



**KINGDOM OF CAMBODIA**

**Nation Religion King**

# **Preliminary Results of Cambodia Labour Force Survey 2025**



**National Institute of Statistics**

**Ministry of Planning**





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## ACRONYMS AND ABBREVIATIONS

CLFS	Cambodia Labor Force Survey
CAPI	Computer-Assisted Personal Interviewing
GPC	General Population Census of Cambodia
KIR	Key Indicators Report
NGO	Non-Governmental Organization
NIS	National Institute of Statistics
MLVT	Ministry of Labour and Vocational Training
PSU	Primary Sampling Unit
RGC	Royal Government of Cambodia
SD	Standard Deviation
SDG	Sustainable Development Goal
SDM	Standard Days Method
ICLS	International Conference of Labour Statisticians
ILO	International Labour Organization
LFPR	Labour Force Participation Rate
NEET	Not in Employment, Education, or Training
NIS	National Institute of Statistics
SNA	System of National Accounts
WB	World Bank
UNDP	United Nation Development Programme

## FOREWORD

The report of the preliminary results of **Cambodia Labour Force Survey (CLFS) 2025** provides key statistical data, including: labor force, labor market, workers by sector, labor force participation rate, unemployment rate, employment status, number of working hours, socio-economic characteristics, and other indicators. This preliminary results report was carried out for data collection from October 25 to November 29, 2025, by the National Institute of Statistics under the Ministry of Planning, covering the entire Kingdom of Cambodia.

The CLFS 2025 was conducted in the context in which Cambodia has experienced and is facing the Cambodia-Thailand border conflict that occurred in 2025. This border conflict affected the flow of migrants of Cambodian workers returning from Thailand to Cambodia. This tension directly impacted on the living conditions of migrant workers and their families, both during and after the border conflict.

The CLFS 2025 aims to provide statistical data and key indicators to support evidence-based decision-making, monitoring, evaluation of the implementation of strategic plans, and major national policies, including: the First Phase of the Government's Rectangular Strategy (phase I) under the 7th legislature of the National Assembly, the National Development Strategy, the Sustainable Development Goals 2016-2030, the National Policy on Occupations and Employment, and the Industrial Development Policy. Moreover, this data serves as an important source of information for policymakers, researchers, development partners, and the public to understand the labor force, employment status, unemployment rate, working hours, and various socio-economic characteristics of the Cambodian population. The results of this survey will play a crucial role in analyzing the labor market situation, indicators of decent work, and promoting economic growth as well.

In conclusion, I would like to express my deepest gratitude to the Prime Leader of Royal Government of Cambodia and the Ministry of Economy and Finance for providing financial support for the implementation of the CLFS 2025. I also wish to extend my thanks to the Ministry of Labor and Vocational Training, international labor organizations, United Nations development programs, and the World Bank for their technical support and active participation in the process of conducting CLFS 2025. In particular, these commendable results have been achieved thanks to the dedicated and conscientious efforts of the Board of Directors of the National Institute of Statistics, the leadership of the National Institute of Statistics, the inter-ministerial technical committees, the technical working groups, all survey officers, authorities at all levels, as well as the active participation of citizens in providing interviews, which has enabled this survey work to be successfully completed.

Ministry of Planning  
Phnom Penh  
May, 2026

**Bin Troachhey**  
Minister  
Minister of Planning

## PREFACE

The National Institute of Statistics (NIS) of the Ministry of Planning (MOP) is pleased to present the preliminary report of the data analysis of the Cambodia Labour Force Survey 2025 (CLFS 2025) derived from data collection starting from 25 October to 19 November 2025, covered the entire territory of the Kingdom of Cambodia, with a sample of approximately 9,912 households spreading among 25 provinces across Cambodia. CLFS is one of the most important national statistical activities undertaken by the NIS, MOP. CLFS 2025 was the fifth survey in a series of surveys in 2000, 2001, 2012, and 2019, conducted with technical collaboration from various relevant ministries and institutions such as the Ministry of Labour and Vocational Training (MLVT), the International Labour Organization (ILO), the United Nation Development Program (UNDP), and the World Bank (WB).

The preliminary results of this survey provide important information on the situation and characteristics of the Cambodian labor force, focusing on key labor market indicators, including employment and unemployment, labor force participation rates, working conditions, and other relevant indicators. The preliminary results report presents key data analyses in a concise format to provide timely information on the current labor market situation to government institutions, development partners, researchers, and users of official statistical data. At the same time, these results provide an overview of the size and characteristics of the labor force and are an important evidence base for policy formulation, socio-economic planning, and monitoring labor market developments.

In the process of implementing the survey, data collection has been modernized by switching from the traditional paper-based method (PAPI) to a modern technology-based method using tablets for efficient and timely data collection, transmission, and management. The information obtained from the labor force survey aims to support the formulation of policies aimed at promoting employment opportunities and improving working conditions in Cambodia. At the same time, labor force statistics also play an important role in the preparation of national development plans, monitoring and evaluating the progress of national development strategic plans, and the implementation of labor market policies.

Finally, I would like to thank the Royal Government of Cambodia (RGC), the Ministry of Economy and Finance (MEF) for their financial support, and I would like to express my special gratitude to His Excellency the Minister of Planning, His Excellency the Chairman, Members of the Board of Directors of the NIS for their efforts in guiding, guiding and providing high-level recommendations for the process and conduct of the CLFS 2025. I would also like to thank His Excellency, Madam, the leaders of the NIS, representatives of ministries, institutions, the Labor Force Survey Technical Working Group, the Core Working Group of the NIS, the expert group of the ILO, the UNDP and the WB, the technical working group officers who have cooperated in providing technical support in improving the quality of the survey data to make it successful, and I would also like to thank all the survey officers and the people who participated in the interviews to provide answers for the implementation of the CLFS 2025 to obtain quality and efficient data.

National Institute of Statistics  
Phnom Penh  
May, 2026

**Nor Vandy**  
Director  
National Institute of Statistics  
Minister of Planning

## MAP OF THE KINGDOM OF CAMBODIA



## CHAPTER 1 INTRODUCTION

### INTRODUCTION

**T**he Cambodia Labour Force Survey 2025 (CLFS 2025) was the fifth time conducted following those implemented in 2000, 2001, 2012 and 2019. The National Institute of Statistics (NIS) in collaboration with the Ministry of Labour and Vocational Training (MLVT), International Labour Organization (ILO), United Nations Development Programme (UNDP), and the World Bank (WB). Fieldwork data collection took place from 25 October to 19 November 2025. Financial and Technical support for the CLFS 2025 was provided by the Royal Government of Cambodia (RGC), ILO, UNDP, WB. ILO is the only organization that provides technical assistance for the Labour Force Survey (LFS) around the world, supporting countries in collecting and analyzing data for monitoring and evaluate population, employment, unemployment, and decent work.

The CLFS 2025 is a household survey conducted by the National Institute of Statistics (NIS), Ministry of Planning, with technical support from the International Labour Organization (ILO), the United Nations Development Programme (UNDP), and the World Bank (WB). update data on work and employment. Previous rounds were also carried out in collaboration with various development partners. This preliminary report presents some key indicators and initial overview of selected findings from the CLFS 2025 where as a comprehensive analysis of the data will be presented in the final report, scheduled for release in the June 2026.

#### 1.1. Background

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. The data and results from this survey serves to monitor progress in meeting these priorities and strategic goals.

The survey was conducted over a period of 25 days, from 25 October to 19 November 2025. The survey covered 9,912 households in 708 villages distributed across 25 provinces, as well as the capital, Phnom Penh. The sampling frame used was based on Cambodia General Population Census (CGPC) 2019. The sampling design, rigorous trainings, pre-test and fieldwork management support reliable estimates at the national and urban-rural levels.

The results indicate a high level of labour force participation and employment, alongside emerging structural challenges, particularly in relation to youth employment, gender disparities, and the quality of jobs.

Based on the Statistics Law and the Sub-Decree on Designated Official Statistics, the RGC has required the NIS of the MOP to release to the public the annual labour survey statistics. The main purpose was to respond to the needs of data users such as 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 plan, and of efforts to achieve Sustainable Development Goals (SDGs) in Cambodia.

Of particular concern was the desire to have the data supporting to the Pentagonal Strategy phase 1 (PS-1) of the E G C of the Seventh Legislature of the National Assembly, and support the 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 2025 is based on ILO's labour force survey model, which included detailed questions on demographic and labour modules background characteristics, the International Migration Status, Unpaid Care Works, Skills and Qualifications Mismatch. 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. Survey Objectives**

The survey's main goal was to gather comprehensive data on economic activities for the population aged 15 and older. This includes monitoring labor force trends such as employment, unemployment, and labor force inactivity. The findings provide an evidence-based foundation for government agencies, international organizations, and researchers to design targeted interventions. Furthermore, the survey aligns national data with international standards for work and labor underutilization statistics.

The information collected through CLFS 2025 is intended to assist policymakers and program managers in designing and evaluating strategies to improve the country's socioeconomic well-being. Furthermore, the CLFS 2025 provides critical indicators for monitoring progress toward the Sustainable Development Goals (SDGs), the National Strategic Development Plan (NSDP), and the Pentagonal Strategy–Phase 1 of the RGC.

## **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 MOP, 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 MOP 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 CLFS 2025 training, the Law on Statistics—specifically the sections concerning rights, obligations, and penalties—was presented to all staff members involved in the survey's implementation

## **1.4. Concepts and Definitions**

CLFS 2025 followed the new international standards adopted by the 19th International Conference of Labour Statisticians (19th ICLS) in 2013. The 19th ICLS introduced a revised framework for labour market statistics, covering concepts and definitions related to work, employment, and labour underutilization.

The definition of “employment” used in the CLFS 2025 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 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.

## Definition

### Employed persons

The employed are all those persons of working age who, during a short reference period (seven days or 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, 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) "for pay or profit" refers to work done in expectation of obtaining a remuneration in the form of wages or salaries for time worked or work done, or in the form of profits from the sale or exchange of goods and services. This includes remuneration in cash or in kind, whether paid directly to the person performing the work or indirectly to a household or family member (as can occur in family-run businesses). The distinction between employment and own-use production of goods is based on the main intended destination of the production. Production of goods mainly intended for sale or exchange are included in employment.

Source: Resolution I concerning statistics of work, employment and labour underutilization, 19th ICLS (2013).

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:

- ❖ 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).
- ❖ apprentices, interns, or trainees who work for pay in cash or in kind.
- ❖ persons who work for pay or profit through employment promotion programs.
- ❖ 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.
- ❖ 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.
- ❖ persons who work for pay or profit payable to the household or family:
  - in market units operated by a family member living in the same or in another household; or
  - performing tasks or duties of an employee job held by a family member living in the same or in another household
- ❖ 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 or more 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:

- 1 “not in employment” is assessed with respect to the short reference period for the measurement of employment;
- 2 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:
  - 2.1 arranging for financial resources, applying for permits, licenses;
  - 2.2 looking for land, premises, machinery, supplies, farming inputs;
  - 2.3 seeking the assistance of friends, relatives, or other types of intermediaries;
  - 2.4 registering with or contacting public or private employment services;
  - 2.5 applying to employers directly, checking at worksites, farms, factory gates, markets or other assembly places;
  - 2.6 placing or answering newspaper or online job advertisements;
  - 2.7 placing or updating résumés on professional or social networking sites online;
- 3 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;
- 4 “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:

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:**

- 4.1 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;
- 4.2 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;

4.3 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:

- a) attendance at an educational institution as a student
- b) engagement in household duties, caring for family members, or in other activities as housewives.
- c) retirement or old age.
- d) other reasons, such as infirmity or disablement, which may be specified, or
- e) 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 contributing family worker/unpaid family worker, and dependent contractor) 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:

- a) regular paid employees with fixed wage,
- b) casual paid employees,
- c) workers paid by piece rate or work performed, and
- d) 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/unpaid 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:

- a) “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;
- b) “additional hours” may be extra hours spent in the same job, in one or more additional jobs, or in one or more replacement jobs;
- c) “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
- d) “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:

- a) 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
- b) 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 2025. This explains the scope and coverage of the survey, sampling design, field operations, and data processing. The survey was conducted over a period of 25 days, from 25 October to 19 November 2025.

#### **2.1. Scope and Coverage**

CLFS 2025 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 in the labour force.

The survey involved a sample of 9,912 households in 708 sample villages distributed across all 25 provinces, as well as the capital, Phnom Penh. The survey covered both urban and rural areas and normal type of households, including one-person households.

#### **2.2. Questionnaire Design**

The CLFS 2025 questionnaire was developed based on the “Resolution concerning statistics of work, employment and labour underutilization,” adopted by the 19th, 20th, and 21st International Conference of Labour Statisticians (ICLS). In 2024, the questionnaire incorporated three modules from the ILO Model Labour Force Survey designed for Computer-Assisted Personal Interviewing (CAPI) data collection, comprising 17 sections, as follows:

1. Section A. Household Roster and Demographics (DEM)
2. Section B. International Migration Status (MIG)
3. Section C. Disability Status (DIF)
4. Section D. Household Sources of Livelihood (HLL)
5. Section E. Respondent Status (RSP)
6. Section F. Employed at Work (ATW)
7. Section G. Temporary Absence from Employment (ABS)
8. Section H. Agricultural Work and Market Orientation (AGF)
9. Section I. Main Job – Core Job Characteristics (MJJ)
10. Section J. Second Job – Core Job Characteristics (SJJ)
11. Section K. Working Time in Employment (WKT)
12. Section L. Job Search and Availability (SRH)
13. Section M. Own Use Production of Crops (OPC)
14. Section N. Own Use Production of Non-Crop Foodstuff (OPC)
15. Section O. Own Use Production of Goods –Construction (BLDG)
16. Section P. Unpaid Care Works (UCW)
17. Section Q. Skills and Qualifications Mismatch (SQM)

#### **2.3. Sampling Design**

To achieve the goal of providing reliable estimates at the national, urban, and rural levels, CLFS 2025 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 14 of which were randomly selected through linear systematic sampling in each enumeration area.

## 2.4. Sampling Frame

The sampling frame used for CLFS 2025 was prepared by the National Institute of Statistics (NIS) using information collected from the Cambodia General Population Census (CGPC) 2019. The lists consist of all 14,514 villages distributed among 708 PSUs, and 708 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 which was used in CLFS 2025.

## 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:

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

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:

$$W = \frac{M_h^*}{\sum_{hi} \frac{m_{hik}}{M_{hi}}}$$

Where  $M_{hi}$  = number of households in PSU (i) of stratum (h) at the time of the survey

$m_{hik}$  = number of sample 14 households per PSU (i) in stratum (h)

$M_h^*$  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.

$M_h^*$  usually differs from  $M_{hi}$  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:

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

Where  $d_{hik}$  = 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 14 households responded, the weights should be adjusted by a factor of  $14/r$ , 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:

$$Whik = d_{hik} \times f$$

Where  $Whik$  = final Household Weight

$f$  = calibration household factors

**Table 2.1: Sample Villages and Households in the CLFS 2025**

Strata	Sample Villages	Sample Households
Urban	270	3780
Rural	438	6132
<b>Total</b>	<b>708</b>	<b>9,912</b>

**Table 2.2: Sample Allocation between Urban and Rural Areas in the Capital and the Provinces selected for CLFS 2025.**

Province name	Number of Sample Villages			Number of Sample Households		
	Urban	Rural	Total	Urban	Rural	Total
Banteay Meanchey	14	24	<b>38</b>	196	336	<b>532</b>
Battambang	9	36	<b>45</b>	126	504	<b>630</b>
Kampong Cham	6	36	<b>42</b>	84	504	<b>588</b>
Kampong Chhnang	6	20	<b>26</b>	84	280	<b>364</b>
Kampong Speu	24	16	<b>40</b>	336	224	<b>560</b>
Kampong Thom	3	28	<b>31</b>	42	392	<b>434</b>
Kampot	3	26	<b>29</b>	42	364	<b>406</b>
Kandal	34	19	<b>53</b>	476	266	<b>742</b>
Koh Kong	3	3	<b>6</b>	42	42	<b>84</b>
Kratie	2	15	<b>17</b>	28	210	<b>238</b>
Mondul Kiri	1	2	<b>3</b>	14	28	<b>42</b>
Phnom Penh	101	0	<b>101</b>	1414	0	<b>1414</b>
Preah Vihear	1	10	<b>11</b>	14	140	<b>154</b>
Prey Veng	3	51	<b>54</b>	42	714	<b>756</b>
Pursat	3	16	<b>19</b>	42	224	<b>266</b>
Ratanak Kiri	2	9	<b>11</b>	28	126	<b>154</b>
Siemreap	14	31	<b>45</b>	196	434	<b>630</b>
Preah Sihanouk	7	2	<b>9</b>	98	28	<b>126</b>
Stung Treng	2	5	<b>7</b>	28	70	<b>98</b>
Svay Rieng	7	19	<b>26</b>	98	266	<b>364</b>
Takeo	13	29	<b>42</b>	182	406	<b>588</b>
Otdar Meanchey	4	8	<b>12</b>	56	112	<b>168</b>
Kep	2	0	<b>2</b>	28	0	<b>28</b>
Pailin	3	1	<b>4</b>	42	14	<b>56</b>
Tboung Khmum	3	32	<b>35</b>	42	448	<b>490</b>
<b>Cambodia</b>	<b>270</b>	<b>438</b>	<b>708</b>	<b>3780</b>	<b>6132</b>	<b>9912</b>

## 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).

$$\text{In the whole country } (\hat{X}) = \sum_{h=1}^2 \sum_{i=1}^{n_{hi}} \sum_{k=1}^{m_{hik}} (X_{hik} \cdot W_{hik})$$

$$\text{In strata (h) (urban, rural) } (\hat{X}_h) = \sum_{i=1}^{n_{hi}} \sum_{k=1}^{m_{hik}} (X_{hik} \cdot W_{hik})$$

## 2.7. Pretest Questionnaire

The training for the pretest was conducted over a total period of six days and was designed to adequately prepare for the main fieldwork reach effective data collection. During the first phase of the training, three days were allocated to paper-based questionnaire training. This component focused on familiarizing participants with the structure and content of the questionnaire, clarifying the objectives of each section, and ensuring a clear understanding of all questions and response options. The training also covered interviewing techniques, ethical considerations, informed consent procedures, and practical exercises such as role plays and mock interviews to strengthen enumerators' skills and consistency.

Following the paper-based training, an additional three days were dedicated to training on Computer-Assisted Personal Interviewing (CAPI). This phase emphasized hands-on practice with the digital data collection devices, including navigation of the CAPI application, data entry procedures, skip patterns, validation checks, and troubleshooting common technical issues. Participants were guided through simulated interviews using the CAPI system to build confidence and accuracy in real-field conditions. Overall, the training ensured that all team members were well prepared to implement the pretest efficiently, accurately, and in line with established data quality standards.

The pretest of the CLFS 2025 was conducted in three separate rounds to test and refine the survey instruments, procedures, and data collection methods before the main survey implementation start.

The first pretest was carried out from 11 to 16 August 2025 in Takeo Province. This initial round focused on assessing the overall structure of the questionnaire, the clarity of questions, and the effectiveness of fieldwork procedures under real survey conditions. Feedback from enumerators and supervisors was collected to identify any issues related to question wording, flow, or respondent understanding.

The second pretest took place from 8 to 12 September 2025 in Kampong Chhnang Province. This round incorporated revisions made after the first pretest and aimed to further validate the questionnaire and the Computer-Assisted Personal Interviewing (CAPI) system. Particular attention was given to skip patterns, data validation rules, interview duration, and the consistency of responses across different household and employment situations.

The third pretest was conducted from 15 to 19 September 2025 in Siemreap Province. This final round served to confirm the effectiveness of all revisions and to ensure that enumerators could implement the survey smoothly and accurately. It also tested logistical arrangements, supervision mechanisms, and data transmission processes. Overall, the three pretests provided valuable insights that contributed to improving data quality and readiness for the full implementation of the CLFS 2025.

A total of thirteen candidates participated in the questionnaire training, comprising five womens and eight Mens. The group included nine interviewers and two supervisors from the National Institute of Statistics (NIS), along with other relevant field staff involved in survey implementation.

The training sessions focused on building a clear understanding of the questionnaire content, survey objectives, and data collection procedures. Participants were actively engaged through discussions, practical exercises, and question-and-answer sessions to ensure consistency and accuracy in data collection. All thirteen candidates who completed the training were expected to return and participate in the main survey, ensuring continuity, retention of skills, and the effective application of the knowledge gained during the training.

## 2.8. Training for Fieldwork

To properly conduct the nationwide survey, there were intensive training programs for the survey supervisors and enumerators. In total, 110 people were recruited, including 80 men and 30 women (22 supervisors and 88 enumerators), and they received 6 days of training in data collection in 13 to 21 October 2025 at the NIS. Among them, 25 staff members were recruited from the 25 capital and provincial planning departments, and the other 85 were recruited from the NIS and other departments in the Ministry of Planning. The training for the main field work was conducted over a total period of six days and was designed to adequately prepare the field team for effective data collection. During the first phase of the training, three days were allocated to paper-based questionnaire training. This component focused on familiarizing participants with the structure and content of the questionnaire, clarifying the objectives of each section, and ensuring a clear understanding of all questions and response options. The training also covered interviewing techniques, ethical considerations, informed consent procedures, and practical exercises such as role plays and mock interviews to strengthen enumerators' skills and consistency.

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## 2.9. Fieldwork Operation

Data collection was carried out by 22 field teams. Each team consisted of five persons, one supervisor and four enumerators. The supervisors were assigned to supervise and coordinate fieldwork activities. A team took responsibility to operate interview within 30 villages on average located in more than one province. The fieldwork began from October 25 to November 19, 2025 with the duration of 25 days operated in all 25 provinces across Cambodia. The teams were closely monitored and control by the four field survey coordinators for quality assurance. The entire process of fieldwork data collection was completed in November, 2025.

Fieldwork monitoring was an integral part of the CLFS 2025 and was carried out during field data collection by NIS, NIS which equipped with monitoring guidelines. Every week NIS and generated field check tables from the completed interview data to monitor data quality and fieldwork progress. Feedback was regularly provided to the coordinators and the field teams.

## 2.10. Data Coding

After the completion of data submission from the fieldwork to the NIS by online, the training of data coding and editing was started. About 10 NIS's staff were employed to do editing and coding work. Data editors carefully checked for the consistency of responses, assign numeric codes to responses and to verify error listings and other computer outputs. The four-digit codes of the Cambodia Standard Classification of Occupations, 2024 (CSCO-01) and four-digit codes of the Cambodia Standard Industrial Classification, Revision 2 (CSIC Rev. 2) were used and aligned with the International Standard Classification of Occupations, 2008 (ISCO-08) and four-digit codes of the International Standard Industrial Classification, Revision 4 (ISIC Rev. 4).

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-word was then used to organize the tables, graphs and to compute additional indicators as needed.

## 2.11. Respondent

Table 2.3 shows the response rates for CLFS 2025. A total of 9,912 households were selected and interviewed as the sample of the survey, of which 9,912 households were successfully interviewed.

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

1. The official permission letter to conduct the CLFS 2025, 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.

## 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.

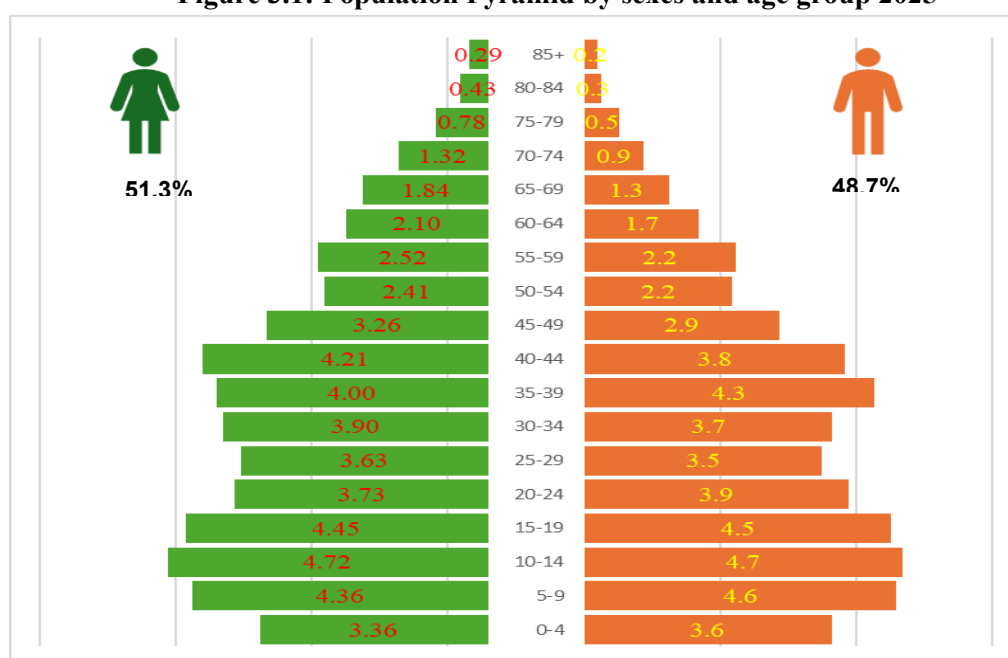
**Table 3.1. Key labour market Indicators 2025**

No	Key Indicators	Unit	Value
1	Working age population (15+)	million	13.1
2	Labour force	million	9.4
3	Labour force participation rate	%	71.6
4	Employment-to-population ratio	%	69.0
5	Unemployment rate	%	3.6
6	Youth unemployment rate	%	9.8
7	Youth NEET	%	13.1
8	Informal employment rate	%	76.7
9	Dependent contractors	%	20.8
10	% employed in rural areas	%	64.7

### 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 2025, the population was estimated at 17.6 million, of which 8.6 million (48.4%) were males and 9.0 million (51.3%) were females. There were more females than males in the population. This is normal in most countries, especially in older age groups, because females tend to live longer. Among those, there were about 39.6 % lived in urban areas and 60.4 % lived in rural areas. The breakdown of Cambodia's population by age group is shown in figure 3.1.

