396	96,274	420,727	211,854	208,873
45–49	589,453	312,004	277,450	173,515	95,693	77,822	415,938	216,310	199,628
50–54	554,160	296,047	258,113	166,278	90,476	75,802	387,883	205,571	182,312
55–59	444,340	242,675	201,665	135,231	78,136	57,095	309,109	164,539	144,570
60–64	280,426	137,682	142,744	83,567	40,105	43,463	196,859	97,577	99,282
65+	286,429	146,629	139,799	93,690	52,845	40,845	192,739	93,784	98,955
Total	**6,960,060**	**3,663,066**	**3,296,993**	**2,296,643**	**1,188,696**	**1,107,947**	**4,663,417**	**2,474,371**	**2,189,046**
Formal Employment									
15–19	59,620	17,352	42,268	15,872	4,794	11,078	43,748	12,558	31,189
20–24	153,201	55,019	98,182	47,244	17,372	29,873	105,957	37,647	68,310
25–29	183,482	81,624	101,859	68,454	33,709	34,745	115,029	47,915	67,114
30–34	154,595	70,621	83,974	73,433	37,826	35,607	81,162	32,795	48,367
35–39	126,427	65,757	60,669	59,119	34,597	24,522	67,308	31,160	36,148
40–44	53,516	28,316	25,200	24,421	14,485	9,936	29,095	13,830	15,264
45–49	56,795	37,645	19,150	36,566	26,669	9,897	20,229	10,976	9,253
50–54	58,385	44,050	14,335	32,359	24,338	8,021	26,026	19,712	6,314
55–59	37,572	25,174	12,397	25,636	16,503	9,134	11,935	8,672	3,263
60–64	23,375	17,174	6,200	13,042	9,551	3,491	10,332	7,623	2,709
65+	16,079	11,666	4,413	9,173	6,537	2,636	6,906	5,129	1,777
Total	**923,046**	**454,398**	**468,648**	**405,320**	**226,380**	**178,940**	**517,726**	**228,018**	**289,708**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.13: Informal and Formal Employment, by Occupation, Sex and Area

Occupation [a]	Cambodia			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Informal Employment									
Managers	81,038	57,739	23,299	34,727	23,892	10,835	46,311	33,847	12,464
Professionals	196,968	101,533	95,435	115,296	57,662	57,634	81,672	43,871	37,801
Technicians and associate professionals	204,690	134,348	70,342	125,222	80,147	45,075	79,468	54,201	25,267
Clerical support workers	91,499	41,604	49,895	61,058	25,519	35,540	30,441	16,086	14,355
Services and sales workers	1,562,658	514,396	1,048,263	832,327	292,236	540,091	730,331	222,160	508,172
Skilled agricultural, forestry and fishery workers	2,232,412	1,174,675	1,057,738	261,846	141,054	120,792	1,970,566	1,033,620	936,946
Craft and related trades workers	1,448,077	863,993	584,083	474,214	273,701	200,513	973,863	590,293	383,570
Plant and machine operators, and assemblers	364,279	322,170	42,109	196,914	178,510	18,404	167,365	143,660	23,704
Elementary occupations	738,351	415,943	322,408	169,106	92,382	76,724	569,245	323,561	245,684
Armed forces	40,086	36,664	3,422	25,932	23,593	2,339	14,154	13,071	1,083
Total	**6,960,060**	**3,663,066**	**3,296,993**	**2,296,643**	**1,188,696**	**1,107,947**	**4,663,417**	**2,474,371**	**2,189,046**
Formal Employment									
Managers	47,090	30,679	16,411	21,912	14,221	7,691	25,178	16,458	8,720
Professionals	130,390	73,281	57,108	58,617	33,577	25,040	71,773	39,704	32,069
Technicians and associate professionals	86,657	60,777	25,880	57,240	42,272	14,968	29,417	18,505	10,913
Clerical support workers	32,503	17,998	14,505	16,408	11,056	5,352	16,095	6,942	9,153
Services and sales workers	125,611	65,599	60,011	83,213	43,719	39,494	42,398	21,880	20,518
Skilled agricultural, forestry and fishery workers	30,846	21,553	9,293	4,499	2,824	1,675	26,347	18,729	7,618
Craft and related trades workers	359,245	100,049	259,196	113,470	37,474	75,996	245,774	62,575	183,199
Plant and machine operators, and assemblers	31,239	23,908	7,330	15,065	10,869	4,195	16,174	13,039	3,135
Elementary occupations	40,479	24,334	16,144	12,831	9,384	3,447	27,648	14,950	12,697
Armed forces	38,988	36,219	2,769	22,065	20,982	1,083	16,923	15,237	1,687
Total	**923,046**	**454,398**	**468,648**	**405,320**	**226,380**	**178,940**	**517,726**	**228,018**	**289,708**

[a] The occupational categories listed in this column are derived from the International Standard Classification of Occupations, 2008 (ISCO-08).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.14: Informal and Formal Employment, by Industry, Sex and Area

Industry [a]	Cambodia			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Informal Employment									
Agriculture	**2,575,276**	**1,360,277**	**1,214,998**	**297,628**	**161,528**	**136,100**	**2,277,647**	**1,198,749**	**1,078,898**
Industry	**1,711,895**	**1,020,315**	**691,578**	**551,668**	**317,678**	**233,991**	**1,160,227**	**702,638**	**457,587**
Mining and quarrying	6,208	4,523	1,685	945	945	0	5,264	3,578	1,685
Manufacturing	920,826	364,390	556,436	343,426	141,282	202,144	577,400	223,109	354,291
Wearing apparel	501,906	123,833	378,073	207,509	55,595	151,914	294,397	68,239	226,158
Electricity, gas, steam and air conditioning supply	8,052	6,312	1,740	4,811	3,334	1,477	3,241	2,978	263
Water supply; sewerage, waste management and remediation activities	13,317	8,255	5,061	5,889	3,944	1,945	7,428	4,311	3,116
Construction	763,492	636,835	126,656	196,597	168,173	28,425	566,894	468,662	98,232
Services	**2,672,889**	**1,282,472**	**1,390,417**	**1,447,346**	**709,489**	**737,856**	**1,225,544**	**572,982**	**652,560**
Wholesale and retail trade, repair of motor vehicles and motorcycles	1,242,892	410,653	832,240	639,474	221,718	417,756	603,419	188,935	414,484
Transportation and storage	344,929	325,518	19,411	191,160	180,129	11,031	153,769	145,388	8,381
Accommodation and food service activities	256,638	88,698	167,940	128,674	47,316	81,358	127,964	41,382	86,582
Information and communication	21,911	14,836	7,074	18,590	12,138	6,452	3,321	2,699	622
Financial and insurance activities	70,373	42,098	28,275	44,375	22,926	21,449	25,998	19,172	6,826
Real estate activities	20,459	13,142	7,317	13,697	7,530	6,167	6,762	5,612	1,150
Professional, scientific and technical activities	45,281	22,296	22,985	37,898	16,358	21,540	7,383	5,938	1,445
Administrative and support service activities	151,084	84,496	66,588	84,861	48,173	36,688	66,223	36,322	29,900
Public administration and defence; compulsory social security	156,551	125,384	31,166	101,342	79,596	21,746	55,209	45,788	9,420
Education	101,328	50,283	51,045	50,643	25,009	25,634	50,685	25,274	25,411
Human health and social work activities	33,260	17,263	15,997	17,225	8,677	8,548	16,035	8,586	7,449
Arts, entertainment and recreation	67,246	30,011	37,235	35,441	12,966	22,475	31,805	17,045	14,760
Other service activities	123,795	43,228	80,567	74,297	22,424	51,873	49,498	20,804	28,694
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	32,178	11,654	20,524	7,080	2,461	4,619	25,097	9,193	15,904
Activities of extraterritorial organisations and bodies	4,964	2,912	2,053	2,589	2,068	520	2,376	844	1,532
Total	**6,960,060**	**3,663,066**	**3,296,993**	**2,296,643**	**1,188,696**	**1,107,947**	**4,663,417**	**2,474,371**	**2,189,046**

Industry [a]	Cambodia			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Formal Employment									
Agriculture	**37,275**	**26,101**	**11,174**	**5,285**	**3,217**	**2,068**	**31,990**	**22,884**	**9,106**
Industry	**420,181**	**133,443**	**286,738**	**133,869**	**49,204**	**84,665**	**286,312**	**84,238**	**202,073**
Mining and quarrying	329	329	0	0	0	0	329	329	0
Manufacturing	394,140	110,974	283,166	123,542	39,461	84,081	270,598	71,513	199,085
Wearing apparel	269,536	61,480	208,056	84,137	19,069	65,068	185,399	42,411	142,988
Electricity, gas, steam and air conditioning supply	1,618	1,618	0	520	520	0	1,097	1,097	0
Water supply; sewerage, waste management and remediation activities	2,376	1,408	968	463	463	0	1,913	945	968
Construction	21,718	19,114	2,604	9,344	8,760	584	12,375	10,354	2,020
Services	**465,591**	**294,854**	**170,735**	**266,166**	**173,959**	**92,207**	**199,423**	**120,897**	**78,530**
Wholesale and retail trade, repair of motor vehicles and motorcycles	76,135	29,959	46,176	49,975	19,883	30,093	26,160	10,077	16,083
Transportation and storage	19,934	17,114	2,819	12,922	11,275	1,646	7,012	5,839	1,173
Accommodation and food service activities	12,890	7,251	5,638	6,750	4,488	2,263	6,139	2,764	3,376
Information and communication	4,264	3,692	572	4,264	3,692	572	0	0	0
Financial and insurance activities	43,858	28,409	15,449	27,564	18,197	9,367	16,294	10,212	6,082
Real estate activities	4,664	2,536	2,128	4,296	2,168	2,128	368	368	0
Professional, scientific and technical activities	15,297	8,402	6,895	12,407	7,022	5,385	2,890	1,379	1,511
Administrative and support service activities	25,738	13,885	11,853	11,537	6,799	4,738	14,200	7,086	7,115
Public administration and defence; compulsory social security	128,343	106,628	21,715	82,688	70,841	11,847	45,655	35,787	9,868
Education	81,644	47,334	34,310	24,522	13,538	10,984	57,122	33,796	23,326
Human health and social work activities	31,473	18,124	13,349	19,033	11,441	7,592	12,440	6,684	5,756
Arts, entertainment and recreation	9,156	5,137	4,019	3,751	2,224	1,526	5,405	2,913	2,493
Other service activities	7,866	4,024	3,842	4,083	1,242	2,841	3,783	2,782	1,002
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	1,818	796	1,023	692	0	692	1,126	796	331
Activities of extraterritorial organisations and bodies	2,511	1,563	947	1,682	1,149	533	829	414	414
Total	**923,046**	**454,398**	**468,648**	**405,320**	**226,380**	**178,940**	**517,726**	**228,018**	**289,708**

[a] The industrial categories listed in this column are derived from the International Standard Industrial Classification, Revision 4 (ISIC Rev. 4).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.15: Informal and Formal Employment, by Education Level, Sex and Area

Education Level	Cambodia			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Informal Employment									
Never attended school	828,396	347,551	480,845	145,636	58,399	87,237	682,760	289,152	393,608
Pre–School	246,358	115,617	130,741	50,194	20,452	29,743	196,163	95,165	100,998
Primary	2,779,053	1,439,040	1,340,013	703,896	342,092	361,804	2,075,158	1,096,948	978,210
Lower secondary	1,504,316	840,878	663,438	574,368	305,784	268,585	929,948	535,094	394,853
Upper secondary	686,258	397,474	288,784	273,726	156,073	117,653	412,532	241,402	171,131
Lower Secondary Diploma	207,005	118,979	88,025	104,120	56,355	47,765	102,885	62,625	40,260
Upper Secondary Diploma	327,102	188,092	139,011	168,992	96,906	72,086	158,110	91,185	66,925
Associate Degree	22,281	13,075	9,205	13,251	8,270	4,981	9,030	4,806	4,224
University Undergraduate Studies	61,542	30,907	30,635	37,708	18,191	19,517	23,834	12,716	11,118
Technical/Vocational Pre–Secondary Diploma	8,491	4,722	3,768	5,702	3,050	2,652	2,789	1,672	1,117
Technical/Vocational Post–Secondary Diploma	11,161	7,299	3,862	3,152	1,563	1,589	8,009	5,736	2,273
Bachelor Degree	261,103	146,031	115,072	202,317	110,580	91,737	58,786	35,451	23,335
Master degree	15,784	12,189	3,594	12,370	9,771	2,599	3,414	2,419	995
Doctorate degree or higher	1,211	1,211	0	1,211	1,211	0	0	0	0
Total	**6,960,060**	**3,663,066**	**3,296,993**	**2,296,643**	**1,188,696**	**1,107,947**	**4,663,417**	**2,474,371**	**2,189,046**
Formal Employment									
Never attended school	23,322	9,314	14,008	5,809	2,644	3,164	17,513	6,670	10,844
Pre–School	14,213	7,004	7,209	3,653	1,568	2,085	10,560	5,436	5,124
Primary	224,494	90,978	133,516	67,842	28,942	38,899	156,652	62,035	94,617
Lower secondary	217,479	91,178	126,301	82,034	36,112	45,922	135,445	55,066	80,379
Upper secondary	130,798	66,059	64,739	58,926	33,298	25,628	71,872	32,761	39,111
Lower Secondary Diploma	46,948	23,467	23,480	19,921	11,456	8,465	27,026	12,011	15,016
Upper Secondary Diploma	94,157	57,540	36,617	56,590	37,341	19,249	37,567	20,198	17,368
Associate Degree	6,942	2,538	4,404	4,047	514	3,533	2,894	2,024	871
University Undergraduate Studies	11,380	6,087	5,292	5,223	3,520	1,702	6,157	2,567	3,590
Technical/Vocational Pre–Secondary Diploma	4,535	2,608	1,927	1,927	1,394	534	2,608	1,214	1,394
Technical/Vocational Post–Secondary Diploma	5,977	4,117	1,860	2,274	1,753	520	3,704	2,364	1,340
Bachelor Degree	124,353	79,949	44,404	81,405	56,392	25,012	42,948	23,557	19,391
Master degree	15,977	11,650	4,326	13,196	9,535	3,661	2,780	2,116	665
Doctorate degree or higher	2,473	1,909	564	2,473	1,909	564	0	0	0
Total	**923,046**	**454,398**	**468,648**	**405,320**	**226,380**	**178,940**	**517,726**	**228,018**	**289,708**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 2.16: Informal and Formal Employment, by Sector, Sex and Area

	Total			Informal Employment			Formal Employment		
Sector	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Cambodia									
Informal sector	6,104,981	3,190,956	2,914,025	5,992,659	3,152,447	2,840,212	112,322	38,509	73,813
Formal sector	1,692,374	887,730	804,644	883,468	472,636	410,831	808,906	415,093	393,813
Household	85,751	38,779	46,972	83,933	37,983	45,949	1,818	796	1,023
Total	**7,883,106**	**4,117,464**	**3,765,641**	**6,960,060**	**3,663,066**	**3,296,993**	**923,046**	**454,398**	**468,648**
Urban									
Informal sector	1,874,846	947,081	927,765	1,842,011	935,714	906,297	32,834	11,367	21,467
Formal sector	803,030	457,382	345,647	431,236	242,369	188,867	371,794	215,013	156,781
Household	24,088	10,612	13,475	23,396	10,612	12,783	692	0	692
Total	**2,701,963**	**1,415,076**	**1,286,887**	**2,296,643**	**1,188,696**	**1,107,947**	**405,320**	**226,380**	**178,940**
Rural									
Informal sector	4,230,136	2,243,875	1,986,261	4,150,648	2,216,733	1,933,915	79,487	27,142	52,345
Formal sector	889,344	430,347	458,997	452,232	230,267	221,965	437,112	200,080	237,032
Household	61,663	28,167	33,497	60,537	27,371	33,166	1,126	796	331
Total	**5,181,143**	**2,702,389**	**2,478,755**	**4,663,417**	**2,474,371**	**2,189,046**	**517,726**	**228,018**	**289,708**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 3.1: Employed Population, by Frequency of Payment, Sex and Area

	Cambodia			Urban			Rural		
Frequency of Payment	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Piece rate or one–time	45,438	31,486	13,952	16,223	11,381	4,842	29,214	20,105	9,110
Daily	682,467	461,498	220,969	139,957	99,074	40,883	542,510	362,423	180,086
Weekly	101,879	76,815	25,064	28,706	22,374	6,332	73,173	54,441	18,732
Biweekly	436,439	218,332	218,107	131,043	75,407	55,636	305,396	142,925	162,471
Monthly	2,503,293	1,356,802	1,146,491	1,129,460	625,781	503,679	1,373,833	731,021	642,812
Total	**3,769,515**	**2,144,933**	**1,624,582**	**1,445,389**	**834,018**	**611,371**	**2,324,126**	**1,310,915**	**1,013,211**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 3.2: Employed Population, by Monthly Wages in the Main Job, Sex and Area

