



KINGDOM OF CAMBODIA
Nation Religion King

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

LFS Cambodia No. 1

LABOR FORCE SURVEY OF CAMBODIA

November 2000

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

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Foreword

This publication presents the results of the Labor Force Survey (LFS) of Cambodia conducted in November 2000. 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 first 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
October 2001

Preface

The November 2000 Labor Force Survey of Cambodia is the first 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 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, Dr. V.N. Gnanathurai, Dr. Abuzar Asra and Dr. Bishnu Dev Pant of Statistics and Data Systems Division, EDRC, ADB and Ms. G. Cubinar, Survey Management and Methodology Consultant of ADB TA 3293/CAM. I also acknowledge the dedication and enthusiasm of NIS staffs who were involved in this activity, as well as our respondents, without whose cooperation would not have made this survey successful.

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

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3. SUMMARY RESULTS

3.1. Labor Force and Employment

Labor force participation

Results of labor Force Suvey (LFS) in November showed that the total economically active population 10 years and over in Cambodia numbered to 5,408.8 thousand. It consisted of 2,593.0 thousand or 47.9 percent male labor force participants and 2,815.6 thousand or 52.1 percent females labor force participants. The relative share of economically active population of urban area and rural were 636.5 thousand (11.8%) and 4,772.3 thousand (88.2%), respectively. (Table A)

Table A. Distribution of Economically Active Population 10 Years and Over by Area, and by sex, Cambodia : November 2000
(Number in thousand)

Area	Both sexes		Males		Females	
	Number	%	Number	%	Number	%
Cambodia	5,408.8	100.0	2,593.0	100.0	2,815.8	100.0
Other Urban	636.5	11.8	326.0	51.2	310.5	48.8
Rural	4,772.3	88.2	2,267.0	47.5	2,505.3	52.5

Table B showed the labor force participation rates for population 10 years and over. As shown, labor force participation rate (LFPR) or the percentage of the person 10 years old and over who are employed and unemployed to the total population 10 years old and over in Cambodia was 65.2 percent. The labor force participation rate in rural areas was 66.7 percent higher by 11.0 percent points compared to urban sector at 55.7 percent. Higher participation in the agricultural sector and lower proportion of school attendance in rural areas could be some of the reasons for this differential.

Table B. Labor Force Participations for population 10 years old & Over
By Age Group, Area, and Sex , Cambodia : November 2000
(In percent)

In the Labour Force								
Total			Urban			Rural		
Both sexes	Males	Females	Both sexes	Males	Females	Both sexes	Males	Females
65.2	66.2	64.4	55.7	60.2	51.7	66.7	67.1	66.4

Employment and Unemployment Rates

Employment rate, defined as the percentage of persons employed to total persons in the labor force, was estimated at 97.5 percent. As shown in Table C, the employment rate was slightly higher for males at 97.9 percent compared to 97.2 percent for females. The same pattern was also observed in the rural sectors where male employment rate is higher than their female counterpart.

Meanwhile, males and females employment rate in rural areas were higher than in the urban sector. This is maybe due to the high absorption rate of the agricultural sector in the rural areas.