**Figure 3.1: Population Pyramid by sexes and age group 2025**



**Table 3.2 Percent Population by sex, age group and area 2025**

Age group	Cambodia			Urban			Rural		
	Both sexes	Men	Women	Both sexes	Men	Women	Both sexes	Men	Women
<15	25.4	12.9	12.4	9.4	4.7	4.7	15.9	8.2	7.7
15-24	16.6	8.4	8.2	6.6	3.3	3.3	10	5.1	4.9
25-34	14.7	7.1	7.5	6.1	2.9	3.2	8.6	4.2	4.4
35-44	16.3	8.1	8.2	7	3.5	3.6	9.3	4.7	4.6
45-54	10.7	5.1	5.7	4.1	2	2.2	6.6	3.1	3.5
55-64	8.5	3.9	4.6	3.3	1.5	1.8	5.2	2.4	2.8
65+	7.8	3.1	4.7	3	1.2	1.8	4.7	1.9	2.9
<b>Total</b>	<b>100</b>	<b>48.7</b>	<b>51.3</b>	<b>39.6</b>	<b>19.1</b>	<b>20.5</b>	<b>60.4</b>	<b>29.6</b>	<b>30.8</b>

### 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 2025, it was estimated that there were about 2.6 million households resided in rural areas and 1.7 million households in urban areas, resulting in a total of approximately 4.3 million households across the country. The national average household size was 4.1 persons per household.

The average household size remained constant at 4.1 persons across both rural and urban sectors, comprising an average of 2.7 Men and 7.8 women per household.

**Table 3.3 Household size by area and sexes 2025**

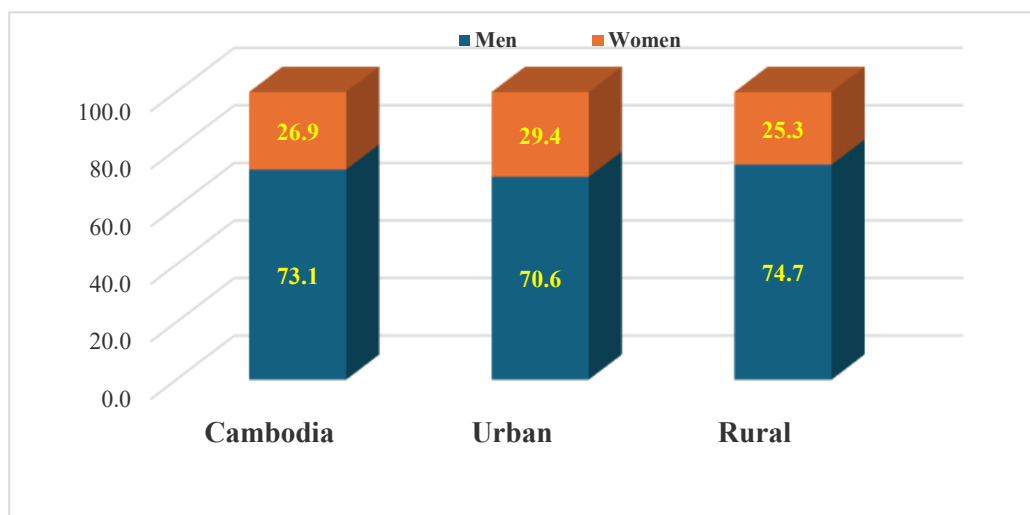
Sexes	Cambodia	Urban	Rural	Cambodia	Urban	Rural
	Number (000)			%		
Men	3,141	1,201	1,940	2.7	2.8	2.7
Women	1,157	501	656	7.8	7.2	8.3
<b>Both sexes</b>	<b>4,298</b>	<b>1,702</b>	<b>2,596</b>	<b>4.1</b>	<b>4.1</b>	<b>4.1</b>

### 3.4. Household Heads

Cambodia is generally characterized as a patriarchal society, and this is clearly reflected in the data. Of the total number of 4.3 households, nearly 3.1 million were headed by Men, compared to approximately 1.2 million headed by women. This indicates that 73.1 % of households were Men-headed. whereas 27% of households headed by women.

A similar pattern is observed across place of residence. In urban areas, about 70.6 % of households were Men-headed, while 29.4 % were women-headed. In rural areas, the proportion of Men-headed households was even higher, at 74.7 %, compared to 25.3 % of women-headed households

**Figure 3.2: Percentage Share Household Heads by sex and Area 2025**



### 3.5. Dependency Ratio

The CLFS defines the “age dependency ratio” as the ratio of the total population not of working age—those aged 0–14 years and those aged 65 years and over—to the working-age population (i.e., those aged 15–64 years). The age dependency ratio is considered a summary indicator of the burden placed on the working-age population.

As shown in Table 3.4, Cambodia’s total dependency ratio in 2025 was 49.5%, with 45.9% in urban areas and 52.0% in rural areas. A large share of this dependency ratio is attributable to the young population aged under 15 years, which accounted for 37.9 %.

**Table 3.4: Dependency Ratio, by Area 2025**

Age group	Cambodia		Urban		Rural	
	Number (000)	(%)	Number (000)	(%)	Number (000)	(%)
0-14	4,465	25.4	1,660	23.8	2,804	26.4
15-64	11,775	66.9	4,780	68.5	6,995	65.8
65+	1,369	7.8	534	7.7	835	7.9
<b>Total</b>	<b>17,609</b>	<b>100</b>	<b>6,974</b>	<b>100</b>	<b>10,634</b>	<b>100</b>
			<b>Ratio</b>			
Young-age dependence ratio		37.9		34.7		40.1
Old-age dependence ratio		11.6		11.2		11.9
<b>Both sexes dependence ratio</b>		<b>49.5</b>		<b>45.9</b>		<b>52.0</b>

\* “Note: Some individuals aged 65 and over are not dependent on those in the 15–64 age group.”

## 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 (defined as persons aged 15 and above) was estimated at 13.1 million in 2025. Of this total, 6.8 million were women and 6.4 million were Men, indicating a relatively balanced gender composition within the working-age group. Women accounted for slightly more than half of the working-age population.

In terms of place of residence, the majority of the working-age population lived in rural areas. Approximately 7.8 million persons—nearly three-fifths of the total working-age population—resided in rural areas, while 5.3 million lived in urban areas (Table 4.1). This distribution highlights the continued predominance of the rural population in Cambodia, although a substantial share now lives in urban settings. The urban working-age population represents an important segment of the labour force, particularly in industry and services, while rural areas remain central to agricultural and informal economic activities. These figures provide important context for understanding the structure of Cambodia’s labour market, as the size, sex composition, and geographic distribution of the working-age population directly influence labour force participation, employment patterns, and overall economic development.

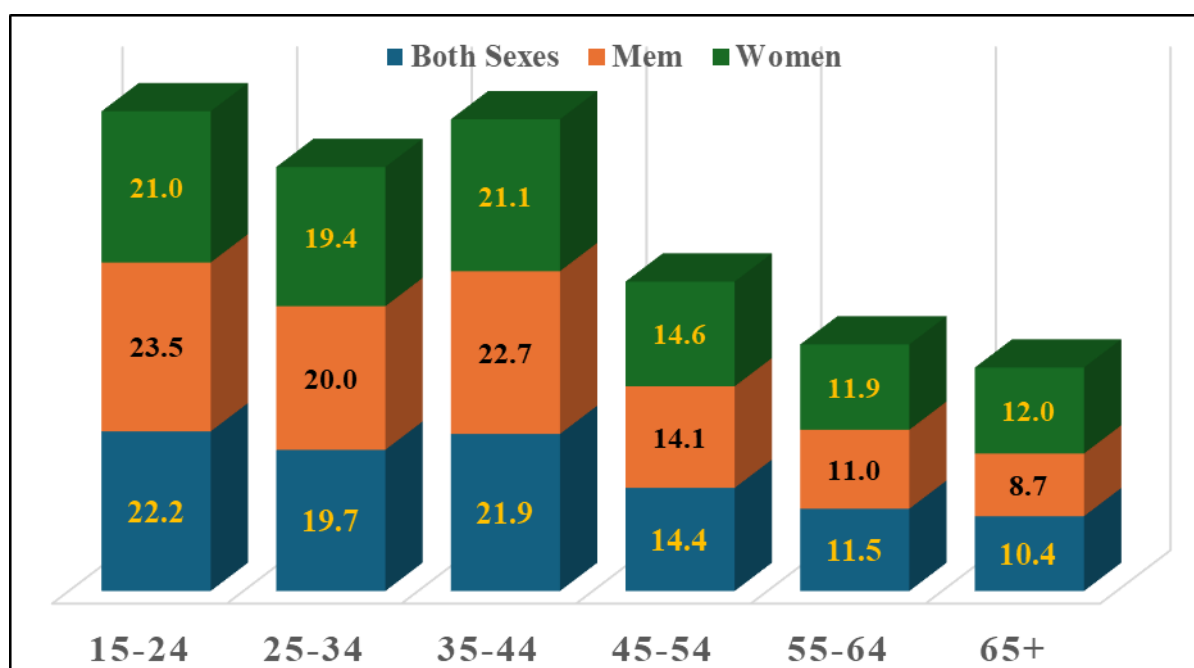
**Table 4.1: Distribution of the Working-Age Population by Age Group, Sex, and Area 2025 in number**

Age group	Cambodia (000)			Urban (000)			Rural (000)		
	Both Sexes	Men	Women	Both Sexes	Men	Women	Both sexes	Men	Women
15-24	2,922	1,481	1,441	1,159	582	577	1,762	899	864
25-34	2,585	1,259	1,326	1,070	511	559	1,515	747	768
35-44	2,875	1,427	1,447	1,237	608	628	1,638	819	819
45-54	1,888	890	998	731	349	382	1,157	541	616
55-64	1,506	692	813	583	267	317	922	426	496
65+	1,369	549	820	534	220	314	835	330	506
<b>Total</b>	<b>13,144</b>	<b>6,299</b>	<b>6,845</b>	<b>5,314</b>	<b>2,537</b>	<b>2,776</b>	<b>7,830</b>	<b>3,762</b>	<b>4,068</b>

According to the United Nations and the ILO for labour market indicators. “youth” refers to persons aged 15–24 years, while “adults” are defined as persons aged 25 years and older. Based on this classification, the youth working-age population in 2025 was estimated at 2.9 million, whereas the adult working-age population (aged 25–64 years) was approximately 10.2 million. This indicates that the majority of Cambodia’s working-age population falls within the adult age group.

In addition, about 41.9% of the working-age population was aged 15–34 years, highlighting the strong presence of young people within the potential labour supply and reflecting Cambodia’s relatively youthful demographic structure. This demographic characteristic presents both opportunities and challenges for the labour market, particularly in terms of job creation, skills development, and school-to-work transition. Meanwhile, 10.4% of the total population was aged 65 years and over (Figure 4.1). Its size is important in the context of population ageing and dependency, as it represents a segment of the population that may require social protection and support from the economically active population.

**Figure 4.1: Distribution of the working-Age Population by Age Group and Sex 2025**



### 4.3 Labour Force Participation Rate

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 only a small share of the working-age population is either employed or actively seeking employment, suggesting limited engagement in the labour market.

Table 4.2 presents the labour force participation rate (LFPR) by age group, sex, and area of residence in 2025. The overall LFPR was estimated at 71.6 percent, indicating that nearly three-quarters of the working-age population were either employed or actively seeking employment during the reference period.

LFPR was higher among Men (77.7 percent) than women (66.0 percent), reflecting a persistent gender gap in labour market engagement. This pattern was consistently observed in both rural and urban areas, where Men LFPR exceeded women LFPR across most age groups.

By area of residence, the LFPR in urban areas was 73.5 percent, slightly higher than in rural areas, where it stood at 70.3 percent. Although the difference was relatively small, it suggests somewhat stronger labour market attachment in urban settings, possibly due to a wider range of employment opportunities in industry and services. In rural areas, participation remains closely linked to agricultural and informal activities, which may influence overall rates.

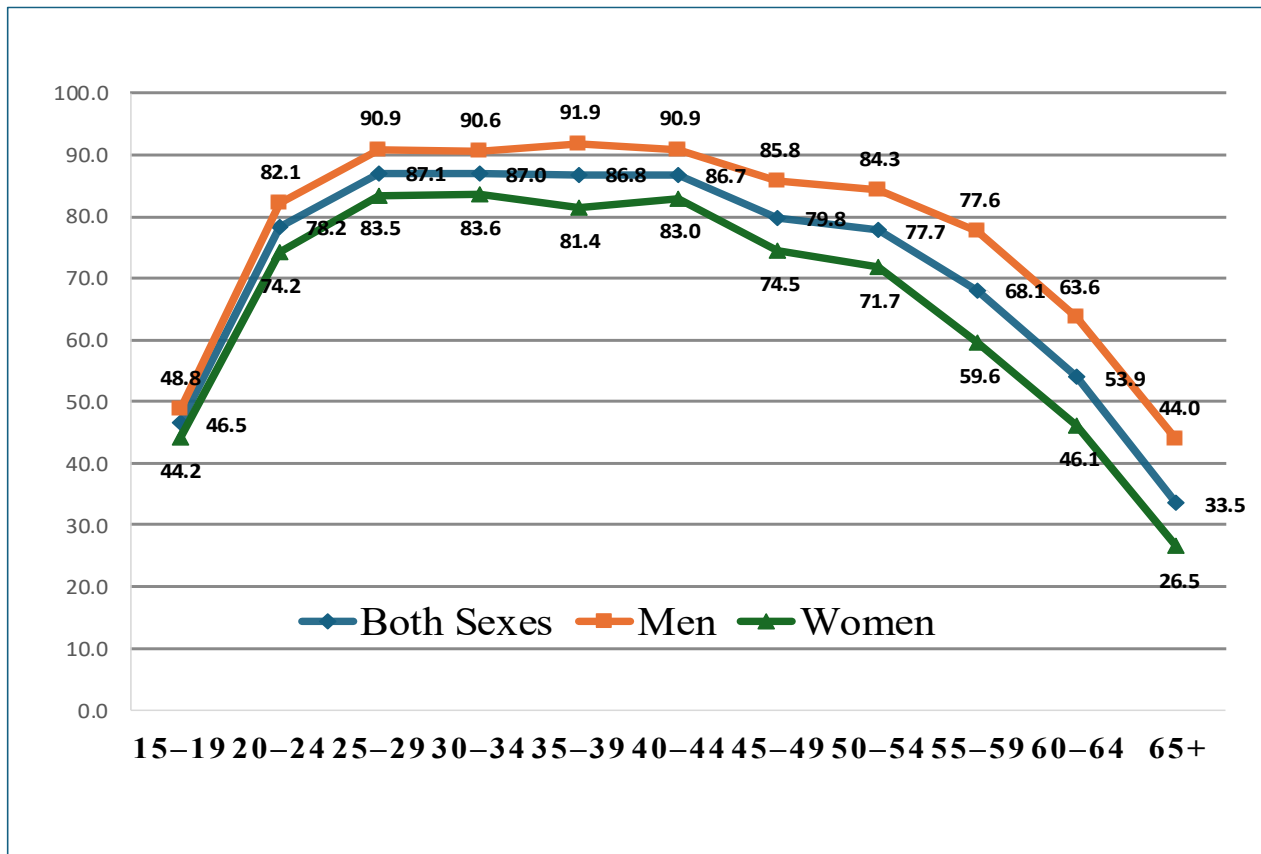
**Table 4.2: Labour Force Participation Rate, by Age Group, Sex, and Area 2025**

Age Group	Cambodia			Urban			Rural		
	Both Sexes	Men	Women	Both sexes	Men	Women	Both sexes	Men	Women
15-19	46.5	48.8	44.2	42.3	42.6	42.0	49.2	52.8	45.6
20-24	78.2	82.1	74.2	78.8	81.7	75.9	77.8	82.4	73.1
25-29	87.1	90.9	83.5	90.4	92.8	88.2	84.9	89.7	80.1
30-34	87.0	90.6	83.6	89.3	91.9	86.9	85.2	89.6	81.1
35-39	86.8	91.9	81.4	89.2	92.8	85.5	85.0	91.2	78.4
40-44	86.7	90.9	83.0	90.9	94.6	87.5	83.6	88.1	79.4
45-49	79.8	85.8	74.5	84.2	90.0	79.0	77.0	83.1	71.7
50-54	77.7	84.3	71.7	80.7	85.9	75.9	75.8	83.3	69.2
55-59	68.1	77.6	59.6	70.7	79.7	63.0	66.5	76.3	57.5
60-64	53.9	63.6	46.1	52.4	61.3	45.0	54.9	65.1	46.8
65+	33.5	44.0	26.5	33.1	43.7	25.8	33.8	44.3	27.0
<b>Total</b>	<b>71.6</b>	<b>77.7</b>	<b>66.0</b>	<b>73.5</b>	<b>78.4</b>	<b>69.0</b>	<b>70.3</b>	<b>77.2</b>	<b>63.9</b>

In 2025, the national labour force participation rate (LFPR) reached its peak at 87.1 percent among persons aged 25–29 and at 87.0 percent among aged 30–34 years, and began to decline among older age groups. A similar pattern was observed for women. The women LFPR increased sharply, reaching 83.6 percent among those aged 30–34 years, and then gradually declined with age, falling to 26.5 percent among those aged 65 years and over.

For Mens, the LFPR peaked slightly later, at ages 35–39 years, reaching 91.9 percent. Thereafter, it declined steadily, dropping to 44.0 percent among those aged 65 years and above (Figure 4.2).

**Figure 4.2: Labour Force Participation Rate, by Age Group and Sex 2025**



#### 4.4 . Economic Activities

The economically active population, also referred to as the labour force, comprises all persons of working age who supply labour for the production of goods and services during a specified reference period. It includes both employed persons and unemployed persons.

According to international statistical standards recommended by the International Labour Organization (ILO), the economically active population consists of individuals who were either:

- ❖ Employed, meaning they worked for pay, profit, or family gain during the reference period or were temporarily absent from their job; or
- ❖ Unemployed, meaning they were not employed during the reference period but were actively seeking work and were available to start working.

The concept of the economically active population is widely used to measure labour market participation and to analyze the supply of labour in an economy. It provides a fundamental basis for calculating key labour market indicators such as the labour force participation rate, employment-to-population ratio, and unemployment rate.

Statistics on the economically active population help policymakers and researchers understand the structure and dynamics of the labour market, assess economic performance, and design policies aimed at promoting employment and improving labour market outcomes.

##### ➤ Definition

The economically active population, also known as the labour force, comprises all persons of working age who are either employed or unemployed but actively seeking and available for work during the reference period.

➤ **International definition**

The employed are all those persons of working age who, during a short reference period (seven days or one week), were engaged in any activity to produce goods or provide services in exchange for pay or to generate profit.

They comprise:

- 3.5.1.1. The employed persons "at work", i.e. who worked in a job for at least one hour;
- 3.5.1.2. The 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)

"for pay or profit" refers to work done in expectation of obtaining a remuneration in the form of wages or salaries for time worked or work done, or in the form of profits from the sale or exchange of goods and services. This includes remuneration in cash or in kind, whether paid directly to the person performing the work or indirectly to a household or family member (as can occur in family-run businesses).

The distinction between employment and own-use production of goods is based on the main intended destination of production. Production of goods mainly intended for sale or exchange are included in employment.

Source: Resolution I concerning statistics of work, employment and labour underutilization, paragraph 27, 19th ICLS (2013).

Table 4.3 presents the number and rates distribution of the economically active population by age group and area of residence in 2025. The overall economically active population (labour force) accounted for 71.6 percent of the working-age population. Of this, 69.0 percent were employed, while 3.6 percent were unemployed.

**Total 4.3 Economic Activities population by age group 2025**

Age group	Working-Age Population (000)	Labour Force (000)	Employed Person (000)	Unemployment Person (000)	Not in Labour Force (000)	Labour Force Participant Rate	Employment Rate	Unemployment Rate
15-24	2,922	1,784	1,609	175	1,137	61.1	55.1	9.8
25-34	2,585	2,250	2,193	57	335	87	84.8	2.5
35-44	2,875	2,495	2,442	53	380	86.8	84.9	2.1
45-54	1,888	1,489	1,446	44	399	78.9	76.6	2.9
55-64	1,506	930	918	13	575	61.8	61	1.4
65+	1,369	459	459	0	910	33.5	33.5	0.1
<b>Total</b>	<b>13,144</b>	<b>9,408</b>	<b>9,066</b>	<b>342</b>	<b>3,736</b>	<b>71.6</b>	<b>69</b>	<b>3.6</b>

Table 4.4 presents the number and rate of the economically active population by sex in 2025. The overall economically active population (labour force) accounted for 71.6 percent of the working-age population for both sexes. By sex, the labour force participation rate was higher among Mens (77.7%) than womens (66.0%). The unemployment rate was 3.6 percent for both sexes combined, with a higher rate among womens (4.4%) compared to Mens (3.0%).

**Total 4.4 Economic Activities population by sexes 2025**

Sex	Working-Age Population	Labour Force	Employed Person	Unemployed Person	Outside Labour Force	Labour Force Participation Rate	Employment Rate	Unemployment Rate
	Number (000)					%		
Male	6,299	4,893	4,748	145	1,406	77.7	75.4	3.0
Female	6,845	4,515	4,318	197	2,330	66.0	63.1	4.4
<b>Total</b>	<b>13,144</b>	<b>9,408</b>	<b>9,066</b>	<b>342</b>	<b>3,736</b>	<b>71.6</b>	<b>69.0</b>	<b>3.6</b>

## CHAPTER 5 EMPLOYMENT

### 5.1. Introduction

Employment is a key indicator used to assess the performance of the labour market and the level of economic participation in a country. It reflects the extent to which the working-age population is engaged in productive activities that contribute to the production of goods and services within the economy.

According to international statistical standards adopted by the **International Labour Organization (ILO)**, employed persons are those of working age who, during a specified reference period (usually one week), performed work for pay, profit or family gain. This includes persons who were temporarily absent from their jobs due to reasons such as illness, vacation, maternity leave, training, or other temporary interruptions but who maintained a formal attachment to their job.

Employment covers a wide range of work arrangements, including employees, employers, own-account workers, contributing family workers, and members of producers' cooperatives. In addition, persons engaged in subsistence production of goods for own final use may also be considered employed under international guidelines.

Measuring employment is essential for understanding the structure of the labour market, identifying the distribution of workers across economic sectors and occupations, and monitoring labour market trends over time. Employment statistics also provide critical evidence for designing policies aimed at promoting job creation, improving working conditions, and supporting inclusive and sustainable economic development.

Employment statistics produced through labour force surveys are therefore a fundamental component of national statistical systems and contribute to monitoring progress toward national development goals and the **Sustainable Development Goals (SDGs)**, particularly those related to decent work and economic growth.

### 5.2. Employed Population

Table 5.1 presents the number and percentage distribution of the employed working-age population by age group, area of residence, and sex in 2025. The total employed population was estimated at 9.1 million with Men representing 52.4 percent and women 47.6 percent, indicating a relatively balanced but slightly Men-dominated workforce.

The distribution by area shows that the majority of employed persons are concentrated in rural areas, accounting for 65.7 percent of total employment, while urban areas comprise 34.3 percent. Within both rural and urban areas, Men constitute a larger share of the employed population overall, with 59.0 percent in rural areas and 51.2 percent in urban areas. Interestingly, among younger workers aged 15–24, women make up the majority in both urban and rural settings, reflecting early labour market entry patterns that differ by sex.

Age-wise, more than half of the employed population falls within the 25–44 age range, highlighting the concentration of employment among prime working-age adults. The youngest age group, 15–19 years, accounts for 7.1 percent of employed persons, while older workers aged 60 years and above comprise 9.0 percent. These patterns underscore that employment is largely concentrated among middle-aged adults, with smaller proportions of youth and older persons participating in the labour market.

**Table 5.1: Percent Distribution of the Employed Population, by Age Group, Area, and Sex 2025**

Age Group	Cambodia			Urban			Rural		
	Both Sexes	Men	Women	Both sexes	Men	Women	Both sexes	Men	Women
15–19	7.1	7.2	6.9	5.7	5.5	5.8	8.1	8.4	7.7
20–24	10.7	11.0	10.3	10.0	10.1	9.8	11.1	11.6	10.7
25–29	11.6	11.5	11.7	11.6	11.0	12.2	11.6	11.8	11.4
30–34	12.6	12.1	13.1	13.4	13.1	13.8	12.0	11.4	12.6
35–39	13.8	14.4	13.1	14.7	15.4	14.0	13.1	13.7	12.5
40–44	13.2	12.7	13.7	14.5	14.1	15.0	12.2	11.7	12.8
45–49	9.3	9.0	9.7	9.3	9.2	9.4	9.4	8.9	9.9
50–54	6.6	6.6	6.6	6.6	6.7	6.4	6.7	6.6	6.7
55–59	6.2	6.4	5.9	5.9	6.1	5.6	6.4	6.5	6.1
60–64	4.0	4.0	3.9	3.7	3.8	3.6	4.2	4.1	4.2
65+	5.1	5.1	5.0	4.8	5.0	4.5	5.3	5.1	5.4
Total	100	100	100	100	100	100	100	100	100
Total number (000)*	9,066	4,748	4,318	3,721	1,906	1,814	5,345	2,841	2,504

### 5.3. Employment by Industry

As shown in Table 5.2, the services sector accounted for the largest share of total employment, representing 43.0 percent of the employed population. The industry sector contributed 29.4 percent, while the agriculture sector accounted for 27.6 percent.

