

EMPLOYMENT STATUS AND OCCUPATION

Table 2.26 shows proportional distribution of employed population by major group of occupation and by employment status. More than half of ‘Skilled agricultural, forestry and fishery workers’ are working as ‘Unpaid family workers’ in Cambodia. This feature is more clearly observed in employed females. That is, 56.9 percent of the employed females are working as ‘Unpaid family workers’ and engaged in the occupation of ‘Skilled agricultural, forestry and fishery workers’.

The proportion of the employed people who work as ‘Paid employees’ is distributed to various occupational categories, but ‘Own account workers’ and ‘Unpaid family workers’ tend to be concentrated on few occupations like ‘Skilled agricultural, forestry and fishery worker’ and ‘Service and sales workers’.

The proportion of the employed population working as an ‘Employer’ is only 0.1 percent at the national level. And, ‘Employers’ tend to be concentrated on ‘Skilled agricultural, forestry and fishery workers’ at the national level. In urban areas, ‘Employers’ occupational categories tend to be ‘Service and sales workers’ and ‘Crafts and related workers’. These two categories are the second and third occupational categories that the most people are engaged in. And, they have relatively high proportion of the employed population working as ‘Own account workers’ than that in any other categories of employment status.

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

Table 2.26 Percent Distribution of Employed Population by Major Group of Occupation and Employment Status: Urban/Rural, 2008

Urban/Rural Major Group of Occupation	Employed population* (Aged 5 +)	Percentage of Employment Status to Total Employed					
		Total	Employer	Paid employee	Own account worker	Unpaid family worker	Other
Cambodia Total							
Total Employed (Aged 5 +)*	6,880,231	100.0	0.1	16.5	39.5	43.8	0.0
1 Managers	37,660	0.5	0.0	0.5	0.0	0.0	0.0
2 Professionals	118,909	1.7	0.0	1.7	0.0	0.0	0.0
3 Technicians and associate professionals	154,665	2.2	0.0	1.2	1.0	0.0	0.0
4 Clerical support workers	102,230	1.5	0.0	1.4	0.0	0.0	0.0
5 Service and sales workers	618,490	9.0	0.0	1.7	5.0	2.2	0.0
6 Skilled agricultural, forestry and fishery workers	4,905,411	71.3	0.1	0.2	30.0	41.0	0.0
7 Craft and related workers	497,853	7.2	0.0	5.2	1.6	0.4	0.0
8 Plant & machine operators and assemblers	122,490	1.8	0.0	0.6	1.2	0.0	0.0
9 Elementary occupations	322,523	4.7	0.0	4.0	0.6	0.2	0.0
Urban							
Total Employed (Aged 5 +)*	1,205,332	100.0	0.3	50.7	34.0	14.8	0.1
1 Managers	18,397	1.5	0.1	1.3	0.1	0.0	0.0
2 Professionals	46,748	3.9	0.0	3.7	0.1	0.0	0.0
3 Technicians and associate professionals	74,667	6.2	0.0	4.6	1.5	0.0	0.0
4 Clerical support workers	79,134	6.6	0.0	6.4	0.1	0.0	0.0
5 Service and sales workers	356,664	29.6	0.1	6.6	16.1	6.8	0.0
6 Skilled agricultural, forestry and fishery workers	160,514	13.3	0.0	0.2	6.3	6.7	0.0
7 Craft and related workers	271,462	22.5	0.1	17.5	3.9	0.9	0.0
8 Plant & machine operators and assemblers	75,535	6.3	0.0	2.0	4.3	0.0	0.0
9 Elementary occupations	122,211	10.1	0.0	8.3	1.5	0.4	0.0
Rural							
Total Employed (Aged 5 +)*	5,674,899	100.0	0.1	9.3	40.6	50.0	0.0
1 Managers	19,263	0.3	0.0	0.3	0.0	0.0	0.0
2 Professionals	72,161	1.3	0.0	1.2	0.0	0.0	0.0
3 Technicians and associate professionals	79,998	1.4	0.0	0.5	0.9	0.0	0.0
4 Clerical support workers	23,096	0.4	0.0	0.4	0.0	0.0	0.0
5 Service and sales workers	261,826	4.6	0.0	0.7	2.7	1.2	0.0
6 Skilled agricultural, forestry and fishery workers	4,744,897	83.6	0.1	0.2	35.0	48.3	0.0
7 Craft and related workers	226,391	4.0	0.0	2.6	1.1	0.3	0.0
8 Plant & machine operators and assemblers	46,955	0.8	0.0	0.3	0.5	0.0	0.0
9 Elementary occupations	200,312	3.5	0.0	3.0	0.4	0.1	0.0
Male							
Total Employed (Aged 5 +)*	3,341,416	100.0	0.2	19.4	54.7	25.7	0.1
1 Managers	29,754	0.9	0.0	0.8	0.1	-	0.0
2 Professionals	73,800	2.2	0.0	2.1	0.1	-	0.0
3 Technicians and associate professionals	112,193	3.4	0.0	1.5	1.7	-	0.0
4 Clerical support workers	66,960	2.0	0.0	1.9	0.0	-	0.0
5 Service and sales workers	235,145	7.0	0.0	2.4	3.6	1.0	0.0
6 Skilled agricultural, forestry and fishery workers	2,294,167	68.7	0.1	0.3	44.1	24.1	0.0
7 Craft and related workers	208,054	6.2	0.0	3.9	2.0	0.3	0.0
8 Plant & machine operators and assemblers	114,356	3.4	0.0	1.1	2.3	-	0.0
9 Elementary occupations	206,987	6.2	-	5.3	0.8	0.1	0.0
Female							
Total Employed (Aged 5 +)*	3,538,815	100.0	0.1	13.9	25.0	61.0	0.0
1 Managers	7,906	0.2	0.0	0.2	0.0	-	0.0
2 Professionals	45,109	1.3	0.0	1.2	0.0	-	0.0
3 Technicians and associate professionals	42,472	1.2	0.0	0.9	0.3	-	0.0
4 Clerical support workers	35,270	1.0	0.0	1.0	0.0	-	0.0
5 Service and sales workers	383,345	10.8	0.0	1.1	6.4	3.3	0.0
6 Skilled agricultural, forestry and fishery workers	2,611,244	73.8	0.1	0.1	16.7	56.9	0.0
7 Craft and related workers	289,799	8.2	0.0	6.5	1.1	0.5	0.0
8 Plant & machine operators and assemblers	8,134	0.2	0.0	0.1	0.1	-	0.0
9 Elementary occupations	115,536	3.3	-	2.7	0.3	0.2	0.0

