



MINISTRY OF LABOUR AND VOCATIONAL TRAINING

Report on **Cambodia Job Outlook Survey**



Semester 2, 2024

Published by: Ministry of Labour and Vocational Training

Researched by: KY Sereyvuth, OUM Chanmono, TRY Sophal, CHREA Sesokunthideth, and PHY Sokunyanuch.

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Suggested citation: Ky, S., Oum, C., Try, S., Chrea, S., & Phy, S. 2024. *Report on Cambodia job outlook survey semester 2, 2024*. Cambodia, Phnom Penh: Ministry of Labour and Vocational Training.

Note: This report is an unofficial translation of “របាយការណ៍អង្កេតទស្សនវិស័យការងារធាតុសីមា ឆ្នាំ២០២៤”.

Preface

The report "Cambodia Job Outlook Survey Semester 2, 2024" is an essential tool for comprehending how the country's labour market is changing. This research seeks to offer a thorough examination of the prospects, trends, and challenges in labour market as the country continues to face the complexity of economic growth and development in the second semester of 2024.

Recognizing the need for skilled labour in our fast-paced, globally interconnected era is greater than it has ever been, the Ministry of Labour and Vocational Training (MLVT) has prepared a joint effort to produce this study, which represents the opinions and ideas of numerous stakeholders including employers, human resource professionals, and job centers of National Employment Agency (NEA) across the country. The results of this survey report provide an index that truly reflects the labour market views and goals.

This report analyzes key economic factors, including the growth of gross domestic product (GDP), foreign direct investment (FDI), and demographic trends, that influence Cambodia's labour market. The report conducts an in-depth examination of job prospects for 228 occupations include analyzing current demand, salaries, and challenges with addition of conclusion and recommendations, of which providing actionable recommendations to enhance job opportunities for job seekers and stimulate the labour market. By identifying emerging job opportunities and necessary competencies, our aim is to empower job seekers to navigate the complexities of the job market more effectively.

We continue to be positive about the possibilities for expansion and development in the Cambodian labour market as we look ahead to the second semester of 2024. We encourage readers to interact with this study and make use of its conclusions to promote a more prosperous future for everybody.

Phnom Penh, 10th October 2024
Minister 

HENG SOUR

Acknowledgment

The report "Cambodia Job Outlook Survey Semester 2, 2024" is one of the key research products the Ministry of Labour and Vocational Training (MLVT) that provide occupational projection and labour market forecast. It offers a comprehensive overview of employment trends and job opportunities across various occupations in Cambodia for the latter half of 2024.

We are deeply indebted to His Excellency **HENG Sour**, Minister of Ministry of Labour and Vocational Training, for his guidance and support in the successful completion of our survey and the preparation of this report. We would like to thank valuable initiative and technical guidance of His Excellency **KUOCH Somean**, Secretary of State of MLVT, who provided insightful direction throughout the project, and His Excellency Dr. **CHUOP Theot Therith** Under Secretary of State of MLVT for his reviews on the contents. We express our sincere appreciation to His Excellency **BRONH Sopheana**, Secretary General of the General Secretariat of the National Council for Minimum Wage (GNCMW), for his valuable feedback and comments. The GNCMW unit also deserves our gratitude for their unwavering support during the survey, especially in fieldwork and administrative tasks. We also deeply appreciate the contributions of all Directors of Job Centers of NEA for their time and support.

This research would not have been possible without the dedication of our research team. Dr. KY Sereyvuth led as the primary author, with valuable contributions from co-authors HE. Dr. OUM Chanmono, HE. Dr. TRY Sophal, Mrs. CHREA Sesokunthideth, and Mrs. PHY Sokunyanuch. Their combined expertise in data cleaning, coding, tabulation, analysis, and report writing was critical to the study's success.

Finally, we express our deepest gratitude to all the participants who participated in the survey for their generous cooperation, willingness to be interviewed, and valuable time spent answering our questions. We also thank the MLVT staff members whose names may not be explicitly mentioned here but who shared their time, support, and contributions to this report.

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Acronym

ADB	Asian Development Bank
ASEAN	The Association of Southeast Asian Nations
CDC	Council for the Development of Cambodia
COVID	Coronavirus Disease
CSES	Cambodia Socio-Economic Survey
ESN	Employer Skill Need
EU	European Union
EMDEs	Emerging Market and Developing Economies
FDI	Foreign Direct Investment
FRC	Final Registration Certificate
GDP	Gross Domestic Products
GFT	Garment, Footwears, and Travel Goods and Bags
GNCMW	General Secretariat of the National Council for Minimum Wage
HR	Human Resource
ICT	Information, Communication, and Technology
ILO	International Labour Organization
IMF	International Monetary Fund
IT	Information and Technology
ISCO	International Standard Classification of Occupations
LACMS	Labour Automated Central Management System
MEF	Ministry of Economy and Finance
MLVT	Ministry of Labour and Vocational Training
NEA	National Employment Agency
QIPs	Qualified Investment Projects
RCEP	Regional Comprehensive Economic Partnership
SEZs	Special Economic Zones
STEM	Science, Technology, Engineering, and Mathematics
TVET	Technical and Vocational Education and Training
UN	United Nations
US	United States
VAT	Value Added Tax
WB	World Bank

Executive Summary

This report provides a comprehensive analysis of the current job market, offering insights into the most sought-after professions, salary trends, and career opportunities across various sectors in Cambodia.

By examining data on job opportunities and salaries, we aim to deliver individuals seeking employment or considering career advancements in Cambodia with valuable information. The analysis spans a diverse range of 5 main occupational categories: 1) Administration and Human Resources, 2) Finance, Accounting, and Procurement, 3) Sale and Marketing, 4) Repair, Maintenance, and Other Supports, and 5) Information and Technology Supports and 13 sub-sectors: 1) Information, Communication, and Technology (ICT), 2) Accommodation and Restaurants, 3) Construction, 4) Education, 5) Finance and Insurance, 6) Healthcare Services, 7) Garment, Footwears, and Travel Goods and Bags, 8) Manufacturing of Electronics and Electrical Equipment, 9) Manufacturing of Food and Beverages, 10) Manufacturing of Rubber and Plastics, 11) Manufacturing of Wood and Paper Products, 12) Other Manufacturing, and 13) Transportation and Storage of which later on combine into 9 major sectors. This comprehensive approach provides an overview of the labour market, identifying emerging trends and opportunities.

The report also delves into the factors influencing job demand and salary levels, such as economic growth, technological advancements, and industry-specific trends. The rapid development of the IT sector, for example, has fueled a surge in demand for skilled IT professionals. Similarly, the growing healthcare sector has created opportunities for healthcare professionals, especially those with specialized expertise. By understanding these factors, individuals and businesses can make informed decisions about their career paths and hiring strategies. This report provides the necessary insights to navigate the Cambodian job market successfully and achieve professional success.

The report also focuses on the demand side of the labour market, targeting representatives from businesses and enterprises registered with the Ministry of Labour and Vocational Training. A stratified and mixed purposive-random sampling procedure was used to select 577 enterprises across ten provinces in Cambodia. The sample included a diverse range of business sizes, from small to large, to ensure a comprehensive representation of the labour market. The survey encompassed 13 major economic sectors, providing insights into the hiring needs and challenges faced by businesses in various industries.

This study relied on face-to-face interviews to collect in-dept data from representatives of various businesses. A comprehensive list of 228 occupations was developed using previous data and the ISCO-08 classification. To assess job opportunities, a job outlook index was calculated based on factors like recruitment situation, job postings, salary, growth, and sector trends. Weighted sampling and data analysis tools like STATA and Excel were employed to ensure accurate representation and insights.

Cambodia's job market is experiencing a dynamic landscape, with opportunities and challenges across various sectors. The country's growing economy, coupled with increased investment and infrastructure development, has led to a surge in demand for skilled professionals. However, challenges such as skill gaps, turnover, and recruitment difficulties persist. While Sectors like ICT, healthcare, finance, and education are experiencing significant growth and offer promising job opportunities for those with specialized skills. Other sectors like construction and accommodation have faced declines. While salaries vary significantly across roles, specialized skills and leadership positions generally command higher compensation.

Despite these challenges, there are promising opportunities for professionals with specialized skills and expertise in fields like technology, healthcare, accounting, finance, and education. High-demand occupations include web technicians, ICT operations technicians, applications programmers, telecommunications engineers, health service managers, dentists, ambulance workers, radiographers, financial and investment advisers, certified accountants, university and higher education teachers, and technical and vocational teachers.

Cambodian Job seekers should prioritize skill development, career planning, and networking to navigate the competitive job market. Acquiring relevant qualifications and training is essential, especially in high-demand fields. Aspiring to management or specialized roles requires developing leadership qualities, communication skills, and knowledge of business processes. Building strong relationships with professionals in your industry can provide valuable insights, job opportunities, and mentorship. By following these recommendations, individuals can enhance their job prospects and achieve their career goals.

Research Methodology

This study primarily examines job outlook from the demand side, based on data drawn from the list of businesses or enterprises registered at the Ministry of Labour and Vocational Training, specifically within the Labour Automated Central Management System (LACMS). Sampling was conducted using a stratified approach, combining purposive and random sampling procedures.

The sampling of businesses or enterprises is based on the collection of business economic activities in the region. Ten provinces have been selected to gather data for this survey. These provinces include Kandal, Kampong Cham, Kampong Chhnang, Kampong Speu, Takeo, Battambang, Preah Sihanouk, Phnom Penh, Siem Reap, and Svay Rieng. For scale business: small (10-19), medium (20-99), and large enterprises (100+), to ensure a broad range of insights across different business sizes. As a result, a total of 577 enterprise representatives or human resource managers were interviewed, representing a total workforce of 183,596 employees.

These establishment are categorized into 13 major economic sectors: 1) Information, Communication, and Technology (ICT), 2) Accommodation and Restaurants, 3) Construction, 4) Education, 5) Finance and Insurance, 6) Healthcare Services, 7) Garment, Footwears, and Travel Goods and Bags, 8) Manufacturing of Electronics and Electrical Equipment, 9) Manufacturing of Food and Beverages, 10) Manufacturing of Rubber and Plastics, 11) Manufacturing of Wood and Paper Products, 12) Other Manufacturing , and 13) Transportation and Storage.

Table 1: Number of interviewed samples by sectors and provinces

Province	S 1	S 2	S 3	S 4	S 5	S 6	S 7	S 8	S 9	S 10	S 11	S 12	S 13	Total
Kandal	0	0	0	2	3	1	7	3	4	3	3	1	1	28
Kompong Cham	0	2	1	0	5	0	0	0	0	1	0	1	0	10
Kompong Chhnang	0	0	0	0	0	0	6	0	0	0	0	0	0	6
Kompong Speu	0	0	1	2	6	0	8	2	0	1	2	8	0	30
Takeo	0	0	0	0	6	0	2	5	0	0	0	1		14
Battambang	3	0	2	2	6	2	0	0	4	0	0	2	0	21
Preah Sihanouk	0	0	0	0	0	0	3	0	0	0	0	0	0	3
Phnom Penh	11	20	30	78	98	29	31	13	14	19	14	31	41	429
Siem Reap	0	23	0	6	0	2	0	0	2	0	0	1	0	34
Svay Reang	0	0	0	0	0	0	2	0	0	0	0	0	0	2
Total	14	45	34	90	124	34	59	23	24	24	19	45	42	577

Note: S1: Information, Communication, and Technology (ICT), S2: Accommodation and Restaurants, S3: Construction, S4: Education, S5: Finance and Insurance, S6: Healthcare Services, S7: Garment, Footwears, and Travel Goods and Bags, S8: Manufacturing of Electronics and Electrical Equipment, S9: Manufacturing of Food and Beverages, S10: Manufacturing of Rubber and Plastics, S11: Manufacturing of Wood and Paper Products, S12: Other Manufacturing , and S13: Transportation and Storage.

Questionnaire Design

Job Outlook’s questionnaire was built based on a list of 228 occupations across 5 occupational categories, along with occupations tailoring to 13 major sectors. The followings are 5 main occupational categories: 1) Administration and Human Resources, 2) Finance, Accounting, and Procurement, 3) Sale and Marketing, 4) Repair, Maintenance, and Other Supports, and 5) Information and Technology Supports. The followings are 13 sub-sectors: 1) Information, Communication, and Technology (ICT), 2) Accommodation and Restaurants, 3) Construction, 4) Education, 5) Finance and Insurance, 6) Healthcare Services, 7) Garment,

Footwears, and Travel Goods and Bags, 8) Manufacturing of Electronics and Electrical Equipment, 9) Manufacturing of Food and Beverages, 10) Manufacturing of Rubber and Plastics, 11) Manufacturing of Wood and Paper Products, 12) Other Manufacturing, and 13) Transportation and Storage of which later on combine into 9 major sectors. This list was developed based on previous National Employment Agency (NEA) occupational lists from 2017, 2018, and 2020, employment data from the Cambodia Socio-Economic Survey (CSES) from 1999 to 2023. Furthermore, the list adheres to the International Standard Classification of Occupations (ISCO-08 four digits level) to ensure international comparability and develop medium- and long-term job assessments. Job Outlook's questionnaire was attached to Employer Skill Need Survey 2024 (ESN 2024) (Chrea, Ky, Bun, San, & Phy, 2024). Therefore, establishment's information on firmographic including name, address, contact person, respondent, year of established, legal status, types of business entity, ownership, and business activities were collected from the ESN 2024 as attachment.

As for job outlook section, the questionnaire is presented on as a roster list of questions for each occupations answered (see appendix A). The roster list allows respondents to fill in current number of employees, first time-job seekers, vacancies, recruitment difficulty situation and the reasons of hard to fill, and the current salary and benefits for employees as well as medium-term (i.e., in the next year) salary and benefits prospects, all of these are for each occupation listed according to the sector they are in.

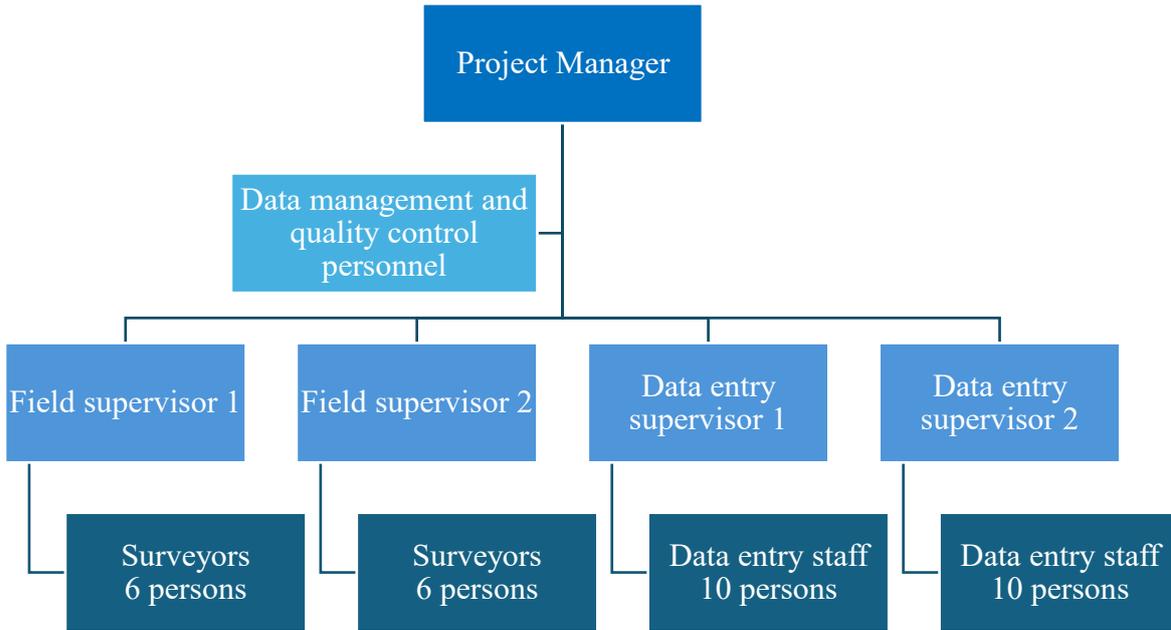
Timeframe of the Fieldwork

The survey was conducted over four weeks, from 27th May 2024 to 29th June 2024, with fieldwork carried out by a team of 12 trained enumerators, and the supports from job centers of NEA throughout the provinces. After completion of the data collection a team of 20 data entry personnel was tasked with accurately recording all responses into the survey database (Epi Data); the data entry process takes 10 days, starting on 1st July 2024 and concluding on 9th July 2024.