The table further indicates that approximately one in three employed persons in Cambodia worked in agriculture, forestry and fishing, with similar proportions observed for both Men and women. However, gender disparities are evident in several non-agricultural industries. Men were more likely to be employed in construction (14.0 percent), transportation and storage (8.3 percent), and public administration and defense, compulsory social security (4.8 percent). In contrast, women were more concentrated in manufacturing (25.8 percent) and wholesale and retail trade (24.2 percent).

**Table 5.2: Employed Population, by Industry and Sexes. 2025**

Industry	Both sex	Men	Women	Both sex	Men	Women
	Number (000)			%		
<b>Agriculture</b>	<b>2.502</b>	<b>1.374</b>	<b>1.127</b>	<b>27.6</b>	<b>28.9</b>	<b>26.1</b>
Crop and animal production, hunting and related service activities	2,314	1,241	1,073	25.5	26.1	24.9
Forestry and logging	38	21	17	0.4	0.4	0.4
Fishing and aquaculture	150	113	37	1.7	2.4	0.9
<b>Industry</b>	<b>2.670</b>	<b>1.434</b>	<b>1.236</b>	<b>29.4</b>	<b>30.2</b>	<b>28.6</b>
Mining and quarrying	12	11	0	0.1	0.2	0
Manufacturing	1,823	710	1,113	20.1	15	25.8
Electricity, gas, steam and air conditioning supply	22	19	3	0.2	0.4	0.1
Water supply; sewerage, waste management and remediation activities	49	31	17	0.5	0.7	0.4
Construction	765	663	102	8.4	14	2.4
<b>Service</b>	<b>3.894</b>	<b>1.939</b>	<b>1.955</b>	<b>43.0</b>	<b>40.8</b>	<b>45.3</b>
Wholesale and retail trade; repair of motor vehicles and motorcycles	1,652	606	1,046	18.2	12.8	24.2
Transportation and storage	419	393	25	4.6	8.3	0.6
Accommodation and Food service activities	361	133	228	4	2.8	5.3
Information and communication	31	25	6	0.3	0.5	0.1
Financial and insurance activities	126	81	45	1.4	1.7	1
Real estate activities	30	15	15	0.3	0.3	0.3
Professional, scientific and technical activities	74	32	43	0.8	0.7	1
Administrative and support service activities	274	170	103	3	3.6	2.4
Public administration and defense; compulsory social security	280	227	53	3.1	4.8	1.2
Education	208	94	114	2.3	2	2.6
Human health and social work activities	73	32	41	0.8	0.7	0.9
Arts, entertainment and recreation	101	45	56	1.1	0.9	1.3
Other service activities	210	75	135	2.3	1.6	3.1
Activities of households as employers; undifferentiated goods- and services-producing activities of household own use	51	8	43	0.6	0.2	1
Activities of extraterritorial organizations and bodies	6	2	4	0.1	0.1	0.1
<b>Total</b>	<b>9.066</b>	<b>4.748</b>	<b>4.318</b>	<b>100</b>	<b>100</b>	<b>100</b>

### 5.4. Employment by Occupation

In the CLFS 2025, respondents who reported being employed were asked about the main job they performed during the reference period. Based on the description of their principal tasks and responsibilities, each job was coded according to the ISCO-08 classification system. Using this international standard ensures that occupation statistics produced by the CLFS are consistent with global labour statistics and comparable with those of other countries, and it categorizes workers in 10 major groups.

Table 5.3 presents the percentage distribution of employed persons by occupation. Service workers and shop/market sales accounted for the largest share of employment at 23.2%, followed closely by skilled

agricultural and fishery workers at 22.1%. Plant and machine operators' assemblers represented 18.0%, and elementary occupations at 11.7% of the workforce. Conversely, the armed forces (0.9%); legislators and senior officials & managers (1.8%); clerks (2.8%); technicians & associate professionals (3.5%); and professionals (4.4%) are recorded the smallest shares of total employment.

**Table 5.3 Distribution of Employed Population, by Type of Occupation and Sex 2025**

Occupation	Both sex	Men	Women	Both sex	Men	Women
	Number (000)			Percent		
Armed forces	84	80	4	0.9	1.7	0.1
Legislators, senior officials & managers	159	124	36	1.8	2.6	0.8
Professionals	400	189	211	4.4	4.0	4.9
Technicians & associate professionals	320	190	129	3.5	4.0	3.0
Clerks	251	127	124	2.8	2.7	2.9
Service workers & shop/market sales	2,107	767	1,340	23.2	16.2	31.0
Skilled agricultural & fishery workers	2,007	1,082	925	22.1	22.8	21.4
Craft & related trades workers	1,044	837	207	11.5	17.6	4.8
Plant/machine operators & assemblers	1,631	772	859	18.0	16.3	19.9
Elementary occupations	1,063	580	483	11.7	12.2	11.2
<b>Total</b>	<b>9,066</b>	<b>4,748</b>	<b>4,318</b>	<b>100</b>	<b>100</b>	<b>100</b>

### 5.5. 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 presents the distribution of employed persons by status of employment. In 2025, the largest proportion of the employed population were employees, accounting for 50.1 percent. This was followed by own-account workers, who represented 22.2 percent of total employment. Employers made up 5.0 percent of the employed population, while contributing family workers accounted for 2.8 percent.

**Table 5.4: Employed Population Status 2025**

Employed status	Employed person (000)	Percent
Employees	4,542	50.1
Employers	450	5.0
Own-account workers	2,017	22.2
Contributing family workers	255	2.8
Dependent contractors	1,802	19.9
<b>Total</b>	<b>9,066</b>	<b>100</b>

Table 5.5 presents the percentage distribution of the labour force, employed persons, and unemployed persons by educational attainment. Approximately 45.2 percent of the labour force, 43.6 percent of employed persons, and 3.4 percent of unemployed persons had never attended school.

About 73.2 percent of the total labour force and 71.3 percent of employed persons had primary education, while 2.5 percent of unemployed persons had primary education.

Meanwhile, 16.4 percent of the labour force, 16.1 percent of employed persons, and 2.9 percent of unemployed persons had lower secondary education.

For those with higher education, the shares accounted for 78.8 percent of the labour force, 73.6 percent of employed persons, and 6.6 percent of unemployed persons.

**Table 5.5 Number population labour force and Unemployed by Education level 2025**

Education Level	Labour force			Employed			Unemployed		
	Both sexes	Men	Women	Both sexes	Men	Women	Both sexes	Men	Women
	Number (000)								
None education	454	181	274	439	177	262	16	4	12
Primary School	3,987	1,992	1,995	3,888	1,957	1,930	100	35	65
Lower secondary school	2,382	1,299	1,082	2,313	1,262	1,051	69	37	32
Upper secondary	1,325	717	608	1,244	684	560	81	32	48
Vocational	495	283	212	468	268	200	27	15	12
Higher Education	760	421	339	710	397	313	50	24	26
<b>Total</b>	<b>9,408</b>	<b>4,894</b>	<b>4,514</b>	<b>9,066</b>	<b>4,748</b>	<b>4,318</b>	<b>342</b>	<b>147</b>	<b>196</b>
	%								
None education	45.2	58.9	39.1	43.6	57.7	37.5	3.4	2.1	4.3
Primary School	73.2	79.5	67.8	71.3	78.1	65.6	2.5	1.7	3.3
Lower secondary school	76.7	80.4	72.6	74.4	78.1	70.5	2.9	2.9	2.9
Upper secondary	67.4	71.4	63.2	63.3	68.2	58.2	6.1	4.5	8.0
Vocational	77.0	79.4	74.0	72.8	75.3	69.6	5.5	5.2	5.9
Higher Education	78.8	82.6	74.4	73.6	77.9	68.8	6.6	5.7	7.6
<b>Total</b>	<b>71.6</b>	<b>77.7</b>	<b>65.9</b>	<b>69.0</b>	<b>75.4</b>	<b>63.1</b>	<b>3.6</b>	<b>3.0</b>	<b>4.3</b>

**5.6. Youth unemployment rate (by age group (15-24), by education 2025**

Figure 5.1 presents data categorized by education level and sex, showing a general trend in which higher education levels are associated with higher percentages in the “both sexes” category, peaking at the vocational level. The figure shows the following patterns:

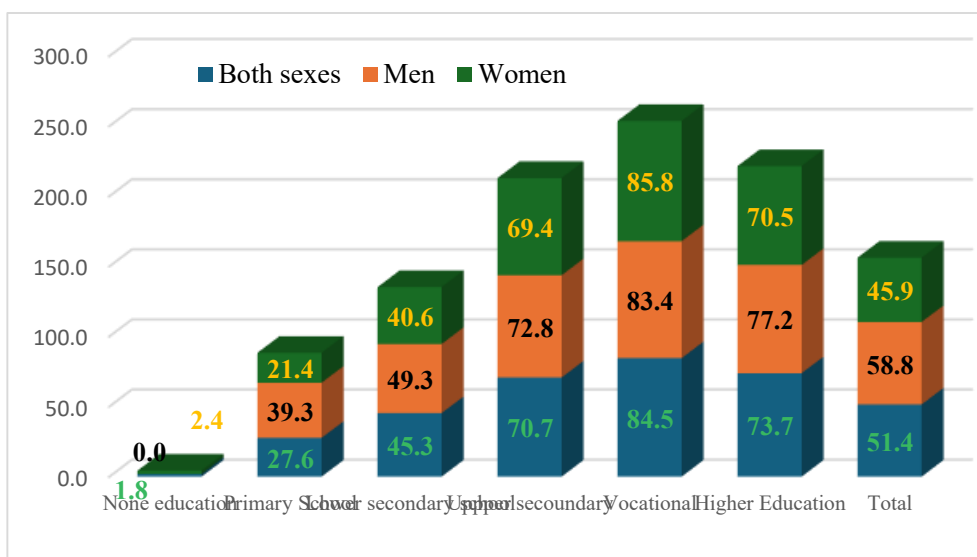
For primary education, the percentages increase steadily as education levels rise. At the lower secondary completed level, the proportions rise further. Men (49.3 %) exceed women (40.6 %), with a combined share of 45.3 %. This indicates that lower secondary education is a key level at which many individuals attain their highest qualification.

The upper secondary category has the highest percentages across most groups. Women account for 69.4 %, men for 72.8 %, and both sexes combined reach 70.7 %.

Vocational education represents the highest overall percentage in the table, at 84.5 %. It is also the only category in which the figure for women (85.8 %) exceeds that of men (83.4 %).

For higher education, there is a slight decrease from the vocational peak, settling at 73.7 % for both sexes.

**Figure 5.1: Youth unemployment rate by sexes (15-24), by education 2025**



**APPENDIX I**

**Household Questionnaire of Cambodia Labour Force Survey 2025**

<b>Section 0: Geographic identification</b>	
PROVINCE. Province name	Text.....
DISTRICT. District/Krong/ Khan name	Text.....
COMMUNE. Commune/ Sangkat name	Text.....
UR_RU. Urban/ Rural	Text.....
PROVINCE ID. Province code	Numeric.....
DISTRICT ID. District code	Numeric.....
COMMUNE ID. Commune code	Numeric.....
VILLAGE ID. Village code	Numeric.....
UR_RU_CODE. សង្កាត់ទីប្រជុំជនធរបទ	Numeric.....
EA. Enumeration area	Numeric.....
HH ID. Household number	Numeric.....
SR_HH. Sample number	Numeric.....
BLOCK. Block of enumeration area	Numeric.....
EA ID. Enumeration area number	Numeric.....
NAME_LISTING. Name of household head listed during mapping and listing	Text.....
<input type="checkbox"/> <input type="checkbox"/> Contact telephone number of household	Numeric.....
GPS. Location of household at the listing and interview	N..... W..... A.....

## ILO Model LFS Questionnaire for CAPI<sup>1</sup> Job-type start (2024 Edition)

### Conventions used in the ILO model LFS questionnaires for CAPI

- Regular text: Indicates text to be read by the interviewer
- *Italics*: Indicates interviewer instructions or aids, not to be read out loud
- CAPS: INDICATES RESPONSE CATEGORIES AND FILTERS NOT TO BE READ OUT LOUD
- (Parenthesis): Indicates that a choice or a substitution must be made
- **Red text**: Indicates overall filter groups to be asked a question/set of questions, related instructions or other guidance to the developer
- [Blue text within square brackets]: Indicates text that must be adapted as per national circumstances
- **Bold text**: Indicates question numbers, section headings, skips, and other structural items

**Note:** In this version of the questionnaire the working age population is set to 15+ (as shown by the filter if DEM\_AGE >= 15. If an alternative age is used at national level this would need to be changed wherever DEM\_AGE is used in the filters.

### Global variables used in the CAPI implementation of the questionnaire

Global flow variables have been defined as below. These are created to allow the filters of later questions to be written more easily. For example, rather than have to specify all the variables used to define employment every time a question is asked to someone in employment the variable GLO\_EMP has been defined meaning the filter can simply be written as *ASKIF GLO\_EMP=1*

**GLO\_WAP** - The respondent is in the Working Age Population (WAP). The age range is set as a global variable.

**GLO\_EMP** - This variable indicates whether the person is employed or not, based on their answers to questions in ATW, ABS, and AGF and as they move through the questionnaire.

**GLO\_PROV** - Variable to capture whether someone has so far met the criteria to be considered “provisionally employed”. For example, someone who works in a family business, or someone who is absent from work at the time of the interview on vacation. We need to ask further questions to determine if they are employed, but at this stage, this variable helps identify those who might be.

**GLO\_MLT** - Variable to indicate that, based on previous answers, they have multiple activities and might have more than one job. The variable is used to influence how the question about multiple jobs MJJ\_MULT is asked.

**GLO\_OPF** - Variable to identify the respondent as an own-use producer of food based on the responses to the AGF module.

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<sup>1</sup> To be used together with the accompanying National adaptation guide and Variable derivation guide.

## Demographic and background characteristics and household level questions

Section A. HOUSEHOLD ROSTER AND DEMOGRAPHICS (DEM)
<p><b>OBJECTIVES AND SCOPE</b></p> <ul style="list-style-type: none"> <li>• To enable a household roster to be established</li> <li>• Covers basic demographics on sex, age, relationship to head of household, marital status, education level, field of study and current educational attainment</li> </ul>
<p><b>IMPLEMENTATION NOTES</b></p> <ul style="list-style-type: none"> <li>• For national purposes other key demographic information could be included where known to be needed for analytical purposes</li> <li>• Separate modules exist on migration and disability as background characteristics</li> <li>• The module should be asked to a reference person in roster style. That is, the full set of information is to be provided for all respondents by one knowledgeable household member before moving onto the household level information and personal interviews for eligible members</li> </ul>
<p><b>DEM_STR</b></p> <p>Hello. My name is... I work for XXXXX. May I speak with the head of the household please?</p> <p style="color: #0070c0;">This household has been selected to participate in a government survey about the activities that people do to earn a living.</p> <p style="color: #0070c0;">The information that you will provide is confidential and will not be shared, but it will help better understand how people in this area live, the jobs they do.</p> <p style="color: #0070c0;">Your participation is appreciated. The survey will take approximately 50 minutes.</p> <p style="color: #0070c0;">May we proceed with the interview?</p> <p style="padding-left: 40px;">1. YES 2. NO</p> <p style="color: #c00000;"><i>Note: For CAPI implementation, if DEM_STR=2 (NO), go to SCHEDULE APOINTMENT MODULE</i></p>
<p style="color: #c00000;"><i>ASK IF (DEM_STR=1)</i></p> <p><b>DEM_NAME</b></p> <p>A1. Can you tell me the names of the members of this household, starting with the head or reference person?</p> <p>_____</p> <p style="padding-left: 20px;">NAME PERSON 1</p> <p>_____</p> <p style="padding-left: 20px;">NAME PERSON 2</p> <p>_____</p> <p style="padding-left: 20px;">NAME PERSON N</p>
<p><b>PPNO</b></p> <p>A2. PERSON NUMBER OF EACH HOUSEHOLD MEMBER</p> <p>_____</p> <p style="padding-left: 20px;">PPNO</p>
<p><b>DEM_OTH</b></p> <p>A3. Are there any other persons living in this household?</p> <p style="padding-left: 40px;">1. YES 2. NO</p> <p style="color: #c00000;"><i>Note: For CAPI implementation, if DEM_OTH=1 (YES), record NAME of other persons living in the household as part of the roster.</i></p>
<p style="color: #c00000;"><i>FOR EACH PERSON LISTED UNDER DEM_NAME IMPLEMENT BELOW QUESTIONS AS A ROSTER</i></p>
<p><b>DEM_INTRO</b></p> <p style="color: #c00000;"><i>ASK IF (PPNO = 1)</i></p> <p>A: I am going to start with some questions about you.</p> <p style="color: #c00000;"><i>ASK IF (PPNO &gt; 1)</i></p> <p>B: I am now going to ask some questions about (NAME).</p>

**DEM\_SEX***ASK IF (PPNO = 1)***A4A:** INTERVIEWER RECORD SEX OF (NAME). CONFIRM ONLY IF NEEDED*ASK IF (PPNO > 1)***A4B:** Is (NAME) male or female?

1. MALE
2. FEMALE

*ASK IF (PPNO >= 1)***DEM\_REL****A5.** What is (NAME)'s relationship to the household head?

1. REFERENCE PERSON / HOUSEHOLD HEAD
2. SPOUSE/PARTNER
3. SON/DAUGHTER
4. MOTHER/FATHER
5. OTHER RELATIVE
6. OTHER UNRELATED PERSON
- [7. DOMESTIC WORKER]**

**DEM\_BTH****A6.** What is (your/NAMES's) date of birth?

\_\_\_\_/\_\_\_\_/\_\_\_\_  
 DD MM YYYY

97/97/9997 DON'T KNOW

*NOTE: for CAPI implementation three additional variables (sub-items) need to be created:**DEM\_BTH\_YEAR, DEM\_BTH\_MONTH, DEM\_BTH\_DAY.***DEM\_AGE***ASK IF DEM\_BTH\_YEAR=9997***A7A.** To confirm, (are/is) (you/NAME) (DEM\_AGE) years old?*RE-ENTER AGE IF NOT CORRECT**ENTER '00' IF LESS THAN 1 YEAR**ASK IF DEM\_BTH\_YEAR NE 9997 & DEM\_BTH\_MONTH=97***A7B.** How old (are/is) (you/NAME)?

\_\_\_\_\_  
 AGE

*NOTE: A derived variable (DEM\_AGE) is required for use in subsequent filters based on DEM\_BTH or DEM\_AGE**ASK IF DEM\_AGE >= 15***DEM\_MRT****A8.** What is (your/NAME's) marital status?

1. SINGLE/NEVER MARRIED
2. MARRIED
3. COHABITING
4. SEPARATED
5. DIVORCED
6. WIDOWED

*ASK IF DEM\_AGE >= 3***DEM\_EDL****A9.** What is the highest level of education that (you/NAME) (have/has) completed?

97 = Don't know

88 = No class completed

98 = Never attend school

00 = Pre-school/Kindergarten

01 = Class one completed

02 = Class two completed...

.

.

11 = Class eleven completed

12 = Class twelve completed without certificate

13 = Lower education certificate (diploma)

- 14 = Higher education certificate (BacII)
- 15 = Technical/vocational pre-secondary diploma/certificate
- 16 = Technical/vocational post-secondary diploma/certificate
- 17 = College/university undergraduate but no degree
- 18 = Bachelor degree (B.A., BSc, etc.)
- 19 = Masters degree (M.A., MSc, etc)
- 20 = Doctorate degree (PhD)
- 21 = Other (Specify)

*ASK IF DEM\_AGE >= 15 & (DEM\_EDL NE 98)*

**TVET1**

A9A. Did (you/NAME) study in a Technical and Vocational Education and Training (TVET) program?

- 1. YES
- 2. NO
- 97. DON'T KNOW
- 98. Never attend school

*ASK IF TVET1=1*

**TVET2**

A9B. If yes, what is the highest level of TVET education that (you/NAME) (have/has) completed?

**TVET (Technical and Vocational Education and Training)**

- 100. Vocational Certificate (VC)
- 101. Technical and Vocational Certificate 1 (C1)
- 102. Technical and Vocational Certificate 2 (C2)
- 103. Technical and Vocational Certificate 3 (C3)
- 104. Higher Diploma of Technology/Business Education
- 105. Bachelor Degree of Technology/Business Education/Engineer
- 106. Master Degree of Technology/Business Education
- 107. Doctoral Degree of Technology/Business Education

*ASK IF DEM\_EDL >=15 and (DEM\_EDL NE 98)*

**DEM\_EDF**

A10. What was (your/NAME's) area of study?

FIELD OF STUDY

ISCED11F CODE

*NOTE: This question could be optionally extended to respondents that have DEM\_EDL DEM\_EDL >=15 Please see guidelines for national adaptation. This would be relevant where specialised study is possible at those levels of education, and it is desired to identify those cases.*

*ASK IF (DEM\_AGE BETWEEN 3 & 29 YEARS) & (DEM\_EDL NE98)*

**DEM\_EDC**

A11. (Are/Is) (you/NAME) attending school in the current school cycle?

- 1. YES
- 2. NO

*ASK IF (DEM\_AGE BETWEEN 15 & 29 YEARS)*

**DEM\_APP**

A12. In the last 4 weeks, from [START\_DATE] up to [last END\_DAY/yesterday], did (you/NAME) participate in any unpaid apprenticeship, internship or similar training in a workplace?

- 1. YES
- 2. NO

*ASK IF (DEM\_AGE BETWEEN 15 & 29 YEARS)*

**DEM\_TRN**

*ASK IF DEM\_EDC=1*

A13A. Other than school, in the last 4 weeks, did (you/NAME) attend any courses, seminars or other training to develop specific skills, for example languages, computer skills, etc.?

*ASK IF DEM\_EDC=2 OR DEM\_EDL=98*

A13B. Or, in the last 4 weeks, did (you/NAME) attend any courses, seminars or other training to develop specific skills, for example languages, computer skills, etc.?

- 1. YES
- 2. NO
- 97. DON'T KNOW

*Global flow variables to manage the interview flow*

**GLO\_WAP = 1** if DEM\_AGE >= [NWAP]/\*Global flag for working age respondents\*/

**End of Module (DEM)**

## Section B. INTERNATIONAL MIGRATION STATUS (MIG)

### OBJECTIVE AND SCOPE

- To capture international migration status (migrant/non-migrant) as background characteristic.
- Captures basic essential characteristics needed to identify the foreign-born and foreign populations in the country of destination. This includes: country of birth, date of last arrival to country of current residence, reason for move, and country of citizenship.
- It allows distinction between recent and long term international migrants.
- The module does not cover internal migration, emigration, return migration, identification of second-generation migrants, or of short-term migrant workers.

### IMPLEMENTATION NOTES

- To be included in the household roster for questionnaire administration purposes.
- Its suitability to support tabulations by international migration status will depend on the prevalence of in-migration to the country and the survey's sample design and sample size.
- Surveys using de-facto enumeration may need to include an additional question on intended duration of stay asked to respondents to report arriving to the country in the preceding 12 months to the survey interview date.
- Aligned with the recommendations included in the Handbook on Measuring International Migration through Population Censuses (UN, 2017)

#### *ALL HOUSEHOLD MEMBERS*

#### **MIG\_BTH**

- B1.** (Were/Was) (you/NAME) born in [CAMBODIA]?
1. YES
  2. NO

#### *ASK IF MIG\_BTH=2*

#### **MIG\_BTH\_CNTY**

- B2.** In which country (were/was) (you/NAME) born?

NAME OF COUNTRY

COUNTRY CODE

997=DON'T KNOW

#### *ASK IF MIG\_BTH=2*

#### **MIG\_LARR\_DATE**

- B3.** When did (you/NAME) arrive to live in [CAMBODIA]?

MONTH

YEAR

97=DON'T KNOW

9997=DON'T KNOW

*NOTE: for CAPI implementation two additional variables (sub-items) need to be created:*

*MIG\_LARR\_YEAR, MIG\_LARR\_MONTH.*

#### *ASK IF MIG\_LARR\_YEAR=9997*

#### **MIG\_LARR\_DUR**

- B4.** How long (have/has) (you/NAME) been living in [CAMBODIA]...?

*READ*

1. Less than 12 months
2. One year to less than 5 years
3. Five years to less than 10 years
4. Ten years or more

#### *ASK IF MIG\_BTH=2*

#### **MIG\_REAS**

- B5.** What was (your/NAME)'s main reason for moving to [CAMBODIA]?

