



Kingdom of Cambodia

LABOUR MARKET INFORMATION

2007

Ministry of Labour and Vocational Training
Department of Labour Market Information

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1- Population and Labour Force

	Both Sexes	Male	Female
Estimated Total Population, 2004	13,439,000	6,526,000	6,914,000
Estimated Total Population, 2005	13,661,000	6,640,000	7,022,000
Estimated Total Population, 2010	15,034,000	7,343,000	7,691,000
Population in the employment age (10 years and above)	10,128,000	4,846,000	5,282,000
Labour Force (10 years and above)	7,558,000	3,823,000	3,734,000
Labour Force Participation rate (%) (10 years and over)	74.6	78.9	70.7
Inactivity rate (%) (10 years and over)	25.0	21.0	29.0
Labour Force Participation rate (%) (15 years and over)	80.4	85.9	75.5
Employed Population (10 years and over)	7,495,601	3,793,291	3,702,307
Employment rate (%) (10 years and over)	99.2	99.2	99.1
Unemployment rate (%) (10 years and over)	0.8	0.8	0.9
Literacy rate (%) (7 years and over)	67.1	74.4	60.3
Adult Literacy rate (%) (15 years and over)	69.6	80.2	60.1

Source: NIS, Socio-Economic Survey 2004.

2- Key Indicators of the Labour Market (KILM)

KILM 1. Labour force participation rates (10 years and over), 2004

(Percent)

Residence	Both Sexes	Male	Female
Cambodia	74.6	78.9	70.7
Phnom Penh	60.8	65.1	56.7
Other Urban	69.5	73.1	66.0
Rural	77.0	81.4	73.0

Source: NIS, Cambodia Socio-Economic Survey 2004.

KILM 2. Employment-to-population ratio, 2004

(Percent)

Both Sexes	Male	Female
79.7	85.1	74.8

Source: ILO, Key Indicators of the Labour Market (KILM) 4th Edition;

KILM 3. Status in employment, 2004

(Percent)

Sex	Employment Status					
	Employer	Paid Employee	Own Account Worker	Unpaid Family Worker	Other	NA
Both Sexes	0.1	20.0	34.4	43.3	0.5	1.8
Male	0.1	23.3	39.7	34.8	0.6	1.4
Female	0.1	16.6	28.8	52.0	0.3	2.2

Source: NIS, Cambodia Socio-Economic Survey 2004

KILM 4. Employment by sector, 2004

Sector of economic activity	(Percent)		
	Both Sexes	Male	Female
Agriculture, hunting, forestry and fishing	60.3	61.4	59.2
Mining and quarrying, manufacturing, electricity, gaz and water supply and construction	12.5	11.7	13.4
Trade, hotels and restaurants, transport, business, administration, service activities etc..	27.2	26.9	27.4

Source: NIS, Cambodia Socio-Economic Survey 2004,

KILM 6. Hours of work, 2004.

Average hours of work in the past week by sex, location and occupation, 2004

	Average Hours of work
Female	38
Male	41
Urban	44
Rural	39
Paid employee	48
Own account worker	42
Rice farming	42
Garment manufacturing	52
Construction	50
Retail trade	41
Public administration	46
Teachers	44
Office clerk	48
Craft worker	40

Source: NIS, Cambodia Socio-Economic Survey 2004,

KILM 8. Unemployment rate (10 years and over), 2004.

(Percent)

Residence	Both Sexes	Male	Female
Cambodia	0.8	0.8	0.9
Phnom Penh	3.3	2.7	3.8
Other Urban	1.3	1.2	1.4
Rural	0.5	0.6	0.5

Source: NIS, Cambodia Socio-Economic Survey 2004,

KILM 9. Youth unemployment (15-24 years), 2004.

(Percent)

Youth Unemployment Rate	Ratio of Youth to adult Unemployment rate	Share of Youth Unemployed in total Unemployed
1.5	2.5	61.0

Source: ILO, Key Indicators of the Labour Market (KILM) 4th Edition**KILM 13. Inactivity rate (10 years and over), 2004.**

(Percent)

Both Sexes	Male	Female
25.0	21.0	29.0

Source: NIS, Cambodia Socio-Economic Survey 2004,

KILM 14. Educational attainment and Illiteracy, 2004.