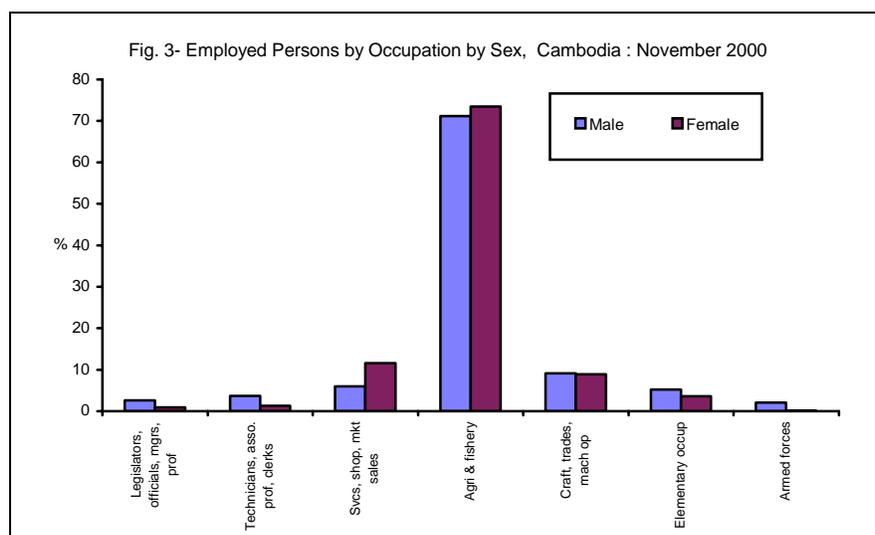
Unemployment rate on the other side, was estimated at 2.5 percent for both sexes, 2.1 percent for males, and 2.8 percent for females. The proportion of the unemployed was marginally more in the urban areas as it registered 3.4 percent as compared to their rural counterpart of 2.3 percent. Likewise, unemployment rate for females was much higher than their male counterparts in both areas. This result showed that finding employment is quite difficult for females than males especially in urban areas as it recorded 3.7 percent compared to the 2.7 percent compared to the 2.7 percent unemployment rate in rural areas. (Table C). was higher in urban areas than in rural areas. The proportion of the unemployed was marginally more among the females population in the country as a whole.

Table C. Labor Force Participation, Employment and Unemployment Rates Cambodia : November 2000
(In percent)

Area	Labor Force Participation			Employment			Unemployment		
	Both Sexes	Males	Females	Both Sexes	Males	Females	Both Sexes	Males	Females
Cambodia	65.2	66.2	64.4	97.5	97.9	97.2	2.5	2.1	2.8
Other	55.7	60.2	51.7	96.6	96.9	96.3	3.4	3.1	3.7
Urban									
Rural	66.7	67.1	66.4	97.7	98.0	97.3	2.3	2.0	2.7

3.2. Employment by Primary Occupation

Majority or 72.4 percent of the total employed persons in Cambodia were skilled agricultural, forestry and fishery workers. This was mainly due to the large share (78.2 percent) of the skilled agricultural, forestry and fishery workers recorded in the rural areas. (Fig. 3.)



In the urban sector, service, shop and market sales workers, had the highest proportion (28.6 percent) of employed persons among the occupational groups. While the percentage of high occupational groups (legislators, senior officials and managers, professional, technicians and associate professionals and clerks) in urban areas was reported to be as high as 14 percent of total employed, only 2.2 percent were recorded in the rural areas. In addition, the group of craft and related trades, and machine operators comprised 17.4 percent of the total employment in urban areas, while 7.9 percent in rural areas. Elementary occupations such as vendors, cleaners, farm and industrial laborers consisted of 4.3 percent of total employed for Cambodia, 9.0 percent in urban sector and 3.7 percent in rural sector. (Statistical Table 2.)

3.3. Employment by Industry

For the whole country, the highest percentage of employed persons was engaged in agriculture, fishery and forestry (73.7 percent); followed by wholesale & retail trade (8.3 percent); and manufacturing sectors (7 percent); Sectors that provide the least employment were electricity, gas and water and mining and quarrying, and hotels and restaurants (Table D).

Table D. Distribution of Employed Persons 10 Years and Over by Major Industry, by Area and Sex, Cambodia : November 2000
(In percent)

Industry	Total			Other Urban			Rural		
	BS	M	F	BS	M	F	BS	M	F
All industry groups	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture, fishery and forestry	73.7	72.4	74.9	30.3	29.0	31.6	79.5	78.6	80.2
Manufacturing	7.0	4.5	9.2	9.0	6.4	11.8	6.7	4.3	8.9
Electricity, gas and water / Mining & Quarrying	0.1	0.1	0.1	0.7	1.2	0.2	0.1	0.1	0.1
Construction	1.3	2.4	0.3	3.6	6.2	0.8	1.0	1.9	0.3
Wholesale & Retail Trade	8.3	5.1	11.2	27.2	15.4	39.7	5.8	3.6	7.7
Hotels & restaurants	0.4	0.3	0.4	1.7	1.1	2.3	0.2	0.2	0.2
Transport and communication	2.3	4.5	0.2	7.1	13.2	0.7	1.6	3.2	0.2
Public administration & defense	2.8	5.3	0.5	9.5	16.0	2.6	1.9	3.7	0.2
Education, health and social work	2.2	3.1	1.4	4.9	5.2	4.6	1.9	2.9	1.0
Other industries	1.9	2.2	1.7	6.0	6.2	5.7	1.4	1.6	1.2