01. TO TAKE UP A JOB
02. JOB TRANSFER
03. TO LOOK FOR WORK, CLIENTS
04. TO STUDY
05. MARRIAGE
06. FAMILY MOVED/JOINING FAMILY
07. MEDICAL TREATMENT, HEALTH
08. CONFLICT, INSECURITY, NATURAL DISASTER
09. LIFESTYLE, COST-OF-LIVING
10. OTHER: SPECIFY \_\_\_\_\_

<p><i>ALL HOUSEHOLD MEMBERS</i></p> <p><b>MIG_CTZ</b></p> <p><b>B6.</b> (Are/Is) (you/NAME) a citizen of...?  <i>READ AND MARK ALL THAT APPLY</i></p> <p>a. [CAMBODIA]  b. Another country</p> <p><i>DO NOT READ</i></p> <p>c. [STATELESS]</p>
<p><i>ASK IF MIG_CTZ=b</i></p> <p><b>MIG_CTZ_CNTY</b></p> <p><b>B7.</b> Which other country (are/is) (you/NAME) a citizen of...?</p> <p>_____</p> <p><i>NAME OF COUNTRY</i>                      <i>COUNTRY CODE</i></p> <p>997=DON'T KNOW</p>
<p><b>Section B. EXPERIENCE ABROAD AMONG NATIVE-BORN (EXA)</b></p>
<p><i>ASK IF MIG_BTH =01 **Native-born</i></p> <p><b>EXA_1</b></p> <p><b>B8.</b> (Have/Has) (you/NAME) ever lived outside [SURVEY_CTRY] for [more than 6 months/1 year or longer]?</p> <p>1. YES  2. NO  97. DON'T KNOW</p>
<p><i>ASK IF EXA_1 =01</i></p> <p><b>EXA_2a</b></p> <p><b>B9.</b> Did (you/NAME most recently return to live in Cambodia ? During 5 year[ September 2020 to now]</p> <p>1. YES  2. NO  97. DON'T KNOW</p>
<p><i>ASK IF EXA_1 =01</i></p> <p><b>EXA_2b</b></p> <p><b>B10.</b> What [MONTH, YEAR], Did (you/NAME) recently return to live in [SURVEY_CTRY]?</p> <p>_____</p> <p><i>MONTH</i>                      <i>YEAR</i></p> <p>97=DON 'T KNOW              9997=DON'T KNOW</p>
<p><b>EXA_END</b></p> <p><b>End of Module (MIG)</b></p>
<p><b>Section B. RETURN INTERNATIONAL MIGRANT (REM)</b></p>
<p><i>RESPONDENT: NATIVE-BORN, MEMBERS WITH EXPERIENCE RESIDING ABROAD IN A SPECIFIED PERIOD (DIRECT INTERVIEW ONLY)</i></p>
<p><b>OBJECTIVE AND SCOPE</b></p> <ul style="list-style-type: none"> <li>To collect detailed information on the financial, time, and administrative costs incurred by individuals from the country of origin during the process of securing overseas employment before migration.</li> <li>To measure these costs in line with international guidelines (e.g., ILO's <i>SDG indicator 10.7.1</i>: Recruitment cost borne by employee as a proportion of yearly income earned in country of destination).</li> <li>To assess the impact of recruitment costs on migrants' economic outcomes, indebtedness, and reintegration after return.</li> </ul> <p>To provide evidence for policy reforms aimed at making labour migration fairer, safer, and less costly</p>
<p><b>IMPLEMENTATION NOTES</b></p> <ul style="list-style-type: none"> <li><b>Population covered:</b> Return migrants who left the country to work abroad and have come back within a defined reference period (e.g., past 5 years).</li> <li><b>Types of costs measured:</b> <ul style="list-style-type: none"> <li><b>Monetary costs:</b> recruitment agency fees, medical tests, training, visa, work permit, travel, insurance, and other pre-departure expenses.</li> </ul> </li> </ul> <p><b>Non-monetary costs:</b> time spent for recruitment, delays, paperwork, and other administrative burdens.</p>



- 7.CONFLICT, INSECURITY,
- 8.PERSECUTION
- 9.NATURAL DISASTER, CLIMATE
- 10.OTHER NON-WORK RELATED REASON (SPECIFY: \_\_\_\_\_)

*ASK IF REM\_5 =01,02,03*

**REM\_6**

**B16.**While living in [LDEST\_CTRY] did you also work or look for work there?

*Please consider any type of work, including casual, part-time, even if you worked only for a short period*

- 1. YES
- 2. NO
- 98. REFUSED

*ASK IF REM\_5 =04,05,06,07,08,09*

**REM\_7**

**B17.**What was the main reason why you (most recently) returned to [SURVEY\_CTRY]?

- 1.JOB ENDED, RETIRED
- 2.JOB TRANSFER
- 3.COULD NOT FIND WORK
- 4.JOB/BUSINESS OPPORTUNITIES IN ORIGIN COUNTRY
- 5.OWN EDUCATION, TRAINING ENDED
- 6.HOLIDAY, REST
- 7.FAMILY, MARRIAGE, CHILDEN
- 8.OWN HEALTH REASONS
- 9.VISA/PERMIT EXPIRED,
- 10.ASSYLUM DECLINED
- 11.DEPORTED
- 12.INSECURITY, DISCRIMINATION
- 13.LANGUAGE, ADJUSTMENT PROBLEMS
- 14.PREFERENCE TO LIVE IN ORIGIN COUNTRY
- 15.OTHER (SPECIFY: \_\_\_\_\_)

### Section B. WORK EXPERIENCE IN MOST RECENT DESTINATION (WEA)

*RESPONDENT: RETURN MIGRANTS WITH LABOUR ATTACHMENT ABROAD WITHIN A SPECIFIED PERIOD  
(DIRECT INTERVIEW ONLY)*

*ASK IF*

*(REM\_4 ≥ [DATE]) & \*\*MOVED TO MOST RECENT DESTINATION WITHIN SPECIFIED PERIOD  
(REM\_5=1,2,3) OR (REM\_6=1) \*\*LABOUR ATTACHMENT IN MOST RECENT DESTINATION COUNTRY*

**WEA\_INT**

*INTERVIEWER READ:*

The next questions are about your work experience in [LDEST\_CTRY].

**WEA\_1**

**B18.**You told me that you moved to [LDEST\_CTRY] in [REM\_4a]. When you arrived, did you have a job in [LDEST\_CTRY] already waiting or promised to you...?

- 1. YES
- 2. NO
- 3. PROMISED JOB FELL THROUGH

*This can include a full time or part-time job, a casual job or an apprentice job. It can also include an informal verbal job promise.*

*ASK IF WEA\_1 =1*

**WEA\_2**

**B19.**How soon after you arrived in [LDEST\_CTRY] did you start working there?

- 1.DID NOT FIND WORK → END
- 2.LESS THAN ONE WEEK AFTER
- 3.ONE WEEK TO LESS THAN 1 MO.
- 4.ONE TO LESS THAN 3 MO.
- 5.THREE TO LESS THAN 6 MO.
- 6.SIX TO LESS THAN 1 YEAR
- 7.ONE YEAR OR MORE

ASK IF WEA\_2 =2,3,4,5,6,7

WEA\_3

B20.What kind of work did you do in that (first) job?

(*e.g. Domestic worker – clean house, prepare food, etc.; Labourer – plant or harvest rice; Construction worker – prepare cement, fix bricks; Cook –plan and prepare meals; Nurse –care for patients, administer medications*)

JOB TITLE OR DESCRIPTION

MAIN TASKS AND DUTIES

ISCO CODE

ASK IF WEA\_2 =2,3,4,5,6,7

WEA\_4

B21.What was the main activity at the place where you worked?

JOB TITLE OR DESCRIPTION

GOODS OR SERVICES

ISIC CODE

ASK IF WEA\_2 =2,3,4,5,6,7

WEA\_5

B22.In that job, were you working as...?

READ

1.An employee

2.self-employed

3.Working without pay in a business owned by a family member →WEA\_7a

ASK IF WEA\_5 =01

WEA\_6

B23.At the time when you started that job, did you have a...

READ & MARK ONE

1.Written contract

2.Verbal agreement only

3.No contract or agreement

97.DON'T KNOW

98.REFUSED

ASK IF WEA\_5 =01

WEA\_7

B24.Before starting that job, did you enter [LDEST\_CTRY] with...?

READ AND MARK FIRST THAT APPLY

1.A work visa

2.Another type of visa (student, tourist, visitor)

3.No visa

DO NOT READ

97.DON'T KNOW

98.REFUSED

ASK IF WEA\_5 =01

WEA\_8a

B25.How did you first hear about the job?

DO NOT READ

1.FROM EMPLOYER

2.FRIENDS OR ACQUAINTANCES LIVING IN ORIGIN COUNTRY

3.FRIENDS OR ACQUAINTANCES LIVING IN FOREIGN COUNTRY

4.FAMILY MEMBERS OR RELATIVES LIVING IN ORIGIN COUNTRY

5.FAMILY MEMBERS OR RELATIVES LIVING IN FOREIGN COUNTRY

6.GOVERNMENT RECRUITMENT AGENCY

7.PRIVATE RECRUITMENT AGENCY

8.INDIVIDUAL RECRUITER, BROKER

9.NEWSPAPERS, WEBSITES, SOCIAL MEDIA (LINKEDIN, FACEBOOK, ETC.)

10.OTHER (SPECIFY): \_\_\_\_\_

ASK IF WEA\_5=01

WEA\_8b

B26. How did you get that job?

DO NOT READ

1. JOB TRANSFER
2. REGISTERED WITH GOVREM\_ AGENCY FROM ORIGIN COUNTRY
3. REGISTERED WITH GOVREM\_ AGENCY FROM FOREIGN COUNTRY
4. REGISTERED WITH PRIVATE RECRUITMENT AGENCY FROM ORIGIN COUNTRY
5. REGISTERED WITH PRIVATE RECRUITMENT AGENCY FROM FOREIGN COUNTRY
6. DIRECT FROM AN FOREIGN EMPLOYER
7. INDIVIDUAL RECRUITER, BROKER
8. FAMILY MEMBERS, RELATIVES
9. FRIENDS OR ACQUAINTANCES
10. OTHER (SPECIFY): \_\_\_\_\_

**Section B. EARNINGS IN FIRST EMPLOYEE JOB IN MOST RECENT DESTINATION (RCE)**

ASK IF WEA\_5=01 \*\*EMPLOYEE FIRST JOB IN MOST RECENT COUNTRY ABROAD

RCE\_1a

B27. When you started that job, what was your initial full monthly salary, before taxes or any other deductions?

INTERVIEWER, READ:

By deductions I mean any amount taken out by your employer for [MEDICAL INSURANCE, UNEMPLOYMENT INSURANCE, ETC].

a. SALARY PER MONTH: \_\_\_ →RCE\_2

b. SALARY PER WEEK: \_\_\_\_\_

c. SALARY PER DAY: \_\_\_\_\_

997 DON'T KNOW →RCE\_3a

998 REFUSED →RCE\_3a

ASK IF RCE\_1a=b,c

RCE\_1b

B28. CURRENCY CODE \_\_\_\_\_

Interviewer: use currency code list provided

ASK IF RCE\_1a=b,c

RCE\_1c

B29. How many (DAYS/WEEKS) per month did you work in that job when you first started?

a. SALARY PER MONTH: \_\_\_\_\_

b. SALARY PER WEEK: \_\_\_\_\_

ASK IF RCE\_1a=b,c

RCE\_1d

B30. CALCULATE MONTHLY SALARY / PAY AS PER REPLY IN RCE\_1a and RCE\_1c

\_\_\_\_\_  
EARNMO

ASK IF RCE\_1a=b,c

RCE\_1e

B31. To confirm, when you started that job, you made about [EARNMO] per month, is that about right?

1. YES
2. NO
97. DON'T KNOW

ASK IF RCE\_1a=a

RCE\_2

B32. In which year and month were you first paid this salary?

\_\_\_\_\_  
MONTH                      YEAR  
97=DON 'T KNOW            9997=DON'T KNOW

ASK IF RCE\_1a=997,998

RCE\_3a

B33. Aside from the salary, did your employer usually provide you with accommodation, meals or transport, as part of the job?

MARK ALL THAT APPLY

a. ACCOMMODATION

- b.MEALS
- c.TRANSPORT
- d.NONE OF THE ABOVE →RCE\_INT
- 97.DON'T KNOW →RCE\_INT
- 98.REFUSED →RCE\_INT

*ASK IF RCE\_3a=a,b,c*

**RCE\_3b**

**B34.**At the time, about how much it would have cost to get the [ACCOMMODATION, MEALS, TRANSPORT] provided if you had to pay for it yourself?

Please think about the cost per month.

9997 DON'T KNOW  
9998 REFUSED

\_\_\_\_\_

a. ACCOMMODATION

\_\_\_\_\_

b. MEALS

\_\_\_\_\_

c. TRANSPORT

*ASK IF RCE\_3a=a,b,c*

**RCE\_3c**

**B35.**CURRENCY CODE \_\_\_\_\_

*Interviewer: use currency code list provided*

*ASK IF RCE\_3a=a,b,c*

**RCE\_3d**

**B36.**CALCULATE TOTAL MONTHLY IN KIND PAY AS PER REPLY IN RCE\_3B

\_\_\_\_\_

INKINDA

*ASK IF RCE\_3a=a,b,c*

**RCE\_3e**

**B37.**To confirm, the [ACCOMMODATION, MEALS, TRANSPORT] provided by your employer would have cost you about [INKINDA] per month, is that about right?

- 1.YES
- 2.NO →RCE\_3b
- 97.DON'T KNOW
- 98.REFUSED

*ASK IF RCE\_3a=a,b,c*

**RCE\_4a**

**B38.**Did your employer take out any amount from your salary for the [ACCOMMODATION, MEALS OR TRANSPORT] provided?

- 1.YES
- 2.NO →RCA\_INT
- 97.DON'T KNOW →RCA\_INT
- 98.REFUSED →RCA\_INT

*ASK IF RCE\_3a=a,b,c*

**RCE\_4b**

**B39.**About how much was taken out from your monthly salary?

*INTERVIEWER:  
RECORD AMOUNT IN SAME CURRENCY AS SALARY*

\_\_\_\_\_

AMOUNT

97.DON'T KNOW

98.REFUSED

ASK IF RCE\_3a=a,b,c

RCE\_4c

B40.CURRENCY CODE \_\_\_\_\_

Interviewer: use currency code list provided

**Section B.RECRUITMENT COSTS AMOUNTS (RCA)**

ASK IF WEA\_5=01 \*\*EMPLOYEE FIRST JOB IN MOST RECENT COUNTRY ABROAD

RCA\_INT

The next questions ask about costs you may have paid when preparing to move to [LDEST\_CTRY] to start the job. This includes costs you may have paid yourself as well as costs paid by a family member or a friend on your behalf.

ASK IF WEA\_5=01

RCA\_1a

B41.When you moved to start the job in [LDEST\_CTRY], did you pay **any travel costs**? For example, bus, train or flight tickets, fees to cross the border, food and accommodation during your travel.

1. YES

2. NO →RCA\_2a

ASK IF RCA\_1b=01

RCA\_1b

B42.How much did you pay?

Please provide me with your best estimate. Your response can be in any currency.

INTERVIEWER: WRITE AMOUNT

997 DON'T KNOW

998 REFUSED

\_\_\_\_\_  
AMOUNT

ASK IF RCA\_1a=01

RCA\_1c

B43.CURRENCY CODE \_\_\_\_\_

Interviewer: use currency code list provided

ASK IF RCA\_1a=02

RCA\_2a

B44.Did you pay any costs for **preparations needed BEFORE travelling to start the job?** For example, visa or passport fees, any medical or insurance fees?

1. YES

2. NO →RCA\_3a

ASK IF RCA\_2a=01

RCA\_2b

B45.How much did you pay?

Please provide me with your best estimate. Your response can be in any currency.

INTERVIEWER: WRITE AMOUNT

997 DON'T KNOW

998 REFUSED

\_\_\_\_\_  
AMOUNT

ASK IF RCA\_2b=01

RCA\_2c

B46.CURRENCY CODE \_\_\_\_\_

Interviewer: use currency code list provided

ASK IF RCA\_2a=02

RCA\_3a

B47.Did you pay any costs related to **individual or agency brokers**, either in your home country or in [LDEST\_CTRY]?

By individual or agency brokers, I mean a person, government agency or private company whose job is to help others find employment.

1. YES

2. NO →RCA\_4a

*ASK IF RCA\_3a=01*

**RCA\_3b**

**B48.**How much did you pay?

Please provide me with your best estimate. Your response can be in any currency.

*INTERVIEWER: WRITE AMOUNT*

*997 DON'T KNOW*

*998 REFUSED*

\_\_\_\_\_  
AMOUNT

*ASK IF RCA\_3a=01*

**RCA\_3c**

**B49.**CURRENCY CODE \_\_\_\_\_

*Interviewer: use currency code list provided*

*ASK IF RCA\_3a=02*

**RCA\_4a**

**B50.**Did you pay any costs to **return back** to CAMBODIA? For example, bus, train or flight tickets, food and accommodation during your return travel.

1. YES

2. NO →**RCA\_5a**

*ASK IF RCA\_4a=01*

**RCA\_4b**

**B51.**How much did you pay on your return?

Please provide me with your best estimate. Your response can be in any currency.

*INTERVIEWER: WRITE AMOUNT*

*997 DON'T KNOW*

*998 REFUSED*

\_\_\_\_\_  
AMOUNT

*ASK IF RCA\_4a=01*

**RCA\_4c**

**B52.**CURRENCY CODE \_\_\_\_\_

*Interviewer: use currency code list provided*

*ASK IF RCA\_4a=02*

**RCA\_5a**

**B53.**Did you pay any **other costs to start that job in [WDEST\_CTRY]**? For example, interest on borrowed money, fees for any debt you had

1. YES

2. NO →**RCA\_6a**

*ASK IF RCA\_4a=01*

**RCA\_5b**

**B54.**How much did you pay in other costs?

Please provide me with your best estimate. Your response can be in any currency.

*INTERVIEWER: WRITE AMOUNT*

*997 DON'T KNOW*

*998 REFUSED*

\_\_\_\_\_  
AMOUNT

*ASK IF RCA\_4a=01*

**RCA\_5c**

**B55.**CURRENCY CODE \_\_\_\_\_

*Interviewer: use currency code list provided*

*ASK IF RCA\_5a=02*

**RCA\_6a**

**B56.**Did you or someone in your family borrow money to cover any part of those costs?

Please consider only money that needed to be paid back, for example loans from a bank, a money lender, a relative...

1. YES

2. NO → **RCA\_END**

97. DON'T KNOW → **RCA\_END**

98. REFUSED → **RCA\_END**

*ASK IF RCA\_6a=01*

**RCA\_6b**

**B57.**About how much was borrowed? Please also include any interest owed.

Please provide me with your best estimate. Your response can be in any currency.

*INTERVIEWER: WRITE AMOUNT*

*997 DON'T KNOW*

*998 REFUSED*

\_\_\_\_\_  
AMOUNT

*ASK IF RCA\_6a=01*

**RCA\_6c**

**B58.**CURRENCY CODE \_\_\_\_\_

*Interviewer: use currency code list provided*

**RCA\_END**

ALL GO TO NEXT MODULE

### Section C. DISABILITY STATUS (DIF)

#### OBJECTIVE AND SCOPE

- To capture disability status as a background characteristic. Covers difficulties in six functional domains (walking, seeing, hearing, cognition, self-care and communication)
- Follows the recommendations of the Washington Group on Disability Statistics, available at: <http://www.washingtongroup-disability.com/> (as of September 2018)

#### IMPLEMENTATION NOTES

- To be included in the household roster for questionnaire administration purposes
- The introductory text should be included to provide a health-related context for respondents when answering the questions. The introductory text should not include the term "disability" in the wording or translation to reduce biases in reporting.

*ASK IF GLO\_WAP=1*

**DIF\_INTRO**

*READ:*

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

**DIF\_SIGHT**

**C1.** (Do/Does) (you/NAME) have difficulty seeing, even if wearing glasses? Would you say,...

*READ*

1. No, no difficulty
2. Yes, some difficulty
3. Yes, a lot of difficulty
4. Cannot do it at all

<p><b>DIF_HEAR</b>  <b>C2.</b> (Do/Does) (you/NAME) have difficulty hearing, even if using a hearing aid?  <i>READ ONLY IF NEEDED</i>  1. No, no difficulty  2. Yes, some difficulty  3. Yes, a lot of difficulty  4. Cannot do it at all</p>
<p><b>DIF_MOBI</b>  <b>C3.</b> (Do/Does) (you/NAME) have difficulty walking or climbing steps?  <i>READ ONLY IF NEEDED</i>  1. No, no difficulty  2. Yes, some difficulty  3. Yes, a lot of difficulty  4. Cannot do it at all</p>
<p><b>DIF_CONC</b>  <b>C4.</b> (Do/Does) (you/NAME) have difficulty remembering or concentrating?  <i>READ ONLY IF NEEDED</i>  1. No, no difficulty  2. Yes, some difficulty  3. Yes, a lot of difficulty  4. Cannot do it at all</p>
<p><b>DIF_CARE</b>  <b>C5.</b> (Do/Does) (you/NAME) have difficulty with (self-care such as) washing all over or dressing?  <i>READ ONLY IF NEEDED</i>  1. No, no difficulty  2. Yes, some difficulty  3. Yes, a lot of difficulty  4. Cannot do it at all</p>
<p><b>DIF_COMM</b>  <b>C6.</b> Using (your/his/her) (usual/customary) language, (do/does) (you/NAME) have difficulty communicating, for example understanding or being understood by others?  <i>READ ONLY IF NEEDED</i>  1. No, no difficulty  2. Yes, some difficulty  3. Yes, a lot of difficulty  4. Cannot do it at all</p>
<p><b>End of Module (DIF)</b></p>

<p><b>Section D. HOUSEHOLD SOURCES OF LIVELIHOOD (HLL)</b></p>
<p><i>TO BE ASKED ONLY TO THE HEAD OR REFERENCE PERSON</i></p>
<p><b>HLL_INTRO</b>  Now I want to ask you a few questions about the household...</p>
<p><b>HLL_SRC</b>  <b>D1.</b> In the last 12 months, from (CURRENT MONTH – 12, YYYY) up to last month, which of the following sources of support did the household have?  <i>READ AND MARK ALL THAT APPLY</i></p> <ol style="list-style-type: none"> <li>a. Income from household farming or fishing</li> <li>b. Income from a household business (other than farming or fishing)</li> <li>c. Income from a paid job (held by a household member or yourself)</li> <li>d. Foodstuff produced by the household from farming, raising animals or fishing</li> <li>e. Money or support from people living abroad</li> <li>f. Support from other households in the country</li> <li>g. Income from properties, investments or savings</li> <li>h. Private or state pension or [other Government support]</li> <li>i. Charity from NGOs or other charitable organisations</li> </ol> <p><i>DO NOT READ</i></p> <p>j. OTHER (SPECIFY): _____</p>

*ASK IF ( HLL\_SRC more than 1 option )*

**HLL\_SMN**

**D2.** In the last 12 months, which of those was the MAIN source of support of this household?

*READ ONLY IF NEEDED; MARK ONLY ONE*

- a. Income from household farming or fishing
- b. Income from a household business (other than farming or fishing)
- c. Income from a paid job (held by a household member or yourself)
- d. Foodstuff produced by the household from farming, raising animals or fishing
- e. Money or support from people living abroad
- f. Support from other households in the country
- g. Income from properties, investments or savings
- h. Private or state pension or other Government support
- i. Charity from NGOs or other charitable organisations

*DO NOT READ*

- j. OTHER (SPECIFY): \_\_\_\_\_

997. CANNOT SAY

*NOTE: List of response options should show only those selected in HAL\_SRC*

**End of Module (HLL)**

## Labour modules – individual level questionnaire

### Section E. RESPONDENT STATUS (RSP)

#### OBJECTIVES AND SCOPE

- This module marks the start of the personal interview on labour force and work-related modules.
- It prompts interviewers to request direct participation of the selected respondent in the interview, with a view to reduce reliance on indirect respondents during field operations.
- It also records the respondent status (direct/proxy respondent) for data quality evaluation.
- It allows identification of the proxy respondent in the household roster and his/her relationship to the member for which information is being requested.

*Global flow variables to manage the interview flow*

**GLO\_EMP = 0** if GLO\_WAP = 1 /\* Global flag for confirmed employed respondents \*/

**GLO\_PROV = 0** if GLO\_WAP = 1 /\* Global flag for provisional employed respondents \*/

**GLO\_OPF = 0** if GLO\_WAP = 1 /\* Global flag for own-use producers of foodstuff \*/

**GLO\_MLT = 0** if GLO\_WAP = 1 /\* Global flag for persons with work in agriculture and in another sector \*/

#### LBPPNO

*INTERVIEWER, SELECT THE NAME OF THE PERSON FOR WHOM YOU WILL PERFORM THE INTERVIEW*

*ASK IF (GLO\_WAP=1)*

**RSP\_AVAIL**

**E1.** Is (LBPPNO# NAME) available and willing to be interviewed?

1. YES
2. NO

*Note for CAPI implementation: The question is not asked when there is only one qualifying member in the household, in which case the value is automatically assigned as 1*

*ASK IF (RSP\_AVAIL=1)*

**RSP\_DIR**

*INTERVIEWER TO ANSWER:*

**E2.** IS (LBPPNO# NAME) (HIM/HERSELF) RESPONDING TO THE QUESTIONS?

1. YES
2. NO

*Note for CAPI implementation: The question is not asked when there is only one qualifying member in the household, in which case the value is automatically assigned as 1*

*ASK IF (RSP\_AVAIL=2 OR RSP\_DIR=2)*

**RSP\_PPNO**

**E2a.** INTERVIEWER, SELECT THE PPNO OF THE PERSON RESPONDING TO THE QUESTIONS

\_\_\_\_\_  
PPNO#

*ASK IF (RSP\_DIR=2 OR RSP\_AVAIL=2)*

**RSP\_REL**

**E3.** Can you let me know what is your relationship to (LBPPNO# NAME)?

1. SPOUSE OR PARTNER
2. SON OR DAUGHTER
3. MOTHER OR FATHER
4. OTHER RELATIVE
5. UNRELATED

**End of Module (RSP)**

**Section F. EMPLOYED, AT WORK (ATW)**

**OBJECTIVES AND SCOPE**

- To identify persons employed who worked for at least 1 hour in the short reference period.
- Part of the required sequence of questions to identify persons employed.
- The sequence is aligned with the 19<sup>th</sup> ICLS standards (2013) on the measurement of employment.
- The module is based on the “Employment type” approach to identify persons employed.

