



The Royal Government of Cambodia
Ministry of Planning
NATIONAL INSTITUTE OF STATISTICS

LFS Cambodia No. 2

LABOR FORCE SURVEY OF CAMBODIA

November 2001

Sponsored by the Asian Development Bank
through the Statistical System
Development Project-Phase 3
(TA 3293/CAM)

Foreword

This publication presents the results of the Labor Force Survey (LFS) of Cambodia conducted in November 2001. This survey aimed to gather information on the current level and composition of the supply of labor, employment, unemployment and underemployment in the country.

The LFS of Cambodia is the second of the series of nationwide labor force survey conducted by the National Institute of Statistics of the Ministry of Planning.

My sincere thanks are due to the Asian Development Bank, Manila for sponsoring this survey through the Statistical System Development Project Phase 3 (TA 3293/CAM).

Chhay Than
Minister of Planning

Ministry of Planning
Phnom Penh, Cambodia
July 2002

Preface

The November 2001 Labor Force Survey of Cambodia is the second of the series of the nationwide labor force survey aimed to provide indicators on the growing workforce in the country.

The survey adopted a two-stage sampling approach with villages as the primary sampling units and households as the secondary sampling units. It covered a sample of 500 villages and 5,000 households.

I gratefully acknowledge the sponsor of this survey, the Asian Development Bank (ADB). I would especially like to thank Dr. V.N. Gnanathurai, Assistant Chief Economist and Dr. Bishnu Dev Pant of Development Indicators and Policy Research Division, Economic Research Department, ADB and Ms. G. Cubinar, Survey Management and Methodology Consultant for their support. I also acknowledge the dedication and enthusiasm of NIS officers and staffs who were involved in this activity, as well as our respondents, without whose cooperation would not have made this survey successful. Thanks are also due to Mr. Zia Abbassi for his invaluable comments.

To the Minister of Planning, H.E. Chhay Than, Secretary of State in charge of statistics, H.E. Lay Prohas, Under Secretary of State, H.E. Ouk Chay for their support to this project, we give our heartfelt gratitude.

San Sy Than
Director

LABOR FORCE SURVEY OF CAMBODIA

Statistics at a Glance

Key Indicators	November 2001		November 2000	
Labor Force Population 10 Years Old and Over (in '000)	6,359.2		5,408.8	
Labor Force Participation Rate (%)	71.7		65.2	
Employment (in '000)	6,243.3		5,275.2	
Employment Rate (%)	98.2		97.5	
Agriculture, Fishery and Forestry('000)	4,384.2	70.2%	3,889.0	73.7%
Industry ('000)	656.2	10.5%	444.2	8.4%
Trade and Services ('000)	1,202.9	19.3%	941.9	17.9%
Own Account/Employer ('000)	2,551.1	40.9%	2,177.3	41.3%
Employee ('000)	1,013.6	16.2%	803.0	15.2%
Unpaid Family Workers ('000)	2,672.0	42.8%	2,288.6	43.4%
Others ('000)	6.6	0.1%	6.2	0.1%
Legislators, Senior Officials, Managers and Professionals ('000)	112.1	1.8%	93.5	1.8%
Technicians and Clerks ('000)	143.2	2.3%	131.5	2.5%
Service, Shop and Market Sales ('000)	631.6	10.1%	469.1	8.9%
Agricultural and Fishery Workers ('000)	4,180.4	67.0%	3,819.8	72.4%
Craft and Related Trades Workers ('000)	488.0	7.8%	341.6	6.5%
Plant and Machine Operators/Assemblers ('000)	208.9	3.3%	134.0	2.5%
Elementary Occupations ('000)	440.4	7.1%	229.3	4.3%
Armed Forces ('000)	38.8	0.6%	56.4	1.1%
Unemployment (in '000)	115.8		133.6	
Unemployment Rate (%)	1.8		2.5	
Underemployment (in '000)	2,376.1		1,473.5	
Underemployment Rate (%)	38.1		27.9	

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1. INTRODUCTION

The Labor Force Survey (LFS) of Cambodia conducted in November 2001 is the second of the series of nationwide labor force surveys. Its primary purpose was to gather data on labor force and employment levels and structures needed for national accounts estimation. The results of the survey are intended for national account estimation and for providing a quantitative framework for planning and policy formulation affecting the labor market.

The Asian Development Bank through the Statistical System Development Project Phase 3 (TA 3293/CAM) sponsored this survey and it was implemented by the National Institute of Statistics (NIS) of the Ministry of Planning.

Scope and Coverage

The survey involved the collection of data on the demographic and economic characteristics of the population. It covered 500 sample villages or a total of 5000 sample households nationwide.

The scope of the survey with respect to items of information is as follows:

1. Part I - For all persons

- a) Relationship to Household Head
- b) Age
- c) Sex

2. Part II - For Persons 10 Years and Over

- a) Education (Current School Attendance and Highest Educational Attainment)
- b) Current Activity (Past Week)
- c) Primary Occupation
- d) Economic Activity or Industry
- e) Nature and Status of Employment
- f) Remuneration, Earnings and Commissions Received
- g) Hours Worked
- h) Availability for /Seeking Additional Work
- i) Reasons for not Being Available for Work

Sampling Design

The LFS adopted a stratified two-stage systematic sampling design with villages as the primary sampling units (PSUs) and households as secondary sampling units (SSUs).

The sample consisted of 500 villages sampled from 12,739 villages in Cambodia. Then from each sample village, a fix sample of 10 households was taken using circular systematic

sampling with a random start. Table 1 showed the number of villages from the 1999 CSES truncated frame and the number of sample villages by province.

Table 1. Number of Villages in the 1999 CSES Truncated Frame and Number of Sample Villages by Province for 2001 Labor Force Survey: Cambodia

Province Code	Province	Number of Villages	
		N_h	n_h
00	Cambodia	12,739	500
01	Banteay Meanchey	544	22
02	Battambang	545	23
03	Kampong Cham	1,618	47
04	Kampong Chhnang	533	17
05	Kampong Speu	1,103	36
06	Kampong Thom	706	25
07	Kampot	460	14
08	Kandal	1,087	31
09	Koh Kong	89	4
10	Kratie	255	16
11	Mondul Kiri	98	4
12	Phnom Penh	637	68
13	Preah Vihear	204	10
14	Prey Veng	1,136	35
15	Pursat	464	21
16	Rattanak Kiri	225	7
17	Siem Reap	854	32
18	Sihanouk Ville	79	12
19	Stueng Treng	129	6
20	Svay Rieng	690	20
21	Takeo	1,116	34
22	Oddar Meanchey	94	5
23	Kep Ville	16	2
24	Pailin	57	9

Field Operations

Data Collection

Fieldwork was conducted for two weeks from November 12 to November 26, 2001. Data collection involved the following activities: mapping, canvassing, plotting, listing and enumeration. Mapping entailed drawing of a sketch map of the enumeration area, which may be an entire village or a segment of a village randomly selected, taking into account the boundaries and physical features of the area. Canvassing was a door-to-door visit in the entire enumeration area to look for enumeration units (households) to be listed to ensure a complete coverage of the area. Plotting involved listing or drawing of buildings and households on the map using specified symbols. Listing involved the listing of all households -recording the name of household head, address and number of members by sex - in the village or a village segment using a specified form (LFS Form 1). Enumeration involved the interview of 10 sample households selected systematically from the list drawn using the LFS questionnaire (LFS Form 2).

