

CHAPTER 2

JOB CHARACTERISTICS OF THE EMPLOYED POPULATION

Chapter 2 provides in-depth analysis on the employed population from various angles of employment such as employment status, employment sector, industrial sector, industrial category (section), major group of occupation, and so on.

2.1 EMPLOYMENT STATUS

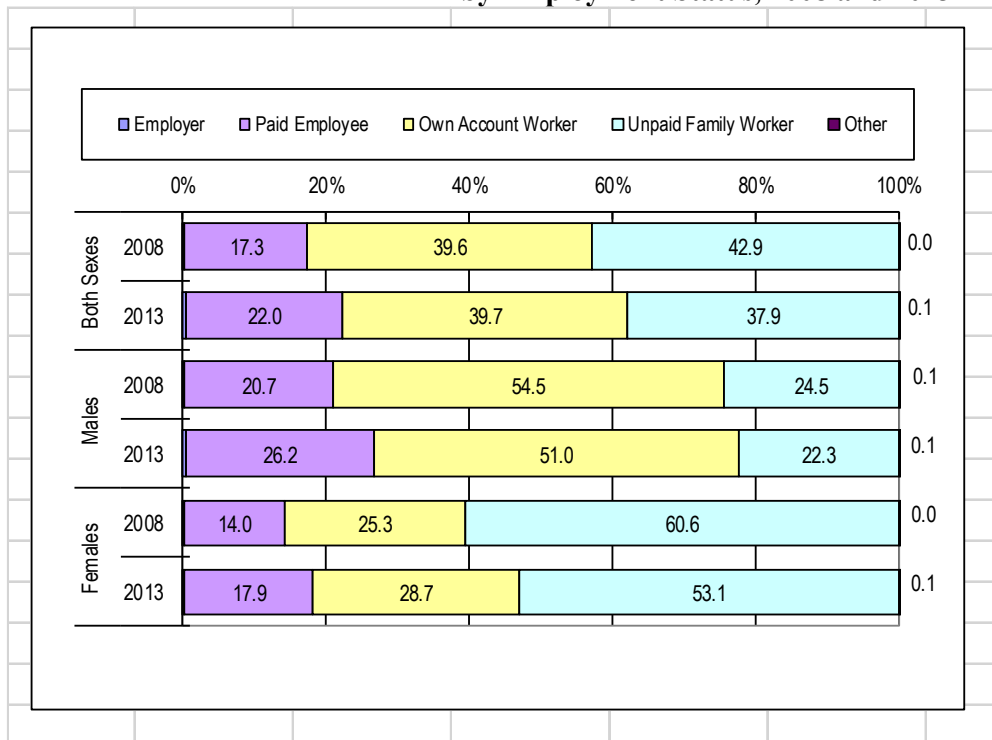
2.1.1 Changes in Employment Status from 1998 to 2008

Table 2.1 and Figure 2.1 indicate that in terms of employment status, ‘Unpaid family workers’ and ‘Own account workers’ account for high proportions of the employed population aged 15 years and over in 2008 and 2013.

The proportions of these two categories are 37.9% and 39.7%, respectively in 2013, and when combined together, it becomes about 77.6% of the total employed population. In 1998, the corresponding proportions were 41.1 and 46.1 %, respectively, and the combined proportion was 87.2 %. In 2008, they were 42.9% and 39.6% with the combined proportion of 82.5%.

By gender, the proportion of employed females working as unpaid family workers greatly exceeds that of the male counterparts, while the proportion of employed males working as own account workers greatly exceeds that of the female counterparts .

**Figure 2.1 of Employed Persons Aged 15 and over
by Employment Status, 2008 and 2013**



Chapter 2

These figures indicate that most of employed persons in Cambodia are engaged in informal, unorganized or unstable employment, but that their share is decreasing in Cambodia, reflecting its economic and social development during recent 15 years (Table 2.1).

**Table 2.1 Employed Persons aged 5 and over
by Employment Status, Sex, and Age Group, 2008 and 2013**

Sex/ Age Group	2008						2013					
	Total Number of Employed Persons*	Percentage					Total Number of Employed Persons*	Percentage				
		Employer	Paid employee	Own account worker	Unpaid family worker	Other		Employer	Paid employee	Own account worker	Unpaid family worker	Other
Both Sexes												
Total (Aged 5 +)	6,934,759	0.1	17.2	39.1	43.5	0.0	8,124,244	0.3	22.0	39.5	38.2	0.1
Total (Aged 15 +)	6,840,795	0.1	17.3	39.6	42.9	0.0	8,058,613	0.3	22.0	39.7	37.9	0.1
15-19	672,496	0.1	21.8	8.2	69.8	0.1	658,097	0.3	28.9	6.4	64.4	0.0
20-24	1,064,290	0.1	24.2	17.9	57.7	0.1	1,247,428	0.2	31.2	15.7	52.7	0.1
25-29	1,094,832	0.2	21.9	33.3	44.6	0.0	1,197,332	0.3	28.9	29.9	40.8	0.1
30-34	636,463	0.2	16.6	44.1	39.0	0.0	1,112,341	0.2	23.7	42.4	33.5	0.1
35-39	782,486	0.2	16.8	48.2	34.8	0.0	682,288	0.5	18.7	50.6	30.2	0.1
40-44	683,201	0.2	14.9	50.6	34.3	0.0	784,267	0.5	18.5	51.7	29.2	0.1
45-49	602,015	0.2	12.6	54.4	32.8	0.0	719,206	0.3	16.8	54.3	28.4	0.1
50-54	439,057	0.2	13.1	53.7	33.0	0.0	598,431	0.3	13.6	57.0	29.0	0.1
55-59	339,728	0.2	11.2	57.2	31.3	0.0	425,489	0.4	13.4	56.0	30.1	0.0
60-64	218,002	0.1	7.2	62.5	30.1	0.0	302,918	0.2	9.8	62.2	27.7	0.1
65-69	152,438	0.1	4.9	64.4	30.5	0.0	179,817	0.3	7.4	68.5	23.7	0.0
70-74	85,863	0.1	3.4	66.1	30.3	0.1	85,994	0.1	6.2	69.9	23.7	0.2
75 and over	69,924	0.1	2.9	62.5	34.3	0.1	65,007	0.2	3.1	64.8	30.8	1.1
Male												
Total (Aged 5 +)	3,392,344	0.2	20.6	53.9	25.3	0.1	4,020,697	0.4	26.1	50.6	22.8	0.1
Total (Aged 15 +)	3,345,642	0.2	20.7	54.5	24.5	0.1	3,987,156	0.4	26.2	51.0	22.3	0.1
15-19	316,589	0.1	17.6	10.6	71.5	0.2	307,298	0.1	27.9	6.2	65.8	0.0
20-24	512,268	0.1	23.7	24.7	51.4	0.1	626,911	0.2	33.7	18.7	47.3	0.1
25-29	561,126	0.2	24.5	47.7	27.5	0.1	617,620	0.3	30.9	39.6	29.1	0.1
30-34	324,809	0.2	21.1	63.4	15.3	0.0	562,128	0.2	28.0	56.0	15.7	0.1
35-39	399,788	0.2	22.6	67.6	9.6	0.0	353,583	0.5	23.6	67.3	8.5	0.1
40-44	336,620	0.2	21.8	70.5	7.5	0.0	380,733	0.8	25.1	67.7	6.2	0.2
45-49	292,044	0.2	19.1	74.3	6.4	0.0	358,451	0.4	24.1	69.0	6.4	0.1
50-54	188,710	0.2	21.7	72.5	5.6	0.0	284,724	0.6	19.5	74.8	4.9	0.2
55-59	153,728	0.2	18.5	75.6	5.7	0.0	185,735	0.7	21.9	72.1	5.3	0.0
60-64	103,732	0.2	11.6	81.4	6.7	0.0	138,793	0.4	15.8	78.8	5.0	0.0
65-69	75,156	0.2	7.6	83.5	8.6	0.1	89,774	0.3	11.2	83.1	5.4	0.0
70-74	44,297	0.1	5.0	83.5	11.2	0.1	45,610	0.0	8.7	81.9	9.3	0.0
75 and over	36,775	0.1	3.6	79.0	17.1	0.2	35,798	0.4	4.0	76.5	17.0	2.1
Female												
Total (Aged 5 +)	3,542,415	0.1	14.0	25.0	60.9	0.0	4,103,547	0.3	17.9	28.5	53.3	0.1
Total (Aged 15 +)	3,495,153	0.1	14.0	25.3	60.6	0.0	4,071,457	0.3	17.9	28.7	53.1	0.1
15-19	355,907	0.1	25.5	6.0	68.4	0.0	350,799	0.5	29.9	6.6	63.1	0.0
20-24	552,022	0.1	24.7	11.6	63.5	0.0	620,517	0.2	28.8	12.7	58.2	0.0
25-29	533,706	0.1	19.1	18.2	62.5	0.0	579,712	0.3	26.7	19.5	53.4	0.0
30-34	311,654	0.1	12.0	24.0	63.8	0.0	550,213	0.3	19.4	28.6	51.8	0.1
35-39	382,698	0.1	10.8	28.0	61.1	0.0	328,705	0.4	13.5	32.6	53.4	0.1
40-44	346,581	0.1	8.1	31.3	60.4	0.0	403,534	0.1	12.3	36.6	50.9	0.1
45-49	309,971	0.1	6.6	35.6	57.6	0.0	360,755	0.3	9.6	39.8	50.3	0.1
50-54	250,347	0.1	6.6	39.5	53.7	0.0	313,706	0.1	8.1	40.9	50.9	0.0
55-59	186,000	0.1	5.3	42.1	52.5	0.0	239,754	0.3	6.9	43.5	49.3	0.1
60-64	114,270	0.1	3.1	45.4	51.4	0.0	164,125	0.0	4.8	48.1	46.9	0.1
65-69	77,282	0.1	2.2	45.9	51.7	0.0	90,044	0.3	3.6	54.0	42.1	0.0
70-74	41,566	0.1	1.6	47.6	50.6	0.1	40,384	0.3	3.3	56.2	39.9	0.3
75 and over	33,149	0.1	2.0	44.3	53.4	0.1	29,209	0.0	1.9	50.4	47.7	0.0

* Excluding persons with Employment Status 'Not Stated'

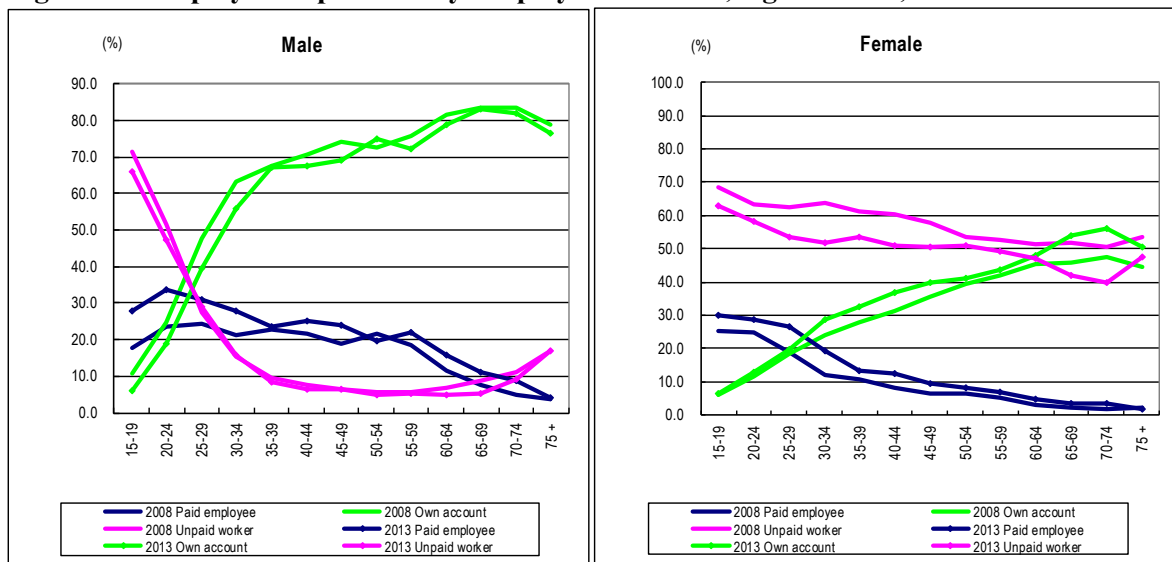
Although Cambodia once introduced a planned economy, it has been shifting to a free-market economy since 1989. Private property rights have been reintroduced, and price control has been abolished. Privatization of state owned enterprises is in progress, and investment has been liberalized. In the recent 15 years from 1998 to 2013, Cambodia has experienced many changes and enjoyed great social and economic development. As a result, the proportion of ‘Paid employees’ increased from 12.3 % in 1998 to 17.3 % in 2008, and to 22.0% in 2013 (Table 2.1).

Figure 2.2 illustrates the proportion of employed persons by employment status and age group. Most of young males start their career as unpaid family workers, and then shift to own account workers.

Males who start their career as paid employees seem to maintain their employment status thereafter until 55-59. The likelihood of young males working as paid employees increased considerably compared with 5 years ago.

The proportional distribution of females by employment status by age group shows a very different picture from that of males. Most of young females start their work as unpaid family workers like young males, but the proportion of female unpaid family workers does not decline so much as that of males. It ranges from around 50% to 60% across age groups. Nevertheless, the proportion of female own account workers increases with age. Compared with GPCC 2008 figures, ‘Own account workers’ increased while ‘Unpaid workers’ decreased for females across age groups. The proportion of female ‘Paid employees’ considerably increased from 2008 across age groups, but it decreases with age, especially starts decreasing sharply at the 30-34 age group. The proportional distribution of young females by employment status seems to be shifting from ‘Unpaid family workers’ to ‘Own account workers’ and ‘Paid employees’ during the recent five years.

Figure 2.2 Employed Population by Employment Status, Age and Sex, 2008 and 2013



2.1.2. Sub-national Differences in Employment Status

Table 2.2 and Figure 2.3 show urban/rural differences in employment status in 2013. The proportion of 'Paid employees' of the urban employed population aged 15 or over is 47.1%, which is the highest of all the categories of employment status, followed by 'Own account workers' and 'Unpaid family workers' (37.8 % and 14.4%, respectively). On the contrary, in rural areas, 'Unpaid family workers' is the highest with 43.7%, followed by 'Own account workers' (40.2%) and 'Paid employees' (5.8%).

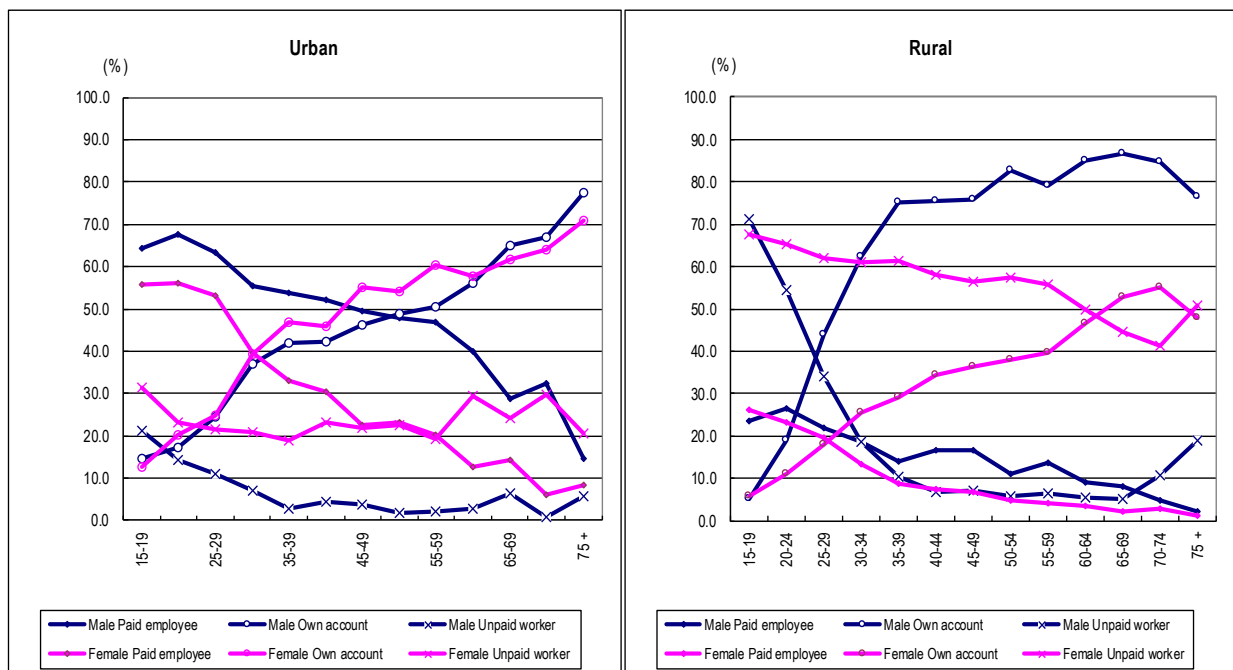
Both in urban areas and in rural areas, the proportion of males working as 'Own account workers' increases as age goes up. Both in urban and rural areas, the increase in male 'Own account workers' is associated with the reduction in 'Paid employees', and in 'Unpaid family workers'. However, the opportunity to be 'Unpaid family workers' is much less for urban males than for rural males, while the opportunity to be 'Paid employees' is much less for rural males than for urban males.

As for females, the proportion of 'Own account workers' also increases with age while the proportion of 'Paid employees' and that of 'Unpaid family workers' decrease as age goes up, both in urban and rural areas.

In urban areas, the proportion of 'Unpaid family workers' is low for males and females. The proportion of 'Paid employees' and that of 'Own account workers' cross in their late 30s for females, and in their early 50s for males.

In contrast, in rural areas, the proportion of 'Paid employees' is low for males and females. The two proportions of 'Unpaid family workers' and 'Own account workers' cross at early 60's for females, and at late 20's for males.

Figure 2.3 Employed Population by Employment Status, Age and Sex: Urban/Rural, 2013



**Table 2.2 Employed Persons aged 5 and over
by Employment Status, Age Group and Sex: Urban/Rural, 2013**

Age Group	Urban						Rural					
	Total Number of Employed Persons*	Percentage					Total Number of Employed Persons*	Percentage				
		Employer	Paid employee	Own account worker	Unpaid family worker	Other		Employer	Paid employee	Own account worker	Unpaid family worker	Other
Both Sexes												
Total (Aged 5 +)	1,605,238	0.5	47.0	37.8	14.5	0.1	6,519,006	0.3	15.8	39.9	44.0	0.1
Total (Aged 15 +)	1,598,081	0.5	47.1	37.8	14.4	0.1	6,460,532	0.3	15.8	40.2	43.7	0.1
15-19	77,250	0.0	59.5	13.5	27.0	0.0	580,847	0.3	24.9	5.5	69.3	0.0
20-24	216,168	0.4	62.0	18.8	18.5	0.3	1,031,260	0.2	24.8	15.1	59.9	0.0
25-29	258,171	0.7	58.3	24.7	16.0	0.2	939,161	0.2	20.8	31.3	47.7	0.0
30-34	269,802	0.2	48.0	38.1	13.6	0.1	842,539	0.2	15.9	43.8	39.9	0.1
35-39	147,318	1.2	45.0	44.2	9.7	0.0	534,970	0.3	11.5	52.4	35.8	0.1
40-44	173,361	0.7	41.8	44.0	13.5	0.1	610,906	0.4	11.9	53.9	33.7	0.1
45-49	145,164	0.5	37.7	50.2	11.5	0.1	574,041	0.3	11.5	55.4	32.7	0.1
50-54	124,260	0.6	36.4	51.3	11.4	0.3	474,171	0.3	7.6	58.5	33.6	0.0
55-59	87,815	0.4	34.1	55.2	10.2	0.0	337,674	0.4	8.1	56.2	35.3	0.1
60-64	53,324	0.6	28.1	56.8	14.6	0.0	249,594	0.2	6.0	63.3	30.5	0.1
65-69	25,449	0.0	22.3	63.5	14.3	0.0	154,369	0.3	5.0	69.4	25.3	0.0
70-74	11,967	0.1	20.7	65.6	13.6	0.0	74,026	0.1	3.8	70.6	25.3	0.2
75 and over	8,033	1.5	12.2	74.9	11.4	0.0	56,974	0.0	1.8	63.4	33.5	1.3
Male												
Total (Aged 5 +)	847,159	0.7	55.0	36.8	7.3	0.2	3,173,538	0.3	18.4	54.3	26.9	0.1
Total (Aged 15 +)	844,907	0.7	55.1	36.8	7.2	0.2	3,142,249	0.3	18.4	54.8	26.4	0.1
15-19	32,890	0.0	64.3	14.6	21.1	0.0	274,408	0.1	23.5	5.2	71.2	0.0
20-24	110,565	0.5	67.6	17.3	14.2	0.3	516,346	0.2	26.4	19.0	54.4	0.1
25-29	134,761	0.9	63.2	24.5	10.9	0.4	482,858	0.2	21.8	43.8	34.1	0.1
30-34	142,451	0.1	55.5	37.1	7.1	0.2	419,677	0.2	18.6	62.4	18.7	0.1
35-39	84,980	1.3	53.8	42.1	2.9	0.0	268,602	0.3	14.0	75.3	10.3	0.1
40-44	89,723	1.0	52.2	42.2	4.4	0.2	291,010	0.8	16.7	75.5	6.8	0.2
45-49	82,159	0.3	49.4	46.3	3.7	0.2	276,292	0.4	16.6	75.8	7.2	0.0
50-54	66,100	1.0	47.9	48.7	1.7	0.7	218,624	0.5	10.9	82.7	5.9	0.0
55-59	45,579	0.7	47.0	50.4	2.0	0.0	140,156	0.7	13.8	79.2	6.3	0.0
60-64	29,931	1.0	40.1	56.0	2.9	0.0	108,862	0.3	9.1	85.0	5.5	0.0
65-69	14,147	0.0	28.7	64.9	6.4	0.0	75,627	0.4	8.0	86.5	5.2	0.0
70-74	6,684	0.1	32.3	66.8	0.7	0.0	38,926	0.0	4.7	84.5	10.8	0.0
75 and over	4,937	2.4	14.6	77.3	5.6	0.0	30,860	0.0	2.3	76.4	18.9	2.4
Female												
Total (Aged 5 +)	758,079	0.4	38.1	38.9	22.7	0.0	3,345,468	0.2	13.3	26.2	60.2	0.1
Total (Aged 15 +)	753,174	0.4	38.2	38.9	22.5	0.0	3,318,283	0.2	13.3	26.4	60.0	0.1
15-19	44,360	0.0	55.9	12.6	31.5	0.0	306,439	0.5	26.1	5.7	67.7	0.0
20-24	105,603	0.3	56.2	20.3	23.0	0.2	514,914	0.2	23.1	11.2	65.4	0.0
25-29	123,409	0.5	53.0	24.9	21.6	0.0	456,303	0.3	19.6	18.1	62.0	0.0
30-34	127,351	0.4	39.6	39.2	20.8	0.0	422,862	0.2	13.3	25.4	61.1	0.1
35-39	62,338	1.1	33.0	47.0	19.0	0.0	266,367	0.3	8.9	29.3	61.5	0.1
40-44	83,637	0.3	30.6	45.9	23.3	0.0	319,896	0.1	7.5	34.2	58.1	0.1
45-49	63,005	0.7	22.4	55.1	21.7	0.0	297,749	0.2	6.8	36.5	56.4	0.1
50-54	58,159	0.1	23.2	54.2	22.4	0.0	255,547	0.1	4.7	37.9	57.3	0.0
55-59	42,236	0.1	20.3	60.5	19.1	0.0	197,518	0.3	4.0	39.8	55.8	0.1
60-64	23,393	0.0	12.7	57.7	29.5	0.0	140,732	0.0	3.5	46.5	49.8	0.2
65-69	11,302	0.0	14.3	61.7	24.0	0.0	78,742	0.3	2.1	52.9	44.6	0.0
70-74	5,284	0.0	6.0	64.1	29.9	0.0	35,100	0.3	2.9	55.0	41.4	0.4
75 and over	3,095	0.0	8.4	71.0	20.5	0.0	26,114	0.0	1.1	48.0	50.9	0.0

* Excluding persons with Employment Status 'Not Stated'

Table 2.3 shows regional differences and changes between 2008 and 2013 in employment status. 'Paid employees' in Phnom Penh decreased from 61.4% to 52.4%, although it increased by almost 10 percentage points from 1998 to 2008 (from 51.9% to 61.4%). This unexpected reverse change is perhaps due to the boundary changes between Phnom Penh and Kandal in November 2010. But, Phnom Penh still keeps by far the highest position in terms of proportion of 'Paid employees', followed by Coastal with 22.8% and other regions with 16%-19%. In contrast, with respect to 'Unpaid family workers', the proportion is the lowest for Phnom Penh with 11.5%, while it ranges much higher from 36% to 45% in other regions. On the other hand, 'Own account workers' has relatively large shares across all the 5 regions ranging narrowly from 35.4% (Phnom Penh) to 41.5% (Other Plains).