Educational attainment of the labour force , 2004

(Percent)

Educational attainment	Percentage
No or only some education	23.7
Primary not completed	42.4
Primary completed	21.8
Lower secondary	7.8
Upper secondary	3.0
Post secondary	1.3

Source: NIS, Cambodia Socio-Economic Survey 2004,

KILM 15. Manufacturing wage indices , 2001.

Manufacturing wage indices, 2001 = 78.7 (1995=100)

Source: ILO, Key Indicators of the Labour Market (KILM) 4th Edition, Table 15.

3- Establishments and Employees

Table 3.1: Number of Establishments and Employees, 2000.

Major Group	Number of			
	Establishments	Paid Workers	Unpaid Workers	All Workers
Mining and Quarrying	110	563	107	670
Manufacturing	7,857	518,139	14,710	532,849
Electricity, Gas and Water Supply	122	9,453	230	9,683
Construction	17	2,062	74	2,136
Wholesale and Retail Trade	63	1,008	149	1,157
Hotels and Restaurants	371	10,124	271	10,395
Transportation	13	424	32	456
Total Cambodia	8,553	541,773	15,573	557,346

Source: NIS, Survey of Industrial Establishment 2000

Table3. 2: Distribution of Establishment by Employment Size, 2000.

Employment Size	Mining and Quarrying		Manufacturing		Electricity, Gas & Water Supply	
	Number	%	Number	%	Number	%
Less than 10	50	45.5	6751	85.9	104	85.2
10-19	55	50	369	4.7	7	5.7
20-49	4	3.6	124	1.6	5	4.1
50-99	1	0.9	87	1.1	5	4.1
100+	0	-	524	6.7	1	0.8
	110	100.0	7,857	100.0	122	100.0

Source : NIS, Survey of Industrial Establishment 2000

Table 3.3: Number of Manufacturing Establishments by Industry Groups, 2000.

Code	All Sectors	All	%	Large	%
	Manufacturing	7,857	100.0	1,106	100.0
15	Manufacture of Food Product and Beverages	5,515	70.2(1)	165	14.9(4)
16	Manufacture of Tobacco Products	67	0.9	32	2.9
17	Manufacture of Textiles	227	2.9(6)	206	18.6(3)
18	Manufacture of Wearing Apparel	257	3.3(5)	219	19.8(2)
19	Tanning and Dressing of Leather, Manufacture of Luggage, Handbags, Saddlery, Harness and Footwear	62	0.8	44	4.0(7)
20	Manufacture of Wood Products Except Furniture, Manufacture of Articles of Straw and Plaiting Materials	154	2.0(7)	36	3.3
21	Manufacture of Paper and Paper Products	13	0.2	11	1.0
22	Publishing, Printing and Reproduction of Recorded Media	22	0.3	0.0	0.0
24	Manufacture of Chemicals and Chemical Products	37	0.5	19	1.7
25	Manufacture of Rubber and Plastic Products	60	0.8	60	5.4(5)
26	Manufacture of Other Non-metallic Mineral Products	513	6.5(3)	234	21.2(1)
27	Manufacture of Basic Metals	8	0.1	0.0	0.0
28	Manufacture of machinery and Equipment	343	4.4(4)	55	5.0(6)
29	Manufacture of Machinery and Equipment n.e.c	30	0.4	0.0	0.0
31	Manufacture of Electrical Machinery and Apparatus n.e.c	5	0.1	0.0	0.0
34	Manufacture of Motor Vehicles, Trailers and Semi-trailers	24	0.3	24	2.2
36	Manufacture of Furniture, Manufacturing n.e.c	518	6.6(2)	0.0	0.0
37	Recycling	2	0.0	1.0	0.1

Figures in the brackets give the rank of the industry group.

Source: NIS, Survey of Industrial Establishment 2000

Table 3.4 : Employment, Sex Ratio & Average Employment in Large Manufacturing Establishments, 2000.