Data Processing

Data processing involved manual and machine processing. Manual processing involved organizing of questionnaires into folios, checking for the correctness of entries in the forms and consistency between responses and assigning of numeric codes. For industrial and occupational classifications, the UN International Standard Industrial Classification (ISIC) 1990 version and the International Standard Classification of Occupation (ISCO) were used.

Machine processing involved data entry, processing, editing and tabulation using microcomputers. For this survey, 4 manual processors and 5 machine encoders including supervisor were involved.

Limitations of the Data

The data were gathered through a sample survey and are therefore subject to sampling and non-sampling errors. Sampling errors are those that are related to the size of the sample and the kind of samples selected. Non-sampling errors are those such as arising from errors committed by the interviewers in recording information, response errors and encoding or processing errors.

2. CONCEPTS AND DEFINITIONS USED

1. Labor Force

Labor Force refers to persons 10 years or over who contribute or are available to contribute to the production of goods and services in the country. They are either employed or unemployed during the past reference week.

2. Employed

Employed persons are those who were reported to be either at work or with a job or business although not at work during the reference week. Persons at work are those who did some work, at least for an hour, during the reference period (past calendar week). Persons are also considered employed if they are with a job or business even though not at work during the reference period because of temporary illness/injury, vacation or other leave of absence, bad weather, strike/labor disputes or other reasons.

3. Unemployed

Unemployed persons are persons in the labor force who did not work or had no job or business during the reference week but were reported to be available and actively looking for work.

4. Underemployed

Underemployed persons are employed persons who expressed the desire to have additional hours of work in their present job or in an additional job, or to have a new job with longer working hours.

5. Visibly Underemployed

Visibly underemployed persons are employed persons who worked less than 40 hours during the reference week and wanted additional hours of work.

6. Work

Work is defined as any economic activity that a person does for pay, in cash or in kind, in any establishment, office, farm, private house or for profit or without pay on family farm or in an enterprise.

7. Occupation

Occupation refers to the type of work, trade or profession performed by the individual during the past week such as paddy farmer, physician, primary school teacher, carpenter, beauty parlor operator, etc. If the person is not at work but with a job, occupation refers to the kind of work the person will be doing when he reports for work or will be doing if he is merely waiting for a new job to begin within two weeks from the date of the interview.

Main Occupation

In case a person is involved two or more economic activities, the one where he works more hours is considered his main occupation. If however, these economic activities have equal hours of work, the main occupation is considered to be the one where the person derives the highest income.

8. Economic Activity or Industry

Industry refers to the nature or kind of business or enterprise or the place where in the person works.

9. Nature of Employment

Nature of employment refers to any of the following:

- 1 Permanent
- 2 Short Term
- 3 Seasonal/ School Vacation
- 4 Worked for different employers on a day to day/ week to week basis
- 5 Others

10. Status of Employment

Status of Employment refers to the status of an economically active person with respect to his or her employment. That is, whether he or she was employed as an employer, own-account worker, employee, unpaid family worker, or a member of a producer's cooperative during the past week.

Employer - a person who operates his or her own economic enterprise or engages independently in a profession or trade, and hires one or more employees, including paid family members.

Domestic helpers, family drivers and other households' helpers who assist in the family-operated business, regardless of time spent in this activity, are not hired employees in the business. Hence, a farm or business proprietor who is assisted purely by such domestic help is not considered an employer.

For example, a retail store operator who is wholly assisted in the operation of his store by unpaid relatives living with him and who employs a carpenter to construct a new building for his store (with operator supervising the work) is not an employer. However, if an operator happens to be the owner or partner of a big firm, which has its own construction unit to take care of its needs, the operator is an employer.

Own-account Worker - a person who operates his or her own economic enterprise or engages independently in a profession or trade, and does not hire any employees.

Employee - a person who works for a public or private sector employer and receives remuneration in wages, salary, commission, tips, piece-rates or payment in kind.

This category includes the following types of workers:

- a. Persons working for a private household like domestic helper, households

cook, gardener, family driver, etc.;

- b. Persons working for a private establishment/industry like:
 - persons working in public works projects on private contracts;
 - public transport drivers who do not own the vehicle but drive the vehicle on boundary basis;
 - dock hands or stevedores;
 - cargo handlers at railroad stations or pier;
 - paddy harvester getting fixed share of harvest paddy;
- c. Persons working for a religious group (monk), missionary (nuns, sisters, etc.), union and non-profit organizations;
- d. Persons working for the government or government corporation or any of its instrumentalities;
- e. Cambodians working in embassies, legation, chancelleries or consulates of foreign governments in Cambodia;
- f. Cambodians working in international organization of Sovereign States of Governments like the United Nations (UN), World Health Organization (WHO), etc.; and
- g. Persons working purely on a commission basis and who may not have regular working hours.

Unpaid Family Worker - usually a person without pay in an economic enterprise operated by a related person living in the same household. The room and board and cash allowance given as incentives is not counted as compensation for these family workers.

Others - experienced workers whose status is unknown or inadequately described (i.e. new entrants, apprentices)

11. Number of Hours Worked During the Past Week

This refers to the actual number of hours worked by the person in all the economic activities that the person held during the past week.

3. Highlights of the Survey

The highlights of the Cambodia's Labor Force Survey (LFS) conducted in November 2001 are discussed in this section. Comparison with the 2000 LFS results has also been made in some parts of this section.

3.1. Labor Force and Employment in Cambodia

Labor Force Participation

Results of the 2001 Labor Force Survey (LFS) in November showed that the total economically active population 10 years and over in Cambodia numbered 6,359.2 thousand, a 17.6 percent increase on the level a year ago. It consisted of 3,062.0 thousand (48.2 percent) male labor force participants and 3,297.2 thousand (51.8 percent) female labor force participants. The relative share of economically active population of Phnom Penh, Other Urban and Other Rural areas were 369.2 thousand (5.8 %), 562.7 thousand (8.8%) and 5,427.3 thousand (85.3%), respectively (Refer to Table A below).