Research Team's Structure

Based on the number of samples and the timing of data collection, we proposed forming two teams of surveyors to engage with representatives from businesses and enterprises. Each team will include a supervisor responsible for overseeing six surveyors. All supervisors will report to the project manager, who will be supported by data management and quality control personnel. Additionally, two supervisors will be designated as data entry supervisors, each overseeing ten data entry staff. These data entry managers will report directly to the data management and quality control team.

Figure 1: Research team's structure



Data Collection

Given the complexity of the questionnaire, coupled with the time-intensive nature of the interviews—estimated to last approximately 60 minutes—the method employed for data collection is face-to-face interviews. This approach offers the advantage of facilitating high-quality responses, thereby enabling the collection of both quantitative and qualitative data concerning the demand, skill gaps, and shortages across various sectors in the current and future labour market.

The target demographic for the interviews encompasses representatives from various businesses or enterprises, potentially including owners or shareholders, chief executives, general managers, production managers, heads of human resources, and other senior management personnel. These individuals are expected to possess a comprehensive understanding of their organization's circumstances, particularly in relation to demographic data, workforce composition, perceptions regarding first-time job seekers, skill gaps, available positions, business strategies, and the utilization of government electronic services.

Data Management and Quality Control Procedures

Data management and quality control procedures are integrated into the essential processes of survey implementation, encompassing the development of questionnaires, training, pilot testing, and face-to-face interviews. These interviews are conducted under direct supervision and in the office, with a thorough review of completed questionnaires.

- The questionnaire design incorporates skip logic rules and outlines the numerical data that must be recorded or entered for effective data input.
- Project managers, data management and quality control personnel, supervisors, data entry supervisors, surveyors, data entry staff, and all stakeholders involved in the survey must participate in training sessions that address the questionnaire, ethical guidelines, data collection procedures, and the selection and replacement of samples. This participation is crucial for minimizing discrepancies and ensuring the collection of high-quality, accurate, and reliable data.



- Comprehensive training and a clear understanding of the questionnaire before initiating face-to-face interviews with businesses or enterprises are fundamental principles that must not be neglected. This is crucial for ensuring the quality of the questionnaire, which includes the formulation of questions, responses, recording procedures, decision-making, and any supplementary notes that may emerge during the interview process.
- Implementing a pilot test interview is crucial for ensuring a comprehensive understanding of the questionnaire. Interviewers must engage in training and practice during this pilot phase. A feedback section following the pilot interview is essential for identifying any unclear aspects, and supplementary training will be provided as needed, particularly if inconsistencies among interviewers are detected.
- In light of this survey, we employ hard-copy questionnaires. All completed questionnaires must be meticulously cleaned and finalized prior to submission in PDF format to the data management and quality control team. Additionally, all hard copy questionnaires should be collected and returned to Phnom Penh upon the conclusion of the data collection process. Daily submission of the questionnaires in PDF format is mandated to ensure that the management and quality control team have ample time for review and can offer timely feedback.
- Following the conclusion of data collection and entry, the data management and quality control team requires adequate time to clean and review any inconsistent data. They may also need to verify or reach out to respondents to confirm and acquire accurate information.
- Once the data has been cleaned, the team employs STATA and Excel for analysis and to generate charts or tables according to specific usage needs.

Data Analysis

Survey data was weighted based on the number of registered enterprises and institutions in the Ministry's LACMS system to accurately represent the national economy. This resulted in a sample size equivalent to 8,547 enterprises, encompassing 1,427,605 employees.

The occupational outlook index was calculated by weighted the evaluation of the directors of provincial and municipal job centers (20%) and the results from the survey (80%). Occupations from Employer’s Survey were grouped into 5 main occupational categories and 9 sub-sectors. The followings are 5 main occupational categories: 1) Administration and Human Resources (all sectors), 2) Finance, Accounting, and Procurement (except Finance and Insurance sector), 3) Sale and Marketing (except Finance and Insurance sector), 4) Repair, maintenance, and other supports (all sectors), and 5) Information and Technology supports (except ICT sector). The followings are 9 sub-sectors: 1) Information, Communication, and Technology (ICT), 2) Accommodation and Restaurants, 3) Construction, 4) Education, 5) Finance and Insurance, 6) Healthcare Services, 7) Garment, Footwears, and Travel Goods and Bags, 8) Manufacturing (combined all manufacturing sub-sectors such as: Manufacturing of Electronics and Electrical Equipment, Manufacturing of Food and Beverages, Manufacturing of Rubber and Plastics, Manufacturing of Wood and Paper Products, and Other Manufacturing), and 9) Transportation and Storage.

To ensure the accuracy and validity of the survey findings, a comprehensive validation workshop was conducted. This workshop brought together key stakeholders from various sectors, including employers, private recruitment agencies, TVET institutions, and development partners. Through in-depth discussions and experts feedback, the workshop participants contributed to the accuracy, relevance, and comprehensiveness of the survey findings reflecting the current state of the Cambodian job market. This collaborative process strengthened the credibility and applicability of the survey results for policy development and decision-making.

Assessment and Interpretation of the Job Outlook Index and Criteria

- **Index of Recruitment Situation/Job Opportunity:** This index indicates the ease or difficulty for employers to recruit workers for specific positions in the next six months, as well as the job opportunities for job seekers with similar skills.
- **Employer Assessment:** Employers rate the ease of hiring workers on a scale of 1 to 5: 1 = very easy, 2 = easy, 3 = normal, 4 = difficult, and 5 = very difficult.
- **Interpretation of Ease of Hiring:** A rating of 1 or 2 indicates low job opportunities for job seekers due to high competition. A rating of 4 or 5 suggests high job opportunities for job seekers due to low competition. To sum up, the index classifies as follows:
 - If the index value for a job is below 2.8, it means low job opportunities for that type of job.
 - If it's between 2.8 and 3.2, it means average opportunities with a balance between supply and demand.
 - If it's above 3.2, it means high job opportunities for that type of job.
 - In summary, a higher index value indicates better job prospects for job seekers.
- **Factors for Job Opportunity Assessment:** The assessment of jobs with good opportunities is based on five key criteria: recruitment situation, job posting density, salary, job growth, and sector growth. The selection of in-demand jobs with good opportunities relies on these five criteria as outlined in the table below.

Table 2: Five criterias for classifying high demand occupations

Criteria	Description
Recruitment Situation or Job Opportunities for Occupations with High Opportunities	Recruitment data from all 13 provincial and municipal job centers under the National Employment Agency, and a survey of 577 enterprises conducted by MLVT. Additionally, the index results were reviewed and evaluated by human resources experts from private sectors before the final job opportunity index for each occupation was determined. As a result, this index serves as a fundamental basis for selecting occupations with good job prospects.
Vacancy Density	Weighted by density of job postings: This means that the number of job postings for a specific job plays a significant role in determining the job opportunity index. The more job postings there are, the higher the weight given to that occupation. Number of job postings and job opportunity index: These are two key factors that are considered when selecting a position. The number of job postings gives a direct indication of demand, while the job opportunity index provides a more comprehensive assessment.
Salary	Salary data is calculated by weighing up the number of people employed in the same occupation, then calculating an average for each position. This data is then adjusted using data from the National Employment Agency. The salary provided represents an average figure, and actual salaries may vary depending on factors such as experience, qualifications, and company size.
Job Growth	This criterion is based on projections of job growth in different sectors, as derived from the Cambodia Socio-Economic Survey and Qualified Investment Projects (QIPs) expected vacancy that approved by the Council for the Development of Cambodia (CDC). It indicates the future demand for workers in specific sectors.
Sector Growth	This criterion is based on projections of growth in different economic sectors, as provided by the Ministry of Economy and Finance. It reflects the overall health of the economy and its impact on job opportunities in various sectors.

Limitations

The survey faced several limitations, including response bias from respondents, and data entry and cleaning challenges. Respondents may have provided biased answers due to factors such as social desirability bias, acquiescence bias, recall bias, or cultural factors. Additionally, manual data entry and cleaning were time-consuming and prone to errors. Assigning the correct ISCO-08 code to occupations could also be challenging due to the complexity of the classification system and the evolving nature of jobs.

To address these limitations, future surveys could consider expanding the sample size, implementing stricter quality control measures, utilizing technology-based data collection and analysis tools, and developing a standardized ISCO-08 coding system. By addressing these limitations, future surveys can improve the accuracy and reliability of the data collected and provide more robust insights into the Cambodian labour market.

Objectives of the Study

The report titled “Cambodia Job Outlook Survey Semester 2, 2024” is a labour market forecast and part of the Ministry of Labour and Vocational Training's overall labour market projections. This report presents labour market trends and provides a detailed overview of job opportunities for various occupations in Cambodia during the second half of 2024.

The index was calculated using a weighted average of two perspectives, namely employers and human resource professionals. Survey results were given a greater emphasis (80%) compared to the assessments of provincial and municipal Job Center of NEA (20%). This approach ensured that the index effectively reflected the overall job market sentiment.

Structure of this report

This report is divided into three chapters to provide an analysis of Cambodia's job market. The first chapter presents key international and Cambodian economic indicators, along with current labour market trends. It explores factors such as GDP growth, foreign direct investment, demographic structure, and labour force and employment prospects.

The second chapter focuses on employment prospects for 228 specific occupations in the second half of 2024. It provides detailed insights into job demand, salary levels, and potential challenges within each sector. This chapter will be particularly valuable for job seekers, employers, and policymakers.

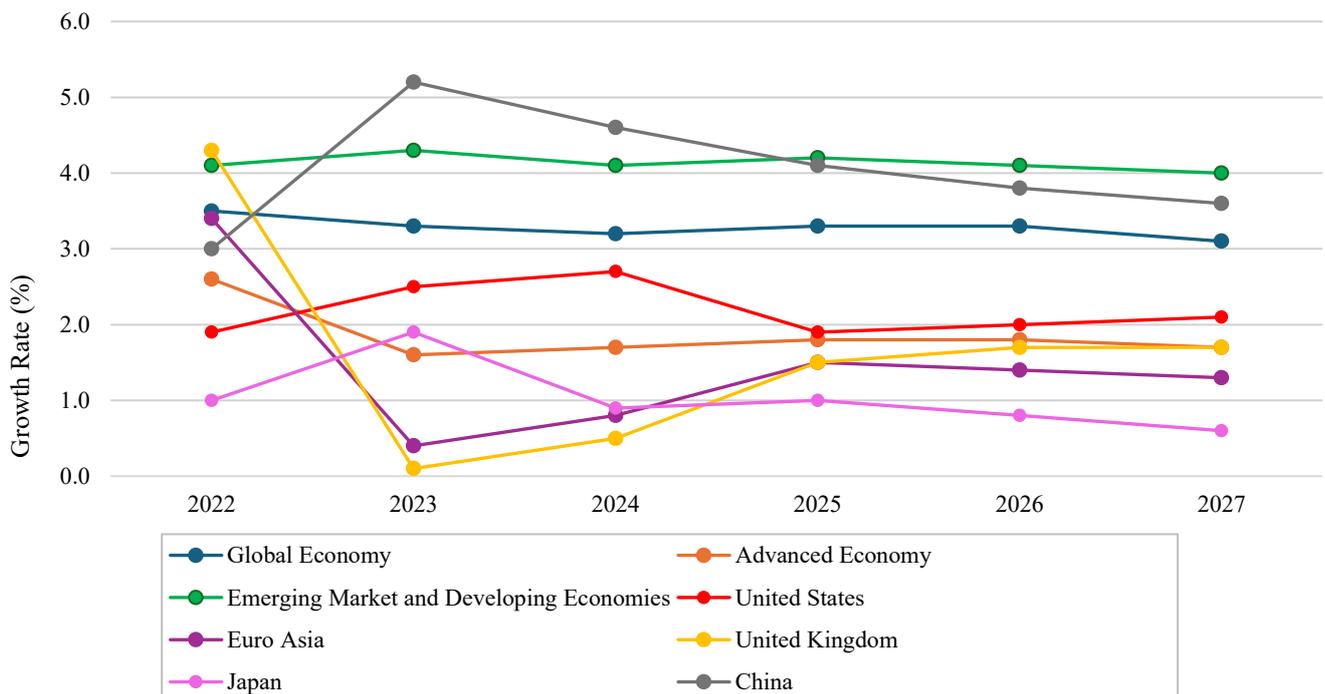
Finally, the third chapter provides a comprehensive summary of the key findings from the report and offers valuable recommendations for job seekers aspiring to build successful careers in Cambodia. It delves into critical factors such as industry trends, emerging opportunities, and essential skills to develop. The chapter aims to equip job seekers with the insights needed to make informed decisions and navigate the Cambodian job market effectively.

Chapter I. Global and Cambodia Economic Outlook

1.1. Global Economic Outlook

The global economic outlook remains uncertain in comparison to historical patterns. The estimate for 2024-25 indicates that nearly 60% of economies, which account for over 80% of the global population, will experience growth that is below the average of the 2010s with inflation reaching levels that have not been observed in decades. The subdued outlook is further exacerbated by a variety of negative factors including high cost-of-living, tighter financial conditions, the ongoing war in Ukraine, and the lingering effects of the COVID-19 pandemic have further complicated this challenging economic environment.

Figure 2: GDP growth rate projection by major economy



Source: World Economic Outlook, IMF (2024).

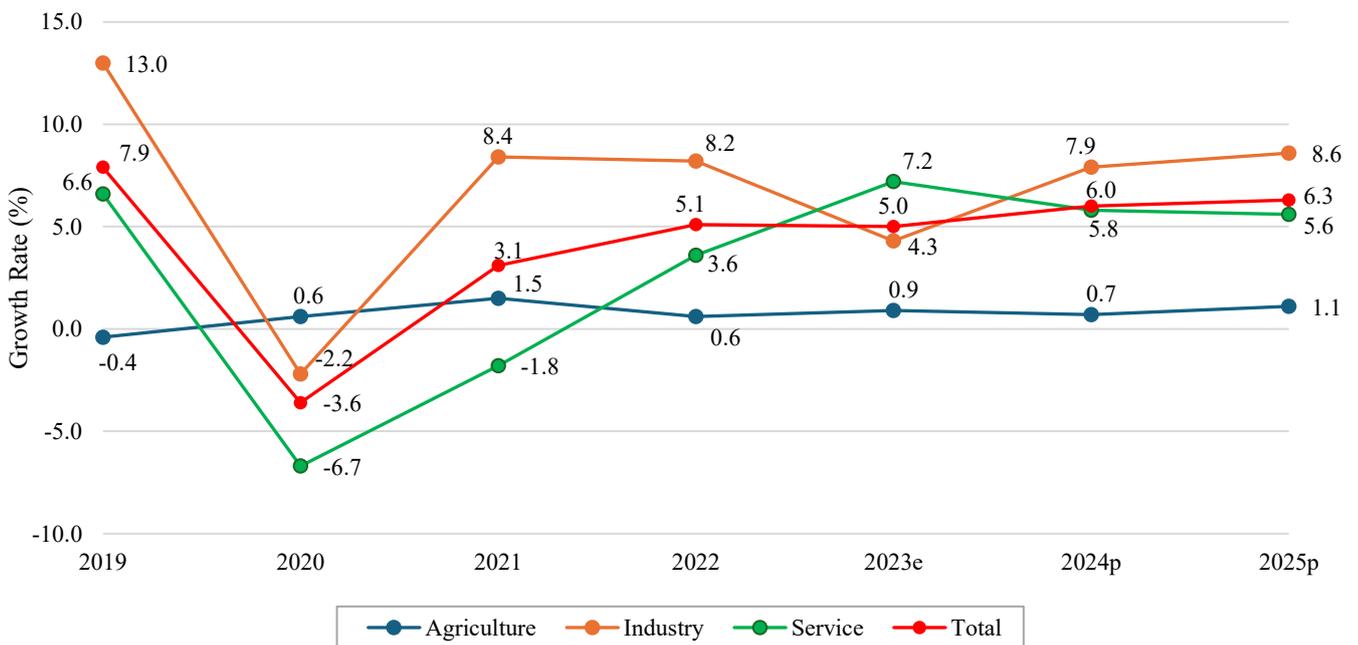
In 2024, global growth is anticipated to stabilize at 3.2%. However, the high debt burden and increasing debt-servicing costs in numerous Emerging Market and Developing Economies (EMDEs) underscore the necessity of balancing investment requirements with fiscal responsibility. It is anticipated that the global economy will expand by approximately 3.2% in the medium term (2025-2027), as shocks progressively dissipate, and global inflation returns to its normal status.

Growing demand in the US, the economy expanding at an average annual rate of approximately 2% between 2024 and 2027, which is expected to result in a return to normalization of demand and expenditure in the US market. The average annual economic growth rate of the European Union while in the same period, China's economy expanded at an average annual rate of 4 percent, with a growth rate of 1.3 percent.