Comparing 2008 and 2013 figures, although we have to take into account the above mentioned boundary changes, generally speaking, 'Paid employees' gained and 'Unpaid family workers' lost in proportion during the 5 years, while 'Own account workers' did not change much.

As for gender differences, the proportion of 'Paid employees' is much larger for males than for females both in 2008 and 2013. Although males and females gained in this proportion during the 5 years, we cannot say the difference is shrinking. 'Own account workers' is much larger for males than for females, although it decreased for males and increased for females from 2008 to 2013. On the other hand, the proportion of 'Unpaid family workers' is much smaller for males than for females, and both decreased from 2008 to 2013 for all regions and sexes except for Phnom Penh females.

**Table 2.3 Employed Persons aged 15 and over
by Employment Status and Sex: Region, 2008 and 2013**

Sex/ Region	2008						2013					
	Total Number of Employed Persons*	Percentage					Total Number of Employed Persons*	Percentage				
		Employer	Paid employee	Own account worker	Unpaid family worker	Other		Employer	Paid employee	Own account worker	Unpaid family worker	Other
Both Sexes												
Cambodia Total	6,840,795	0.1	17.3	39.6	42.9	0.0	8,058,613	0.3	22.0	39.7	37.9	0.1
Region												
Phnom Penh	638,172	0.3	61.4	27.7	10.4	0.1	882,988	0.6	52.4	35.4	11.5	0.1
Other Plains	2,746,880	0.1	12.3	41.3	46.3	0.0	3,102,812	0.2	18.5	41.5	39.7	0.1
Tonle Sap	2,210,917	0.1	12.9	40.4	46.5	0.0	2,563,831	0.4	16.8	40.0	42.7	0.1
Coastal	476,146	0.2	15.5	41.9	42.4	0.0	549,948	0.3	22.8	40.6	36.3	0.1
Plateau/Mountains	768,680	0.1	12.1	39.6	48.1	0.1	959,033	0.2	18.6	37.0	44.2	0.0
Male												
Cambodia Total	3,345,642	0.2	20.7	54.5	24.5	0.1	3,987,156	0.4	26.2	51.0	22.3	0.1
Region												
Phnom Penh	328,992	0.4	63.6	29.9	5.9	0.1	452,902	0.6	59.8	33.5	5.8	0.2
Other Plains	1,298,225	0.1	14.7	57.8	27.4	0.1	1,488,682	0.3	21.7	54.1	23.8	0.1
Tonle Sap	1,102,353	0.1	17.0	55.9	27.0	0.0	1,289,966	0.5	21.0	53.2	25.1	0.1
Coastal	238,883	0.2	21.3	56.4	22.0	0.1	286,586	0.3	29.2	50.2	20.3	0.0
Plateau/Mountains	377,189	0.2	14.7	59.9	25.2	0.1	469,020	0.2	20.3	52.4	27.0	0.0
Female												
Cambodia Total	3,495,153	0.1	14.0	25.3	60.6	0.0	4,071,457	0.3	17.9	28.7	53.1	0.1
Region												
Phnom Penh	309,180	0.3	59.0	25.4	15.2	0.1	430,086	0.6	44.6	37.4	17.4	0.0
Other Plains	1,448,655	0.1	10.2	26.5	63.2	0.0	1,614,130	0.2	15.5	29.8	54.4	0.1
Tonle Sap	1,108,564	0.1	8.9	25.1	65.9	0.0	1,273,865	0.3	12.6	26.6	60.5	0.0
Coastal	237,263	0.1	9.6	27.3	63.0	0.0	263,362	0.2	15.9	30.1	53.7	0.1
Plateau/Mountains	391,491	0.1	9.6	20.0	70.2	0.0	490,013	0.2	17.0	22.2	60.6	0.0

* Excluding persons with Employment Status 'Not Stated'

Chapter 2

Provincial differences are shown in Table 2.4. The proportion of ‘Paid employees’ aged 15 and over increased in 16 provinces during 2008-2013. Phnom Penh has the highest with 52.4% although it lost 9.0 points during the 5 years, perhaps due to the boundary changes. It is followed by Preah Sihanouk (45.0%) and Kandal (33.8%).

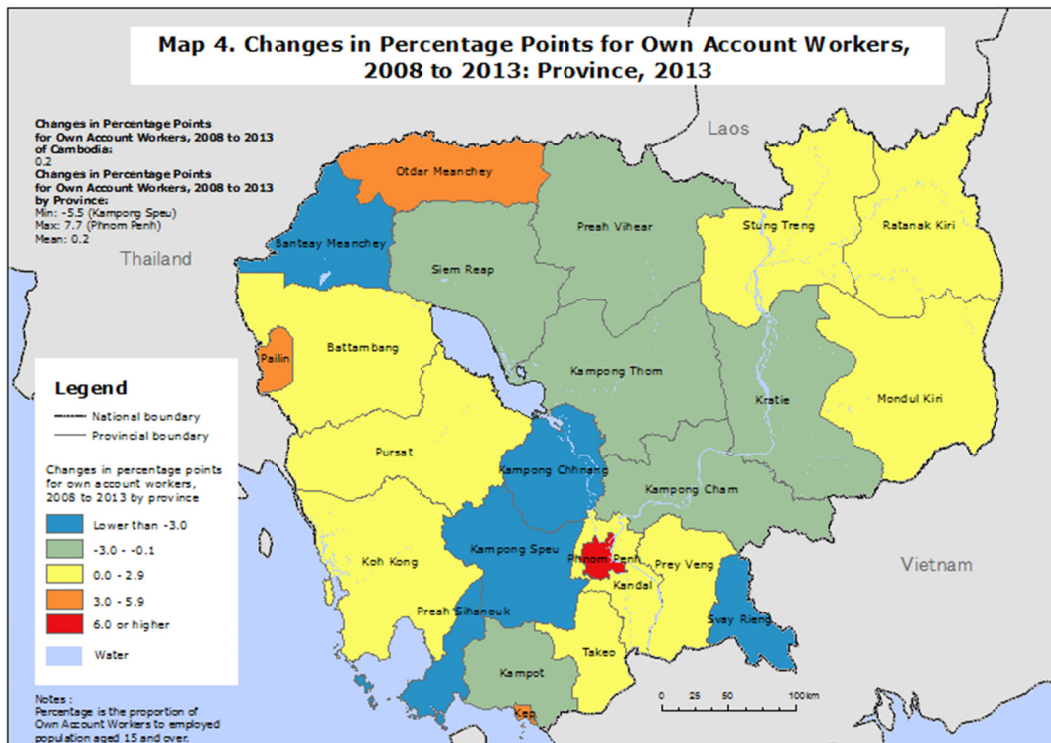
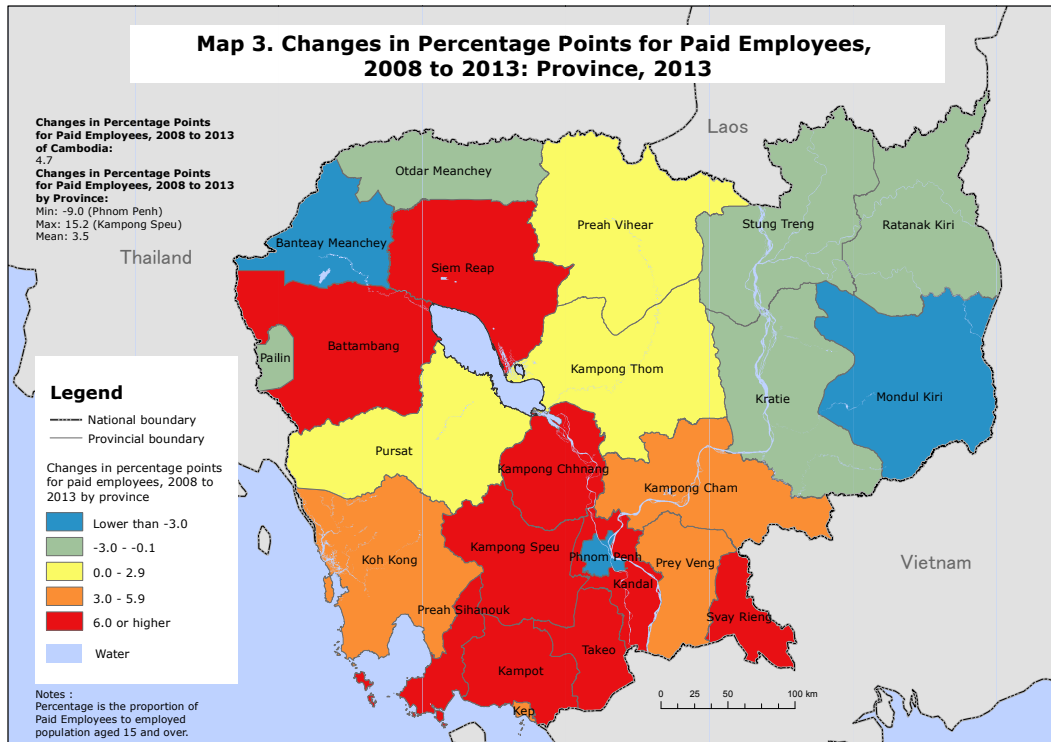
The proportion of ‘Unpaid family workers’ decreased in 19 provinces including Phnom Penh. However, it still exceeds 50% in Ratanak Kiri, Preah Vihear, Kampong Thom and Kratie.

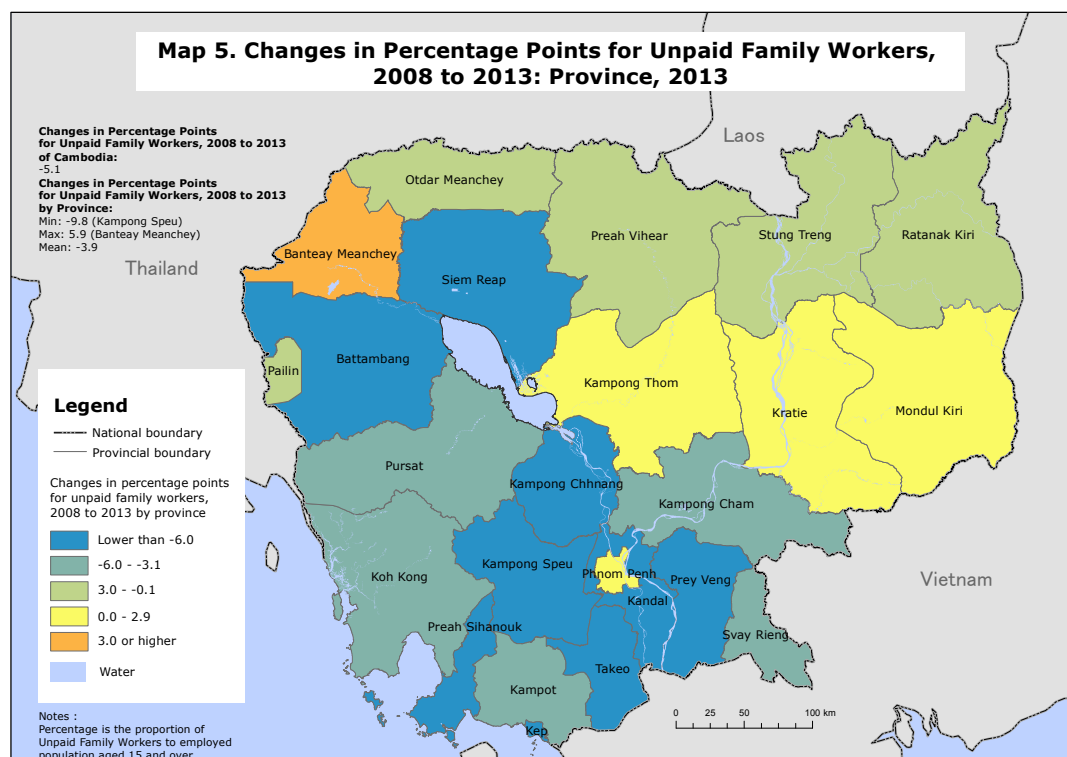
The proportion of ‘Own account workers’ decreased in 11 provinces and increased in 12 provinces, maintaining the 30-40 plus-percent range.

**Table 2.4 Employed Persons aged 15 and over
by Employment Status: Region/Provinces, 2008 and 2013**

Sex/ Region	2008						2013					
	Total Number of Employed Persons*	Percentage					Total Number of Employed Persons*	Percentage				
		Employer	Paid employee	Own account worker	Unpaid family worker	Other		Employer	Paid employee	Own account worker	Unpaid family worker	Other
Cambodia Total	6,840,795	0.1	17.3	39.6	42.9	0.0	8,058,613	0.3	22.0	39.7	37.9	0.1
Region												
Phnom Penh	638,172	0.3	61.4	27.7	10.4	0.1	882,988	0.6	52.4	35.4	11.5	0.1
Other Plains	2,746,880	0.1	12.3	41.3	46.3	0.0	3,102,812	0.2	18.5	41.5	39.7	0.1
Tonle Sap	2,210,917	0.1	12.9	40.4	46.5	0.0	2,563,831	0.4	16.8	40.0	42.7	0.1
Coastal	476,146	0.2	15.5	41.9	42.4	0.0	549,948	0.3	22.8	40.6	36.3	0.1
Plateau/Mountain	768,680	0.1	12.1	39.6	48.1	0.1	959,033	0.2	18.6	37.0	44.2	0.0
Province												
Bantey Meanchey	351,963	0.1	17.8	40.4	41.6	0.0	416,288	0.3	14.7	37.2	47.5	0.4
Battambang	509,157	0.1	14.3	39.9	45.7	0.0	578,131	0.8	21.6	40.9	36.7	0.0
Kampong Cham	870,649	0.1	10.8	40.6	48.4	0.0	938,152	0.3	16.6	40.4	42.6	0.1
Kampong Chhnang	246,048	0.1	8.9	42.3	48.7	0.0	297,238	0.5	19.8	39.2	40.5	0.0
Kampong Speu	368,482	0.1	12.6	40.8	46.4	0.1	443,917	0.3	27.8	35.3	36.7	0.0
Kampong Thom	317,366	0.1	6.8	42.7	50.4	0.0	385,059	0.1	7.7	41.6	50.5	0.0
Kampot	304,469	0.1	7.8	43.1	49.0	0.0	348,473	0.1	14.4	42.1	43.3	0.1
Kandal	662,381	0.1	24.9	38.1	36.9	0.0	627,421	0.3	33.8	38.1	27.7	0.1
Koh Kong	52,599	0.1	23.6	42.0	34.3	0.0	56,389	0.7	26.9	43.3	29.1	0.0
Kratie	155,082	0.2	11.2	40.7	47.8	0.1	190,027	0.0	10.3	39.4	50.2	0.0
Mondul Kiri	31,114	0.0	14.9	38.3	46.8	0.0	38,582	0.1	9.9	40.8	49.2	0.0
Phnom Penh	638,172	0.3	61.4	27.7	10.4	0.1	882,988	0.6	52.4	35.4	11.5	0.1
Preah Vihear	84,247	0.1	9.2	38.7	51.8	0.0	121,551	0.2	10.7	37.9	51.2	0.0
Prey Veng	508,698	0.1	5.5	44.0	50.4	0.0	638,688	0.3	10.4	45.4	43.8	0.2
Pursat	202,253	0.1	8.2	41.5	50.2	0.0	239,603	0.4	10.8	42.7	45.9	0.2
Ratanak Kiri	75,056	0.1	12.0	34.6	53.3	0.0	98,802	0.3	10.6	36.2	52.9	0.0
Siem Reap	452,534	0.2	15.7	38.6	45.5	0.0	482,984	0.0	23.3	38.5	38.2	0.0
Preah Sihanouk	100,679	0.5	34.5	38.4	26.5	0.1	124,163	0.6	45.0	34.5	19.9	0.0
Stung Treng	54,699	0.1	14.1	37.0	48.6	0.1	66,155	0.3	12.8	38.7	48.3	0.0
Svay Rieng	266,985	0.2	8.6	42.8	48.4	0.1	361,370	0.2	17.2	39.4	43.2	0.0
Takeo	438,167	0.1	6.4	43.2	50.2	0.1	537,181	0.0	14.4	44.1	41.3	0.1
Otdar Meanchey	95,298	0.0	11.4	39.3	49.3	0.0	130,022	0.9	8.5	42.7	47.9	0.0
Kep	18,399	0.2	14.0	40.9	44.8	0.1	20,923	0.4	19.4	44.4	35.7	0.0
Pailin	36,298	0.1	23.7	36.2	40.0	0.0	34,506	0.1	22.4	39.4	38.1	0.0

* Excluding persons with Employment Status 'Not Stated'





2.2 SECTOR OF EMPLOYMENT

According to the CIPS questionnaire, the sector of employment is divided into eight sectors, namely 'Government', 'State owned enterprise', 'Cambodia private enterprise', 'Foreign enterprise', 'Non-profit institution', 'Household sector', 'Embassy, international institution and foreign aid development agency' and 'Other'. But, Table 2.5 and Table 2.6 tabulate them for five sectors. Since the proportions of the four sectors, namely 'Non-profit institution', 'Household sector', 'Embassy, international institution and foreign aid development agency' and 'Other' are very small, they are aggregated into 'Non-profit institution and others' as shown in the two tables.

2.2.1 Sector of Employment

Table 2.5 shows that most of the employed population aged 15 and over are engaged in 'Cambodian private enterprise' (87.2%), followed by 'Foreign enterprise' (6.6%) and 'Government' (5.2%). The proportion of 'Non-profit institution and others' is below one per cent.

The proportion of males employed in 'Government' is much higher than that of the corresponding females. The proportion of males in their late 40s to 50s records 11-15% while the corresponding female age groups mark 3-4% in this proportion.

Reversely, the proportion of 'Foreign enterprise' is higher for females than for males for all age groups. The proportion is the highest for the 15-19 age group for females, and decreases as age advances. For males, it is the highest for the 20-24 age group, and decreases with age as well.

Table 2.5 Employed Persons by Sector of Employment, Sex and Age Group, 2013

Sex/ Age Group	Total Number of Employed Persons*	Percentage of Sector of Employment to Total Employed Persons*				
		Government	State owned enterprise	Cambodian private enterprise	Foreign enterprise	Non Profit Institution and Others
Both sexes						
Total (Aged 5 +)	8,125,238	5.2	0.3	87.2	6.6	0.6
Total (Aged 15 +)	8,059,608	5.2	0.3	87.2	6.6	0.6
15-19	658,097	0.5	0.2	84.8	13.8	0.6
20-24	1,247,703	2.3	0.4	83.8	12.9	0.6
25-29	1,197,496	4.2	0.5	83.9	10.6	0.7
30-34	1,112,374	4.8	0.2	86.4	7.8	0.6
35-39	682,428	5.9	0.5	89.5	3.4	0.5
40-44	784,267	9.5	0.2	86.9	2.6	0.7
45-49	719,206	8.8	0.3	88.9	1.6	0.3
50-54	598,431	6.9	0.2	91.1	1.3	0.4
55-59	425,489	8.2	0.3	90.3	0.7	0.5
60-64	302,918	6.0	0.4	92.1	0.7	0.8
65-69	180,199	4.3	0.1	94.9	0.2	0.4
70-74	85,994	3.9	0.4	94.0	0.7	0.6
75+	65,007	1.7	0.0	96.7	0.1	1.3
Males						
Total (Aged 5 +)	4,021,539	7.7	0.5	86.3	4.9	0.5
Total (Aged 15 +)	3,987,999	7.8	0.5	86.2	4.9	0.5
15-19	307,298	0.7	0.2	90.0	8.6	0.5
20-24	627,034	2.9	0.5	86.3	9.7	0.5
25-29	617,784	5.0	0.7	85.8	7.6	0.8
30-34	562,161	6.3	0.4	86.1	6.4	0.6
35-39	353,723	8.3	0.7	87.7	2.5	0.5
40-44	380,733	14.8	0.3	82.2	1.9	0.7
45-49	358,451	14.1	0.6	83.6	1.3	0.2
50-54	284,724	11.5	0.4	86.8	0.9	0.2
55-59	185,735	14.8	0.7	83.4	0.8	0.3
60-64	138,793	11.1	0.5	87.0	0.8	0.6
65-69	90,156	7.3	0.1	92.3	0.0	0.3
70-74	45,610	7.2	0.0	91.2	0.0	0.7
75+	35,798	3.0	0.0	95.5	0.1	1.0
Females						
Total (Aged 5 +)	4,103,699	2.7	0.2	88.1	8.3	0.6
Total (Aged 15 +)	4,071,609	2.7	0.2	88.1	8.3	0.6
15-19	350,799	0.4	0.2	80.4	18.3	0.6
20-24	620,669	1.6	0.3	81.2	16.1	0.6
25-29	579,712	3.3	0.2	81.9	13.9	0.6
30-34	550,213	3.2	0.1	86.8	9.1	0.7
35-39	328,705	3.2	0.2	91.4	4.4	0.5
40-44	403,534	4.4	0.1	91.4	3.2	0.8
45-49	360,755	3.5	0.1	94.1	1.9	0.4
50-54	313,706	2.7	0.0	95.0	1.6	0.6
55-59	239,754	3.1	0.0	95.7	0.6	0.7
60-64	164,125	1.7	0.2	96.4	0.6	1.1
65-69	90,044	1.2	0.2	97.6	0.4	0.5
70-74	40,384	0.1	0.8	97.1	1.5	0.4
75+	29,209	0.0	0.0	98.2	0.2	1.6

* Excluding 'Not Reported' Sector of Employment

2.2.2 Sub-national Differences in Sector of Employment

Comparing regions, the proportion of employed persons in 'Government' is extremely high for Phnom Penh with 15.1%, 20.9% and 9.0% for both sexes, males and females, respectively. Coastal is a little higher than the remaining three regions in this proportion (Table 2.6).