*ASK IF (GLO\_WAP=1) & (DEM\_REL NE 7)*

**ATW\_PAY**

**F1.** Last week, from [START\_DAY] up to [END\_DAY/yesterday], did (you/NAME) work for someone else for pay, for one or more hours?

1. YES
2. NO

*NOTE: The option “yesterday” should be displayed when INTREVIEW DAY – 1 = END DAY*

*ASK IF ATW\_PAY = 2*

**ATW\_PFT**

**F2.** Last week, did (you/NAME) run or do any kind of business, farming or other activity to generate income?

1. YES
2. NO

*READ ONLY 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]*

*ASK IF ATW\_PFT = 2*

**ATW\_FAM**

**F3.** Last week, did (you/NAME) help in a family business or farm?

1. YES
2. NO

*Global flow variables status at end of module*

*REPLACE GLO\_EMP = 1 IF DEM\_REL = 7*

*REPLACE GLO\_EMP = 1 IF ATW\_PAY = 1*

*REPLACE GLO\_EMP = 1 IF ATW\_PFT = 1 OR ATW\_FAM = 1*

*/\*For cases requiring confirmation when AGF module is included\*/*

*REPLACE GLO\_PROV = 1 IF ATW\_PFT = 1 OR ATW\_FAM = 1*

**End of Module (ATW)**

## Section G. TEMPORARY ABSENCE FROM EMPLOYMENT (ABS)

### OBJECTIVES AND SCOPE

- To identify persons employed but on temporary absence from work in the short reference period.
- To be asked to persons of working age not employed at work
- Part of the required sequence of questions to identify persons employed.
- Full version of the temporary absence module.
- The sequence is aligned with the 19<sup>th</sup> ICLS standards (2013) on the measurement of employment.

*ASK IF GLO\_EMP=0*

#### ABS\_JOB

- G1.** Even though (you/NAME) did not work, last week did (you/he/she) have a paid job or a business?
1. YES
  2. NO

*ASK IF ABS\_JOB=1*

#### ABS\_WHY

- G2.** Why did (you/NAME) not work last week?
01. WAITING TO START NEW JOB OR BUSINESS
  02. LOW OR OFF-SEASON
  03. SHIFT WORK, FLEXI TIME, NATURE OF WORK
  04. VACATION, HOLIDAYS
  05. SICKNESS, ILLNESS, ACCIDENT
  06. MATERNITY, PATERNITY LEAVE
  07. EDUCATION LEAVE OR TRAINING
  08. OTHER PERSONAL LEAVE (CARE FOR FAMILY, CIVIC DUTIES...)
  09. TEMPORARY LAY OFF, NO CLIENTS OR MATERIALS, WORK BREAK
  10. BAD WEATHER, NATURAL DISASTER
  11. STRIKE OR LABOUR DISPUTE
  12. LONG-TERM DISABILITY (**OWN DISABILITY, INJURY, ILLNESS**)
  13. OTHER (SPECIFY): \_\_\_\_\_

*ASK IF ABS\_WHY=02*

#### ABS\_SEA

- G3.** During the low or off-season, (do/does) (you/NAME) continue to do some work for that job or business?
1. YES
  2. NO

*ASK IF ABS\_WHY= 07, 08, 09, 10, 11, 12, 13*

#### ABS\_DUR

- G4.** Including the time that (you/NAME) (have/has) been absent, will (you/he/she) return to that same job or business in 3 months or less?
1. YES
  2. NO
  97. DON'T KNOW

*ASK IF ABS DUR=2, 97*

#### ABS\_PAY

- G5.** (Do/Does) (you/NAME) continue to receive an income from (your/his/her) job or business during this absence?
1. YES
  2. NO
  97. DON'T KNOW

Global flow variables updated

REPLACE GLO\_EMP = 1 if ABS\_JOB = 1 & ABS\_WHY = 03-06 /\*absent for direct reasons\*/

REPLACE GLO\_EMP = 1 if ABS\_JOB = 1 & ABS\_WHY = 2 & ABS\_SEA = 1 /\*continued work in off-season\*/

REPLACE GLO\_EMP = 1 if ABS\_JOB = 1 & ABS\_WHY = 07-13 & ABS\_DUR=1 /\*confirmed short absence\*/

REPLACE GLO\_EMP = 1 if ABS\_JOB = 1 & ABS\_WHY = 07-13 & ABS\_DUR=2, 97 & ABS\_PAY=1 /\*paid long absence\*/

REPLACE GLO\_PROV = 1 if ABS\_JOB = 1 & ABS\_WHY = 03-06 /\*absent for direct reasons\*/

REPLACE GLO\_PROV = 1 if ABS\_JOB = 1 & ABS\_WHY = 2 & ABS\_SEA = 1 /\*continued work in off-season\*/

REPLACE GLO\_PROV = 1 if ABS\_JOB = 1 & ABS\_WHY = 07-13 & ABS\_DUR=1 /\*confirmed short absence\*/

REPLACE GLO\_PROV = 1 if ABS\_JOB = 1 & ABS\_WHY = 07-13 & ABS\_DUR=2, 97 & ABS\_PAY=1 /\*paid long absence\*/

**End of Module (ABS)**

## Section H. AGRICULTURAL WORK AND MARKET ORIENTATION (AGF)

### OBJECTIVES AND SCOPE

- To identify persons working in agriculture and establish the main intended destination of the output
- Part of the sequence of questions to identify persons employed in the short reference period
- Part of the sequence of questions to identify producers of foodstuff for own final use
- Includes questions to recover work in agriculture not reported in previous modules and to assess the main intended destination of the output.
- For producers of foodstuff for own final use it captures the industry, occupation and time-spent in agricultural work in the short reference period.
- The sequence is aligned with the 19<sup>th</sup> ICLS standards (2013) on the measurement of employment and own-use production of goods.
- For persons of working age not working for pay in the reference week

*ASK IF GLO\_PROV=1*

### AGF\_CHK

H1. Was this work that you mentioned in...?

*READ AND MARK ALL THAT APPLY*

- Farming
- Rearing farm animals
- [Fishing or Aquaculture]
- Another type of job or business

*ASK IF GLO\_EMP=0*

### AGF\_ANY

H2. Last week did (you/NAME) do any work in...

*READ AND MARK ALL THAT APPLY*

- Farming
- Rearing farm animals
- [Fishing or Aquaculture]
- NONE OF THE ABOVE

*ASK IF (AGF\_CHK=a,b,c) OR (AGF\_ANY=a,b,c)*

### AGF\_MKT

H3. Thinking about the work in (farming, rearing animals and/or fishing) (you/NAME) (do/does), are the products intended..... ?

*READ*

1. Only for sale
2. Mainly for sale
3. Mainly for family use
4. Only for family use

*DO NOT READ*

97. CANNOT SAY

*Note: The string in (farming, rearing animals, and/or fishing) will depend on answers in AGF\_CHK and AGF\_ANY*

*ASK IF AGF\_MKT=97*

### AGF\_HIS

H4. In general, in the past have these products been mainly sold or mainly kept for family use?

1. ONLY SOLD
2. MAINLY SOLD
3. MAINLY KEPT FOR FAMILY USE
4. ONLY KEPT FOR FAMILY USE

*ASK IF (AGF\_MKT = 3,4) OR (AGF\_HIS = 3,4)*

### AGF\_HIR

H5.(Were/Was) (you/NAME) hired by someone else to do this work?

1. YES
2. NO

ASK IF AGF\_HIR=2

AGF\_GDS

H6. What are the main products from (farming, rearing animals, and/or [fishing]) that (you/NAME) was/were working on?  
(for example: [citrus fruits, vegetables, freshwater fish, cattle, chicken, rice])

\_\_\_\_\_  
MAIN GOODS

\_\_\_\_\_  
ISIC CODE

(ENTER 9999 FOR DON'T KNOW AND ENTER LATER)

Note: The string in (farming, rearing animals, and/or fishing) will depend on answers in AGF\_CHK and AGF\_ANY  
IF ( GLO\_PROV = 1 & ABS\_JOB = 1 & AGF\_HIR = 2 ) THEN ASSIGN AGF\_DYS=0 (zero)

ELSE ASK IF AGF\_HIR = 2

AGF\_DYS

H7. Last week, on how many days did (you/NAME) do this work?

ENTER "0" IF ABSENT LAST WEEK

\_\_\_\_\_  
NUMBER OF DAYS

IF ( GLO\_PROV = 1 & ABS\_JOB = 1 & AGF\_HIR = 2 ) THEN ASSIGN AGF\_HRS=0 (zero)

ELSE IF ( AGF\_HIR=2 & AGF\_DYS = 0 ) THEN ASSIGN AGF\_HRS=0 (zero)

ELSE ASK IF ( AGF\_HIR = 2 & AGF\_DYS >= 1 )

AGF\_HRS

H8. How many hours per day did (you/NAME) spend doing this last week?

ENTER "0" IF ABSENT LAST WEEK

\_\_\_\_\_  
HOURS PER DAY

Global flow variables updated

/\*recovered employed in agriculture\*/

REPLACE GLO\_EMP = 1 IF (AGF\_ANY =a,b,c) & (AGF\_MKT = 1 OR 2)

REPLACE GLO\_EMP = 1 IF (AGF\_ANY =a,b,c) & (AGF\_HIS = 1 OR 2)

REPLACE GLO\_EMP = 1 IF (AGF\_ANY =a,b,c) & (AGF\_HIR = 1)

/\*confirmed non-employed (i.e. own use producer)\*/

REPLACE GLO\_EMP = 0 IF (GLO\_PROV=1 & AGF\_CHK NE d) &(AGF\_HIR = 2)

/\*employed with jobs in agric. and non-agric.\*/

REPLACE GLO\_MLT = 1 IF ((AGF\_CHK = (a OR b OR c) & d) & (AGF\_MKT=1 OR 2))

REPLACE GLO\_MLT = 1 IF ((AGF\_CHK = (a OR b OR c) & d) & (AGF\_HIS = 1 OR 2))

REPLACE GLO\_MLT = 1 IF ((AGF\_CHK = (a OR b OR c) & d) & (AGF\_HIR = 1))

REPLACE GLO\_MLT=2 IF ((AGF\_CHK = (a OR b OR c) & d) & (AGF\_HIR=2))

REPLACE GLO\_MLT=3 IF ((GLO\_EMP = 1) & (AGF\_ANY = a,b,c))

/\*confirmed own use producer of foodstuff\*/

REPLACE GLO\_OPF = 1 IF (AGF\_HIR = 2)

End of Module (AGF)

## Section I. MAIN JOB – CORE JOB CHARACTERISTICS (MJJ)

### OBJECTIVES AND SCOPE

- Start of the sequence of questions on characteristics of the main job.
- It identifies multiple-job holders and specifies the main job as that in which the respondent usually works the highest number of hours per week, even if absent in the reference week.
- It captures the occupation and basic status in employment of the respondent in his/her main job.
- Part of the minimum required sequence of questions on characteristics of the main job
- Questions have been added for testing as part of engendering informality statistics project
- To be asked to all persons employed in the reference week.

**MJJ\_MULT**

*ASK IF (GLO\_EMP=1) & (GLO\_MLT=0) & (DEM\_REL NE 7)*

**I1A.** Last week did (you/NAME) have more than one job or income-generating activity?

*ASK IF (GLO\_EMP=1) & (GLO\_MLT=1)*

**I1B.** You mentioned that last week (you/NAME) had more than one job or income-generating activity: One in farming/fishing and one in a different type of work. Is this correct?

*ASK IF (GLO\_EMP=1) & (GLO\_MLT=2)*

**I1C.** Other than the farming/fishing work, you mentioned that (you/NAME) (have/has) another income-generating activity, is that one additional income-generating activity or more?

*ASK IF (GLO\_EMP=1) & (GLO\_MLT=3)*

**I1D.** In addition to the farming/fishing work you mentioned, last week did (you/NAME) have any other job or income-generating activity?

*ASK IF (GLO\_EMP=1) & (DEM\_REL=7)*

**I1E.** Other than the work (you/NAME) (do/does) in this household, last week did (you/NAME) have any other job or income-generating activity?

1. NO, ONLY ONE JOB/BUSINESS
2. YES, MORE THAN ONE JOB/BUSINESS

**MJJ\_INTRO**

*ASK IF MJJ\_MULT=1*

**READ**

**A:** Now, I am going to ask you some questions about (your/NAME's) income-generating activity...

*ASK IF MJJ\_MULT=2*

**READ**

**B:** I am now going to ask you some questions about the income-generating activity in which (you/NAME) usually work the most hours.

*ASK IF GLO\_EMP=1*

**I2.** In (this/NAME's) job, what kind of work (do/does) (you/he/she) do?

**MJJ\_OCC\_TLE** \_\_\_\_\_

(OCCUPATIONAL TITLE, IF ANY)

(e.g. . [Street seller; commercial or mainly market oriented farmer; primary school teacher; registered nurse; domestic worker; truck driver])

**MJJ\_OCC\_MTD** \_\_\_\_\_

(MAIN TASKS AND DUTIES)

(e.g. [Breed, raise and sell cattle; Patrol the streets; Plan and prepare meals; Teach children how to read and write])

*ASK IF GLO\_EMP=1*

**MJJ\_EMP\_REL**

**I3.** (Do/does) (you/he/she) work...?

**READ**

1. As an [employee]
2. In (your/his/her) own [business activity]
3. Helping in a family or household business
4. As an apprentice, intern
5. Helping a family member who works for someone else

*ASK IF MJJ\_EMP\_REL=3*

**MJJ\_CFW\_CHK**

**I4.** Who usually makes the decisions about the running of the family business...?

**READ**

1. (You/NAME)
2. (You/NAME) together with others
3. Other family members only
4. Other (non-related) person(s) only

*ASK IF MJJ\_EMP\_REL=3*

**MJJ\_CFW\_INC**

**I5.** Who usually decides how the income earned from this business will be used ...?

**READ**

1. (You/NAME)
2. (You/NAME) together with others
3. Other family members only
4. Other (non-related) person(s) only

**Note: See National Adaptation guidelines**

**MJJ\_HIRES**

*ASK IF (MJJ\_EMP\_REL=2)*

**I6A.** (Do/does) (you/NAME) hire any paid employees on a regular basis?

*ASK IF (MJJ\_CFW\_CHK=1,2)*

**I6B.** Does the family business hire any paid employees on a regular basis?

1. YES
2. NO

*ASK IF MJJ\_EMP\_REL=1,4,5 OR (MJJ\_EMP\_REL=3 & MJJ\_CFW\_CHK=3,4)*

**MJJ\_REM\_TYP**

**I7.** Which of the following types of pay (do/does) (you/NAME) receive for this work?

**READ AND MARK ALL THAT APPLY**

- a. A wage or salary
- b. Payment by piece of work completed
- c. Commissions
- d. Tips
- e. Fee for services provided
- f. Payment with meals or accommodation
- g. Payment in products
- h. OTHER CASH PAYMENT (SPECIFY): \_\_\_\_\_
- i. NOT PAID

**End of Module (MJJ)**

## Section I. MAIN JOB – CORE CHARACTERISTICS OF THE ECONOMIC UNIT (MJU)

### OBJECTIVE AND SCOPE

- The module captures basic characteristics of the economic unit where the main job is located
- It captures the institutional sector, branch of economic activity, establishment size and type of workplace

### IMPLEMENTATION NOTES

- To be asked to all persons employed in the reference week.
- Part of the minimum required sequence of questions on characteristics of the main job.

**MJU\_INS**

*ASK IF (MJJ\_EMP\_REL=1,4,5)*

**I8A.** In this job, (are/is) (you/he/she/NAME) working in....

**READ**

1. The government or a state-owned enterprise
2. A farm
3. A private business (non-farm)
4. A household(s) as a domestic worker
5. An NGO, non-profit institution, church
6. An international organization or a foreign embassy

*ASK IF (MJJ\_EMP\_REL=2,3)*

**I8B.** (Are/Is) (you / NAME) working in ....

*READ*

2. A farm

3. A private business (non-farm)

**MJU\_REF**

*ASK IF (MJJ\_EMP\_REL=3) OR ((MJJ\_EMP\_REL=1,4,5) & (MJU\_INS NE 4))*

**I9A.** Does the place or business where (you/NAME) work(s) have a name?

*ASK IF MJJ\_EMP\_REL=2*

**I9B.** I11.Does (your/NAME's) business have a name?

1. YES

2. NO

97. DON'T KNOW

**MJU\_NAM**

*ASK IF (MJU\_REF =1) & (MJJ\_EMP\_REL=1,3,4,5)*

**I10A.**What is the name of the place or business where (you/NAME) work?

*ASK IF (MJU\_REF=1) & (MJJ\_EMP\_REL=2)*

**I10B.** What is the name of (your/NAME's) business?

\_\_\_\_\_  
(NAME OF ESTABLISHMENT)

**MJU\_MAC**

*ASK IF (MJJ\_EMP\_REL=3) OR ((MJJ\_EMP\_REL=1,4,5) & (MJU\_INS NE 4))*

**I11A.** What is the main activity of the place where (you/NAME) work?

*ASK IF (MJJ\_EMP\_REL=2)*

**I11B.** What is the main activity of (your/NAME's) business?

\_\_\_\_\_  
(MAIN ACTIVITY, GOODS OR SERVICES)

(e.g.: [Police Department - public safety; Restaurant - preparing and serving meals; Transport Company - long distance transport of goods])

**MJU\_SIZ**

*ASK IF GLO\_EMP=1 & (MJJ\_EMP\_REL=1,4,5) & (MJU\_INS NE 4)*

**I12A.** How many persons including (you/NAME) work at (your/NAME's) place of work?

*ASK IF GLO\_EMP=1 & (MJJ\_EMP\_REL=2)*

**I12B.** How many persons including (you/NAME) work or help in (your/his/her) business? Please include any employees, family members, business partners, etc.

*ASK IF GLO\_EMP=1 & (MJJ\_EMP\_REL=3)*

**I12C.** How many persons including (you/NAME) work or help in the family business?

*ASK IF GLO\_EMP=1 & (MJU\_INS=4)*

**I12D.**How many persons including (you/NAME) are employed by the household?

1. 1

2. 2-4

3. 5-9

4. 10-19

5. 20-49

6. 50+

*ASK IF GLO\_EMP =1*

**MJU\_PLC**

**I13.**In what kind of place (do/does) (you/NAME) typically work, for example in an office, on the street, in your own home, in a vehicle etc?

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 WITHOUT A FIXED STRUCTURE
- 6. IN/ON A VEHICLE (WITHOUT DAILY WORK BASE)
- 7. DOOR-TO-DOOR
- 8. OTHER
- 97. CANNOT SAY

*ASK IF MJJ\_EMP\_REL=1,3,4,5*

**MJT\_SYR**

**I14A.** Which year did (you/NAME) begin working in this business or job?

*ASK IF MJJ\_EMP\_REL=2*

**I14B.** Which year did (you/NAME) start working in this business?

_____	_____
MONTH	YEAR
97=DON 'T KNOW	9997=DON'T KNOW

*ASK IF GLO\_EMP=1 & MJT\_SYR NE 9997*

**MJT\_SMO**

**I15.** And which month?

- 1. JANUARY
- 2. FEBRUARY
- 3. MARCH
- 4. APRIL
- 5. MAY
- 6. JUNE
- 7. JULY
- 8. AUGUST
- 9. SEPTEMBER
- 10. OCTOBER
- 11. NOVEMBER
- 12. DECEMBER
- 97. DON'T KNOW

*Ask of MJJ\_EMP\_REL=1,4*

**MLVT3**

**I15a.** How did (you/name) get this main job?

- 1. Through the National Employment Agency (NEA) or job center
- 2. Through a job fair
- 3. Directly from the employer
- 4. Through job advertisements on social media (e.g., Facebook, websites...)
- 5. Through family members/relatives
- 6. Through friends
- 7. From University or college sources (teachers, associations, or announcement boards...)
- 8. Private employment agency (HRINC, CamHR...)
- 9. Advertisement in newspapers or other print media
- 10. Government
- 11. Other(SPECIFY): \_\_\_\_\_

*Ask if MJJ\_EMP\_REL=1,4*

**MLVT4**

**I15b.** How many months did (you/name) spend from the start of the job search to securing this main job?

\_\_\_\_\_

Months

9997. Don't Remember

**End of Module (MJU)**

## Section I. MAIN JOB – CORE CONTRACT CHARACTERISTICS (MJC)

### MOBJECTIVE AND SCOPE

- For persons who self-reported working as employees or apprentices in their main job family workers receiving some form of pay (excluding tips).
- The module captures basic characteristics of the employment contract, including type of contract, and duration
- It is part of the sequence of questions needed to capture detailed information on status in employment as per the 2018 International Classification of Status in Employment (ICSE-2018).

*ASK IF (MJJ\_EMP\_REL = 1,4) OR (MJJ\_EMP\_REL = 3,5 & MJJ\_REM\_TYP=a)*

### MJC\_CONTRA

**I16.** (Do/Does) (you/NAME) have a written contract for the work (you/he/she) (do/does) or is it an oral agreement?

1. YES, WRITTEN CONTRACT
2. YES, ORAL AGREEMENT

97. DON'T KNOW

*ASK IF MJC\_CONTRA = 1,2*

### MJC\_CONOP

**I17.** Is (your/NAME's) contract or agreement...?

*READ*

1. For a specified period of time
2. Until the date a task is completed
3. Permanent or until retirement
4. Ongoing, until further notice

DO NOT READ

97. DON'T KNOW

*ASK IF (MJC\_CONTRA = 2 & MJC\_CONOP = 4,97) OR MJC\_CONTRA = 97*

### MJC\_TEMPTOTAL

**I18.** How much longer (do/you/ does NAME) expect to continue working in this job?

1. LESS THAN A MONTH
2. BETWEEN 1 AND 2 MONTHS
3. MORE THAN 2 MONTHS BUT LESS THAN 3 MONTHS
4. 3 TO LESS THAN 6 MONTHS
5. 6 MONTHS OR MORE
6. IT IS UNTIL FURTHER NOTICE/NO SPECIFIC AGREEMENT
7. Determined by authority (e.g., representative, commune chief, etc.)
97. DON'T KNOW

### MJC\_TEMPDUR

*ASK IF (MJC\_CONTRA=1, 2 & MJC\_CONOP=1)*

**I19A.** How long in total is (your/NAME's) current contract or agreement?

*ASK IF (MJC\_CONTRA=1, 2 & MJC\_CONOP=2)*

**I19B.** How long in total (do/does) (you/NAME) expect (your/his/her) current contract or agreement to be?

1. DAILY CONTRACT/AGREEMENT
2. LESS THAN ONE 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. TWO YEARS OR MORE
8. NO SPECIFIED DURATION
9. Determined by authority (e.g., representative, commune chief, etc.)

*ASK IF (MJC\_TEMPTOTAL = 1,2,3,4) OR (MJC\_TEMPDUR = 1,2,3,4)*

### MCD\_TASKSE

**I20.** Is (your/NAME's) contract or agreement temporary because it is seasonal work?

- 1 YES
- 2 NO

### MCD\_CONTHRS

*ASK IF MJC\_CONTRA = 1*

**I21A.** Does (your/NAME's) contract specify the number of hours (you/he/she) (are/is) supposed to work?

*ASK IF MJC\_CONTRA = 2*

**I21B.** (Do/does) (you/NAME) have an agreed number of hours (you/he/she) (are/is) supposed to work?  
1 YES  
2 NO

*ASK IF MCD\_CONTHRS = 1*

**MCD\_CONTHRS\_NUM**

**I22.** What are (your/NAME's) agreed or contractual working hours per week in this job?

HOURS PER WEEK

997 DON'T KNOW

**MCD\_CONMIN**

*ASK IF (MJC\_CONTRA = 1) & (MCD\_CONTHRS = 2)*

**I23A.** Does the contract guarantee a minimum amount of hours or work for (you/NAME)?

*ASK IF (MJC\_CONTRA = 2) & (MCD\_CONTHRS = 2)*

**I23B.** (Do/Does) (you/NAME) have a minimum amount of hours or work agreed with (your/his/her) employer?

1. YES, MINIMUM HOURS TO BE WORKED
2. YES, TASKS OR WORK TO DO
3. NO, 0-HOUR CONTRACT, CONTACTED WHEN NEEDED

**End of Module (MJC)**

## Section I. MAIN JOB – INFORMAL EMPLOYMENT OF EMPLOYEES (MIE)

### OBJECTIVE AND SCOPE

- For persons who self-reported working as employees or apprentices in their main job, and family workers receiving some form of pay (excluding tips).
- The module captures de facto receipt of employment-related benefits among employees
- It is meant to enable the classification of employees by the formal or informal nature of their main job
- The module is aligned with the international standards concerning a statistical definition of informal employment (21<sup>st</sup> ICLS, Resolution I, 2023)

**MIE\_SOCPRO**

*ASK IF MJJ\_EMP\_REL = 1, 4*

**I24A.** Does (your/NAME's) employer pay contributions to the [National Social Security Schemes] for (you/NAME)?

**MLVT5A**

**I24C.** Does (your/NAME's) employer buy private insurance for (you/NAME)?

*ASK IF ( MJJ\_EMP\_REL = 3,5 ) & ( MJJ\_REM\_TYP=a)*

**I24B:** Are contributions paid to the [National Social Security Schemes] for (you/NAME) for doing this work?

**MLVT 5B**

**I24D.** Is private insurance paid for (you/NAME) for doing this work?

- 1 YES
- 2 NO

97 DON'T KNOW

*NOTE: The question MIE\_SOCPRO needs to be adapted taken the national social security system in to account. Countries should include one (or more) job-related statutory social insurances covering employees and that requires mandatory contributions from the employer.*

*ASK IF ( MJJ\_EMP\_REL = 1, 4 ) & ( MJJ\_REM\_TYP NE a ) & ( MIE\_SOCPRO = 2,97)*

**MIE\_SOCPRO\_SELF**

**I25.** In relation to this job (do/does) (you/name) contribute to the [National Social Security Schemes] on (your/his/her) own behalf?