1.2. Cambodia Economic Outlook

Cambodia has experienced remarkable economic development over the past decade and become one of the world's fastest-growing economies, with an average annual growth rate of approximately 7%, prior to the COVID-19. However, the global pandemic has stagnated growth, in which the country's GDP growth rate had contracted by -3.6% in 2020, but gradually rebounded to 3.1% in 2021 and subsequently increased to 5.1% in 2022. Inflation rates have moderated, and employment levels have progressively improved, indicating that key economic indicators such as inflation and employment have relatively shown signs of stabilization.

Figure 3: Cambodia's GDP growth rate by sectors (2019-2025p)



Source: Ministry of Economy and Finance (MEF) (April 2024). *e: estimation, p: projection.

Cambodia's GDP growth was driven by several key sectors, including agriculture, manufacturing, and service sector including tourism and hospitality. Agriculture has traditionally been a cornerstone of Cambodia's economy, contributing significantly to GDP and employment. Recently, the agricultural sector has seen substantial growing, particularly in rice and cashew nut production. Manufacturing, especially in garment, footwear, and travel goods and bags sub-sector, has also been a major growth driver, with exports of these goods increasing significantly. The construction sector has also played a vital role in Cambodia's economic performance, driven by both domestic and foreign investment. Real estate development, particularly in urban areas, has been a significant contributor to GDP growth. However, the construction sector experienced a slowdown as some investment projects were delayed or halted. Additionally, the services sector, including retail and hospitality, has expanded, further diversifying the economy. The tourism sector, which was severely impacted by the pandemic, has shown strong signs of recovery, with international tourist arrivals rebounding and contributing to economic growth.

Cambodia's economy has experienced an improvement, with the Ministry of Economy and Finance anticipating a 6.3% increase in 2025 and a 6% increase in 2024. The forecast is consistent with the main international institutions, including the World Bank (WB), the Asian Development Bank (ADB), and the

International Monetary Fund (IMF). The growth was fueled by a variety of stimulus and support factors, including the recovery of the production chain, the positive trend of the non-garment sub-sector, and the implementation of effective government measures to attract and restore foreign investors' confidence.

Table 3: Cambodia's GDP growth rate by sectors (2019-2026p)

Sector	2019	2020	2021	2022	2023e	2024p	2025p	2026p
Agriculture	-0.4%	0.6%	1.5%	0.6%	0.9%	0.7%	1.1%	1.2%
Crops	0.6%	0.6%	2.2%	1.1%	1.3%	1.6%	1.6%	1.7%
Livestock & Poultry	-1.5%	0.7%	-1.0%	-1.3%	0.1%	0.2%	0.3%	0.4%
Fisheries	-2.6%	0.9%	2.3%	1.2%	0.9%	-2.0%	0.3%	0.5%
Industry	13.0%	-2.2%	8.4%	8.2%	4.3%	7.9%	8.6%	8.8%
Textile	12.9%	-7.7%	15.9%	11.3%	-3.5%	7.5%	9.4%	9.1%
Construction	18.7%	-7.6%	-8.0%	0.9%	0.7%	1.1%	2.5%	4.0%
Manufacture of food products	7.8%	3.4%	4.2%	7.6%	7.3%	7.7%	7.5%	6.7%
Manufacture of beverages & Tobacco	7.7%	4.4%	7.9%	5.6%	6.8%	7.7%	8.4%	8.9%
Other industries	8.4%	11.9%	16.8%	10.3%	17.0%	13.0%	11.7%	11.7%
Services	6.6%	-6.7%	-1.8%	3.6%	7.2%	5.8%	5.6%	5.8%
Accommodation and Food Service Activities	5.5%	-34.2%	-39.5%	22.0%	47.5%	12.6%	8.4%	7.3%
Trade	5.7%	-6.3%	2.5%	4.5%	4.0%	5.3%	5.9%	6.1%
Transportation & Storage	8.4%	-2.7%	3.8%	4.7%	4.7%	5.2%	5.8%	6.2%
Information & Communication	9.8%	11.5%	12.0%	9.0%	9.0%	8.0%	7.5%	7.5%
Financial & Insurance Activities	7.9%	4.3%	3.2%	-1.0%	-4.0%	0.1%	1.5%	2.8%
Real Estate	8.7%	-8.3%	-8.5%	0.5%	0.0%	1.2%	2.8%	3.7%
Other services	5.8%	2.2%	5.8%	0.8%	6.8%	7.0%	6.0%	6.0%
GDP	7.9%	-3.6%	3.1%	5.1%	5.0%	6.0%	6.3%	6.5%

Source: Ministry of Economy and Finance (MEF) (April 2024). *e: estimation, p: projection.

In 2020, the agricultural sector is anticipated to experience a gradual expansion; however, it is anticipated to rebound with a growth rate of 0.7% in 2024 and 1.1% in 2025 and 1.2% in 2026. Despite slow growth, this positive trend could highlight a positive experiencing and trend driven by various efforts toward free trade agreements, including the Cambodia-China Free Trade Agreement and the Cambodia-Korea Free Trade Agreement, along with participation in the Regional Comprehensive Economic Partnership (RCEP). Government initiative in supporting agriculture also directs toward tax incentives for importing agricultural raw materials and financing to boost domestic production play a significant role in this growth.

The COVID-19 pandemic led to a substantial downturn in the manufacturing sector in 2020. Nevertheless, it has subsequently undergone a rapid resurgence in the following years. The sector is projected to grow by 4.3% in 2023 and further accelerate to 8.6% by 2025 and 8.8% in 2026. The garment, footwear, and travel goods and bags sub-sector play a crucial role in the sector's recovery. It unfortunately contracted by 3.5% in 2023 due to low demand in the international market and the ongoing conflict between Russia and Ukraine. However, this sector has shown a significant rebound with 7.5% growth due to the increase in global demand. Other non-garment manufacturing such as electronics, automobile assembly, and food and beverage production are also contributing to the recent growth. The construction sub-sector is expected to maintain a modest growth rate of 1.1% in 2024 and will be at 2.5% in 2025. However, growth remains slow primarily due to a decrease in construction and construction-related activities. It is expected that the sub-sector will experience a resurgence in growth in 2026, with a growth rate of 4%.

The services sector was significantly impacted by the COVID-19 crisis; however, it has since recovered to a pace of 3.6% in 2022 and is projected to grow by 5.6% by 2025 and 5.8% in 2026. The accommodation and food service has demonstrated inconsistent performance since the onset of the economic downturn. The number of passenger air arrivals experienced a substantial increase in 2024 approximately 3.2 million passengers; however, it has since reached a plateau and remains below the pre-COVID levels. However, it has shown considerable promise for recovery, experiencing a substantial 47.5% increase in 2023. The wholesale and retail sub-sector is projected to achieve an average annual growth rate of around 5% from 2023 to 2026, with sustained positive growth expected until 2026.

The service and industrial sectors are expected to continue expanding in the coming years, highlighting the Cambodian economy's resilience. This growth is projected to create more jobs. In contrast, value-added growth in the agricultural sector remains slow as there is a continuation of labour force shrinking in the sector because workers move to sectors with higher productivity and better paid.

1.3. Foreign Direct Investment (FDI)

Cambodia has had a considerable infusion of Foreign Direct Investment (FDI) during the last decade, which has been a key driver of economic growth. FDI inflows totaled a remarkable \$4 billion in 2023, with the financial activities sector obtaining the lion's share. China remains the major source of FDI, accounting for 56% of total inflows, followed by South Korea. This consistent inflow of investment has aided Cambodia's economic stability by increasing industrial capacity, providing jobs, and encouraging technological transfer. FDI has substantially stimulated the manufacturing sector, particularly textiles and footwear, thereby diversifying the economy and reducing dependency on agriculture.

According to data from the Council for the Development of Cambodia (CDC), between September 2023 and August 2024, approximately 391 Qualified Investment Projects (QIPs) totaling USD 7.6 billion were approved, with primary investors coming from China, the United States, Japan, Canada, South Korea, Sweden, ASEAN, the EU, Australia, and other countries. These investment projects are mostly directed at priority sectors such as agriculture, agriculture-processing industry (agro-industry), industry, and tourism, and are an important component of Cambodia's strategy for attracting and retaining foreign investment.

Box 1: Information on Qualified Investment Projects (QIPs)

QIPs project refers to an investment project that receives a registration certificate from the Council for the Development of Cambodia or a Municipal-Provincial Investment Sub-Committee.

Background

- QIPs is an investment scheme offered by the Council for the Development of Cambodia (CDC) to boost foreign direct investment (FDI) in the country.
- QIPs are a popular choice for foreign companies alongside other traditional structuring options, such as Limited Companies, Branch Offices, and Representative Offices.

Core Benefits:

The heart of this investment scheme lies in its special tax incentives:

- Tax Holiday: Companies qualifying as QIPs can benefit from a tax exemption on profits for up to nine years.

- Special Depreciation: Alternatively, QIPs can opt for a 40% special depreciation on tangible assets used in production.

Other Advantages:

- Duty-free importation of machinery or capital goods.
- Ability to enter into unlimited land leases.
- VAT exemption on imported inputs if the project is located in a special economic zone (Cambodia currently has 22 SEZs with significant investments).

Eligibility and Application:

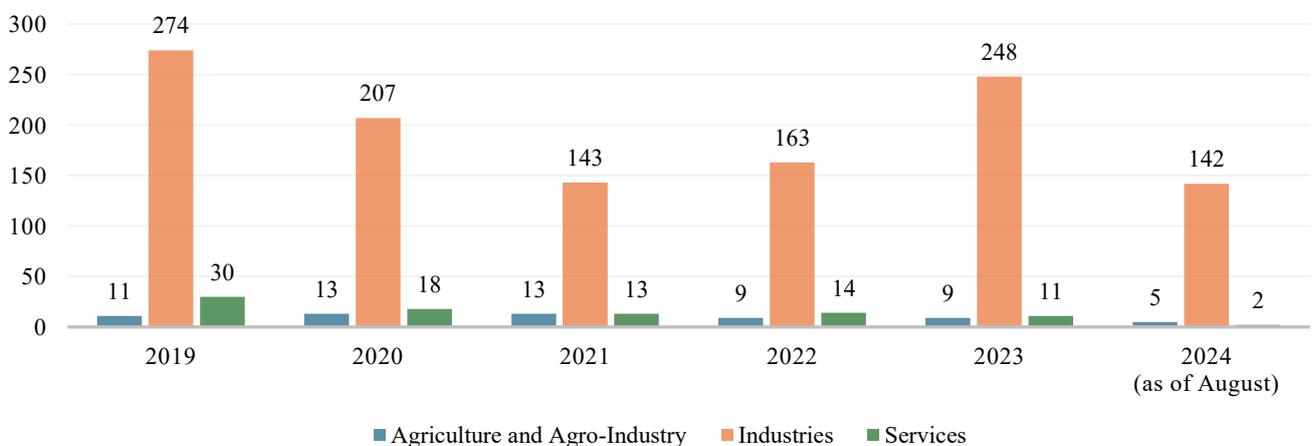
- Not all activities are eligible for QIPs status (e.g., casinos, bars, or massage parlors).
- Applying for QIPs involves a three-step process:
 - Submitting an investment proposal to the relevant authorities (CDC).
 - Applying for all required licenses and permits.
 - Receiving a “Final Registration Certificate” (FRC).

It is important to mention that the impact of QIPs on Cambodia’s economy has been substantial and drive growth showing a resilience path of development. This has not only increased the volume of FDI but also improved the quality of investments, ensuring that they contribute meaningfully to the country’s economic stability and growth.

Source: Council for the Development of Cambodia (CDC) (2024).

Figure 4 illustrates the number of projects approved by CDC. The industry sector stands out as the dominant attractor of investments throughout the period. It witnessed a remarkable peak in 2019 with 274 projects. Although experiencing a subsequent dip, the sector rebounded strongly in 2023, reaching 248 projects. This consistent influx of investments underscores the sector's significance in driving Cambodia's economic growth. It suggests a vibrant industrial landscape, likely spurred by favorable policies, infrastructure development, and growing market demand. The surge in projects could lead to job creation, technology transfer, and export diversification, contributing significantly to the nation's economic advancement. It witnessed remarkable growth from 112,489 jobs in 2018 to a peak of 234,214 in 2023. Although there was a subsequent dip in the first semester of 2024 to 144,933 jobs.

Figure 4: Number of QIPs projects by sector (2019-2024)



Source: CDC (2024).

The service sector demonstrates a steady phase in terms of the number of investment projects. The number of projects fluctuated between 9 and 30 over the years. This sector encompasses a broad range of activities, including tourism, finance, telecommunications, and logistics. Since there has been an insignificant amount of investment project in service sector, number of employments generated from the investment project remain relatively low throughout the period 2018-2024 with the highest being 57,080 jobs in 2019.

Table 4: Expected employment generated from QIPs by sectors (2019-2024)

Sector	2019	2020	2021	2022	2023	2024 (as of August)
Agriculture and Agro-Industry	4,289	11,085	2,704	4,124	6,342	4,053
Industries	179,461	96,994	85,305	112,514	234,214	144,933
Services	57,080	12,652	1,977	5,649	2,084	4,011
Total	240,830	120,731	89,986	122,287	242,640	152,997

Source: CDC (2024).

Agriculture and agro-industry, although receiving the least number of CDC’s approved investment projects and expected to grow by the end of the year, has also witnessed investments. In terms of employment creation, it experienced significant spikes in employment in 2019 (11,085 jobs) compared to 2018 (4,289 jobs), the subsequent years saw fluctuations with a notable decline in 2021. However, there's a sign of recovery with 6,342 jobs generated in 2022. This sector plays a crucial role in Cambodia's economy, providing livelihoods for a significant portion of the population and contributing to food security. Investments in this sector hold the potential to enhance agricultural productivity, promote sustainable farming practices, and improve rural livelihoods.

1.4. Labour Market Situation

1.4.1. Demographic Structure

In 2008, Cambodia had a population of 13 million and about one-third (33.7%) were children under 15, equivalent to 4.5 million. Nearly 60% were of working age (15-64 years), totaling around 8 million people. From 2008 to 2019, the population grew by 2.2 million, a 16% increase over that 11-year period.

Table 5: Population of Cambodia by age groups in 2008, 2019 and 2023

Age Group	2008		2019		2023		Annual Average Change (2019-2023)	
	Population (thousand)	Share (%)	Population (thousand)	Share (%)	Population (thousand)	Share (%)	Population (thousand)	Growth rate (%)
0-14	4,514	33.7%	4,571	29.4%	5,221	30.4%	130.0	2.8%
15-24	2,988	22.3%	2,665	17.1%	2,967	17.3%	60.5	2.3%
25-34	1,927	14.4%	2,734	17.6%	2,905	16.9%	34.2	1.3%
35-44	1,582	11.8%	2,059	13.2%	2,571	15.0%	102.4	5.0%
45-54	1,144	8.5%	1,504	9.7%	1,436	8.4%	-13.7	-0.9%

Age Group	2008		2019		2023		Annual Average Change (2019-2023)	
	Population (thousand)	Share (%)	Population (thousand)	Share (%)	Population (thousand)	Share (%)	Population (thousand)	Growth rate (%)
55-64	669	5.0%	1,106	7.1%	1,193	6.9%	17.2	1.6%
65+	571	4.3%	912	5.9%	876	5.1%	-7.3	-0.8%
Total	13,396	100%	15,552	100%	17,169	100%	323.3	2.1%

Source: Cambodia Population Census 2008 & 2019, World Population Prospects (United Nations).

Cambodia's population is expected to hit 17.2 million by 2023, with a large proportion being young and in the workforce. Notably, there has been significant growth in specific age groups compared to 2019: the 15-24 age group grew by an average of 2.3% annually, the 25-34 group by 1.3%, and the 35-44 group by 5%. In 2023, around 64.5% of Cambodians will be of working age (15-64), while children under 14 will account for 30.4%. This demographic breakdown shows a young population with a large potential workforce.

Cambodia's large youth population provide a potential signal that the country is evolving and experiencing a demographic dividend. This is evident by the fact that by 2023, nearly two-thirds (64.6%) of the population will be under 34, the potential labour force, a trend projected to persist until 2030 according to the United Nations Population Fund (UNPFA).