Code	All Sectors	No. of Establish.	Paid Employee	Sex Ratio (F/M)*100	Average Empl./ Per Establishment
	Large Manufacturing	1,106	507,868	282	459
15	Manufacture of food products and Beverage	165	4,947	42	30
16	Manufacture of Tobacco Products	32	2,496	90	78
17	Manufacture of Textiles	206	223,107	315	1,083
18	Manufacture Wearing Apparel	219	168,260	781	768
19	Manufacture of luggage, Handbags, Saddlery, Harness & Footwear	44	34,681	1571	788
20	Manufacture of Wood products except Furniture, Manufacture of article of straw & plaiting materials	36	3,614	127	100
24	Manufacture of Chemicals and Chemicals products	19	307	32	16
26	Manufacture of other non-metallic mineral products	234	4,322	86	18
28	Manufacture of Machinery and Equipment	55	1,188	5	22
34	Manufacture of Motor Vehicles, Trailers & semi-trailers	24	264	10	11

Source: NIS, Survey of Industrial Establishment 2000

Footnote: ISIC group 21, 25 & 37 have been suppressed because their estimates were based on inadequate sample size. However, the estimates are included in the totals/Ratios/Averages.

Table 3.5: Number of Garment Factories, 2003-2007.

Year	Number of Factories	Number of Workers	
		Total	Female
2003	255	167,967	146,606
2004	351	247,252	212,898
2005	397	258,931	229,150
2006	492	403,743	363,992
2007 (11 July)	513	406,358	365,877

Source: Department of Labor Inspection, Ministry of Labor and Vocational Training.

Table 3.6: Garment Factories in Cambodia, 1994-2005.

Year	Number of Factories	Number of Workers
1994	10	8,021
1995	25	14,686
1996	43	25,489
1997	105	82,055
1998	85	88,909
1999	41	47,375
2000	24	25,954
2001	14	12,457
2002	12	11,900
2003	19	25,070
2004	31	48,275
2005	54	82,645
Total	466	481,516

Source : CDC/CIB Approved Data, 2006
including embroidery, knitting, bag making and fabrics making

4- Wages

Table 4.1: Average Wage per Worker (per year) for Major Industry Groups (000' Riels), 2000.

All Sectors	All Establishments	Large Establishments	Small Establishments
Mining and Quarrying	1,366	1,374	1,342
Manufacturing	3,455	3,499	1,261
Electricity, Gas and Water	776	766	1,637
All Sectors	3,409	3,447	1,267

Source: NIS, Survey of Industrial Establishment 2000

Table 4.2: Average wage per worker (per year) for Other Sectors, 2000.

ISC Code	Major Groups	Average Wages Per Worker (000' Riels)
45	Construction	3,580
51-52	Wholesale and Retail Trade	3,105
55	Hotel and Restaurants	18,892
60-61	Transportation	4,175
	Total (Other Sectors)	14,946
	Industrial Sector	3,409
	Total Cambodia	3,701

Source: NIS, Survey of Industrial Establishment 2000

Table 4.3: Average Wage per Worker (per year) in Manufacturing Establishments by Sex ('000's Riels), 2000.

ISIC Code		Large Establishments		Small Establishment	
		Males	Females	Males	Females
	All Manufacturing	3,522	3,494	1,350	780
15	Manufacture of Food products and Beverage	2,216	1,412	1,140	780
16	Manufacture of Tobacco products	4,886	2,458	320	550
17	Manufacture of Textiles	4,211	4,115	-	110
18	Manufacture of Wearing Apparel	5,645	3,268	80	900
19	Tanning and Dressing of Leather, Manufacture of Luggage, Handbags, Saddlery, Harness and Footwear	3,426	2,451	-	-
20	Manufacture of Wood products except Furniture, Manufacture of Articles of Straw & Plaiting Materials	1,135	952	1,740	1,750
22	Publishing, Printing and Reproduction of Recorded Media	-	-	3,840	3,820
24	Manufacture of Chemicals and Chemicals Products	4,172	2,338	1,520	930
26	Manufacture of other Non-Metallic Mineral Products	1,100	879	850	570
27	Manufacture of Basic Metals	-	-	1,190	-
28	Manufacture of Machinery and Equipment	3,190	4,053	2,330	200
29	Manufacture of Machinery and Equipment n.e.c	-	-	542	-
34	Manufacture of Motor Vehicles, Trailers and Semi-trailers	1,342	833	-	-
36	Manufacture of Furniture, Manufacturing n.e.c	-	-	1,392	844

Source: NIS, Survey of Industrial Establishment 2000

Footnote: ISIC group 21, 25 & 37 have been suppressed because their estimates were based on inadequate sample size. However, these estimates are included in the figures shown against 'All Manufacturing' (- Means No Paid Employment in the concerned cell)

Table 4.4 : Average Wages per Worker (per year) in Large Manufacturing Establishments by Types of Workers (in 000's Riels), 2000.