Table A. Comparative Distribution of Labor Force Population 10 Years and Over by Area and by Sex, Cambodia: November 2000 and November 2001
(Number in Thousand)

Area	Both Sexes		Males		Females	
	November 2001	November 2000	November 2001	November 2000	November 2001	November 2000
Cambodia	6,359.2	5,408.8	3,062.0	2,593.0	3,297.2	2,815.8
Phnom Penh	369.2	394.6	188.7	194.3	180.4	200.4
Other Urban	562.7	454.0	289.3	227.6	282.4	226.4
Other Rural	5,427.3	4,560.1	2,593.0	2,171.2	2,834.3	2,388.9

Table B shows the comparative labor force participation rates for population 10 years old & over. As shown, labor force participation rate (LFPR), or the percentage of the persons 10 years old and over who are employed and unemployed to the total population 10 years old and over in Cambodia, was 71.7 percent. This figure translates to a 6.5 percentage point increase from the last year figure of 65.2 percent. This increase could be partly attributed to the new entrants in the labor force, specially in the ages 10-19 which exhibited a double-digit increment from the previous year's levels.

In terms of labor force participation rates, by area, the LFPR in Other Rural areas was 74.2 percent, 9.7 and 20.6 percentage points higher compared to Other Urban and Phnom Penh sector at 64.5 percent and 53.6 percent respectively. Except Phnom Penh, Other Urban and Other Rural areas displayed an upward movement in the labor force participation rates of 6.1 and 7.3 percent compared to the 2000 figures of 58.4 percent and 66.9 percent, respectively.

Table B. Comparative Labor Force Participation Rates for Population 10 Years Old & Over by Age Group, Area and Sex, Cambodia: November 2000 and November 2001
(In Percent)

Area / Age Group	Both Sexes		Male		Female	
	November 2001	November 2000	November 2001	November 2000	November 2001	November 2000
Cambodia	71.7	65.2	72.1	66.2	71.3	64.4
10 – 14	21.2	8.3	21.3	8.0	21.2	8.6
15 – 19	67.2	55.1	61.8	47.3	72.4	62.6
20 – 24	89.2	86.2	89.3	86.8	89.2	85.6
25 – 29	93.2	91.7	96.6	96.4	89.8	87.4
30 – 34	94.1	89.3	98.1	97.4	90.5	82.8
35 – 39	94.6	93.1	98.7	97.1	91.1	89.3
40 – 44	94.4	92.7	98.9	98.8	90.9	88.1
45 – 49	94.0	91.7	98.3	98.3	91.2	86.8
50 – 54	92.0	89.2	97.7	94.2	87.6	85.7
55 – 59	87.1	84.4	93.8	93.0	81.3	77.6
60 – 64	72.8	68.8	82.2	80.2	65.4	57.5
65 & over	39.0	32.6	52.1	46.0	27.8	22.4
Phnom Penh	53.6	56.3	57.2	59.4	50.4	53.6
10 – 14	2.3	11.5	2.8	11.2	1.8	11.9
15 – 19	25.8	40.6	16.1	31.7	35.1	49.2
20 – 24	66.1	69.2	64.3	66.7	67.6	71.1
25 – 29	85.5	78.6	94.8	85.2	75.6	71.2
30 – 34	85.1	76.0	94.4	92.8	75.7	62.9
35 – 39	72.9	86.4	91.2	99.5	58.3	74.6
40 – 44	79.2	88.1	93.6	99.4	64.0	78.1
45 – 49	75.5	79.5	97.1	97.7	62.6	67.2
50 – 54	87.4	70.6	98.2	77.2	78.3	66.2
55 – 59	70.6	63.1	90.2	79.5	50.3	47.1
60 – 64	46.4	53.0	57.2	60.3	38.2	48.7
65 & over	21.8	19.9	25.7	44.1	18.7	3.6
Other Urban	64.5	58.4	66.5	61.9	62.6	55.2
10 – 14	13.0	5.0	12.9	4.3	13.2	5.6
15 – 19	53.4	47.4	47.2	40.6	59.8	53.8
20 – 24	82.3	76.6	81.7	76.2	82.9	77.0
25 – 29	87.4	83.2	94.9	93.0	80.5	75.1
30 – 34	89.9	88.1	98.7	96.9	81.6	73.4
35 – 39	93.2	87.7	99.2	96.9	86.6	79.6
40 – 44	90.7	88.1	96.9	99.1	86.5	77.7
45 – 49	90.6	86.1	97.8	92.7	85.0	81.6
50 – 54	90.1	81.0	95.4	90.9	85.8	74.6
55 – 59	76.5	73.5	90.2	89.3	67.3	63.4
60 – 64	53.4	61.8	68.6	77.6	38.8	46.1
65 & over	28.1	28.8	42.4	42.8	18.4	18.8
Rural	74.2	66.9	74.2	67.3	74.2	66.5
10 – 14	23.5	8.4	23.6	8.1	23.4	8.7
15 – 19	72.8	57.6	68.0	49.7	77.5	65.0
20 – 24	92.4	89.1	92.5	89.9	92.3	88.3
25 – 29	94.6	93.7	97.0	97.8	92.2	89.9
30 – 34	95.4	91.3	98.3	98.0	92.8	86.1
35 – 39	96.8	94.3	99.3	96.9	94.8	91.7
40 – 44	96.4	93.8	99.7	98.6	93.8	90.3
45 – 49	96.8	94.1	98.5	98.9	95.6	90.3
50 – 54	92.8	92.3	97.9	96.4	89.1	89.4
55 – 59	89.7	88.0	94.5	95.0	85.5	82.4
60 – 64	77.0	70.6	85.8	81.4	70.1	59.5
65 & over	42.1	34.0	55.7	46.5	30.2	24.4

Labor force participation rates for persons aged 35-39 years and 45-49 years were the highest at 96.8 percent in Other Rural areas. Whereas for Other Urban and Phnom Penh areas, the highest LFPR was in the 35-39 years age group at 93.2 percent, and the 50-54 years age group at 87.4 percent, respectively. (Refer to Table B)

Figure 1 shows the labor force participation rate by age, sex and area. As shown, dominance of male labor force participants in Other Rural areas was noted. The same holds true for female labor force participants where domination among their Other Urban and Phnom Penh counterparts was observed for all ages. However, it is worth noting that for 10-19 years age group, females dominated in all areas.