Monthly Wages	Cambodia			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
<KR400,000	102,897	46,190	56,707	33,390	16,072	17,318	69,507	30,117	39,389
KR400,000 to <KR800,000	1,038,653	536,184	502,469	268,128	126,352	141,775	770,525	409,832	360,693
KR800,000 to <KR1,200,000	1,372,210	739,208	633,002	496,058	254,877	241,181	876,152	484,331	391,821
KR1,200,000 to <KR1,600,000	749,483	454,846	294,636	338,273	206,508	131,765	411,210	248,339	162,871
KR1,600,000 to <KR2,000,000	144,648	97,981	46,667	91,106	62,078	29,028	53,543	35,903	17,639
KR2,000,000 to <KR3,000,000	181,010	135,954	45,056	104,166	78,828	25,337	76,844	57,125	19,719
KR3,000,000 to <KR5,000,000	105,653	87,395	18,258	80,006	66,543	13,464	25,647	20,852	4,794
KR5,000,000 and over	29,523	15,689	13,834	18,039	11,379	6,660	11,484	4,310	7,174
Total	**3,724,077**	**2,113,447**	**1,610,630**	**1,429,166**	**822,637**	**606,529**	**2,294,912**	**1,290,810**	**1,004,101**
Average monthly wage (KR)	1,078,595	1,136,707	1,002,341	1,252,092	1,353,226	1,114,925	970,549	998,719	934,335
Median monthly wage (KR)	910,000	1,000,000	866,667	1,000,000	1,200,000	1,000,000	866,667	866,667	840,000

KR = riels (national Cambodian currency).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 3.3: Average Monthly Wages, by Occupation, Sex and Area

(KR)

Occupation [a]	Cambodia			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Managers	1,373,555	1,416,916	1,279,154	1,696,971	1,788,509	1,517,713	1,114,110	1,136,589	1,060,667
Professionals	1,500,752	1,516,427	1,484,347	1,710,622	1,736,791	1,684,523	1,268,816	1,284,689	1,251,291
Technicians and associate professionals	1,383,673	1,447,473	1,263,487	1,498,722	1,580,054	1,342,590	1,183,517	1,212,645	1,130,403
Clerical support workers	1,433,830	1,595,402	1,278,533	1,543,498	1,686,512	1,412,613	1,256,632	1,457,434	1,047,738
Services and sales workers	1,192,248	1,430,210	897,667	1,339,818	1,583,099	1,010,583	975,091	1,181,841	750,286
Skilled agricultural, forestry and fishery workers	692,071	720,548	649,756	841,644	938,959	699,988	666,262	683,228	640,963
Craft and related trades workers	1,008,281	1,025,209	990,064	1,020,489	1,089,191	950,309	1,002,848	997,758	1,008,455
Plant and machine operators, and assemblers	1,064,508	1,099,780	900,536	1,150,995	1,187,613	972,296	1,005,300	1,038,788	854,578
Elementary occupations	780,791	810,063	743,324	869,278	924,608	797,184	756,743	778,624	728,873
Armed forces	1,312,846	1,311,509	1,328,579	1,368,449	1,375,509	1,276,480	1,226,970	1,210,732	1,392,959
Total	**1,078,595**	**1,136,707**	**1,002,341**	**1,252,092**	**1,353,226**	**1,114,925**	**970,549**	**998,719**	**934,335**

KR = riels (Cambodian national currency).

[a] The occupational categories listed in this column are derived from the International Standard Classification of Occupations, 2008 (ISCO-08).

Note: Totals may not add up due to rounding.

Source: Cambodia Labour Force Survey 2019 data.

Table 3.4: Average Monthly Wages, by Industry, Sex and Area

(KR)

Industry [a]	Cambodia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Agriculture	**702,061**	**754,464**	**641,873**	**841,865**	**985,270**	**679,158**	**687,097**	**729,915**	**637,853**
Industry	**1,007,206**	**1,015,957**	**997,194**	**1,030,076**	**1,100,134**	**953,451**	**997,018**	**979,589**	**1,017,362**
Mining and quarrying	967,518	1,049,323	641,670	1,250,000	1,250,000		862,748	946,648	641,670
Manufacturing	1,032,150	1,056,001	1,020,153	1,020,828	1,112,175	971,384	1,037,963	1,024,957	1,044,260
Wearing apparel	1,017,834	1,026,103	1,015,211	1,001,554	1,062,436	980,517	1,027,056	1,003,307	1,034,223
Electricity, gas, steam and air conditioning supply	1,052,043	1,157,993	681,557	1,097,233	1,313,062	681,557	967,870	967,870	0
Water supply; sewerage, waste management and remediation activities	691,705	710,192	630,961	578,483	578,483	0	750,095	815,282	630,961
Construction	970,866	991,758	867,263	1,049,678	1,090,538	804,997	943,509	956,084	884,796
Services	**1,264,644**	**1,352,148**	**1,122,735**	**1,426,237**	**1,518,326**	**1,279,183**	**1,065,354**	**1,149,887**	**925,612**
Wholesale and retail trade, repair of motor vehicles and motorcycles	1,023,871	1,166,066	858,639	1,129,516	1,300,390	931,449	868,185	968,675	750,992
Transportation and storage	1,045,999	1,052,671	977,303	1,131,655	1,149,694	990,900	974,452	975,629	958,211
Accommodation and Food service activities	858,686	1,001,370	768,918	924,373	1,102,155	796,397	799,417	894,742	746,499
Information and communication	1,393,179	1,240,028	1,789,510	1,457,985	1,293,662	1,847,582	888,722	898,936	825,509
Financial and insurance activities	1,452,251	1,487,119	1,390,054	1,554,717	1,656,945	1,411,755	1,277,332	1,258,474	1,330,808
Real estate activities	2,106,247	1,928,801	2,300,639	2,525,845	2,365,688	2,687,126	958,273	895,414	1,045,203
Professional, scientific and technical activities	1,783,223	1,998,856	1,599,192	1,901,438	2,266,244	1,634,030	1,126,872	1,059,724	1,262,364
Administrative and support service activities	1,038,929	1,069,908	999,805	1,095,911	1,164,679	1,002,571	971,211	949,162	996,792
Public administration and defence; compulsory social security	1,648,398	1,696,403	1,438,584	1,836,191	1,851,786	1,767,258	1,309,138	1,414,038	859,825
Education	1,330,407	1,403,015	1,250,016	1,440,385	1,518,305	1,365,511	1,256,420	1,333,817	1,162,109
Human health and social work activities	1,582,837	1,627,136	1,539,137	1,909,666	1,870,842	1,951,938	1,133,633	1,249,806	1,033,583
Arts, entertainment and recreation	1,411,985	1,394,130	1,426,123	1,539,141	1,391,477	1,624,493	1,266,790	1,396,231	1,121,856
Other service activities	865,426	1,246,283	545,181	955,458	1,473,225	563,939	796,451	1,089,289	529,540
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	849,403	1,064,451	683,488	872,379	779,127	957,008	840,578	1,188,564	588,529
Activities of extraterritorial organisations and bodies	1,290,759	1,318,016	1,254,942	1,720,595	1,527,680	2,212,090	789,364	870,624	736,847
Total	**1,078,595**	**1,136,707**	**1,002,341**	**1,252,092**	**1,353,226**	**1,114,925**	**970,549**	**998,719**	**934,335**

KR = riels (Cambodian national currency).

[a] The industrial categories listed in this column are derived from the International Standard Industrial Classification, Revision 4 (ISIC Rev. 4).

Note: Totals may not add up due to rounding.

Source: Cambodia Labour Force Survey 2019 data.

Table 3.5: Average Monthly Wages, by Age Group, Sex and Area

(KR)

	Cambodia			Urban			Rural		
Age Group	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
15–19	859,034	846,757	870,369	826,247	811,641	837,576	869,398	856,579	881,898
20–24	996,124	984,096	1,007,898	1,098,563	1,121,902	1,078,346	947,587	924,570	971,460
25–29	1,099,424	1,095,758	1,103,920	1,212,261	1,237,622	1,183,303	1,025,506	1,007,688	1,048,419
30–34	1,159,212	1,216,288	1,086,169	1,309,927	1,368,849	1,230,476	1,041,555	1,092,256	979,249
35–39	1,110,225	1,170,636	1,021,848	1,282,966	1,396,571	1,115,479	997,750	1,022,762	961,344
40–44	1,094,088	1,226,085	898,422	1,266,833	1,412,269	1,047,307	969,238	1,089,825	792,800
45–49	1,136,445	1,234,367	936,149	1,377,421	1,477,538	1,145,565	938,351	1,019,457	787,967
50–54	1,322,152	1,495,364	876,909	1,714,111	1,942,622	1,040,160	989,157	1,088,306	760,967
55–59	1,214,632	1,310,402	912,280	1,602,355	1,641,922	1,440,191	937,552	1,048,694	640,524
60–64	953,353	1,194,446	522,390	1,134,377	1,419,226	554,247	770,357	945,229	495,091
65+	1,019,506	1,071,536	906,157	1,313,065	1,208,029	1,721,008	756,628	905,953	544,376
Total	**1,078,595**	**1,136,707**	**1,002,341**	**1,252,092**	**1,353,226**	**1,114,925**	**970,549**	**998,719**	**934,335**

KR = riels (Cambodian national currency).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 4.1: Average Usual Hours of Work per Week at the Main Job, by Occupation, Sex and Area

Occupation [a]	Cambodia			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Managers	46.4	47.2	44.5	45.8	46.4	44.6	46.8	47.8	44.5
Professionals	37.9	38.4	37.3	40.2	40.0	40.3	35.4	36.7	33.7
Technicians and associate professionals	45.2	45.7	44.1	44.2	45.2	42.4	46.7	46.7	46.9
Clerical support workers	50.1	48.1	52.0	49.9	46.9	52.7	50.5	50.1	50.9
Service and sales workers	56.4	55.2	57.1	57.1	56.0	57.8	55.7	54.1	56.4
Skilled agricultural, forestry and fishery workers	32.2	34.4	29.7	36.1	38.7	33.1	31.7	33.8	29.3
Craft and related trades workers	51.1	52.1	50.0	52.4	53.1	51.6	50.5	51.6	49.2
Plant and machine operators, and assemblers	54.7	55.4	50.2	56.2	56.8	51.7	53.0	53.8	48.9
Elementary occupations	50.3	50.6	49.9	50.9	52.0	49.5	50.1	50.2	50.0
Armed forces	47.2	47.4	45.6	47.8	47.9	46.2	46.4	46.5	44.9
Total	**45.9**	**46.3**	**45.6**	**50.9**	**50.6**	**51.1**	**43.5**	**44.1**	**42.8**

[a] The occupational categories listed in this column are derived from the International Standard Classification of Occupations, 2008 (ISCO-08).
Source: Cambodia Labour Force Survey 2019 data.

Table 4.2: Average Usual Hours of Work per Week at the Main Job, by Industry, Sex and Area

Industry [a]	Cambodia			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Agriculture	**34.7**	**36.8**	**32.3**	**37.9**	**40.7**	**34.5**	**34.3**	**36.2**	**32.0**
Industry	**50.7**	**51.4**	**49.9**	**51.7**	**52.0**	**51.3**	**50.2**	**51.0**	**49.3**
Mining and quarrying	61.6	60.7	64.2	42.0	42.0	0.0	65.2	65.7	64.2
Manufacturing	50.1	51.0	49.6	51.7	52.5	51.2	49.3	50.1	48.8
Wearing apparel	49.9	50.0	49.9	51.7	52.1	51.5	48.9	48.6	49.0
Electricity, gas, steam and air conditioning supply	46.9	47.5	44.4	46.0	46.9	43.6	48.1	48.1	49.0
Water supply; sewerage, waste management and remediation activities	45.6	45.1	46.4	52.8	50.8	57.4	40.8	40.4	41.2
Construction	51.7	51.7	52.0	51.8	51.7	52.5	51.7	51.7	51.9
Services	**52.2**	**51.1**	**53.4**	**52.9**	**52.0**	**54.0**	**51.4**	**50.1**	**52.7**
Wholesale and retail trade, repair of motor vehicles and motorcycles	57.8	56.9	58.3	59.0	58.7	59.1	56.7	54.9	57.5
Transportation and storage	54.7	54.9	50.3	55.8	56.3	49.0	53.2	53.3	52.0
Accommodation and Food service activities	51.0	52.3	50.3	50.4	51.0	50.1	51.6	53.8	50.6
Information and communication	49.5	48.9	51.1	48.3	47.2	50.7	57.4	57.8	55.4
Financial and insurance activities	43.7	43.0	44.9	43.9	43.3	44.6	43.5	42.5	45.6
Real estate activities	29.5	36.2	19.2	23.7	30.7	17.0	41.8	43.2	34.2
Professional, scientific and technical activities	47.9	48.1	47.7	48.2	49.0	47.6	46.4	45.6	48.2
Administrative and support service activities	52.6	54.6	50.3	52.2	54.7	49.1	53.1	54.4	51.6
Public administration and defence; compulsory social security	45.4	46.0	42.9	45.2	45.6	43.2	45.8	46.6	42.4
Education	31.9	32.3	31.4	32.3	31.1	33.6	31.6	33.1	29.8
Human health and social work activities	47.5	48.6	46.3	49.1	49.2	49.0	45.5	47.7	43.0
Arts, entertainment and recreation	51.1	49.1	53.0	54.2	51.4	56.1	48.1	47.3	49.0
Other service activities	54.2	48.9	57.2	57.2	51.3	59.8	50.1	46.5	53.0
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	45.7	44.1	46.7	53.0	45.2	56.6	43.5	43.8	43.4
Activities of extraterritorial organisations and bodies	44.7	46.4	42.1	46.5	48.6	40.0	42.3	40.9	43.3
Total	**45.9**	**46.3**	**45.6**	**50.9**	**50.6**	**51.1**	**43.5**	**44.1**	**42.8**

[a] The industrial categories listed in this column are derived from the International Standard Industrial Classification, Revision 4 (ISIC Rev. 4).
Source: Cambodia Labour Force Survey 2019 data.

Table 4.3: Average Usual Hours of Work per Week at the Main Job, by Age Group, Sex and Area

	Cambodia			Urban			Rural		
Age Group	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
15–19	46.6	46.0	47.1	51.0	49.3	52.5	45.3	45.2	45.4
20–24	47.6	48.2	47.0	49.1	49.0	49.2	46.9	47.9	45.8
25–29	48.0	48.5	47.4	51.3	50.6	52.0	46.0	47.4	44.5
30–34	48.6	48.4	48.9	52.6	51.0	54.4	46.1	46.7	45.5
35–39	47.8	48.0	47.6	52.8	52.9	52.6	45.0	45.3	44.6
40–44	46.2	46.2	46.2	52.5	51.6	53.4	43.2	43.4	43.0
45–49	45.4	46.1	44.5	50.7	52.0	48.8	42.9	42.9	42.8
50–54	42.7	43.6	41.5	49.7	50.1	49.2	39.4	40.3	38.2
55–59	41.2	42.0	40.2	49.8	50.0	49.5	37.1	37.8	36.3
60–64	39.5	41.1	37.8	47.9	49.3	46.4	35.7	37.4	33.9
65+	36.8	38.1	35.4	42.4	44.2	40.0	34.0	34.7	33.4
Total	**45.9**	**46.3**	**45.6**	**50.9**	**50.6**	**51.1**	**43.5**	**44.1**	**42.8**

Source: Cambodia Labour Force Survey 2019 data.