ISIC Code		Managers and Supervisors	Productions Workers	Other Workers
	All Manufacturing	9,023	3,037	10,029
15	Manufacture of Food products and Beverage	4,380	1,867	1,887
16	Manufacture of Tobacco products	4,580	2,282	5,732
17	Manufacture of Textiles	10,039	3,622	24,861
18	Manufacture of Wearing Apparel	13,407	2,759	32,552
19	Tanning and Dressing of Leather, Manufacture of Luggage, Handbags, Saddlery, Harness and Footwear	5,257	2,472	2,834
20	Manufacture of Wood products except Furniture, Manufacture of Articles of Straw & Plaiting Materials	1,952	1,016	1,020
24	Manufacture of Chemicals and Chemicals Products	17,174	2,234	5,125
26	Manufacture of other Non-Metallic Mineral Products	1,272	972	4,526
28	Manufacture of Machinery and Equipment n.e.c	61,684	1,940	3,787
34	Manufacture of Motor Vehicles, Trailers and Semi-trailers	-	1,295	-

Source : NIS, Survey of Industrial Establishment 2000

Footnote: ISIC group 21, 25 & 37 have been suppressed because their estimates were based on inadequate sample size. However, these estimates are included in the figures shown against 'All Manufacturing' (- Means No Paid Employment in the concerned cell)

Table 4.5: Wages earned in the last month in Riels by sex, location and occupation, 2004

	Wages
Male	188,840
Female	170,315
Phnom Penh	310,678
Other Urban	194,580
Rural	143,843
Legislators, Senior officials and Managers	240,025
Professionals	243,044
Technicians	313,228
Clerks	383,398
Sales workers	172,048
Skilled agricultural and fishery workers	84,644
Craft and related trades workers	198,785
Plant and machine operators and assemblers	241,938
Elementary occupations	158,507
Armed forces	140,948

Source: NIS, Cambodia Socio-Economic Survey 2004,

5- Domestic Employment

Table 5: Domestic Employment by location from 2004 to 2006.

Location	Number of Applicants	Job Placements		
		Through Establishments	Through Ministry of Labour and Vocational Training	Total
Phnom Penh	65	79,961	0	79,961
Provinces	5,074	4,441	434	4,875
Total	5,139	84,402	434	84,836

Source: Department of Employment and Manpower, Ministry of Labour and Vocational Training.

6- Overseas Employment

**Table 6 : Number of Cambodian workers working overseas by countries
1998- 2007.**

Countries	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	Total
Malaysia	120	86	502	846	1,049	573	809	1,776	1,690	3,219	10,670
Korea, Republic of						756	674	468	1,501		3,399
Thailand									394	5,720	6,114
Total	120	86	502	846	1,049	1,329	1,483	2,244	3,585	8,939	20,183

Source: Department of Employment and Manpower, Ministry of Labour and Vocational Training.

7- Graduates in TVET Institutions

Table 7: Number of Students in TVET Institutions, 2002-2007.

Level	2002-2003		2003-2004		2004-2005		2005-2006		2006-2007		Total	Female
	Total	Female	Total	Female	Total	Female	Total	Female	Total	Female		
Post Graduate					48	14	52	5	55	3	155	22
Bachelor/Engineer					993	198	1,074	301	1,074	301	3,141	800
Diploma/Technician	2,443	611	1,724	565	1,237	416	2,201	701	2,201	701	9,806	2,994
Certificate I,II, III (Public Long term Training)	889	121	1,999	245	594	51	503	21	1,562	307	5,547	745
Public Short term Training	3,976	1,843	5,998	2,570	10,692	5,081	17,723	9,053	64,970	26,484	103,359	45,031
Private/NGO, IO etc.	12,840	5,625	14,866	8,430	14,330	6,560	26,434	9,906	18,505	4,077	86,975	34,598
Total	20,148	8,200	24,587	11,810	27,894	12,320	47,987	19,987	88,367	31,873	208,983	84,190