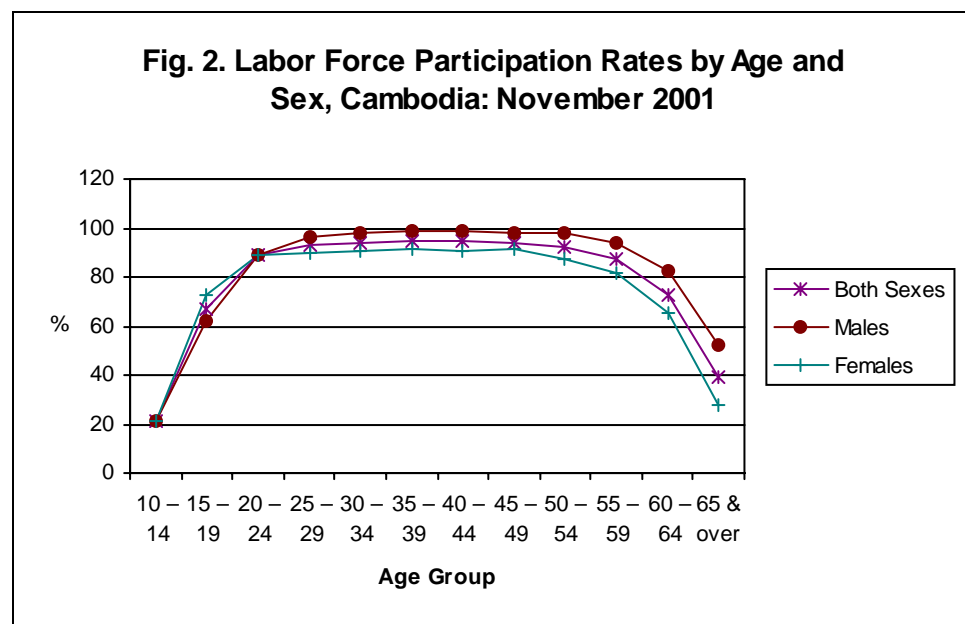
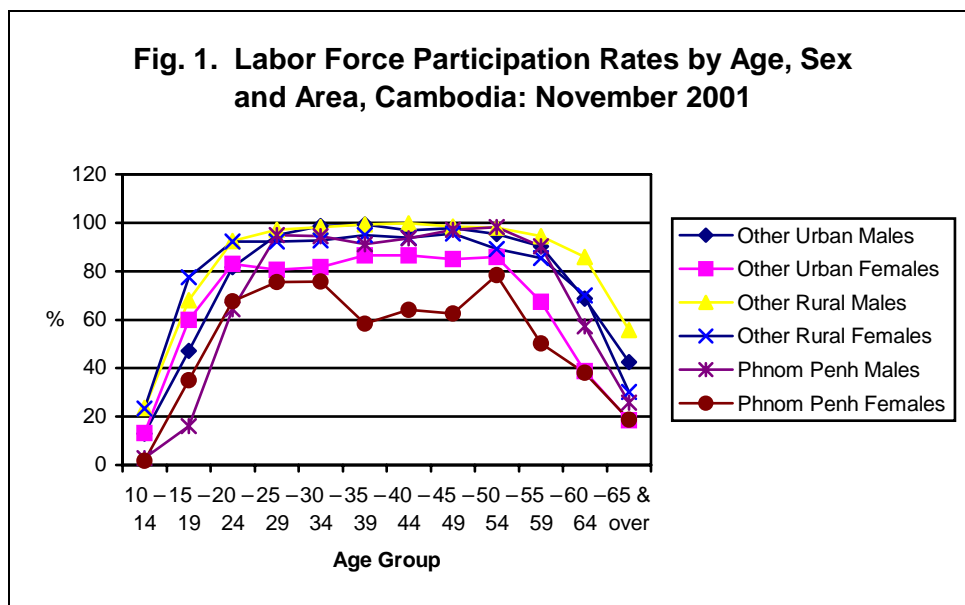


Figure 2 shows age specific participation rates by sex for Cambodia. The labor force participation rates in Cambodia peaked at 94.6 percent for the 35-39 years age group and then gradually declined from the 40-44 years age group (94.4 percent) until it reached the 65 and over years age group (39.0 percent). By sex, the pattern is the same except for females where the participation rate was highest at 91.2 percent for the 45-49 years age group and then it

gradually declined until it reached the 65 & over years age group at 27.8 percent.

Employment, Underemployment and Unemployment Rates

The employment rate, defined as the percentage of persons employed to total persons in the labor force, was estimated at 98.2 percent, a minimal increase of 0.7 percentage points from the 2000 level. As shown in Table C, the employment rate was slightly higher for males at 98.5 percent compared to 97.8 percent for females. The same pattern was also observed in Phnom Penh, Other Urban and Other Rural sectors where the male employment rate is higher than their female counterparts.

By area, male employment rate in Other Rural areas was slightly higher by 0.5 percentage points than in Other Urban sector. This could be due to the high absorption rate of the agricultural sector in the rural areas.

Conversely, the unemployment rate was estimated at 1.8 percent for both sexes, with 1.5 percent for males and 2.2 percent for females. The proportion of the unemployed was marginally more in Other Urban areas as it registered 2.0 percent compared to their Phnom Penh and Other Rural counterparts of 1.8 percent. Similarly, unemployment rate for females was much higher than their male counterpart in all areas. This result reveals that it is apparently more difficult for females to find employment than males. (Refer to Table C below).

Table C. Comparative Employment, Underemployment and Unemployment Rates, Cambodia: November 2000 and November 2001
(In Percent)

Area	Employment			Underemployment			Unemployment		
	Nov. 2001	Nov. 2000	% Increase (Decrease)	Nov. 2001	Nov. 2000	% Increase (Decrease)	Nov. 2001	Nov. 2000	% Increase (Decrease)
Cambodia	98.2	97.5	0.7	38.1	27.9	10.2	1.8	2.5	(0.7)
Males	98.5	97.9	0.6	39.0	29.9	9.1	1.5	2.1	(0.6)
Females	97.8	97.2	0.6	37.2	26.1	11.1	2.2	2.8	(0.6)
Phnom Penh	98.2	97.9	0.3	24.1	27.9	(3.8)	1.8	2.1	(0.3)
Males	98.6	97.5	1.1	24.1	31.7	(7.6)	1.4	2.5	(1.1)
Females	97.8	98.3	(0.5)	24.0	23.9	0.1	2.2	1.7	0.5
Other Urban	98.0	97.0	1.0	35.3	24.9	10.4	2.0	3.0	(1.0)
Males	98.1	97.6	0.5	33.3	21.7	11.6	1.9	2.4	(0.5)
Females	97.9	96.4	1.5	37.2	28.2	9.0	2.1	3.6	(1.5)
Other Rural	98.2	97.5	0.7	39.3	28.4	10.9	1.8	2.5	(0.7)
Males	98.6	97.9	0.7	40.6	30.7	9.9	1.4	2.1	(0.7)
Females	97.8	97.2	0.6	38.1	26.3	11.8	2.2	2.8	(0.6)