Table 4.4: Employed Persons with Excessive Usual Hours of Work per Week at the Main Job, by Occupation, Sex and Area

	Cambodia			Urban			Rural		
Occupation [a]	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Managers	28,015	19,803	8,212	9,476	6,735	2,741	18,539	13,068	5,471
Professionals	38,059	23,431	14,628	24,631	13,232	11,398	13,428	10,199	3,229
Technicians and associate professionals	61,572	46,231	15,340	32,775	26,001	6,774	28,796	20,230	8,566
Clerical support workers	36,799	13,274	23,525	24,377	7,657	16,720	12,422	5,617	6,805
Service and sales workers	1,041,443	327,712	713,731	551,393	185,040	366,353	490,050	142,672	347,379
Skilled agricultural, forestry and fishery workers	387,711	239,579	148,132	69,199	46,286	22,914	318,512	193,293	125,218
Craft and related trades workers	646,657	428,368	218,289	237,334	144,066	93,268	409,324	284,303	125,021
Plant and machine operators, and assemblers	214,956	193,872	21,083	124,316	112,701	11,615	90,640	81,172	9,468
Elementary occupations	367,895	208,890	159,006	78,069	44,088	33,982	289,826	164,802	125,024
Armed forces	16,740	15,593	1,147	10,090	9,343	746	6,650	6,249	401
Total	**2,839,848**	**1,516,755**	**1,323,093**	**1,161,660**	**595,150**	**566,510**	**1,678,187**	**921,605**	**756,583**

[a] The occupational categories listed in this column are derived from the International Standard Classification of Occupations, 2008 (ISCO-08).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 4.5: Employed Persons with Excessive Usual Hours of Work per Week at the Main Job, by Industry, Sex and Area

Industry [a]	Cambodia			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Agriculture	**580,295**	**351,056**	**229,240**	**88,017**	**60,019**	**27,999**	**492,278**	**291,037**	**201,241**
Industry	**734,181**	**472,499**	**261,682**	**255,547**	**148,673**	**106,875**	**478,634**	**323,826**	**154,808**
Mining and quarrying	4,919	3,234	1,685	0	0	0	4,919	3,234	1,685
Manufacturing	338,826	158,398	180,427	158,157	69,667	88,490	180,669	88,732	91,937
Wearing apparel	148,637	30,499	118,138	90,930	22,275	68,655	57,707	8,224	49,484
Electricity, gas, steam and air conditioning supply	3,141	2,545	597	1,192	858	334	1,949	1,687	263
Water supply; sewerage, waste management and remediation activities	7,150	4,314	2,836	4,705	2,968	1,737	2,445	1,346	1,099
Construction	380,145	304,008	76,137	91,494	75,180	16,314	288,651	228,828	59,823
Services	**1,525,372**	**693,200**	**832,172**	**818,096**	**386,459**	**431,637**	**707,276**	**306,742**	**400,535**
Wholesale and retail trade, repair of motor vehicles and motorcycles	889,289	289,589	599,700	467,010	162,150	304,860	422,279	127,440	294,840
Transportation and storage	205,080	194,853	10,227	117,815	111,935	5,881	87,265	82,918	4,347
Accommodation and Food service activities	134,555	49,051	85,505	64,078	25,923	38,155	70,478	23,128	47,350
Information and communication	5,435	3,913	1,523	3,563	2,520	1,043	1,873	1,393	480
Financial and insurance activities	11,781	5,855	5,925	7,441	4,302	3,139	4,339	1,553	2,786
Real estate activities	3,619	3,619	0	1,276	1,276	0	2,343	2,343	0
Professional, scientific and technical activities	14,196	7,594	6,601	12,299	6,034	6,266	1,897	1,561	336
Administrative and support service activities	69,840	43,616	26,223	32,886	21,562	11,324	36,954	22,055	14,899
Public administration and defence, compulsory social security	44,990	39,716	5,274	23,693	21,342	2,351	21,297	18,374	2,923
Education	4,908	3,062	1,847	2,206	1,084	1,122	2,702	1,977	725
Human health and social work activities	19,975	13,205	6,769	11,834	7,236	4,598	8,141	5,969	2,171
Arts, entertainment and recreation	28,523	10,502	18,021	18,135	6,103	12,032	10,388	4,399	5,989
Other service activities	78,445	22,637	55,808	50,766	13,028	37,738	27,679	9,609	18,070
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	13,235	4,959	8,276	4,065	937	3,128	9,170	4,023	5,147
Activities of extraterritorial organisations and bodies	1,501	1,029	472	1,029	1,029	0	472	0	472
Total	**2,839,848**	**1,516,755**	**1,323,093**	**1,161,660**	**595,150**	**566,510**	**1,678,187**	**921,605**	**756,583**

[a] The industrial categories listed in this column are derived from the International Standard Industrial Classification, Revision 4 (ISIC Rev. 4).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 4.6: Employed Persons with Excessive Usual Hours of Work per Week at the Main Job, by Age Group, Sex and Area

	Cambodia			Urban			Rural		
Age Group	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
15–19	197,593	101,583	96,010	55,920	24,344	31,575	141,673	77,238	64,435
20–24	307,877	164,173	143,704	93,411	42,182	51,229	214,466	121,991	92,475
25–29	398,805	230,075	168,729	166,634	83,166	83,468	232,171	146,910	85,262
30–34	436,587	224,379	212,208	192,068	91,858	100,209	244,520	132,521	111,999
35–39	444,123	239,853	204,270	203,131	106,488	96,643	240,992	133,366	107,627
40–44	268,876	131,931	136,946	110,855	56,584	54,271	158,021	75,346	82,675
45–49	255,025	137,438	117,587	93,584	54,943	38,641	161,441	82,494	78,947
50–54	206,065	111,979	94,087	89,383	48,334	41,049	116,683	63,645	53,037
55–59	155,976	85,127	70,849	73,699	41,475	32,223	82,277	43,651	38,626
60–64	91,851	48,626	43,224	43,927	22,836	21,091	47,924	25,790	22,133
65+	77,070	41,590	35,479	39,050	22,940	16,110	38,020	18,651	19,369
Total	**2,839,848**	**1,516,755**	**1,323,093**	**1,161,660**	**595,150**	**566,510**	**1,678,187**	**921,605**	**756,583**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 4.7: Employed Persons in Time-Related Underemployment, by Occupation, Sex and Area

Occupation [a]	Cambodia			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Managers	472	472	0	472	472	0	0	0	0
Professionals	3,229	959	2,270	934	0	934	2,294	959	1,335
Technicians and associate professionals	4,063	2,055	2,008	3,569	1,561	2,008	495	495	0
Clerical support workers	0	0	0	0	0	0	0	0	0
Services and sales workers	5,564	1,121	4,443	2,205	752	1,452	3,359	369	2,991
Skilled agricultural, forestry and fishery workers	52,430	34,297	18,133	3,865	2,272	1,593	48,565	32,025	16,540
Craft and related trades workers	5,323	2,802	2,521	2,881	1,892	989	2,442	910	1,532
Plant and machine operators, and assemblers	5,391	5,022	369	2,310	2,310	0	3,081	2,711	369
Elementary occupations	7,531	4,853	2,677	3,072	2,450	621	4,459	2,403	2,056
Armed forces	0	0	0	0	0	0	0	0	0
Total	**84,004**	**51,582**	**32,422**	**19,308**	**11,709**	**7,598**	**64,696**	**39,873**	**24,823**

[a] The occupational categories listed in this column are derived from the International Standard Classification of Occupations, 2008 (ISCO-08).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 4.8: Employed Persons in Time-Related Underemployment, by Industry, Sex and Area

Industry [a]	Cambodia			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Agriculture	**58,066**	**37,700**	**20,366**	**6,889**	**4,675**	**2,214**	**51,176**	**33,025**	**18,151**
Industry	**10,410**	**6,455**	**3,955**	**5,928**	**3,950**	**1,979**	**4,482**	**2,505**	**1,977**
Mining and quarrying	0	0	0	0	0	0	0	0	0
Manufacturing	7,095	3,140	3,955	3,870	1,892	1,979	3,225	1,248	1,977
Wearing apparel	4,367	1,527	2,840	2,979	1,001	1,979	1,387	526	861
Electricity, gas, steam and air conditioning supply	0	0	0	0	0	0	0	0	0
Water supply; sewerage, waste management and remediation activities	505	505	0	505	505	0	0	0	0
Construction	2,809	2,809	0	1,553	1,553	0	1,256	1,256	0
Services	**15,528**	**7,427**	**8,101**	**6,490**	**3,084**	**3,405**	**9,038**	**4,343**	**4,695**
Wholesale and retail trade, repair of motor vehicles and motorcycles	3,293	615	2,678	1,699	246	1,452	1,594	369	1,226
Transportation and storage	3,359	3,359	0	839	839	0	2,520	2,520	0
Accommodation and Food service activities	2,766	1,001	1,765	506	506	0	2,260	495	1,765
Information and communication	0	0	0	0	0	0	0	0	0
Financial and insurance activities	960	960	0	960	960	0	0	0	0
Real estate activities	472	0	472	472	0	472	0	0	0
Professional, scientific and technical activities	0	0	0	0	0	0	0	0	0
Administrative and support service activities	909	0	909	546	0	546	363	0	363
Public administration and defence, compulsory social security	534	534	0	534	534	0	0	0	0
Education	2,703	796	1,907	934	0	934	1,768	796	973
Human health and social work activities	163	163	0	0	0	0	163	163	0
Arts, entertainment and recreation	0	0	0	0	0	0	0	0	0
Other service activities	369	0	369	0	0	0	369	0	369
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	0	0	0	0	0	0	0	0	0
Activities of extraterritorial organisations and bodies	0	0	0	0	0	0	0	0	0
Total	**84,004**	**51,582**	**32,422**	**19,308**	**11,709**	**7,598**	**64,696**	**39,873**	**24,823**

[a] The industrial categories listed in this column are derived from the International Standard Industrial Classification, Revision 4 (ISIC Rev. 4).
Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 4.9: Employed Persons in Time-Related Underemployment, by Age Group, Sex and Area

	Cambodia			Urban			Rural		
Age Group	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
15–19	8,797	5,396	3,401	989	0	989	7,808	5,396	2,412
20–24	9,491	4,797	4,694	1,707	339	1,368	7,784	4,458	3,326
25–29	12,667	8,502	4,164	4,764	2,860	1,904	7,903	5,642	2,261
30–34	8,421	5,473	2,947	4,792	3,557	1,235	3,628	1,916	1,712
35–39	9,412	5,301	4,112	1,951	623	1,329	7,461	4,678	2,783
40–44	7,166	3,558	3,608	0	0	0	7,166	3,558	3,608
45–49	6,429	4,191	2,239	962	962	0	5,468	3,229	2,239
50–54	9,239	5,480	3,760	528	528	0	8,711	4,952	3,760
55–59	8,291	6,601	1,689	2,798	2,335	463	5,493	4,267	1,226
60–64	2,269	1,958	311	817	506	311	1,452	1,452	0
65+	1,823	326	1,496	0	0	0	1,823	326	1,496
Total	**84,004**	**51,582**	**32,422**	**19,308**	**11,709**	**7,598**	**64,696**	**39,873**	**24,823**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 5.1: Youth Population, by Labour Market Status, Age Group, Sex and Area

	Cambodia			Urban			Rural		
Age Group	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Youth population									
15–19	1,418,948	682,183	736,765	434,413	205,987	228,426	984,535	476,196	508,339
20–24	1,273,798	595,744	678,054	435,891	193,962	241,929	837,907	401,782	436,125
Total	**2,692,746**	**1,277,927**	**1,414,819**	**870,304**	**399,949**	**470,355**	**1,822,442**	**877,978**	**944,464**
Youth labour force									
15–19	569,207	287,047	282,160	126,699	60,681	66,017	442,508	226,366	216,143
20–24	972,337	467,659	504,678	302,817	135,104	167,713	669,519	332,554	336,965
Total	**1,541,544**	**754,706**	**786,838**	**429,517**	**195,786**	**233,732**	**1,112,027**	**558,920**	**553,107**
Youth employment									
15–19	552,712	276,042	276,670	121,365	56,224	65,141	431,347	219,818	211,529
20–24	949,953	458,088	491,865	294,140	131,596	162,544	655,813	326,492	329,321
Total	**1,502,665**	**734,130**	**768,535**	**415,506**	**187,820**	**227,686**	**1,087,159**	**546,310**	**540,849**
Youth unemployment									
15–19	16,495	11,005	5,490	5,334	4,457	876	11,161	6,548	4,614
20–24	22,384	9,571	12,813	8,677	3,508	5,169	13,706	6,062	7,644
Total	**38,879**	**20,576**	**18,303**	**14,011**	**7,966**	**6,046**	**24,868**	**12,610**	**12,258**
Youth outside the labour force									
15–19	849,741	395,136	454,605	307,713	145,305	162,408	542,027	249,831	292,196
20–24	301,461	128,085	173,376	133,073	58,858	74,215	168,388	69,227	99,161
Total	**1,151,202**	**523,221**	**627,981**	**440,787**	**204,163**	**236,623**	**710,415**	**319,058**	**391,357**
Youth in total population aged 15+ (%)									
15–19	12.3	12.6	12.1	10.8	11.0	10.6	13.2	13.5	12.9
20–24	11.1	11.0	11.1	10.8	10.4	11.2	11.2	11.4	11.0
Overall	**23.4**	**23.7**	**23.1**	**21.6**	**21.4**	**21.8**	**24.3**	**24.9**	**23.9**
Youth labour participation rate (%)									
15–19	40.1	42.1	38.3	29.2	29.5	28.9	44.9	47.5	42.5
20–24	76.3	78.5	74.4	69.5	69.7	69.3	79.9	82.8	77.3
Overall	**57.2**	**59.1**	**55.6**	**49.4**	**49.0**	**49.7**	**61.0**	**63.7**	**58.6**

	Cambodia			Urban			Rural		
Age Group	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Youth employment rate (%)									
15–19	97.1	96.2	98.1	95.8	92.7	98.7	97.5	97.1	97.9
20–24	97.7	98.0	97.5	97.1	97.4	96.9	98.0	98.2	97.7
Overall	**97.5**	**97.3**	**97.7**	**96.7**	**95.9**	**97.4**	**97.8**	**97.7**	**97.8**
Youth unemployment rate (%)									
15–19	2.9	3.8	1.9	4.2	7.3	1.3	2.5	2.9	2.1
20–24	2.3	2.0	2.5	2.9	2.6	3.1	2.0	1.8	2.3
Overall	**2.5**	**2.7**	**2.3**	**3.3**	**4.1**	**2.6**	**2.2**	**2.3**	**2.2**
Youth outside the labour force rate (%)									
15–19	59.9	57.9	61.7	70.8	70.5	71.1	55.1	52.5	57.5
20–24	23.7	21.5	25.6	30.5	30.3	30.7	20.1	17.2	22.7
Overall	**42.8**	**40.9**	**44.4**	**50.6**	**51.0**	**50.3**	**39.0**	**36.3**	**41.4**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 5.2: Employed and Unemployed Youth, by Education Level, Sex and Area

	Cambodia			Urban			Rural		
Education Level	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Employed youth									
Never attended school	43,787	23,862	19,925	5,178	2,544	2,634	38,609	21,319	17,290
Pre–School	22,212	11,579	10,633	2,573	1,258	1,315	19,639	10,321	9,318
Primary	430,243	222,100	208,144	78,129	38,698	39,431	352,114	183,401	168,713
Lower secondary	461,267	228,531	232,736	127,960	61,659	66,301	333,307	166,872	166,435
Upper secondary	240,384	112,587	127,797	69,450	30,762	38,688	170,934	81,825	89,109
Lower Secondary Diploma	75,221	36,298	38,923	22,804	10,842	11,962	52,417	25,456	26,961
Upper Secondary Diploma	103,022	43,909	59,112	35,856	13,154	22,701	67,166	30,755	36,411
Associate Degree	8,215	3,454	4,761	3,422	724	2,698	4,792	2,730	2,063
University Undergraduate Studies	45,804	20,499	25,305	24,781	10,564	14,217	21,023	9,935	11,087
Technical/Vocational Pre–Secondary Diploma	2,585	913	1,672	783	263	520	1,802	650	1,152
Technical/Vocational Post–Secondary Diploma	5,804	3,765	2,039	397	397	0	5,407	3,368	2,039
Bachelor Degree	63,059	26,633	36,426	43,109	16,955	26,154	19,949	9,678	10,272
Master degree	1,063	0	1,063	1,063	0	1,063	0	0	0
Doctorate degree or higher	0	0	0	0	0	0	0	0	0
Total	**1,502,665**	**734,130**	**768,535**	**415,506**	**187,820**	**227,686**	**1,087,159**	**546,310**	**540,849**
Unemployed youth									
Never attended school	798	798	0	798	798	0	0	0	0
Pre–School	0	0	0	0	0	0	0	0	0
Primary	5,055	2,447	2,608	1,737	873	863	3,318	1,574	1,744
Lower secondary	12,617	7,544	5,073	2,812	1,953	859	9,805	5,591	4,214
Upper secondary	4,718	3,291	1,427	1,593	1,120	473	3,125	2,171	954
Lower Secondary Diploma	2,700	846	1,854	779	0	779	1,921	846	1,075
Upper Secondary Diploma	9,680	4,370	5,310	4,113	2,256	1,857	5,567	2,114	3,453
Associate Degree	0	0	0	0	0	0	0	0	0
University Undergraduate Studies	1,423	738	684	1,109	425	684	314	314	0
Technical/Vocational Pre–Secondary Diploma	0	0	0	0	0	0	0	0	0
Technical/Vocational Post–Secondary Diploma	0	0	0	0	0	0	0	0	0
Bachelor Degree	1,887	540	1,347	1,069	540	529	818	0	818
Master degree	0	0	0	0	0	0	0	0	0
Doctorate degree or higher	0	0	0	0	0	0	0	0	0
Total	**38,879**	**20,576**	**18,303**	**14,011**	**7,966**	**6,046**	**24,868**	**12,610**	**12,258**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 5.4: Unemployed Youth, by Duration of Unemployment, Sex and Area