**Table 2.6 Employed Persons aged 15 and over
by Sector of Employment and Sex: Urban/Rural, Region, 2013**

Sex/ Age Group	Total Number of Employed Persons*	Percentage of Sector of Employment to Total Employed Persons*				
		Government	State owned enterprise	Cambodian private enterprise	Foreign enterprise	Non Profit Institution and Others
Both Sexes						
Cambodia Total	8,059,608	5.2	0.3	87.2	6.6	0.6
Urban	1,598,114	13.9	0.7	73.5	10.7	1.1
Rural	6,461,494	3.1	0.2	90.5	5.6	0.5
Region						
Phnom Penh	882,988	15.1	0.6	68.0	15.1	0.8
Other Plains	3,103,194	3.8	0.3	89.3	6.3	0.3
Tonle Sap	2,564,411	3.6	0.2	91.7	3.3	1.0
Coastal	549,948	6.4	0.8	87.3	5.0	0.5
Plateau/Mountains	959,066	4.4	0.1	85.6	9.6	0.3
Male						
Cambodia Total	3,987,999	7.8	0.5	86.2	4.9	0.5
Urban	844,940	18.8	1.0	70.4	8.7	0.8
Rural	3,143,059	4.8	0.3	90.4	3.9	0.5
Region						
Phnom Penh	452,902	20.9	1.0	64.7	12.2	0.9
Other Plains	1,489,064	5.8	0.4	89.0	4.5	0.2
Tonle Sap	1,290,393	5.5	0.3	90.6	2.5	0.9
Coastal	286,586	9.0	1.2	85.1	4.3	0.3
Plateau/Mountains	469,052	6.8	0.2	86.5	6.2	0.3
Female						
Cambodia Total	4,071,609	2.7	0.2	88.1	8.3	0.6
Urban	753,174	8.3	0.2	77.0	12.9	1.3
Rural	3,318,435	1.4	0.1	90.7	7.3	0.5
Region						
Phnom Penh	430,086	9.0	0.2	71.5	18.3	0.8
Other Plains	1,614,130	1.9	0.2	89.6	8.0	0.3
Tonle Sap	1,274,017	1.6	0.1	92.9	4.1	1.1
Coastal	263,362	3.6	0.3	89.7	5.6	0.8
Plateau/Mountains	490,013	2.1	0.1	84.7	12.8	0.2

* Excluding 'Not Reported' Sector of Employment

As previously mentioned, most of the employed population are engaged in 'Cambodian private enterprise'. This tendency prevails in many provinces. More than 90 % of the employed persons are engaged in 'Cambodian private enterprise' in 16 provinces in 2013, and 80-89 % are engaged in this sector in another 4 provinces. Phnom Penh (68.0%), Preah Sihanouk (76.5%), Kampong Speu (76.6%) and Kandal (79.8%) have rather low proportions of employed persons engaged in 'Cambodian private enterprise', hence rather high proportions of employed persons working for 'Foreign enterprise' (12.9%-19.8%). See Table 2.7 below.

Table 2.7 Employed Persons Aged 5 and over by Sector of Employment: Region/Province, 2013

Sex/ Region	Number	Percentage				
	Total Employed Persons*	Government	State owned enterprise	Cambodian private enterprise	Foreign enterprise	Non profit institution and Others
Region						
Phnom Penh	885,507	15.1	0.6	68.0	15.2	1.1
Other Plains	3,121,612	3.7	0.3	89.3	6.3	0.3
Tonle Sap	2,593,496	3.5	0.2	91.8	3.3	1.2
Coastal	552,844	6.4	0.8	87.3	5.0	0.6
Plateau/Mountain	971,779	4.4	0.1	85.6	9.6	0.3
Province						
Bantey Meanchey	420,245	3.0	0.2	92.1	2.6	2.2
Battambang	582,990	3.1	0.1	91.9	2.1	2.7
Kampong Cham	944,054	2.7	0.3	95.2	1.6	0.2
Kampong Chhnang	300,721	3.7	0.0	84.4	11.5	0.4
Kampong Speu	446,340	3.3	0.1	76.6	19.8	0.2
Kampong Thom	391,106	2.2	0.3	96.5	0.5	0.5
Kampot	350,402	5.8	0.4	90.8	2.7	0.5
Kandal	631,686	5.7	0.3	79.8	13.8	0.5
Koh Kong	56,876	7.2	0.9	87.8	3.1	1.0
Kratie	193,005	3.9	0.1	95.3	0.5	0.2
Mondul Kiri	39,853	4.5	0.0	94.2	0.4	0.9
Phnom Penh	885,507	15.1	0.6	68.0	15.2	1.1
Preah Vihear	123,233	8.1	0.1	90.9	0.6	0.3
Prey Veng	642,187	3.2	0.4	93.3	2.9	0.1
Pursat	242,269	3.9	0.1	94.9	0.5	0.6
Ratanak Kiri	101,187	4.1	0.4	92.5	2.4	0.7
Siem Reap	489,495	4.5	0.3	90.2	4.7	0.3
Preah Sihanouk	124,503	7.7	2.0	76.5	12.9	1.0
Stung Treng	68,160	5.8	0.2	92.8	0.6	0.6
Svay Rieng	363,602	3.8	0.2	84.1	11.7	0.2
Takeo	540,083	3.9	0.4	88.8	6.3	0.5
Otdar Meanchey	132,059	5.3	0.2	93.7	0.7	0.1
Kep	21,063	5.8	0.1	92.1	1.6	0.4
Pailin	34,611	6.0	0.1	90.2	3.2	0.5

* Excluding Persons with Sector of Employment 'Not Reported'

2.3 BROAD SECTOR OF INDUSTRY

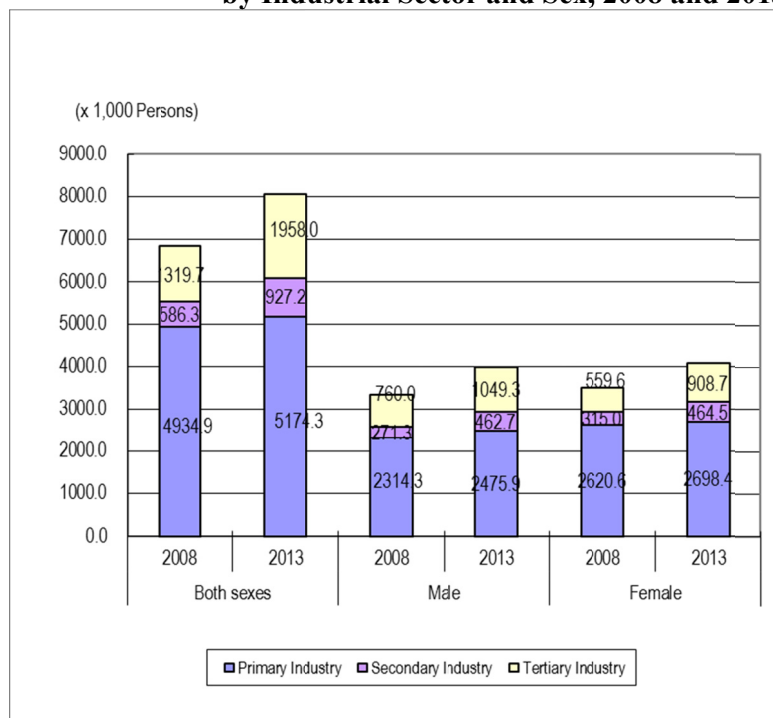
2.3.1 Changes in Broad Sector of Industry

The term ‘industry’ refers to the activity of the establishment or enterprise in which individual people work. In general, the economic activity of a person is divided into three broad sectors of industry: Primary, Secondary and Tertiary industry. Primary industry is concerned with obtaining or providing natural raw materials for conversion into commodities and products for producers and consumers. Secondary industry includes economic sectors that convert raw materials provided by Primary industry into commodities and products for consumers and other producers. The basic character of Tertiary industry is the provision of services.

Primary Sector is equal to Section A of ISIC. Secondary Sector consists of Sections B, C, D, E and F, and Tertiary sector consists of 15 sections from Section G to Section U.

Table 2.8 and Figure 2.4 show the distribution of employed persons by industrial sector. In 2008, about 4.9 million or 72.1% of persons aged 15 and over were employed in Primary industry, 0.6 million (8.6%) in Secondary industry, and 1.3 million (19.3%) in Tertiary industry. In 2013, the corresponding figures are 5.2 million or 64.2% for Primary industry, 0.9 million (11.5%) for Secondary industry and 2.0 million (24.3%) for Tertiary industry. Primary industry decreased, and the other two, especially, Tertiary increased a lot reflecting Cambodian economic development.

**Figure 2.4 Employed Persons Aged 15 and over
by Industrial Sector and Sex, 2008 and 2013**



The proportion of females employed in Primary industry in the total female employed population is much higher than that of males in both 2008 and 2013 (75.0% vs. 69.2% in 2008 and 66.3% vs. 62.1% in 2013). On the other hand, the proportion of employed females in Secondary industry is almost the same as that of males (9.0% vs. 8.1% in 2008, and 11.4% vs. 11.6% in 2013). As for

Chapter 2

Tertiary industry, the proportion of employed females is much less than that of males in both 2008 and 2013 (16.0% vs. 22.7% in 2008 and 22.3% vs. 26.3% in 2013). It is noted that the gender gap in the proportions of employment in broad sectors of industry is narrowing.

As for the age distribution of employed persons by industrial sector, the proportion of employed persons in Secondary industry is higher among younger generations than elders regardless of sex.

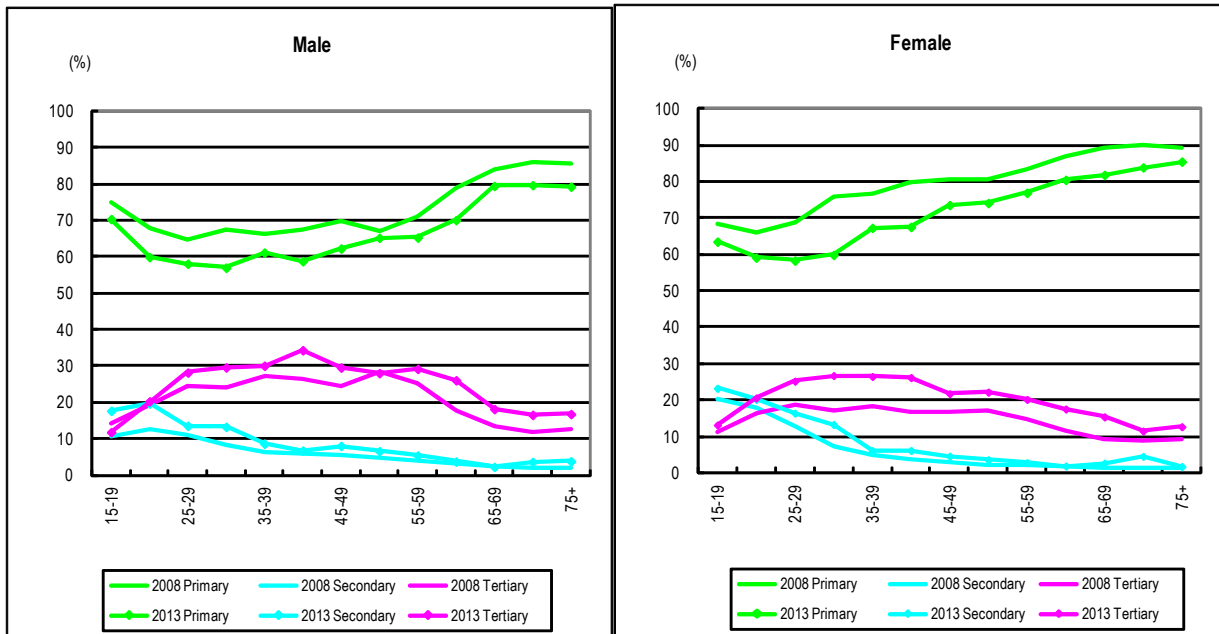
Table 2.8 Employed Persons Aged 5 and over by Industrial Sector and Sex, 2008 and 2013

Sex/Age Group	2008				2013			
	Total Employed Persons*	Percentage			Total Employed Persons*	Percentage		
		Primary Industry	Secondary Industry	Tertiary Industry		Primary Industry	Secondary Industry	Tertiary Industry
Both sexes								
Total (Aged 5 +)	6,934,891	72.3	8.5	19.2	8,125,161	64.3	11.5	24.2
Total (Aged 15 +)	6,840,919	72.1	8.6	19.3	8,059,530	64.2	11.5	24.3
15-19	672,565	71.5	15.8	12.7	658,097	66.7	20.7	12.6
20-24	1,064,345	66.8	15.3	17.8	1,247,703	59.5	20.0	20.5
25-29	1,094,863	66.7	11.8	21.5	1,197,419	58.2	15.0	26.8
30-34	636,453	71.5	7.9	20.6	1,112,374	58.4	13.3	28.2
35-39	782,455	71.4	5.8	22.8	682,428	64.1	7.5	28.4
40-44	683,189	73.7	4.7	21.6	784,267	63.3	6.5	30.2
45-49	602,006	75.4	4.1	20.5	719,206	67.9	6.4	25.7
50-54	439,059	74.7	3.3	22.0	598,431	69.9	5.1	25.0
55-59	339,730	77.6	3.0	19.4	425,489	71.8	4.0	24.2
60-64	218,000	83.0	2.5	14.5	302,918	75.7	2.8	21.5
65-69	152,452	86.7	2.0	11.3	180,199	80.7	2.5	16.8
70-74	85,868	88.0	1.8	10.3	85,994	81.7	4.1	14.2
75 +	69,934	87.2	1.8	11.0	65,007	82.1	2.9	15.0
Males								
Total (Aged 5 +)	3,392,400	69.4	8.1	22.6	4,021,462	62.3	11.6	26.2
Total (Aged 15 +)	3,345,690	69.2	8.1	22.7	3,987,921	62.1	11.6	26.3
15-19	316,642	74.9	10.8	14.3	307,298	70.4	17.7	11.9
20-24	512,310	67.9	12.6	19.5	627,034	59.9	19.7	20.3
25-29	561,138	64.7	10.9	24.4	617,707	58.1	13.6	28.2
30-34	324,796	67.5	8.4	24.1	562,161	57.0	13.3	29.6
35-39	399,762	66.4	6.5	27.1	353,723	61.2	8.7	30.1
40-44	336,602	67.6	5.9	26.6	380,733	58.8	6.8	34.4
45-49	292,030	70.0	5.5	24.6	358,451	62.3	8.1	29.6
50-54	188,707	67.0	4.7	28.3	284,724	65.2	6.7	28.1
55-59	153,726	70.8	4.0	25.2	185,735	65.3	5.5	29.2
60-64	103,732	78.8	3.3	17.9	138,793	70.1	3.8	26.1
65-69	75,167	84.0	2.5	13.4	90,156	79.5	2.3	18.2
70-74	44,297	86.1	2.2	11.7	45,610	79.7	3.7	16.6
75 +	36,781	85.5	2.0	12.5	35,798	79.3	3.9	16.8
Females								
Total (Aged 5 +)	3,542,491	75.1	9.0	15.9	4,103,699	66.3	11.5	22.2
Total (Aged 15 +)	3,495,229	75.0	9.0	16.0	4,071,609	66.3	11.4	22.3
15-19	355,923	68.5	20.2	11.4	350,799	63.5	23.3	13.2
20-24	552,035	65.8	17.8	16.3	620,669	59.1	20.2	20.6
25-29	533,725	68.8	12.7	18.5	579,712	58.3	16.5	25.2
30-34	311,657	75.7	7.3	17.0	550,213	59.9	13.4	26.8
35-39	382,693	76.6	5.1	18.3	328,705	67.3	6.2	26.5
40-44	346,587	79.7	3.5	16.8	403,534	67.6	6.2	26.2
45-49	309,976	80.5	2.9	16.6	360,755	73.6	4.6	21.8
50-54	250,352	80.5	2.3	17.2	313,706	74.1	3.7	22.2
55-59	186,004	83.3	2.1	14.7	239,754	76.9	2.8	20.2
60-64	114,268	86.8	1.8	11.4	164,125	80.5	1.9	17.6
65-69	77,285	89.3	1.4	9.3	90,044	81.8	2.7	15.4
70-74	41,571	89.9	1.3	8.7	40,384	83.9	4.6	11.5
75 +	33,153	89.2	1.5	9.3	29,209	85.5	1.8	12.7

* Excluding persons with Industry 'Not Stated'

The proportion of employed persons in Tertiary industry is higher for late 20s to late 50s than for other age groups for males and females. The proportion of males employed in Tertiary sector is higher than that for females for almost all age groups for 2008 and 2013 (and for 1998). Exceptions are found for the 15-19 and 20-24 age groups, where males' proportion is slightly lower than females'. See Figure 2.5 and Table 2.8.

Figure 2.5 Proportion of Employed Persons in Economically Active Population by Industrial Sector, Sex and Age Group, 2008 and 2013



2.3.2 Sub-national Differences in Industrial Composition of Employed Persons

URBAN/RURAL

Table 2.9 shows that the proportion of employed persons aged 15 and over engaged in Tertiary industry (68.6%) is much higher than in Secondary industry (18.0%) or in Primary industry (13.4%) in urban areas. On the contrary, in rural areas, the majority of employed population concentrates on Primary industry (76.8%), and employment in Secondary industry and Tertiary industry is considerably little (9.9% and 13.3%, respectively).

REGION

The proportion of employed persons in Primary industry is very high across regions other than Phnom Penh, ranging from 64% to 73%. In general, the proportion of employed persons in Primary industry declined, and that in Secondary industry or in Tertiary industry increased during 2008-2013. Breakdowns by region and sex allow us to find that the proportion of employed females engaged in Primary industry decreased more than that of males in the 4 regions other than Phnom Penh, where the proportion increased for both of males and females (Table 2.10).

As mentioned earlier, to evaluate figures for Phnom Penh, we always have to take into consideration the boundary changes between Phnom Penh and Kandal which took place in December 2013.

The proportion of employed persons engaged in Secondary industry dramatically decreased during 2008-2013 in Phnom Penh to record 20.1% from 32.4%, while it increased in the other regions considerably to reach from 8% to 12%. As a result, the difference narrowed in 2013.

On the other hand, the proportion of employed persons engaged in Tertiary industry ranges from 15% to 27% for all regions except for Phnom Penh, in which it is extremely high (72.4%). The proportion increased for both of males and females considerably across regions, especially in Phnom Penh females (by 15.5 points), Coastal females (by 9.1 points), and Coastal males (by 5.3 points).

Table 2.9 Employed Persons Aged 5 and over by Industrial Sector and Sex: Urban/Rural, 2013

Sex and Age Group	Number of Persons							
	Urban 2013				Rural 2013			
	Employed Population*	Industrial Sector			Employed Population*	Industrial Sector		
Primary Industry		Secondary Industry	Tertiary Industry	Primary Industry		Secondary Industry	Tertiary Industry	
Aged 15 and over								
Both sexes	1,598,114	214,072	287,888	1,096,154	6,461,416	4,960,197	639,346	861,874
Males	844,940	107,554	158,240	579,147	3,142,981	2,368,364	304,475	470,142
Females	753,174	106,518	129,649	517,007	3,318,435	2,591,832	334,871	391,732
Aged 5 and over								
Both sexes	1,605,271	216,620	289,811	1,098,839	6,519,890	5,009,291	645,826	864,774
Males	847,192	107,929	158,956	580,307	3,174,270	2,395,483	306,747	472,040
Females	758,079	108,692	130,855	518,533	3,345,620	2,613,808	339,078	392,734
	Percentage							
Sex and Age Group	Urban 2013				Rural 2013			
	Employed Population*	Industrial Sector			Employed Population*	Industrial Sector		
		Primary Industry	Secondary Industry	Tertiary Industry		Primary Industry	Secondary Industry	Tertiary Industry
Aged 15 and over								
Both sexes	100.0	13.4	18.0	68.6	100.0	76.8	9.9	13.3
Males	100.0	12.7	18.7	68.5	100.0	75.4	9.7	15.0
Females	100.0	14.1	17.2	68.6	100.0	78.1	10.1	11.8
Aged 5 and over								
Both sexes	100.0	13.5	18.1	68.5	100.0	76.8	9.9	13.3
Males	100.0	12.7	18.8	68.5	100.0	75.5	9.7	14.9
Females	100.0	14.3	17.3	68.4	100.0	78.1	10.1	11.7

* Excluding persons with Industry 'Not Stated'

Table 2.10 Employed Persons Aged 15 and over by Industrial Sector and Sex: Region

Sex/ Region	Number of Persons							
	2008				2013			
	Total Employed*	Primary Industry	Secondary Industry	Tertiary Industry	Total Employed*	Primary Industry	Secondary Industry	Tertiary Industry
Both Sexes								
Cambodia Total Region	6,840,919	4,934,938	586,299	1,319,682	8,059,530	5,174,268	927,234	1,958,028
Phnom Penh	638,156	33,917	206,753	397,486	882,988	65,996	177,346	639,646
Other Other Plainss	2,746,975	2,199,691	198,072	349,212	3,103,194	2,232,702	367,258	503,235
Tonle Sap	2,210,904	1,713,704	108,146	389,054	2,564,411	1,823,261	219,441	521,710
Coastal	476,175	357,060	27,641	91,474	549,871	353,090	51,339	145,442
Plateau/Mountains	768,709	630,566	45,687	92,456	959,066	699,219	111,851	147,995
Males								
Cambodia Total Region	3,345,690	2,314,348	271,308	760,034	3,987,921	2,475,918	462,715	1,049,289
Phnom Penh	328,962	17,078	84,969	226,915	452,902	29,794	87,469	335,640
Other Plainss	1,298,291	1,012,760	81,655	203,876	1,489,064	1,043,912	171,272	273,880
Tonle Sap	1,102,329	815,491	68,121	218,717	1,290,393	885,064	128,077	277,252
Coastal	238,897	169,146	16,560	53,191	286,509	177,520	29,916	79,072
Plateau/Mountains	377,211	299,873	20,003	57,335	469,052	339,627	45,981	83,445
Females								
Cambodia Total Region	3,495,229	2,620,590	314,991	559,648	4,071,609	2,698,351	464,519	908,739
Phnom Penh	309,194	16,839	121,784	170,571	430,086	36,202	89,877	304,007
Other Plainss	1,448,684	1,186,931	116,417	145,336	1,614,130	1,188,790	195,986	229,355
Tonle Sap	1,108,575	898,213	40,025	170,337	1,274,017	938,197	91,363	244,457
Coastal	237,278	187,914	11,081	38,283	263,362	175,570	21,422	66,370
Plateau/Mountains	391,498	330,693	25,684	35,121	490,013	359,592	65,871	64,550
	Percentage							
Both Sexes								
Cambodia Total Region	100.0	72.1	8.6	19.3	100.0	64.2	11.5	24.3
Phnom Penh	100.0	5.3	32.4	62.3	100.0	7.5	20.1	72.4
Other Plains	100.0	80.1	7.2	12.7	100.0	71.9	11.8	16.2
Tonle Sap	100.0	77.5	4.9	17.6	100.0	71.1	8.6	20.3
Coastal	100.0	75.0	5.8	19.2	100.0	64.2	9.3	26.5
Plateau/Mountains	100.0	82.0	5.9	12.0	100.0	72.9	11.7	15.4
Male								
Cambodia Total Region	100.0	69.2	8.1	22.7	100.0	62.1	11.6	26.3
Phnom Penh	100.0	5.2	25.8	69.0	100.0	6.6	19.3	74.1
Other Plains	100.0	78.0	6.3	15.7	100.0	70.1	11.5	18.4
Tonle Sap	100.0	74.0	6.2	19.8	100.0	68.6	9.9	21.5
Coastal	100.0	70.8	6.9	22.3	100.0	62.0	10.4	27.6
Plateau/Mountains	100.0	79.5	5.3	15.2	100.0	72.4	9.8	17.8
Female								
Cambodia Total Region	100.0	75.0	9.0	16.0	100.0	66.3	11.4	22.3
Phnom Penh	100.0	5.4	39.4	55.2	100.0	8.4	20.9	70.7
Other Plains	100.0	81.9	8.0	10.0	100.0	73.6	12.1	14.2
Tonle Sap	100.0	81.0	3.6	15.4	100.0	73.6	7.2	19.2
Coastal	100.0	79.2	4.7	16.1	100.0	66.7	8.1	25.2
Plateau/Mountains	100.0	84.5	6.6	9.0	100.0	73.4	13.4	13.2

* Excluding employed persons with Industry 'Not Reported'.