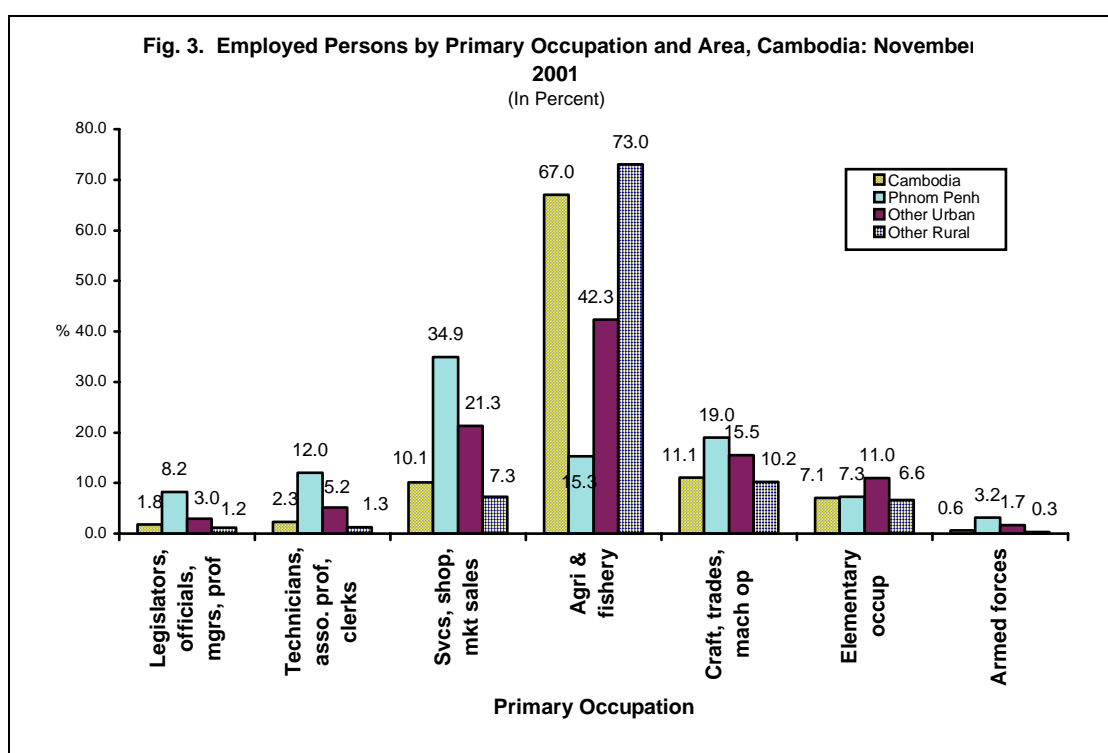
Although unemployment rate for Cambodia registered a slight decline of 0.7 percentage points, its underemployment rate (defined as employed persons who expressed the desire to have additional hours of work in their present job or in an additional job, or to have a new job with longer working hours) increased by 10.2 percentage points from 27.9 percent to 38.1 percent. By sex, male employed persons registered an underemployment rate of 39.0 percent while female underemployment rate was 37.2 percent.

Employed persons in Other Rural areas recorded the highest underemployment rate of 39.3 percent, a 10.9 percentage increase on the 2000 level of 28.4 percent. The underemployment rate in the same area was 40.6 percent for males and 38.1 percent for females. It is interesting to note that female underemployment in Other Rural registered the highest increment of 11.8 percentage points compared to 9.0 percentage points increase in

Other Urban. Other Urban underemployment rate, on the other hand, reached 35.3 or 10.4 increment from the previous levels a year ago (24.9 percent). Meanwhile, Phnom Penh underemployment rate exhibited a downward movement as its male underemployment rate went down by 7.6 percentage points from the 2000 level of 31.7 percent.

3.2. Employment by Primary Occupation

More than two-thirds or 67.0 percent of the total employed persons in Cambodia were agricultural, forestry and fishery workers. This result confirmed the predominance of the agricultural orientation of the country.



Phnom Penh's employment profile showed that service, shop and market sales workers, recorded the highest proportion (34.9 percent) of employed persons among the occupational groups, while agriculture, forestry and fishery workers dominate the Other Urban and Other Rural areas with 42.3 percent and 73.0 percent, respectively of the total employed. While the percentage of high occupational groups (legislators, senior officials and managers, professional, technicians and associate professionals and clerks) in Phnom Penh was reported to be as high as 20.2 percent of total employed, only 8.2 percent and 2.5 percent were recorded in Other Urban and Other Rural areas, respectively. In addition, the group of craft and related trades person, and machine operators comprised 19.0 percent of the total employment in Phnom Penh, 15.5 percent in Other Urban areas and 10.2 percent in Other Rural areas. Elementary occupations such as vendors, cleaners, farm and industrial laborers accounted for 7.1 percent of the total employed for Cambodia; 7.3 percent in Phnom Penh, 11.0 percent in Other Urban sector and 6.6 percent in Other Rural sector. (Refer to Figure 3.)

3.3 Employment by Industry

As shown in Table D, the majority or 70.2 percent of employed persons were engaged in agriculture, fishery and forestry sector; followed by wholesale & retail trade (10.3 percent); and manufacturing sectors (8.7 percent). Sectors that provide the least employment include electricity, gas and water and mining and quarrying (0.3 percent); hotels and restaurants (0.2 percent); and finance, real estate and other business activities sector (0.4 percent).

Table D. Distribution of Employed Persons 10 Years and Over by Major Industry, by Area and Sex, Cambodia: November 2001
(In Percent)

Industry	Cambodia			Phnom Penh			Other Urban			Other Rural		
	BS	M	F	BS	M	F	BS	M	F	BS	M	F
<i>All industry groups</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
Agriculture, Fishery and Forestry	70.2	70.8	69.7	16.0	15.2	16.8	45.8	45.6	46.1	76.4	77.6	75.4
Manufacturing	8.7	5.6	11.7	12.8	7.7	18.1	10.0	7.3	12.6	8.3	5.3	11.1
Electricity, Gas and Water / Mining & Quarrying	0.3	0.4	0.2	0.5	0.9	0.1	0.9	1.0	0.8	0.2	0.3	0.1
Construction	1.5	2.7	0.3	3.3	5.8	0.8	3.4	6.3	0.4	1.2	2.1	0.3
Wholesale & Retail Trade	10.3	5.8	14.5	29.9	17.5	43.0	21.7	12.5	30.9	7.8	4.3	11.1
Hotels & Restaurants	0.2	0.1	0.2	0.3	0.0	0.6	0.5	0.5	0.5	0.1	0.1	0.1
Transport and communication	2.7	5.4	0.2	7.6	14.6	0.2	5.7	10.7	0.7	2.1	4.2	0.1
Finance, Real Estate & Other Business Activities	0.4	0.4	0.3	3.0	3.9	2.1	0.7	0.8	0.7	0.1	0.1	0.1
Public Administration & Defense	2.4	4.4	0.5	13.9	22.8	4.5	5.0	8.8	1.2	1.3	2.6	0.2
Education, Health and Social work	1.8	2.4	1.3	7.0	7.0	7.1	2.8	2.6	3.1	1.4	2.0	0.8
Other Industries	1.5	1.9	1.1	5.7	4.7	0.9	3.5	4.1	2.9	0.1	0.1	0.0