- 1 YES
- 2 NO

97 DON'T KNOW

*ASK IF (MJJ\_EMP\_REL = 1,4) OR (MJJ\_EMP\_REL = 3,5 & MJJ\_REM\_TYP=a)*

**MIE\_PVACLV**

**I26.** (Do/Does) (you/NAME) get paid annual leave?

1 YES

2 NO

97 DON'T KNOW

*ASK IF (MJJ\_EMP\_REL = 1,4) OR (MJJ\_EMP\_REL = 3,5 & MJJ\_REM\_TYP=a)*

**MIE\_PSCCLV**

**I27.** Would (you/NAME) get paid sick leave in case of illness or injury?

1 YES

2 NO

97 DON'T KNOW

**End of Module (MIE)**

### **Section I. MAIN JOB – INDEPENDENT WORKER RELATIONSHIP (MJI)**

#### **OBJECTIVE AND SCOPE**

- The module serves to identify dependent contractors among the persons who self-declare as independent workers.
- It is part of the sequence of questions needed to capture detailed information on status in employment as per the 2018 International Classification of Status in Employment (ICSE-2018)

#### **IMPLEMENTATION NOTES**

- For persons with a self-reported independent employment relationship in their main job.
- Requires inclusion of the module on the core characteristics of the main job (MJJ).
- It is to be used together with the module on Legal organization of the economic unit (MJL).

*ASK IF (MJJ\_EMP\_REL=2 & MJJ\_HIRES=2) OR (MJJ\_CFW\_CHK=1,2 & MJJ\_HIRES=2)*

**MJD\_SINGLE\_CLIENT**

**I28.** Does more than half of the income from the business/activity come from ...?

1. One single client/customer

2. Multiple clients/customers

3. HAVE NOT HAD ANY CLIENTS YET

*ASK IF MJD\_SINGLE\_CLIENT=2*

**MJD\_SOURCE\_CLIENT**

**I29.** (Do/Does) (you/NAME) get (your/his/her) customers, clients or buyers through someone else, for example from another company, intermediary or person ...?

1. Yes, all of them

2. Yes, most of them

3. Yes, but only some of them

4. No

*ASK IF (MJD\_SOURCE\_CLIENT=3,4) OR (MJD\_SINGLE\_CLIENT=3)*

**MJD\_SELL\_CLIENT**

**I30.** In this business activity (do/does) (you/NAME) ...?

*READ AND MARK ALL THAT APPLY*

a. Make products or provide services for only one company

b. Sell products or services from only one company

c. Work with materials or equipment provided by just one company

*DO NOT READ*

d. NONE OF THE ABOVE

*ASK IF (MJD\_SINGLE\_CLIENT=1) OR (MJD\_SOURCE\_CLIENT=1,2) OR (MJD\_SELL\_CLIENT= a, b, c)*

**MJD\_CONTROL**

**I31.** Does this client / company / intermediary / person ...?

*READ AND MARK ALL THAT APPLY*

a. Set the price of the products or services that you offer

b. Decide the minimum amount of sales or tasks you must complete

c. Decide the places, routes or areas where you do your work

d. Decide how to organize the work such as supervising or deciding on working time

e. Decide the supplier(s) to use

f. Provide the premises or machines you use  
DO NOT READ  
g. NONE OF THE ABOVE

**End of Module (MJI)**

**Section I. MAIN JOB – FORMAL STATUS OF ECONOMIC UNIT (MJL)**

**OBJECTIVE AND SCOPE**

- The module includes a single question to capture the legal organization of the economic unit in which the main job is located
- Questions have been developed for testing as part of the engendering informality statistics project

**IMPLEMENTATION NOTES**

- To be asked to all employed persons whose main job is in the private sector
- This module is meant to be combined with other modules on Informal Sector Employment (ISE) and/or detailed status in employment of Independent workers (MJI)
- The question should be adapted to fit the national context

**MJL\_REGI**

*ASK IF MJJ\_EMP\_REL=2*

**I32A:** Is (your/NAME's) (business/farm) registered in the [National Business Register]?

*ASK IF (MJJ\_EMP\_REL=1,4,5 & MJU\_INS=2,3) & (MIE\_SOCPRO=2 OR (MIE\_SOCPRO=97 & (MIE\_PVACLV=2,97 OR MIE\_PSCKLV=2,97)))*

**I32B:** Is the (business/farm) (you/NAME) (work/works) for registered in the [National Business Register]?

*ASK IF MJJ\_EMP\_REL=3*

**I32C:** Is the family (business/farm) registered in the [National Business Register]?

1. YES
2. NO

97. DON'T KNOW

*The string (business/farm) depends on answers to MJU\_INS*

**MJL\_CORP\_TYP**

*ASK IF MJJ\_EMP\_REL=2 & MJL\_REGI=1*

**I33A:** Is (your/NAME's) (business/farm) registered as...?

*ASK IF MJJ\_CFW\_CHK=1,2 & MJL\_REGI=1*

**I33B:** Is the (business/farm) (you/NAME) (work/works) for registered as...?

*READ*

1. [Sole Proprietorship/ Physical Person with registration]
2. [General partnership]
3. [Limited Partnership]
4. [Single Member Private Limited Company]
5. [Private Limited Company]
6. [Public Limited Company]
7. [Interest in Joint Venture]
8. [Public Enterprise]
9. [State Enterprise]
10. [State Joint Venture]
11. [Subsidiary of a foreign company]
12. [Branch of a foreign company]
13. [Representative Office]
14. [Cooperative]
15. [Association/Non-Government Organization]
16. Others
17. Sole Proprietorship (unregistered with National Business Register)

DO NOT READ  
97. DON'T KNOW

*NOTE FOR NATIONAL ADAPTATION: The number and type of response categories should be adapted to the existing national legal forms of enterprises. Any adoption of the question should, however, allow the clear identification of respectively incorporated enterprises (i.e. d enterprises with its own legal identity with a limited liability for the owner(s)) and non-incorporated enterprises (i.e. a different legal form than incorporation). See the national adaptation guidelines for further details.*

*Any changes have to be reflected in the derivation of the hidden variable MJL\_CORP (see below).*

**Hidden Derived Variable (not a question)**

**MJL\_CORP**

*Business Incorporation*

1. INCORPORATED
2. NOT INCORPORATED
97. DON'T KNOW

*IF ( MJL\_CORP\_TYP = 2,3,4,5,6,7 ) THEN ASSIGN MJL\_CORP = 1  
ELSE IF ( MJL\_CORP\_TYP = 1,8,9,10,11,12,13,14,15,96 ) THEN ASSIGN MJL\_CORP = 2  
ELSE IF ( MJL\_CORP\_TYP = 97 ) THEN ASSIGN MJL\_CORP = 97*

*ASK IF (( MJJ\_EMP\_REL=2 OR MJJ\_CFW\_CHK=1,2 ) & ( MJD\_CONTROL NE g ) & ( MJL\_REGI=2,97 ) ) OR  
( MJJ\_EMP\_REL=1 & MJJ\_REM\_TYP NE a & ( MIE\_SOCPRO=2 OR ( MIE\_SOCPRO=97 & ( MIE\_PVACLV=2,97 OR MIE\_PSCCLV=2,97 ) ) ) )*

**MJL\_REGP**

**I34.** (Have/Has) (you/NAME) registered (your/his/her) activities in [The national tax registration for persons in employment for profit, declaring their tax on profits made]?

1. YES
2. NO
97. DON'T KNOW

*ASK IF ( MJJ\_EMP\_REL=2,3 ) OR (( MJJ\_EMP\_REL = 1,4,5 & MJU\_INS = 2,3 ) & ( MIE\_SOCPRO = 2 OR ( MIE\_SOCPRO = 97 & ( MIE\_PVACLV = 2,97 OR MIE\_PSCCLV = 2,97 ) ) ) )*

**MIS\_BOOK\_TYP**

**I35.** What kind of accounts or records does the (business/farm) keep? Are they...

*READ*

1. A complete set of written accounts for tax purposes
2. Simplified written accounts to be submitted for tax purposes
3. Simplified written accounts not for tax purposes
4. Informal records of orders, sales, purchases
5. No records are kept

DO NOT READ  
97. DON'T KNOW

*The string (business/farm) depends on answers to MJU\_INS*

*NOTE FOR NATIONAL ADAPTATION: In countries where the possibility for keeping simplified accounts for tax purposes do not exist, this category (category 2) can be removed. Any adoption of the question should, however, allow the clear identification of situations that clearly indicates that the enterprise can be considered in the formal sector (are keeping accounts to be submitted for tax). See the national adaptation guidelines for further details. Changes and national specificities have to be reflected in the derivation of the hidden variable MIS\_BOOK (see below).*

**Hidden Derived Variable (not a question)**

**MIS\_BOOK**

Accounts or records kept with the intention to be submitted for tax purposes

1. Yes
2. No
97. DON'T KNOW

*IF ( MIS\_BOOK\_TYP = 1,2 ) THEN ASSIGN MIS\_BOOK = 1  
ELSE IF ( MIS\_BOOK\_TYP = 3,4,5 ) THEN ASSIGN MIS\_BOOK = 2  
ELSE IF ( MIS\_BOOK\_TYP = 97 ) THEN ASSIGN MIS\_BOOK = 97*

*In some countries, only MIS\_BOOK\_TYPE = 1 is a clear indication that the business is formal. In other countries, also MIS\_BOOK\_TYPE = 2 is a clear indication that the business is formal. Countries are expected to adapt the categories of MIS\_BOOK\_TYP and the recoding of MIS\_BOOK according to their national specificities.*

#### MIS\_SOCPRO\_DC

*ASK IF ( MJJ\_EMP\_REL=2 ) & ( MJD\_CONTROL = a-f)*

**I36A:** In relation to these activities (do/does) (you/name) contribute to the [National Social Security Fund] on (your/his/her) behalf?

#### MLVT 5A (4A)

**I36C:** In relation to these activities (do/does) (you/name) buy private insurance on (your/his/her) behalf?

*ASK IF ( MJJ\_CFW\_CHK=1,2 ) & ( MJD\_CONTROL = a-f)*

**I36B:** Are contributions paid to the [ National Social Security Fund] for (you/NAME) for doing this work?

#### MLVT 5B (4B)

**I36D:** Is private insurance bought for (you/NAME) for doing this work?

1 YES

2 NO

97 DON'T KNOW

*NOTE FOR NATIONAL ADAPTATION: The question MIS\_SOCPRO\_DC needs to be adapted taken the national social security system in to account. Countries should include one (or more) job-related statutory social insurances (voluntary or mandatory) covering persons in employment for profit. The question can be excluded/removed in countries where no such arrangements exist for persons in employment for profit. See the national adaptation guidelines for further details.*

*ASK IF ( MJJ\_CFW\_CHK=3,4 ) & ( MJJ\_REM\_TYP NE a )*

#### MIS\_SOCPRO\_CFW

**I37.** Are contributions paid to the [National Social Security Fund] for (you/NAME) for doing this work?

#### MLVT6

**I37a.** Is private insurance bought for (you/NAME) for doing this work?

1 YES

2 NO

97 DON'T KNOW

*NOTE FOR NATIONAL ADAPTATION: The question MIS\_SOCPRO\_CFW needs to be adapted taken the national social security system in to account. Countries should include one (or more) job-related statutory social insurances covering contributing family workers. The question should be excluded/removed in countries where no such arrangements exist for contributing family workers. See the national adaptation guidelines for further details.*

### End of Module (MJL)

## Section I. MAIN JOB EMPLOYMENT-RELATED INCOME: DEPENDENT WORKERS (WIN\_WAGE)

#### OBJECTIVE AND SCOPE

- To be asked to all employed persons in the reference week.
- The module captures all employment-related income in the main, second and other jobs.
- It covers ALL wages and salary from paid employment (dependent workers, as defined in the 20<sup>th</sup> ICLS of 2018)
- Aligned with the latest international standards of the 21<sup>st</sup> ICLS: Resolution III- Resolution to amend the 16th ICLS Resolution concerning the measurement of employment-related income.

#### IMPLEMENTATION NOTES

- Requires inclusion of the module on core characteristics of the main job (MJJ).

*ASK IF (MJJ\_EMP\_REL=1,4,5 OR (MJJ\_EMP\_REL=3 & MJJ\_CFW\_CHK=3,4)) & MJJ\_REM\_TYP NOT CONTAIN 'i'*

**WIN\_WAGE1**

**I38.** Last month how much were you (was NAME) paid in total in (your/his/her) main job?

**INTERVIEWER:**

*Please include any cash payments received through the job such as wage or salary, commissions, tips, etc.*

\_\_\_\_\_  
AMOUNT IN RIEL  
0 IF NOT PAID LAST MONTH/ DON'T KNOW

*ASK IF MJJ\_EMP\_REL=1,4,5 OR (MJJ\_EMP\_REL=3 & MJJ\_CFW\_CHK=3,4)*

**WIN\_WAGE\_DAYS**

**I39.** Last month, how many days did (you/NAME) actually work in (your/his/her) main job?

\_\_\_\_\_  
DAYS WORKED LAST MONTH

97 DON'T KNOW

*ASK IF MJJ\_EMP\_REL=1,4,5 OR (MJJ\_EMP\_REL=3 & MJJ\_CFW\_CHK=3,4)*

**WIN\_WAGE\_HOURS**

**I40.** And how many hours per day did (you/NAME) actually work in (your/his/her) main job last month?

\_\_\_\_\_  
HOURS PER DAY

97 DON'T KNOW

*ASK IF MJJ\_EMP\_REL=1,4,5 OR (MJJ\_EMP\_REL=3 & MJJ\_CFW\_CHK=3,4)*

**WIN\_KIND**

**I41.** Did your employer provide (you/NAME) with any of the following goods, or products or benefits such as housing, food, drinks, transport, clothing, etc., as pay?

*READ AND MARK ALL THAT APPLY*

- a. Housing
- b. Food/drinks
- c. Transport: vehicle
- d. Transport: fuel, bus/taxi tickets
- e. Clothing other than work uniforms
- f. OTHER PRODUCTS (SPECIFY): \_\_\_\_\_
- g. NONE

*ASK IF WIN\_KIND CONTAINS ANY VALUE FROM a to f*

**WIN\_WAGE\_KIND**

**I42.** If one had to purchase or pay for those goods or products, how much would they have cost last month?

\_\_\_\_\_  
AMOUNT OF PRODUCTS IN KIND, IN RIEL  
0 NO PAIMENT IN KIND/ DON'T KNOW

**End of Module (WIN\_WAGE)**

**Section I. MAIN JOB EMPLOYMENT-RELATED INCOME: EMPLOYMENT-RELATED INCOME: INDEPENDENT WORKERS (WIN\_INCOME)**

**OBJECTIVE AND SCOPE**

- To be asked to all employed persons in the reference week.
- The module captures all employment-related income in the main, second and other jobs.
- It covers income from self-employment (independent workers, as per 20<sup>th</sup> ICLS, 2018)
- Aligned with the latest international standards of the 21<sup>st</sup> ICLS: Resolution III- Resolution to amend the 16th ICLS Resolution concerning the measurement of employment-related income.

**IMPLEMENTATION NOTES**

- Requires inclusion of the module on core characteristics of the main job (MJJ), and secondary job (SJJ).

*ASK IF MJJ\_EMP\_REL=2 OR (MJJ\_EMP\_REL=3 & MJJ\_CFW\_CHK=1,2)*

**WIN\_INCOME\_INTRO**  
READ

Now, I would like to ask some questions about all income (you/NAME) received from your businesses, starting with (your/his/her) main business as [MJJ\_OCC\_TLE] ...

**INCOME FROM MAIN BUSINESS ACTIVITY**

*ASK IF MJJ\_EMP\_REL=2 OR (MJJ\_EMP\_REL=3 & MJJ\_CFW\_CHK=1,2)*

**WIN\_SALES**

**I43.** Last month did (you/NAME) have any sales in (your/his/her) main business activity?

1. YES
2. NO

*ASK IF WIN\_SALES=1*

**WIN\_INCOME\_SALES**

**I44.** Last month, how much was the total value of (your/his/her) sales from (your/his/her) main business activity?

\_\_\_\_\_  
TOTAL AMOUNT OF SALES IN RIEL  
0 IF NO SALES LAST MONTH/ DON'T KNOW

*ASK IF MJJ\_EMP\_REL=2 OR (MJJ\_EMP\_REL=3 & MJJ\_CFW\_CHK=1,2)*

**WIN\_PRODUCTION\_COSTS**

**I45.** Last month, how much did (you/NAME) spend in total to run (your/his/her) main business activity, including costs of intermediary goods for production and salary for employees if any?

\_\_\_\_\_  
VALUE OF PRODUCTION COSTS IN RIEL  
0 IF NO PRODUCTION COSTS LAST MONTH/ DON'T KNOW

*ASK IF MJJ\_EMP\_REL=2 OR (MJJ\_EMP\_REL=3 & MJJ\_CFW\_CHK=1,2)*

**WIN\_INCOME\_DAYS**

**I46.** Last month, how many days did (you/NAME) actually work in (your/his/her) main business activity?

\_\_\_\_\_  
DAYS WORKED LAST MONTH  
97 DON'T KNOW

*ASK IF MJJ\_EMP\_REL=2 OR (MJJ\_EMP\_REL=3 & MJJ\_CFW\_CHK=1,2)*

**WIN\_INCOME\_HOURS**

**I47.** And how many hours per day did (you/NAME) actually work in (your/his/her) main business activity last month?

\_\_\_\_\_  
HOURS PER DAY  
97 DON'T KNOW

*ASK IF MJJ\_EMP\_REL=2 OR (MJJ\_EMP\_REL=3 & MJJ\_CFW\_CHK=1,2)*

**WIN\_PRODCONS**

**I48.** Last month did (you/NAME) take any products from (your/his/her) main business activity for consumption by you or your own family?

1. YES
2. NO

*ASK IF WIN\_PRODCONS=1*

**WIN\_PRODCONS\_VAL**

**I49.** If one had to purchase those products consumed by you or by your family, how much would they have cost?

\_\_\_\_\_  
VALUE OF GOODS CONSUMED FROM PRODUCTION IN RIEL  
0 IF NO PRODUCTS CONSUMED LAST MONTH/ DON'T KNOW

*NOTE: WIN\_INCOME1 = WIN\_INCOME\_SALES - WIN\_PRODUCTION\_COSTS + WIN\_PRODCONS\_VAL  
I44-I*

**End of Module (WIN\_INCOME)**

## Section J. SECOND JOB – CORE JOB CHARACTERISTICS (SJJ)

### OBJECTIVES AND SCOPE

- Start of the sequence of questions on characteristics of the second job.
- To be asked to all employed persons identified as multiple job-holders in the reference week.
- It captures the occupation, branch of economic activity, and basic status in employment of the respondent in his/her second job.

### IMPLEMENTATION NOTES

- To be asked to all employed persons identified as multiple job-holders in the reference week.
- Requires inclusion of the module on the core characteristics of the main job (MJJ).
- It can be combined with other modules to capture additional characteristics of the second job, including informal sector employment, informal employment, contract characteristics, detailed status in employment, etc.

*ASK IF MJJ\_MULT=2*

#### SJB\_TEXT

READ

J1. I am now going to ask you some questions about (your/NAME's) second job or business activity.

1. OK, CONTINUE WITH THE SECOND JOB
2. SKIP BECAUSE DOES NOT HAVE A SECOND JOB

*Note for interviewer: choose 2 only if respondents mistakenly originally answered that they had multiple jobs (i.e. MJJ\_MULT=2). It is not necessary to go back and correct MJJ\_MULT.*

*ASK IF MJJ\_MULT=2 & SJB\_TEXT=1*

J2. In this second job, what kind of work (do/does) (you/NAME) do?

#### SJJ\_OCC\_TLE

(OCCUPATIONAL TITLE, IF ANY)

(E.g. [street seller: commercial or mainly market oriented farmer; primary school teacher; registered nurse; domestic worker; truck driver])

#### SJJ\_OCC\_MTD

(MAIN TASKS AND DUTIES)

(eg. [Breed, raise and sell cattle; Patrol the streets; Plan and prepare meals; Teach children how to read and write])

*ASK IF MJJ\_MULT=2 & SJB\_TEXT=1*

#### SJJ\_IND\_MAC

J3. What is the main activity of the business or place where (you/NAME) work(s)?

(MAIN ACTIVITY, GOODS OR SERVICES)

(e.g.: [Police Department - public safety; Restaurant - preparing and serving meals; Transport Company - long distance transport of goods])

*ASK IF MJJ\_MULT=2 and SJB\_TEXT=1*

#### SJJ\_EMP\_REL

J4. In this second job, (do/does) (you/NAME) work...?

READ

1. As an [employee]
2. In (your/his/her) own [business activity]
3. Helping in a family or household business
4. As an apprentice, intern
5. Helping a family member who works for someone else

*ASK IF SJJ\_EMP\_REL=2*

#### SJJ\_HIRES

J5. (Do/Does) (you/NAME) hire any paid employees on a regular basis?

1. YES
2. NO

*ASK IF MJJ\_MULT=2 & SJJ\_EMP\_REL=2,3*

**SJJ\_REGI**

**J6.** Is this business registered in the [National Business Register]?

1. YES
2. NO
97. DON'T KNOW

**End of Module (SJJ)**

**Section J. SECOND JOB – DEPENDENT CONTRACTORS (SJD)**

**OBJECTIVE AND SCOPE**

- The module allows identification of persons employed as dependent contractors in their second job, among both self-declared dependent and independent workers.
- To be asked to all employed persons identified as multiple job-holders in the reference week.

*ASK IF SJJ\_EMP\_REL=1,3,4,5*

**SJD\_REM\_TYP**

**J7.** Which of the following types of pay (do/does) (you/NAME) receive for this work?

*READ AND MARK ALL THAT APPLY*

- a. A wage or salary
- b. Payment by piece of work completed
- c. Commissions
- d. Tips
- e. Fee for services provided
- f. Payment with meals or accommodation
- g. Payment in products
  
- h. OTHER CASH PAYMENT (SPECIFY): \_\_\_\_\_
- i. NOT PAID

**SJD\_SOCPRO**

*ASK IF SJJ\_EMP\_REL= 1, 4*

**J8A:** Does (your/NAME's) employer pay contributions to the [National Social Security Fund] for (you/NAME)?

**MLVT 7A**

**J8C:** Does (your/NAME's) employer buy private insurance for (you/NAME)?

*ASK IF SJJ\_EMP\_REL=3,5 & SJD\_REM\_TYP=a*

**J8.B:** Are contributions paid to the [National Social Security Fund] for (you/NAME) for doing this work?

**MLVT 7B**

**J8D:** Is private insurance bought for (you/NAME) for doing this work?

1. YES
2. NO
  
97. DON'T KNOW

*ASK IF SJJ\_HIRES=2*

**SJD\_SINGLE\_CLIENT**

**J9.** Does more than half of the income from the business/activity come from...

1. One single client/customer?
2. Multiple clients/customers?
3. HAVE NOT HAD ANY CLIENTS YET

*ASK IF SJD\_SINGLE\_CLIENT = 2*

**SJD\_SOURCE\_CLIENT**

**J10.** (Do/Does) (you/NAME) get (your/his/her) customers, clients or buyers through someone else, for example from another company, intermediary or person?

1. Yes all of them
2. Yes most of them
3. Yes, but only some of them
4. No

*ASK IF SJD\_SINGLE\_CLIENT = 1 OR SJD\_SOURCE\_CLIENT = 1,2*

**SJD\_CONTROL**

**J11.** Does this client / company / intermediary / person ...?

- a. Set the price of the products or services that you offer
- b. Decide on where, when or how you should carry out your work

DO NOT READ

- g. NONE OF THE ABOVE

**SJD\_SOCPRO\_SELF**

*ASK IF (SJD\_CONTROL=a,b & SJJ\_REGI=1) OR (SJJ\_EMP\_REL=1 & SJD\_REM\_TYP NE a & SJD\_SOCPRO=2,97)*

**J12A.** In relation to these activities do (you/name) contribute to the [National Social Security Fund] on your behalf?

*ASK IF SJJ\_EMP\_REL=3,5 & SJD\_REM\_TYP NE a & SJJ\_REGI=1*

**J12B.** Are contributions paid to the [National Social Security Fund] for (you/NAME) for doing this work?

1. YES
2. NO

97. DON'T KNOW

**WAGES FROM SECONDARY AND ALL OTHER PAID JOBS**

*ASK IF MJJ\_MULT=2 & SJJ\_EMP\_REL=1,3,4,5 & SJD\_REM\_TYP NOT CONTAIN 'i'*

READ

The following question(s) is(are) about all earnings as wage or salary that (you/NAME) received from your secondary paid job as [SJJ\_OCC\_TLE], and from all other paid jobs,

**WIN\_WAGE2**

**J13.** Last month, how much did (you/NAME) receive in additional earnings or income from (your/his/her) secondary and all other paid jobs?