Source: Department of Technical Vocational Education and Training Management,
Ministry of Labour and Vocational Training

8- Graduates in Higher Education Institutions

Higher Education Institutions	Number of Institutions	2001	2002	2003	2004	2005	Total
Public	9 of 17	2,490	5,005	5,924	4,842	4,263	22,524
Private	10 of 35	418	693	2,500	2,325	2,314	8250
Total	19 of 52	2,908	5,698	8,424	7,167	6,577	30,774

Table 8.1: Number of Students who completed Bachelor Degree, 2001-2005

Source: Ministry of Education, Youth and Sports.

Table 8.2: Number of Students who completed Master Degree and Doctor Degree, 2003-2006

Level of Education	Number of Institutions	2003	2004	2005	2006	Total
Master Degree	11 of 24	129	1,041	843	235	2,248
Doctor Degree	1 of 3				9	9
Total		129	1,041	843	244	2,257

Source: Ministry of Education, Youth and Sports.

9- Labour Demand through Investment Projects

Table 9.1: Analysis of Labour by Sectors, 2000.

(Projects Approved from January 2000 to December 2000)

SECTOR	ACTIVITY	PERSONS	%
Agriculture		1,809	5.70
	Agriculture	1,472	4.64
	Agro-Industry	337	1.06
Industries		27,191	85.64
	Building Material	273	0.86
	Disc	126	0.40
	Garment	24,593	77.46
	Leather Processing	80	0.25
	Medical Supplies	89	0.28
	Other Industries	1,209	3.81
	Paper	125	0.39
	Petroleum Distribution	79	0.25
	Plastic	234	0.74
	Textile	383	1.21
Services		708	2.23
	Services	683	2.15
	Water Supply	25	0.08
Tourism		2,043	6.43
	Hotel	1,655	5.21
	Tourism	388	1.22
Total		31,751	100.00

Source: CDC/CIB Approved Data, 2000

Table 9.2: Analysis of Labour by Sectors, 2001

(Projects Approved from January 2001 to December 2001)

SECTOR	ACTIVITY	PERSONS	%
Agriculture		2,360	13.49
	Agriculture	143	0.82
	Agro-Industry	2,217	12.67
Industries		12,605	72.03
	Energy	68	0.39
	Garment	10,454	59.74
	Other Industries	117	0.67
	Other Industry	170	0.97
	Wood Processing	170	0.97
	Plastic	180	1.03
	Textile	1,446	8.26
Services		1,117	6.38
	Health Services	71	0.41
	Infrastructure	808	4.62
	Services	118	0.67
	Telecommunication	120	0.69
Tourism		1,418	8.10
	Hotel	1,418	8.10
Total		17,500	100.00

Source: CDC/CIB Approved Data, 2001

Table 9.3: Analysis of Labour by Sectors, 2002.

(Projects Approved from January 2002 to December 2002)

SECTOR	ACTIVITY	PERSONS	%
Agriculture		2,360	12.12
	Agriculture	143	0.73
	Agro-Industry	2,217	11.39
Industries		14,572	74.85
	Energy	68	0.35
	Garment	12,421	63.81
	Other Industries	117	0.60
	Other Industry	170	0.87
	Wood Processing	170	0.87
	Plastic	180	0.92
	Textile	1,446	7.43
Services		1,117	5.74
	Health Services	71	0.36
	Infrastructure	808	4.15
	Services	118	0.61
	Telecommunication	120	0.62
Tourism		1,418	7.28
	Hotel	1,418	7.28
Total		19,467	100.00

Source: CDC/CIB Approved Data, 2002

Table 9.4: Analysis of Labour by Sectors, 2003.