	Cambodia			Urban			Rural		
Duration	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Less than 1 month	10,099	4,624	5,475	3,676	1,846	1,830	6,423	2,778	3,645
1 to less than 3 months	14,178	6,775	7,402	4,437	2,499	1,938	9,741	4,276	5,464
3 to less than 6 months	3,428	1,583	1,844	1,920	520	1,399	1,508	1,063	445
6 to less than 12 months	2,179	1,277	902	1,503	964	539	676	314	363
12 to less than 2 years	3,274	2,476	797	0	0	0	3,274	2,476	797
2 years or more	540	540	0	540	540	0	0	0	0
Not elsewhere classified	5,182	3,299	1,883	1,936	1,596	340	3,246	1,703	1,543
Total	38,879	20,576	18,303	14,011	7,966	6,046	24,868	12,610	12,258

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 6.1: Unemployed Population, by Age Group, Sex and Area

	Cambodia			Urban			Rural		
Age Group	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
15–19	16,495	11,005	5,490	5,334	4,457	876	11,161	6,548	4,614
20–24	22,384	9,571	12,813	8,677	3,508	5,169	13,706	6,062	7,644
25–29	19,867	11,560	8,307	6,176	3,047	3,129	13,692	8,514	5,178
30–34	7,950	4,933	3,017	1,420	781	640	6,530	4,153	2,377
35–39	10,338	6,089	4,249	1,883	926	957	8,455	5,163	3,292
40–44	7,727	2,583	5,144	729	0	729	6,998	2,583	4,416
45–49	4,533	2,029	2,505	453	453	0	4,080	1,575	2,505
50–54	2,319	1,282	1,037	291	0	291	2,028	1,282	746
55–59	3,171	750	2,421	453	0	453	2,718	750	1,968
60–64	1,860	1,003	857	874	529	345	987	474	512
65+	1,042	653	389	0	0	0	1,042	653	389
Total	**97,687**	**51,458**	**46,229**	**26,290**	**13,701**	**12,589**	**71,397**	**37,757**	**33,639**
Unemployment rate (%)									
15–19	2.9	3.8	1.9	4.2	7.3	1.3	2.5	2.9	2.1
20–24	2.3	2.0	2.5	2.9	2.6	3.1	2.0	1.8	2.3
25–29	1.7	1.9	1.5	1.4	1.4	1.4	1.9	2.2	1.5
30–34	0.7	0.9	0.6	0.3	0.3	0.3	1.0	1.2	0.7
35–39	0.9	1.0	0.8	0.4	0.4	0.5	1.2	1.4	1.0
40–44	1.1	0.7	1.5	0.3	0.0	0.7	1.5	1.1	1.9
45–49	0.7	0.6	0.8	0.2	0.4	0.0	0.9	0.7	1.2
50–54	0.4	0.4	0.4	0.1	0.0	0.3	0.5	0.6	0.4
55–59	0.7	0.3	1.1	0.3	0.0	0.7	0.8	0.4	1.3
60–64	0.6	0.6	0.6	0.9	1.1	0.7	0.5	0.4	0.5
65+	0.3	0.4	0.3	0.0	0.0	0.0	0.5	0.7	0.4
Total	**1.2**	**1.2**	**1.2**	**1.0**	**1.0**	**1.0**	**1.4**	**1.4**	**1.3**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 6.2: Unemployed Population, by Education Level, Sex and Area

	Cambodia			Urban			Rural		
Education Level	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Never attended school	6,798	3,783	3,015	2,308	1,143	1,165	4,490	2,640	1,850
Pre–School	2,506	909	1,597	0	0	0	2,506	909	1,597
Primary	26,111	12,521	13,590	4,440	1,856	2,585	21,671	10,665	11,006
Lower secondary	18,017	9,706	8,311	5,079	3,294	1,786	12,938	6,413	6,525
Upper secondary	10,904	7,371	3,533	3,545	2,531	1,013	7,359	4,839	2,520
Lower Secondary Diploma	6,231	2,034	4,197	779	0	779	5,452	2,034	3,418
Upper Secondary Diploma	20,585	11,538	9,047	6,217	2,710	3,507	14,368	8,829	5,540
Associate Degree	0	0	0	0	0	0	0	0	0
University Undergraduate Studies	1,963	738	1,224	1,649	425	1,224	314	314	0
Technical/Vocational Pre–Secondary Diploma	0	0	0	0	0	0	0	0	0
Technical/Vocational Post–Secondary Diploma	0	0	0	0	0	0	0	0	0
Bachelor Degree	4,571	2,858	1,713	2,272	1,743	529	2,299	1,115	1,184
Master degree	0	0	0	0	0	0	0	0	0
Doctorate degree or higher	0	0	0	0	0	0	0	0	0
Total	**97,687**	**51,458**	**46,229**	**26,290**	**13,701**	**12,589**	**71,397**	**37,757**	**33,639**

Note: Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 7.1: The Working-Age Population That Moved Abroad to Live and Work for Salaries, by Age Group, Sex and Area

	Cambodia			Urban			Rural		
Age Group	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
15–19	13,126	8,267	4,859	917	917	0	12,209	7,351	4,859
20–24	37,159	19,063	18,096	4,895	2,924	1,970	32,264	16,139	16,125
25–29	40,993	25,689	15,304	8,119	5,216	2,903	32,874	20,473	12,401
30–34	33,134	21,892	11,242	11,161	7,025	4,136	21,973	14,867	7,106
35–39	23,455	14,894	8,561	5,445	3,644	1,801	18,010	11,250	6,760
40–44	13,274	5,025	8,249	3,477	1,652	1,826	9,797	3,374	6,423
45–49	12,701	7,728	4,973	3,490	2,464	1,026	9,211	5,264	3,947
50–54	4,856	3,134	1,721	2,139	1,445	694	2,716	1,689	1,027
55–59	3,764	1,537	2,227	348	0	348	3,415	1,537	1,878
60–64	0	0	0	0	0	0	0	0	0
65+	532	0	532	0	0	0	532	0	532
Total	**182,994**	**107,229**	**75,765**	**39,991**	**25,286**	**14,705**	**143,003**	**81,943**	**61,060**

Note:
1. These numbers cover only those returned migrant workers who were found in households at the time of the survey, so the findings likely underestimate the actual total number of returned migrants. The small sample size comprised only 460 cases.
2. Totals may not add up due to rounding.

Source: Cambodia Labour Force Survey 2019 data.

Table 7.2: Working-Age Population That Had Worked Abroad, by Last Foreign Country, Sex and Area

Last Foreign Country	Cambodia			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Malaysia	2,793	2,126	667	691	691	0	2,102	1,435	667
Philippines	348	0	348	348	0	348	0	0	0
South Korea	3,191	2,534	657	1,674	1,674	0	1,517	860	657
Thailand	174,431	101,786	72,644	37,279	22,922	14,357	137,152	78,864	58,288
Vietnam	2,231	783	1,448	0	0	0	2,231	783	1,448
Total	**182,994**	**107,229**	**75,765**	**39,991**	**25,286**	**14,705**	**143,003**	**81,943**	**61,060**

Note:
1. These numbers cover only those returned migrant workers who were found in households at the time of the survey, so the findings likely underestimate the actual total number of returned migrants. The small sample size comprised only 460 cases.
2. Totals may not add up due to rounding.

Source: Cambodia Labour Force Survey 2019 data.

Table 7.3: Return Migrant Workers, by Occupation, Sex and Area

Occupation [a]	Cambodia			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Managers	0	0	0	0	0	0	0	0	0
Professionals	344	344	0	0	0	0	344	344	0
Technicians and associate professionals	3,608	747	2,860	348	0	348	3,259	747	2,512
Clerical support workers	0	0	0	0	0	0	0	0	0
Services and sales workers	16,119	6,239	9,879	6,872	3,252	3,620	9,247	2,987	6,260
Skilled agricultural, forestry and fishery workers	5,305	3,057	2,248	879	879	0	4,426	2,178	2,248
Craft and related trades workers	75,140	52,755	22,385	15,556	12,485	3,071	59,584	40,270	19,314
Plant and machine operators, and assemblers	18,944	11,602	7,341	3,211	2,027	1,183	15,733	9,575	6,158
Elementary occupations	63,535	32,484	31,050	13,125	6,643	6,482	50,410	25,841	24,568
Armed forces	0	0	0	0	0	0	0	0	0
Total	**182,994**	**107,229**	**75,765**	**39,991**	**25,286**	**14,705**	**143,003**	**81,943**	**61,060**

[a] The occupational categories listed in this column are derived from the International Standard Classification of Occupations, 2008 (ISCO-08).

Note:
1. These numbers cover only those returned migrant workers who were found in households at the time of the survey, so the findings likely underestimate the actual total number of returned migrants. The small sample size comprised only 460 cases.
2. Totals may not add up due to rounding.

Source: Cambodia Labour Force Survey 2019 data.

Table 7.4: Return Migrant Workers, by Industry, Sex and Area

Industry [a]	Cambodia			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Agriculture	**41,299**	**23,546**	**17,753**	**5,490**	**3,652**	**1,838**	**35,809**	**19,894**	**15,915**
Industry	**110,309**	**69,097**	**41,211**	**24,431**	**16,649**	**7,783**	**85,877**	**52,450**	**33,429**
Mining and quarrying	0	0	0	0	0	0	0	0	0
Manufacturing	45,177	28,465	16,711	8,867	5,844	3,024	36,309	22,622	13,688
Wearing apparel	3,428	1,221	2,207	1,091	425	666	2,337	796	1,541
Electricity, gas, steam and air conditioning supply	506	253	253	0	0	0	506	253	253
Water supply; sewerage, waste management and remediation activities	685	340	345	685	340	345	0	0	0
Construction	63,941	40,039	23,902	14,879	10,465	4,414	49,062	29,575	19,488
Services	**31,384**	**14,586**	**16,799**	**10,069**	**4,987**	**5,082**	**21,314**	**9,599**	**11,715**
Wholesale and retail trade, repair of motor vehicles and motorcycles	9,865	5,182	4,684	3,632	2,612	1,020	6,233	2,570	3,663
Transportation and storage	4,193	3,481	712	1,028	679	348	3,165	2,802	363
Accommodation and Food service activities	10,819	3,314	7,506	3,601	1,696	1,906	7,218	1,618	5,600
Information and communication	0	0	0	0	0	0	0	0	0
Financial and insurance activities	0	0	0	0	0	0	0	0	0
Real estate activities	0	0	0	0	0	0	0	0	0
Professional, scientific and technical activities	0	0	0	0	0	0	0	0	0
Administrative and support service activities	4,386	1,788	2,597	508	0	508	3,877	1,788	2,089
Public administration and defence; compulsory social security	0	0	0	0	0	0	0	0	0
Education	0	0	0	0	0	0	0	0	0
Human health and social work activities	345	0	345	345	0	345	0	0	0
Arts, entertainment and recreation	0	0	0	0	0	0	0	0	0
Other service activities	1,428	821	607	607	0	607	821	821	0
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	0	0	0	0	0	0	0	0	0
Activities of extraterritorial organisations and bodies	348	0	348	348	0	348	0	0	0
Total	**182,994**	**107,229**	**75,765**	**39,991**	**25,286**	**14,705**	**143,003**	**81,943**	**61,060**

[a] The industrial categories listed in this column are derived from the International Standard Industrial Classification, Revision 4 (ISIC Rev. 4).

Note:

1. These numbers cover only those returned migrant workers who were found in households at the time of the survey, so the findings likely underestimate the actual total number of returned migrants. The small sample size comprised only 460 cases.
2. Totals may not add up due to rounding.

Source: Cambodia Labour Force Survey 2019 data.

Table 7.5: Job Search Methods of International Migrant Workers, by Sex and Area

	Cambodia			Urban			Rural		
Job Search Method	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Through a job transfer	559	559	0	559	559	0	0	0	0
From a government agency in Cambodia	5,570	4,528	1,041	1,501	1,501	0	4,068	3,027	1,041
From a government agency abroad	2,173	917	1,256	0	0	0	2,173	917	1,256
From a private recruitment agency in Cambodia	11,405	6,447	4,957	1,240	601	639	10,164	5,846	4,318
From a private recruitment agency abroad	3,353	1,819	1,534	1,095	547	547	2,258	1,271	986
Directly from an employer abroad	9,541	4,655	4,885	0	0	0	9,541	4,655	4,885
Through an individual recruiter or broker (in Cambodia or abroad)	23,760	11,705	12,055	7,978	5,030	2,947	15,782	6,674	9,108
Through immediate family members or other relatives	66,330	37,018	29,312	12,403	7,214	5,189	53,927	29,804	24,123
Through friends	59,210	39,034	20,176	14,120	9,286	4,835	45,090	29,748	15,341
Through newspapers or websites	1,095	547	547	1,095	547	547	0	0	0
Total	**182,994**	**107,229**	**75,765**	**39,991**	**25,286**	**14,705**	**143,003**	**81,943**	**61,060**

Note:
1. These numbers cover only those returned migrant workers who were found in households at the time of the survey, so the findings likely underestimate the actual total number of returned migrants. The small sample size comprised only 460 cases.
2. Totals may not add up due to rounding.

Source: Cambodia Labour Force Survey 2019 data.

Table 7.6: Source of Information on First Job Abroad for Returned Migrant Workers, by Sex and Area

Source of Job Information	Cambodia			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Friends who had not worked abroad	10,043	6,189	3,855	4,055	3,120	935	5,988	3,069	2,920
Friends who had previously worked or were currently working abroad	80,248	49,726	30,522	18,276	12,432	5,843	61,972	37,293	24,679
Family members or other relatives who had not worked abroad	14,932	8,656	6,276	7,223	4,155	3,069	7,709	4,501	3,207
Family members or other relatives who had previously worked or were currently working abroad	58,785	32,793	25,992	5,407	3,512	1,894	53,378	29,280	24,098
A non-relative individual intermediary	9,499	4,742	4,758	3,856	1,439	2,417	5,644	3,303	2,341
Newspapers	2,200	1,280	920	1,175	627	547	1,025	653	372
Websites	1,002	368	634	0	0	0	1,002	368	634
Social media (Facebook, etc.)	6,285	3,476	2,808	0	0	0	6,285	3,476	2,808
Total	**182,994**	**107,229**	**75,765**	**39,991**	**25,286**	**14,705**	**143,003**	**81,943**	**61,060**

Note:
1. These numbers cover only those returned migrant workers who were found in households at the time of the survey, so the findings likely underestimate the actual total number of returned migrants. The small sample size comprised only 460 cases.
2. Totals may not add up due to rounding.

Source: Cambodia Labour Force Survey 2019 data.

Table 7.7: Methods Used by Returned Migrant Workers to Enter Last Foreign Country for Employment, by Sex and Area

Method of Entering Last Country Abroad	Cambodia			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Through regular immigration with a work visa	119,964	72,377	47,587	19,147	12,175	6,973	100,816	60,202	40,614
Through regular immigration without a work visa (e.g. travel/tourist visa)	15,304	7,931	7,373	2,457	1,725	732	12,846	6,206	6,641
Not through regular channel/entry ports	47,458	26,653	20,805	18,387	11,386	7,000	29,072	15,267	13,805
No response	269	269	0	0	0	0	269	269	0
Total	**182,994**	**107,229**	**75,765**	**39,991**	**25,286**	**14,705**	**143,003**	**81,943**	**61,060**

Note:
1. These numbers cover only those returned migrant workers who were found in households at the time of the survey, so the findings likely underestimate the actual total number of returned migrants. The small sample size comprised only 460 cases.
2. Totals may not add up due to rounding.

Source: Cambodia Labour Force Survey 2019 data.

