

CHAPTER 2

JOB CHARACTERISTICS OF THE EMPLOYED POPULATION

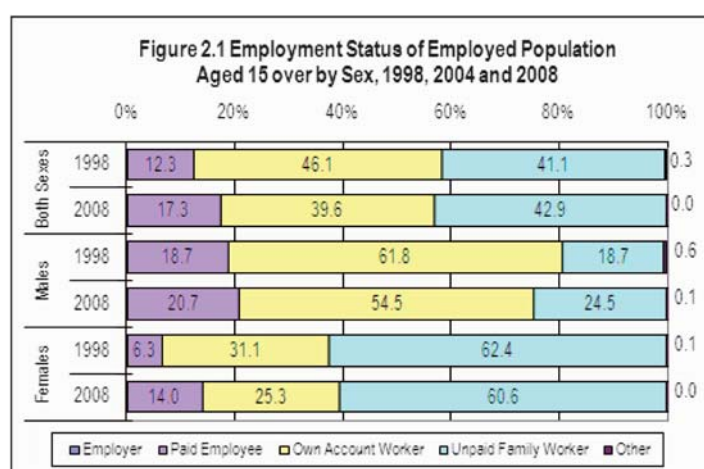
Chapter two provides in-depth analysis of employed population by characteristics of employment such as employment status, employment sector, industrial sector, industrial categories, and major group of occupation and other aspects of employment by age group, sex and so on.

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 the employment status ‘Unpaid family workers’ and ‘Own account workers’ account for high proportion of the population who aged 15 years and over in 2008. Most of the economic activities in these categories are non registered labour. Therefore, they tend to be unstable.

The proportions of these two categories are about 42.9 and 39.6 percent, respectively, and when combined together, it becomes about 82.5 percent of the total employed people. In 1998, the corresponding proportions were 41.1 and 46.1 percent, respectively, and the combined proportion was 87.2 percent. These figures indicate that most of the employed persons in Cambodia are engaged in informal or unorganized employment. On the whole, the proportion of the employed females as an unpaid family worker or an own account worker greatly exceeds that of male counterparts.



Both unpaid family work and own account work are unstable employment. Shift in these two employment categories during the decade is recognizable. That is, the proportion of ‘Own account workers’ has decreased, while the proportion of ‘Unpaid family workers’ has slightly increased.

Table 2.1 Employed Persons aged 5 and over by Employment Status, Sex, Age Group, 1998 and 2008