* Excluding 'Armed Forces', 'Not Reported' Occupation/Employment Status

2.5.4 Literacy, Education and Occupation

The literacy and the level of education are important indicators affecting social development. Education affects behaviors of individual relating to marriage, fertility, migration, and also greatly influences the labour quality of employed persons. Needless to say, the quality of labour is important in every situation of

employment. And, it is important in developing better products, improvement of productivity, and development of enterprises. In general, the higher human resources an individual possess, the better job opportunity he/she has.

Table 2.27 Employed Population Aged 5 and over by Major Group of Occupation, Literacy and Sex: Urban/Rural, 2008

Urban/Rural Major Group of Occupation	Number of Persons			Percentage		
	Employed population (aged 5 +)	Illiterate in any Language	Literate in any Language	Employed population (aged 5 +)	Illiterate in any Language	Literate in any Language
Cambodia Total						
Total Employed (Aged 5 +)*	6,880,698	1,659,810	5,220,861	100.0	100.0	100.0
1 Managers	37,675	277	37,397	0.5	0.0	0.7
2 Professionals	118,924	13	118,911	1.7	0.0	2.3
3 Technicians and associate professionals	154,907	1,825	153,077	2.3	0.1	2.9
4 Clerical support workers	102,259	83	102,176	1.5	0.0	2.0
5 Service and sales workers	618,562	66,038	552,523	9.0	4.0	10.6
6 Skilled agricultural, forestry and fishery workers	4,905,430	1,466,933	3,438,478	71.3	88.4	65.9
7 Craft and related workers	497,881	37,906	459,974	7.2	2.3	8.8
8 Plant & machine operators and assemblers	122,495	7,772	114,723	1.8	0.5	2.2
9 Elementary occupations	322,565	78,963	243,602	4.7	4.8	4.7
Urban						
Total Employed (Aged 5 +)*	1,205,533	106,029	1,099,499	100.0	100.0	100.0
1 Managers	18,403	73	18,330	1.5	0.1	1.7
2 Professionals	46,760	10	46,750	3.9	0.0	4.3
3 Technicians and associate professionals	74,745	976	73,766	6.2	0.9	6.7
4 Clerical support workers	79,154	73	79,081	6.6	0.1	7.2
5 Service and sales workers	356,705	30,046	326,658	29.6	28.3	29.7
6 Skilled agricultural, forestry and fishery workers	160,516	34,703	125,812	13.3	32.7	11.4
7 Craft and related workers	271,476	16,095	255,381	22.5	15.2	23.2
8 Plant & machine operators and assemblers	75,539	3,942	71,597	6.3	3.7	6.5
9 Elementary occupations	122,235	20,111	102,124	10.1	19.0	9.3
Rural						
Total Employed (Aged 5 +)*	5,675,165	1,553,781	4,121,362	100.0	100.0	100.0
1 Managers	19,272	204	19,067	0.3	0.0	0.5
2 Professionals	72,164	3	72,161	1.3	0.0	1.8
3 Technicians and associate professionals	80,162	849	79,311	1.4	0.1	1.9
4 Clerical support workers	23,105	10	23,095	0.4	0.0	0.6
5 Service and sales workers	261,857	35,992	225,865	4.6	2.3	5.5
6 Skilled agricultural, forestry and fishery workers	4,744,914	1,432,230	3,312,666	83.6	92.2	80.4
7 Craft and related workers	226,405	21,811	204,593	4.0	1.4	5.0
8 Plant & machine operators and assemblers	46,956	3,830	43,126	0.8	0.2	1.0
9 Elementary occupations	200,330	58,852	141,478	3.5	3.8	3.4
Male						
Total Employed (Aged 5 +)*	3,341,697	570,853	2,770,829	100.0	100.0	100.0
1 Managers	29,761	209	29,551	0.9	0.0	1.1
2 Professionals	73,813	6	73,807	2.2	0.0	2.7
3 Technicians and associate professionals	112,377	700	111,674	3.4	0.1	4.0
4 Clerical support workers	66,971	41	66,930	2.0	0.0	2.4
5 Service and sales workers	235,162	11,698	223,463	7.0	2.0	8.1
6 Skilled agricultural, forestry and fishery workers	2,294,181	499,000	1,795,172	68.7	87.4	64.8
7 Craft and related workers	208,074	13,575	194,498	6.2	2.4	7.0
8 Plant & machine operators and assemblers	114,361	6,819	107,542	3.4	1.2	3.9
9 Elementary occupations	206,997	38,805	168,192	6.2	6.8	6.1
Female						
Total Employed (Aged 5 +)*	3,539,001	1,088,957	2,450,032	100.0	100.0	100.0
1 Managers	7,914	68	7,846	0.2	0.0	0.3
2 Professionals	45,111	7	45,104	1.3	0.0	1.8
3 Technicians and associate professionals	42,530	1,125	41,403	1.2	0.1	1.7
4 Clerical support workers	35,288	42	35,246	1.0	0.0	1.4
5 Service and sales workers	383,400	54,340	329,060	10.8	5.0	13.4
6 Skilled agricultural, forestry and fishery workers	2,611,249	967,933	1,643,306	73.8	88.9	67.1
7 Craft and related workers	289,807	24,331	265,476	8.2	2.2	10.8
8 Plant & machine operators and assemblers	8,134	953	7,181	0.2	0.1	0.3
9 Elementary occupations	115,568	40,158	75,410	3.3	3.7	3.1