Table 7.8: Cost of Obtaining First Job Abroad for Returned Migrant Workers, by Sex and Area

	Cambodia			Urban			Rural		
Payments	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
<KR400,000	72,953	41,896	31,057	16,235	10,302	5,933	56,720	31,594	25,124
KR400,000 to <KR1,600,000	54,198	32,218	21,976	14,420	8,379	6,041	39,777	23,838	15,936
KR1,600,000 to <KR 2,400,000	13,688	7,964	5,725	2,305	892	1,413	11,383	7,072	4,313
KR2,400,000 to < KR3,200,000	14,533	8,508	6,025	2,605	1,712	892	11,929	6,795	5,132
KR3,200,000 to < KR4,000,000	20,472	11,789	8,680	2,370	1,945	425	18,102	9,845	8,256
KR4,000,000 and over	7,151	4,853	2,296	2,055	2,055	0	5,095	2,797	2,296
Total	**182,994**	**107,229**	**75,765**	**39,991**	**25,286**	**14,705**	**143,003**	**81,943**	**61,060**
Average payment (KR)	1,417,537	1,485,095	1,321,922	1,395,407	1,671,991	919,807	1,423,725	1,427,422	1,418,765

KR = riels (national Cambodian currency).
Note:
1. These numbers cover only those returned migrant workers who were found in households at the time of the survey, so the findings likely underestimate the actual total number of returned migrants. The small sample size comprised only 460 cases.
2. Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 7.9: Monthly Earnings of Returned Migrant Workers from First Employment Abroad, by Sex and Area

	Cambodia			Urban			Rural		
Monthly Earnings	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
<KR400,000	12,773	7,365	5,411	3,337	1,398	1,939	9,438	5,967	3,473
KR400,000 to <KR1,600,000	147,121	86,433	60,686	29,818	20,005	9,810	117,306	66,430	50,877
KR1,600,000 to <KR 2,400,000	8,735	4,418	4,317	2,576	918	1,660	6,158	3,501	2,657
KR2,400,000 to < KR3,200,000	1,823	950	872	1,213	606	606	610	344	266
KR3,200,000 to < KR4,000,000	1,748	1,748	0	1,169	1,169	0	579	579	0
KR4,000,000 and over	10,791	6,314	4,475	1,878	1,190	688	8,913	5,125	3,787
Total	**182,994**	**107,229**	**75,765**	**39,991**	**25,286**	**14,705**	**143,003**	**81,943**	**61,060**
Average earning (KR)	2,176,035	2,360,608	1,914,811	1,563,027	1,520,734	1,635,750	2,347,466	2,619,778	1,982,019

KR = riels (national Cambodian currency).
Note:
1. These numbers cover only those returned migrant workers who were found in households at the time of the survey, so the findings likely underestimate the actual total number of returned migrants. The small sample size comprised only 460 cases.
2. Totals may not add up due to rounding.
Source: Cambodia Labour Force Survey 2019 data.

Table 7.10: Number of Months Returned Migrant Workers Needed to Pay Recruitment Costs, by Sex and Area

	Cambodia			Urban			Rural		
Number of Months	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Already paid	132,838	77,937	54,901	34,763	21,777	12,985	98,075	56,159	41,915
1 < 3 months	16,917	9,506	7,410	2,462	1,335	1,126	14,454	8,171	6,283
3 to < 6 months	17,512	11,062	6,450	2,767	2,173	593	14,746	8,889	5,857
6 to < 12 months	8,927	4,957	3,969	0	0	0	8,927	4,957	3,969
12 to < 24 months	6,536	3,768	2,768	0	0	0	6,536	3,768	2,768
24 months or more	266	0	266	0	0	0	266	0	266
Total	**182,994**	**107,229**	**75,765**	**39,991**	**25,286**	**14,705**	**143,003**	**81,943**	**61,060**
Average number of months	1.4	1.3	1.4	0.3	0.4	0.2	1.6	1.6	1.7

Note:
1. These numbers cover only those returned migrant workers who were found in households at the time of the survey, so the findings likely underestimate the actual total number of returned migrants. The small sample size comprised only 460 cases.
2. Totals may not add up due to rounding.

Source: Cambodia Labour Force Survey 2019 data.

APPENDIX III

QUESTIONNAIRE
Cambodia Labour Force Survey 2019

CONFIDENTIAL

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

Ministry of Planning
National Institute of Statistics

No. of Questionnaire used:	

PSU			

CAMBODIA LABOUR FORCE SURVEY 2019

QUESTIONNAIRE

IDENTIFICATION PARTICULARS						
Capital/Province				Area (Urban = 1, Rural = 2)		
District/Khan/City				Total No. of Enumeration Areas in the Village		
Commune/Sangkat				Sample EA No. Selected		
Village/Mondul				Serial Number of Sample Household		
Name of HH head				Phone number: /		
Name of Respondent				Address: No. Street/Road:		

INTERVIEWER VISITS						
Visit			FINAL VISIT			
No.	Date (DD/MM/YY)	Time (HH : MM)	Date (DD/MM/YY)	|__|__|/|__|__|/|__|__|	**(*) 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 = Other (specify).....
1	|__|__|/|__|__|/|__|__|	|__|__|:|__|__|	Starting Time (HH=MM)	|__|__|:|__|__|		
2	|__|__|/|__|__|/|__|__|	|__|__|:|__|__|	Ending Time (HH=MM)	|__|__|:|__|__|		
3	|__|__|/|__|__|/|__|__|	|__|__|:|__|__|	Interview Result Code*	|__|		

	FIELD STAFF			
	Interviewer	Supervisor	Data coding officer	Data entry officer
Date	|__|__|/|__|__|/|__|__|	|__|__|/|__|__|/|__|__|	|__|__|/|__|__|/|__|__|	|__|__|/|__|__|/|__|__|
Name				
Signature				

Section A. Household Roster and Demographics

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.

ID	What are the names of the members of this household, starting with the head or reference person?	Is (NAME) male or female? 1= Male 2= Female	What is (NAME)'s relationship to the (head/reference person) of the household? 1= Head /reference person 2= Spouse/partner 3= Son / daughter 4= Mother/father 5= Other relative 6= Domestic worker 7= Other unrelated person	What is (NAMES)'s date of birth? (DD/MM/YYYY) (If DON'T KNOW write 99/99/9999)	Interviewer calculate and enter age. If year = 9999 **Ask:** How old is (name)? (Write '00' if less than 1 year)	***For members aged 15 years and over*** 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**
01		__	__	____/____/____	____	__
02		__	__	____/____/____	____	__
03		__	__	____/____/____	____	__
04		__	__	____/____/____	____	__
05		__	__	____/____/____	____	__
06		__	__	____/____/____	____	__
07		__	__	____/____/____	____	__
08		__	__	____/____/____	____	__
09		__	__	____/____/____	____	__
10		__	__	____/____/____	____	__

Section A. Household Roster and Demographics (continued)

ID	***For members aged 5 years and over***			***For members aged from 5 to 29 years***	***For members aged from 15 to 29 years***	
	what is the highest level of education that (name) has completed? 01= Never attended school → **A.11** 02= Pre-School → **A.10** 03= Primary → **A.10** 04= Lower secondary → **A.10** 05= Upper secondary → **A.10** 06= Lower Secondary Diploma → **A.10** 07= Upper Secondary Diploma → **A.10** 08= Associate Degree → **A.10** 09= University Undergraduate Studies → **A.10** 10= Technical/Vocational Pre-Secondary Diploma 11= Technical/Vocational Post-Secondary Diploma 12= Bachelor Degree 13= Master degree 14= Doctorate degree or higher	In which field of study is (NAME)'s highest educational qualification?	Code	Is (NAME) attending school in the current school cycle? 1= Yes 2= No	In the last 4 weeks, did (NAME) participate in any unpaid apprenticeship, internship or work-place training? 1= Yes 2= No	In the last 4 weeks, did (NAME) attend any courses, seminars or other training to develop specific skills, for example languages, computer skills etc.? 1= Yes 2= No
	A.8	**A.9**		**A.10**	**A.11**	**A.12**
01	__|__		__|__|__	__	__	__
02	__|__		__|__|__	__	__	__
03	__|__		__|__|__	__	__	__
04	__|__		__|__|__	__	__	__
05	__|__		__|__|__	__	__	__
06	__|__		__|__|__	__	__	__
07	__|__		__|__|__	__	__	__
08	__|__		__|__|__	__	__	__
09	__|__		__|__|__	__	__	__
10	__|__		__|__|__	__	__	__

Section B. International Migration Status

For All Household Members

ID	Were/was (you/NAME) born in Cambodia? 1= Yes → **B.6** 2= No	In which country (were/was) (you/NAME) born?		In which month and year did (you/NAME) most recently arrive to live in Cambodia? Enter Month (MM) If DON'T KNOW enter 99 Enter Year (YYYY) If DON'T KNOW enter 9999 → **B.5**		How long (have/has) (you/NAME) been living in Cambodia? **Read** 1= Less than 12 months 2= 1 year to less than 5 years 3= 5 years to less than 10 years 4= 10 years or more	What was (your/NAME's) main reason for moving to Cambodia? 01= To take up a job 02= Job transfer 03= To look for paid work 04= To start a business 05= To study 06= Marriage 07= Family moved/joining family 08= Health 09= Conflict, insecurity, disaster 10= Other (specify): _____	(Are/is) (you/NAME) a citizen of…? 1= Cambodia → **C.1** 2= Another country 3= Stateless → **C.1**	Which country (are/is) (you/NAME) a citizen of…?	
		Country Name	Country Code	Month	Year				Country Name	Country Code
	B.1	**B.2**		**B.3a**	**B.3b**	**B.4**	**B.5**	**B.6**	**B.7**	
01	|__|		|__|__|	|__|__|	|__|__|__|__|	|__|	|__|__|	|__|		|__|__|
02	|__|		|__|__|	|__|__|	|__|__|__|__|	|__|	|__|__|	|__|		|__|__|
03	|__|		|__|__|	|__|__|	|__|__|__|__|	|__|	|__|__|	|__|		|__|__|
04	|__|		|__|__|	|__|__|	|__|__|__|__|	|__|	|__|__|	|__|		|__|__|
05	|__|		|__|__|	|__|__|	|__|__|__|__|	|__|	|__|__|	|__|		|__|__|
06	|__|		|__|__|	|__|__|	|__|__|__|__|	|__|	|__|__|	|__|		|__|__|
07	|__|		|__|__|	|__|__|	|__|__|__|__|	|__|	|__|__|	|__|		|__|__|
08	|__|		|__|__|	|__|__|	|__|__|__|__|	|__|	|__|__|	|__|		|__|__|
09	|__|		|__|__|	|__|__|	|__|__|__|__|	|__|	|__|__|	|__|		|__|__|
10	|__|		|__|__|	|__|__|	|__|__|__|__|	|__|	|__|__|	|__|		|__|__|

Country codes (col. B.2 and B.7)					
	01= Brunei	05= Myanmar	09= Vietnam	13= Taiwan	17= France
	02= Indonesia	06= Philippines	10= South Korea	14= Hong Kong	18= Canada
	03= Laos	07= Singapore	11= Japan	15= America	19= New Zealand
	04= Malaysia	08= Thailand	12= China	16= Australia	20= Other (Specify): _____

Section C. Disability Status

For members aged 5 years and over

Interviewer read: The next questions ask about difficulties (you/NAME) may have doing certain activities because of a health problem…

ID	(Do/does) (you/NAME) have difficulty seeing, even if wearing glasses? Would you say…? Read only if needed 1= No, no difficulty 2= Yes, some difficulty 3= Yes, a lot of difficulty 4= Cannot do it at all	(Do/does) (you/NAME) have difficulty hearing, even if using a hearing aid? Read only if needed 1= No, no difficulty 2= Yes, some difficulty 3= Yes, a lot of difficulty 4= Cannot do it at all	(Do/does) (you/NAME) have difficulty walking or climbing steps? Read only if needed 1= No, no difficulty 2= Yes, some difficulty 3= Yes, a lot of difficulty 4= Cannot do it at all	(Do/does) (you/NAME) have difficulty remembering or concentrating? Read only if needed 1= No, no difficulty 2= Yes, some difficulty 3= Yes, a lot of difficulty 4= Cannot do it at all	(Do/does) (you/NAME) have difficulty with self-care such as washing all over or dressing? Read only if needed 1= No, no difficulty 2= Yes, some difficulty 3= Yes, a lot of difficulty 4= Cannot do it at all	Using (your/his/her) (usual/customary) language, (do/does) (you/NAME) have difficulty communicating for example understanding or being understood by others? Read only if needed 1= No, no difficulty 2= Yes, some difficulty 3= Yes, a lot of difficulty 4= Cannot do it at all
	C.1	**C.2**	**C.3**	**C.4**	**C.5**	**C.6**
01	|__|	|__|	|__|	|__|	|__|	|__|
02	|__|	|__|	|__|	|__|	|__|	|__|
03	|__|	|__|	|__|	|__|	|__|	|__|
04	|__|	|__|	|__|	|__|	|__|	|__|
05	|__|	|__|	|__|	|__|	|__|	|__|
06	|__|	|__|	|__|	|__|	|__|	|__|
07	|__|	|__|	|__|	|__|	|__|	|__|
08	|__|	|__|	|__|	|__|	|__|	|__|
09	|__|	|__|	|__|	|__|	|__|	|__|
10	|__|	|__|	|__|	|__|	|__|	|__|

Section D. Household Sources of Livelihood

For household head or reference person only

In the last 12 months, from month up to last month, which of the following sources of support did the household have? **Read and mark all that apply** 01= Income from household farming or fishing 02= Income from a household business (other than farming or fishing) 03= Income from a paid job (held by a household member or yourself) 04= Foodstuff produced by the household from farming, raising animals or fishing 05= Remittances from abroad 06= Support from other households in the country 07= Income from properties, investments or savings 08= Private or state pension or other Government support 09= Charity from NSOs or other charitable organizations 10= Other (Specify): _____ **If only one option is selected → E.1** **Otherwise continue with D.2**	In the last 12 months, which of those was the MAIN source of support of this household? **Read only those selected in D.1 and mark only one** 01= Income from household farming or fishing 02= Income from a household business (other than farming or fishing) 03= Income from a paid job (held by a household member or yourself) 04= Foodstuff produced by the household from farming, raising animals or fishing 05= Remittances from abroad 06= Support from other households in the country 07= Income from properties, investments or savings 08= Private or state pension or other Government support 09= Charity from NSOs or other charitable organizations 10= Other (Specify): _____
D.1	**D.2**
|__| |__| |__| |__| |__|	|__|

Section E. Household Agriculture

Ask if D.1= 01 or 04

For household head or reference person only

Considering the current/last season, did any member of this household work or help with any of the following activities…? **Read and mark all that apply** 1= Farming to grow crops, fruits or other products 2= Raising or keeping farm animals for meat or other products 3= Fishing, pond fishing or collecting shellfish **Do not read** 4= None of the above → **Section F. Employed at work**	Thinking about the farming/fish/animal products your household (is producing/produced) as a whole in the current/last season, (are/were) they intended? **Read** 1= Only for sale 2= Mainly for sale 3= Mainly for family use 4= Only kept for family use } → **Section F. Employed at work** **Do not read** 5= Cannot say	In general, in the past have these products been…? **Read** 1= Only sold 2= Mainly sold 3= Mainly kept for family use 4= Only kept for family use } → **Section F. Employed at work**
E.1	**E.2**	**E.3**
|__| |__| |__|	|__|	|__|

Section F. Employed at Work

For members aged 5 years and over

ID	Last week, that is from (DAY) up to (DAY/yesterday) did (you/NAME) do any work for someone else for pay, even if only for one hour? 1= Yes → **I.1** 2= No	Last week, did (you/NAME) run or do any kind of business, farming or other activity to generate income, even if only for one hour? **Read if needed** For example: Making things for sale, growing produce for sale, buying and reselling things, provided services for pay, raising animals or catching fish for sale. 1= Yes → **H.2** 2= No	Last week, did (you/NAME) help with the paid job or business of a household or family member? 1= Yes → **H.2** 2= No
	F.1	**F.2**	**F.3**
01	|___|	|___|	|___|
02	|___|	|___|	|___|
03	|___|	|___|	|___|
04	|___|	|___|	|___|
05	|___|	|___|	|___|
06	|___|	|___|	|___|
07	|___|	|___|	|___|
08	|___|	|___|	|___|
09	|___|	|___|	|___|
10	|___|	|___|	|___|

Section G. Temporary Absence

For members aged 5 years and over

ID	Even though (you/NAME) did not work, last week did (you/NAME) have a paid job or a business? 1= Yes 2= No → **H.1**	Why did (you/NAME) not work last week? 01= Waiting to start new job or business → **H.1** 02= Low or off-season 03= Shift work, flexi time, nature of work → **H.2** 04= Vacation, holidays → **H.2** 05= Sickness, illness, accident → **H.2** 06= Maternity, paternity leave → **H.2** 07= Education leave or training → **G.4** 08= Other personal leave (care for family, civic duties…) → **G.4** 09= Temporary lay off, no clients or materials, work break → **G.4** 10= Bad weather, natural disaster → **G.4** 11= Strike or labour dispute → **G.4** 12= Long-term disability → **G.4** 13= Other (specify): _____ → **G.4**	During the low/off-season, (do/does) (you/NAME) continue to do some work for that job or business? 1= Yes → **H.2** 2= No → **H.1**	Including the time that (you/NAME) (have/has) been absent, will (you/NAME) return to that same job or business in 3 months or less? 1= Yes → **H.2** 2= No 3= Don't know	(Do/Does) (you/NAME) continue to receive an income from (your/his/her) job or business during this absence? 1= Yes → **H.2** 2= No → **H.1** 3= Don't know → **H.1**
	G.1	**G.2**	**G.3**	**G.4**	**G.5**
01	|__|	|__|__|	|__|	|__|	|__|
02	|__|	|__|__|	|__|	|__|	|__|
03	|__|	|__|__|	|__|	|__|	|__|
04	|__|	|__|__|	|__|	|__|	|__|
05	|__|	|__|__|	|__|	|__|	|__|
06	|__|	|__|__|	|__|	|__|	|__|
07	|__|	|__|__|	|__|	|__|	|__|
08	|__|	|__|__|	|__|	|__|	|__|
09	|__|	|__|__|	|__|	|__|	|__|
10	|__|	|__|__|	|__|	|__|	|__|