Sex/ Age Group	1998						2008					
	Total Number of Employed Persons*	Percentage of Employment Status to Total Employed					Total Number of Employed Persons*	Percentage of Employment Status to Total Employed				
		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 +)	4,822,965	0.2	12.2	45.5	41.8	0.4	6,934,759	0.1	17.2	39.1	43.5	0.0
Total (Aged 15 +)	4,751,841	0.2	12.3	46.1	41.1	0.3	6,840,795	0.1	17.3	39.6	42.9	0.0
15-19	548,584	0.1	10.1	10.7	78.1	1.0	672,496	0.1	21.8	8.2	69.8	0.1
20-24	557,925	0.1	13.6	27.8	57.9	0.6	1,064,290	0.1	24.2	17.9	57.7	0.1
25-29	745,842	0.1	16.1	42.2	41.4	0.2	1,094,832	0.2	21.9	33.3	44.6	0.0
30-34	680,409	0.2	15.2	49.0	35.6	0.1	636,463	0.2	16.6	44.1	39.0	0.0
35-39	614,931	0.2	12.9	54.9	31.8	0.1	782,486	0.2	16.8	48.2	34.8	0.0
40-44	437,437	0.2	13.1	55.4	31.2	0.1	683,201	0.2	14.9	50.6	34.3	0.0
45-49	367,535	0.2	12.1	58.9	28.6	0.1	602,015	0.2	12.6	54.4	32.8	0.0
50-54	268,960	0.2	10.0	62.4	27.2	0.2	439,057	0.2	13.1	53.7	33.0	0.0
55-59	209,709	0.2	6.7	66.0	26.9	0.2	339,728	0.2	11.2	57.2	31.3	0.0
60-64	143,479	0.1	3.9	69.8	25.7	0.4	218,002	0.1	7.2	62.5	30.1	0.0
65-69	99,217	0.1	2.5	71.2	25.4	0.8	152,438	0.1	4.9	64.4	30.5	0.0
70-74	47,621	0.1	1.8	71.8	24.7	1.6	85,863	0.1	3.4	66.1	30.3	0.1
75 and over	30,192	0.1	1.9	67.2	27.7	3.1	69,924	0.1	2.9	62.5	34.3	0.1
Male												
Total (Aged 5 +)	2,347,777	0.2	18.5	61.1	19.6	0.6	3,392,344	0.2	20.6	53.9	25.3	0.1
Total (Aged 15 +)	2,318,653	0.2	18.7	61.8	18.7	0.6	3,345,642	0.2	20.7	54.5	24.5	0.1
15-19	224,481	0.1	11.2	11.9	74.5	2.4	316,589	0.1	17.6	10.6	71.5	0.2
20-24	273,321	0.1	18.4	38.2	42.1	1.2	512,268	0.1	23.7	24.7	51.4	0.1
25-29	389,218	0.2	23.1	59.1	17.3	0.3	561,126	0.2	24.5	47.7	27.5	0.1
30-34	352,306	0.2	23.2	67.6	8.9	0.2	324,809	0.2	21.1	63.4	15.3	0.0
35-39	313,365	0.2	20.4	73.3	5.9	0.1	399,788	0.2	22.6	67.6	9.6	0.0
40-44	193,128	0.3	22.7	72.8	4.1	0.1	336,620	0.2	21.8	70.5	7.5	0.0
45-49	169,392	0.4	20.9	75.0	3.6	0.1	292,044	0.2	19.1	74.3	6.4	0.0
50-54	126,934	0.4	17.4	78.4	3.6	0.2	188,710	0.2	21.7	72.5	5.6	0.0
55-59	102,435	0.3	11.8	83.6	4.1	0.3	153,728	0.2	18.5	75.6	5.7	0.0
60-64	74,202	0.2	6.5	87.5	5.2	0.5	103,732	0.2	11.6	81.4	6.7	0.0
65-69	54,354	0.2	3.9	88.2	6.8	1.0	75,156	0.2	7.6	83.5	8.6	0.1
70-74	27,668	0.2	2.5	86.8	8.5	2.0	44,297	0.1	5.0	83.5	11.2	0.1
75 and over	17,849	0.2	2.3	80.5	13.0	4.1	36,775	0.1	3.6	79.0	17.1	0.2
Female												
Total (Aged 5 +)	2,475,188	0.1	6.3	30.7	62.8	0.1	3,542,415	0.1	14.0	25.0	60.9	0.0
Total (Aged 15 +)	2,433,188	0.1	6.3	31.1	62.4	0.1	3,495,153	0.1	14.0	25.3	60.6	0.0
15-19	324,103	0.1	9.4	9.9	80.6	0.1	355,907	0.1	25.5	6.0	68.4	0.0
20-24	284,604	0.1	8.9	17.8	73.1	0.1	552,022	0.1	24.7	11.6	63.5	0.0
25-29	356,624	0.1	8.4	23.8	67.7	0.1	533,706	0.1	19.1	18.2	62.5	0.0
30-34	328,103	0.1	6.6	29.0	64.3	0.1	311,654	0.1	12.0	24.0	63.8	0.0
35-39	301,566	0.1	5.2	35.8	58.8	0.1	382,698	0.1	10.8	28.0	61.1	0.0
40-44	244,309	0.1	5.5	41.6	52.7	0.1	346,581	0.1	8.1	31.3	60.4	0.0
45-49	198,143	0.1	4.7	45.2	49.9	0.1	309,971	0.1	6.6	35.6	57.6	0.0
50-54	142,026	0.1	3.4	48.1	48.2	0.1	250,347	0.1	6.6	39.5	53.7	0.0
55-59	107,274	0.1	1.9	49.2	48.7	0.1	186,000	0.1	5.3	42.1	52.5	0.0
60-64	69,277	0.1	1.0	50.9	47.7	0.3	114,270	0.1	3.1	45.4	51.4	0.0
65-69	44,863	0.1	0.8	50.6	48.0	0.6	77,282	0.1	2.2	45.9	51.7	0.0
70-74	19,953	0.0	0.8	50.9	47.2	1.1	41,566	0.1	1.6	47.6	50.6	0.1
75 and over	12,343	0.1	1.3	48.0	49.0	1.6	33,149	0.1	2.0	44.3	53.4	0.1