By area, a little more than three-fourths (76.4 percent) of the employed persons in Other Rural areas are working in agriculture, forestry and fishery sector. The same is true in the urban areas where most of the employed persons were absorbed by the agriculture, forestry and fishery sector accounting for about 45.8 percent of the total employed. Phnom Penh on the other hand, dominated the trade sector accounting for 29.9 percent of the total employed.

Dominance of female employed persons could be observed in the manufacturing and wholesale and retail trade sectors. Male dominance, on the other hand, was evident in the following sectors: agriculture, forestry and fishery; public administration and defense; transportation and communication; construction; education, and social works; and other industries.

3.4 Employed by Status of Employment

Table E shows the total employed by status of employment. As shown, employees or those persons who were paid wages and salaries numbered to 1,013.5 thousand in November 2001, the largest increase of 26.2 percent compared to the 2000 level of 803.1 thousand. Its share to total employed also increased by 1.0 percentage points from 15.2 percent in November 2000 to 16.2 percent in November 2001.

Employers and own account workers, on the other hand, registered a slight increase of 17.2 percent from 2.3 million in 2000 to 2.6 million in 2001. However, its proportion to total employed decreased by 0.4 percentage point. Similarly, unpaid family workers who have the

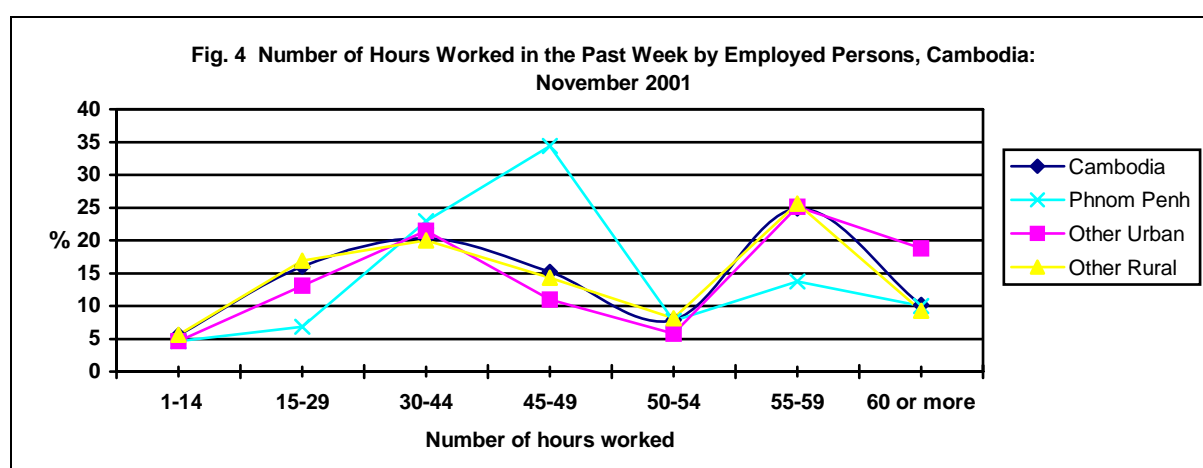
largest share to the total employed recorded an increase of 16.8 percent from 2.3 million in November 2000 to 2.7 million in 2001 of the same month. Its share to total employed in 2001 decreased by 0.6 percentage point.

Table E. Comparative Statistics of Employed Persons by Status of Employment, Cambodia: November 200 and November 2001
(Number in Thousand)

Area/ Sex	Total Employed		Employer/ Own Account		Employee		Unpaid Family Worker		Others	
	Nov. 2001	Nov. 2000	Nov. 2001	Nov. 2000	Nov. 2001	Nov. 2000	Nov. 2001	Nov. 2000	Nov. 2001	Nov. 2000
Cambodia	6,243.3	5,275.2	2,551.1	2,177.3	1,013.6	803.1	2,672.0	2,288.6	6.6	6.2
Males	3,017.1	2,538.0	1,486.7	1,385.3	574.8	472.7	952.1	674.9	3.6	5.1
Females	3,226.2	2,737.2	1,064.4	792.0	438.8	330.4	1,720.0	1,613.7	3.0	1.1
Phnom Penh	362.6	386.4	169.1	133.5	150.6	183.4	42.3	66.2	0.5	3.2
Males	186.1	189.4	75.3	63.2	97.2	99.9	13.1	23.2	0.5	3.1
Females	176.5	196.9	93.9	70.3	53.4	83.5	29.2	43.0	0.0	0.1
Other Urban	551.6	440.5	242.1	206.6	134.3	117.2	172.3	116.6	2.9	0.1
Males	275.1	222.2	123.1	109.4	87.0	79.0	63.0	37.7	1.9	0.1
Females	276.5	218.3	119.0	97.2	47.2	38.2	109.3	82.9	1.0	0.0
Other Rural	5,329.1	4,448.3	2,139.8	1,837.2	728.7	502.5	2,457.4	2,105.8	3.3	2.8
Males	2,556.0	2,126.4	1,288.2	1,212.8	390.6	293.8	875.9	618.0	1.2	1.9
Females	2,773.2	2,321.9	851.6	624.5	338.1	208.7	1,581.5	1,487.8	2.0	1.0