*Excluding 'Armed forces', 'Unknown' occupation and 'Not Reported' occupation.
Note) 'Not Reported' Literacy Status is not listed in this table. That figure is very small

LITERACY

Table 2.27 presents employed population by occupation and by literacy. The number of the employed people who aged 5 and over is approximately 6.9 millions, and out of them, 5.2 million are literate and 1.7 million are illiterate. Because the occupational structure in Cambodia is based on agricultural work, both illiterate and literate persons are mostly 'Skilled agricultural workers'. The proportion of skilled agricultural forestry and fishery workers to all the illiterate employed people is 88.4 percent, and the proportion of skilled agricultural, forestry and fishery workers in literate employed people is 65.9 percent.

The number of illiterate females is almost twice as high as that of the males. The proportion of 'Craft and related workers'—it is typical 'Paid employment' for female—in literate employed females is much higher

than that of illiterate female (10.8 percent and 2.2 percent, respectively). Literate persons are engaged in various occupations than illiterate persons are. This tendency is commonly observed regardless of urban/rural setting or sex.

LEVEL OF EDUCATION

Table 2.28 shows the employed population by occupation by level of education by sex in 2008. Thirty seven point zero percent of the employed population who aged 5 and over have not completed the primary level of education. The proportion of those who 'Completed primary education' is 22.9 percent, and the proportion of those who completed 'Lower secondary education' is 13.4 percent. The proportion of those who are qualified for 'Above Lower Secondary' was only 2.5 percent.

The proportion of employed population working as 'Skilled agricultural, forestry and fishery workers' decreased as their educational level goes up. The proportion of 'Skilled agricultural, forestry and fishery workers' in those who with educational level of 'Completed primary' or below is around 60 to 70 percent. And, that for 'Completed lower secondary' is 45.5 percent, and that for 'Above Lower Secondary' is only 6.6 percent.

The proportion of 'Professionals' in those who qualified for 'Above Lower Secondary' was 30.4 percent, that of 'Clerical support workers' was 20.3 percent, and that of 'Technicians and associate professionals' was 14.9 percent. But each proportion of these three occupations for the employed persons who are 'Completed lower secondary' is below 6 percent. This indicates that these occupations need higher educational level of lower secondary education or above.

The number of persons who are employed and qualified for 'Above Lower Secondary' education as well is 169 thousand in the whole country and 114.5 thousand of them are working in urban areas. That means around 10 percent of employed population in urban area have qualified for 'Above Lower Secondary' education, while the corresponding proportion in rural areas is only one percent. The proportion of 'Professionals' in those