PROVINCE

Provincial differences are greater than regional differences. The highest proportion of persons engaged in Primary sector is observed in Prey Vihear (83.9%), followed by Prey Veng (81.8%), Kampong Thom (81.7%), Kratie (81.1%), and Ratana Kiri (80.4%). See Table 2.11 below.

The proportion of employed persons engaged in Secondary industry is the highest for Kandal (25.2%), followed by Kampong Speu (22.2%), Phnom Penh (20.1%), and Preah Sihanouk (18.7%).

The proportion of employed persons engaged in Tertiary industry is the highest for Phnom Penh (72.4%), followed by Preah Sihanouk (47.5%), Koh Kong (33.2%) and Pailin (30.2%). 15 provinces are in the 10-plus-percent range, and 5 provinces mark the 20-plus-percent range.

**Table 2.11 Employed Persons Aged 15 and over
by Industrial Sector and Sex: Region, Province, 2008 and 2013**

Region/ Province	2008				2013			
	Employed Population* (Aged 15 +)	Percentage			Employed Population* (Aged 15 +)	Percentage		
		Primary Industry	Secondary Industry	Tertiary Industry		Primary Industry	Secondary Industry	Tertiary Industry
Cambodia Total	6,840,919	72.1	8.6	19.3	8,059,530	64.2	11.5	24.3
Region								
Phnom Penh	638,156	5.3	32.4	62.3	882,988	7.5	20.1	72.4
Other Plains	2,746,975	80.1	7.2	12.7	3,103,194	71.9	11.8	16.2
Tonle Sap	2,210,904	77.5	4.9	17.6	2,564,411	71.1	8.6	20.3
Coastal	476,175	75.0	5.8	19.2	549,871	64.2	9.3	26.5
Plateau/Mountain	768,709	82.0	5.9	12.0	959,066	72.9	11.7	15.4
Province								
Bantey Meanchey	351,854	70.0	7.1	22.9	416,288	74.1	9.9	16.0
Battambang	509,182	76.5	5.0	18.5	578,296	66.2	9.9	23.9
Kampong Cham	870,686	83.6	3.8	12.6	938,152	78.3	6.7	15.0
Kampong Chhnang	246,076	82.3	4.7	12.9	297,361	68.8	15.9	15.3
Kampong Speu	368,497	81.5	8.9	9.5	443,917	64.0	22.2	13.8
Kampong Thom	317,383	86.3	2.5	11.2	385,351	81.7	4.7	13.6
Kampot	304,478	86.0	2.7	11.3	348,473	75.8	6.1	18.1
Kandal	662,415	61.6	19.1	19.3	627,421	46.6	25.2	28.2
Koh Kong	52,600	63.4	6.9	29.7	56,389	56.9	9.9	33.2
Kratie	155,086	82.2	3.7	14.1	190,027	81.1	3.4	15.5
Mondul Kiri	31,114	77.4	4.6	18.0	38,582	79.3	3.1	17.6
Phnom Penh	638,156	5.3	32.4	62.3	882,988	7.5	20.1	72.4
Preah Vihear	84,252	85.4	1.9	12.6	121,551	83.9	1.4	14.7
Prey Veng	508,712	88.7	2.3	9.0	639,070	81.8	6.4	11.8
Pursat	202,265	83.7	2.5	13.7	239,603	76.6	4.4	18.9
Ratanak Kiri	75,058	84.2	2.7	13.1	98,802	80.4	1.1	18.5
Siem Reap	452,535	72.8	6.3	21.0	482,984	63.0	8.0	29.0
Preah Sihanouk	100,698	47.0	14.9	38.1	124,086	33.7	18.7	47.5
Stung Treng	54,702	79.3	3.6	17.1	66,188	74.1	4.4	21.5
Svay Rieng	266,989	85.7	3.8	10.6	361,370	75.7	12.1	12.2
Takeo	438,173	87.6	3.7	8.7	537,181	76.1	11.5	12.4
Otdar Meanchey	95,301	81.1	3.0	15.9	130,022	78.6	3.6	17.7
Kep	18,399	78.9	4.4	16.7	20,923	71.5	5.5	23.0
Pailin	36,308	70.1	4.8	25.1	34,506	65.7	4.2	30.2

* Excluding persons with Industry 'Not Stated'

According to Table 2.11, only 3 provinces gained in the proportion of employed persons engaged in Primary industry from 2008 to 2013; only 6 provinces lost in the proportion in Secondary industry; and only 2 provinces lost in the proportion in Tertiary industry, indicating that Cambodian economy is shifting from Primary industry to Secondary and Tertiary industries almost across all provinces.

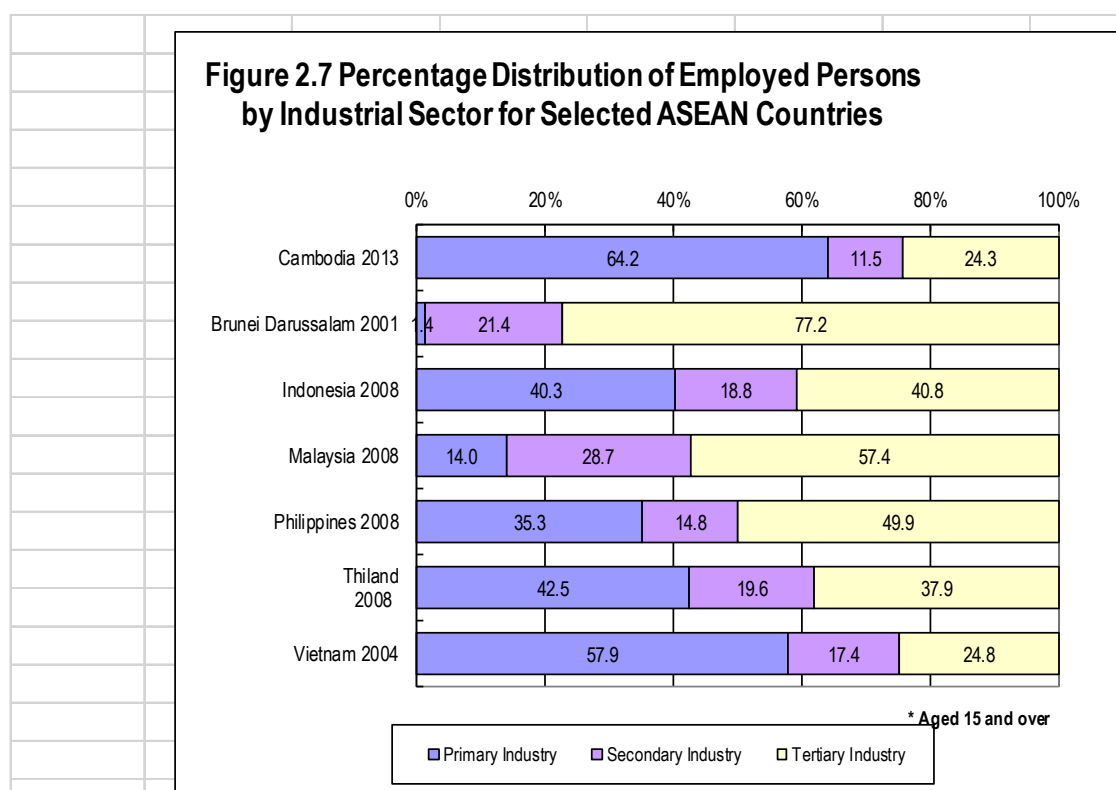
2.3.3 Comparison of Industrial Composition with other ASEAN Countries

Table 2.12 and Figure 2.7 show the proportional distribution of employed persons aged 15 and over by industrial sector for selected ASEAN countries. Cambodian predominant industry in terms of number of employed persons engaged is Primary industry (64.2%). It is followed by Viet Nam (57.9%), Thailand (42.5%), Indonesia (40.3%) and Philippines (35.3%). In terms of employed persons in Secondary industry and Tertiary industry, Cambodia has the lowest proportions in ASEAN countries.

Table 2.12 Percentage Distribution of Employed Persons Aged 15 and over by Industrial Sector for Selected ASEAN Countries

	Cambodia 2013	Brunei Darussalam 2001	Indonesia 2008	Malaysia 2008	Philippines 2008	Thiland 2008	Vietnam 2004
Industrial Sector							
Primary Industry	64.2	1.4	40.3	14.0	35.3	42.5	57.9
Secondary Industry	11.5	21.4	18.8	28.7	14.8	19.6	17.4
Tertiary Industry	24.3	77.2	40.8	57.4	49.9	37.9	24.8

Source; Data of Cambodia comes from CIPS 2013 and Others from <http://laborsta.ilo.org/>



2.4 MAJOR SECTION OF INDUSTRY

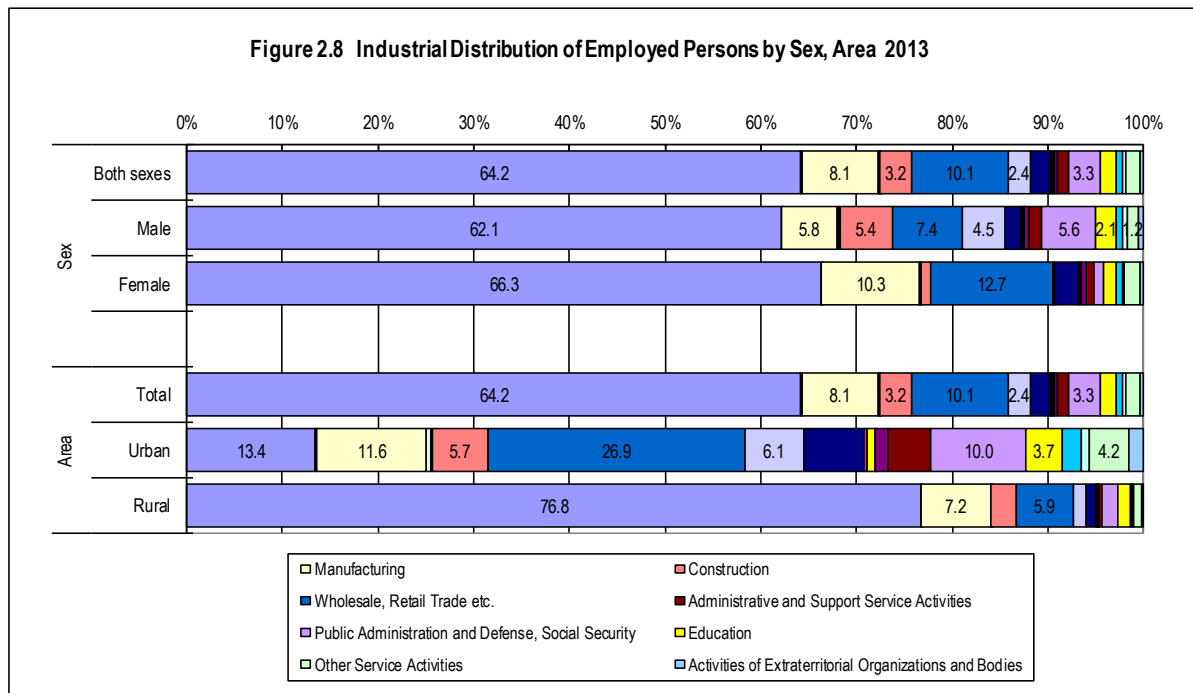
One after another new industries come up, reflecting changes in technologies or consumer needs. As a result, it is impossible to maintain ISIC for many years, and therefore ISIC is revised considerably often for better classification. Fortunately, GPCC 2008 and CIPS 2013 use ISIC Revision 4, which has 21 major sections (categories).

2.4.1 Industrial Composition in 2013

Table 2.13 presents the industrial distribution of employed persons aged 15 and over in 2013. Most of employed persons are working in ‘Agriculture, Forestry and Fishing’ (64.2%). The second most popular industry is ‘Wholesale, Retail Trade etc.’ (10.1%), followed by ‘Manufacturing’ (8.1%). Employed females are more likely to be engaged in ‘Agriculture, Forestry and Fishing’, ‘Wholesale, Retail Trade etc.’, ‘Manufacturing’, and ‘Accommodation and Food Service Activities’ than employed males.

‘Agriculture, Forestry and Fishing’, ‘Wholesale, Retail Trade etc.’ and ‘Manufacturing’ comprise the top three industries in Cambodia in terms of number of employed persons in both urban and rural areas. However, the order is different between urban and rural areas. In urban areas, the order is ‘Wholesale, Retail Trade etc.’ (26.9%), ‘Agriculture, Forestry and Fishing’ (13.4%), and ‘Manufacturing’ (11.6%), while in rural areas, the order is the same as that in Cambodia total.

The combined proportion of other industries than these top three industries is only 10.1% in rural areas, while it is 48.1% in urban areas. The proportions of ‘Public Administration and Defense, Social Security’, ‘Accommodation and Food Service Activities’, ‘Transportation and Storage’ and ‘Construction’ are relatively high in urban areas (10.0%, 6.4%, 6.1% and 5.7%, respectively). See Table 2.13 and Figure 2.8.



Note) Although Industries whose employed population to the total population is less than 1% are presented in the Figure, their color legends are omitted for simplicity. Refer to Table 2.13 for precise values. The legend for 'Agriculture, Forestry and Fishing' is also omitted.

Chapter 2

Table 2.13 Employed Persons Aged 15 and over by Industrial Category and Sex, 2013

Industrial Category <i>Number of Employed Persons</i>	Sex			Area		
	Both sexes	Male	Female	Total	Urban	Rural
Total*	8,059,530	3,987,921	4,071,609	8,059,530	1,598,114	6,461,416
A Agriculture, Forestry and Fishing	5,174,268	2,475,918	2,698,351	5,174,268	214,072	4,960,197
B Mining and Quarrying	2,865	2,517	348	2,865	2,132	733
C Manufacturing	651,048	231,586	419,462	651,048	184,842	466,206
D Electricity, Gas, Steam and Air-Con Supply	9,393	7,814	1,578	9,393	5,628	3,765
E Water supply, Sewerage etc.	6,755	4,521	2,234	6,755	3,902	2,853
F Construction	257,173	216,276	40,897	257,173	91,385	165,788
G Wholesale, Retail Trade etc.	812,982	294,172	518,810	812,982	429,865	383,117
H Transportation and Storage	191,821	179,022	12,799	191,821	97,842	93,979
I Accommodation and Food Service Activities	163,405	62,469	100,937	163,405	102,198	61,207
J Information and Communication	11,328	7,350	3,978	11,328	5,587	5,741
K Financial and Insurance Activities	19,441	9,801	9,640	19,441	11,847	7,593
L Real Estate	1,115	1,115		1,115	894	221
M Professional, Scientific and Technical Activities	32,186	15,196	16,990	32,186	21,716	10,470
N Administrative and Support Service Activities	89,657	58,448	31,209	89,657	70,599	19,058
O Public Administration and Defense, Social Security	265,119	224,039	41,081	265,119	159,598	105,521
P Education	140,353	83,978	56,375	140,353	59,158	81,196
Q Human Health and Social Work Activities	49,905	24,802	25,103	49,905	32,193	17,712
R Art, Entertainment and Recreation	26,579	17,905	8,674	26,579	13,330	13,249
S Other Service Activities	120,368	49,645	70,723	120,368	67,341	53,027
T Use Activities of Household as Employers						
U Activities of Extraterritorial Organizations and Bodies	33,767	21,346	12,421	33,767	23,983	9,784
<i>Percentage</i>						
Total*	100.0	100.0	100.0	100.0	100.0	100.0
A Agriculture, Forestry and Fishing	64.2	62.1	66.3	64.2	13.4	76.8
B Mining and Quarrying	0.0	0.1	0.0	0.0	0.1	0.0
C Manufacturing	8.1	5.8	10.3	8.1	11.6	7.2
D Electricity, Gas, Steam and Air-Con Supply	0.1	0.2	0.0	0.1	0.4	0.1
E Water supply, Sewerage etc.	0.1	0.1	0.1	0.1	0.2	0.0
F Construction	3.2	5.4	1.0	3.2	5.7	2.6
G Wholesale, Retail Trade etc.	10.1	7.4	12.7	10.1	26.9	5.9
H Transportation and Storage	2.4	4.5	0.3	2.4	6.1	1.5
I Accommodation and Food Service Activities	2.0	1.6	2.5	2.0	6.4	0.9
J Information and Communication	0.1	0.2	0.1	0.1	0.3	0.1
K Financial and Insurance Activities	0.2	0.2	0.2	0.2	0.7	0.1
L Real Estate	0.0	0.0	0.0	0.0	0.1	0.0
M Professional, Scientific and Technical Activities	0.4	0.4	0.4	0.4	1.4	0.2
N Administrative and Support Service Activities	1.1	1.5	0.8	1.1	4.4	0.3
O Public Administration and Defense, Social Security	3.3	5.6	1.0	3.3	10.0	1.6
P Education	1.7	2.1	1.4	1.7	3.7	1.3
Q Human Health and Social Work Activities	0.6	0.6	0.6	0.6	2.0	0.3
R Art, Entertainment and Recreation	0.3	0.4	0.2	0.3	0.8	0.2
S Other Service Activities	1.5	1.2	1.7	1.5	4.2	0.8
T Use Activities of Household as Employers	0.0	0.0	0.0	0.0	0.0	0.0
U Activities of Extraterritorial Organizations and Bodies	0.4	0.5	0.3	0.4	1.5	0.2

* Excluding persons with Industry 'Not Stated'

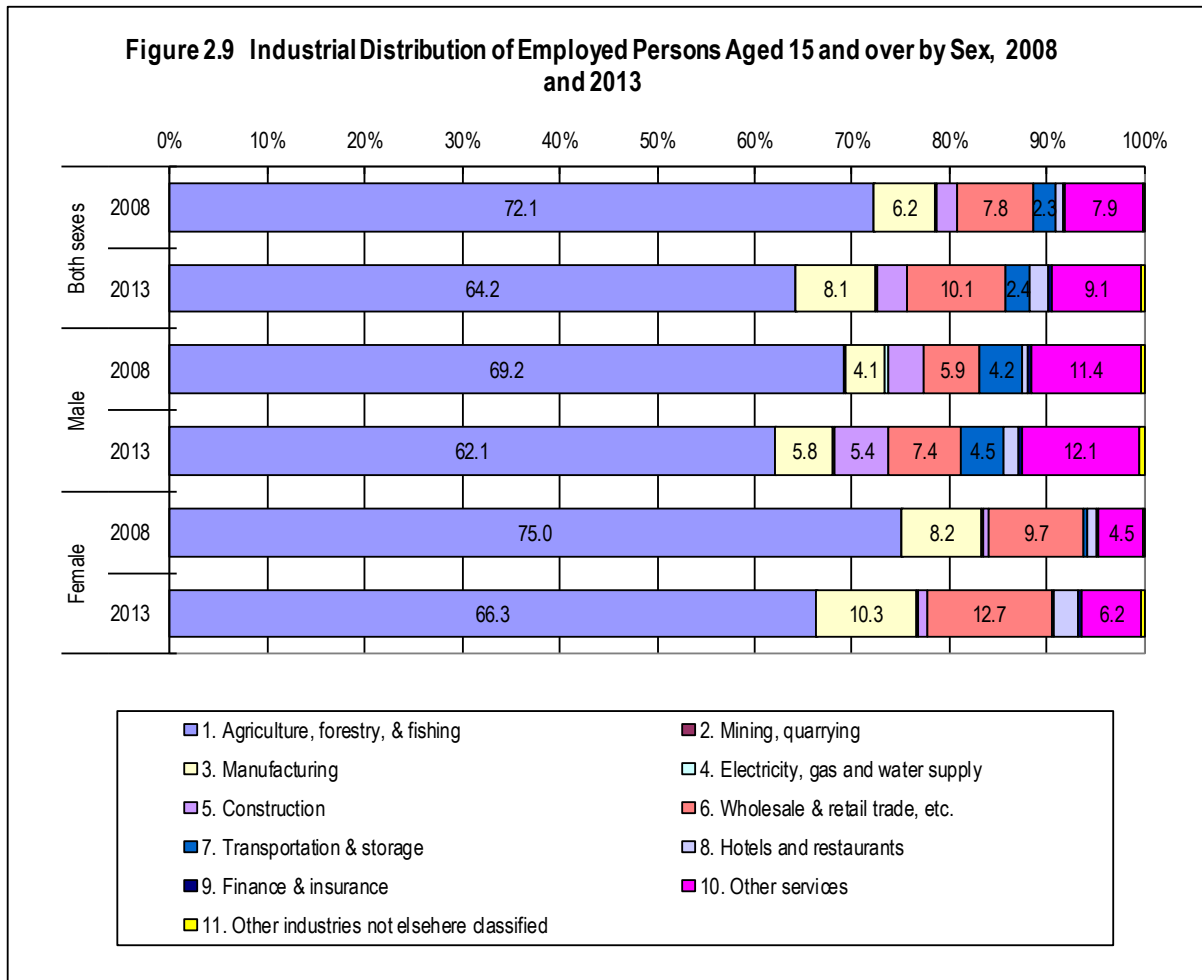
2.4.2 Changes in Industrial Composition from 1988 to 2013

In GPCC 1998, industries were classified according to the International Standard Industrial Classification (ISIC) Revision 3.1, which has 17 sections. On the other hand, GPCC 2008 used ISIC Revision 4 with 21 sections. Researchers will have to aggregate some industries for the purpose of comparison of GPCC 1998 and GPCC 2008, while direct comparison of the results of GPCC 2008 and CIPS 2013 is easy. Table 2.14 presents the correspondence table of these two revisions of ISIC and the industrial categories used for this report.