Cambodia's demographic structure, characterized by a large young population, also suggests potential for increased labour competition. This highlights the need to consider demographic trends carefully, especially in terms of maximizing the demographic dividend. Investing in education and training for the population will be crucial in creating new, higher-quality jobs to meet the demands of the growing workforce. Although Cambodia has a large workforce, a majority lack higher education and specialized skills. Data from the Cambodian Socio-Economic Survey indicates that a significant portion of the workforce (between 85% and 93% from 2009 to 2021) has only completed lower or lower secondary education. Moreover, only a small percentage (5-7%) have graduated from high school. While there's a slight improvement in education levels, slow progress means most people are stuck in low-productivity jobs. Access to formal vocational training remains limited, hindering skill development and the ability to secure better jobs. Official reports show that only 1.67 million people have received vocational training, a mere 17.7% of the target group. Additionally, some training courses are outdated and don't meet current labour market demands. This situation underscores the urgent need to improve retention rates in lower secondary schools to reduce the influx of low-skilled workers. Simultaneously, expanding and updating vocational training programs is essential to upskill the workforce, making them more adaptable and qualified for the evolving job market.

Table 6: Share of employed persons by age groups and education levels in 2023

Age Group	Never attended school	Primary school not completed	Primary School Completed	Lower secondary school	Less than or equal lower secondary school	Upper secondary school	University
	1	2	3	4	5 = 1+2+3+4	6	7
15-19	2.7%	21.8%	43.8%	24.7%	93.0%	5.7%	1.3%
20-24	2.1%	16.6%	32.9%	22.3%	73.9%	14.9%	11.2%
25-34	4.4%	22.1%	31.3%	16.7%	74.4%	11.3%	14.3%
35-44	9.7%	36.6%	26.7%	13.2%	86.3%	6.8%	6.9%
45-54	16.2%	42.9%	23.6%	9.8%	92.4%	5.4%	2.1%
55-64	21.4%	51.7%	17.1%	6.2%	96.4%	2.7%	0.8%

Source: Authors' estimation based on Cambodia Socio Economic Survey (CSES).

Most people in the youngest age group, 15–19, 43.8% have finished elementary school, while 24.7% have finished lower secondary school. Just 2.7% of people in this age bracket did not go to school, and just 1.3% of them completed their university degree. The percentage of people who never went to school (2.1%) noticeably drops as the age group gets closer to 20–24 years old. In contrast, 11.2% of people attended university and 14.9% of people finished upper secondary school.

There is a trend toward a decline in higher educational achievement and a rise in lower educational levels as age groups get larger. For example, 4.4% of people in the 25-34 age range never went to school, 22.1% dropped out of elementary school, and just 11.3% finished upper secondary education. In this case, the proportion of people having a university degree falls to 14.3%.

1.4.2. Current Labour Force and Employment Prospect

The labour force participation rate for each age group from 2020 to 2023 is shown in the data table. For every age group, the participation rate is shown as a percentage, illustrating changes in labour force participation over the course of the four years.

Table 7: Share of labour force participation rate by age groups (2019-2023p)

Age Group	2019	2020	2021	2022p	2023p
15-19	58.5%	56.3%	54.0%	50.9%	47.8%
20-24	88.8%	86.7%	84.6%	83.7%	82.9%
25-34	95.0%	93.2%	91.4%	91.9%	92.3%
35-44	95.5%	94.7%	93.9%	93.9%	93.8%
45-54	92.6%	91.3%	89.9%	89.8%	89.6%
55-64	82.0%	79.0%	76.0%	77.6%	79.3%

Source: Authors' estimation based on Cambodia Socio Economic Survey (CSES). *p: projection.

The lowest age group (15–19) had a 56.5% labour force participation rate in 2019; however, this percentage gradually decreased over time, reaching 47.8% by 2023. In 2019, the participation rate for the

20–24 age group was 86.7%; by 2023, it had slightly declined to 82.9%, indicating relative stability. In 2019, the participation rate for those aged 25 to 34 was 95.0%; it then slightly fell to 92.3% in 2023.

Table 8: Share of employment by age groups and employment status in 2023

Age Group	Employee	Employer	Own account worker	Unpaid family worker	Total
15-19	66.3%	0.2%	6.8%	26.7%	100.0%
20-24	75.4%	0.1%	10.4%	14.2%	100.0%
25-34	63.1%	0.1%	24.8%	12.0%	100.0%
35-44	46.7%	0.1%	42.0%	11.1%	100.0%
45-54	32.3%	0.1%	54.9%	12.7%	100.0%
55-64	23.2%	0.1%	61.3%	15.4%	100.0%

Source: Authors' estimation based on Cambodia Socio Economic Survey (CSES). *p: projection.

In the youngest age group, 15–19 years old, 66.3% of people work as employees, 26.7% are unpaid family caregivers, and 6.8% are self-employed. When the age group reaches 20–24 years old, the percentage of workers grows to 75.4%, while the percentage of own account workers increases marginally to 10.4%. It falls to 14.2% of family workers not receiving compensation. The ratio of employees falls to 63.1% in the 25–34 age group, while the share of own account workers increases to 24.8%, indicating a move toward self-employment. In senior age groups, the trend of decreasing employment as an employee persists. In the 35-44 age range, the percentage of workers decreases to 46.7%, with 42.0% now working independently.

Table 9: Share of employed persons by occupational levels (2019-2023)

Occupational Level	2019	2020	2021	2022p.	2023p.
1-Managers	1.1%	1.1%	1.0%	1.1%	1.3%
2-Professionals	3.8%	3.4%	3.0%	3.3%	3.6%
3-Technicians and associate professionals	2.3%	2.3%	2.4%	2.6%	2.8%
4-Clerical support workers	3.5%	3.4%	3.3%	2.9%	2.6%
5-Service and sales workers	18.4%	18.9%	19.5%	20.4%	21.3%
6-Skilled agricultural, forestry and fishery workers	30.3%	30.3%	30.3%	28.8%	27.3%
7-Craft and related trades workers	22.9%	23.4%	24.0%	24.0%	24.0%
8-Plant and machine operators, and assemblers	4.6%	4.4%	4.2%	4.3%	4.5%
9-Elementary occupations	11.9%	11.8%	11.7%	11.9%	12.1%

Source: Authors' estimation based on Cambodia Socio Economic Survey (CSES). *p: projection.

The categories of Managers have minimal representation; from 2019 to 2023, their respective shares remained constant at 1% while occupation such as professionals shared between 3% and 3.8% during the same period. Technicians and associate professionals see a growth from 2% in 2020–2021 to 3% in 2022 and 2023, while professionals anticipate a little increase from 3% in 2020–2022 to 4% in 2023. The proportion of clerical support workers stays at 3% for the entire five years.

From 18%–19% in 2020–2021 to 20% in 2022 and 21% in 2023, service and sales workers show a modest increase, suggesting a minor growth tendency in this employment category. On the other hand, Skilled

agricultural, forestry, and fishery workers exhibit a downward trend, falling from 30% in 2020–2021 to 29% in 2022 and then to 27% in 2023. The "craft and related trades workers" have a comparatively steady

In recent decades, there has been a notable upheaval in the economic environment of Cambodia. The economy of the nation has changed from being heavily based on agriculture to one that is becoming more and more driven by industry and services, depending more on skilled labour and drawing in foreign investment by taking advantage of changes in the supply chain. Using regional pricing disparities and free trade agreements, it hopes to reach high-middle income status by 2030. Despite the current pandemic, industry's GDP share has nearly quadrupled to 42% during the same period, while agriculture's proportion has decreased from 36% to 15% since 2000. Important industries include apparel, construction, food processing, auto components, and electronics are the main drivers of this expansion.

However, the demand for skilled labour is rising as the economy becomes more sophisticated (World Bank, 2020). While the services sector, particularly tourism and hospitality, has also contributed to employment, it faces challenges in terms of productivity and vulnerability to external shocks (Asian Development Bank, 2021).

The COVID-19 issue has had a significant impact on the services sector, especially in the retail and hospitality industries, but overall growth has been stable, with the sector accounting for about 38% of GDP. This highlights the growing importance of the industrial sector in Cambodia, which is contributing significantly to the country's economic growth. The increasing percentage of GDP attributable to industry reflects this change. The industrial sector has emerged as the new driver of Cambodia's economic growth, replacing the traditionally dominant agricultural sector, as seen by its rapid rise, which has surpassed both agriculture and services.

Using research data from the Cambodia Socio Economic Survey (CSES), insights were used to forecast the expected trajectory of employment growth for 2024 and 2025. This analysis provides insightful insight into the dynamics of the labour market, enabling individuals, organizations, and policymakers to respond to the anticipated developments with knowledge.

Table 10: Employment growth rate by sectors (2024p-2025p)

Sector		2024p	2025p
Industry	Food and beverage & Tobacco	9.25%	11.90%
	Manufacture of Textiles, Clothing, Footwear & Leather Goods	2.84%	3.66%
	Manufacture of Wood, Paper & Related Products; Printing	4.20%	4.20%
	Manufacture of Rubber	25.02%	25.24%
	Manufacture of Metallic Products	6.76%	6.76%
	Construction	-0.59%	-0.59%
	Other Manufacturing	-5.13%	-4.48%

Sector		2024p	2025p
Service	Transportation & Storage	4.02%	7.02%
	Accommodation & Food Service Activities	-2.80%	4.16%
	Information & Communications	5.20%	8.42%
	Financial & Insurance Activities	3.18%	5.75%
	Education	2.54%	2.54%
	Human Health & Social Work Activities	4.20%	4.20%
Agriculture	Agricultural Cropping	-6.4%	-7.0%
	Livestock & Livestock Products	2.3%	2.3%
	Forestry & Logging	-12.3%	-9.5%
	Fishing	-0.7%	-0.6%

Source: Authors' estimation based on Cambodia Socio Economic Survey (CSES). *p: projection.

Regarding job growth, the industry sector shows mixed results. Certain subsectors saw substantial growth, while others saw contraction. One of the main drivers was the manufacturing of rubber products, which showed steady growth rates of 25 % in 2024 and 2025. In a similar vein, the food and beverage industry saw an increase, rising from 9.25% to 11.90% over that time. Negative growth rates, which indicate job losses, beset the construction and other manufacturing industries.

Cambodia's job landscape was more dynamic in the service sector. Growth was primarily attributed to transportation and storage, which increased from 4.02% in 2024 to 7.02% in 2025. Furthermore, the technology and communications industry grew significantly, going from 5.20% to 8.42%. The industry for lodging and food service operations saw a fall in 2024 but recovered with positive growth in 2025. The industry for financial and insurance activities grew steadily as well, rising from 3.18% to 5.75%.

Regarding job growth, the agriculture sector in Cambodia experienced difficulties. In 2024 and 2025, agricultural cropping had negative growth rates of -6.4% and -7.0%, respectively. The growth rates of 2.3% for animals and livestock products were comparatively constant in both years. On the other hand, logging and forestry saw sharp drops, with growth rates of -9.5% and -12.3%, respectively. There were also minor downturns in the fishing industry, with growth rates of -0.7% and -0.6%.

The confluence of labour demand and economic growth emphasizes the importance of undertaking an occupational perspective currently. The need for skilled workers is rising as Cambodia's economy continues to grow and diversify, especially in industries like manufacturing and services (Ky, 2023). We can predict which industries will expand and what skills will be in demand by examining the state of the economy now and speculating about the future. This knowledge is essential for matching school curricula and career training to industry demands and making sure that the labour force is equipped to handle the difficulties of a quickly changing labour market.

Moreover, the link between labour supply and employment prospects emphasizes how crucial an occupational outlook is to resolve such mismatches. As the population grows and more individuals enter the workforce, it is imperative to be aware of the types of positions that will be available, and the qualifications required to occupy them. A thorough examination of labour supply and demand can be conducted to identify regions with prospective labour surpluses and shortages of suitable candidates.

Last but not least, the continuous changes in Cambodia's economic structure call for a forward-thinking strategy for labour planning. The abilities needed for work are evolving along with industries as they adjust to new technologies and demands from a global market. An occupational view enables us to foresee these shifts and equip the workforce appropriately. We can create policies that assist the nation's overall economic growth while also improving people's employability by tying employment forecasts and economic trends together. With this proactive strategy, Cambodia will be able to leverage its demographic advantages and develop a workforce that is robust and adaptable enough to thrive in a global economy that is highly competitive.

Chapter II. Findings

2.1. Establishments Characteristics

This analysis examines the characteristics of Cambodian establishments based on survey data. The 577 sampled establishments with 183,596 employees, representing 8,547 establishments and 1,427,605 employees, are registered with MLVT and span across 9 key sectors (see Chrea et al., 2024 for detail sample characteristics).

- **Diverse Ownership:** Cambodia's economy is primarily driven by domestic businesses, but foreign ownership is prevalent in sectors such as finance, manufacturing, and transportation, indicating significant foreign investment.
- **Sectoral Size:** Some sectors, such as garment, footwear, and travel goods and bags, are dominated by large-scale firms, while others, like accommodation and construction, have a more balanced mix of establishment sizes.
- **Skill Requirements:** A variety of skills are required, ranging from highly skilled professions like finance and IT to manual labour in fields such as manufacturing and construction.

Specific sectors exhibit unique characteristics:

- **ICT:** this sector is largely foreign owned, demonstrates significant growth potential due to its rapid growth and the increasing demand for skilled professionals.
- **Accommodation and Restaurants:** this sector is primarily comprised of Cambodian-owned, single-unit establishments, with many of these businesses having been founded in recent years.
- **Construction:** characterized by a balanced mix of smaller and larger firms, many of which have been established in recent years. This sector attracts both domestic and foreign investment and offers a diverse range of job opportunities, from specialized roles to construction laborers.
- **Education:** predominantly comprised of domestic-owned establishments, with a diverse range of organizational structures. The sector has experienced significant growth in recent years, driven by increased demand for educational services.
- **Finance and Insurance:** This sector is largely controlled by foreign companies and dominated by large-scale firms. This reflects the sector's crucial role in the national economy.
- **Healthcare Services:** most businesses in this sector are locally owned and operate as single-unit businesses.
- **Garment, Footwear, and Travel Goods and Bags:** dominated by foreign ownership and is characterized by large-scale production and export-oriented activities.
- **Manufacturing:** characterized by a diverse range of establishment types across different industries. While some industries, such as electronics and electrical equipment, are dominated by larger firms, others, like food and beverages, have a higher proportion of smaller establishments.

- **Transportation and Storage:** this sector is mostly made up of small, single-unit businesses. Larger companies, like headquarters and branches, are less common. However, compared to other sectors, this one has more medium-sized businesses.

The Cambodian business landscape is diverse, with varying levels of concentration in different sectors. While some sectors are dominated by larger firms, others have a higher proportion of smaller, independent businesses. The establishment population has been growing steadily in recent years, reflecting economic development and increasing demand for goods and services.

2.2. Job Outlook by Occupational Groups

Key findings for this section are as follows:

- **High demand for legal and HR professionals:** There's a strong demand for legal advisory and human resource professionals in Cambodia, particularly for lawyers and HR managers.
- **Competitive salaries:** Lawyers and HR managers are among the highest-paid professionals, reflecting the value placed on their specialized skills and expertise.
- **Accounting professionals in high demand:** There's a significant demand for accounting professionals, especially certified accountants, indicating the growing importance of financial expertise.
- **Supply chain professionals sought after:** While not as pronounced as accounting, there's a consistent demand for supply chain and procurement professionals.
- **Sales and marketing opportunities:** The sales and marketing field offers ample opportunities, particularly in advertising, public relations, and management roles.
- **Maintenance and support professionals needed:** There's a high demand for bus drivers and moderate demand for messengers, package delivery services, security guards, and electricians.
- **ICT professionals highly sought after:** There's a strong demand for ICT professionals, especially in technical roles like operations technicians, applications programmers, network professionals, and user support technicians.
- **Salary disparity:** Significant salary disparities exist between different roles within each sector, with specialized skills and leadership positions generally commanding higher compensation.

Overall, the job market in Cambodia offers favorable prospects for professionals in various fields, particularly those with specialized skills and expertise. However, it's important to consider the specific role and industry when assessing job opportunities and salary expectations.

Figure 5: Vacancy by occupational groups.

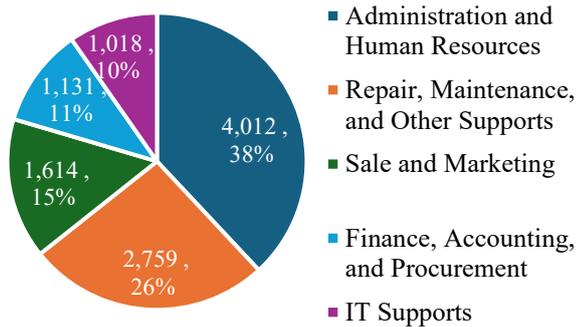


Figure 5 shows the distribution of vacancies across different occupational categories. The largest category is "Sale and Marketing," followed by "Repair, Maintenance, and Other Supports," and "Finance, Accounting, and Procurement." The smallest category is "IT Supports." This suggests that there is a higher demand for professionals in sales, marketing, and support roles compared to financial and IT-related positions.