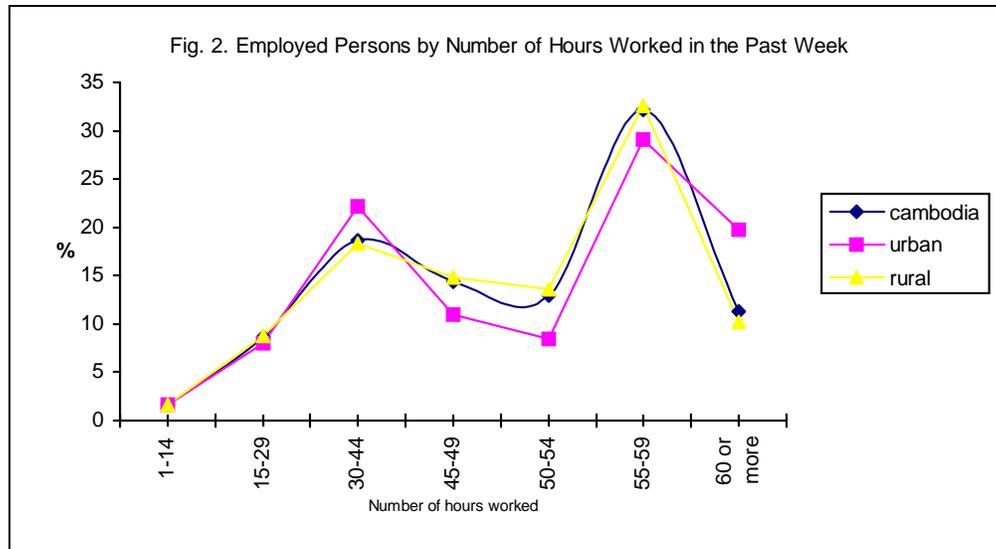
As can be observed from Table D above, more than half (79.5 percent) of the employed persons in rural areas are working in agriculture, forestry and fishery sector. The employment share of females in the said sector to total employed females (80.2 percent) was higher than the corresponding percentage for males (78.6 percent). The same pattern was also observed in the urban areas where female absorption (31.6 percent) in the agriculture, forestry and fishery sector was higher than their male counterpart (29.0 percent). Other sectors that were female dominated were manufacturing, wholesale & retail trade and hotels & restaurants.

Male dominance, on the other hand, were noted in the following sectors : public administration and defense, transportation and communication, education, and social work, and other industries.

3.4. Employed by Number of Hours Worked

About one-third (32.2 percent) of the employed persons in the whole country had worked for 55-59 hours, during the past week, 18.7 percent worked for 30-34 hours, 14.4 percent worked for 45-49 hours and 13.0 percent worked for 50-54 hours, and 11.3 percent worked for 60 hours or more. Only 10.4 percent had worked for 29 hours or less during the past week. The same holds true for urban and rural areas where higher proportions of the employed persons had also worked for 55-59 hours. (Figure 4)

However, employed persons in the urban areas had spent slightly longer hours as it registered an average of 49 hours worked during the past week as compared to only 48 hours worked recorded by their rural counterpart. (See Statistical Table 4).



3.5. Educational attainment

Table E showed the distribution of labor force participants by highest educational attainment, areas and sex. As shown, the bulk (53.1 percent) of the labor force participants attained primary level (Class 1-6); 22.9 percent not attended school or had not completed class 1 or not least high school. The remaining 1.3 percent had either attained vocational BST/OS graduate/undergraduate or post graduate degree holder.

In rural areas, more than a halt (54.7 percent) of the labor force participants attained primary level (class 1-6). Of this, 56.1 percent of the female labor force participants had completed primary schooling was 53.7 percent for females. Those labor force participants with no schooling or had not completed any class at school or unknown/not reported was 29.5 percent for females and 17.6 percent for males. While 28.7 percent of males had attained at least secondary level (Class 7 & above), only 14.3 percent of females attained the same level.