Section H. Agricultural Work and Market Orientation

For members aged 5 years and over

ID	Last week did (you/NAME) do any work in farming, rearing animals, fishing or fish farming? 1= Yes → **H.3** 2= No → **M.1**	Was this work that you mentioned in…? **Read categories and mark all that apply** 1= Farming or rearing farm animals 2= Fishing or fish farming 3= Another type of job or business → **I.1**	Thinking about the products from farming or fishing (you/NAME) worked on, are they intended……? **Read categories and mark one** 1= Only for sale → **I.1** 2= Mainly for sale → **I.1** 3= Mainly for family use → **H.5** 4= Only for family use → **H.5** **Do not read** 5= Cannot say	In general, in the past have these products been mainly sold or mainly kept for family use? 1= Only sold → **I.1** 2= Mainly sold → **I.1** 3= Mainly kept for family use 4= Only kept for family use	(Were/Was) (you/NAME) hired by someone else to do this work? 1= Yes → **I.1** 2= No
	H.1	**H.2**	**H.3**	**H.4**	**H.5**
01	|__|	|__| |__| |__|	|__|	|__|	|__|
02	|__|	|__| |__| |__|	|__|	|__|	|__|
03	|__|	|__| |__| |__|	|__|	|__|	|__|
04	|__|	|__| |__| |__|	|__|	|__|	|__|
05	|__|	|__| |__| |__|	|__|	|__|	|__|
06	|__|	|__| |__| |__|	|__|	|__|	|__|
07	|__|	|__| |__| |__|	|__|	|__|	|__|
08	|__|	|__| |__| |__|	|__|	|__|	|__|
09	|__|	|__| |__| |__|	|__|	|__|	|__|
10	|__|	|__| |__| |__|	|__|	|__|	|__|

Section H. Agricultural Work and Market Orientation (continued)

For members aged 5 years and over

ID	What are the main products from farming or fishing that (you/NAME) (were/was) working on? Example: Citrus fruits, vegetables, freshwater fish, cattle, chicken, rice.		What are the main tasks that (you/NAME) perform in this activity?		Last week, on how many days did (you/NAME) do this work? Number of days	How many hours per day did (you/NAME) spend doing this last week? Hours per day → **M.1** If DON'T KNOW enter 99
	Main Goods	ISIC Code	Main Tasks	ISCO Code		
	H.6		**H.7**		**H.8**	**H.9**
01		____		____	__	__
02		____		____	__	__
03		____		____	__	__
04		____		____	__	__
05		____		____	__	__
06		____		____	__	__
07		____		____	__	__
08		____		____	__	__
09		____		____	__	__
10		____		____	__	__

Section I. Characteristics of Main Job

ID	Last week did (you/ NAME) have more than one job or business? 1= One job / business 2= More than one	***Interviewer to read:*** *I am now going to ask you some questions about (your/NAME's) main job or business. The main job is the one where (you/NAME) usually work(s) the highest number of hours even if (you/NAME) (were/was) temporarily absent last week.* In (your/his/her) main job, what kind of work (do/does) (you/NAME) usually do? Example: Cattle farmer –breed, raise and sell cattle; Policeman –patrol the streets; Cook –plan and prepare meals; Primary school teacher –teach children how to read and write…			Does the business or place where (you/NAME) work(s) have a name? 1= Yes 2= Business without a name → **I.5** 3= Private household as a domestic worker → **I.6**
		Job Title or Description	Main Tasks and Duties	ISCO Code	
	I.1	**I.2**			**I.3**
01	|__|			|__|__|__|__|	|__|
02	|__|			|__|__|__|__|	|__|
03	|__|			|__|__|__|__|	|__|
04	|__|			|__|__|__|__|	|__|
05	|__|			|__|__|__|__|	|__|
06	|__|			|__|__|__|__|	|__|
07	|__|			|__|__|__|__|	|__|
08	|__|			|__|__|__|__|	|__|
09	|__|			|__|__|__|__|	|__|
10	|__|			|__|__|__|__|	|__|

Section I. Characteristics of Main Job (continued)

ID	What is the name? Name of establishment	What is the main activity of the business or place where (you/NAME) work(s)? Example: Police Department - public safety; Restaurant - preparing and serving meals; Transport Company - long distance transport of goods…			In (your/NAME's) main job, (do/does) (you/NAME) work…? **Read** 1= As an employee for someone else → **I.11** 2= In (your/NAME's) own business activity → **I.8** 3= Without pay in a household or family business 4= As an apprentice, intern → **I.11** 5= Helping a family member who works for someone else → **I.11**
		Main Activity	Goods or Services	ISIC Code	
	I.4	**I.5**			**I.6**
01				|__|__|__|__|	|__|
02				|__|__|__|__|	|__|
03				|__|__|__|__|	|__|
04				|__|__|__|__|	|__|
05				|__|__|__|__|	|__|
06				|__|__|__|__|	|__|
07				|__|__|__|__|	|__|
08				|__|__|__|__|	|__|
09				|__|__|__|__|	|__|
10				|__|__|__|__|	|__|

Section I. Characteristics of Main Job (continued)				
	The following set of questions is for self-identified contributing family workers	***The following set of questions is for those identified as self-employed***		
ID	Who usually makes the decisions about the running of the business? **Read** 1= You/NAME 2= You/NAME together with others 3= Other family member(s) only → **I.13** 4= Other non-related person(s) only → **I.13**	Did (you/NAME) have any paid employees last week? 1= Yes → **I.25** 2= No	Can (you/NAME) set the price of the products or services that (you/NAME) offer(s) (yourself/himself/herself)? 1= Yes → **I.25** 2= No	Why can (you/NAME) not set the price? Is it because …. **Read** 1= Another enterprise or agent sets the price → **I.25** 2= Prices are set by the customer(s) → **I.25** 3= Government defines the price by law/regulation → **I.25** 4= Prices are negotiated with the customer → **I.25** 5= It's the going rate on the market → **I.25** 6= Other (specify): _____ → **I.25**
	I.7	**I.8**	**I.9**	**I.10**
01	|___|	|___|	|___|	|___|
02	|___|	|___|	|___|	|___|
03	|___|	|___|	|___|	|___|
04	|___|	|___|	|___|	|___|
05	|___|	|___|	|___|	|___|
06	|___|	|___|	|___|	|___|
07	|___|	|___|	|___|	|___|
08	|___|	|___|	|___|	|___|
09	|___|	|___|	|___|	|___|
10	|___|	|___|	|___|	|___|

Section I. Characteristics of Main Job (continued)						
	The following set of questions is for those identified as employees or apprentices or assisting family members. Questions from I.13 are also addressed to contributing family workers.					
ID	(Are/is) (you/NAME) employed by …. **Read** 1= Government or a state-owned enterprise 2= Farm 3= Private business (non-farm) 4= Household(s) as a domestic worker 5= NGO, non-profit institution, church 6= International organization or a foreign embassy	Who pays (you/NAME) for that work, Is it....? **Read** 1= The business, organisation or household where (you/NAME) (do/does) the work? 2= A different organisation, business or household?	Which of the following types of pay (do/does) (you/NAME) receive for this work? **Read and mark all that apply** 1= Wage or salary 2= Payment by piece of work completed 3= Commissions 4= Tips 5= Fees for services provided 6= Payment with meals or accommodation 7= Payment in products 8= Other cash payment (Specify): _____ 9= I am not paid → **Section J**	(Do/does) (you/NAME) have a written contract or oral agreement for the work (you/he/she) (do/does)? 1= Yes, written contract 2= Yes, oral agreement 3= Don't know → **I.20**	Does the contract or agreement specify a minimum amount of hours or work that (you/NAME) (are/is) supposed to do? 1= Yes. It specifies minimum hours to be worked 2= Yes, it specifies tasks or work to be completed → **I.17** 3= No, (0-hour contract or contacted when needed) → **I.17**	What are (your/NAMEs) agreed or contractual working hours per week? Hours per week If DON'T KNOW enter 999
	I.11	**I.12**	**I.13**	**I.14**	**I.15**	**I.16**
01	|__|	|__|	|__| |__| |__| |__| |__| |__|	|__|	|__|	|__|__|__|
02	|__|	|__|	|__| |__| |__| |__| |__| |__|	|__|	|__|	|__|__|__|
03	|__|	|__|	|__| |__| |__| |__| |__| |__|	|__|	|__|	|__|__|__|
04	|__|	|__|	|__| |__| |__| |__| |__| |__|	|__|	|__|	|__|__|__|
05	|__|	|__|	|__| |__| |__| |__| |__| |__|	|__|	|__|	|__|__|__|
06	|__|	|__|	|__| |__| |__| |__| |__| |__|	|__|	|__|	|__|__|__|
07	|__|	|__|	|__| |__| |__| |__| |__| |__|	|__|	|__|	|__|__|__|
08	|__|	|__|	|__| |__| |__| |__| |__| |__|	|__|	|__|	|__|__|__|
09	|__|	|__|	|__| |__| |__| |__| |__| |__|	|__|	|__|	|__|__|__|
10	|__|	|__|	|__| |__| |__| |__| |__| |__|	|__|	|__|	|__|__|__|

Section I. Characteristics of Main Job (continued)								
	The following set of questions is for those identified as employees or apprentices or assisting family members. Questions from I.13 are also addressed to contributing family workers.							
ID	Which of the following best describes (your/NAME's) contract or agreement, Is it…? **Read** 1= For a specified period of time 2= Permanent or until retirement → **I.21** 3= Not permanent but without a specified end date → **I.21** 4= For the completion of tasks	How long in total is (your/NAME's) current agreement? 1= Daily contract/agreement 2= Less than 1 month 3= 1 to less than 3 months 4= 3 to less than 6 months 5= 6 to less than 12 months 6= 12 to less than 24 months 7= 2 years or more 8= No specified duration → **I.20**	Is (your/NAME's) agreement for a limited period because...? **Read** 1= It is a period of training (apprentice, trainee, research assistant, etc.) → **I.21** 2= It is required before a permanent contract is granted → **I.21** 3= It is seasonal work → **I.21** 4= It is part of an employment creation program → **I.21** 5= It is substitute work → **I.21** 6= It terminates once a specific task is completed → **I.21** 7= Other reasons (Specify): _____ → **I.21**	Is (your/NAME's) work seasonal? 1= Yes 2= No	Is (your/NAME's) employer responsible for deducting any taxes on (your/NAME's) income or is that (your/NAME's) responsibility? 1= Employer is responsible 2= (your/NAME) is responsible	Does (your/NAME's) employer pay contributions to a Pension Fund/Health/ Unemployment Insurance for (you/NAME)? 1= Yes 2= No 3= Don't know	(Do/Does) (you/NAME) get paid annual leave? 1= Yes 2= No 3= Don't know	Would (you/NAME) get paid sick leave in case of illness or injury? 1= Yes 2= No 3= Don't know
	I.17	**I.18**	**I.19**	**I.20**	**I.21**	**I.22**	**I.23**	**I.24**
01	|__|	|__|	|__|	|__|	|__|	|__|	|__|	|__|
02	|__|	|__|	|__|	|__|	|__|	|__|	|__|	|__|
03	|__|	|__|	|__|	|__|	|__|	|__|	|__|	|__|
04	|__|	|__|	|__|	|__|	|__|	|__|	|__|	|__|
05	|__|	|__|	|__|	|__|	|__|	|__|	|__|	|__|
06	|__|	|__|	|__|	|__|	|__|	|__|	|__|	|__|
07	|__|	|__|	|__|	|__|	|__|	|__|	|__|	|__|
08	|__|	|__|	|__|	|__|	|__|	|__|	|__|	|__|
09	|__|	|__|	|__|	|__|	|__|	|__|	|__|	|__|
10	|__|	|__|	|__|	|__|	|__|	|__|	|__|	|__|

Section I. Characteristics of Main Job (continued)							
	The following set of questions is for all respondents in employment						
ID	In what kind of place (do/does) (you/NAME) typically work? 1= At (your/name's) own home 2= At the client's or employer's home 3= At a farm, agricultural land or fishing site 4= At a business, office, factory, fixed premise or site 5= On the street or another public space 6= On a vehicle (without daily base) 7= Door-to-door 8= Other 9= Cannot say	How many persons including (you/NAME) work at (your/NAME) place of work? 1= 1 2= 2-4 3= 5-9 4= 10-19 5= 20-49 6= 50 and more	Is the business (you/NAME) work(s) for a Limited Company, Trading Partnership, Limited Partnership? 1= Yes → **I.30** 2= No 3= Don't know	Is the business where (you/NAME) work(s) registered in the National Business Register? 1= Yes → **I.30** 2= No 3= Don't know	Does the business (you/NAME) work(s) in keep a complete set of accounts including assets, income and expenditures, that is a complete balance sheet? 1= Yes 2= No 3= Don't know	Which year did (you/NAME) begin working in this business or for this employer? Enter year If DON'T KNOW enter 9999 → **I.32**	And which month? 01= January 02= February 03= March 04= April 05= May 06= June 07= July 08= August 09= September 10= October 11= November 12= December 13= DON'T KNOW
	I.25	**I.26**	**I.27**	**I.28**	**I.29**	**I.30**	**I.31**
01	|__|	|__|	|__|	|__|	|__|	|__|__|__|__|	|__|__|
02	|__|	|__|	|__|	|__|	|__|	|__|__|__|__|	|__|__|
03	|__|	|__|	|__|	|__|	|__|	|__|__|__|__|	|__|__|
04	|__|	|__|	|__|	|__|	|__|	|__|__|__|__|	|__|__|
05	|__|	|__|	|__|	|__|	|__|	|__|__|__|__|	|__|__|
06	|__|	|__|	|__|	|__|	|__|	|__|__|__|__|	|__|__|
07	|__|	|__|	|__|	|__|	|__|	|__|__|__|__|	|__|__|
08	|__|	|__|	|__|	|__|	|__|	|__|__|__|__|	|__|__|
09	|__|	|__|	|__|	|__|	|__|	|__|__|__|__|	|__|__|
10	|__|	|__|	|__|	|__|	|__|	|__|__|__|__|	|__|__|

Section I. Characteristics of Main Job (continued)

Earnings from Employment- <u>Paid employment</u>

INTERVIEWER: PLEASE CHECK Q I.6= 1 OR 4

ID	The last time when you were (NAME was) paid in your (her/his) main job, how much did you (did NAME) receive in total? Please indicate the amount in local currency	The last time when you were (NAME was) paid in your (her/his) main job, what period did this payment cover? 1= Piece rate/ one-time 2= One day → **I.36** 3= One week 4= Two weeks 5= One month 6= Six months 7= Other (specify): _____	How many days did you (did NAME) actually work in your (her/his) main job during that period?	How many days of paid leave did you (did NAME) get during that period?	On average, how many hours did you (did NAME) work per day in your main job during that period?	Did your employer provide you (NAME) with goods, or products or benefits such as housing, food, drinks, transport, clothing, etc., as pay? Please mark all that apply (multiple responses possible) 1= Housing 2= Food/ drinks 3= Transport: vehicle 4= Transport: fuel, bus tickets 5= Clothing other than uniforms 6= Other products 7= None → **I.41**	If one had to purchase those goods or products, how much would they have cost? Please indicate the AMOUNT in local currency
	I.32	**I.33**	**I.34**	**I.35**	**I.36**	**I.37**	**I.38**
01	_____	__	___	__	__	__ __ __ __ __ __	_____
02	_____	__	___	__	__	__ __ __ __ __ __	_____
03	_____	__	___	__	__	__ __ __ __ __ __	_____
04	_____	__	___	__	__	__ __ __ __ __ __	_____
05	_____	__	___	__	__	__ __ __ __ __ __	_____
06	_____	__	___	__	__	__ __ __ __ __ __	_____
07	_____	__	___	__	__	__ __ __ __ __ __	_____
08	_____	__	___	__	__	__ __ __ __ __ __	_____
09	_____	__	___	__	__	__ __ __ __ __ __	_____
10	_____	__	___	__	__	__ __ __ __ __ __	_____