Source: Authors' estimation.

2.2.1. Administration and Human Resources (all sectors)

Cambodia's job market is experiencing a surge in demand for legal advisory and human resource professionals. Lawyers are particularly sought after, followed by HR roles ranging from clerks to managers. While administrative positions have a moderate demand, roles like receptionists and payroll clerks may face limited opportunities.

In terms of salary, HR managers and lawyers are among the top earners. HR professionals generally earn more than other administrative staff, and lawyers, with their specialized skills, consistently command higher salaries.

The growing number of businesses and organizations in Cambodia has created a significant demand for individuals who can support HR functions and provide legal advice. HR roles are in high demand due to the increasing importance of effective HR practices. Lawyers, particularly those with specialized skills, are also highly sought after to navigate complex legal issues and ensure compliance with regulations. The combination of high demand and specialized skills has led to competitive salaries for both HR professionals and lawyers.

Table 11: Occupational prospects for administration and human resources occupational group

ISCO	Occupations	Index	Salary	Other benefits	Skills suggestion for specific occupation
1212	Human resource managers	3.11	\$ 1,319	\$ 183	Strong leadership skills, excellent communication skills, knowledge of labour laws, strategic thinking, problem-solving abilities.
2423	Human resource expert or recruitment specialists	3.27	\$ 718	\$ 90	Communication skills, interpersonal skills, knowledge of recruitment processes, ability to assess candidates, understanding of labour laws.
2611	Lawyers	4.25	\$ 1,070	\$ 198	Strong analytical skills, excellent communication skills, legal knowledge, research skills, ability to represent clients effectively.
3341	Office supervisors	3.13	\$ 578	\$ 333	Leadership skills, organizational skills, communication skills, ability to manage teams, problem-solving abilities.
3343	Administrative and executive secretaries	2.96	\$ 617	\$ 106	Strong communication skills, organizational skills, proficiency in office software, ability to handle confidential information.
4110	General office clerks	2.83	\$ 435	\$ 140	Basic computer skills, data entry accuracy, organizational skills, attention to detail.

ISCO	Occupations	Index	Salary	Other benefits	Skills suggestion for specific occupation
4120	Secretaries (general)	2.50	\$ 369	\$ 258	Excellent communication skills, organizational skills, proficiency in office software, multitasking ability.
4226	Receptionists (general)	2.60	\$ 388	\$ 168	Excellent customer service skills, strong communication skills, professionalism, organizational skills.
4313	Payroll clerks	1.62	\$ 580	\$ 111	Strong math skills, attention to detail, accuracy, knowledge of payroll software, understanding of labour laws.
4416	Human resource clerk or assistant	3.40	\$ 632	\$ 91	Organizational skills, attention to detail, proficiency in HR software, basic understanding of HR principles.

*Note: Index value below 2.8: low job opportunity; index value between 2.8 and 3.2: normal job opportunity; index value above 3.2: high job opportunity.

Source: Authors' calculation.

2.2.2. Finance, Accounting, and Procurement (except Finance and Insurance sector)

The data definitively highlights a strong demand for accounting professionals in Cambodia. The high demand for roles such as accountant assistants underscores the growing need for financial expertise in the region. The significantly higher demand for certified accountants compared to assistants and clerks within the financial sector suggests a premium placed on specialized accounting skills.

The analysis reveals that accounting and finance professionals, particularly those in managerial positions, can expect competitive salaries. This is likely driven by the increasing complexity of financial operations, the need for skilled professionals to navigate these challenges, and the growing importance of financial expertise in driving business success.

The figure also highlights a significant salary disparity between different roles within the accounting and finance sectors. While higher-level positions offer substantial rewards, entry-level roles may have more modest compensation. This disparity is likely influenced by factors such as experience, qualifications, and the specific responsibilities associated with each role.

Overall, the Cambodian accounting and finance labour market presents a favorable outlook for professionals in these fields. The strong demand, coupled with competitive salaries for higher-level roles, indicates ample opportunities for individuals with the necessary skills and qualifications. However, the significant salary disparity between different roles underscores the importance of career planning and skill development to achieve long-term success in these fields.

Table 12: Occupational prospects for finance, accounting, and procurement occupational group

ISCO	Occupations	Index	Salary	Other benefits	Skills suggestion for specific occupation
1211	Finance managers	3.15	\$ 1,236	\$ 128	Financial analysis, budgeting, strategic planning, leadership, communication, problem-solving.
1324	Supply, distribution and related managers	2.44	\$ 1,968	\$ 386	Supply chain management, logistics, inventory management, negotiation, communication.
2411	Certified accountants or auditor	3.03	\$ 1,254	\$ 150	Accounting principles, financial analysis, auditing standards, attention to detail, problem-solving.
3313	Accountant assistant	3.31	\$ 500	\$ 174	Accounting software proficiency, data entry, accuracy, attention to detail, communication.

ISCO	Occupations	Index	Salary	Other benefits	Skills suggestion for specific occupation
3323	Supply or procurement officer	3.25	\$ 552	\$ 85	Negotiation, sourcing, purchasing, contract management, supply chain management.
4311	Accounting and bookkeeping clerks	3.03	\$ 399	\$ 77	Accounting software proficiency, data entry, accuracy, attention to detail, understanding of accounting principles.
4321	Stock clerks	2.86	\$ 351	\$ 40	Inventory management, organization, accuracy, attention to detail, physical stamina.

*Note: Index value below 2.8: low job opportunity; index value between 2.8 and 3.2: normal job opportunity; index value above 3.2: high job opportunity.

Source: Authors' calculation.

2.2.3. Sale and Marketing (except Finance and Insurance sector)

Table 13 shows a strong demand for professionals in the sales and marketing field, particularly in advertising, public relations, and management roles. While call center salespersons have a moderate demand, there are ample opportunities for individuals seeking careers in sales and marketing.

In terms of compensation, advertising and public relations managers emerge as the highest-paid professionals in the sector, earning significantly more than other sales and marketing roles. This suggests that management positions, particularly in these specialized areas, are highly valued and rewarded.

Public relations professionals have competitive salaries, reflecting the importance of their role in shaping and maintaining positive brand images. This underscores the growing value of effective communication and public relations strategies in today's competitive business landscape.

Overall, the data suggests a favorable outlook for professionals in the sales and marketing fields, with strong demand and competitive salaries available, especially for those with specialized skills and experience in advertising, public relations, and management. However, the significant salary disparity between different roles highlights the importance of career planning and skill development to achieve long-term success in this sector.

Table 13: Occupational prospects for sale and marketing occupational group

ISCO	Occupations	Index	Salary	Other benefits	Skills suggestion for specific occupation
1221	Sales and marketing managers	3.25	\$ 788	\$ 239	Leadership, management, marketing strategy, sales management, communication, problem-solving.
1222	Advertising and public relations managers	4.40	\$ 1,523	\$ 233	Marketing strategy, creative thinking, communication, public relations, media relations.
2431	Advertising and marketing professionals	3.09	\$ 543	\$ 80	Marketing skills, creative thinking, communication, copywriting, design.
2432	Public relations professionals	3.24	\$ 624	\$ 64	Public relations strategies, media relations, communication, crisis management.
3322	Commercial sales representatives	3.51	\$ 398	\$ 76	Sales skills, negotiation, communication, product knowledge, customer relationship management.
5244	Call center salespersons or telemarketer	2.85	\$ 415	\$ 156	Sales skills, communication, customer service, persuasion, resilience.

*Note: Index value below 2.8: low job opportunity; index value between 2.8 and 3.2: normal job opportunity; index value above 3.2: high job opportunity.

Source: Authors' calculation.

2.2.4. Repair, Maintenance, and Other Supports (all sectors)

Job opportunities for maintenance and support profession indicate a very high demand for bus drivers. While messengers and package delivery services, security guards and electricians have a moderate demand, cleaning and caretaking roles may have fewer job opportunities.

Cleaning and housekeeping supervisors emerge as the highest-paid profession in this field, earning a monthly income of \$446. However, salaries vary significantly across different maintenance and support roles, with cleaning and housekeeping supervisors earning nearly twice as much as bus drivers. Professions with specialized skills, such as electricians, tend to command higher salaries compared to less skilled roles.

Overall, the data suggests that cleaning and housekeeping supervisors are among the highest-paid professions in the maintenance and support field. While there is a significant salary gap between different roles, individuals in these fields generally earn competitive wages, especially those with specialized skills or roles that require higher levels of responsibility.

Table 14: Occupational prospects for repair, maintenance, and other supports occupational group

ISCO	Occupations	Index	Salary	Other benefits	Skills suggestion for specific occupation
5151	Cleaning and housekeeping supervisors	2.08	\$ 446	\$ 139	Cleaning and housekeeping knowledge, organizational skills, communication.
5153	Building caretakers	2.47	\$ 301	\$ 100	Repair skills, customer service, communication.
5414	Security guards	3.10	\$ 419	\$ 131	Security procedures, physical fitness, observation skills, communication.
7411	Electricians	3.09	\$ 353	\$ 64	Electrical knowledge, wiring skills, troubleshooting, safety procedures, communication.
8322	Car, taxi and van drivers	3.03	\$ 299	\$ 107	Driving skills, knowledge of traffic rules, customer service, communication.
8331	Bus drivers	4.50	\$ 250	\$ 169	Driving skills, knowledge of routes, safety procedures, communication.
9112	Cleaners and helpers in establishment	2.89	\$ 234	\$ 139	Cleaning skills, attention to detail, physical stamina.
9621	Messengers and package deliverers	3.13	\$ 259	\$ 103	Physical stamina, organizational skills, customer service, communication.

*Note: Index value below 2.8: low job opportunity; index value between 2.8 and 3.2: normal job opportunity; index value above 3.2: high job opportunity.

Source: Authors' calculation.

2.2.5. Information and Technology Support (except ICT sector)

IT supports professionals for all sectors, particularly for technical roles, such as ICT operations technicians, applications programmers, computer network professionals, and IT user support technicians offer high job opportunities. Roles such as graphic and multimedia designers, systems administrators, and database designers and administrators have lower demand.

Systems analysts and computer scientists are among the highest-paid professionals in this occupational group, earning a monthly income of \$1,530. However, salaries vary significantly across different IT support roles, with system analysts earning nearly three times as much as ICT installers and servicers. Professionals with specialized skills, such as software developers, network developers, and data managers, tend to

command higher salaries, reflecting their expertise and value to organizations. Additionally, IT managers and directors are at the top of the salary ladder, earning the highest salaries due to their leadership and strategic roles.

Overall, the data suggests that IT professionals with specialized skills and leadership experience are highly sought after and well-compensated in the given field. While there is a significant salary gap between different roles, IT support professionals generally enjoy competitive wages, reflecting the growing importance of technology in today's world.

Table 15: Occupational prospects for IT supports occupational group

ISCO	Occupations	Index	Salary	Other benefits	Skills suggestion for specific occupation
1330	ICT service managers	3.37	\$ 1,438	\$ 751	Leadership, management, IT knowledge, problem-solving, communication.
2166	Graphic and multimedia designers	2.81	\$ 674	\$ 99	Design skills, creativity, software proficiency, communication, attention to detail.
2511	Systems analysts (IT) or computer scientist	3.32	\$ 1,530	\$ -	Systems analysis, problem-solving, technical expertise, communication, understanding of business processes.
2512	Software and system developers	3.29	\$ 711	\$ -	Programming skills, software development methodologies, problem-solving, technical expertise.
2513	Web and multimedia developers	3.36	\$ 990	\$ -	Web development skills, design skills, software proficiency, understanding of user experience.
2514	Applications programmers	4.75	\$ 1,350	\$ 85	Programming skills, software development, problem-solving, technical expertise.
2521	Database designers and administrators	2.53	\$ 925	\$ 53	Database design, database management, data analysis, SQL, data security.
2522	Systems administrators (computers)	2.74	\$ 626	\$ 144	Network administration, system configuration, troubleshooting, security knowledge, technical expertise.
2523	Computer network professionals	4.59	\$ 745	\$ -	Network design, configuration, troubleshooting, security knowledge, communication.
3511	ICT operations technicians	4.80	\$ 1,236	\$ -	Network administration, system monitoring, troubleshooting, technical expertise.
3512	ICT user support technicians	4.02	\$ 623	\$ 116	Technical support skills, problem-solving, communication, customer service.
7422	ICT installers and servicers	3.42	\$ 491	\$ 228	Installation of ICT equipment, troubleshooting, technical expertise, customer service.

*Note: Index value below 2.8: low job opportunity; index value between 2.8 and 3.2: normal job opportunity; index value above 3.2: high job opportunity.

Source: Authors' calculation.

2.3. Job Outlook by Sub-Sectors

The following are sector-specific findings:

- **Information, Communication, and Technology (ICT):** a high percentage of establishments struggled to fill vacancies, indicating a strong demand for skilled ICT professionals. The sector's growth is driven by factors such as digitalization, rising demand for IT services, and expanding telecommunications infrastructure. There is a high demand for roles like web technicians, ICT

operations technicians, applications programmers, telecommunications engineers, and ICT sales professionals. Other roles, such as ICT user support technicians and electronic engineering technicians, also have moderate to high demand. ICT professionals, especially those with specialized skills and leadership experience, are highly valued and rewarded with competitive salaries.

- **Accommodation and Restaurants:** experienced a decline in 2024 but is projected to rebound in 2025, driven by the recovery of the tourism industry; however, it faces challenges related to skill gaps, turnover, and recruitment. The recovery of the tourism sector presents significant opportunities for job creation in the accommodation and restaurant sectors. There is a high demand for hospitality roles such as physiotherapy technicians, restaurant managers, and chefs. Other roles, such as plumbers, pipe fitters, cooks, and bartenders, also have moderate to high demand. Hotel managers are the highest-paid professionals in the sector, earning significantly more than others.
- **Construction:** faced a decline in employment due to decreased infrastructure projects, but it still offers job opportunities for specialized workers, despite challenges in skill gaps, turnover, and recruitment. As for the high demand professions are cartographers, surveyors, civil engineers, and financial advisers. Other roles, such as plumbers, pipe fitters, carpenters, joiners, construction supervisors, and mechanical engineers, also have moderately high demand. Those specializing in finance, architecture, and engineering generally command higher pay. The sector is showing signs of recovery but may still face challenges such as lingering pandemic effects, economic uncertainty, skill shortages, rising costs, and competition from other sectors. Addressing these issues is crucial for the sector to fully recover and reach its pre-pandemic employment levels.
- **Education:** despite facing challenges such skill gaps and recruitment difficulty, there is a positive outlook due to increased demand for education and government policies promoting educational development. Teaching professions are in high demand such as IT trainers, university and higher education teachers, and music teachers. Other roles, such as technical and vocational teachers, education managers, and secondary education teachers, also have moderately high demand. Salaries in the education sector are generally lower compared to other sectors, despite high requirements and qualifications.
- **Finance and Insurance:** enjoy substantial growth and accommodated by a positive outlook of macroeconomic stability and increased demand for financial services. Financial and investment advisers are particularly sought after, followed by certified accountants, auditors, and other finance professionals. Finance managers are the highest-paid professionals in the sector and those specializing in finance and accounting generally earn higher pay. Given Cambodia's ongoing economic growth and development, the demand for accounting and finance professionals is expected to remain strong due to the complexity, regulatory, and compliance requirements.
- **Healthcare Services:** growth driven by increasing demand for healthcare services, there is a high demand for healthcare professionals especially for specialized roles, such as health service managers, dentists, ambulance workers, radiographers, nursing associate professionals, and medical assistants. Other roles, such as midwifery professionals, nursing professionals, medical and pathology laboratory technicians, and generalist medical practitioners, also have moderately high demand. As for salary, those specializing in medicine, dentists, and radiology generally command

higher pay. Ultimately, individuals seeking careers in healthcare should prioritize education, training, practical experience, and building relationships with healthcare professionals.