(Projects Approved from January 2003 to December 2003)

SECTOR	ACTIVITY	PERSONS	%
Agriculture		322	1.04
	Agriculture	76	0.25
	Agro-Industry	246	0.80
Industries		26,294	85.11
	Food Processing	39	0.13
	Garment	25,070	81.15
	Medical Chemical	258	0.84
	Mining	324	1.05
	Other Industries	378	1.22
	Wood Processing	225	0.73
Services		874	2.83
	Service Energy	43	0.14
	Services	703	2.28
	Telecommunication	61	0.20
	Water Supply	67	0.22
Tourism		3,405	11.02
	Hotel	3,375	10.92
	Tourism	30	0.10
Total		30,895	100.00

Source: CDC/CIB Approved Data, 2003.

Table 9.5: Analysis of Labour by Sectors, 2004.

(Projects Approved from January 2004 to December 2004)

SECTOR	ACTIVITY	PERSONS	%
Agriculture		775	1.42
	Agro-Industry	775	1.42
Industries		51,884	94.88
	Cement	40	0.07
	Food Processing	247	0.45
	Energy	129	0.24
	Garment	48,275	88.28
	Petroleum	70	0.13
	Wood Processing	140	0.26
	Plastic	284	0.52
	Shoes	1,025	1.87
	Sock	847	1.55
	Tobacco	827	1.51
Services		416	0.76
	Construction	291	0.53
	Infrastructure	110	0.20
	Water Supply	15	0.03
Tourism		1,611	2.95
	Hotel	540	0.99
	Tourism	1,071	1.96
Total		54,686	100.00

Source: CDC/CIB Approved Data, 2004.

Table 9.6: Analysis of Labour by Sectors, 2005.

(Projects Approved from January 2005 to December 2005)

SECTOR	ACTIVITY	PERSONS	%
Agriculture		2,870	2.66
	Agriculture	336	0.31
	Agro-Industry	528	0.49
	Plantation	2,006	1.86
Industries		98,781	91.68
	Energy	372	0.35
	Garment	82,645	76.71
	Petroleum	582	0.54
	Medical Chemical	127	0.12
	Medical Supplies	135	0.13
	Mining	8,636	8.02
	Other Industries	4,109	3.81
	Other Industry	190	0.18
	Paper	84	0.08
	Plastic	1,596	1.48
	Tobacco	305	0.28
Services		2,482	2.30
	Construction	2,441	2.27
	Transportation	41	0.04
Tourism		3,608	3.35
	Hotel	1,316	1.22
	Tourism	2,292	2.13
Total		107,741	100.00

Source: CDC/CIB Approved Data, 2005.

Table 9.7: Analysis of Labour by Sectors, 2006.

(Projects Approved from January 2006 to December 2006)

SECTOR	ACTIVITY	PERSONS	%	PROJECTS
Agriculture		68,367	35.69%	20
	Agriculture	1,105	0.58%	2
	Agro-Industry	67,262	35.11%	18
Industries		109,344	57.08%	61
	Cement	242	0.13%	1
	Electronics	479	0.25%	1
	Energy	1,314	0.69%	3
	Garment	79,480	41.49%	39
	Mining	20	0.01%	1
	Other Industries	3,515	1.83%	3
	Other Industry	5,560	2.90%	6
	Shoes	17,364	9.06%	5
	Sock	1,370	0.72%	2
Services		8,286	4.33%	10
	Construction	7,056	3.68%	3
	Engineering	384	0.20%	1
	Health Services	261	0.14%	1
	Service Energy	176	0.09%	1
	Services	409	0.21%	4
Tourism		5,565	2.90%	7
	Hotel	726	0.38%	4
	Tourism	4,839	2.53%	3
Total		191,562	100%	98

Source: CDC/CIB Approved Data, 2006

Table 9.8: Analysis of Labour by Sectors, 2007.

(Projects Approved from January 2007 to June 2007)

SECTOR	ACTIVITY	PERSONS	%	PROJECTS
Agriculture		2,198	3.71	3
	Agro-Industry	2,198	3.71	3
Industries		52,761	88.95	36
	Garment	35,568	59.97	14
	Mining	302	0.51	3
	Other Industries	640	1.08	1
	Other Industry	16,251	27.40	18
Services		1,964	3.31	6
	Engineering	540	0.91	1
	Health Services	286	0.48	1
	Telecommunication	1,138	1.92	4
Tourism		2,391	4.03	2
	Tourism	2,391	4.03	2
Total		59,314	100.00	47

Source: CDC/CIB Approved Data, 2007