Section I. Characteristics of Main Job (continued)

Earnings from Employment- <u>Paid employment</u>

INTERVIEWER: PLEASE CHECK Q I.6= 2 OR 4

ID	Did you (did NAME) have to pay or contribute any amount to receive those goods or products, or was there any deduction from your salary? 1= Yes 2= No → **I.41**	How much did you (did NAME) pay to receive these goods/ products, or how much was deducted from your salary for these products? Please indicate the AMOUNT in local currency	Do you know if you have (NAME has) any legal deductions from your (her/his) salary, to cover costs such as tax, pension/social security or health schemes, etc.? 1= Yes 2= No → **I.55**	On average, how much is taken per month from your (NAME's) salary to cover all these legal deductions? Please indicate the estimated AMOUNT for all these deductions in local currency **ALL → I.55**
	I.39	**I.40**	**I.41**	**I.42**
01	|__|	|__|__|__|__|__|__|__|__|	|__|	|__|__|__|__|__|__|__|
02	|__|	|__|__|__|__|__|__|__|__|	|__|	|__|__|__|__|__|__|__|
03	|__|	|__|__|__|__|__|__|__|__|	|__|	|__|__|__|__|__|__|__|
04	|__|	|__|__|__|__|__|__|__|__|	|__|	|__|__|__|__|__|__|__|
05	|__|	|__|__|__|__|__|__|__|__|	|__|	|__|__|__|__|__|__|__|
06	|__|	|__|__|__|__|__|__|__|__|	|__|	|__|__|__|__|__|__|__|
07	|__|	|__|__|__|__|__|__|__|__|	|__|	|__|__|__|__|__|__|__|
08	|__|	|__|__|__|__|__|__|__|__|	|__|	|__|__|__|__|__|__|__|
09	|__|	|__|__|__|__|__|__|__|__|	|__|	|__|__|__|__|__|__|__|
10	|__|	|__|__|__|__|__|__|__|__|	|__|	|__|__|__|__|__|__|__|

Section I. Characteristics of Main Job (continued)

Earnings from Employment- <u>Self employment</u>

INTERVIEWER: PLEASE CHECK Q I.6= 2, OR Q I.8= 1, OR Q I.9= 1

ID	Is your (NAME's) business activity in a farm or in agriculture? 1= Yes 2= No → **I.50**	For the last season when you (NAME) had profit, how much did you (did NAME) make in net profit from your main business or activity? That is, after considering all the sales and deducting all expenses? Please indicate the AMOUNT in local currency	About how many months did you (did NAME) work during that season?	On average how many days did you (did NAME) work per month during that season?	On average, how many hours did you (did NAME) work per day during that season?	During the last season, did you (did NAME) take any products from your (NAME's) main business/ activity for the household's own use? 1= Yes 2= No → **I.55** 3= Don't know/ No answer → **I.55**	If one had to purchase those products, how much would they have cost? Please indicate the VALUE in local currency **ALL → I.55**
	I.43	**I.44**	**I.45**	**I.46**	**I.47**	**I.48**	**I.49**
01	__	_____	__	__	__	__	_____
02	__	_____	__	__	__	__	_____
03	__	_____	__	__	__	__	_____
04	__	_____	__	__	__	__	_____
05	__	_____	__	__	__	__	_____
06	__	_____	__	__	__	__	_____
07	__	_____	__	__	__	__	_____
08	__	_____	__	__	__	__	_____
09	__	_____	__	__	__	__	_____
10	__	_____	__	__	__	__	_____

Section I. Characteristics of Main Job (continued)

Earnings from Employment- <u>Self employment</u>

INTERVIEWER: PLEASE CHECK Q I.6= 2, OR Q I.8= 1, OR Q I.9= 1

ID	During the last month, or the last month you (NAME} had profit, how much did you (did NAME) make in net profit from your main business or activity? That is, after considering all the sales and deducting all expenses? Please indicate the AMOUNT in local currency	How many days did you (did NAME) work during that month?	On average, how many hours did you (did NAME) work per day during that month?	Last month, or the last month you (NAME) had profit, did you (did NAME) take any products from your (NAME's) main business/ activity for the household's own use? 1= Yes 2= No → **I.55** 3= Don't know/ No answer → **I.55**	If one had to purchase those products, how much would they have cost? Please indicate the VALUE in local currency	Last month, how much did you (did NAME) receive in additional earnings or income from any other secondary job/business activities? Please estimate the total for ALL secondary activities, and indicate the AMOUNT in local currency **ALL → J.1**
	I.50	**I.51**	**I.52**	**I.53**	**I.54**	**I.55**
01	_____	___	___	__	_____	_____
02	_____	___	___	__	_____	_____
03	_____	___	___	__	_____	_____
04	_____	___	___	__	_____	_____
05	_____	___	___	__	_____	_____
06	_____	___	___	__	_____	_____
07	_____	___	___	__	_____	_____
08	_____	___	___	__	_____	_____
09	_____	___	___	__	_____	_____
10	_____	___	___	__	_____	_____

Section J. Characteristics of Second Job

Interviewer only ask if respondent had more than one job or business (Q I.1 = 2). Otherwise skip to K.1.

Read: I am now going to ask you some questions about (your/NAME's) second job or business.

ID	In the second job or business that (your/NAME's) had last week, what kind of work (do/does) (you/NAME) do? Example: Cattle farmer –breed, raise and sell cattle; Policeman –patrol the streets; Cook –plan and prepare meals; Primary school teacher –teach children how to read and write…			What is the main activity of the business or place where (you/NAME) work(s)? Example: Police Department - public safety; Restaurant - preparing and serving meals; Transport Company - long distance transport of goods…			In (your/NAME's) second job, (do/does) (you/NAME) work…? **Read** 1= As an employee for someone else → **J.7** 2= In (your/NAME's) own business activity 3= Without pay in a household or family business → **J.7** 4= As an apprentice, intern → **J.7** 5= Helping a family member who works for someone else → **J.7**
	Job Title or Description	Main Tasks and Duties	ISCO Code	Main Activity	Goods or Services	ISIC Code	
	J.1			**J.2**			**J.3**
01			|__|__|__|__|			|__|__|__|__|	|__|
02			|__|__|__|__|			|__|__|__|__|	|__|
03			|__|__|__|__|			|__|__|__|__|	|__|
04			|__|__|__|__|			|__|__|__|__|	|__|
05			|__|__|__|__|			|__|__|__|__|	|__|
06			|__|__|__|__|			|__|__|__|__|	|__|
07			|__|__|__|__|			|__|__|__|__|	|__|
08			|__|__|__|__|			|__|__|__|__|	|__|
09			|__|__|__|__|			|__|__|__|__|	|__|
10			|__|__|__|__|			|__|__|__|__|	|__|

Section J. Characteristics of Second Job (continued)					
ID	Did (you/NAME) have any paid employees last week? 1= Yes → **K.1** 2= No	Can (you/NAME) set the price of the products or services that (you/NAME) offer(s), (yourself/himself/herself)? 1= Yes → **K.1** 2= No	Why can (you/NAME) not set the price? Is it because …. **Read** 1= Another enterprise or agent sets the price → **K.1** 2= Prices are set by the customer(s) → **K.1** 3= Government defines the price by law/regulation → **K.1** 4= Prices are negotiated with the customer → **K.1** 5= It's the going rate on the market → **K.1** 6= Other (specify): _____ → **K.1**	Which of the following types of pay (do/does) (you/NAME) receive for this work? **Read and mark all that apply** 1= Wage or salary 2= Payment by piece of work completed 3= Commissions 4= Tips 5= Fees for services provided 6= Payment with meals or accommodation 7= Payment in products 8= Other cash payment (Specify): _____ 9= I am not paid → **K.1**	Is (your/NAME's) employer responsible for deducting any taxes on (your/NAME's) income or is that (your/NAME's) responsibility? 1= Employer is responsible → **K.1** 2= Name is responsible → **K.1**
	J.4	**J.5**	**J.6**	**J.7**	**J.8**
01	|__|	|__|	|__|	|__| |__| |__|	|__|
02	|__|	|__|	|__|	|__| |__| |__|	|__|
03	|__|	|__|	|__|	|__| |__| |__|	|__|
04	|__|	|__|	|__|	|__| |__| |__|	|__|
05	|__|	|__|	|__|	|__| |__| |__|	|__|
06	|__|	|__|	|__|	|__| |__| |__|	|__|
07	|__|	|__|	|__|	|__| |__| |__|	|__|
08	|__|	|__|	|__|	|__| |__| |__|	|__|
09	|__|	|__|	|__|	|__| |__| |__|	|__|
10	|__|	|__|	|__|	|__| |__| |__|	|__|

Section K. Working Time in Employment

ID	How many hours per week (do/does) (you/NAME) usually work in (your/his/her) main job? Hours per week → **K.4** If DON'T KNOW enter 999	How many days per week (do/does) (you/NAME) usually work in (your/NAME's) main job? Days per week	How many hours per day (do/does) (you/NAME) usually work in (your/NAME's) main job? Hours per day If DON'T KNOW enter 99	Last week, that is from [DAY] to (last DAY/yesterday), did (you/NAME) have any absences or take time off from (your/NAME's) main job for any reason, for example, holidays, illness, family reasons? 1= Yes 2= No	Last week, were there any days when (you/NAME) worked extra hours in (your/NAME's) main job, paid or unpaid? 1= Yes 2= No → **K.7**	For the entire week, how many extra hours was this? Number of hours If DON'T KNOW enter 999	How many hours did (you/NAME) work in total in (your/his/her) main job last week? Number of hours If DON'T KNOW enter 999
	K.1	**K.2**	**K.3**	**K.4**	**K.5**	**K.6**	**K.7**
01	__|__|__|	__|	__|__|	__|	__|	__|__|__|	__|__|__|
02	__|__|__|	__|	__|__|	__|	__|	__|__|__|	__|__|__|
03	__|__|__|	__|	__|__|	__|	__|	__|__|__|	__|__|__|
04	__|__|__|	__|	__|__|	__|	__|	__|__|__|	__|__|__|
05	__|__|__|	__|	__|__|	__|	__|	__|__|__|	__|__|__|
06	__|__|__|	__|	__|__|	__|	__|	__|__|__|	__|__|__|
07	__|__|__|	__|	__|__|	__|	__|	__|__|__|	__|__|__|
08	__|__|__|	__|	__|__|	__|	__|	__|__|__|	__|__|__|
09	__|__|__|	__|	__|__|	__|	__|	__|__|__|	__|__|__|
10	__|__|__|	__|	__|__|	__|	__|	__|__|__|	__|__|__|

Section K. Working Time in Employment (continued)

	If more than one job (Q I.1= 2) → K.8, else → K.14					
ID	How many hours (do/does) (you/NAME) usually work per week in (your/his/her) second job? Number of hours If DON'T KNOW enter 999 → **K.10**	Last week, is that the number of hours (you/NAME) worked in (your/his/her) second job? 1= Yes → **K.11** 2= No	How many hours did (you/NAME) work last week in (your/his/her) second job? Number of hours If DON'T KNOW enter 999	How many hours (do/does) (you/NAME) usually work per week in (your/his/her) other job(s)? Number of hours If DON'T KNOW enter 999 → **K.13** If NO OTHER JOBS enter 000 → **K.13a**	Last week, is that the number of hours (you/NAME) worked in (your/his/her) other job(s)? 1= Yes → **K.13a** 2= No	How many hours did (you/NAME) work last week in (your/his/her) other job(s)? Number of hours If DON'T KNOW enter 999
	K.8	**K.9**	**K.10**	**K.11**	**K.12**	**K.13**
01	__|__|__|	__|	__|__|__|	__|__|__|	__|	__|__|__|
02	__|__|__|	__|	__|__|__|	__|__|__|	__|	__|__|__|
03	__|__|__|	__|	__|__|__|	__|__|__|	__|	__|__|__|
04	__|__|__|	__|	__|__|__|	__|__|__|	__|	__|__|__|
05	__|__|__|	__|	__|__|__|	__|__|__|	__|	__|__|__|
06	__|__|__|	__|	__|__|__|	__|__|__|	__|	__|__|__|
07	__|__|__|	__|	__|__|__|	__|__|__|	__|	__|__|__|
08	__|__|__|	__|	__|__|__|	__|__|__|	__|	__|__|__|
09	__|__|__|	__|	__|__|__|	__|__|__|	__|	__|__|__|
10	__|__|__|	__|	__|__|__|	__|__|__|	__|	__|__|__|

Section K. Working Time in Employment (continued)

ID	**Interviewer:** For respondents with more than one job now calculate two totals: 1. Total hours usually worked in all jobs 2. Total hours actually worked in all jobs Confirm these totals with the respondent. If the respondent confirms the totals enter them below. If the respondent does not agree with the totals, ask them for the correct totals and enter them below. Then continue with question K.14.		During the last four weeks, that is from [DATE] up to [last DAY/yesterday] did (you/NAME) look for additional or other paid work? 1= Yes 2= No	Would (you/NAME) want to work more hours per week than usually worked, provided the extra hours are paid? 1= Yes 2= No → **K.18**	Could (you/NAME) start working more hours within the next two weeks? 1= Yes 2= No → **K.18**	How many additional hours per week could (you/NAME) work? Number of hours If DON'T KNOW enter 999	(Do/Does) (you/NAME) want to change (your/his/her) current employment situation? 1= Yes 2= No → **L.1**	What is the main reason why (you/NAME) want(s) to change (your/his/her) employment situation? 1= Present job(s) is/are temporary 2= To have a better paid job 3= To have more clients/business 4= To work more hours 5= To work fewer hours 6= To better match skills 7= To work closer to home 8= To improve other working conditions 9= Other (specify): _____
	Total hours USUALLY worked in all jobs	Total hours ACTUALLY worked in all jobs						**ALL → L.1**
	K.13a	**K.13b**	**K.14**	**K.15**	**K.16**	**K.17**	**K.18**	**K.19**
01	_____	_____	__	__	__	_____	__	__
02	_____	_____	__	__	__	_____	__	__
03	_____	_____	__	__	__	_____	__	__
04	_____	_____	__	__	__	_____	__	__
05	_____	_____	__	__	__	_____	__	__
06	_____	_____	__	__	__	_____	__	__
07	_____	_____	__	__	__	_____	__	__
08	_____	_____	__	__	__	_____	__	__
09	_____	_____	__	__	__	_____	__	__
10	_____	_____	__	__	__	_____	__	__

Section L. Own use production of foodstuff among employed persons

ID	In addition to what you've already told me, last week, did (you/NAME), do (you/NAME) do any of the following activities to produce food mainly for consumption by your household or family...? **Read and mark all that apply** a. Plant, maintain or harvest any crops, vegetables or fruits b. Raise or tend farm animals such as sheep, goats, chicken… c. Go fishing or collecting shellfish 1= Yes 2= No **If "YES" to any item (a) to (c) continue with L.2. Otherwise → N.1**			What are the main food products that (you/NAME) (were/was) working on mainly for consumption by your household or family? Example: chicken, cassava, rice, wild mushrooms…		Last week, on how many days did (you/NAME) do this work? Number of days	How many hours per day did (you/NAME) spend doing this last week? Hours per day If DON'T KNOW enter 99
				Main Goods	ISIC CODE		**ALL → N.1**
	L.1a	**L.1b**	**L.1c**	**L.2**		**L.3**	**L.4**
01	|__|	|__|	|__|		|__|__|__|	|__|	|__|__|
02	|__|	|__|	|__|		|__|__|__|	|__|	|__|__|
03	|__|	|__|	|__|		|__|__|__|	|__|	|__|__|
04	|__|	|__|	|__|		|__|__|__|	|__|	|__|__|
05	|__|	|__|	|__|		|__|__|__|	|__|	|__|__|
06	|__|	|__|	|__|		|__|__|__|	|__|	|__|__|
07	|__|	|__|	|__|		|__|__|__|	|__|	|__|__|
08	|__|	|__|	|__|		|__|__|__|	|__|	|__|__|
09	|__|	|__|	|__|		|__|__|__|	|__|	|__|__|
10	|__|	|__|	|__|		|__|__|__|	|__|	|__|__|