- **Garment, Footwear, and Travel Goods and Bags:** the sector experienced steady growth but faced challenges such as increased competition, rising labour costs, and the need for higher-value-added products. Transitioning towards higher-value-added products and services is crucial for the sector's long-term sustainability. Skill gaps, turnover, and recruitment difficulties are prevalent in the sector. There is a particularly high demand for machine operators, especially those involved in textile, fur, and leather production. Other roles, such as quality controllers (QC), plumbers, and pipe fitters, also have moderately high demand. Salary for roles specializing in design and technical skills generally commanding higher pay. Individuals seeking competitive earnings should consider pursuing specialized skills and exploring roles that require higher levels of expertise.
- **Manufacturing:** experienced sustained growth from 2023 to 2025, driven by rising demand and diversification; however, the sector faces challenges such as skill deficiencies, high turnover rates, and recruitment difficulties. The sector's positive outlook is fueled by rising demand, diversification, and the potential for innovation. Machine operators in various manufacturing processes are in high demand. Industrial and production engineers are the highest-paid professionals due to their specialized skills and leadership responsibilities. Individuals seeking competitive earnings should focus on specialized positions and cultivate relevant skills through TVET programs.
- **Transportation and Storage:** growth driven by increased trade and infrastructure development, the sector faces challenges such as skill gaps, high turnover rates, and recruitment difficulties. Retail and wholesale trade managers are in high demand. Other roles, such as inventory management, mechanical engineering technicians, and industrial and production engineers, also have moderately high demand. Salary for management positions and specialized roles like airplane mechanical engineering generally command higher pay. Individuals seeking competitive wages and career advancement may benefit from pursuing management roles or specializing in fields such as trade management or mechanical engineering.

Overall, the Cambodian job market is experiencing growth and development, but there are significant challenges related to skill gaps, turnover, and recruitment situation. Addressing these challenges through targeted interventions, such as investing in training and development, improving recruitment strategies, and creating a positive work environment, is crucial for ensuring sustainable growth and job creation in Cambodia.

2.3.1. Information, Communication, and Technology (ICT)

The Information, Communication, and Technology (ICT) sector in Cambodia experienced significant growth from 2024 to 2025, with employment increasing by 5.20% and 8.42%, respectively. While the sector is dominated by small-scale establishments, there is a growing demand for skilled workers, as evidenced by the high percentage (36.39%) of establishments reporting difficulties in filling vacancies. Despite challenges in organizing training, a significant portion of establishments (67.68%) plan to invest in new technologies or expand their operations. The recruitment situation index of 3.26 suggests a moderate level of difficulty in finding suitable candidates. This rapid growth is fueled by Cambodia's increasing

digitalization, rising demand for IT services, and expanding telecommunications infrastructure. The digital economy and foreign investment in the ICT sub-sector are expected to further drive growth and job creation.

Table 16: ICT sub-sector’s profile

Employment	2023	Total	29,640	
		Female	5,214	
	2024p.	Absolute Growth	1,541	
		Growth Rate	5.20%	
	2025p.	Absolute Growth	2,626	
		Growth Rate	8.42%	
Total establishments registered in LACMS			1,232	
Share of Cambodian owned			78.65%	
Share of establishment by size			1-4	49.26%
			5-19	49.28%
			20-99	1.46%
Share of establishment reported having skill gaps			4.14%	
Turnover rate			7.18%	
Share of establishment recruiting first-time-job seekers			58.70%	
Share of establishment having at least one vacancy			33.04%	
Share of establishments reported having hard-to-fill vacancies, (% of establishments with at least one vacancy)			36.39%	
Share of establishment provided training			36.46%	
Share of establishments having difficulty organizing training			9.37%	
Share of establishments planned to introduce new products, services, or technologies or to expand or switch to new market			67.68%	
Recruitment situation index			3.26	
Expected vacancy (semester 2, 2024)			1,369	

Source: Authors’ forecasting from CSES data, MLVT administrative data, ESN, Authors’ calculation in their respective color.

The analysis of the job market for ICT professionals in this sub-sector indicates a very high demand for a wide range of roles, including web technicians, ICT operations technicians, applications programmers, telecommunications engineers, and ICT sales professionals. While other IT roles such as ICT user support technicians, electronic engineering technicians have a moderately high demand, while designer and system analysts’ positions may have moderate job opportunities compared to the rest.

In terms of salary, ICT service managers emerge as the highest-paid professionals, earning a monthly income of \$2,189. However, salaries vary significantly across different ICT roles, with ICT service managers earning more than four times as much as electronics mechanics and servicers. Professionals with specialized skills, such as software and system developers, network professionals, and engineers, tend to command higher salaries, reflecting their expertise and value to organizations. Additionally, ICT service managers and directors occupy the top of the salary ladder, earning the highest salaries due to their leadership and strategic roles.

The data presented indicates that ICT professionals, particularly those with specialized skills and leadership experience, are highly valued and rewarded with competitive salaries. While there is a substantial disparity in earnings among various IT roles, the overall compensation for IT professionals is generally favorable,

reflecting the increasing significance of technology in contemporary society. As the ICT sector in Cambodia has experienced significant growth and continue to be in high demand due to the country's economy expansion, government support, improved infrastructure, rising e-commerce, foreign direct investment, and increasing mobile penetration. This trend underscores the growing demand for skilled IT professionals and the opportunities they enjoy in the region.

Table 17: Occupations with good job prospects for ICT sub-sector.

ISCO	Occupations	Index	Salary	Other benefits	Skills suggestion for specific occupation
1330	ICT service managers	3.37	\$ 2,189	\$ 100	Leadership, management, IT knowledge, problem-solving, communication.
2152	Electronics engineers	4.47	\$ 800	\$ 50	Electrical engineering knowledge, design skills, problem-solving, technical expertise, communication.
2153	Telecommunications engineers	4.75	\$ 475	\$ 50	Telecommunications knowledge, network design, problem-solving, technical expertise, communication.
2166	Graphic and multimedia designers	3.31	\$ 780	\$ 50	Design skills, creativity, software proficiency, communication, attention to detail.
2434	ICT sales professionals	4.71	\$ 450	\$ 50	Sales skills, communication, technical knowledge, customer relationship management.
2511	Systems analysts (IT) or computer scientist	3.32	\$ 755	\$ 50	Systems analysis, problem-solving, technical expertise, communication, understanding of business processes.
2512	Software and system developers	3.29	\$ 1,339	\$ 50	Programming skills, software development methodologies, problem-solving, technical expertise.
2513	Web and multimedia developers	3.36	\$ 468	\$ 50	Web development skills, design skills, software proficiency, understanding of user experience.
2514	Applications programmers	4.75	\$ 461	\$ 50	Programming skills, software development, problem-solving, technical expertise.
2523	Computer network professionals	4.59	\$ 812	\$ 50	Network design, configuration, troubleshooting, security knowledge, communication.
3114	Electronics engineering technicians	4.10	\$ 897	\$ -	Electrical engineering knowledge, technical skills, problem-solving, troubleshooting, communication.
3115	Mechanical engineering technicians	4.00	\$ 496	\$ -	Mechanical engineering knowledge, technical skills, problem-solving, troubleshooting, communication.
3511	ICT operations technicians	4.80	\$ 451	\$ 50	Network administration, system monitoring, troubleshooting, technical expertise.
3512	ICT user support technicians	4.07	\$ 736	\$ 50	Technical support skills, problem-solving, communication, customer service.
3514	Web technicians	4.88	\$ 400	\$ 50	Website development, maintenance, troubleshooting, technical expertise.
7422	ICT installers and servicers	3.24	\$ 443	\$ 52	Installation of ICT equipment, troubleshooting, technical expertise, customer service.

*Note: Index value below 2.8: low job opportunity; index value between 2.8 and 3.2: normal job opportunity; index value above 3.2: high job opportunity.

Source: Authors' calculation.

2.3.2. Accommodation and Restaurants

The table 18 provides a snapshot of the accommodation and restaurant industry in Cambodia. In 2023, the industry recorded a total employment of 518,868, with a significant portion contributed by 348,146 female employees. The industry is projected to experience a slight decline in 2024, with a negative absolute growth of -14,546 and a growth rate of -2.80%. However, it is expected to rebound in 2025, with a projected absolute growth of 20,980 and a growth rate of 4.16%. Despite a relatively high turnover rate, the industry remains attractive to first-time job seekers, with a significant portion of establishments recruiting them. However, skill gaps and difficulties in organizing training are challenges faced by many establishments. Job opportunities for the accommodation and restaurant sector is closely linked to the country's tourism industry. As Cambodia recovers from the impacts of the COVID-19 pandemic, the tourism sector is expected to experience a significant rebound, driving demand for hospitality services. The sub-sector is projected to expand due to rising domestic and foreign tourism, and increasing the demand for hotels, restaurants, and other hospitality services. The development of infrastructure projects and government policies to attract local and foreign investors are catalysts for job growth in the sub-sector.

Table 18: Accommodation and restaurants sub-sector's profile

Employment	2023	Total	518,868
		Female	348,146
	2024p.	Absolute Growth	(14,546)
		Growth Rate	-2.80%
	2025p.	Absolute Growth	20,980
		Growth Rate	4.16%
Total establishments registered in LACMS			1,507
Share of Cambodian owned			70.07%
Share of establishment by size	1-4		18.18%
	5-19		68.08%
	20-99		8.89%
	100-199		2.32%
	200-499		1.86%
	500+		0.66%
Share of establishment reported having skill gaps			35.84%
Turnover rate			8.35%
Share of establishment recruiting first-time-job seekers			57.32%
Share of establishment having at least one vacancy			52.01%
Share of establishments reported having hard-to-fill vacancies, (% of establishments with at least one vacancy)			32.24%
Share of establishment provided training			64.44%
Share of establishments having difficulty organizing training			40.55%
Share of establishments planned to introduce new products, services, or technologies or to expand or switch to new market			66.94%
Recruitment situation index			3.52
Expected vacancy (semester 2, 2024)			5,608

Source: Authors' forecasting based on CSES, MLVT's administrative data, ESN 2024, Authors' calculation in their respective color.

Table 19 also indicates a very high demand for physiotherapy technicians and assistants, as well as strong demand for restaurant managers and chefs. While other hospitality roles such as plumbers and pipe fitters, cooks, and bartenders have a moderately high demand, other hotel staff positions like receptionists, hand launderers and laundry machine operators may have fewer job opportunities if compared to the rest.

As for salary in this sector, hotel managers emerge as the highest-paid professionals, earning a monthly income of \$1,887. However, salaries vary significantly across roles in this sector, chefs earning nearly three times as much as cooks. Hotel managers and chefs generally have higher salaries compared to other positions, reflecting their leadership and managerial responsibilities. Additionally, professionals with specialized skills, such as plumbers and pipefitters, tend to earn competitive wages due to the expertise and technical knowledge required for these roles.

Overall, the data suggests that hotel managers and chefs are among the highest-paid professionals in the accommodation and restaurant sector. Despite their lower base pay, jobs in this sector present numerous opportunities across various positions and the potential for supplementary income, like tip. In addition, the recovery of the tourism sector in Cambodia presents a significant opportunity for the accommodation and restaurant sectors to rebound and create new jobs. As the country continues to attract international visitors and domestic tourism grows, the demand for hospitality services is expected to increase, driving job creation and economic growth.

Table 19: Occupations with good job prospects for accommodation and restaurants sub-sector

ISCO	Occupations	Index	Salary	Other benefits	Skills suggestion for specific occupation
1411	Hotel managers	3.29	\$ 1,887	\$ 241	Leadership, customer service, organizational skills, financial management, problem-solving.
1412	Restaurant managers	4.50	\$ 863	\$ 187	Leadership, customer service, financial management, operational knowledge, problem-solving.
3114	Electronics engineering technicians	3.35	\$ 507	\$ 217	Electronic engineering knowledge, technical skills, problem-solving, troubleshooting, communication.
3255	Physiotherapy technicians and assistants	4.57	\$ 379	\$ 150	Knowledge of anatomy and physiology, therapeutic techniques, communication skills, patient interaction.
3434	Chefs	4.00	\$ 971	\$ 216	Culinary skills, leadership, creativity, menu planning, food safety.
4224	Hotel receptionists	3.32	\$ 400	\$ 35	Excellent communication, customer service, organizational skills, knowledge of hotel operations.
5120	Cooks	3.88	\$ 371	\$ 207	Culinary skills, knowledge of food safety, creativity, attention to detail, teamwork.
5131	Waiters	3.58	\$ 380	\$ 197	Customer service, communication skills, teamwork, multitasking, knowledge of food and beverage service.
5132	Bartenders	3.81	\$ 214	\$ 51	Communication skills, customer service, knowledge of drinks and recipes, multitasking.
7126	Plumbers and pipe fitters	3.92	\$ 491	\$ 217	Technical skills, knowledge of plumbing systems, problem-solving, physical strength.
7127	Air conditioning and refrigeration mechanics	3.69	\$ 300	-	Technical skills, troubleshooting, problem-solving, knowledge of HVAC systems.

ISCO	Occupations	Index	Salary	Other benefits	Skills suggestion for specific occupation
8157	Laundry machine operators	3.20	\$ 220	\$ 35	Machine operation, maintenance, attention to detail, physical stamina.
9121	Hand launderers and pressers	3.24	\$ 199	\$ 71	Manual dexterity, attention to detail, physical stamina, knowledge of fabrics.

*Note: Index value below 2.8: low job opportunity; index value between 2.8 and 3.2: normal job opportunity; index value above 3.2: high job opportunity.

Source: Authors' calculation.

2.3.3. Construction

The construction sector in Cambodia experienced a slight decline in employment, with a negative growth rate of 0.59% in both 2024 and 2025. This negative growth was affected by a decline in infrastructure development projects and real estate investment in Cambodia. The decline in construction of buildings and towns further exacerbated this negative growth, contributing to a decline in employment within the sub-sector. The sector is dominated by small-scale businesses, with 71.05% of establishments having 5-19 employees. Skill gaps and turnover remain challenges, with 17.19% of establishments reporting skill gaps and a turnover rate of 20.18%. Recruitment is moderately active, with 87.62% of establishments seeking first-time job seekers, but filling vacancies is rather difficult, particularly for specialized roles. While training is provided by many establishments, organizing effective training programs remains a challenge for some. The sector shows a moderate level of difficulty in finding suitable candidates, as indicated by the recruitment situation index of 3.51.

Table 20: Construction sub-sector's profile

Employment	2023	Total	893,831	
		Female	87,018	
	2024p.	Absolute Growth	(5,229)	
		Growth Rate	-0.59%	
	2025p.	Absolute Growth	(5,199)	
		Growth Rate	-0.59%	
	Total establishments registered in LACMS			2,090
	Share of Cambodian owned			63.06%
	Share of establishment by size			
	1-4			11.91%
5-19			71.05%	
20-99			14.83%	
100-199			1.24%	
200-499			0.67%	
500+			0.29%	
Share of establishment reported having skill gaps			17.19%	
Turnover rate			20.18%	
Share of establishment recruiting first-time-job seekers			87.62%	
Share of establishment having at least one vacancy			44.36%	
Share of establishments reported having hard-to-fill vacancies, (% of establishments with at least one vacancy)			21.94%	

Share of establishment provided training	41.22%
Share of establishments having difficulty organizing training	34.08%
Share of establishments planned to introduce new products, services, or technologies or to expand or switch to new market	45.69%
Recruitment situation index	3.51
Expected vacancy (semester 2, 2024)	6,676

Source: MLVT's forecasting from CSES data, MLVT administrative data, ESN, Authors' calculation in their respective color

The construction sector offers very high job opportunities for cartographers and surveyors, as well as strong demand for civil engineers and financial advisers. While other construction roles such as plumbers, pipe fitters, carpenters, joiners, construction supervisors, and mechanical engineers have a moderate demand, building construction laborers may have slightly fewer job opportunities.

In terms of earnings, financial and investment advisers emerge as the highest-paid professionals, earning a monthly income of \$2,100. However, salaries vary significantly across different construction roles, with financial advisers earning nearly seven times as much as heavy truck and lorry drivers. Professionals with specialized skills, such as financial advisers, landscape architects, and engineers, tend to command higher salaries, reflecting their expertise and value to organizations. Additionally, construction supervisors earn higher salaries compared to other roles, due to their leadership and managerial responsibilities.

The construction sector in Cambodia has shown signs of recovery, but it may still face challenges such as economic uncertainty, skill shortages, rising costs, and competition from other sectors. Addressing these issues is crucial for the sector to fully recover and reach its pre-pandemic employment levels. Despite these hindrances, the demand for specialized workers such as cartographers and surveyors, civil engineers, plumber and pipefitters, and other specialized workers in construction present high job opportunities, nevertheless.