In the urban areas on the other hand, the percentage of person in the labor force who had reached primary level (class 1-6) and had at least secondary level (Class 7 & above) were 40.8 percent and 43.7 percent, respectively. More females (44.2 percent) in this area had attained primary level (Class 1-6) than the males as it only registered 37.2 percent. However, more that half (52.6 percent) of the males have completed at least secondary level as compared to their female counterpart (34.1 percent).

The urban labor force participants had posted the biggest percentage of those who had attained with at lest vocational level as it accounted for 5.9 percent as compared to the rural counterpart of only 1.1 percent.

Interestingly, female-male differentials were so notable maybe due to their tradition where women are expected to take charge of the household chores while men are the ones responsible for the financial aspects in the household.

Table E. Distribution of the Labor Force Participants by Highest Educational Attainment
Area and sex, Cambodia: November 2000
(In percent)

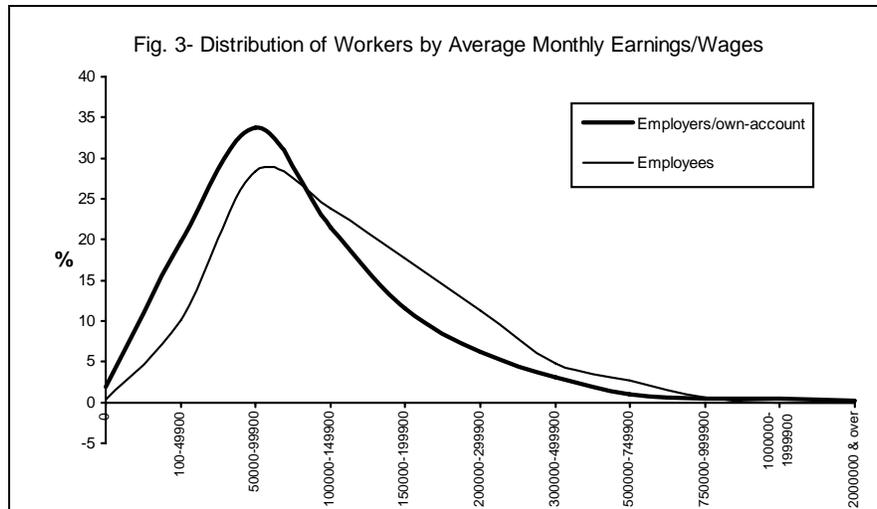
High educational attainment	Total			Urban			Rural		
	BS	M	F	BS	M	F	BS	M	F
Cambodia	100.0								
Not attended school/no class completed	22.4	16.0	28.4	14.9	9.0	21.0	23.5	17.0	29.3
Primary (1-6)	53.1	51.5	54.7	40.8	37.2	44.2	54.7	53.7	56.1
Secondary (7-9)	18.5	23.6	13.6	25.9	29.1	22.5	17.3	22.8	12.5
High school (10-secondary diploma)	4.1	6.0	2.3	11.9	15.3	8.3	3.1	4.7	1.6
Vocational/BST/OS graduate & undergraduate	1.0	1.4	0.5	3.9	4.9	2.6	0.6	0.9	0.2
Graduate or higher	0.3	0.6	0.1	2.0	3.3	0.7	0.1	0.3	-
Not reported	0.5	0.7	0.3	0.8	1.0	0.5	0.4	0.6	0.2

3.6. Monthly Earning/Wages

Monthly earnings (in kind or in cash) of employers and own-account workers and average monthly wages in cash of employees from primary occupation are summarized in in Table F. Data showed that about 61.0 percent of employers and 44.6 percent and own-account workers earned at least 100 thousand Riels a month on the average. While 64.5 percent of employers and own-account workers earned at least 100 thousand Riels a month on the average in urban areas, only 41.8 percent of employers and own-account workers earnings as much in the rural areas. The reverse is true in the average monthly wages of employees where 63.1 percent in the rural areas earned at least 100 thousand Riels, only 55.1 percent earned as much in the urban areas.