Section M. Job search and availability

ID	During the last four weeks, that is from [DATE] up to [last DAY/yesterday] did (you/NAME) do anything to find a paid job? 1= Yes → **M.3** 2= No	Did (you/NAME) try to start a business? 1= Yes 2= No → **M.7**	What did (you/NAME) mainly do in the last four weeks to find a paid job/start a business? 01= Apply to prospective employers → **M.6** 02= Place or answer job advertisements → **M.6** 03= Study or read job advertisements 04= Post/update resume on professional/social networking sites → **M.6** 05= Register with public employment service → **M.6** 06= Register with a private employment center/agency → **M.6** 07= Take a test or interview → **M.6** 08= Seek help from relatives, friends, others → **M.6** 09= Check at factories, work sites → **M.6** 10= Wait on the street to be recruited → **M.6** 11= Seek financial help to start a business → **M.6** 12= Look for land, building, equipment, materials to start a business → **M.6** 13= Apply for a permit or license to start a business → **M.6** 14= Other (specify): _____ → **M.6**	In addition to reading job advertisements, did (you/NAME) do anything else in the last four weeks to find a paid job/start a business? 1= Yes 2= No → **M.6**	What else did (you/NAME) do? 01= Apply to prospective employers 02= Place or answer job advertisements 03= Post/update resume on professional/social networking sites 04= Register with (public employment service) 05= Register with a private employment centre/agency 06= Take a test or interview 07= Seek help from relatives, friends, others 08= Check at factories, work sites 09= Wait on the street to be recruited 10= Seek financial help to start a business 11= Look for land, building, equipment, materials to start a business 12= Apply for a permit or license to start a business 13= Other (specify): _____	For how long (has/have) (you/NAME) been without work and trying to find a paid job or start a business? 1= Less than 1 month → **M.11** 2= 1 month to < 3 months → **M.11** 3= 3 months to < 6 months → **M.11** 4= 6 months to < 12 months → **M.11** 5= 1 year to < 2 years → **M.11** 6= 2 years or more → **M.11**
	M.1	**M.2**	**M.3**	**M.4**	**M.5**	**M.6**
01	|__|	|__|	|__|__|	|__|	|__|__|	|__|
02	|__|	|__|	|__|__|	|__|	|__|__|	|__|
03	|__|	|__|	|__|__|	|__|	|__|__|	|__|
04	|__|	|__|	|__|__|	|__|	|__|__|	|__|
05	|__|	|__|	|__|__|	|__|	|__|__|	|__|
06	|__|	|__|	|__|__|	|__|	|__|__|	|__|
07	|__|	|__|	|__|__|	|__|	|__|__|	|__|
08	|__|	|__|	|__|__|	|__|	|__|__|	|__|
09	|__|	|__|	|__|__|	|__|	|__|__|	|__|
10	|__|	|__|	|__|__|	|__|	|__|__|	|__|

Section M. Job search and availability (continued)

ID	At any time in the last 12 months, that is since (DATE) up to last month, did (you/NAME) look for a paid job or try to start a business? 1= Yes 2= No	At present (do/does) (you/NAME) want to work? 1= Yes 2= No → **M.14**	What is the main reason why (you/NAME) did not try to find a paid job or start a business in the last four weeks? 01= Waiting for results of a previous search → **M.11** 02= Awaiting recall from a previous job → **M.11** 03= Waiting for the season to start → **M.11** 04= Waiting to start new job or business 05= Tired of looking for jobs, no jobs in area → **M.11** 06= No jobs matching skills, lacks experience → **M.11** 07= Considered too young/old by employers → **M.11** 08= In studies, training → **M.11** 09= Family / household responsibilities → **M.11** 10= In agriculture / fishing for family use → **M.11** 11= Own disability, injury, illness → **M.11** 12= Retired, pensioner, other sources of income → **M.11** 13= Other (specify): _____ → **M.11**	How soon (do/does) (you/NAME) expect to start working in this new job or business? 1= 1 month or less 2= More than 1 month and up to 3 months 3= More than 3 months	If it depended on you, could (you/NAME) have started working last week? 1= Yes → **N.1** 2= No	Could (you/NAME) start working within the next two weeks? 1= Yes → **N.1** 2= No	Why is that? 1= Awaiting recall from a previous job 2= Waiting for the season to start 3= In studies, training 4= Family / household responsibilities 5= In agriculture / fishing for family use 6= Own disability, injury, illness 7= Retired, pensioner	Which of the following best describes what (you/NAME) (are/is) mainly doing at present? **Read** 1= Studying or training 2= Engaged in household or family responsibilities 3= Farming or fishing to produce food for the family 4= Retired or pensioner 5= With a long-term illness, injury or disability 6= Doing volunteering, community or charity work 7= Engaged in cultural or leisure activities 8= Other (Specify): _____
	M.7	**M.8**	**M.9**	**M.10**	**M.11**	**M.12**	**M.13**	**M.14**
01	|__|	|__|	|__|__|	|__|	|__|	|__|	|__|	|__|
02	|__|	|__|	|__|__|	|__|	|__|	|__|	|__|	|__|
03	|__|	|__|	|__|__|	|__|	|__|	|__|	|__|	|__|
04	|__|	|__|	|__|__|	|__|	|__|	|__|	|__|	|__|
05	|__|	|__|	|__|__|	|__|	|__|	|__|	|__|	|__|
06	|__|	|__|	|__|__|	|__|	|__|	|__|	|__|	|__|
07	|__|	|__|	|__|__|	|__|	|__|	|__|	|__|	|__|
08	|__|	|__|	|__|__|	|__|	|__|	|__|	|__|	|__|
09	|__|	|__|	|__|__|	|__|	|__|	|__|	|__|	|__|
10	|__|	|__|	|__|__|	|__|	|__|	|__|	|__|	|__|

Section M. Job search and availability (continued): previous employment experience

ID	Have you (has NAME) ever worked in the past for pay/salary, or involved in running any business for profit? 1= Yes 2= No → **N.1**	For how long did you (did NAME) work/stay in this last job or business? 1= Less than 3 months 2= 3 months to < 12 months 3= 12 months to < 2 years 4= 2 years to < 5 years 5= 5 years to < 10 years 6= 10 years or more	In the last job or business that (your/NAME's) had recently, what kind of work did you (did NAME) do? Example: Cattle farmer –breed, raise and sell cattle; Policeman – patrol the streets; Cook –plan and prepare meals; Primary school teacher –teach children how to read and write…			What was the main activity of the business or place where (you/NAME) did work? Example: Police Department - public safety; Restaurant - preparing and serving meals; Transport Company - long distance transport of goods…		
						ALL → N.1		
			Job Title or Description	Main Tasks and Duties	ISCO Code	Main Activity	Goods or Services	ISIC Code
	M.15	**M.16**	**M.17**			**M.18**		
01	|__|	|__|			|__|__|__|__|			|__|__|__|__|
02	|__|	|__|			|__|__|__|__|			|__|__|__|__|
03	|__|	|__|			|__|__|__|__|			|__|__|__|__|
04	|__|	|__|			|__|__|__|__|			|__|__|__|__|
05	|__|	|__|			|__|__|__|__|			|__|__|__|__|
06	|__|	|__|			|__|__|__|__|			|__|__|__|__|
07	|__|	|__|			|__|__|__|__|			|__|__|__|__|
08	|__|	|__|			|__|__|__|__|			|__|__|__|__|
09	|__|	|__|			|__|__|__|__|			|__|__|__|__|
10	|__|	|__|			|__|__|__|__|			|__|__|__|__|

Section N. Own use production of other goods

Read: I am now going to ask you some questions about other unpaid activities you may have done to produce food or other goods for consumption by your household or family.

ID	Last week, did (you/NAME) gather wild food such as mushrooms, berries, herbs….? 1= Yes 2= No → **N.3**	How many hours did (you/NAME) spend doing this last week? Hours last week If DON'T KNOW enter 999	Last week, did (you/NAME) go hunting for bush meat….? 1= Yes 2= No → **N.5**	How many hours did (you/NAME) spend doing this last week? Hours last week If DON'T KNOW enter 999	Last week, did (you/NAME) prepare preserved food or drinks for storage such as flour, dried fish, smoked fish...? 1= Yes 2= No → **N.7**	How many hours did (you/NAME) spend doing this last week? Hours last week If DON'T KNOW enter 999	Last week, did (you/NAME) do any construction work to build, renovate or extend your family home or help without pay a family member with similar work? 1= Yes 2= No → **N.9**	How many hours did (you/NAME) spend doing this last week? Hours last week If DON'T KNOW enter 999
	N.1	**N.2**	**N.3**	**N.4**	**N.5**	**N.6**	**N.7**	**N.8**
01	__	___	__	___	__	___	__	___
02	__	___	__	___	__	___	__	___
03	__	___	__	___	__	___	__	___
04	__	___	__	___	__	___	__	___
05	__	___	__	___	__	___	__	___
06	__	___	__	___	__	___	__	___
07	__	___	__	___	__	___	__	___
08	__	___	__	___	__	___	__	___
09	__	___	__	___	__	___	__	___
10	__	___	__	___	__	___	__	___

Section N. Own use production of other goods

Read: I am now going to ask you some questions about other unpaid activities you may have done to produce food or other goods for consumption by your household or family.

ID	Last week, did (you/NAME) spend any time making goods for use by your household or family such as mats, baskets, furniture, clothing….? 1= Yes 2= No → **N.11**	How many hours did (you/NAME) spend doing this last week? Hours last week If DON'T KNOW enter 999	Last week, did (you/NAME) fetch water from natural or public sources for use by your household or family? 1= Yes 2= No → **N.13**	How many hours did (you/NAME) spend doing this last week? Hours last week If DON'T KNOW enter 999	Last week, did (you/NAME) collect firewood or other natural products for use as fuel by your household or family? 1= Yes 2= No → **Section O**	How many hours did (you/NAME) spend doing this last week? Hours last week If DON'T KNOW enter 999
	N.9	**N.10**	**N.11**	**N.12**	**N.13**	**N.14**
01	|__|	|__|__|	|__|	|__|__|	|__|	|__|__|
02	|__|	|__|__|	|__|	|__|__|	|__|	|__|__|
03	|__|	|__|__|	|__|	|__|__|	|__|	|__|__|
04	|__|	|__|__|	|__|	|__|__|	|__|	|__|__|
05	|__|	|__|__|	|__|	|__|__|	|__|	|__|__|
06	|__|	|__|__|	|__|	|__|__|	|__|	|__|__|
07	|__|	|__|__|	|__|	|__|__|	|__|	|__|__|
08	|__|	|__|__|	|__|	|__|__|	|__|	|__|__|
09	|__|	|__|__|	|__|	|__|__|	|__|	|__|__|
10	|__|	|__|__|	|__|	|__|__|	|__|	|__|__|

Section O. Recruitment Costs of Return Migrants (Country of Origin Survey)

For members aged 15 years and over

ID	Are/is (you/NAME) a citizen of this country (origin country)? 1= Yes 2= No → **End/ Next Person**	In the last 3 years, did (you/NAME) move abroad **to live and work** for a salary? 1= Yes 2= No → **End/ Next Person**	What was the **last foreign country** (you/NAME) worked in, or are/is (you/NAME) currently working in? (last country abroad)		Did (you/NAME) work overseas before migrating to last country abroad? 1= Yes 2= No	How many different jobs or employers did (you/NAME) have in last country abroad? Number of jobs in last country abroad
			Country Name	Country Code		
	O.1	**O.2**	**O.3**		**O.4**	**O.5**
01	|__|	|__|		|__|__|	|__|	|__|
02	|__|	|__|		|__|__|	|__|	|__|
03	|__|	|__|		|__|__|	|__|	|__|
04	|__|	|__|		|__|__|	|__|	|__|
05	|__|	|__|		|__|__|	|__|	|__|
06	|__|	|__|		|__|__|	|__|	|__|
07	|__|	|__|		|__|__|	|__|	|__|
08	|__|	|__|		|__|__|	|__|	|__|
09	|__|	|__|		|__|__|	|__|	|__|
10	|__|	|__|		|__|__|	|__|	|__|

Country codes (col. O.3)					
	01= Brunei	05= Myanmar	09= Vietnam	13= Taiwan	17= France
	02= Indonesia	06= Philippines	10= South Korea	14= Hong Kong	18= Canada
	03= Laos	07= Singapore	11= Japan	15= America	19= New Zealand
	04= Malaysia	08= Thailand	12= China	16= Australia	20= Other (Specify): _____

Section O. Recruitment Costs of Return Migrants (Country of Origin Survey)

For members aged 15 years and over

Interviewer read: Now, think about the first job (you/NAME) had/have in the last country of destination (last country abroad).

ID	What kind of work did (you/NAME) usually do for (your/NAME's) first job in last country abroad? Example: Cattle farmer –breed, raise and sell cattle; Policeman –patrol the streets; Cook –plan and prepare meals; Primary school teacher –teach children how to read and write…			What is the main activity of the business or place of work for (your/NAME's) first job in last country abroad? Example: Police Department - public safety; Restaurant - preparing and serving meals; Transport Company - long distance transport of goods…		
	Job Title or Description	Main Tasks and Duties	ISCO Code	Main Activity	Goods or Services	ISIC Code
	O.6			**O.7**		
01			|__|__|__|__|			|__|__|__|__|
02			|__|__|__|__|			|__|__|__|__|
03			|__|__|__|__|			|__|__|__|__|
04			|__|__|__|__|			|__|__|__|__|
05			|__|__|__|__|			|__|__|__|__|
06			|__|__|__|__|			|__|__|__|__|
07			|__|__|__|__|			|__|__|__|__|
08			|__|__|__|__|			|__|__|__|__|
09			|__|__|__|__|			|__|__|__|__|
10			|__|__|__|__|			|__|__|__|__|

Section O. Recruitment Costs of Return Migrants (Country of Origin Survey)

For members aged 15 years and over

Interviewer read: Now, think about the first job (you/NAME) had/have in the last country of destination (last country abroad).

ID	How did (you/NAME) obtain (your/her/his) first job in last country abroad? 01= Job transfer 02= Registered and got the job from a government agency, here in my country 03= Registered and got the job from a government agency abroad 04= Registered and got the job from a private recruitment agency here 05= Registered and got the job from a private recruitment agency abroad 06= Direct from an employer abroad 07= Through Individual recruiter/broker 08= Through family members/ relatives 09= Through friends 10= Applied through newspapers or websites 11= Other (Specify): _____	How did you [did NAME] learn about the first job abroad? 1= Through friends: who have not worked abroad 2= Through friends: previously worked or currently working abroad 3= Through family members/relatives: who have not worked abroad 4= Through family members/relatives: previously worked/currently working abroad 5= Through non-relative individual intermediary 6= Through newspapers 7= Through websites 8= Through social media (Facebook, etc.) 9= Other (Specify): _____	How did (you/NAME) enter last country abroad for your first job? 1= Through regular immigration with a work visa 2= Through regular immigration without a work visa (e.g. travel/tourist visa) 3= Not through regular channel/entry ports 4= No response
	O.8a	**O.8b**	**O.9**
01	____	__	__
02	____	__	__
03	____	__	__
04	____	__	__
05	____	__	__
06	____	__	__
07	____	__	__
08	____	__	__
09	____	__	__
10	____	__	__

Section O. Recruitment Costs of Return Migrants (Country of Origin Survey)

Recruitment costs question:

Note to interviewer – please state that the amount paid for obtaining the overseas job may cover:
1) documentation such as passport, visa, medical exam/tests, pre-departure training, skills assessment, insurance fees, contract approval fees, travel/security clearance;
2) fees paid to recruiter/broker or recruitment/manpower agency;
3) travel costs including accommodation;
4) other formal/informal payments such as payment to friends/relatives who helped find the job, other informal payments or fees and interest on money borrowed.

ID	In total, how much did (you/NAME) pay to get your first job in last country abroad? Please include the sum of all deductions taken from your salary to obtain this first job.		Thinking of (your/NAME's) **first month** of salary earned in (your/her/his) first job in last country abroad, how much did (you/she/he) earn in total, including the monthly equivalent of in-kind payments and any bonuses? **Interviewer read:** Please add back the monthly equivalent of deductions paid for getting (your/NAME's) first job, if any.		When were/was (you/NAME) paid this salary month and year? Enter Month (MM) If DON'T KNOW enter 99 Enter Year (YYYY) If DON'T KNOW enter 9999		How many months did (you/NAME), or will (you/NAME) have to work to recover the costs of getting this job? Number of months
	Amount	Currency Code	Amount	Currency Code	Month	Year	
	O.10		**O.11**		**O.12**		**O.13**
01	_____	___	_____	___	__	____	___
02	_____	___	_____	___	__	____	___
03	_____	___	_____	___	__	____	___
04	_____	___	_____	___	__	____	___
05	_____	___	_____	___	__	____	___
06	_____	___	_____	___	__	____	___
07	_____	___	_____	___	__	____	___
08	_____	___	_____	___	__	____	___
09	_____	___	_____	___	__	____	___
10	_____	___	_____	___	__	____	___

Currency codes (col. O.10 and O.11)					
	01= Riels Cambodia	04= Kip Lao	07= Peso Philippines	10= Dong Vietnam	13= Yuan China
	02= Dollar Brunei	05= Ringgit Malaysia	08= Dollar Singapore	11= Yean Japan	14= Other currency (Specify)_____
	03= Rupiah Indonesia	06= Kyat Myanmar	09= Baht Thai	12= Won South Korea	