Table 21: Occupations with good job prospects for construction sub-sector

ISCO	Occupations	Index	Salary	Other benefits	Skills suggestion for specific occupation
2142	Civil engineers	3.95	\$ 621	\$ 16	Civil engineering knowledge, design skills, project management, communication, problem-solving.
2151	Electrical engineers	3.24	\$ 646	\$ 10	Electrical engineering knowledge, design skills, problem-solving, project management, communication.
2162	Landscape architects	3.30	\$ 905	\$ -	Design skills, knowledge of plants and landscaping, environmental awareness, communication.
2165	Cartographers and surveyors	4.20	\$ 827	\$ -	Mapping skills, data analysis, technical skills, knowledge of surveying equipment.
2412	Financial and investment advisers	4.09	\$ 2,100	\$ -	Financial knowledge, analytical skills, communication skills, problem-solving, client relationship management.
3112	Civil engineering technicians	3.40	\$ 439	\$ 25	Civil engineering knowledge, technical skills, problem-solving, drafting, communication.
3113	Electrical engineering technicians	3.20	\$ 425	\$ -	Electrical engineering knowledge, technical skills, problem-solving, troubleshooting, communication.
3123	Construction supervisors	3.89	\$ 547	\$ -	Leadership skills, project management, communication, knowledge of construction processes.

ISCO	Occupations	Index	Salary	Other benefits	Skills suggestion for specific occupation
7115	Carpenters and joiners	3.89	\$ 300	\$ -	Carpentry skills, use of tools, precision, attention to detail.
7121	Roofers	3.56	\$ 400	\$ 20	Roofing skills, physical strength, safety procedures, attention to detail.
7122	Floor layers and tile setters	3.36	\$ 360	\$ 20	Manual dexterity, precision, knowledge of flooring materials, attention to detail.
7126	Plumbers and pipe fitters	3.92	\$ 400	\$ 20	Plumbing skills, knowledge of plumbing systems, problem-solving, physical strength.
7127	Air conditioning and refrigeration mechanics	3.69	\$ 392	\$ -	Technical skills, troubleshooting, knowledge of HVAC systems, problem-solving.
8332	Heavy truck and lorry drivers	3.34	\$ 301	\$ 20	Driving skills, knowledge of road rules, physical fitness, attention to safety.
8342	Earthmoving and related plant operators	3.50	\$ 318	\$ -	Machine operation, safety procedures, physical strength, attention to detail.
8344	Lifting truck operators	3.25	\$ 382	\$ -	Forklift operation, safety procedures, physical strength, attention to detail.
9313	Building construction labourers	3.47	\$ 318	\$ 49	Physical strength, construction skills, teamwork, safety awareness.

*Note: Index value below 2.8: low job opportunity; index value between 2.8 and 3.2: normal job opportunity; index value above 3.2: high job opportunity.

Source: Authors' calculation.

2.3.4. Education

The education sector in Cambodia experienced steady growth from 2023 to 2025, with employment increasing by 2.54% annually. This positive outlook is driven by increasing demand and investment in education and training, reflecting Cambodia's focus on human capital development. The expansion of educational institutions and government policies aimed at improving educational quality are key contributors to this anticipated growth in employment within this sub-sector. Skills gaps and turnover are comparatively low. A large share of establishments (91.20%) recruit first-time job seekers, but filling vacancies can be challenging, especially for specialized roles. While most establishments provide training, organizing effective programs remains a challenge for some.

Table 22: Education sub-sector's profile

Employment	2023	Total	171,234		
		Female	91,788		
	2024p.	Absolute Growth	4,345		
		Growth Rate	2.54%		
	2025p.	Absolute Growth	4,455		
		Growth Rate	2.54%		
	Total establishments registered in LACMS			804	
	Share of Cambodian owned			76.49%	
	Share of establishment by size			1-4	9.83%
				5-19	50.00%
20-99				30.97%	
100-199				6.72%	

	200-499	2.11%
	500+	0.37%
Share of establishment reported having skill gaps		17.13%
Turnover rate		9.65%
Share of establishment recruiting first-time-job seekers		91.20%
Share of establishment having at least one vacancy		61.27%
Share of establishments reported having hard-to-fill vacancies, (% of establishments with at least one vacancy)		13.47%
Share of establishment provided training		88.98%
Share of establishments having difficulty organizing training		22.12%
Share of establishments planned to introduce new products, services, or technologies or to expand or switch to new market		75.19%
Recruitment situation index		2.89
Expected vacancy (semester 2, 2024)		2,276

Source: MLVT's forecasting from CSES data, MLVT administrative data, ESN, Authors' calculation in their respective color

The job market for education professionals in the given region indicates a strong demand for IT trainers, university teachers, and music teachers. While technical and vocational teachers, education managers, and secondary education teachers have a moderately high demand.

Salary for education managers emerge as the highest-paid professionals, earning a monthly income of \$1,253. However, salaries in this education are relatively low despite having high requirements and qualifications. Education managers and university and higher education teachers generally command higher salaries compared to other teaching roles.

The education sector plays a crucial role in Cambodia's development, shaping the country's future workforce and contributing to economic growth. In addition, the government has been prioritizing STEM (Science, Technology, Engineering, and Mathematics) education to promote innovation and economic development. Therefore, there is a continued demand for teachers, even though the salaries may be relatively lower compared to other sectors. However, the education sector offers unique rewards and benefits that can attract individuals to the profession. These include the opportunity to make a positive impact on students' lives, the satisfaction of teaching and learning, and the potential for personal and professional growth.

Table 23: Occupations with good job prospects for education sub-sector

ISCO	Occupations	Index	Salary	Other benefits	Skills suggestion for specific occupation
1345	Education managers	3.28	\$ 1,253	\$ 217	Leadership, educational administration, curriculum development, strategic planning, communication.
2310	University and higher education teachers	3.67	\$ 770	\$ 50	Teaching skills, research skills, communication, student engagement.
2320	Vocational education teachers	3.43	\$ 427	\$ -	Practical skills, teaching skills, industry knowledge, communication.
2330	Secondary education teachers	3.22	\$ 453	\$ 27	Teaching skills, classroom management, communication, student engagement.
2354	Other music teachers	3.69	\$ 662	\$ -	Musical expertise, teaching skills, communication, performance skills, creativity.

ISCO	Occupations	Index	Salary	Other benefits	Skills suggestion for specific occupation
2356	Information technology trainers	3.73	\$ 299	\$ -	Technical expertise, teaching skills, communication, problem-solving, adaptability.

*Note: Index value below 2.8: low job opportunity; index value between 2.8 and 3.2: normal job opportunity; index value above 3.2: high job opportunity.

Source: Authors' calculation.

2.3.5. Finance and Insurance

The finance and insurance sub-sector boasts over 4,000 listed companies and employs more than 140,000 individuals. It is projected to experience substantial growth from 2023 to 2025, with employment increasing by 3.18% and 5.75% respectively. This expansion is fueled by Cambodia's macroeconomic stability, increased demand for financial services, the growth of microfinance institutions, and the emerging insurance sector. Despite being dominated by small-scale establishments, the sector faces skill gaps (24.64%) and turnover (10.15%). A large share of establishments (78.47%) is actively recruiting first-time job seekers, but filling vacancies can be difficult, especially for specialized roles. Despite these challenges, the sector shows a positive outlook, with 77.97% of establishments planning to introduce new products, services, or technologies.

Table 24: Finance and insurance sub-sector's profile

Employment	2023	Total	140,982	
		Female	55,605	
	2024p.	Absolute Growth	4,482	
		Growth Rate	3.18%	
	2025p.	Absolute Growth	8,369	
		Growth Rate	5.75%	
	Total establishments registered in LACMS			4,110
	Share of Cambodian owned			95.26%
Share of establishment by size			1-4	18.88%
			5-19	41.22%
			20-99	37.88%
			100-199	1.00%
			200-499	0.66%
Share of establishment by size			500+	0.36%
Share of establishment reported having skill gaps			24.64%	
Turnover rate			10.15%	
Share of establishment recruiting first-time-job seekers			78.47%	
Share of establishment having at least one vacancy			55.46%	
Share of establishments reported having hard-to-fill vacancies, (% of establishments with at least one vacancy)			21.93%	
Share of establishment provided training			67.14%	
Share of establishments having difficulty organizing training			8.53%	
Share of establishments planned to introduce new products, services, or technologies or to expand or switch to new market			77.97%	
Recruitment situation index			2.82	

Expected vacancy (semester 2, 2024)	1,626
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Source: Authors' forecasting based on CSES, MLVT's administrative data, ESN 2024, Authors' calculation in their respective color.

One of the most sought-after occupations in the Financial and Insurance sector is in management level specialized in marketing and public relations. Table 25 also reveals a robust demand for finance-related professionals. Financial and investment advisers are particularly sought after, boasting the highest demand score. In addition, certified accountants, auditors, and other finance professionals also enjoy strong demand. Supply chain roles, while in moderate demand, contribute to the overall positive job market.

In terms of compensation, finance managers lead the pack as the highest-paid professionals. However, salaries vary significantly across different finance and insurance roles. Specialized skills, such as financial advisers and certified accountants, often earn higher salaries. Additionally, management positions, particularly finance managers, typically earn more due to their leadership responsibilities and strategic decision-making.

Cambodia's economic growth and development have likely contributed to the increased demand for financial professionals. As businesses expand and become more complex, there is a greater need for sound financial management. As Cambodia's evolving landscape may also be driving demand for accounting and finance professionals for its regulatory and compliance. Businesses must adhere to various financial regulations, and compliance can be complex, requiring specialized expertise. The increasing globalization of the Cambodian economy has likely created opportunities for accounting and finance professionals with international experience. multinational companies operating in Cambodia may seek individuals with a global perspective.

Given the ongoing economic growth and development in Cambodia, it's reasonable to expect the demand for accounting and finance professionals to remain strong. As businesses continue to expand and become more complex, the need for skilled financial experts will likely increase. However, individuals seeking to enter or advance in these fields should be prepared to stay updated on industry trends, regulations, and technological advancements.

Table 25: Occupations with good job prospects for finance and insurance sub-sector

ISCO	Occupations	Index	Salary	Other benefits	Skills suggestion for specific occupation
1211	Finance managers	3.29	\$ 1,131	\$ 106	Financial analysis, budgeting, strategic planning, leadership, communication, problem-solving.
1222	Advertising and public relations managers	4.40	\$ 713	\$ 76	Marketing strategy, creative thinking, communication, public relations, media relations.
1324	Supply, distribution and related managers	3.24	\$ 1,071	\$ 48	Supply chain management, logistics, inventory management, negotiation, communication.
2411	Certified accountants or auditor	3.58	\$ 1,054	\$ 76	Accounting principles, financial analysis, auditing standards, attention to detail, problem-solving.
2412	Financial and investment advisers	4.09	\$ 655	\$ 137	Financial analysis, investment strategies, risk management, communication, client relationship management.
3311	Securities and finance dealers and brokers	3.33	\$ 950	\$ 70	Financial markets knowledge, sales skills, negotiation, communication, understanding of securities regulations.

ISCO	Occupations	Index	Salary	Other benefits	Skills suggestion for specific occupation
3323	Supply or procurement officer	3.25	\$ 459	\$ 106	Negotiation, sourcing, purchasing, contract management, supply chain management.
4311	Accounting and bookkeeping clerks	3.42	\$ 500	\$ 47	Accounting software proficiency, data entry, accuracy, attention to detail, understanding of accounting principles.

*Note: Index value below 2.8: low job opportunity; index value between 2.8 and 3.2: normal job opportunity; index value above 3.2: high job opportunity.

Source: Authors' calculation.

2.3.6. Healthcare Services

The healthcare services sub-sector is projected to experience average employment growth of 4% in 2024 and 2025. This expansion is driven by increasing demand for healthcare services amidst population growth and government investments in improving healthcare infrastructure and social welfare programs. Despite a relatively low turnover rate, the industry remains attractive to first-time job seekers, with a significant portion of establishments recruiting them. A substantial number of establishments have difficulty filling vacancies, particularly for specialized roles, suggesting a shortage of qualified candidates. However, skill gaps and difficulties in organizing training are challenges faced by many establishments.

Table 26: Healthcare services sub-sector's profile

Employment	2023	Total	54,271	
		Female	28,795	
	2024p.	Absolute Growth	2,282	
		Growth Rate	4.20%	
	2025p.	Absolute Growth	2,378	
		Growth Rate	4.20%	
	Total establishments registered in LACMS			700
	Share of Cambodian owned			83.43%
Share of establishment by size				
1-4			26.29%	
5-19			65.14%	
20-99			6.86%	
100-199			0.71%	
200-499			1.00%	
500+			0.00%	
Share of establishment reported having skill gaps			18.16%	
Turnover rate			10.34%	
Share of establishment recruiting first-time-job seekers			85.60%	
Share of establishment having at least one vacancy			43.90%	
Share of establishments reported having hard-to-fill vacancies, (% of establishments with at least one vacancy)			24.57%	
Share of establishment provided training			58.54%	
Share of establishments having difficulty organizing training			15.03%	
Share of establishments planned to introduce new products, services, or technologies or to expand or switch to new market			48.73%	

Recruitment situation index	3.03
Expected vacancy (semester 2, 2024)	512

Source: MLVT's forecasting from CSES data, MLVT administrative data, ESN, Authors' calculation in their respective color

An in-depth analysis of the job market for healthcare professionals in the given region reveals a very high demand for a wide range of roles, including health service managers, dentists, ambulance workers, radiographers or sonographers, nursing associate professionals, and medical assistants. While other healthcare roles such as midwifery professionals, nursing professionals, medical and pathology laboratory technicians, and generalist medical practitioners have a moderately high demand, there are ample job opportunities in the healthcare sector overall.

In terms of salary, health service managers stand out as the highest-paid professionals, earning a monthly income of \$2,150. This substantial salary reflects their leadership role in healthcare organizations and their critical contributions to the sector's overall success and efficiency. However, salaries vary significantly across different healthcare roles, with health service managers earning nearly four times as much as veterinary technicians and assistants. Professionals with specialized skills, such as specialist medical practitioners, dentists, and radiographers, tend to command higher salaries, reflecting their expertise and value to organizations.

Healthcare professionals are highly valued and rewarded with competitive salaries. This reflects the increasing importance of healthcare services and the growing need for skilled professionals to meet the local healthcare demands. The healthcare sector offers a diverse range of career paths, from clinical roles to administrative positions, providing ample opportunities for professional development and personal fulfillment. As healthcare becomes more accessible, complex and specialized, there is a rising demand for professionals with a wide range of expertise. This creates opportunities for individuals to develop their skills, advance their careers, and make a meaningful impact on the lives of others.

Individuals seeking careers in the healthcare sector in Cambodia should prioritize obtaining the necessary education and training, such as medical school or nursing programs. Proficiency in English and French can also be advantageous, given the sector's international connections. Gaining practical experience through internships or volunteer work can enhance job prospects and provide valuable skills. Building relationships with healthcare professionals and institutions is essential for staying informed about opportunities and finding mentors. Finally, flexibility and adaptability are crucial for success in the dynamic and fast-paced healthcare sector. By considering these factors and actively pursuing opportunities, jobseekers can improve their chances of finding fulfilling and rewarding careers in healthcare.

Table 27: Occupations with good job prospects for health sub-sector

ISCO	Occupations	Index	Salary	Other benefits	Skills suggestion for specific occupation
1342	Health service managers	4.86	\$ 2,150	\$ 788	Leadership, management, healthcare administration, financial management, strategic planning.
2211	Generalist medical practitioners	3.91	\$ 1,330	\$ 287	Medical knowledge, diagnosis, treatment, patient care, communication.
2212	Specialist medical practitioners	3.38	\$ 1,682	\$ 258	Specialized medical knowledge, diagnosis, treatment, research, patient care, communication.
2221	Nursing professionals	3.34	\$ 581	\$ 85	Nursing knowledge, patient care, communication, critical thinking, problem-solving.

ISCO	Occupations	Index	Salary	Other benefits	Skills suggestion for specific occupation
2222	Midwifery professionals	3.31	\$ 453	\$ 133	Midwifery knowledge, childbirth assistance, maternal and child health, patient care, communication.
2261	Dentists	4.78	\$ 864	\$ 50	Dental knowledge, diagnosis, treatment, patient care, communication.
2262	Pharmacists	3.26	\$ 545	\$ 78	Pharmaceutical knowledge, medication dispensing, patient counseling, communication.
3211	Radiographers or sonographer	4.67	\$ 713	\$ 113	Medical imaging techniques, patient care, communication, attention to detail.
3212	Medical and pathology laboratory technicians	3.37	\$ 603	\$ 98	Laboratory techniques, analysis, quality control, communication, attention to detail.
3221	Nursing associate professionals	4.57	\$ 295	\$ 10	Assist nursing professionals with patient care, basic nursing skills, communication.
3222	Midwifery associate professionals	4.63	\$ 710	\$ 100	Assist midwifery professionals with patient care, basic midwifery skills, communication.
3240	Veterinary technicians and assistants	4.63	\$ 200	\$ 25	Veterinary knowledge, animal care, technical skills, communication.
3255	Physiotherapy technicians and assistants	4.57	\$ 600	\$ -	Physiotherapy techniques, patient care, communication, physical fitness.
3256	Medical assistants	4.44	\$ 363	\$ 24	Administrative tasks, patient care, medical records, communication.
3258	Ambulance workers	4.67	\$ 435	\$ 86	Emergency medical care, first aid, patient transport, communication.