Table 2.14 Correspondence Table of Industrial Categories for this Report and Industrial Sections Used in GPCC 1998/2008 and CIPS 2013

Classification for this Report	Industrial Sections Used for GPCC 2008/ CIPS 2013	Industrial Sections Used for GPCC 1998
1. Agriculture, forestry, & fishing	A. Agriculture, forestry, & fishing	a. Agriculture, hunting and forestry b. Fishing
2. Mining, quarrying	B. Mining, quarrying	c. Mining and quarrying
3. Manufacturing	C. Manufacturing	d. Manufacturing
4. Electricity, gas and water supply	D. Electricity, gas, steam, air-con supply E. Water supply, sewerage, waste management & remediation	e. Electricity, gas and water supply
5. Construction	F. Construction	f. Construction
6. Wholesale & retail trade, repair of motorcycle, etc.	G. Wholesale & retail trade, repair of motorcycle, etc.	g. Wholesale and retail trade; repair of motor vehicles, personal & household goods
7. Transportation & storage	H. Transportation & storage	i. Transport, storage and communications
8. Hotels and restaurants	I. Accommodation & food service	h. Hotels and restaurants
9. Finance & insurance	K. Finance & insurance	j. Financial intermediation
10. Other services	J. Information & communication L. Real estate M. Professional, scientific, and technical N. Administrative & support service O. Public administration, etc. P. Education Q. Health & social work R. Art, entertainment and recreation S. Other service	k. Real estate, renting and business activities l. Public administration and defence; compulsory social security m. Education n. Health and social work o. Other community, social and personal service activities
11. Other industries not elsewhere classified	T. Use activities of households as employers U. Extraterritorial organizations	p. Activities as employers and undifferentiated production activities of private households q. Extraterritorial organizations and bodies

As previously mentioned, the proportion of the employed population in Primary industry is on a falling trend during the 1998-2008-2013 period, while the proportions of the employed population in Secondary and Tertiary industries are on an upward trend. In Secondary industry, ‘Manufacturing’ gained in proportion from 3.1% (1998) to 6.2% (2008), and to 8.1% (2013). In Tertiary industry, the proportion of ‘Wholesale, Retail Trade etc.’ increased from 7.0% (1998) to 7.8% (2008), and to 10.1% (2013). See Table 2.15 and Figure 2.9.



Note) Note) Industries whose employed population is less than 1% of the total population are presented here, but are not labeled explicitly (see Table 2.14 for details).

**Table 2.15 Employed Population aged 15 and over
by Industrial Category and Sex, 2008 and 2013**

Industrial Category	Number of Persons					
	2008			2013		
	Both sexes	Male	Female	Both sexes	Male	Female
Cambodia Total						
Total Employed (Aged 15 +)*	6,840,919	3,345,690	3,495,229	8,059,530	3,987,921	4,071,609
1. Agriculture, forestry, & fishing	4,934,938	2,314,348	2,620,590	5,174,268	2,475,918	2,698,351
2. Mining, quarrying	4,968	3,199	1,769	2,865	2,517	348
3. Manufacturing	425,888	138,434	287,454	651,048	231,586	419,462
4. Electricity, gas and water supply	15,339	11,176	4,163	16,148	12,336	3,812
5. Construction	140,104	118,499	21,605	257,173	216,276	40,897
6. Wholesale & retail trade, repair of motorcycle, etc.	533,917	195,905	338,012	812,982	294,172	518,810
7. Transportation & storage	154,619	140,740	13,879	191,821	179,022	12,799
8. Hotels and restaurants	59,437	22,387	37,050	163,405	62,469	100,937
9. Finance & insurance	16,918	10,288	6,630	19,441	9,801	9,640
10. Other services	537,161	380,025	157,136	736,612	482,479	254,133
11. Other industries not elsewhere classified	17,630	10,689	6,941	33,767	21,346	12,421
Industrial Category	Percentage					
	2008			2013		
	Both sexes	Male	Female	Both sexes	Male	Female
Cambodia Total						
Total Employed (Aged 15 +)*	100.0	100.0	100.0	100.0	100.0	100.0
1. Agriculture, forestry, & fishing	72.1	69.2	75.0	64.2	62.1	66.3
2. Mining, quarrying	0.1	0.1	0.1	0.0	0.1	0.0
3. Manufacturing	6.2	4.1	8.2	8.1	5.8	10.3
4. Electricity, gas and water supply	0.2	0.3	0.1	0.2	0.3	0.1
5. Construction	2.0	3.5	0.6	3.2	5.4	1.0
6. Wholesale & retail trade, repair of motorcycle, etc.	7.8	5.9	9.7	10.1	7.4	12.7
7. Transportation & storage	2.3	4.2	0.4	2.4	4.5	0.3
8. Hotels and restaurants	0.9	0.7	1.1	2.0	1.6	2.5
9. Finance & insurance	0.2	0.3	0.2	0.2	0.2	0.2
10. Other services	7.9	11.4	4.5	9.1	12.1	6.2
11. Other industries not elsewhere classified	0.3	0.3	0.2	0.4	0.5	0.3

* Excluding persons with Industry Status 'Not Stated'

2.4.3 Employment in the Leading industries

Cambodia is transforming its industrial structure. The dominant industry is still 'Agriculture, Forestry and Fishing', and the proportions of the employed population in 'Wholesale, Retail Trade etc.', and 'Manufacturing' are far below that in the agricultural industry. However, these two industries are doubtlessly playing important roles in Cambodian economy. We attempt to further analyze these three leading industries of Cambodia.

As shown in Table 2.15, during the 5 years of 2008-2013, the total number of employed population

Chapter 2

engaged in the leading industries increased by 0.74 million (from 5.89 million to 6.64 million). This number is equal to 61% of the increase of 1.22 million in the total employed population.

Figure 2.10 and Figure 2.11 show the age structures of persons employed in the three leading industries in number and in proportion, respectively. We have to pay attention to both the proportion and the number as Cambodian population is growing.

The results of GPCC 1998 and 2008, and CIPS 2013 indicate that ‘Agriculture, Forestry and Fishing’ was engaged fairly equally by all age groups in number and in proportion. ‘Wholesale, Retail Trade etc.’ was more engaged by 25-44 age groups for 1998, 2008 and 2013, while ‘Manufacturing’ was occupied most by the 15-24 age group (Figure 2.10 and Table 2.16).

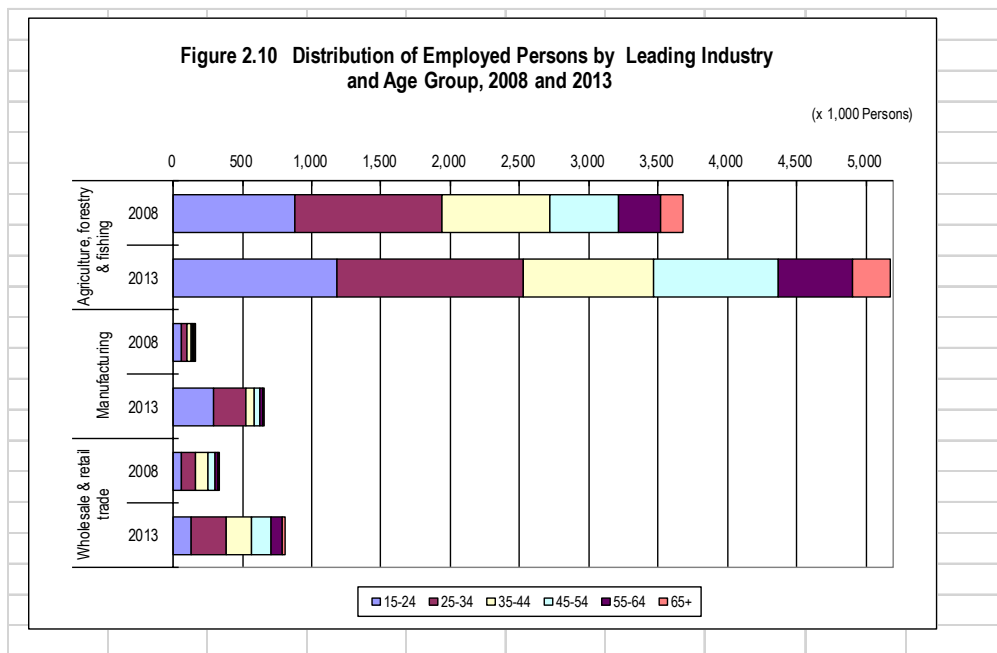
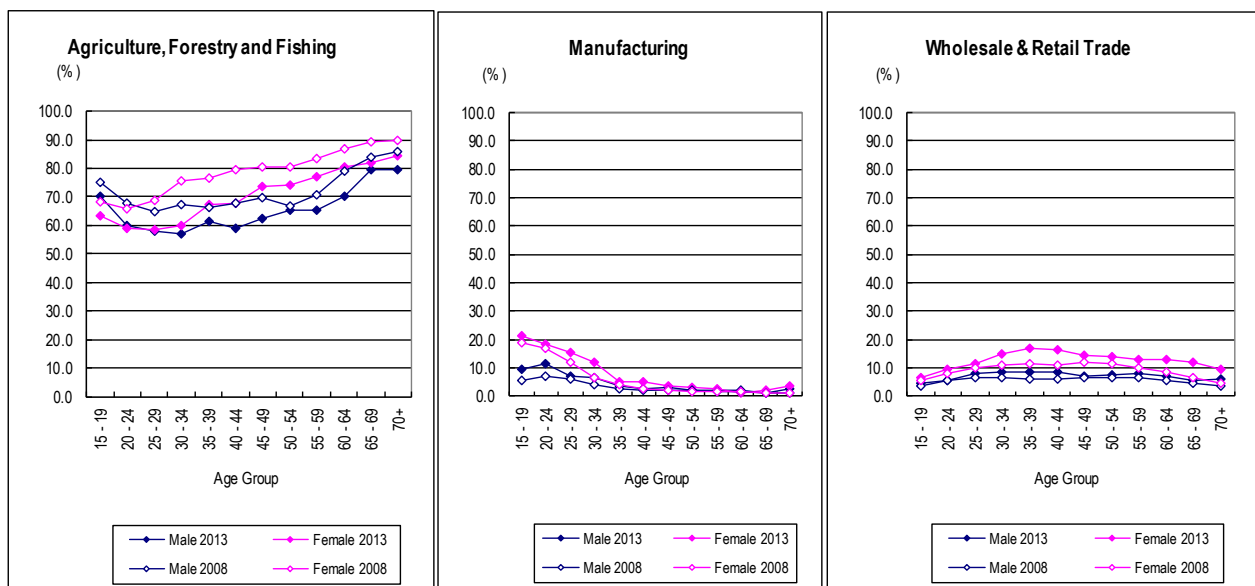


Figure 2.11 Proportions of Employed Persons in the Leading Industries by Age Group, Sex, 2008 and 2013



Chapter 2

Table 2.16 Employed Persons Aged 15 and over by Leading Industry, Age Group, and Sex

Sex and Year Leading Industry	Number of Persons							
	Total 15+	15-24	25-34	35-44	45-54	55-64	65+	
Both Sexes 2008	5,894,743							
Agriculture, forestry, & fishing	4,934,938	1,192,247	1,185,202	1,062,190	781,870	444,684	268,745	
Manufacturing	425,888	213,339	130,772	46,096	21,897	9,676	4,108	
Wholesale & retail trade, and others	533,917	104,841	144,800	128,491	97,174	43,824	14,787	
Both Sexes 2013	6,638,299							
Agriculture, forestry, & fishing	5,174,268	1,181,969	1,347,188	934,242	906,915	535,055	268,898	
Manufacturing	651,048	291,657	236,419	59,819	40,790	14,851	7,512	
Wholesale & retail trade, and others	812,982	133,396	247,686	184,594	142,697	76,950	27,660	
Males 2008	2,648,687							
Agriculture, forestry, & fishing	2,314,348	585,089	582,192	492,932	330,748	190,629	132,758	
Manufacturing	138,434	54,325	47,704	19,434	10,099	4,686	2,186	
Wholesale & retail trade, and others	195,905	40,581	56,872	45,022	31,659	15,628	6,143	
Males 2013	3,001,676							
Agriculture, forestry, & fishing	2,475,918	592,025	679,608	440,361	409,033	218,536	136,355	
Manufacturing	231,586	100,460	81,705	21,546	18,045	6,794	3,036	
Wholesale & retail trade, and others	294,172	50,786	98,690	63,382	46,584	24,664	10,066	
Females 2008	5,894,743							
Agriculture, forestry, & fishing	2,620,590	607,158	603,010	569,258	451,122	254,055	135,987	
Manufacturing	287,454	159,014	83,068	26,662	11,798	4,990	1,922	
Wholesale & retail trade, and others	338,012	64,260	87,928	83,469	65,515	28,196	8,644	
Females 2013	5,894,743							
Agriculture, forestry, & fishing	2,698,351	589,944	667,580	493,882	497,882	316,519	132,544	
Manufacturing	419,462	191,197	154,714	38,274	22,746	8,057	4,476	
Wholesale & retail trade, and others	518,810	82,610	148,996	121,211	96,113	52,286	17,594	
		Percentage						
	Total 15+	15-24	25-34	35-44	45-54	55-64	65+	
Both Sexes 2008								
Agriculture, forestry, & fishing	100.0	24.2	24.0	21.5	15.8	9.0	5.4	
Manufacturing	100.0	50.1	30.7	10.8	5.1	2.3	1.0	
Wholesale & retail trade, and others	100.0	19.6	27.1	24.1	18.2	8.2	2.8	
Both Sexes 2013								
Agriculture, forestry, & fishing	100.0	22.8	26.0	18.1	17.5	10.3	5.2	
Manufacturing	100.0	44.8	36.3	9.2	6.3	2.3	1.2	
Wholesale & retail trade, and others	100.0	16.4	30.5	22.7	17.6	9.5	3.4	
Males 2008								
Agriculture, forestry, & fishing	100.0	25.3	25.2	21.3	14.3	8.2	5.7	
Manufacturing	100.0	39.2	34.5	14.0	7.3	3.4	1.6	
Wholesale & retail trade, and others	100.0	20.7	29.0	23.0	16.2	8.0	3.1	
Males 2013								
Agriculture, forestry, & fishing	100.0	23.9	27.4	17.8	16.5	8.8	5.5	
Manufacturing	100.0	43.4	35.3	9.3	7.8	2.9	1.3	
Wholesale & retail trade, and others	100.0	17.3	33.5	21.5	15.8	8.4	3.4	
Females 2008								
Agriculture, forestry, & fishing	100.0	23.2	23.0	21.7	17.2	9.7	5.2	
Manufacturing	100.0	55.3	28.9	9.3	4.1	1.7	0.7	
Wholesale & retail trade, and others	100.0	19.0	26.0	24.7	19.4	8.3	2.6	
Females 2013								
Agriculture, forestry, & fishing	100.0	21.9	24.7	18.3	18.5	11.7	4.9	
Manufacturing	100.0	45.6	36.9	9.1	5.4	1.9	1.1	
Wholesale & retail trade, and others	100.0	15.9	28.7	23.4	18.5	10.1	3.4	

Table 2.18 shows the number and proportion of employed persons in the leading industries by industrial division. As previously mentioned, two population censuses use different revisions of ISIC, but GPCC 2008 and CIPS 2013 use the same Revision 4 of ISIC. The correspondence table used for comparison between two Censuses is shown in Table 2.17 for readers' information.

Table 2.17 Correspondence of Industrial Classifications for the Leading Industries

Industry Section/Division	Codes of ISIC	
	1998 (Rev. 3.1)	2008 (Rev. 4)
Agriculture forestry and fishing		
Crop and animal production, hunting and related service	1	1
Forestry and logging	2	2
Fishing and aquaculture	5	3
Manufacturing		
Food and beverage	15	10 and 11
Textile	17	13
Wearing apparel	18	14
Clay, shaping of stone etc.	26	23
Fabricated metal except machinery & equipment	28	25
Motor Vehicles and other transport equipment	34 and 35	29 and 30
Furniture	361	31
Jewellery and related articles	3691	321
Other manufacturing (not listed above)	Other	Other(exclude 33)
Wholesale, retail trade and repair of motor vehicles		
Wholesale, retail trade and repair of motor vehicles	50	45
Wholesale trade, except of motor vehicles	51	46
Retail trade, except of motor vehicles	52	47

INDUSTRIAL DIVISION

Table 2.18 describes the structure of each leading industry by major division of industry for 1998 and 2013. It is observed that among 1,000 employed persons aged 5 and over in 'Agriculture, forestry and fishing', 980 persons are engaged in 'Crop and animal production, hunting and related service', while 19 persons are engaged in 'Fishing and aquaculture' and only one person is engaged in 'Forestry and logging'. Almost no changes are observed in these figures from those for 1998.

As for 'Manufacturing', in 2013, 737 persons among 1,000 persons are employed in 'Wearing apparel' followed by 85 persons in 'Food and beverage', 48 persons in 'Other manufacturing', and 43 persons in 'Textile'. In 1998, the major figures were 352 persons in 'Wearing apparel', 193 persons in 'Other manufacturing', 109 persons in 'Food and beverage', 89 persons in 'Jewelry and related articles', and 87 persons in 'Textile'.

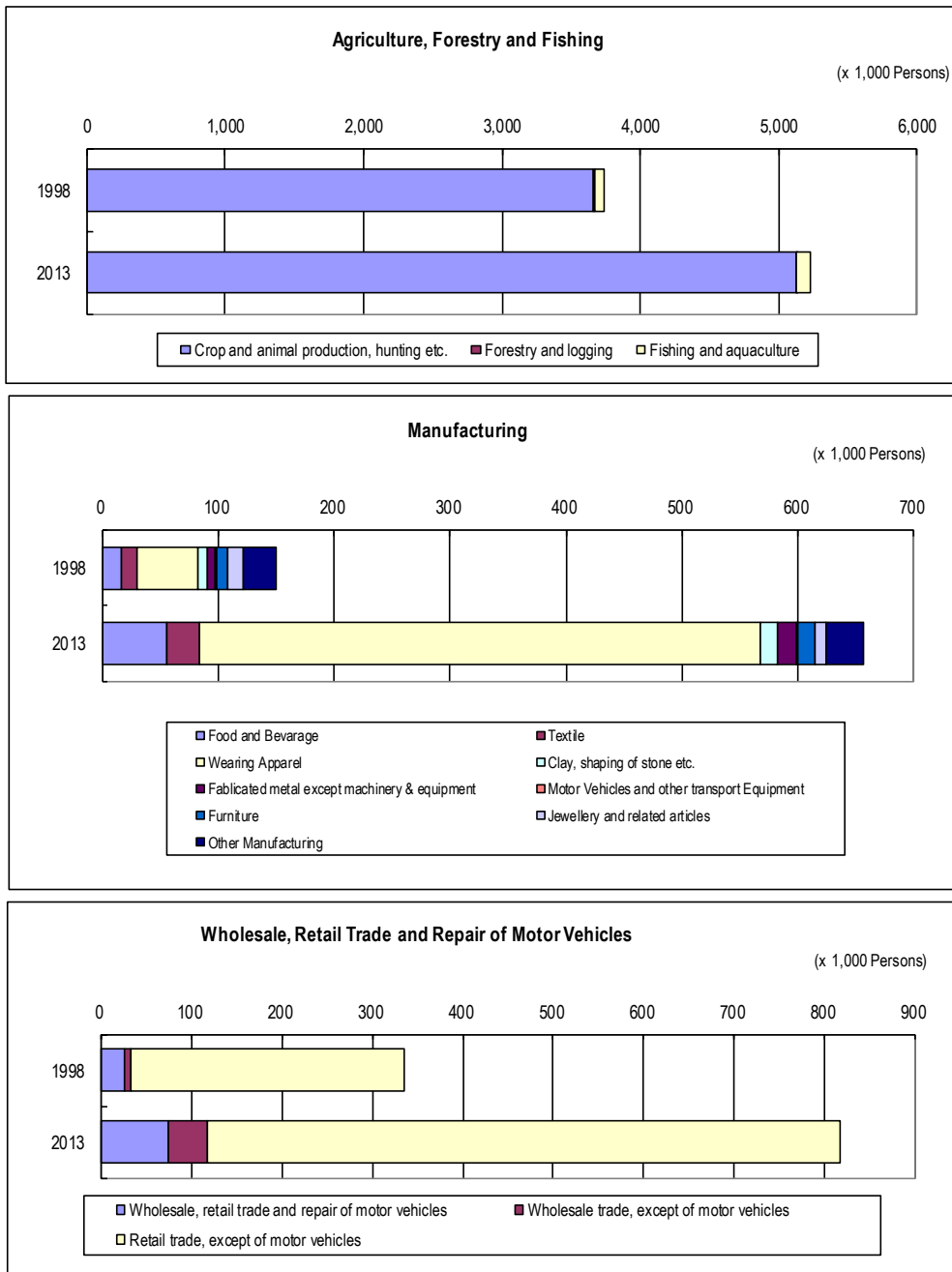
The proportion of employed persons in 'Wearing apparel' increased more than two times from 35.2% to 73.7%, while many other divisions lost their shares. It should be noted that 839 out of 1,000 female workers employed in 'Manufacturing' are engaged in 'Wearing apparel,' and that most of them are young females as previously mentioned.

**Table 2.18 Employed Persons aged 5 and over
by Industrial Division and Sex for three Leading Industries**

Industrial Sector/Division	Number of Persons					
	1998			2013		
	Both sexes	Male	Female	Both sexes	Male	Female
Employed Population of All Industry	4,823,188	2,347,929	2,475,259	8,125,981	4,022,115	4,103,866
Agriculture Forestry and Fishing	3,739,645	1,682,194	2,057,451	5,225,911	2,503,412	2,722,500
Crop and animal production, hunting and related service	3,661,913	1,628,649	2,033,264	5,122,382	2,432,177	2,690,205
Forestry and logging	6,653	4,699	1,954	4,633	2,801	1,832
Fishing and aquaculture	71,079	48,846	22,233	98,896	68,434	30,463
Manufacturing	150,209	72,205	78,004	656,246	232,068	424,178
Food and beverage	16,313	10,031	6,282	56,005	31,075	24,929
Textile	13,107	1,616	11,491	28,423	6,667	21,757
Wearing apparel	52,832	7,365	45,467	483,765	127,818	355,946
Clay, shaping of stone etc.	8,270	5,053	3,217	13,964	10,160	3,805
Fabricated metal except machinery & equipment	7,463	6,896	567	16,968	15,437	1,531
Motor Vehicles and other transport equipment	929	846	83	806	714	93
Furniture	8,981	7,489	1,492	15,230	12,111	3,119
Jewellery and related articles	13,303	10,797	2,506	9,704	8,614	1,090
Other manufacturing	29,011	22,112	6,899	31,381	19,472	11,909
Wholesale, retail trade and repair of motor vehicles	334,237	110,288	223,949	816,684	295,981	520,702
Wholesale, retail trade and repair of motor vehicles	25,694	22,424	3,270	74,044	65,148	8,896
Wholesale trade, except of motor vehicles	6,442	3,346	3,096	43,150	21,645	21,504
Retail trade, except of motor vehicles	302,101	84,518	217,583	699,490	209,188	490,302
	Percentage					
Agriculture Forestry and Fishing	100.0	100.0	100.0	100.0	100.0	100.0
Crop and animal production, hunting and related service	97.9	96.8	98.8	98.0	97.2	98.8
Forestry and logging	0.2	0.3	0.1	0.1	0.1	0.1
Fishing and aquaculture	1.9	2.9	1.1	1.9	2.7	1.1
Manufacturing	100.0	100.0	100.0	100.0	100.0	100.0
Food and beverage	10.9	13.9	8.1	8.5	13.4	5.9
Textile	8.7	2.2	14.7	4.3	2.9	5.1
Wearing apparel	35.2	10.2	58.3	73.7	55.1	83.9
Clay, shaping of stone etc.	5.5	7.0	4.1	2.1	4.4	0.9
Fabricated metal except machinery & equipment	5.0	9.6	0.7	2.6	6.7	0.4
Motor Vehicles and other transport equipment	0.6	1.2	0.1	0.1	0.3	0.0
Furniture	6.0	10.4	1.9	2.3	5.2	0.7
Jewellery and related articles	8.9	15.0	3.2	1.5	3.7	0.3
Other manufacturing	19.3	30.6	8.8	4.8	8.4	2.8
Wholesale, retail trade and repair of motor vehicles	100.0	100.0	100.0	100.0	100.0	100.0
Wholesale, retail trade and repair of motor vehicles	7.7	20.3	1.5	9.1	22.0	1.7
Wholesale trade, except of motor vehicles	1.9	3.0	1.4	5.3	7.3	4.1
Retail trade, except of motor vehicles	90.4	76.6	97.2	85.7	70.7	94.2

As for 'Wholesale, retail trade etc.', about 857 persons among 1,000 employed persons in this section are engaged in 'Retail trade, except of motor vehicles', 91 persons are in 'Wholesale, retail trade and repair of motor vehicles' and 53 persons are in 'Wholesale trade, except of motor vehicles'. In 1998, these figures were 904 persons in 'Retail trade, except of motor vehicles', 77 persons in 'Wholesale, retail trade and repair of motor vehicles' and 19 persons in 'Wholesale trade, except of motor vehicles': the first two divisions increased although still very few. Also see Figure 2.12.