\_\_\_\_\_ AMOUNT IN RIEL  
0 IF NO OTHER SALARY LAST MONTH

**INCOME FROM SECONDARY AND ALL OTHER BUSINESS ACTIVITIES**

*ASK IF MJJ\_MULT=2 & SJJ\_EMP\_REL=2*

READ

The following question(s) is(are) about all income that (you/NAME) received from (your/his/her) secondary business as [SJJ\_OCC\_TLE], and from all other business activities.

**WIN\_INCOME2**

**J14.** Last month, how much did (you/NAME) receive in additional earnings (profits) or income from (your/his/her) secondary and all other business activities?

\_\_\_\_\_ AMOUNT OF OTHER INCOME/PROFITS IN RIEL  
0 IF NO OTHER INCOME/PROFITS LAST MONTH

**End of Module (SJD)**

## Section K. WORKING TIME IN EMPLOYMENT (WKT)

### OBJECTIVE AND SCOPE

- To be asked to all employed persons in the reference week.
- The module captures working time in employment in the main, second and other jobs.
- It covers contractual hours, usual hours worked per week, actual hours worked in the reference week
- It also covers time-related underemployment and job search among employed persons,
- Aligned with the latest international standards on working time (18<sup>th</sup> ICLS, 2008) and the measurement of work, employment and labour underutilization (19<sup>th</sup> ICLS, 2013).

### IMPLEMENTATION NOTES

- Requires inclusion of the module on core characteristics of the main job (MJJ).

*ASK IF MJJ\_MULT = 2 & SJB\_TEXT = 1*

#### WKT\_INTRO

READ

Now, I would like to ask some questions about the hours that (you/NAME) work(s), starting with (your/his/her) main job as [MJJ\_OCC\_TLE] ...

*ASK IF GLO\_EMP = 1*

#### WKT\_MJ\_USHRS\_REP

**K1.** How many hours (do/does) (you/NAME) usually work per week in (your/his/her) main job?

\_\_\_\_\_  
HOURS PER WEEK

997     DON'T KNOW

*ASK IF WKT\_MJ\_USHRS\_REP = 997*

#### WKT\_MJ\_USDAY

**K2.** How many days per week do (you/NAME) usually work in (your/his/her) main job?

\_\_\_\_\_  
DAYS PER WEEK

997     DON'T KNOW

*ASK IF WKT\_MJ\_USHRS\_REP = 997 & WKT\_MJ\_USDAY NE 997*

#### WKT\_MJ\_USHRDY

**K3.** And how many hours per day do (you/NAME) usually work in (your/his/her) main job?

\_\_\_\_\_  
HOURS PER DAY

997     DON'T KNOW

*\*/ VARIABLES FOR USUAL HOURS WORKED TO BE COMPUTED IN THE BACKGROUND \*/*

*Hidden Derived Variable (not a question)*

#### WKT\_MJ\_USHRS

Hours usually work per week in the main job

\_\_\_\_\_  
HOURS PER WEEK

997     DON'T KNOW

*IF ( GLO\_EMP=1 & WKT\_MJ\_USHRS\_REP NE 997 ) THEN ASSIGN WKT\_MJ\_USHRS = WKT\_MJ\_USHRS\_REP  
ELSE IF ( WKT\_MJ\_USHRS\_REP = 997 & WKT\_MJ\_USDAY NE 997 & WKT\_MJ\_USHRDY NE 997 ) THEN  
ASSING WKT\_MJ\_USHRS = WKT\_MJ\_USDAY \* WKT\_MJ\_USHRDY  
ELSE IF (WKT\_MJ\_USHRS\_REP = 997 & (WKT\_MJ\_USDAY = 997 OR WKT\_MJ\_USHRDY = 997 ) THEN  
ASSIGN WKT\_MJ\_USHRS = 997*

*ASK IF GLO\_EMP = 1 & ABS\_JOB NE 1 & WKT\_MJ\_USHRS NE 997*

#### WKT\_MJ\_SAMEHRS

**K4.** In total, last week did (you/NAME) work the same hours as usual in (your/his/her) main job?

1. YES
2. NO

*ASK IF GLO\_EMP = 1 & ABS\_JOB = 1*

**WKT\_ABS\_CHK1**

**K5.** Earlier you told me that (you/NAME) (were/was) absent from (your/his/her) job, just to confirm, last week did (you/NAME) work any hours at all in your main job?

1. YES, WORKED
2. NO, DID NOT WORK AT ALL

*IF ( WKT\_MJ\_SAMEHRS = 1 ) THEN ASSIGN WKT\_MJ\_ACTHRS = WKT\_MJ\_USHRS  
ELSE IF ( WKT\_ABS\_CHK1 = 2 ) THEN ASSIGN WKT\_MJ\_ACTHRS = 0 (zero)  
ELSE ASK IF WKT\_MJ\_USHRS = 997 OR WKT\_MJ\_SAMEHRS = 2 OR WKT\_ABS\_CHK1 = 1*

**WKT\_MJ\_ACTHRS**

**K6.** How many hours did (you/NAME) work in total in (your/his/her) main job last week?

\_\_\_\_\_  
HOURS IN REF. WEEK

997 DON'T KNOW

*Note for CAPI implementation: The question is not actually asked when WKT\_MJ\_SAMEHRS = 1 or WKT\_ABS\_CHK1 = 2 because the value is automatically assigned*

*ASK IF MJJ\_MULT=2 & SJB\_TEXT = 1*

**WKT\_NUMJBS**

**K7.** You said previously that (you/NAME) had more than one job or business activity last week. How many jobs did (you/he/she) have in total, even if absent?

2. TWO JOBS
3. MORE THAN TWO JOBS

*ASK IF WKT\_NUMJBS=2,3*

**WKT\_SJ\_USHRS**

**K8.** How many hours (do/does) (you/NAME) usually work per week in (your/his/her) second job?

\_\_\_\_\_  
HOURS PER WEEK

997 DON'T KNOW

*ASK IF WKT\_SJ\_USHRS NE 997*

**WKT\_SJ\_SAMEHRS**

**K9.** Is that the number of hours (you/NAME) worked last week in (your/his/her) second job?

1. YES
2. NO

*IF ( WKT\_SJ\_SAMEHRS = 1 ) THEN ASSIGN WKT\_SJ\_ACTHRS = WKT\_SJ\_USHRS  
ELSE ASK IF WKT\_SJ\_SAMEHRS=2 OR WKT\_SJ\_USHRS=997*

**WKT\_SJ\_ACTHRS**

**K10.** How many hours did (you/NAME) work last week in (your/his/her) second job?

\_\_\_\_\_  
HOURS IN REF. WEEK

997 DON'T KNOW

*Note for CAPI implementation: The question is not actually asked when WKT\_SJ\_SAMEHRS = 1 because the value is automatically assigned*

*ASK IF WKT\_NUMJBS=3*

**WKT\_OJ\_USHRS**

**K11.** How many hours (do/does) (you/NAME) usually work per week in (your/his/her) other job(s)?

\_\_\_\_\_  
HOURS PER WEEK

997 DON'T KNOW

*ASK IF WKT\_OJ\_USHRS NE 997*

**WKT\_OJ\_SAMEHRS**

**K12.** Is that the number of hours (you/NAME) worked last week in (your/his/her) other job(s)?

1. YES
2. NO

*IF ( WKT\_OJ\_SAMEHRS = 1 ) THEN ASSIGN WKT\_OJ\_ACTHRS = WKT\_OJ\_USHRS  
ELSE ASK IF WKT\_OJ\_SAMEHRS=2 OR WKT\_OJ\_USHRS=997*

**WKT\_OJ\_ACTHRS**

**K13.** How many hours did (you/NAME) work last week in (your/his/her) other jobs?

HOURS IN REF. WEEK

997 DON'T KNOW

*Note for CAPI implementation: The question is not actually asked when WKT\_OJ\_SAMEHRS = 1 or WKT\_ABS\_CHK1 = 2 because the value is automatically assigned*

*\*/VARIABLES FOR TOTAL HOURS WORKED TO BE COMPUTED IN THE BACKGROUND\*/*

**Hidden Derived Variable (not a question)**

**WKT\_USHRSTOT\_CALC**

*IF ( ( MJJ\_MULT = 1 OR ( MJJ\_MULT = 2 & SJB\_TEXT = 2 ) ) & WKT\_MJ\_USHRS NE 997 )  
THEN ASSIGN WKT\_USHRSTOT\_CALC = WKT\_MJ\_USHRS*

*ELSE IF ( WKT\_NUMJOBS = 2 & ( WKT\_MJ\_USHRS NE 997 AND WKT\_SJ\_USHRS NE 997 ) )  
THEN ASSIGN WKT\_USHRSTOT\_CALC = ( WKT\_MJ\_USHRS + WKT\_SJ\_USHRS )*

*ELSE IF ( WKT\_NUMJOBS = 3 & ( WKT\_MJ\_USHRS NE 997 AND WKT\_SJ\_USHRS NE 997 AND  
WKT\_OJ\_USHRS NE 997 ) )  
THEN ASSIGN WKT\_USHRSTOT\_CALC = ( WKT\_MJ\_USHRS + WKT\_SJ\_USHRS + WKT\_OJ\_USHRS )*

*ELSE IF ( ( MJJ\_MULT = 1 OR ( MJJ\_MULT = 2 & SJB\_TEXT = 2 ) ) & WKT\_MJ\_USHRS = 997 )  
THEN ASSIGN WKT\_USHRSTOT\_CALC = 997*

*ELSE IF ( WKT\_NUMJOBS = 2 & ( WKT\_MJ\_USHRS = 997 OR WKT\_SJ\_USHRS = 997 ) )  
THEN ASSIGN WKT\_USHRSTOT\_CALC = 997*

*ELSE IF ( WKT\_NUMJOBS = 3 & ( WKT\_MJ\_USHRS = 997 OR WKT\_SJ\_USHRS = 997 OR WKT\_OJ\_USHRS =  
997 ) )  
THEN ASSIGN WKT\_USHRSTOT\_CALC = 997*

*\*/VARIABLES FOR TOTAL HOURS WORKED TO BE COMPUTED IN THE BACKGROUND\*/*

**Hidden Derived Variable (not a question)**

**WKT\_ACHRSTOT\_CALC**

*IF ( ( MJJ\_MULT = 1 OR ( MJJ\_MULT = 2 & SJB\_TEXT = 2 ) ) & WKT\_MJ\_ACTHRS NE 997 )  
THEN ASSIGN WKT\_ACHRSTOT\_CALC = WKT\_MJ\_ACTHRS*

*ELSE IF ( WKT\_NUMJOBS = 2 & WKT\_MJ\_ACTHRS NE 997 AND WKT\_SJ\_ACTHRS NE 997 )  
THEN ASSIGN WKT\_ACHRSTOT\_CALC = WKT\_MJ\_ACTHRS + WKT\_SJ\_ACTHRS*

*ELSE IF ( WKT\_NUMJOBS = 3 & WKT\_MJ\_ACTHRS NE 997 AND WKT\_SJ\_ACTHRS NE 997 AND  
WKT\_OJ\_ACTHRS NE 997 )  
THEN ASSIGN WKT\_ACHRSTOT\_CALC = WKT\_MJ\_ACTHRS + WKT\_SJ\_ACTHRS + WKT\_OJ\_ACTHRS*

*ELSE IF ( ( MJJ\_MULT = 1 OR ( MJJ\_MULT = 2 & SJB\_TEXT = 2 ) ) & WKT\_MJ\_ACTHRS = 997 )  
THEN ASSIGN WKT\_ACHRSTOT\_CALC = 997*

*ELSE IF ( WKT\_NUMJOBS = 2 & ( WKT\_MJ\_ACTHRS = 997 OR WKT\_SJ\_ACTHRS = 997 ) )  
THEN ASSIGN WKT\_ACHRSTOT\_CALC = 997*

*ELSE IF ( WKT\_NUMJOBS = 3 & ( WKT\_MJ\_ACTHRS = 997 OR WKT\_SJ\_ACTHRS = 997 OR  
WKT\_OJ\_ACTHRS = 997 ) )  
THEN ASSIGN WKT\_ACHRSTOT\_CALC = 997*

*ASK IF WKT\_NUMJOBS = 2,3 AND WKT\_USHRSTOT\_CALC NE 997*

**WKT\_USHRSTOT\_CHK**

**K14.** So in total, this means that (you/NAME) usually work(s) [WKT\_USHRSTOT\_CALC] hours per week, is that correct?

1. YES

2. NO

*IF ( MJJ\_MULT = 1 OR ( MJJ\_MULT = 2 & SJB\_TEXT=2) ) THEN ASSIGN WKT\_USHRSTOT = WKT\_USHRSTOT\_CALC  
ELSE IF ( WKT\_NUMJBS = 2,3 AND WKT\_USHRSTOT\_CHK = 1 ) THEN ASSIGN WKT\_USHRSTOT = WKT\_USHRSTOT\_CALC  
ELSE ASK IF ( WKT\_NUMJBS = 2,3 AND ( WKT\_USHRSTOT\_CHK = 2 OR WKT\_USHRSTOT\_CALC = 997 ) )  
WKT\_USHRSTOT*

**K15.** How many hours (do/does) (you/NAME) usually work per week in total?

HOURS PER WEEK

997 DON'T KNOW

*Note for CAPI implementation: The question is not actually asked when ( MJJ\_MULT = 1 OR ( MJJ\_MULT = 2 & SJB\_TEXT=2) ) or ( WKT\_NUMJBS = 2,3 AND WKT\_USHRSTOT\_CHK = 1 ) because the value is automatically assigned.*

*ASK IF WKT\_NUMJBS = 2,3 AND WKT\_ACHRSTOT\_CALC NE 997*

**WKT\_ACHRSTOT\_CHK**

**K16.** And in total, last week, is it correct that (you/NAME) worked [WKT\_ACHRSTOT\_CALC] hours?

1. YES
2. NO

*IF ( MJJ\_MULT = 1 OR ( MJJ\_MULT = 2 & SJB\_TEXT=2) ) THEN ASSIGN WKT\_ACHRSTOT = WKT\_ACHRSTOT\_CALC  
ELSE IF ( WKT\_NUMJBS = 2,3 AND WKT\_ACHRSTOT\_CHK = 1 ) THEN ASSIGN WKT\_ACHRSTOT = WKT\_ACHRSTOT\_CALC  
ELSE ASK IF ( WKT\_NUMJBS = 2,3 AND ( WKT\_ACHRSTOT\_CHK = 2 OR WKT\_ACHRSTOT\_CALC = 997 ) )*

**WKT\_ACHRSTOT**

**K17.** How many hours did (you/NAME) work in total last week?

HOURS IN REF. WEEK

997 DON'T KNOW

*Note for CAPI implementation: The question is not actually asked when MJJ\_MULT = 1 OR ( MJJ\_MULT = 2 & SJB\_TEXT=2) or ( WKT\_NUMJBS = 2,3 & WKT\_ACHRSTOT\_CHK = 1 ) because the value is automatically assigned*

*ASK IF GLO\_EMP=1*

**WKT\_SRH\_OJB**

**K18.** During the last four weeks, that is from [START\_DATE] up to [last END\_DAY/yesterday] did (you/NAME) look for additional or other paid work?

1. YES
2. NO

*NOTE: The option "yesterday" should be displayed when INTREVIEW DAY - 1 = END DAY*

*ASK IF WKT\_USHRSTOT <40*

**WKT\_WNT\_MRH**

**K19.** Would (you/NAME) want to work more hours per week than usually worked, provided the extra hours are paid?

1. YES
2. NO

*NOTE: The threshold may be customized to the national context. In all cases it should not be below 30 hours*

*ASK IF WKT\_WNT\_MRH=1*

**WKT\_AVL\_MRH**

**K20.** Could (you/NAME) start working more hours within the next two weeks?

1. YES
2. NO

*ASK IF WKT\_AVL\_MRH=1*

**WKT\_NUM\_MRH**

**K21.** How many additional hours per week could (you/NAME) work?

\_\_\_\_\_  
ADDITIONAL HOURS PER WEEK

997     DON'T KNOW

**End of Module (WKT)**

### **Section K. WORKING TIME – INADEQUATE EMPLOYMENT SITUATIONS (WKI)**

#### **OBJECTIVE AND SCOPE**

- This module identifies people who want to change their employment situation and, if so, the main reason.
- It can be part of a sequence to identify inadequate employment situations but will not be comprehensive as it focuses only on the main reason. Those looking to study specific mismatches such as skills mismatches would need to add questions to achieve a more comprehensive measure.

#### **IMPLEMENTATION NOTES**

- For all persons in employment.
- For implementation after other questions on working time and those on time-related underemployment.

*ASK IF GLO\_EMP=1*

**WKI\_INAD**

**K22.** (Do/Does) (you/NAME) want to change (your/his/her) current employment situation?

1. YES
2. NO

*ASK IF WKI\_INAD=1*

**WKI\_INAD\_RES**

**K23.** 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. Job promotion opportunity
10. Employer reputation
11. Interesting nature of job
12. Good work-life balance
13. Good career development/progress
14. Gain some work experiences
96. OTHER (SPECIFY): \_\_\_\_\_

**End of Module (WKI)**

### **Section L. JOB SEARCH AND AVAILABILITY (SRH)**

#### **OBJECTIVE AND SCOPE**

- To be asked to persons not employed in the reference week.
- The module serves to identify the unemployed, the potential labour force, persons in long-term unemployment, as well as other groups such as future starters, discouraged job seekers, etc.
- It covers current job search, method of job search, duration of job search, job search in the last 12 months, desire to work, availability to work, reasons for not seeking work, reasons for not being available to work, main activity at present
- It is aligned with the latest international standards on the measurement of work, employment and labour underutilization (19<sup>th</sup> ICLS, 2013).

**SRH\_JOB**

*ASK IF GLO\_EMP=0 & GLO\_OPF=0 & ABS\_WHY NE 01*

**L1A:** During the last four weeks, from [START\_DATE] up to [last END\_DAY/yesterday] did (you/NAME) do anything to find a paid job?

*ASK IF GLO\_EMP=0 & GLO\_OPF=1 & ABS\_WHY NE 01*

**L1B:** During the last four weeks, from [START\_DATE] up to [last END\_DAY/yesterday] did (you/NAME) look for additional or other paid work?

1. YES
2. NO

*NOTE: The option "yesterday" should be displayed when INTREVIEW DAY - 1 = END DAY*

**SRH\_BUS**

*ASK IF GLO\_EMP=0 & GLO\_OPF=0 & SRH\_JOB=2*

**L2A:** Or did (you/NAME) try to start a business?

*ASK IF GLO\_EMP=0 & GLO\_OPF=1 & SRH\_JOB=2*

**L2B:** Or did (you/NAME) try to start another activity to generate income, a business for example?

1. YES
2. NO

*ASK IF (SRH\_JOB=1 OR SRH\_BUS=1)*

**SRH\_MTD**

**L3.** What did (you/NAME) mainly do in the last four weeks to (find a paid job/start a business)?

01. APPLY TO PROSPECTIVE EMPLOYERS
02. PLACE OR ANSWER JOB ADVERTISEMENTS
03. STUDY OR READ JOB ADVERTISEMENTS
04. POST/UPDATE RESUME ON PROFESSIONAL/SOCIAL NETWORKING SITES ONLINE
05. REGISTER WITH [NATIONAL EMPLOYMENT AGENCY OR JOB CENTERS]
06. REGISTER WITH PRIVATE EMPLOYMENT CENTER
07. TAKE A TEST OR INTERVIEW
08. SEEK HELP FROM RELATIVES, FRIENDS, OTHERS
09. CHECK AT FACTORIES, WORK SITES
10. WAIT ON THE STREET TO BE RECRUITED
11. SEEK FINANCIAL HELP TO START A BUSINESS
12. LOOK FOR LAND, BUILDING, EQUIPMENT, MATERIALS TO START A BUSINESS
13. APPLY FOR PERMIT OR LICENSE TO START A BUSINESS
96. OTHER (SPECIFY): \_\_\_\_\_

*NOTE: The string (find a paid job/start a business) depends on answers to SRH\_JOB and SRH\_BUS*

*ASK IF SRH\_MTD=03*

**SRH\_ACT**

**L4.** 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

*NOTE: The string (find a paid job/start a business) depends on answers to SRH\_JOB and SRH\_BUS*

*ASK IF SRH\_ACT=1*

**SRH\_OTH**

L5. What else did (you/NAME) do?

01. APPLY TO PROSPECTIVE EMPLOYERS
02. PLACE OR ANSWER JOB ADVERTISEMENTS
03. RESEARCH OR READ JOB ADVERTISEMENTS.
04. POST/UPDATE RESUME ON PROFESSIONAL/SOCIAL NETWORKING SITES ONLINE
05. REGISTER WITH [NATIONAL EMPLOYMENT AGENCY OR JOB CENTERS]
06. REGISTER WITH PRIVATE EMPLOYMENT CENTER
07. TAKE A TEST OR INTERVIEW
08. SEEK HELP FROM RELATIVES, FRIENDS, OTHERS
09. CHECK AT FACTORIES, WORK SITES
10. WAIT ON THE STREET TO BE RECRUITED
11. SEEK FINANCIAL HELP TO START A BUSINESS
12. LOOK FOR LAND, BUILDING, EQUIPMENT, MATERIALS TO START A BUSINESS
13. APPLY FOR PERMIT OR LICENSE TO START A BUSINESS
99. attended job counselling session provided by job counsellors
96. OTHER (SPECIFY):

*ASK IF (SRH\_JOB=1 OR SRH\_BUS=1)*

**SRH\_DUR**

L6. For how long (have/has) (you/NAME) been without work and trying to find a paid job or start a business?

1. LESS THAN 1 MONTH
2. ONE MONTH TO < 3 MONTHS
3. THREE MONTHS TO < 6 MONTHS
4. SIX MONTHS TO < 12 MONTHS
5. ONE YEAR TO < 2 YEARS
6. TWO YEARS OR MORE

*ASK IF SRH\_BUS=2*

**SRH\_YER**

L7. At any time in the last 12 months, that is since [CURRENT MONTH -12, YY] up to last month did (you/NAME) look for a paid job or try to start a business?

1. YES
2. NO

*ASK IF SRH\_BUS=2*

**SRH\_DES**

L8. At present, (do/does) (you/NAME) want to work?

1. YES
2. NO

*ASK IF SRH\_DES =1*

**SRH\_DWY**

L9. 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
02. AWAITING RECALL FROM A PREVIOUS JOB
03. WAITING FOR THE SEASON TO START
04. WAITING TO START NEW JOB OR BUSINESS
05. TIRED OF LOOKING FOR JOBS, NO JOBS IN AREA
06. NO JOBS MATCHING SKILLS, LACKS EXPERIENCE
07. CONSIDERED TOO YOUNG/OLD BY EMPLOYERS
08. IN STUDIES, TRAINING
09. FAMILY / HOUSEHOLD RESPONSIBILITIES
10. IN AGRICULTURE / FISHING FOR FAMILY USE
11. OWN DISABILITY, INJURY, ILLNESS
12. RETIRED, PENSIONER,
13. OTHER SOURCES OF INCOME
14. Too old/too young
99. TRAINING AND APRENTICESHIP
98. Childcare/ Care for elderly member
96. OTHER (SPECIFY):

**SRH\_FTR**

*ASK IF (GLO\_EMP=0 & ABS\_WHY=01)*

L10A: You told me earlier that (you/NAME) expect(s) to start working in a new job or business. How soon (do/does) (you/NAME) expect to start working in this new job or business?

*ASK IF SRH\_DWY=04*

**L10B:** How soon (do/does) (you/NAME) expect to start working in this new job or business?

1. ONE MONTH OR LESS
2. MORE THAN ONE MONTH AND UP TO THREE MONTHS
3. MORE THAN THREE MONTHS

*ASK IF SRH\_DWY=04 OR (GLO\_EMP=0 & ABS\_WHY=01)*

**SRH\_FAN**

**L11.** If it depended on (you/NAME), could (you/NAME) have started working last week in this new job or business?

1. YES
2. NO

*ASK IF (SRH\_JOB=1 OR SRH\_BUS=1 OR (SRH\_DES=1 & SRH\_DWY NE 04))*

**SRH\_AVN**

**L12.** If a job or business opportunity had been available, could (you/NAME) have started working last week?

1. YES
2. NO

*ASK IF (SRH\_FAN=2 OR SRH\_AVN=2)*

**SRH\_AVL**

**L13.** Or, could (you/NAME) start working within the next two weeks?

1. YES
2. NO

*ASK IF SRH\_AVL=2*

**SRH\_NAR**

**L14.** 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. RETIRED, PENSIONER
7. OWN DISABILITY, INJURY, ILLNESS
99. TRAINING AND APRENTICESHIP
98. Childcare/ Care for elderly member
96. OTHER (SPECIFY):

*ASK IF SRH\_DES =2*

**SRH\_MAC**

**L15.** 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
98. Childcare/ Care for elderly member
99. TRAINING AND APRENTICESHIP
96. OTHER (SPECIFY):

**End of Module (SRH)**

## Section M. OWN USE PRODUCTION OF CROPS (OPC)

### OBJECTIVE AND SCOPE

- The module captures participation and actual hours worked in the reference week producing foodstuff from crop farming.
- Part of the identification of subsistence foodstuff producers.
- It is aligned with the latest international standards on the measurement of working time (18<sup>th</sup> ICLS, 2008), and on the measurement of work, employment and labour underutilization (19<sup>th</sup> ICLS, 2013).