* Excluding 'Not Stated' Employment Status

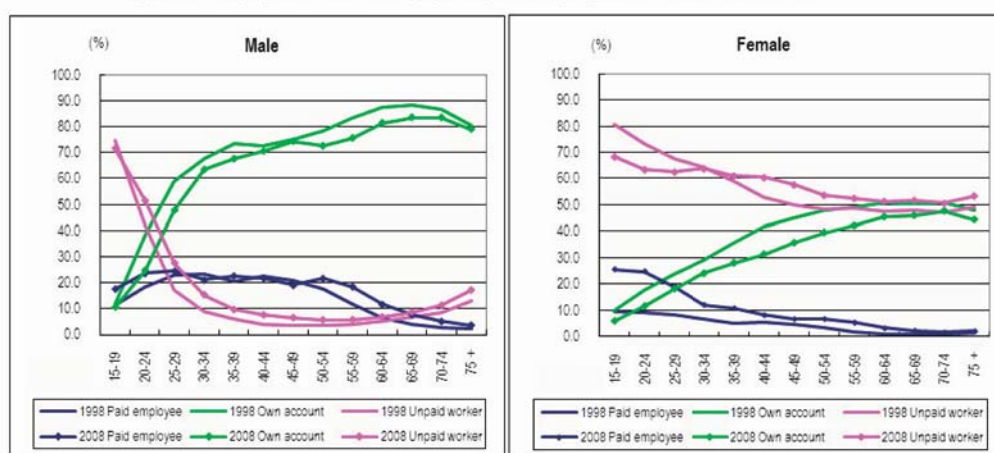
Although Cambodia once introduced a planning economy, Cambodia has shifted to free-market economy since 1989. Private property right has been reintroduced. Price control was abolished. State owned enterprises are on the way of privatizing. An investment was liberalized. In the last decade, Cambodia has experienced many changes and enjoyed great development. As a result of these transformations, the proportion of 'Paid employee' has increased from 12.3 percent in 1998 to 17.3 percent in 2008. But the proportion of 'Employers' in 2008 is only 0.1 percent at the national level.

Figure 2.2 illustrates the proportion of employed persons by employment status and by age group. Most of the young males start their career as unpaid family workers, and then they shift to own account workers. Persons who start their career as paid employees seemed to maintain their employment status thereafter. The likelihood of young males working as paid employees has increased a little, compared to a decade ago.

The proportional distribution of female employment status by age group shows very different picture from that for males. Most of the young females start their work as unpaid family workers like young males do. However, the proportion of unpaid family workers among females does not decline like that for males. It ranges from around 50 percent to 60 percent across the age groups.

The proportion of unpaid family workers in young females in 2008 has decreased from 1998, while the proportion of paid employees has greatly increased. But the proportion of paid employees in females rapidly decreases at the age of 30-34. The proportional distribution in employment status of young females have shifted from 'Unpaid family workers' to 'Paid employees' during the decade, while the proportion of female own account workers increased with the age of 30-34 or older.

Figure 2.2 Employment Status of Employed Population by Age, Sex, Cambodia, 1998 and 2008



2.1.2. Sub-national Differences of Employment Status

Table 2.2 and Figure 2.3 show urban/rural differences in employment status in 2008. The proportion of 'Paid employees' of the urban employed population aged 15 and over are 51.8 percent, which is the highest of all the categories of employment status, followed by own account workers and unpaid family workers (33.4 percent and 14.4 percent, respectively). The proportion of paid employees in urban employed males is higher than that for female counterparts in 2008 (55.9 percent and 47.3 percent, respectively).

Both in urban areas and in rural areas, the proportion of males working as own account workers increases as age goes up. But the proportional changes in other categories of employment status are different between urban and rural areas. In urban areas, the increase of male own account workers is associated with the reduction of paid employees, while in rural areas, it is associated with the decrease of unpaid family workers. The employment opportunity to be an unpaid family worker is much less for urban males than for rural males, while that of paid employees is much less for rural males than for urban males.

As for urban females, similarly the proportion of own account workers increases and the proportion of paid employees decrease, as age goes up. In the case of urban females, the level of the two proportions reverses in their late 30s. In the case of urban males, the level of the two proportions reverses in their late 50s.

Figure 2.3 Employment Status of Employed Population by Age and Sex: Urban/Rural, 2008