Figure 2.12 Employed Persons by Industrial Division for three Leading Industries, 1998 and 2013



REGIONS AND PROVINCES

Table 2.19 shows the proportion of the employed population by leading industry for regions and provinces. There does not seem great differences across regions other than Phnom Penh. In the four regions other than Phnom Penh, 'Agriculture, forestry and fishing.' occupies 64-73%, followed by 'Wholesale, retail trade etc.' (7-10%), and 'Manufacturing' (4-10%). In contrast, Phnom Penh has only 7.5% for "Agriculture, forestry and fishing.", and rather high proportions for 'Wholesale, retail trade etc.' (28.4%), and 'Manufacturing' (16.0%).

Chapter 2

By province, Phnom Penh has the lowest proportion in ‘Agriculture, forestry and fishing’ (7.5%), followed by Preah Sihanouk (33.7%), Kandal (46.6%), Koh Kong (56.9%), and Siem Reap (63.0%). Other provinces have higher proportions in ‘Agriculture, forestry and fishing’: 83.9% (Prey Vihear), 81.8% (Prey Veng), 81.7% (Kampong Thom), 81.1% (Kratie), 80.4% (Ratana Kiri), and so on.

The proportion of employed females in the three leading industries is higher than that of male counterparts regardless of regions or provinces, meaning that males are engaged in more various industrial sectors than females.

‘Manufacturing’ has large shares in Kampong Speu (19.6%), Kandal (19.2%), Phnom Penh (16.0%) etc. and so does ‘Wholesale and retail trade and others’ in Phnom Penh (28.4%), Preah Sihanouk (17.2%), Koh kong (14.6%), Kandal (12.8%), Pailin (12.6%) etc.

**Table 2.19 Percentage of Persons Aged 15 and over
by Leading Industry and Sex: Region and Province, 2013**

Region/ Province	Both Sexes				Male				Female			
	Employed Persons Total* (Aged 15+)	Percentage			Employed Persons Total* (Aged 15+)	Percentage			Employed Persons Total* (Aged 15+)	Percentage		
		Agriculture, forestry, & fishing	Manufacture	Wholesale & retail trade, and others		Agriculture, forestry, & fishing	Manufacture	Wholesale & retail trade, and others		Agriculture, forestry, & fishing	Manufacture	Wholesale & retail trade, and others
Cambodia Total	8,059,530	64.2	8.1	10.1	3,987,921	62.1	5.8	7.4	4,071,609	66.3	10.3	12.7
Region												
Phnom Penh	882,988	7.5	16.0	28.4	452,902	6.6	12.0	20.9	430,086	8.4	20.3	36.3
Other Plains	3,103,194	71.9	9.0	7.1	1,489,064	70.1	6.4	5.2	1,614,130	73.6	11.5	8.9
Tonle Sap	2,564,411	71.1	4.0	8.5	1,290,393	68.6	3.1	5.9	1,274,017	73.6	4.9	11.1
Coastal	549,871	64.2	5.7	9.7	286,509	62.0	4.2	6.2	263,362	66.7	7.2	13.4
Plateau/Mountains	959,066	72.9	9.9	7.2	469,052	72.4	6.5	5.8	490,013	73.4	13.2	8.6
Province												
Bantey Meanchey	416,288	74.1	2.0	7.9	207,984	70.5	1.9	6.1	208,304	77.7	2.0	9.6
Battambang	578,296	66.2	3.1	10.5	310,055	63.0	3.2	7.2	268,241	69.8	3.0	14.3
Kampong Cham	938,152	78.3	4.1	7.4	469,983	76.8	3.4	4.7	468,169	79.9	4.8	10.1
Kampong Chhnang	297,361	68.8	13.8	6.5	140,696	71.7	7.2	4.4	156,665	66.2	19.7	8.4
Kampong Speu	443,917	64.0	19.6	6.2	208,962	65.2	11.9	5.6	234,954	62.8	26.5	6.7
Kampong Thom	385,351	81.7	3.2	7.5	186,370	81.2	2.9	5.1	198,981	82.2	3.4	9.8
Kampot	348,473	75.8	4.0	6.2	173,862	73.4	3.7	3.9	174,611	78.2	4.3	8.6
Kandal	627,421	46.6	19.2	12.8	305,486	45.3	12.1	9.9	321,935	47.8	26.0	15.6
Koh Kong	56,389	56.9	4.2	14.6	31,921	56.3	2.5	8.8	24,468	57.8	6.5	22.1
Kratie	190,027	81.1	2.0	8.0	94,915	80.3	2.6	5.2	95,112	82.0	1.4	10.8
Mondul Kiri	38,582	79.3	1.5	8.5	19,613	77.0	2.3	5.5	18,969	81.7	0.6	11.5
Phnom Penh	882,988	7.5	16.0	28.4	452,902	6.6	12.0	20.9	430,086	8.4	20.3	36.3
Preah Vihear	121,551	83.9	0.8	4.6	61,378	79.5	1.1	3.2	60,172	88.5	0.6	6.1
Prey Veng	639,070	81.8	4.3	4.5	299,523	78.6	3.8	3.3	339,547	84.6	4.8	5.7
Pursat	239,603	76.6	2.2	9.9	117,075	74.4	2.0	6.9	122,528	78.8	2.3	12.7
Ratanak Kiri	98,802	80.4	0.9	11.1	50,034	78.6	1.1	9.8	48,767	82.3	0.7	12.5
Siem Reap	482,984	63.0	3.1	8.0	243,753	58.2	2.5	5.0	239,230	67.9	3.7	10.9
Preah Sihanouk	124,086	33.7	11.5	17.2	70,429	35.2	6.5	11.2	53,658	31.9	18.0	25.0
Stung Treng	66,188	74.1	2.4	10.4	34,149	70.0	3.9	8.1	32,039	78.5	0.8	12.8
Svay Rieng	361,370	75.7	11.4	4.9	168,416	75.8	8.3	4.1	192,954	75.6	14.1	5.5
Takeo	537,181	76.1	9.8	4.7	245,656	73.9	6.7	3.6	291,525	78.0	12.4	5.6
Otdar Meanchey	130,022	78.6	2.1	7.8	65,646	75.3	2.2	6.1	64,376	82.0	2.0	9.4
Kep	20,923	71.5	2.4	8.9	10,297	69.7	2.3	4.5	10,626	73.3	2.5	13.1
Pailin	34,506	65.7	1.9	12.6	18,814	66.6	2.0	8.4	15,692	64.5	1.7	17.5

* Excluding Persons with Industry 'Not Reported'.

2.4.4 Relationship between Industry and Employment Status

The issue on the employment status of the employed population was discussed in Section 2.1, and it is notable that high proportions of 'Unpaid family workers' and 'Own account workers' accounted for 37.9% and 39.7% of employed persons aged 15 and over, and 38.2% and 39.5% of those aged 5 and over, respectively in 2013 (Table 2.1).

Table 2.20 shows the proportion of the employed population by employment status and industrial category (section). The industrial category used in Table 2.20 is based on the Table 2.14.

'Own account workers' or 'Unpaid family workers' are the most common status of employment found in 'Agriculture, forestry and fishing' and in 'Wholesale, retail trade, etc.' while 'Paid employees' is most commonly found in 'Construction', 'Other services', 'Finance and insurance', 'Manufacturing', 'Mining and Quarrying' and 'Hotels and restaurants'.

As for the difference between urban and rural areas, as previously mentioned, 'Paid employees' are more common in urban areas than in rural areas. But, by industry, there is not much difference between urban and rural areas.

There are significant gender differences in the relationship between industry and employment status. For example, males engaged in 'Agriculture, forestry and fishery' tend to be 'Own account workers' (63.0%), but the female counterparts tend to be 'Unpaid family workers' (72.0%), and only 24.8% are 'Own account workers'. Another example is that female 'Paid employees' working in 'Manufacturing' is more common than the male counterparts (78.1% vs. 68.9%). See Table 2.21 and Figure 2.13.

Figure 2.13 also provides the proportion of employed persons by employment status for the three leading industries. The proportion of 'Unpaid family workers' is the highest in 'Agriculture, forestry and fishery' (56.3% in 2008 and 53.5% in 2013). The proportion of 'Own account workers' is the highest in 'Wholesale retail trade, etc.' (64.5% and 68.1%). The proportion of 'Paid employees' is the highest in 'Manufacturing' (76.1% and 74.9%). Not much change is observed between 2008 and 2013 with respect to the composition of the total employed persons by employment status.

In urban/rural comparison, the above mentioned characteristics of the three industries on employment status holds except for urban 'Agriculture, forestry and fishing' for which 'Own account workers' is larger than 'Unpaid family workers' (53.9% vs. 40.7%).

By gender, firstly as stated just above, in 'Agriculture, forestry and fishing', by far more male workers work as 'Own account workers' while by far more female workers work as 'Unpaid family workers'. Secondly, in 'Manufacturing', the proportional pattern by employment status is similar for males and females, but the proportion of 'Paid employees' is larger for females (78.1%) than for males (68.9%). Thirdly, in 'Wholesale and retail trade, etc.' the proportion of female workers working as 'Unpaid family worker' is much higher than the male counterparts (30.4% vs. 17.8%), while the proportion of male workers working as 'Paid employees' is rather high with 11.1% compared with the female counterparts (2.8%). See Table 2.21 for other industrial categories (sections).

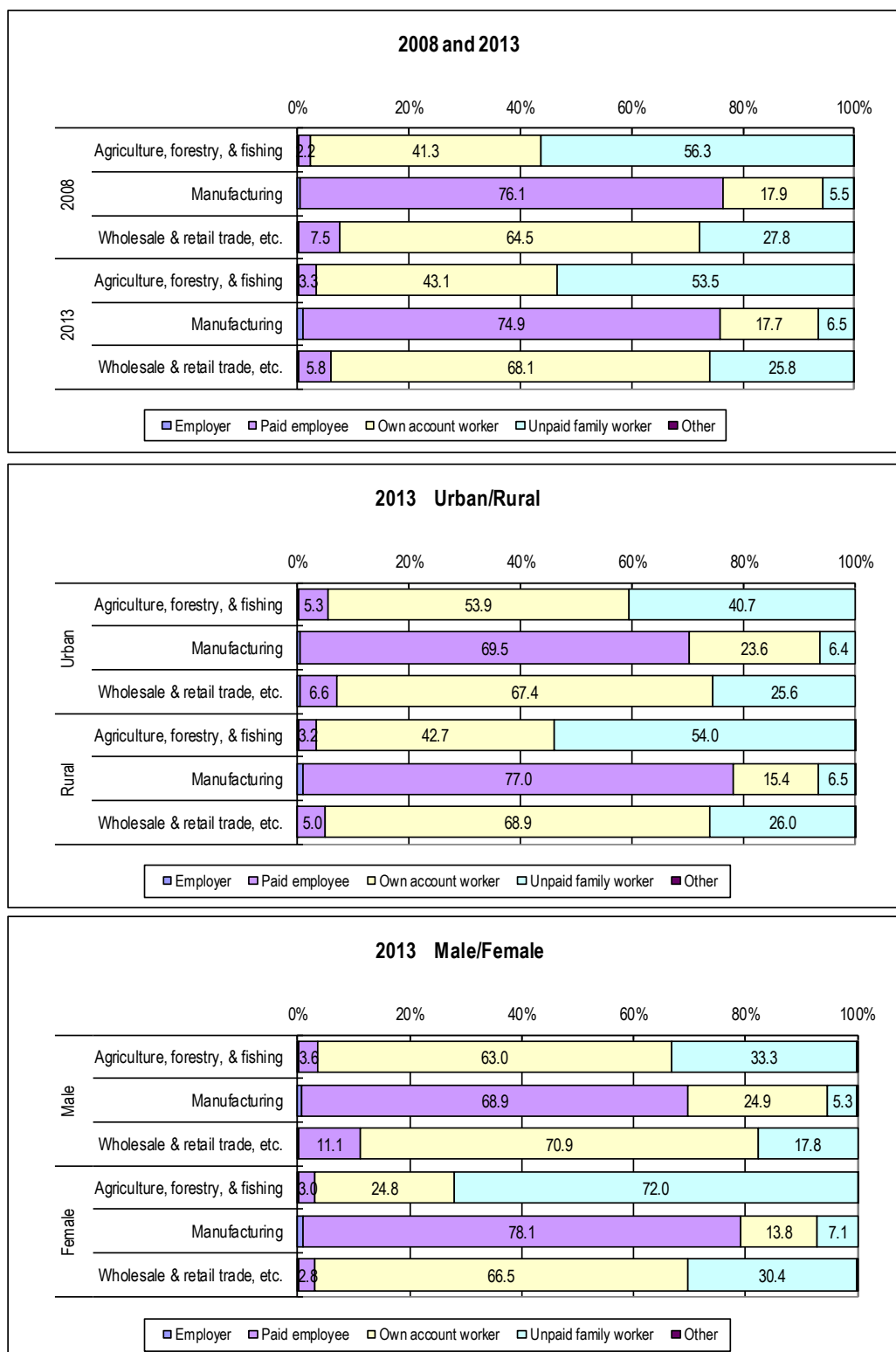
Chapter 2

Table 2.20 Employed Persons aged 5 and over by Employment Status and Industrial Category: 2008 and Urban/Rural, 2013

Year and Industrial Category, Urban/Rural	Total	Per thousand					
		Total	Employer	Paid employee	Own account worker	Unpaid family worker	Other
2008 Cambodia Total							
Total Employed Population (Aged 5+)*	6,934,424	100.0	0.1	17.2	39.1	43.5	0.0
1. Agriculture, forestry, & fishing	5,013,956	100.0	0.1	2.2	41.3	56.3	0.0
2. Mining, quarrying	5,061	100.0	0.3	74.4	17.1	8.1	0.1
3. Manufacturing	430,077	100.0	0.4	76.1	17.9	5.5	0.1
4. Electricity, gas and water supply	15,528	100.0	0.6	45.0	42.6	11.7	0.0
5. Construction	141,466	100.0	0.1	88.8	9.7	1.3	0.0
6. Wholesale & retail trade, etc.	537,129	100.0	0.2	7.5	64.5	27.8	0.1
7. Transportation & storage	155,372	100.0	0.1	46.2	53.2	0.4	0.1
8. Hotels and restaurants	59,946	100.0	0.7	63.7	24.4	10.9	0.4
9. Finance & insurance	16,921	100.0	1.8	76.4	21.5	0.1	0.1
10. Other services	541,343	100.0	0.3	80.5	17.8	0.9	0.4
11. Other industries not elsewhere classified	17,625	100.0	0.9	95.6	2.8	0.5	0.2
2013 Cambodia Total							
Total Employed Population (Aged 5+)*	8,124,167	100.0	0.3	22.0	39.5	38.2	0.1
1. Agriculture, forestry, & fishing	5,225,911	100.0	0.1	3.3	43.1	53.5	0.0
2. Mining, quarrying	2,865	100.0	0.0	44.9	48.4	6.8	0.0
3. Manufacturing	657,090	100.0	0.9	74.9	17.7	6.5	0.0
4. Electricity, gas and water supply	16,323	100.0	0.2	51.7	40.2	7.9	0.0
5. Construction	259,326	100.0	0.4	90.6	7.3	1.5	0.2
6. Wholesale & retail trade, etc.	816,684	100.0	0.2	5.8	68.1	25.8	0.0
7. Transportation & storage	192,591	100.0	0.2	47.8	50.0	1.7	0.3
8. Hotels and restaurants	163,911	100.0	0.5	42.6	39.4	16.4	1.2
9. Finance & insurance	19,441	100.0	0.5	81.8	13.7	3.9	0.0
10. Other services	736,534	100.0	1.4	83.8	12.2	2.3	0.4
11. Other industries not elsewhere classified	33,492	100.0	1.4	98.2	0.4	0.0	0.0
Urban							
Total Employed Population (Aged 5+)*	1,605,238	100.0	0.5	47.0	37.8	14.5	0.1
1. Agriculture, forestry, & fishing	216,620	100.0	0.0	5.3	53.9	40.7	0.0
2. Mining, quarrying	2,132	100.0	0.0	50.9	49.1	0.0	0.0
3. Manufacturing	185,957	100.0	0.6	69.5	23.6	6.4	0.0
4. Electricity, gas and water supply	9,530	100.0	0.0	57.9	34.0	8.1	0.0
5. Construction	92,160	100.0	0.1	90.3	8.5	0.6	0.5
6. Wholesale & retail trade, etc.	431,706	100.0	0.4	6.6	67.4	25.6	0.0
7. Transportation & storage	98,012	100.0	0.5	41.7	55.8	1.7	0.4
8. Hotels and restaurants	102,540	100.0	0.1	50.1	36.2	12.2	1.4
9. Finance & insurance	11,847	100.0	0.3	81.7	14.0	4.1	0.0
10. Other services	430,751	100.0	1.1	86.0	11.3	1.6	0.0
11. Other industries not elsewhere classified	23,983	100.0	1.2	98.2	0.5	0.0	0.0
Rural							
Total Employed Population (Aged 5+)*	6,518,929	100.0	0.3	15.8	39.9	44.0	0.1
1. Agriculture, forestry, & fishing	5,009,291	100.0	0.1	3.2	42.7	54.0	0.0
2. Mining, quarrying	733	100.0	0.0	27.3	46.2	26.5	0.0
3. Manufacturing	471,134	100.0	1.1	77.0	15.4	6.5	0.0
4. Electricity, gas and water supply	6,793	100.0	0.4	43.0	49.0	7.6	0.0
5. Construction	167,166	100.0	0.5	90.8	6.7	2.0	0.0
6. Wholesale & retail trade, etc.	384,978	100.0	0.0	5.0	68.9	26.0	0.1
7. Transportation & storage	94,578	100.0	0.0	54.0	44.0	1.7	0.3
8. Hotels and restaurants	61,371	100.0	1.0	30.0	44.6	23.4	0.9
9. Finance & insurance	7,593	100.0	0.9	82.0	13.4	3.7	0.0
10. Other services	305,783	100.0	1.8	80.6	13.5	3.2	0.9
11. Other industries not elsewhere classified	9,509	100.0	1.8	98.2	0.0	0.0	0.0

* Excluding persons with Industry and/or Employment Status 'Not Reported'

Figure 2.13 Proportion of Employed Persons Aged 5 and over by Employment Status and Sex for Leading Industries: Urban/Rural, 2008 and 2013



**Table 2.21 Employed Persons aged 5 and over
by Employment Status, Industrial Category and Sex, 2013**

Sex and Industrial Category	Employed Persons*	Status of Employment				
		Employer	Paid Employee	Own Account Worker	Unpaid Family Worker	Other
Number of Persons						
Male						
Total Employed Persons (Aged 5+)*	4,020,620	15,543	1,048,658	2,036,215	915,430	4,774
1. Agriculture, forestry, & fishing	2,503,412	2,390	89,065	1,578,206	833,191	560
2. Mining, quarrying	2,517		1,250	1,132	135	
3. Manufacturing	232,841	1,822	160,491	57,895	12,430	203
4. Electricity, gas and water supply	12,511	30	6,858	4,649	974	
5. Construction	217,803	939	195,600	18,071	2,732	460
6. Wholesale & retail trade, etc.	295,981	410	32,919	209,930	52,723	
7. Transportation & storage	179,612	476	82,905	93,300	2,314	617
8. Hotels and restaurants	62,940	348	33,229	22,696	5,332	1,335
9. Finance & insurance	9,801	99	9,077	139	487	
10. Other services	481,980	8,564	416,632	50,072	5,113	1,599
11. Other industries not elsewhere classified	21,223	465	20,633	124		
Female						
Total Employed Persons (Aged 5+)*	4,103,547	10,602	734,817	1,170,537	2,185,494	2,096
1. Agriculture, forestry, & fishing	2,722,500	3,151	82,482	675,454	1,961,217	196
2. Mining, quarrying	348		36	254	59	
3. Manufacturing	424,249	4,171	331,509	58,382	30,187	
4. Electricity, gas and water supply	3,812		1,577	1,917	317	
5. Construction	41,523		39,384	918	1,222	
6. Wholesale & retail trade, etc.	520,702	1,229	14,810	346,339	158,119	206
7. Transportation & storage	12,978		9,068	2,969	941	
8. Hotels and restaurants	100,971	414	36,578	41,806	21,520	653
9. Finance & insurance	9,640		6,831	2,533	276	
10. Other services	254,554	1,637	200,275	39,964	11,636	1,042
11. Other industries not elsewhere classified	12,269		12,269			
Percentage						
Male						
Total Employed Persons (Aged 5+)*	100.0	0.4	26.1	50.6	22.8	0.1
1. Agriculture, forestry, & fishing	100.0	0.1	3.6	63.0	33.3	0.0
2. Mining, quarrying	100.0	0.0	49.7	45.0	5.4	0.0
3. Manufacturing	100.0	0.8	68.9	24.9	5.3	0.1
4. Electricity, gas and water supply	100.0	0.2	54.8	37.2	7.8	0.0
5. Construction	100.0	0.4	89.8	8.3	1.3	0.2
6. Wholesale & retail trade, etc.	100.0	0.1	11.1	70.9	17.8	0.0
7. Transportation & storage	100.0	0.3	46.2	51.9	1.3	0.3
8. Hotels and restaurants	100.0	0.6	52.8	36.1	8.5	2.1
9. Finance & insurance	100.0	1.0	92.6	1.4	5.0	0.0
10. Other services	100.0	1.8	86.4	10.4	1.1	0.3
11. Other industries not elsewhere classified	100.0	2.2	97.2	0.6	0.0	0.0
Female						
Total Employed Persons (Aged 5+)*	100.0	0.3	17.9	28.5	53.3	0.1
1. Agriculture, forestry, & fishing	100.0	0.1	3.0	24.8	72.0	0.0
2. Mining, quarrying	100.0	0.0	10.2	72.9	16.9	0.0
3. Manufacturing	100.0	1.0	78.1	13.8	7.1	0.0
4. Electricity, gas and water supply	100.0	0.0	41.4	50.3	8.3	0.0
5. Construction	100.0	0.0	94.8	2.2	2.9	0.0
6. Wholesale & retail trade, etc.	100.0	0.2	2.8	66.5	30.4	0.0
7. Transportation & storage	100.0	0.0	69.9	22.9	7.3	0.0
8. Hotels and restaurants	100.0	0.4	36.2	41.4	21.3	0.6
9. Finance & insurance	100.0	0.0	70.9	26.3	2.9	0.0
10. Other services	100.0	0.6	78.7	15.7	4.6	0.4
11. Other industries not elsewhere classified	100.0	0.0	100.0	0.0	0.0	0.0

* Excluding persons with Industry and/or Employment Status 'Not Reported'

2.5 OCCUPATION

The occupation refers to the kind of work done during the reference period (twelve months preceding CIPS 2013) by the employed person. The occupational code used in GPCC 2008 and CIPS 2013 is the latest ISCO, i.e. ISCO 08.