Table F. Monthly earning of Employers/Own-Account Workers
and Employees by Areas, Cambodia : November 2000
(In pecent)

Earning/Wages (In Riels)	Employers and Own account			Employees		
	Total	Urban	Rural	Total	Urban	Rural
49,999 or less	21.7	12.8	23.0	10.6	8.7	11.3
50,000-99,999	33.7	22.7	35.3	28.4	36.3	45.7
100,000-49,999	21.5	18.3	22.0	23.8	22.8	24.2
150,000-199,999	11.6	19.7	10.4	17.7	11.2	20.0
200,000-299,999	6.2	12.7	5.2	11.3	9.2	12.1
300,000-499,999	3.1	8.3	2.4	4.8	7.3	3.9
500,000-749,999	1.0	3.4	0.7	2.7	3.1	2.6
750,000-999,999	0.5	1.4	0.4	0.6	1.4	0.3
1,000,000 & Over	0.7	0.7	0.7	0.1	0.1	-



3.7. Availability/seeking for additional work

Of the total employed persons 10 years and over numbered to 5,275.2 thousand, about 31.5 percent reported that they were available for additional work while 13.3 percent were available and actually seeking for additional work. More males than females were available for additional work and actually seeking for work (Table G).

Table G. Employed Persons by Available for Additional Work and Available and actually Looking for work, Cambodia : November 2000

Sex/Areas	Total employed	Available for additional work (%)	Available and actually looking for work (%)
Cambodia			
Total	5,275,177	31.5	13.3
Males	2,538,013	36.3	16.6
Females	2,737,164	27.0	10.3
Urban			
Total	614,681	15.3	6.3
Males	315,759	18.1	7.5
Females	298,923	12.4	4.9
Rural			
Total	4,660,496	33.6	14.2
Males	2,222,254	38.9	17.8
Females	2,438,242	28.8	11.0

More than one-third (33.6 percent) of total employed person in rural areas were available for additional work while only 14.2 percent were available and actually seeking for additional work. The percentage of employed person who are available

and actually seeking for additional work among males and females in rural sector was significantly higher than their counterpart in the urban areas.

3.8. Persons not in the labor force by reason

Cambodian population aged 10 years and over was 8,295 thousand. Of this total, 2,886 thousand or 34.8 percent were not in the labor force. Total male population not in the labor force recorded was 1,327 thousand or 33.8 percent while 1,559 thousand or 35.6 percent of the female population was in the labor force.

Table H presented the reasons for not seeking for work, students made up 68.9 percent of persons not in the labor force. As observed, there are more males (82.1 percent) than females (57.6 percent) who were not in the labor force because they are studying.

Too old or retired was the next reason for not being available and seeking for work comprising 9.7 percent, followed by housekeeping with 8.2 percent.

By area, students comprised the higher proportion of the economically inactive population in rural (69.8 percent) than that in urban (64.5 percent) areas. About 20.1 percent and 13.3 percent of the urban and rural population, respectively had answered that housekeeping and caring for children, elderly and disabled were the reason why they were not in the labor force.

Table H. 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 2000
(In percent)

Reasons for being not available and seeking for work	Cambodia			Urban			Rural		
	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
Believe no work is available	0.6	0.7	0.6	0.8	0.9	0.6	0.6	0.6	0.6
Awaiting results of applications	0.4	0.6	0.2	0.4	0.6	0.2	0.4	0.6	0.2
Waiting to start a new job	0.4	0.4	0.5	0.8	0.9	0.7	0.4	0.3	0.5
Infirmity / Illness	1.8	1.5	2.0	1.6	1.5	1.7	1.8	1.5	2.1
Disability	1.9	2.3	1.5	0.8	1.0	0.6	2.1	2.5	1.7
Too old, retired	9.7	7.5	11.7	10.1	7.7	11.9	9.7	7.4	11.7
Student	68.9	82.1	57.6	64.5	82.5	51.2	69.8	82.1	59.1
Caring for children, elderly or disabled	6.2	1.1	10.6	4.7	0.7	7.6	6.6	1.2	11.3
Housekeeping	8.2	1.9	13.6	15.4	2.7	24.8	6.7	1.8	11.1
Others	1.8	1.9	1.6	1.1	1.5	0.7	1.9	2.0	1.8