### IMPLEMENTATION NOTES

- To be asked to all working age persons who did not report work in agriculture in module AFG.
- The questions should be adapted to include nationally relevant examples.

*ASK IF ( GLO\_WAP=1 & GLO\_OPF=0 )*

#### OPC\_INTRO

The next questions are about activities that (you/NAME) may have done, without pay, to produce food mainly for consumption by the household or family.

*ASK IF ( GLO\_WAP=1 & GLO\_OPF=0 )*

#### OPC\_HCROP

**M1.** Last week, from [START\_DAY] up to [last END\_DAY/yesterday], did (you/NAME) plant, maintain or harvest any crops, vegetables or fruits?

1. YES
2. NO

*NOTE: The option "yesterday" should be displayed when INTREVIEW DAY - 1 = END DAY*

*ASK IF (OPC\_HCROP=1)*

#### OPC\_HPROD

**M2.** What are the main crops, vegetables or fruits that (you/NAME) (were/was) working on mainly for consumption by your household or family? (for example: *[cassava, rice, ...]*)

\_\_\_\_\_

MAIN CROPS

\_\_\_\_\_

ISIC CODE

(ENTER 9999 FOR DON'T KNOW AND ENTER LATER)

*ASK IF (OPC\_HCROP=1)*

#### OPC\_HDAY

**M3.** On how many days did (you/NAME) do this work last week?

\_\_\_\_\_

DAYS IN REF. WEEK

*ASK IF (OPC\_HCROP=1)*

#### OPC\_HHRS

**M4.** How many hours per day did (you/NAME) spend doing this last week?

\_\_\_\_\_

HOURS PER DAY

97      DON'T KNOW

**End of Module (OPC)**

## Section N. OWN USE PRODUCTION OF NON-CROP FOODSTUFF (OPF)

### OBJECTIVE AND SCOPE

- The module captures participation and actual hours worked in the reference week producing foodstuff from agriculture, fishing, hunting and gathering.
- It serves to identify subsistence foodstuff producers.
- It is aligned with the latest international standards on the measurement of working time (18<sup>th</sup> ICLS, 2008), and on the measurement of work, employment and labour underutilization (19<sup>th</sup> ICLS, 2013).

### IMPLEMENTATION NOTES

- To be asked to all working age persons who did not report work in agriculture in module AFG.
- The questions should be adapted to include nationally relevant examples.

### OPF\_HFOOD

*ASK IF ( GLO\_WAP=1 & GLO\_OPF=0)*

**N1A.** (And/Or) did (you/NAME) do any of the following to produce food for the family, last week, such as..?

*READ AND MARK ALL THAT APPLY*

- Raise or tend farm animals such as [sheep, goats, chicken...]
- Go fishing or collecting shellfish
- Gather wild food such as [mushrooms, berries, herbs...]
- Go hunting for [bush meat...]
- Prepare preserved food or drinks for storage such as [flour, dried fish, butter, cheese, ...]
- NONE OF THE ABOVE

*ASK IF ( GLO\_WAP=1 & GLO\_OPF=1)*

**N1B.** In addition to what you have told me, last week, from [START\_DAY] up to [last END\_DAY/yesterday], did (you/NAME) do any of the following activities to produce food mainly for consumption by the household or family...?

*READ AND MARK ALL THAT APPLY*

- Gather wild food such as [mushrooms, berries, herbs...]
- Go hunting for [bush meat...]
- Prepare preserved food or drinks for storage such as [flour, dried fish, butter, cheese, ...]
- NONE OF THE ABOVE

*NOTE: The option “yesterday” should be displayed when INTREVIEW DAY – 1 = END\_DAY  
String (And/Or) depends on answers to OPC\_HCROP.*

*ASK IF ( OPF\_HFOOD=a-e)*

### OPF\_HDAY

*ASK IF (SINGLE ANSWER IN OPF\_HFOOD)*

**N2A.** On how many days did (you/NAME) [FOOD\_STRING] last week?

*ASK IF (MULTIPLE ANSWERS IN OPF\_HFOOD)*

**N2B.** Thinking about the different activities you just told me (you/NAME) did, last week, on how many days did (you/he/she) do this work?

\_\_\_\_\_ DAYS IN REF. WEEK

*NOTE: Replace FOOD\_STRING with the corresponding phrase highlighted in OPF\_HFOOD*

*ASK IF ( OPF\_HFOOD=a-e)*

### OPF\_HHRS

**N3.** How many hours per day did (you/NAME) spend doing this last week in total?

\_\_\_\_\_ HOURS PER DAY

97      DON'T KNOW

**End of Module (OPF)**

## Section O. OWN USE PRODUCTION OF GOODS –CONSTRUCTION (BLDG)

### OBJECTIVE AND SCOPE

- This module captures participation and actual hours spent in the reference week doing unpaid construction, renovation or major repair of the household dwelling/premises or helping family members living in other

<p>households with similar work.</p> <ul style="list-style-type: none"> <li>• Part of the sequence of questions to fully identify own-use producers of goods.</li> <li>• It is aligned with the international standards on the measurement of working time (18<sup>th</sup> ICLS, 2008), and the measurement of work, employment and labour underutilization (19<sup>th</sup> ICLS, 2013).</li> </ul>
<p><b>IMPLEMENTATION NOTES</b></p> <ul style="list-style-type: none"> <li>• To be asked to all working age persons, regardless of whether they are employed, unemployed or outside the labour force.</li> <li>• This module should be combined with additional modules available in the ILO LFS toolkit to fully capture participation in own-use production goods, as per national relevance. Other relevant modules include: <ul style="list-style-type: none"> <li>○ OPF: Own-use production of foodstuff</li> <li>○ MNF: Manufacture of non-food items for household use(clothes, furniture, mats, pots)</li> <li>○ WTR: fetching water from natural and other sources</li> <li>○ FIR: collecting and/or processing for storage mining and forestry products, including firewood and other fuels</li> </ul> </li> <li>• The questions should be further adapted to include nationally relevant examples.</li> </ul>
<p><i>ASK IF GLO_WAP=1</i>  <b>BLD_OPG</b>  <b>O1.</b> Last week, did (you/NAME) do any construction work to build, renovate or extend the family home or help a family member with similar work?  1. YES  2. NO</p>
<p><i>ASK IF BLD_OPG=1</i>  <b>BLD_OPG_HRS</b>  <b>O2.</b> How many hours did (you/NAME) spend doing this last week?</p> <p style="text-align: center;">_____  HOURS IN REF. WEEK</p> <p style="text-align: center;">997      DON'T KNOW</p>
<p><b>End of Module (BLDG)</b></p>
<p><b>Section O.OWN USE PRODUCTION OF GOODS –MANUFACTURE (MNF)</b></p>
<p><b>OBJECTIVE AND SCOPE</b></p> <ul style="list-style-type: none"> <li>• This set of modules captures participation and actual hours spent in the reference week producing non-food items for household use such as clothes, furniture, mats, pots for final use by the household or by family members living in another household.</li> <li>• Part of the sequence of questions to fully identify own-use producers of goods.</li> <li>• It is aligned with the international standards on the measurement of working time (18<sup>th</sup> ICLS, 2008), and the measurement of work, employment and labour underutilization (19<sup>th</sup> ICLS, 2013).</li> </ul>
<p><b>IMPLEMENTATION NOTES</b></p> <ul style="list-style-type: none"> <li>• To be asked to all working age persons, regardless of whether they are employed, unemployed or outside the labour force.</li> <li>• This module should be combined with additional modules available in the ILO LFS toolkit to fully capture participation in own-use production goods, as per national relevance. Other relevant modules include: <ul style="list-style-type: none"> <li>○ OPF: Own-use production of foodstuff</li> <li>○ BLDG: Construction, renovation or major repair of the household dwelling/premises;</li> <li>○ WTR: fetching water from natural and other sources</li> <li>○ FIR: collecting and/or processing for storage mining and forestry products, including firewood and other fuels</li> </ul> </li> <li>• The questions should be further adapted to include nationally relevant examples.</li> </ul>
<p><i>ASK IF GLO_WAP=1</i>  <b>MNF_OPG</b>  <b>O3.</b> 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</p>
<p><i>ASK IF MNF_OPG=1</i>  <b>MNF_OPG_HRS</b>  <b>O4.</b> How many hours did (you/NAME) spend on these activities last week?</p>

HOURS IN REF. WEEK

997 DON'T KNOW

**End of Module (MNF)**

**Section O. OWN USE PRODUCTION OF GOODS –FETCHING WATER (WTR)**

**OBJECTIVE AND SCOPE**

- This set of modules captures participation and actual hours spent in the reference week fetching water from natural and other sources for final use by the household or by family members living in another household.
- Part of the sequence of questions to fully identify own-use producers of goods.
- It is aligned with the international standards on the measurement of working time (18<sup>th</sup> ICLS, 2008), and the measurement of work, employment and labour underutilization (19<sup>th</sup> ICLS, 2013).

**IMPLEMENTATION NOTES**

- To be asked to all working age persons, regardless of whether they are employed, unemployed or outside the labour force.
- This module should be combined with additional modules available in the ILO LFS toolkit to fully capture participation in own-use production goods, as per national relevance. Other relevant modules include:
  - OPF: Own-use production of foodstuff
  - BLDG: Construction, renovation or major repair of the household dwelling/premises;
  - MNF: Manufacture of non-food items for household use such as clothes, furniture, mats, pots (MNF)
  - FIR: collecting and/or processing for storage mining and forestry products, including firewood and other fuels
- The questions should be further adapted to include nationally relevant examples.

*ASK IF GLO\_WAP=1*

**WTR\_OPG**

- O5.** Last week, did (you/NAME) fetch water from natural or public sources for use by your household or family?
1. YES
  2. NO

*ASK IF WTR\_OPG=1*

**WTR\_OPG\_HRS**

- O6.** How many hours did (you/NAME) spend fetching water last week?

HOURS IN REF. WEEK

997 DON'T KNOW

**End of Module (WTR)**

**Section O. OWN USE PRODUCTION OF GOOD –COLLECTING FIREWOOD (FIRE)**

**OBJECTIVE AND SCOPE**

- This set of modules captures participation and actual hours spent in the reference week collecting and/or processing for storage mining and forestry products, including firewood and other fuels for final use by the household or by family members living in another household.
- Part of the sequence of questions to fully identify own-use producers of goods.
- It is aligned with the international standards on the measurement of working time (18<sup>th</sup> ICLS, 2008), and the measurement of work, employment and labour underutilization (19<sup>th</sup> ICLS, 2013).

**IMPLEMENTATION NOTES**

- To be asked to all working age persons, regardless of whether they are employed, unemployed or outside the labour force.
- This module should be combined with additional modules available in the ILO LFS toolkit to fully capture participation in own-use production goods, as per national relevance. Other relevant modules include:
  - OPF: Own-use production of foodstuff
  - BLDG: Construction, renovation or major repair of the household dwelling/premises;
  - MNF: Manufacture of non-food items for household use such as clothes, furniture, mats, pots (MNF)
  - WTR: fetching water from natural and other sources
- The questions should be further adapted to include nationally relevant examples.

*ASK IF GLO\_WAP=1*

<p><b>FIR_OPG</b>  <b>O7.</b> Last week, did (you/NAME) collect any firewood [or other natural products] for use as fuel by your household or family?</p> <p>1. YES  2. NO</p>
<p><i>ASK IF FIR_OPG=1</i>  <b>FIR_OPG_HRS</b>  <b>O8.</b> Last week, how many hours did (you/NAME) spend collecting firewood [or other natural products]?</p> <p>_____</p> <p>HOURS IN REF. WEEK</p> <p>997      DON'T KNOW</p>
<p><b>End of Module (FIRE)</b></p>

Section P. Unpaid Care Works (UCW)
<p><b>OBJECTIVE AND SCOPE</b></p> <ul style="list-style-type: none"> <li>To measure the time and type of unpaid caregiving and household work performed by individuals, including care for children, elderly, and persons with disabilities, as well as domestic chores.</li> <li>To assess how these responsibilities impact participation in paid work, including limitations on job choices, work performance, and availability for employment.</li> <li>This module covers both employed and unemployed respondents aged 15 and above.</li> </ul>
<p><b>IMPLEMENTATION NOTES</b></p> <ul style="list-style-type: none"> <li>To be asked to all Labour force persons who has 15-year-old and over.</li> <li>The questions should be adapted to include nationally relevant examples.</li> </ul>
<p><i>ASK IF ASK IF GLO_EMP=0 &amp; GLO_EMP=1 and DEM_AGE &gt;=15</i>  <b>HH_CAREGIVE</b>  <b>P1.</b> Last week, did you provide any care giving (bathing, feeding, cleaning,...) to children/elderly people/ people with disability or other dependents in your household?</p> <p>1. YES  2. NO End/ Next Person</p>
<p><i>ASK IF HH_CAREGIVE=1</i>  <b>HH_CAREGIVE_TYP</b>  <b>P2.</b> If yes, please specify</p> <p>1. Childcare  2. Care for elderly member  3. Care for member with disability  4. Other (Spacifile).....</p>
<p><i>ASK IF HH_CAREGIVE=1</i>  <b>HH_CAREGIVE_HRS</b>  <b>P3.</b> Last week, how many hours did you spend on caregiving activities?</p> <p>_____</p> <p>HOURS PER WEEK</p>
<p><i>ASK IF HH_CAREGIVE=1</i>  <b>HH_CHORES_YN</b>  <b>P4.</b> Last week, did you do the household chores such as cleaning, washing, cooking, shopping for food in your household?</p> <p>1. YES  2. NO (next person)</p>
<p><i>ASK IF HH_CAREGIVE=1</i>  <b>HH_CHORES_YN</b>  <b>P5.</b> Last week, how many hours did you spend on those household chores?</p> <p>_____</p> <p>HOURS PER WEEK</p>
<p><i>ASK IF HH_CAREGIVE=1</i></p>

**HH\_CHORES\_HRS****P6.** Do household chores and care responsibilities affect your ability to participate in any paid work?

1. YES
2. NO

*ASK IF HH\_CAREGIVE=1***UNPD\_WORK\_LIMIT\_TYP****P7.** If yes, how do it affect?

1. Cannot work
2. Work nearby home
3. Limit the choices of work
4. Lower performance
5. Absence often
6. OTHER (SPECIFY): \_\_\_\_\_

**End of Module (UCW)****Section Q. SKILL AND QUALIFICATION MISMATCH****OBJECTIVE AND SCOPE**

- To be asked to all employed persons in the reference week.
- To estimate the number of matched/overskilled/underskilled or matched/overqualification/underqualification
- This module aims to collect information about qualifications, work experience and skills needed and the extent to which they correspond to respondent's own qualifications, work experience and skills.
- Questions are aligned with the international guidelines concerning measurement of qualifications and skills mismatches of persons in employment adopted by the 20th ICLS in 2018

**IMPLEMENTATION NOTES**

- Ask all household members of working age that are employed
- Cover main job/business

*ASK IF MJJ\_EMP\_REL=1,2 & DEM\_AGE =15-45***MLVT8****Q1.** In your view, what level of education is needed for (you/NAME) to carry out the current job/business?

- 97 = DON'T KNOW
- 88 = No class completed
- 98 = Never attend school
- 99. No need
- 00 = Pre-school/Kindergarten
- 01 = Class one completed
- 02 = Class two completed...
- .
- .
- .
- .
- 11 = Class eleven completed
- 12 = Class twelve completed without certificate
- 13 = Lower education certificate (diploma)
- 14 = Higher education certificate (BacII)
- 15 = Technical/vocational pre-secondary diploma/certificate
- 16 = Technical/vocational post-secondary diploma/certificate
- 17 = College/university undergraduate but no degree
- 18 = Bachelor degree (B.A., BSc, etc.)
- 19 = Masters degree (M.A., MSc, etc)
- 20 = Doctorate degree (PhD)
- 21 = Other (Specify)

*ASK IF (MJJ\_EMP\_REL=1,2) & DEM\_AGE =15-45 & MLVT7 >=07***MLVT9****Q2.** In your view, what field of study is needed for (you/NAME) to carry out the main job/business?

1. General programmes
2. Education
3. Arts and humanities
4. Social sciences, journalism and information
5. Business, administration and law

6. Natural sciences, mathematics and statistics
7. Information and Communication Technologies (ICTs)
8. Engineering, manufacturing and construction
9. Agriculture, forestry, fisheries and veterinary
10. Health and welfare
11. Services
12. No field of study is required
13. [Other (please specify:.....)]

*ASK IF (MJJ\_EMP\_REL=1,2) & DEM\_AGE =15-45*

**MLVT10**

**Q3.**In your view, what is the minimum length of work experience needed for (you/NAME) to carry out the main job/business?

1. Less than 1 month
2. At least 1 month, but less than 3 months
3. At least 3 months, but less than 1 year
4. At least 1 year but less than 3 years
5. At least 3 years but less than 6 years
6. [More than 6 years]
- 97 DON'T KNOW

*ASK IF (MJJ\_EMP\_REL=1,2) & DEM\_AGE =15-45*

**MLVT11**

**Q4.**How much work experience (do/does) (you/NAME) have?

1. Less than 1 month
2. At least 1 month, but less than 3 months
3. At least 3 months, but less than 1 year
4. At least 1 year but less than 3 years
5. At least 3 years but less than 6 years
6. [More than 6 years]
- 97 DON'T KNOW

*ASK IF (MJJ\_EMP\_REL=1,2) & DEM\_AGE =15-45*

**MLVT12**

**Q5.** Which of the following statements best describes (your/NAME's) skills in relation to what is needed for main job/business?

1. My skills (level and range of skills) correspond to the skills needed
2. I have skills to carry out more complex tasks and duties
3. My skills need to be further developed to cope with some of the tasks and duties of my job/business
- 97 Don't know

*ASK IF (MJJ\_EMP\_REL=1,2) & DEM\_AGE =15-45*

**MLVT13**

**Q6.** In your view, which of the following types of skills are needed for (you/NAME) to carry out the current job/business?

- a. Technical skills
  - b. Literacy skills
  - c. Numeracy skills
  - d. Computer skills
  - e. Foreign Language skills
  - f. [Problem solving skills]
  - g. [Communication and presentation skills]
  - h. [Team-working skills]
  - i. [Customer handling skills]
  - j. Physical skills (strength and/or dexterity)
  - k. Other skills \_\_\_\_\_
  - 97 DON'T KNOW
  98. DON'T NEED
1. Yes
  2. No
  - 97 DON'T KNOW

**MLVT15**

**Q8.**

*ASK IF(MJJ\_EMP\_REL=1,2) & DEM\_AGE =15-45 & MLVT12a=1*

**MLVT15a.** In your view, what level of technical skill is needed for (you/NAME) to carry out the current job/business?

*ASK IF(MJJ\_EMP\_REL=1,2) & DEM\_AGE =15-45 & MLVT12b=1*

**MLVT15b.** In your view, what level of literacy skill is needed for (you/NAME) to carry out the current job/business?

*ASK IF(MJJ\_EMP\_REL=1,2) & DEM\_AGE =15-45 & MLVT12c=1*

**MLVT15c.** In your view, what level of numeracy skill is needed for (you/NAME) to carry out the current job/business?

*ASK IF(MJJ\_EMP\_REL=1,2) & DEM\_AGE =15-45 & MLVT12d=1*

**MLVT15d.** In your view, what level of computer skill is needed for (you/NAME) to carry out the current job/business?

*ASK IF(MJJ\_EMP\_REL=1,2) & DEM\_AGE =15-45 & MLVT12e=1*

**MLVT15e.** In your view, what level of foreign language skill is needed for (you/NAME) to carry out the current job/business?

*ASK IF(MJJ\_EMP\_REL=1,2) & DEM\_AGE =15-45 & MLVT12f=1*

**MLVT15f.** In your view, what level of problem-solving skill is needed for (you/NAME) to carry out the current job/business?

*ASK IF(MJJ\_EMP\_REL=1,2) & DEM\_AGE =15-45 & MLVT12g=1*

**MLVT15g.** In your view, what level of communication and presentation skill is needed for (you/NAME) to carry out the current job/business?

*ASK IF(MJJ\_EMP\_REL=1,2) & DEM\_AGE =15-45 & MLVT12h=1*

**MLVT15h.** In your view, what level of team-working skill is needed for (you/NAME) to carry out the current job/business?

*ASK IF(MJJ\_EMP\_REL=1,2) & DEM\_AGE =15-45 & MLVT12i=1*

**MLVT15i.** In your view, what level of customer handling skill is needed for (you/NAME) to carry out the current job/business?

*ASK IF(MJJ\_EMP\_REL=1,2) & DEM\_AGE =15-45 & MLVT12j=1*

**MLVT15j.** In your view, what level of physical skills (strength and/or dexterity) is needed for (you/NAME) to carry out the current job/business?

*ASK IF(MJJ\_EMP\_REL=1,2) & DEM\_AGE =15-45 & MLVT12k=1*

**MLVT15k.** In your view, what level of [other skill] is needed for (you/NAME) to carry out the current job/business?

1. Basic level
2. Intermediate level
3. Advanced level

**MLVT16**

**Q9.**

*ASK IF (MJJ\_EMP\_REL=1,2) & DEM\_AGE =15-45*

**MLVT14a.** In your view, what is (your/NAME's) level of technical skill?

**MLVT14b.** In your view, what is (your/NAME's) level of literacy skill?

**MLVT14c.** In your view, what is (your/NAME's) level of numeracy skill?

**MLVT14d.** In your view, what is (your/NAME's) level of computer skill?

**MLVT14e.** In your view, what is (your/NAME's) level of foreign language skill?

1. Basic level
2. Intermediate level

3. Advanced level
4. Do not have these skills

**MLVT16**

**Q9.**

*ASK IF (MJJ\_EMP\_REL=1,2) & DEM\_AGE =15-45*

**MLVT15a.** How would you describe (your/NAME's) ability to apply problem-solving skill in the main job/business?

**MLVT15b.** How would you describe (your/NAME's) ability to apply communication and presentation skill in the main job/business?

**MLVT15c.** How would you describe (your/NAME's) ability to apply team-working skill in the main job/business?

**MLVT15d.** How would you describe (your/NAME's) ability to apply customer handling skill in the main job/business?

**MLVT15e.** How would you describe (your/NAME's) ability to apply physical skills (strength and/or dexterity) in the main job/business?

**MLVT15f.** How would you describe (your/NAME's) ability to apply other skills in the main job/business?

1. Skills are adequate
2. skills are higher
3. My skills need to be further developed

*ASK IF (MJJ\_EMP\_REL=1,2) & DEM\_AGE =15-45*

**MLVT17a**

**Q10a.** Is (you/NAME) first job and does continue in it?

1. Yes **SKIP TO Q13a**
2. No

*ASK IF MLVT16a=2*

**MLVT17**

**Q10.** What kind of previous work did (you/NAME) do?

**MLVT\_PRE\_OCC\_TLE** \_\_\_\_\_  
(OCCUPATIONAL TITLE, IF ANY)

(e.g. . [Street seller; commercial or mainly market oriented farmer; primary school teacher; registered nurse; domestic worker; truck driver])

**MLVT\_PRE\_OCC\_MTD** \_\_\_\_\_  
(MAIN TASKS AND DUTIES)

(e.g. [Breed, raise and sell cattle; Patrol the streets; Plan and prepare meals; Teach children how to read and write])

*ASK IF MLVT16a=2*

**MLVT 18**

**Q11.** Why did (you/NAME) decide to leave the previous job? (Please select all that apply)

- a. Job not suited qualification and skills
- b. Change career direction
- c. Looking for a different work environment
- d. Seeking good pay and benefits
- e. Wanting a healthier work-life balance
- f. Seeking more career development/progress
- g. Feeling burnt out in the previous role
- h. Relocating to a new area for personal or family reasons
- i. Far from home
- j. This is my first job
- k. Others (Please specified.....)

1. Yes
2. No

*ASK IF MLVT17a=1 & WKI\_INAD =1*

**Q12a.** (you/NAME) reporting for him/herself?

1. Yes
2. No **SKIP TO Q14**

*ASK IF Q12a =1 & WKI\_INAD =1*

**JOB\_DISC**

**Q12.** In the future, what kind of job would (you/he/she) like to do? (**Do not ask if a proxy respondent is answering**)

**PRE\_OCC\_TLE** \_\_\_\_\_

(OCCUPATIONAL TITLE, IF ANY)

(e.g. . [Street seller; commercial or mainly market oriented farmer; primary school teacher; registered nurse; domestic worker; truck driver])

**PRE\_OCC\_MTD** \_\_\_\_\_

(MAIN TASKS AND DUTIES)

(e.g. [Breed, raise and sell cattle; Patrol the streets; Plan and prepare meals; Teach children how to read and write])

*ASK IF Q12a=2*

**SKL\_TRAIN\_ATTEN**

**Q13.** Have (you/NAME) ever attended any training or course to learn a specific skill or trade for improve (your/NAME) skill job?

1. Yes, formal training (school, vocational center, university, etc.)
2. Yes, informal training (apprenticeship, on-the-job, from family, etc.)
3. No, never attended any skill training
97. DON'T KNOW

*ASK IF Q12a=2*

**SKL\_TRAIN\_12MO**

**Q14.** In the last 12 months, have (your/NAME) participated in any training program to improve (your/NAME) skills?

1. Yes, completed a training
2. Yes, still attending training
3. No, but interested
4. No, not interested
5. No, not aware of any training opportunities
- 97.DON'T KNOW

**End of Module**