2.5.1 Major Groups of Occupation

According to 10 major groups of occupation, in 2008, 71.0% of the total employed persons, 73.6% of employed females and 67.5% of employed males worked as 'Skilled agricultural, forestry and fishery workers'. In 2013, the corresponding proportions have become lower: 62.3%, 64.3% and 60.1% (Table 2.22).

'Service and sales workers' is the second largest occupation: 11.9% for the total, 15.0% for females and 8.6% for males. 'Craft and related workers', and 'Elementary occupations' follow with 10.0%, 5.9% for the total employed persons, respectively.

'Professionals', 'Technicians', and 'Managers', etc. account for very small proportions among the employed population. Females have higher proportions in 'Skilled agricultural, forestry and fishery workers', 'Services and sales workers' and 'Craft and related workers' than males, whereas the proportions of employed males working as 'Plant and machine operators and assemblers, etc.', 'Armed forces', and 'Managers' are very much higher than those of the female counterparts.

As previously described, the industrial distribution of the employed population has a large difference between urban and rural areas. As the difference in the industrial structure directly affects the occupational structure, the occupational structure has a great difference between urban and rural areas.

The majority of employed population in rural areas are engaged in agricultural industry. Thus, the proportion of persons working as 'Skilled agricultural workers' is very high, 74.5 % in rural areas. The second largest occupation in rural areas is 'Craft and related workers' with 8.6%, followed by 'Service and sales workers' with 6.9%.

The industrial structure has a much more variety in urban areas than in rural areas. But, the variety in occupation is not so large. The three leading occupations in urban areas are the same as in rural areas, but the order is different: 'Services and sales workers' (32.1%), 'Craft and related workers' (15.9%) and 'Skilled agricultural, forestry and fishery workers' (12.8%).

By gender, the leading occupations for males are the same as those for females, but females tend to concentrate more on the above three occupations. Male occupations are more diverse than females'. 'Plant and machine operators and assembler' is the occupation that is most exclusively occupied by males (Figure 2.14).

Table 2.23 shows the occupational distribution by age group. Most of the employed population are engaged in agriculture working as 'Skilled agricultural forestry and fishery workers'. The proportion of 'Skilled agricultural forestry and fishery workers' is a little higher for the 15-24 age group than the 25-34 age group. Then, it goes up with age from 25-34 onward for the total, males and females, ranging very high from 55% to 82%. By gender, it is lower for males than for females across all age groups.

Chapter 2

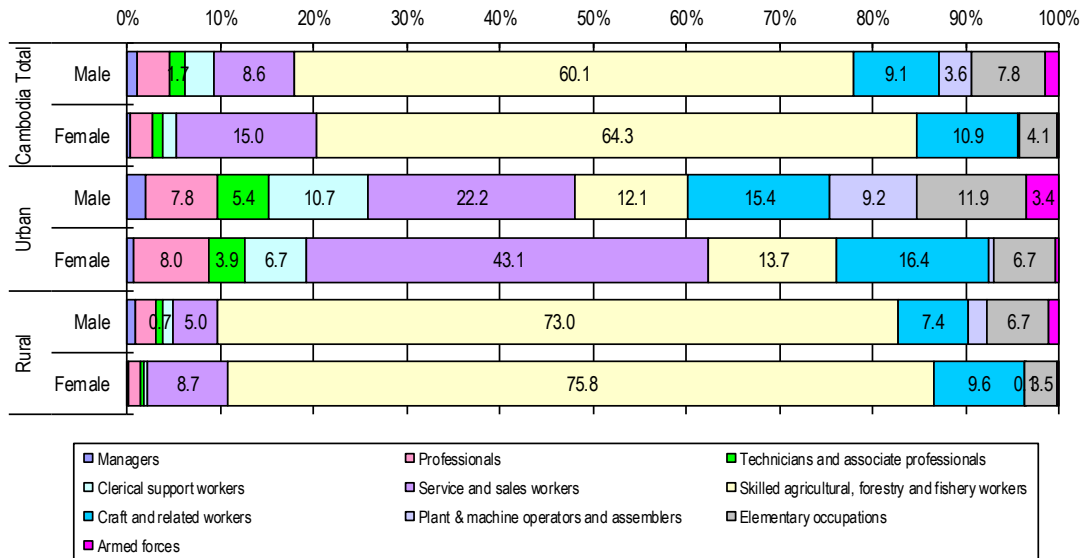
The employed population working as 'Craft and related workers' tend to belong to younger age groups of 15-24 and 25-34. This tendency is stronger for females. On the other hand, younger and elder employed persons are less likely to be 'Service and sales workers' than those of other age groups. The proportion of male 'Managers' increases as age goes up. (Figure 2.15)

Table 2.22 Employed Persons aged 15 and over by Major Group of Occupation and Sex, 2013

Age Group Occupation and Urban/Rural	Number of Persons			Percentage of Occupation		
	Both sexes	Male	Female	Both sexes	Male	Female
Employed Persons* Aged 15 and over	8,059,503	3,987,894	4,071,609	100.0	100.0	100.0
1 Managers	50,356	40,489	9,867	0.6	1.0	0.2
2 Professionals	240,584	139,128	101,456	3.0	3.5	2.5
3 Technicians and associate professionals	105,278	66,162	39,116	1.3	1.7	1.0
4 Clerical support workers	187,776	122,541	65,235	2.3	3.1	1.6
5 Service and sales workers	955,550	343,499	612,051	11.9	8.6	15.0
6 Skilled agricultural, forestry and fishery workers	5,017,190	2,397,509	2,619,681	62.3	60.1	64.3
7 Craft and related workers	806,921	362,965	443,955	10.0	9.1	10.9
8 Plant & machine operators and assemblers	151,783	145,102	6,681	1.9	3.6	0.2
9 Elementary occupations	476,584	309,493	167,092	5.9	7.8	4.1
0 Armed forces	67,481	61,006	6,474	0.8	1.5	0.2
Employed Persons* Urban	1,598,114	844,940	753,174	100.0	100.0	100.0
1 Managers	20,842	16,166	4,676	1.3	1.9	0.6
2 Professionals	126,532	66,054	60,478	7.9	7.8	8.0
3 Technicians and associate professionals	75,146	45,581	29,565	4.7	5.4	3.9
4 Clerical support workers	140,389	90,090	50,299	8.8	10.7	6.7
5 Service and sales workers	512,714	187,835	324,879	32.1	22.2	43.1
6 Skilled agricultural, forestry and fishery workers	205,221	101,994	103,227	12.8	12.1	13.7
7 Craft and related workers	253,745	130,002	123,743	15.9	15.4	16.4
8 Plant & machine operators and assemblers	81,156	78,048	3,108	5.1	9.2	0.4
9 Elementary occupations	150,816	100,281	50,534	9.4	11.9	6.7
0 Armed forces	31,554	28,889	2,664	2.0	3.4	0.4
Employed Persons* Rural	6,461,389	3,142,954	3,318,435	100.0	100.0	100.0
1 Managers	29,514	24,323	5,191	0.5	0.8	0.2
2 Professionals	114,052	73,075	40,977	1.8	2.3	1.2
3 Technicians and associate professionals	30,133	20,581	9,551	0.5	0.7	0.3
4 Clerical support workers	47,387	32,451	14,936	0.7	1.0	0.5
5 Service and sales workers	442,836	155,663	287,172	6.9	5.0	8.7
6 Skilled agricultural, forestry and fishery workers	4,811,969	2,295,514	2,516,455	74.5	73.0	75.8
7 Craft and related workers	553,175	232,963	320,212	8.6	7.4	9.6
8 Plant & machine operators and assemblers	70,627	67,054	3,573	1.1	2.1	0.1
9 Elementary occupations	325,769	209,211	116,558	5.0	6.7	3.5
0 Armed forces	35,927	32,117	3,810	0.6	1.0	0.1
Employed Persons* Aged 5 and over	8,125,134	4,021,435	4,103,699	100.0	100.0	100.0
1 Managers	50,356	40,489	9,867	0.6	1.0	0.2
2 Professionals	240,918	139,128	101,790	3.0	3.5	2.5
3 Technicians and associate professionals	105,487	66,337	39,150	1.3	1.6	1.0
4 Clerical support workers	187,775.7735	122,541.2591	65,234.5144	2.3	3.0	1.6
5 Service and sales workers	959,259	345,522	613,738	11.8	8.6	15.0
6 Skilled agricultural, forestry and fishery workers	5,065,925	2,423,080	2,642,845	62.3	60.3	64.4
7 Craft and related workers	812,941	364,152	448,789	10.0	9.1	10.9
8 Plant & machine operators and assemblers	152,137	145,456	6,681	1.9	3.6	0.2
9 Elementary occupations	482,811	313,723	169,088	5.9	7.8	4.1
0 Armed forces	67,522	61,006	6,515	0.8	1.5	0.2

* Excluding persons with Occupation 'Not Reported'

**Figure 2.14 Occupational Distribution of Employed Persons by Sex:
Urban/Rural, 2013**



**Figure 2.15 Occupational Distribution of Employed Persons
by Sex, and Age Group, 2013**



Chapter 2

**Table 2.23 Employed Population aged 15 and over
by Major Group of Occupation, Age Group and Sex, 2013**

Sex and Age Group	Number of Persons										
	Total*	Managers	Professionals	Technicians and associate professionals	Clerical support workers	Service and sales workers	Skilled agricultural, forestry and fishery workers	Craft and related workers	Plant & machine operators and assemblers	Elementary occupations	Armed forces
Both sexes											
Total (Aged 15 +)	8,059,503	50,356	240,584	105,278	187,776	955,550	5,017,190	806,921	151,783	476,584	67,481
15-24	1,905,800	2,865	33,989	13,513	33,498	159,950	1,128,756	331,005	21,759	170,933	9,533
25-34	2,309,766	7,956	80,555	33,063	87,867	295,995	1,304,916	294,061	52,185	136,417	16,752
35-44	1,466,695	8,385	64,549	23,478	34,641	210,604	908,602	87,815	35,620	76,543	16,457
45-54	1,317,636	11,612	35,152	19,655	22,904	173,007	884,431	61,161	30,378	61,959	17,377
55-64	728,407	13,259	20,623	12,095	7,102	87,428	524,531	23,011	10,159	23,715	6,485
65 +	331,200	6,280	5,717	3,475	1,764	28,566	265,954	9,868	1,683	7,017	877
Male											
Total (Aged 15 +)	3,987,894	40,489	139,128	66,162	122,541	343,499	2,397,509	362,965	145,102	309,493	61,006
15-24	934,332	1,441	14,651	8,305	16,909	49,676	562,403	135,613	19,684	117,016	8,634
25-34	1,179,840	5,406	41,205	18,967	55,349	110,876	656,758	131,266	50,649	94,448	14,917
35-44	734,456	6,695	41,859	14,621	24,060	77,670	428,822	46,233	34,060	46,210	14,225
45-54	643,175	10,022	22,998	12,385	18,717	64,099	399,081	33,763	29,774	36,166	16,171
55-64	324,528	10,858	13,899	9,001	5,758	30,989	215,247	11,622	9,252	11,536	6,366
65 +	171,563	6,067	4,517	2,884	1,747	10,190	135,198	4,468	1,683	4,117	694
Female											
Total (Aged 15 +)	4,071,609	9,867	101,456	39,116	65,235	612,051	2,619,681	443,955	6,681	167,092	6,474
15-24	971,468	1,423	19,338	5,208	16,588	110,274	566,353	195,392	2,075	53,917	899
25-34	1,129,925	2,550	39,349	14,096	32,518	185,119	648,157	162,796	1,535	41,969	1,835
35-44	732,239	1,690	22,690	8,857	10,581	132,934	479,780	41,581	1,560	30,333	2,233
45-54	674,461	1,590	12,154	7,269	4,187	108,908	485,350	27,398	604	25,793	1,207
55-64	403,879	2,400	6,724	3,094	1,344	56,439	309,284	11,389	907	12,179	119
65 +	159,637	213	1,200	591	17	18,376	130,757	5,400		2,900	182
	Percentage										
Both sexes											
Total (Aged 15 +)	100.0	0.6	3.0	1.3	2.3	11.9	62.3	10.0	1.9	5.9	0.8
15-24	100.0	0.2	1.8	0.7	1.8	8.4	59.2	17.4	1.1	9.0	0.5
25-34	100.0	0.3	3.5	1.4	3.8	12.8	56.5	12.7	2.3	5.9	0.7
35-44	100.0	0.6	4.4	1.6	2.4	14.4	61.9	6.0	2.4	5.2	1.1
45-54	100.0	0.9	2.7	1.5	1.7	13.1	67.1	4.6	2.3	4.7	1.3
55-64	100.0	1.8	2.8	1.7	1.0	12.0	72.0	3.2	1.4	3.3	0.9
65 +	100.0	1.9	1.7	1.0	0.5	8.6	80.3	3.0	0.5	2.1	0.3
Male											
Total (Aged 15 +)	100.0	1.0	3.5	1.7	3.1	8.6	60.1	9.1	3.6	7.8	1.5
15-24	100.0	0.2	1.6	0.9	1.8	5.3	60.2	14.5	2.1	12.5	0.9
25-34	100.0	0.5	3.5	1.6	4.7	9.4	55.7	11.1	4.3	8.0	1.3
35-44	100.0	0.9	5.7	2.0	3.3	10.6	58.4	6.3	4.6	6.3	1.9
45-54	100.0	1.6	3.6	1.9	2.9	10.0	62.0	5.2	4.6	5.6	2.5
55-64	100.0	3.3	4.3	2.8	1.8	9.5	66.3	3.6	2.9	3.6	2.0
65 +	100.0	3.5	2.6	1.7	1.0	5.9	78.8	2.6	1.0	2.4	0.4
Female											
Total (Aged 15 +)	100.0	0.2	2.5	1.0	1.6	15.0	64.3	10.9	0.2	4.1	0.2
15-24	100.0	0.1	2.0	0.5	1.7	11.4	58.3	20.1	0.2	5.6	0.1
25-34	100.0	0.2	3.5	1.2	2.9	16.4	57.4	14.4	0.1	3.7	0.2
35-44	100.0	0.2	3.1	1.2	1.4	18.2	65.5	5.7	0.2	4.1	0.3
45-54	100.0	0.2	1.8	1.1	0.6	16.1	72.0	4.1	0.1	3.8	0.2
55-64	100.0	0.6	1.7	0.8	0.3	14.0	76.6	2.8	0.2	3.0	0.0
65 +	100.0	0.1	0.8	0.4	0.0	11.5	81.9	3.4	0.0	1.8	0.1

* Excluding persons with Occupation "Not Reported"

2.5.2 Sub-national Differences of Occupational Composition

As for regions, Plateau/Mountain has the highest proportion of the employed population working as ‘Skilled agricultural forestry and fishery workers’ followed by Other Plains, Tonle Sap and Coastal. The proportion for other occupations is low in 4 regions other than Phnom Penh. In regions other than Phnom Penh, the proportion of ‘Skilled agricultural forestry and fishery workers’ is dominant among occupational groups. In Phnom Penh, proportions are distributed across all the occupational groups. Thus, the proportion of employed persons for all major groups of occupation, except for ‘Skilled agricultural forestry and fishery workers’, is higher for Phnom Penh than for other regions (Table 2.24).

**Table 2.24 Employed Persons Aged 15 and over
by Major Group of Occupation: Region and Province, 2013**

Region/Province	Employed* Persons (Aged 15 +)	Percentage of Major group of occupation* to Total Employed Persons									
		Managers	Professionals	Technicians and associate professionals	Clerical support workers	Service and sales workers	Skilled agricultural, forestry and fishery workers	Craft and related workers	Plant & machine operators and assemblers	Elementary occupations	Armed forces
Cambodia Total	8,059,503	0.6	3.0	1.3	2.3	11.9	62.3	10.0	1.9	5.9	0.8
Region											
Phnom Penh	882,988	1.4	8.2	5.4	11.1	34.0	7.3	19.7	5.0	5.6	2.1
Other Plains	3,103,194	0.5	2.3	0.6	0.9	8.3	69.3	10.7	1.4	5.4	0.5
Tonle Sap	2,564,411	0.5	2.3	1.0	1.5	9.7	69.1	5.9	1.6	7.6	0.7
Coastal	549,902	0.6	3.4	1.4	2.7	12.5	63.0	7.8	2.2	5.5	0.9
Plateau/Mountains	959,007	0.6	2.0	0.5	0.8	8.1	71.1	11.1	1.0	3.6	1.1
Province											
Bantey Meanchey	416,288	0.6	2.1	0.5	0.2	8.9	73.2	2.9	1.0	10.2	0.4
Battambang	578,296	0.4	1.6	0.6	1.7	11.4	61.6	6.9	1.9	12.9	1.0
Kampong Cham	938,152	0.5	1.5	0.6	0.5	8.3	71.6	5.2	1.3	10.4	0.1
Kampong Chhnang	297,361	0.6	1.9	1.0	0.8	6.9	67.6	15.6	1.7	2.9	1.0
Kampong Speu	443,917	0.2	1.9	0.5	0.9	7.1	63.2	21.2	1.2	3.1	0.8
Kampong Thom	385,351	0.3	1.3	0.6	0.6	7.8	80.1	4.7	0.7	3.9	0.0
Kampot	348,473	0.6	3.3	1.1	1.5	8.7	75.6	4.9	1.5	2.2	0.6
Kandal	627,421	0.7	3.7	0.9	1.5	15.5	45.5	22.9	2.4	5.9	1.0
Koh Kong	56,389	0.9	3.1	1.8	1.7	15.7	54.6	6.8	3.9	10.3	1.2
Kratie	190,027	0.5	2.2	0.4	0.6	9.1	77.5	3.1	1.0	5.1	0.6
Mondul Kiri	38,582	0.8	1.4	0.4	1.2	10.8	79.0	2.8	0.9	2.4	0.4
Phnom Penh	882,988	1.4	8.2	5.4	11.1	34.0	7.3	19.7	5.0	5.6	2.1
Preah Vihear	121,551	0.9	2.5	0.5	0.9	5.3	83.0	1.2	0.4	1.7	3.6
Prey Veng	639,070	0.5	1.9	0.5	0.7	5.7	81.0	5.8	0.9	2.5	0.3
Pursat	239,603	0.5	2.0	1.1	0.8	11.0	74.8	3.3	1.1	4.8	0.6
Ratanak Kiri	98,743	2.1	1.4	0.5	0.8	11.1	75.7	1.9	0.3	5.7	0.5
Siem Reap	482,984	0.8	4.5	2.3	3.6	11.2	62.3	4.3	3.0	7.2	0.9
Preah Sihanouk	124,117	0.5	4.0	2.0	6.5	21.8	30.3	17.0	3.7	12.5	1.7
Stung Treng	66,188	0.9	2.7	0.5	1.0	12.1	72.8	3.7	1.7	3.7	1.1
Svay Rieng	361,370	0.2	2.4	0.8	1.5	5.4	75.0	12.1	0.6	1.7	0.3
Takeo	537,181	0.4	2.6	0.5	0.9	5.2	75.5	11.0	1.4	2.0	0.6
Otdar Meanchey	130,022	0.7	1.7	0.3	1.9	8.1	78.2	3.4	1.3	2.9	1.5
Kep	20,923	0.7	3.1	1.0	1.9	11.9	68.4	3.8	1.7	6.7	0.7
Pailin	34,506	0.7	2.5	1.6	4.6	15.3	58.3	3.6	2.0	10.2	1.2

Note) Excluding persons with Occupation 'Not Reported'

As for provinces, the lowest proportion of 'Agricultural and forestry workers' is observed for Phnom Penh (7.3%), and the second lowest proportion is 30.3% for Preah Sihanouk. Other provinces showed high proportions ranging from 58 to 83 %.

The proportion of 'Service and sales workers' is the highest for Phnom Penh (34.0%), followed by Preah Sihanouk (21.8%), and Koh Kong, Kandal, Pailin, Stung Treng, Kep, Battambang, Siemreap, Ratana Kiri, and Pursat, ranging from 11% to 16%.

The proportion of the employed population working as 'Craft and related trade workers' is 10.0% for the whole country. The highest proportion is observed for Kandal (22.9%) followed by Kampong Speu (21.2%), Phnom Penh (19.7%), Preah Sihanouk (17.0%) and Kampong Chhnang (15.6%), Svey Rieng (12.1%), and Takeo (11.0%). The proportion for this occupational group is very low for other provinces.

2.5.3 Relationship between Occupation and Other Characteristics of Employment

INDUSTRY AND OCCUPATION

Table 2.25 presents the proportion of employed persons by industrial category (section) and by major group of occupation. It shows that 62.8% of the employed population are engaged in 'Agriculture, forestry, and fishing' working as 'Skilled agriculture and forestry workers', 8.8% are engaged in 'Wholesale and retail trade, repair of motorcycle, etc.' working as 'Service and sales workers', and 7.7 % are engaged in 'Manufacturing' working as 'Craft and related trade workers'.

As for gender differences, 61.1% of the employed males are engaged in 'Agriculture, forestry, and fishing' working as "Skilled agriculture and forestry workers". 5.5% are engaged in 'Wholesale and retail trade, repair of motorcycle, etc.' working as 'Service and sales workers', and 5.3% are engaged in 'Manufacturing' working as 'Craft and related trade workers'.

On the other hand, 64.4% of the employed females are engaged in 'Agriculture, forestry, and fishing' working as 'Skilled agriculture and forestry workers'. 12.1% are engaged in 'Wholesale and retail trade, repair of motorcycle, etc.', working as 'Service and sales workers', and 10.1% are engaged in 'Manufacturing' working as 'Craft and related trade workers'.

Industrial categories in which employed females are engaged are less diversified than those for males, and the variety of occupational categories as which females work is also less diversified.