Statistical Tables
November 2000

Table B. Population 10 Years Old & Over in Labor Force Participation Rate
by Area, Age Group and Sex, Cambodia 2000
(In percent)

Age Group	Cambodia			Other urban			Rural		
	BS	M	F	BS	M	F	BS	M	F
All Ages	65.2	66.2	64.4	55.7	60.2	51.7	66.7	67.1	66.4
10 – 14	8.3	8.0	8.6	4.8	3.8	5.8	8.9	8.7	9.1
15 – 19	55.1	47.3	62.6	40.0	33.0	46.7	57.5	49.6	65.1
20 – 24	86.2	86.8	85.6	69.3	69.0	69.7	88.7	89.5	87.8
25 – 29	91.7	96.4	87.4	80.4	90.0	72.0	93.5	97.4	89.8
30 – 34	89.3	97.4	82.8	81.8	95.6	68.9	90.7	97.8	85.2
35 – 39	93.1	97.1	89.3	85.3	97.6	74.0	94.3	97.0	91.6
40 – 44	92.7	98.8	88.1	86.5	99.0	75.7	93.8	98.7	90.2
45 – 49	91.7	98.3	86.8	81.4	94.1	71.6	93.5	99.0	89.4
50 – 54	89.2	94.2	85.7	78.7	91.8	69.3	90.9	94.6	88.4
55 – 59	84.4	93.0	77.6	64.8	82.5	52.7	87.7	94.5	82.1
60 – 64	68.8	80.2	57.5	54.7	76.0	37.9	70.8	80.7	60.6
65 & over	32.6	46.0	22.4	24.3	36.7	15.4	33.7	47.2	23.4

Table C. Distribution of Employed Persons by 10 Years and Over by Industrial Grouping,
Gender and Areas, Cambodia 2000
(In percent)

Industry group/Areas	Both sexes	Male	Female
CAMBODIA			
All industry groups	100.0	100.0	100.0
Agriculture, fishery, forestry	73.7	72.4	74.9
Mining and quarrying	0.1	0.1	0.1
Manufacturing	7.0	4.5	9.2
<i>Textile & garments</i>	4.3		
<i>Other manufacturing</i>	2.7		
Construction	1.3	2.4	0.3
Electricity, gas and water	8.3	5.1	11.2
Trade including repair & maintenance of motor vehicle	0.4	0.3	0.4
Hotels & restaurants	2.3	4.5	0.2
Transport	0.5	0.5	0.4
Public administration & defense	5.0	8.4	1.9
Education, health and social work	1.4	1.5	1.3
Other industries	0.1	0.2	0.1
OTHER URBAN			
All industry groups	100.0	100.0	100.0
Agriculture, fishery and forestry			
	30.3	29.0	31.6
Mining and quarrying	0.3	0.4	0.3
Manufacturing	0.9	6.4	
<i>Textile & garments</i>			
<i>Other manufacturing</i>			
Electricity, gas and water	0.4	6.2	
Construction	3.6		
Trade including repair & maintenance of motor vehicle	27.2	15.4	
Hotels & restaurants	1.7	1.1	
Transport	7.1	13.2	
Public administration & defense	1.9	1.8	
Education, health and social work	14.4	21.2	
Other industries	3.4	3.5	
	0.7		
RURAL			
All industry groups			

Agriculture, fishery, forestry	8.7	10.1	7.3
Manufacturing	20.9	10.9	30.5
<i>Textile & garments</i>	<i>14.9</i>	<i>2.8</i>	<i>26.6</i>
<i>Other manufacturing</i>	<i>6.0</i>	<i>8.1</i>	<i>3.9</i>
Construction	1.7	3.1	0.3
Electricity , gas and water	0.4	0.8	0
Trade including repair & maintenance of motor vehicle	31.5	20.9	41.8
Hotels & restaurants	1.2	1.2	1.2
Transport	8.2	16.7	0.1
Public administration & defense	12.1	20.8	3.7
Education, health and social work	6.8	7.1	6.4
Other industries	8.5	8.3	8.7

Statistical Tables