3.5. Employed by Number of Hours Worked

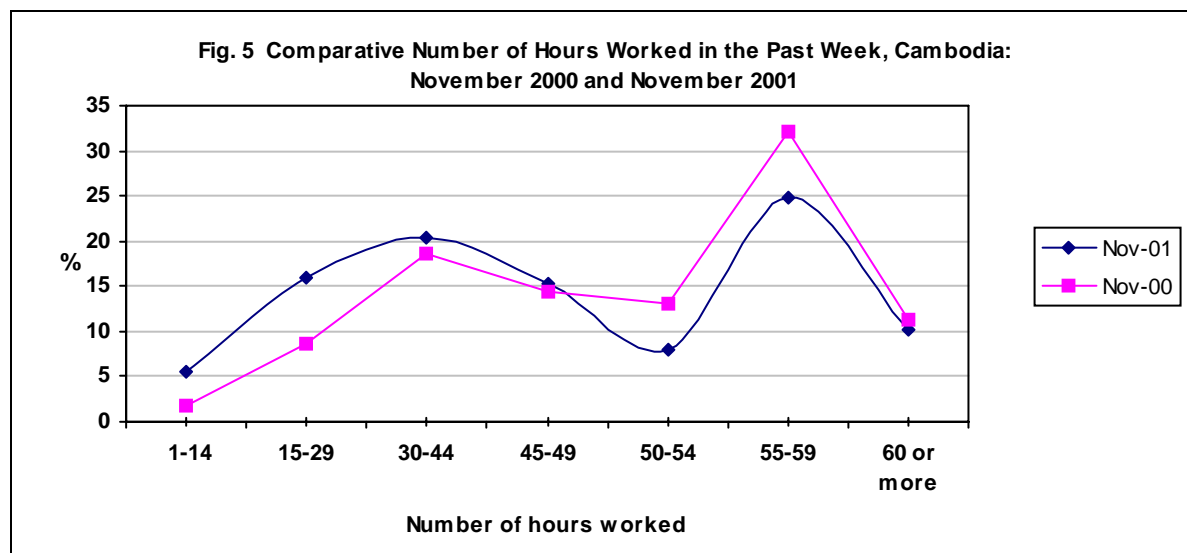
About one-fourth (24.9 percent) of employed persons in the country had worked for 55-59 hours during the past week; 20.3 percent worked for 30-34 hours; 16.0 percent worked for 15-29 hours; 15.2 percent worked for 45-49 hours; 10.2 percent worked for 60 hours or more; and 7.9 percent worked for 50-54 hours. Only 5.5 percent worked for 14 hours or less during the past week. The same holds true for Other Urban and Other Rural areas where higher proportions of the employed persons also worked for 55-59 hours. In Phnom Penh, however, one-third or 34.4 percent of the employed persons worked for 45-49 hours. (Refer to Figure 4.)



However, employed persons in Other Urban areas spent slightly longer hours (46 hours on the average) compared to only 45 and 43 hours worked recorded by their Phnom Penh and Other Rural counterparts. (Refer to Statistical Table 4)

Figure 5 shows the comparative number of hours worked by employed persons. As

observed, both years exhibited similar pattern but of different magnitudes as there were more employed persons worked for longer hours in November 2000 than in 2001 of the same month.



3.6. Educational attainment

Table F shows the distribution of labor force participants by highest educational attainment, area and sex. As shown, the bulk (56.4 percent) of the labor force participants attained primary level (Class 1-6); 18.9 percent not attended school or had not completed class 1 or not reported/unknown; 18.4 percent reached secondary level (Class 7-9); and 4.6 percent attained at least high school. The remaining 1.4 percent had either attained vocational BST/OS graduate/undergraduate or a post graduate degree holder.

Phnom Penh labor force participants posted the highest proportion of those who have attained at least vocational level of 11.2 percent compared to the Other Urban and Other Rural counterparts of only 2.7 percent and 0.7 percent, respectively.

In Other Rural areas, more than half (59.0 percent) of the labor force participants attained primary level (class 1-6). Of this total, 60.7 percent were female labor force participants and 57.2 percent were male labor force participants. The labor force participants with no schooling or had not completed any class at school or unknown/not reported were 24.3 percent for females and 14.2 percent for males. While 28.5 percent of males attained at least secondary level (Class 7 & above), only 15.1 percent of females attained the same level.

Similarly, the proportions of persons in the labor force who have reached primary level (class 1-6) and have at least secondary level (Class 7 & above) in Other Urban areas, were 49.6 percent and 32.8 percent, respectively of the total labor force.

Interestingly, female-male differentials are apparent, which could be due to the tradition where women are expected to take charge of the household chores while men are the ones responsible for the financial aspects of the household.

Table F. Distribution of the Labor Force Participants by Highest Educational Attainment, Area and Sex, Cambodia: November 2001
(In Percent)

High Educational Attainment	Total			Phnom Penh			Other Urban			Other Rural		
	BS	M	F	BS	M	F	BS	M	F	BS	M	F
Cambodia	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not attended school /no class completed	18.6	13.4	23.4	9.5	5.7	13.4	17.6	11.4	23.8	19.3	14.1	24.0
Primary (1-6)	56.4	54.3	58.4	30.5	26.2	35.1	49.6	47.9	51.2	59.0	57.2	60.7
Secondary (7-9)	18.4	23.0	14.3	28.3	29.1	27.6	23.4	27.6	19.2	17.3	22.1	12.9
High school (10-secondary diploma)	4.6	6.5	2.8	19.9	23.7	15.9	6.7	9.2	4.3	3.3	5.1	1.9
Vocational/BST/OS graduate & undergraduate	1.0	1.5	0.7	6.1	7.9	4.7	2.4	3.3	1.6	0.6	0.9	0.3
Graduate or higher	0.4	0.7	0.2	5.1	7.2	3.0	0.3	0.5	0.0	0.1	0.4	0.0
Not reported	0.3	0.4	0.3	0.3	0.3	0.3	0.1	0.0	0.0	0.4	0.1	0.3

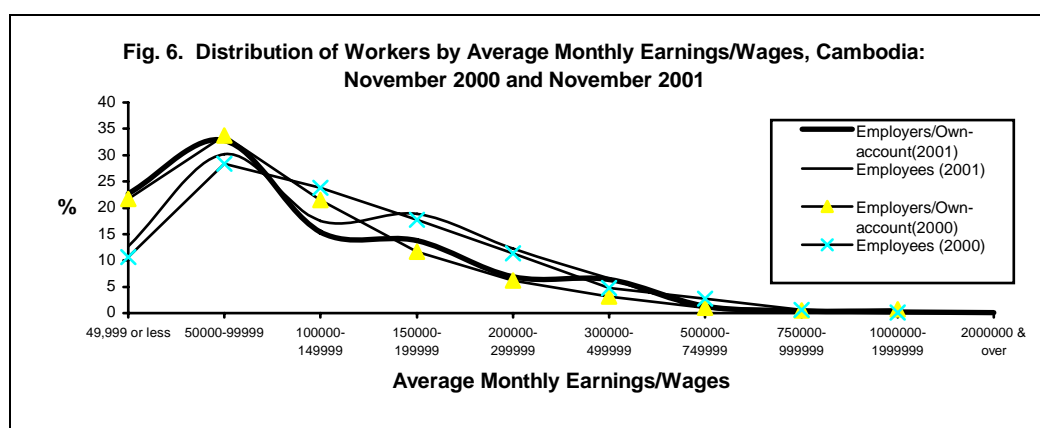
3.7 Monthly Earning/Wages

Monthly earning (in cash or in kind) of employers and own-account workers and average monthly wages in cash of employees from primary occupation are summarized in Table G. Data shows that about 57.1 percent of employees and 44.5 percent of employers and own-account workers earned at least 100 thousand Riels a month on the average. While 81.6 percent of employers and own-account workers earned at least 100 thousand Riels a month on the average in Phnom Penh, only 59.3 percent and 41.1 percent of employers and own-account workers earned as much in Other Urban and Other Rural areas. The same holds true for the average monthly wages of employees where 65.9 percent in Phnom Penh earned at least 100 thousand Riels; only 58.9 percent and 56.0 percent earned as much in Other Urban and Other Rural areas, respectively.