**Table 2.25 Economically Active Persons* aged 5 and over
by Industrial Category and by Major Group of Occupation, 2013**

Industrial Category	Economically Active Persons	Percentage									
		Major Group of Occupation*									
		Total	Managers	Professionals	Technicians and associate professionals	Clerical support workers	Service and sales workers	Skilled agricultural, forestry and fishery workers	Craft and related workers	Plant & machine operators and assemblers	Elementary occupations
Both Sexes											
Industry Total	8,057,581	100.0	0.6	3.0	1.3	2.3	11.9	62.9	10.1	1.9	6.0
1. Agriculture, forestry, & fishing	5,220,131	64.8	0.0	0.0	0.0	0.0	0.0	62.8	0.0	0.0	2.0
2. Mining, quarrying	2,865	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
3. Manufacturing	656,746	8.2	0.0	0.0	0.0	0.0	0.0	0.0	7.7	0.1	0.2
4. Electricity, gas and water supply	16,323	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.1
5. Construction	259,326	3.2	0.0	0.0	0.0	0.0	0.0	0.0	0.9	0.0	2.2
6. Wholesale & retail trade, etc.	816,684	10.1	0.0	0.0	0.0	0.0	8.8	0.0	0.9	0.0	0.4
7. Transportation & storage	192,591	2.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.7	0.6
8. Hotels and restaurants	163,911	2.0	0.0	0.0	0.2	0.2	1.3	0.0	0.1	0.0	0.1
9. Finance & insurance	19,441	0.2	0.0	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.0
10. Other services	675,798	8.4	0.5	2.9	0.8	1.7	1.6	0.1	0.3	0.0	0.5
11. Other industries not else where classified	33,767	0.4	0.0	0.0	0.1	0.3	0.0	0.0	0.0	0.0	0.0
Male											
Industry Total	3,960,397	100.0	1.0	3.5	1.7	3.1	8.7	61.2	9.2	3.7	7.9
1. Agriculture, forestry, & fishing	2,500,427	63.1	0.0	0.0	0.0	0.0	0.0	61.1	0.0	0.0	2.0
2. Mining, quarrying	2,517	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
3. Manufacturing	232,496	5.9	0.0	0.0	0.0	0.0	0.0	0.0	5.3	0.2	0.3
4. Electricity, gas and water supply	12,511	0.3	0.0	0.0	0.1	0.0	0.0	0.0	0.2	0.0	0.1
5. Construction	217,803	5.5	0.1	0.1	0.0	0.0	0.0	0.0	1.7	0.0	3.7
6. Wholesale & retail trade, etc.	295,981	7.5	0.0	0.0	0.0	0.0	5.5	0.0	1.4	0.0	0.6
7. Transportation & storage	179,612	4.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.4	1.1
8. Hotels and restaurants	62,940	1.6	0.0	0.0	0.2	0.2	0.9	0.0	0.1	0.0	0.1
9. Finance & insurance	9,801	0.2	0.1	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.0
10. Other services	424,963	10.7	0.8	3.4	1.1	2.3	2.3	0.1	0.5	0.0	0.2
11. Other industries not else where classified	21,346	0.5	0.1	0.0	0.1	0.3	0.0	0.0	0.0	0.0	0.0
Female											
Industry Total	4,097,183	100.0	0.2	2.5	1.0	1.6	15.0	64.5	11.0	0.2	4.1
1. Agriculture, forestry, & fishing	2,719,704	66.4	0.0	0.0	0.0	0.0	0.0	64.4	0.1	0.0	1.9
2. Mining, quarrying	348	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
3. Manufacturing	424,249	10.4	0.0	0.0	0.0	0.0	0.0	0.0	10.1	0.1	0.1
4. Electricity, gas and water supply	3,812	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
5. Construction	41,523	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.8
6. Wholesale & retail trade, etc.	520,702	12.7	0.0	0.0	0.0	0.0	12.1	0.0	0.3	0.0	0.2
7. Transportation & storage	12,978	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.2
8. Hotels and restaurants	100,971	2.5	0.0	0.0	0.3	0.2	1.8	0.0	0.1	0.0	0.1
9. Finance & insurance	9,640	0.2	0.0	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.0
10. Other services	250,835	6.1	0.1	2.4	0.5	1.1	1.0	0.1	0.1	0.0	0.7
11. Other industries not else where classified	12,421	0.3	0.0	0.0	0.1	0.2	0.0	0.0	0.0	0.0	0.0

* Excludes: Unemployed persons never employed before, 'Armed Forces' and persons with Occupation/Industry 'Not Reported'

EMPLOYMENT STATUS AND OCCUPATION

Table 2.26 shows the proportional distribution of the employed population by major group of occupation and by employment status. 34.7% of employed persons are engaged as 'Skilled agricultural, forestry and fishery workers' working as 'Unpaid family workers' in Cambodia. This feature is more clearly observed in employed females: 47.8% of employed females are engaged as 'Skilled agricultural, forestry and fishery workers' working as 'Unpaid family workers'.

The second largest group of employed persons is those who are engaged as 'Skilled agricultural, forestry and fishery workers' working as 'Own account workers': 27.9% for the total, 39.8% for males and 16.4% for females.

"Employed persons who work as 'Paid employees' is distributed to various occupational groups, but those working as 'Own account workers' and 'Unpaid family workers' tend to concentrate in a few occupations like 'Skilled agricultural, forestry and fishery workers' and 'Service and sales workers'.

The proportion of the employed population working as 'Employers' is only 0.1 % at the national level. 'Employers' tend to concentrate on 'Skilled agricultural, forestry and fishery workers' at the national level. In urban areas, 'Employers' tend to be 'Service and sales workers' and 'Crafts and related workers'. These two groups are the second and third occupational groups as which most employed persons are working in urban areas.

There are gender differences in the relationship between occupation and employment status. Males working as 'Skilled agricultural, forestry and fishery workers' tend to be 'Own account workers', but the female counterparts tend to be 'Unpaid family workers'. Females working as 'Service and sales workers' are more likely to be 'Own account workers' than the male counterparts.

**Table 2.26 Distribution of Employed Persons Aged 5 and over
by Major Group of Occupation and Employment Status: Urban/Rural, 2013**

Urban/Rural Major Group of Occupation	Employed persons* (Aged 5 +)	Percentage					
		Total	Employer	Paid employee	Own account worker	Unpaid family worker	Other
Cambodia Total							
Total Employed (Aged 5 +)*	8,056,617	100.0	0.3	21.4	39.8	38.5	0.1
1 Managers	50,233	0.6	0.0	0.5	0.0	0.0	0.0
2 Professionals	240,721	3.0	0.0	2.7	0.3	0.0	0.0
3 Technicians and associate professionals	105,105	1.3	0.0	1.0	0.2	0.1	0.0
4 Clerical support workers	187,624	2.3	0.0	2.3	0.0	0.0	0.0
5 Service and sales workers	959,259	11.9	0.0	1.8	7.2	2.8	0.0
6 Skilled agricultural, forestry and fishery workers	5,065,925	62.9	0.1	0.2	27.9	34.7	0.0
7 Craft and related workers	812,801	10.1	0.1	7.1	2.3	0.6	0.0
8 Plant & machine operators and assemblers	152,137	1.9	0.0	0.6	1.2	0.1	0.0
9 Elementary occupations	482,811	6.0	0.0	5.2	0.6	0.2	0.0
Urban							
Total Employed (Aged 5 +)*	1,573,684	100.0	0.5	46.0	38.5	14.8	0.1
1 Managers	20,842	1.3	0.0	1.2	0.1	0.0	0.0
2 Professionals	126,833	8.1	0.0	7.2	0.8	0.1	0.0
3 Technicians and associate professionals	75,146	4.8	0.0	3.9	0.7	0.2	0.0
4 Clerical support workers	140,389	8.9	0.1	8.7	0.1	0.0	0.0
5 Service and sales workers	514,639	32.7	0.2	5.6	19.6	7.3	0.0
6 Skilled agricultural, forestry and fishery workers	207,770	13.2	0.0	0.3	7.3	5.6	0.0
7 Craft and related workers	255,050	16.2	0.1	9.9	5.0	1.2	0.0
8 Plant & machine operators and assemblers	81,326	5.2	0.0	1.4	3.6	0.1	0.0
9 Elementary occupations	151,691	9.6	0.0	7.9	1.4	0.3	0.1
Rural							
Total Employed (Aged 5 +)*	6,482,933	100.0	0.3	15.4	40.1	44.2	0.1
1 Managers	29,391	0.5	0.0	0.4	0.0	0.0	0.0
2 Professionals	113,888	1.8	0.0	1.6	0.1	0.0	0.0
3 Technicians and associate professionals	29,960	0.5	0.0	0.3	0.1	0.0	0.0
4 Clerical support workers	47,235	0.7	0.0	0.7	0.0	0.0	0.0
5 Service and sales workers	444,621	6.9	0.0	0.9	4.2	1.7	0.0
6 Skilled agricultural, forestry and fishery workers	4,858,155	74.9	0.1	0.2	32.9	41.7	0.0
7 Craft and related workers	557,751	8.6	0.1	6.4	1.6	0.5	0.0
8 Plant & machine operators and assemblers	70,811	1.1	0.0	0.4	0.6	0.0	0.0
9 Elementary occupations	331,120	5.1	0.0	4.6	0.4	0.1	0.0
Male							
Total Employed (Aged 5 +)*	3,959,586	100.0	0.3	25.1	51.4	23.1	0.1
1 Managers	40,366	1.0	0.1	0.9	0.1	0.0	0.0
2 Professionals	138,931	3.5	0.0	3.0	0.4	0.0	0.0
3 Technicians and associate professionals	65,955	1.7	0.0	1.3	0.3	0.1	0.0
4 Clerical support workers	122,541	3.1	0.1	3.0	0.0	0.0	0.0
5 Service and sales workers	345,522	8.7	0.1	2.6	4.8	1.3	0.0
6 Skilled agricultural, forestry and fishery workers	2,423,080	61.2	0.1	0.3	39.8	21.0	0.0
7 Craft and related workers	364,012	9.2	0.1	5.9	2.8	0.4	0.0
8 Plant & machine operators and assemblers	145,456	3.7	0.0	1.2	2.4	0.1	0.0
9 Elementary occupations	313,723	7.9	0.0	6.9	0.8	0.1	0.0
Female							
Total Employed (Aged 5 +)*	4,097,031	100.0	0.3	17.8	28.5	53.3	0.1
1 Managers	9,867	0.2	0.0	0.2	0.0	0.0	0.0
2 Professionals	101,790	2.5	0.0	2.3	0.1	0.0	0.0
3 Technicians and associate professionals	39,150	1.0	0.0	0.7	0.2	0.1	0.0
4 Clerical support workers	65,082	1.6	0.0	1.6	0.0	0.0	0.0
5 Service and sales workers	613,738	15.0	0.0	1.0	9.6	4.3	0.0
6 Skilled agricultural, forestry and fishery workers	2,642,845	64.5	0.1	0.2	16.4	47.8	0.0
7 Craft and related workers	448,789	11.0	0.1	8.2	1.8	0.8	0.0
8 Plant & machine operators and assemblers	6,681	0.2	0.0	0.0	0.1	0.0	0.0
9 Elementary occupations	169,088	4.1	0.0	3.6	0.3	0.2	0.0

* Excludes: 'Armed Forces' and persons with Occupation/Industry 'Not Reported'

2.5.4 Literacy and Education versus Occupation

The literacy and the level of education are important indicators affecting social and economic development. Education affects behaviors of individuals relating to marriage, fertility, migration, and also greatly influences the quality of economic activity. Needless to say, the quality of economic activity is important in every situation of employment. It is also important to develop better products, to improve productivity, and to develop enterprises. In general, the higher human resources an individual possesses, the better job opportunities he/she gets.

LITERACY

Table 2.27 presents the distribution of the employed population by occupation and literacy. The number of employed persons aged 5 and over is approximately 8.1 million, out of which 6.4 million are literate and 1.7 million are illiterate. Literate persons are engaged in more various occupations which require literacy than illiterate persons. This tendency is commonly observed regardless of urban/rural areas or sexes.

In Cambodia, both illiterate and literate persons are mostly engaged in 'Skilled agricultural workers'. The proportion of 'Skilled agricultural forestry and fishery workers' in the illiterate employed persons is 81.8%, while that proportion in the literate employed persons is 57.9%. The illiterate are also more engaged in 'Elementary occupations' than the literate.

As for non-agricultural or non-elementary occupations, for example, the proportion of employed persons working as "Service and sales workers" is the second largest with 11.9% for the total employed persons. It is only 5.5% for the illiterate, while it is much higher for the literate with 13.6%. Another example is 'Craft and related workers', the third largest occupation with 10.1% in terms of proportion in employed persons. The proportion is only 3.9% for the illiterate, while it is much higher for the literate with 11.7%.

LEVEL OF EDUCATION

Table 2.28 shows the employed population by occupation and level of education. Calculating the percentages for educational levels, 2.1% of the employed population aged 5 and over have not received any education, 28.3% have not completed 'Primary' level of education, 25.7% have completed 'Primary', 14.3% have completed 'Lower Secondary', and 8.6% have completed 'Above Lower Secondary'.

It is notable that the proportion of the employed population working as 'Skilled agricultural, forestry and fishery workers' decreases as their educational level goes up. It is 62.0% for 'None', 72.4% for 'Primary not Completed', 61.1% for 'Primary', 48.0% for 'Lower Secondary' and 16.0% for 'Above Lower Secondary'.

In employed persons with 'Above Lower Secondary' education, 'Service and sales workers' have the largest share of 22.0%, followed by 'Professionals'(21.8%), Clerical support workers' (17.1%) , 'Technicians and associate professionals' (7.4%), 'Skilled agricultural, forestry and fishery workers' (16.0%), and 'Craft and related workers' (8.9%). As for 'Other', 'Professionals' have by far the largest share of 61.1%. It should be noted that the four occupational divisions placed first in the ISCO list gain shares as the educational level goes up to 'Above Lower Secondary'. This indicates that these occupations need higher educational levels of lower secondary education or above. Table 2.28 as well as Figures 2.16 and 2.17 confirm this well-established tendency very well.

**Table 2.27 Employed Persons Aged 5 and over by Literacy,
Major Group of Occupation and Sex: Urban/Rural, 2013**

Urban/Rural and Sex Major Group of Occupation	Number of Persons			Percentage		
	Employed persons* (Aged 5 +)	Illiterate in any Language	Literate in any Language	Employed persons	Illiterate in any Language	Literate in any Language
Cambodia Total Employed (Aged 5 +)*	8,056,617	1,687,175	6,370,437	100.0	100.0	100.0
1 Managers	50,233	1,010	49,347	0.6	0.1	0.8
2 Professionals	240,721	2,970	237,949	3.0	0.2	3.7
3 Technicians and associate professionals	105,105	5,165	100,322	1.3	0.3	1.6
4 Clerical support workers	187,624	1,552	186,224	2.3	0.1	2.9
5 Service and sales workers	959,259	93,375	865,885	11.9	5.5	13.6
6 Skilled agricultural, forestry and fishery workers	5,065,925	1,379,525	3,686,400	62.9	81.8	57.9
7 Craft and related workers	812,801	66,146	746,795	10.1	3.9	11.7
8 Plant & machine operators and assemblers	152,137	10,653	141,484	1.9	0.6	2.2
9 Elementary occupations	482,811	126,781	356,030	6.0	7.5	5.6
Urban Total Employed (Aged 5 +)*	1,573,684	131,773	1,441,944	100.0	100.0	100.0
1 Managers	20,842	39	20,803	1.3	0.0	1.4
2 Professionals	126,833	2,309	124,557	8.1	1.8	8.6
3 Technicians and associate professionals	75,146	3,455	71,691	4.8	2.6	5.0
4 Clerical support workers	140,389	1,002	139,387	8.9	0.8	9.7
5 Service and sales workers	514,639	34,055	480,584	32.7	25.8	33.3
6 Skilled agricultural, forestry and fishery workers	207,770	35,232	172,538	13.2	26.7	12.0
7 Craft and related workers	255,050	15,504	239,545	16.2	11.8	16.6
8 Plant & machine operators and assemblers	81,326	7,716	73,610	5.2	5.9	5.1
9 Elementary occupations	151,691	32,461	119,230	9.6	24.6	8.3
Rural Total Employed (Aged 5 +)*	6,482,933	1,555,402	4,928,493	100.0	100.0	100.0
1 Managers	29,391	970	28,544	0.5	0.1	0.6
2 Professionals	113,888	661	113,392	1.8	0.0	2.3
3 Technicians and associate professionals	29,960	1,710	28,631	0.5	0.1	0.6
4 Clerical support workers	47,235	549	46,838	0.7	0.0	1.0
5 Service and sales workers	444,621	59,320	385,301	6.9	3.8	7.8
6 Skilled agricultural, forestry and fishery workers	4,858,155	1,344,293	3,513,863	74.9	86.4	71.3
7 Craft and related workers	557,751	50,642	507,249	8.6	3.3	10.3
8 Plant & machine operators and assemblers	70,811	2,937	67,875	1.1	0.2	1.4
9 Elementary occupations	331,120	94,320	236,801	5.1	6.1	4.8
Male Total Employed (Aged 5 +)*	3,959,586	601,209	3,359,219	100.0	100.0	100.0
1 Managers	40,366	685	39,804	1.0	0.1	1.2
2 Professionals	138,931	1,537	137,592	3.5	0.3	4.1
3 Technicians and associate professionals	65,955	2,425	63,912	1.7	0.4	1.9
4 Clerical support workers	122,541	1,185	121,356	3.1	0.2	3.6
5 Service and sales workers	345,522	15,649	329,872	8.7	2.6	9.8
6 Skilled agricultural, forestry and fishery workers	2,423,080	488,247	1,934,833	61.2	81.2	57.6
7 Craft and related workers	364,012	20,626	343,527	9.2	3.4	10.2
8 Plant & machine operators and assemblers	145,456	9,573	135,883	3.7	1.6	4.0
9 Elementary occupations	313,723	61,282	252,441	7.9	10.2	7.5
Female Total Employed (Aged 5 +)*	4,097,031	1,085,966	3,011,217	100.0	100.0	100.0
1 Managers	9,867	325	9,543	0.2	0.0	0.3
2 Professionals	101,790	1,433	100,357	2.5	0.1	3.3
3 Technicians and associate professionals	39,150	2,740	36,410	1.0	0.3	1.2
4 Clerical support workers	65,082	366	64,868	1.6	0.0	2.2
5 Service and sales workers	613,738	77,725	536,013	15.0	7.2	17.8
6 Skilled agricultural, forestry and fishery workers	2,642,845	891,278	1,751,567	64.5	82.1	58.2
7 Craft and related workers	448,789	45,520	403,268	11.0	4.2	13.4
8 Plant & machine operators and assemblers	6,681	1,080	5,601	0.2	0.1	0.2
9 Elementary occupations	169,088	65,499	103,590	4.1	6.0	3.4

* Excludes: 'Armed Forces' and persons with Occupation/Industry 'Unknown' or 'Not Reported'
Note) Persons with Literacy 'Not Reported' are very few, and thus are not listed in this table.

Table 2.28 Proportions of Employed Persons Aged 5 and over for Levels of Education by Major Group of Occupation and Sex: Urban/Rural, 2013

Urban/Rural and Sex Major Group of Occupation	Number	Percentage					
	Employed population*	None	Primary not Completed	Primary	Lower Secondary	Above Lower Secondary	Other
Cambodia Total Employed (Aged 5 +)*	8,056,617	172,336	2,282,196	2,068,349	1,153,921	689,260	4,375
<i>Percentage by Level of Education</i>	<i>100.0</i>	<i>2.1</i>	<i>28.3</i>	<i>25.7</i>	<i>14.3</i>	<i>8.6</i>	<i>0.1</i>
1 Managers	0.6	0.6	0.4	0.6	1.2	1.9	0.3
2 Professionals	3.0	0.8	0.6	1.4	3.6	21.8	61.1
3 Technicians and associate professionals	1.3	1.3	0.3	0.8	1.9	7.4	5.1
4 Clerical support workers	2.3	0.6	0.3	1.1	3.1	17.1	16.8
5 Service and sales workers	11.9	12.7	9.2	13.0	18.4	22.0	5.0
6 Skilled agricultural, forestry and fishery workers	62.9	62.0	72.4	61.1	48.0	16.0	2.2
7 Craft and related workers	10.1	11.9	8.9	13.9	15.1	8.9	9.5
8 Plant & machine operators and assemblers	1.9	1.1	1.4	2.3	3.6	2.7	0.0
9 Elementary occupations	6.0	8.9	6.4	5.9	5.1	2.0	0.0
Urban Total Employed (Aged 5 +)*	1,573,684	39,777	281,235	375,150	334,102	408,088	3,593
1 Managers	1.3	0.2	0.9	1.2	1.4	2.2	0.4
2 Professionals	8.1	2.1	2.5	3.6	4.8	20.8	60.7
3 Technicians and associate professionals	4.8	3.0	1.5	2.4	4.5	10.3	0.9
4 Clerical support workers	8.9	0.7	1.4	3.7	7.7	23.2	20.4
5 Service and sales workers	32.7	33.5	33.4	37.1	36.8	27.1	6.1
6 Skilled agricultural, forestry and fishery workers	13.2	8.5	23.2	16.0	10.1	2.6	0.0
7 Craft and related workers	16.2	23.6	18.4	19.9	20.2	8.8	11.6
8 Plant & machine operators and assemblers	5.2	3.3	4.7	6.2	7.0	3.0	0.0
9 Elementary occupations	9.6	25.1	13.9	9.8	7.5	2.0	0.0
Rural Total Employed (Aged 5 +)*	6,482,933	132,559	2,000,961	1,693,200	819,819	281,172	782
1 Managers	0.5	0.7	0.3	0.5	1.1	1.6	0.0
2 Professionals	1.8	0.4	0.3	0.9	3.1	23.3	62.8
3 Technicians and associate professionals	0.5	0.8	0.2	0.5	0.8	3.2	24.8
4 Clerical support workers	0.7	0.5	0.2	0.5	1.3	8.3	0.0
5 Service and sales workers	6.9	6.5	5.8	7.7	11.0	14.5	0.0
6 Skilled agricultural, forestry and fishery workers	74.9	78.1	79.3	71.0	63.5	35.6	12.3
7 Craft and related workers	8.6	8.4	7.6	12.5	13.0	9.2	0.0
8 Plant & machine operators and assemblers	1.1	0.5	1.0	1.4	2.2	2.3	0.0
9 Elementary occupations	5.1	4.1	5.3	5.0	4.2	2.0	0.0
Male Total Employed (Aged 5 +)*	3,959,586	85,236	1,056,258	1,092,782	672,074	449,747	3,123
1 Managers	1.0	0.6	0.7	1.0	1.6	2.2	0.5
2 Professionals	3.5	0.9	0.7	1.4	3.6	19.6	53.9
3 Technicians and associate professionals	1.7	1.2	0.5	1.0	1.7	7.7	7.2
4 Clerical support workers	3.1	0.9	0.3	1.3	3.3	18.0	15.0
5 Service and sales workers	8.7	6.7	5.4	8.8	13.0	18.7	7.0
6 Skilled agricultural, forestry and fishery workers	61.2	62.7	73.3	63.1	50.6	17.1	3.1
7 Craft and related workers	9.2	11.7	7.3	11.1	13.3	10.0	13.3
8 Plant & machine operators and assemblers	3.7	2.3	2.9	4.2	5.9	4.0	0.0
9 Elementary occupations	7.9	13.0	8.9	8.1	6.9	2.7	0.0
Female Total Employed (Aged 5 +)*	4,097,031	87,100	1,225,938	975,568	481,847	239,513	1,253
1 Managers	0.2	0.5	0.1	0.2	0.6	1.5	0.0
2 Professionals	2.5	0.7	0.5	1.3	3.6	26.0	78.9
3 Technicians and associate professionals	1.0	1.4	0.2	0.6	2.1	6.8	0.0
4 Clerical support workers	1.6	0.3	0.4	0.9	2.9	15.3	21.1
5 Service and sales workers	15.0	18.5	12.5	17.8	26.0	28.2	0.0
6 Skilled agricultural, forestry and fishery workers	64.5	61.4	71.6	58.7	44.4	14.1	0.0
7 Craft and related workers	11.0	12.2	10.3	17.0	17.5	6.9	0.0
8 Plant & machine operators and assemblers	0.2	0.0	0.1	0.2	0.3	0.4	0.0
9 Elementary occupations	4.1	5.0	4.2	3.3	2.7	0.9	0.0

* Excludes: 'Armed Forces' and persons with Occupation/Industry 'Unknown' or 'Not Reported'

Note) Persons with Education 'Not Reported' are very few, and thus are not listed in this table.

Chapter 2

Figure 2.16 Occupational Distribution by Level of Education: Urban/Rural 2013