Table G. Monthly Earning of Employers/Own-Account Workers and Employees by Area, Cambodia: November 2001
(In Percent)

Earnings/Wages (In Riels)	Employers and Own Account				Employees			
	Total	Phnom Penh	Other Urban	Other Rural	Total	Phnom Penh	Other Urban	Other Rural
49,999 or less	22.7	5.8	15.7	24.7	12.7	10.2	11.8	13.8
50,000 - 99,999	32.8	12.6	25.0	34.2	30.2	23.9	29.3	30.2
100,000 - 49,999	15.4	15.0	14.7	16.1	17.5	22.5	18.2	18.2
150,000 - 199,999	13.8	25.3	18.1	13.1	18.8	18.2	16.5	20.4
200,000 - 299,999	6.9	16.9	12.5	6.1	12.3	6.6	12.6	12.6
300,000 - 499,999	6.4	17.9	9.2	4.6	6.6	8.3	8.7	3.9
500,000 - 749,999	1.3	3.9	2.6	0.9	1.0	7.6	1.9	0.4
750,000 - 999,999	0.4	2.3	1.0	0.2	0.6	1.6	0.4	0.2
1,000,000 - 1,999,999	0.2	0.2	0.6	0.0	0.3	0.1	0.6	0.1
2,000,000 & over	0.1	0.1	0.6	0.1	0.1	0.0	0.0	

Figure 6 shows the comparative earnings of employers/own-account workers and employees for November 2000 and November 2001. As shown, the modal earnings for both years were 50,000-99,999 Riels for employers/own account workers and employees. However, more employed persons earned at least 150 thousand Riels in November 2001 as it accounted for about 29.1 percent of the employers/own account workers and 39.6 percent of the employees compared from 23.1 percent and 37.2 percent, respectively on the levels a year ago. Five sixths of employed persons earned less than 1.0 million Riels a month.



3.8. Availability/Seeking for Additional Work

Of the number of total employed persons (10 years and over) of 6,243.3 thousand, about 29.6 percent reported that they were available for additional work, while 9.4 percent were available and actually seeking additional work. More males than females were available for additional work and actually seeking work (Table H).

Table H. Employed Persons by Available for Additional Work and Available and Actually Looking for Work, Cambodia: November 2001

Sex/Areas	Total employed	Available for additional work (%)	Available and actually looking for work (%)
Cambodia			
Total	6,243,329	29.6	9.4
Males	3,017,132	35.8	12.4
Females	3,226,198	23.8	6.6
Phnom Penh			
Total	362,614	7.8	3.2
Males	186,122	9.5	3.7
Females	176,492	6.0	2.5
Other Urban			
Total	551,566	25.5	11.0
Males	275,052	30.0	13.2
Females	276,514	16.0	8.8
Other Rural			
Total	5,329,149	31.5	9.6
Males	2,555,957	38.4	12.9
Females	2,773,192	25.2	6.6

Less than one-third (31.5 percent) of total employed persons in Other Rural areas were available for additional work, while only 9.6 percent were available and actually seeking additional work. The percentage of employed persons who are available and actually seeking for additional work among males and females in Other Rural sector was significantly higher than in Other Urban and Phnom Penh areas.

3.9. Persons Not in the Labor Force by Reason

The total Cambodian population aged 10 years and over was 8,871.0 thousand in November 2001. Of this total, 2,511.8 thousand or 28.3 percent were not in the labor force. Total male population not in the labor force was 1,182.1 thousand or 27.9 percent while 1,329.7 thousand or 28.7 percent of the female population was not in the labor force.

Table I presents the reasons for not seeking work. Students made up 70.4 percent of persons not in the labor force. As observed, there were more males (82.1 percent) than females (60.0 percent) who were not in the labor force because they are students.

Too old or retired was the next most significant reason for not being available and seeking work, comprising about 10.1 percent, followed by housekeeping with 7.4 percent.

By area, students comprised a high proportion of the economically inactive population in Other Rural (72.4 percent) than in Other Urban (65.6 percent) and Phnom Penh (63.6 percent) areas. About 21.2 percent, 14.3 percent and 9.2 percent of Phnom Penh, Other Urban and Other Rural population, respectively indicated that housekeeping and caring for children, elderly and disabled were the main reasons why they were not in the labor force.

**Table I. Number of Persons 10 Years and Over Not in the Labor Force
by Reason for Being Not Available and Seeking for Work and
by Sex, Cambodia: November 2001
(In Percent)**

Reasons	Cambodia			Phnom Penh			Other Urban			Other Rural		
	BS	M	F	BS	M	F	BS	M	F	BS	M	F
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Believe no work is available	0.2	0.2	0.3	0.2	0.2	0.3	0.2	0.2	0.1	0.3	0.2	0.3
Awaiting results of applications	0.2	0.1	0.2	0.3	0.2	0.4	0.3	0.5	0.1	0.1	0.1	0.2
Waiting to start a new job	0.8	1.0	0.7	1.2	1.5	1.1	0.8	0.7	0.8	0.7	0.9	0.5
Infirmity / Illness	3.2	2.3	3.9	1.6	1.8	1.4	3.3	3.0	3.6	3.4	2.3	4.4
Disability	1.4	1.3	1.5	0.9	1.6	0.4	1.7	2.3	1.2	1.4	1.1	1.7
Too old, retired	10.1	7.8	12.2	9.8	9.5	10.1	12.4	8.6	15.6	9.8	7.4	12.0
Student	70.4	82.1	60.0	63.6	81.6	49.4	65.6	80.9	52.8	72.4	82.3	63.2
Caring for children, elderly or disabled	4.0	1.7	6.1	3.7	0.7	6.0	3.1	1.1	4.9	4.2	1.9	6.4
Housekeeping	7.4	0.9	13.1	17.5	1.8	30.0	11.2	0.8	19.8	5.0	0.8	8.9
Others	2.2	2.6	1.9	1.0	1.0	1.0	1.4	1.9	1.0	2.6	3.0	2.3

Statistical Tables
November 2001