*Note: Index value below 2.8: low job opportunity; index value between 2.8 and 3.2: normal job opportunity; index value above 3.2: high job opportunity.

Source: Authors' calculation.

2.3.7. Garment, Footwear, and Travel Goods and Bags (GFT)

The Garment, Footwear, and Travel Goods and Bags sector in Cambodia experienced steady growth from 2023 to 2025, with employment increasing by 2.84% and 3.66% respectively. This moderate expansion is likely to be influenced by increased regional competition, rising labour costs, and the need to transition towards higher-value-added products and services. With the sector dominated by large-scale establishments, with 33.78% having 500+ employees, it faces challenges related to skills gaps (45.56%), turnover (11.95%), and recruitment difficulties, particularly for filling vacancies (41.97%). Despite these challenges, a significant portion of establishments (49.08%) provide training and are actively seeking to recruit first-time job seekers (45.26%). Enhancing labour productivity and diversifying the GFT sector can help mitigate these challenges.

Table 28: Garment, footwear, and travel goods and bags sub-sector's profile

Employment	2023	Total	1,092,395
		Female	819,725
	2024p.	Absolute Growth	31,008
		Growth Rate	2.84%
	2025p.	Absolute Growth	41,081
		Growth Rate	3.66%

Total establishments registered in LACMS	1,643	
Share of Cambodian owned	18.08%	
	1-4	1.64%
	5-19	7.79%
	20-99	23.13%
	100-199	13.09%
	200-499	20.57%
Share of establishment by size	500+	33.78%
Share of establishment reported having skill gaps	45.56%	
Turnover rate	11.95%	
Share of establishment recruiting first-time-job seekers	45.26%	
Share of establishment having at least one vacancy	80.45%	
Share of establishments reported having hard-to-fill vacancies, (% of establishments with at least one vacancy)	41.97%	
Share of establishment provided training	49.08%	
Share of establishments having difficulty organizing training	28.95%	
Share of establishments planned to introduce new products, services, or technologies or to expand or switch to new market	48.15%	
Recruitment situation index	3.29	
Expected vacancy (semester 2, 2024)	33,708	

Source: MLVT's forecasting from CSES data, MLVT administrative data, ESN, Authors' calculation in their respective color

The GFT sector demonstrates a strong demand for machine operators, especially those involved in textile, fur, and leather production. While other roles such as product graders, testers, plumbers, and pipe fitters have a moderately high demand, positions like shoemakers, drivers, and laundry workers offer better than normal job opportunities.

Salaries within the GFT sector exhibit significant variation. Product and garment designers emerge as the highest-paid professionals, earning considerably more than machine operators. This disparity highlights the premium placed on specialized skills and design expertise.

Professionals with specialized skills, such as product designers, clearing and forwarding agents tend to earn higher salaries. Their expertise and technical knowledge contribute to their value within the sector. Manufacturing laborers, machine operators, and shoemakers generally earn lower salaries compared to other roles. These positions often involve repetitive tasks and require less specialized skills.

The GFT sector offers diverse job opportunities, but the level of demand and salary vary significantly across different roles. Individuals seeking competitive earnings in this sector should consider pursuing specialized skills and exploring roles that require higher levels of expertise.

Table 29: Occupations with good job prospects for GFT sub-sector

ISCO	Occupations	Index	Salary	Other benefits	Skills suggestion for specific occupation
2163	Product and garment designers	4.11	\$ 767	\$ 65	Creativity, design skills, knowledge of fashion trends, understanding of materials, technical drawing skills.
3331	Clearing and forwarding agents	3.29	\$ 533	\$ 26	Logistics knowledge, customs procedures, documentation skills, negotiation skills, communication.

ISCO	Occupations	Index	Salary	Other benefits	Skills suggestion for specific occupation
7536	Shoemakers and related workers	3.52	\$ 259	\$ 50	Crafting skills, knowledge of shoemaking techniques, attention to detail, manual dexterity.
7543	Product graders and testers (Quality Control)	4.00	\$ 274	\$ 27	Quality control skills, attention to detail, technical knowledge, inspection techniques.
8155	Fur and leather preparing machine operators	4.00	\$ 204	\$ -	Machine operation, technical skills, knowledge of materials, safety procedures.
8157	Laundry machine operators	3.20	\$ 212	\$ 27	Machine operation, maintenance, attention to detail, physical stamina.
8159	Textile, fur and leather products machine operators	4.09	\$ 208	\$ 30	Machine operation, technical skills, knowledge of materials, quality control.
8332	Heavy truck and lorry drivers	3.34	\$ 319	\$ 28	Driving skills, knowledge of road rules, physical fitness, attention to safety.
9121	Hand launderers and pressers	3.24	\$ 277	\$ 50	Manual dexterity, attention to detail, knowledge of fabrics, physical stamina.
9329	Manufacturing labourers	3.75	\$ 230	\$ 23	General manufacturing skills, physical strength, attention to detail, ability to follow instructions.

*Note: Index value below 2.8: low job opportunity; index value between 2.8 and 3.2: normal job opportunity; index value above 3.2: high job opportunity.

Source: Authors' calculation.

2.3.8. Manufacturing

The Cambodian manufacturing sector exhibited sustained growth from 2023 to 2025, with a notable increase in employment of 3.53% and 4.92%, respectively. Although the sector is predominantly comprised of small-scale establishments, accounting for 48.05% of businesses with 5-19 employees, it faces challenges such as skill deficiencies (28.92%), high turnover rates (18.87%), and recruitment difficulties, particularly in filling vacancies (20.95%). Despite these hurdles, a significant portion of establishments (65.23%) actively seek first-time job seekers, and 52.56% plan to introduce innovative products, services, or technologies. Despite these challenges, the sector's positive outlook is fueled by rising domestic and global demand, as well as the diversification of non-garment industries like electronics, solar panels, and automotive components. These factors collectively point towards a promising future for Cambodia's manufacturing sector.

Table 30: Manufacturing sub-sector's profile

Employment	2023	Total	497,136	
		Female	181,918	
	2024p.	Absolute Growth	17,566	
		Growth Rate	3.53%	
	2025p.	Absolute Growth	25,338	
		Growth Rate	4.92%	
	Total establishments registered in LACMS			2,385
	Share of Cambodian owned			56.77%
	Share of establishment by size		1-4	12.91%
			5-19	48.05%
20-99			18.66%	

	100-199	6.96%
	200-499	6.71%
	500+	6.71%
Share of establishment reported having skill gaps		28.92%
Turnover rate		18.87%
Share of establishment recruiting first-time-job seekers		65.23%
Share of establishment having at least one vacancy		51.34%
Share of establishments reported having hard-to-fill vacancies, (% of establishments with at least one vacancy)		20.95%
Share of establishment provided training		59.48%
Share of establishments having difficulty organizing training		21.20%
Share of establishments planned to introduce new products, services, or technologies or to expand or switch to new market		52.56%
Recruitment situation index		3.07
Expected vacancy (semester 2, 2024)		10,675

Source: MLVT's forecasting from CSES data, MLVT administrative data, ESN, Authors' calculation in their respective color

The manufacturing sector offers a diverse range of job opportunities, but the level of demand and salary vary significantly across different roles. Machine operators, particularly those involved in glass, ceramic, wood, papers, plastics, cements, and other manufacturing processes, are in high demand. Other roles such as product graders, testers, manufacturing laborers, production supervisors and cabinetmakers offer moderately high job opportunities.

Among other manufacturing roles, industrial and production engineers emerge as the highest-paid professionals. This reflects the specialized skills and leadership responsibilities associated with these positions. However, there is a significant salary gap between different roles, with manufacturing laborers and machine operators generally earning lower wages.

The manufacturing sector presents a diverse landscape of job opportunities, but achieving competitive wages and career advancement often requires specialization and skill development. While the sector offers various roles, those seeking to maximize their earning potential should focus on specialized positions and cultivate relevant skills. For instance, TVET programs can provide specialized skills, industry relevance, career pathways, certifications, and practical experience. By understanding the demand for different roles and the associated salary levels, jobseekers can make informed career decisions and optimize their earning potential within the manufacturing industry.

Table 31: Occupations with good job prospects for manufacturing sub-sector

ISCO	Occupations	Index	Salary	Other benefits	Skills suggestion for specific occupation
2141	Industrial and production engineers	3.66	\$ 712	\$ 206	Industrial engineering knowledge, process improvement, efficiency analysis, communication, leadership.
2151	Electrical engineers	3.24	\$ 500	\$ 50	Electrical engineering knowledge, design skills, problem-solving, technical expertise, communication.
2152	Electronics engineers	4.47	\$ 664	\$ 21	Electronics engineering knowledge, design skills, problem-solving, technical expertise, communication.

ISCO	Occupations	Index	Salary	Other benefits	Skills suggestion for specific occupation
2163	Product and garment designers	4.11	\$ 450	\$ -	Creativity, design skills, knowledge of materials, technical drawing skills, communication.
2643	Translators, interpreters and other linguists	4.00	\$ 529	\$ -	Language proficiency, cultural understanding, communication skills, accuracy.
3114	Electronics engineering technicians	4.11	\$ 431	\$ 22	Electrical engineering knowledge, technical skills, problem-solving, troubleshooting, communication.
3115	Mechanical engineering technicians	4.00	\$ 285	\$ 144	Mechanical engineering knowledge, technical skills, problem-solving, troubleshooting, communication.
3122	Manufacturing supervisors	3.24	\$ 401	\$ 49	Leadership, management, production knowledge, problem-solving, communication.
3133	Chemical processing plant controllers	4.00	\$ 580	\$ -	Process control knowledge, technical skills, problem-solving, attention to detail.
3311	Securities and finance dealers and brokers	3.33	\$ 275	\$ -	Financial markets knowledge, sales skills, negotiation, communication, understanding of securities regulations.
3339	Business services agents	4.00	\$ 550	\$ -	Business services knowledge, customer service, communication, problem-solving.
7126	Plumbers and pipe fitters	3.92	\$ 180	\$ -	Plumbing skills, knowledge of plumbing systems, problem-solving, physical strength.
7212	Welders and flame cutters	3.30	\$ 307	\$ 78	Welding and cutting skills, technical knowledge, safety procedures, physical strength.
7512	Bakers, pastry-cooks and confectionery makers	3.43	\$ 248	\$ 202	Culinary skills, knowledge of baking and pastry techniques, attention to detail, creativity.
7515	Food and beverage tasters and graders	3.25	\$ 495	\$ 67	Sensory evaluation skills, knowledge of food and beverage quality standards, communication.
7522	Cabinetmakers and related workers	3.27	\$ 404	\$ 20	Carpentry skills, woodworking techniques, precision, attention to detail.
7523	Woodworking machine tool setters and operators	3.31	\$ 307	\$ 20	Machine operation, technical skills, knowledge of woodworking, precision.
7543	Product graders and testers (Quality Control)	4.00	\$ 393	\$ -	Quality control skills, attention to detail, technical knowledge, inspection techniques.
8114	Cement, and other mineral products machine operators	4.00	\$ 225	\$ -	Machine operation, technical skills, knowledge of materials, safety procedures.
8141	Rubber products machine operators	3.30	\$ 321	\$ 50	Machine operation, technical skills, knowledge of materials, quality control.
8142	Plastic products machine operators	3.24	\$ 222	\$ 23	Machine operation, technical skills, knowledge of materials, quality control.
8143	Paper products machine operators	3.50	\$ 240	\$ 20	Machine operation, technical skills, knowledge of materials, quality control.
8171	Pulp and papermaking plant operators	3.93	\$ 354	\$ 41	Plant operation, technical skills, knowledge of paper production processes.
8172	Wood processing plant operators	4.00	\$ 400	\$ -	Machine operation, technical skills, knowledge of woodworking, precision.
8181	Glass and ceramics plant operators	4.63	\$ 260	\$ 20	Plant operation, technical skills, knowledge of materials, quality control.
8182	Steam engine and boiler operators	4.44	\$ 161	\$ 232	Machine operation, technical skills, safety procedures, maintenance.
8332	Heavy truck and lorry drivers	3.39	\$ 259	\$ 43	Driving skills, knowledge of road rules, physical fitness, attention to safety.

ISCO	Occupations	Index	Salary	Other benefits	Skills suggestion for specific occupation
9334	Shelf fillers	3.24	\$ 222	\$ 108	Stocking shelves, organization, physical stamina, attention to detail.

*Note: Index value below 2.8: low job opportunity; index value between 2.8 and 3.2: normal job opportunity; index value above 3.2: high job opportunity.

Source: Authors' calculation.

2.3.9. Transportation and Storage

Cambodia's Transportation and Storage sector experienced steady growth from 2023 to 2025, driven by increased trade activity, infrastructure development, and rising demand for shipping and logistics services. Despite being dominated by small-scale establishments, the sector faces challenges like skill gaps (17.74%), turnover (5.29%), and recruitment difficulties, especially for filling vacancies (25.83%). However, it actively recruits first-time job seekers (76.64%) and shows a positive outlook with 55.24% of establishments planning to innovate. The growth of e-commerce and advancements in transport infrastructure are expected to further fuel job creation within this sub-sector.

Table 32: Transportation and storage sub-sector's profile

Employment	2023	Total	480,561	
		Female	37,703	
	2024p.	Absolute Growth	19,301	
		Growth Rate	4.02%	
	2025p.	Absolute Growth	35,087	
		Growth Rate	6.98%	
Total establishments registered in LACMS			1,102	
Share of Cambodian owned			70.87%	
Share of establishment by size			1-4	20.96%
			5-19	65.97%
			20-99	10.07%
			100-199	1.27%
			200-499	1.09%
			500+	0.64%
Share of establishment reported having skill gaps			17.74%	
Turnover rate			5.29%	
Share of establishment recruiting first-time-job seekers			76.64%	
Share of establishment having at least one vacancy			60.82%	
Share of establishments reported having hard-to-fill vacancies, (% of establishments with at least one vacancy)			25.83%	
Share of establishment provided training			50.41%	
Share of establishments having difficulty organizing training			20.01%	
Share of establishments planned to introduce new products, services, or technologies or to expand or switch to new market			55.24%	
Recruitment situation index			3.19	
Expected vacancy (semester 2, 2024)			7,620	

Source: MLVT's forecasting from CSES data, MLVT administrative data, ESN, Authors' calculation in their respective color

The transportation and storage sector offers a diverse range of job opportunities, but the level of demand and salary vary significantly across different roles. Retail and wholesale trade managers are in high demand, while other roles such as inventory management, mechanical engineering technicians, and industrial and production engineers have moderately high demand. Manufacturing laborers, clearing agents, and heavy truck drivers offer better than normal job opportunities.

For salary in this sector, services managers consider the highest paying professions, commanding significantly higher earnings than any other roles. Management roles, such as services managers, policy and planning managers, retail and wholesale trade managers, industrial and production engineers, and mechanical engineers (in this case: airplane mechanical engineer) generally offer higher salaries compared to other positions. Specialized roles like airplane mechanical engineering earn a very high amount due to the specialized skills required for the safety of the passengers.

Overall, the data suggests that while the transportation, warehousing, and logistics sector offers a range of job opportunities, individuals seeking competitive wages and career advancement may benefit from pursuing management roles or specializing in fields such as mechanical engineering or trade management. Moreover, the development of new airports in Cambodia presents significant opportunities for new job roles, such as airport operations staff, ground handling personnel, clearing and forwarding agents, and cargo handlers. The growth of the aviation industry can provide opportunities for career advancement, international exposure, and experiences, as businesses expand and require more specialized skills. By analyzing the demand for different roles and the associated salary levels, jobseekers can make informed decisions about their career paths and maximize their earning potential within this sector.

Table 33: Occupations with good job prospects for transportation and storage sub-sector

ISCO	Occupations	Index	Salary	Other benefits	Skills suggestion for specific occupation
1420	Retail and wholesale trade managers	4.13	\$ 2,146	\$ 181	Leadership, business acumen, sales skills, customer service, inventory management.
2141	Industrial and production engineers	3.66	\$ 1,700	\$ -	Process improvement, efficiency analysis, communication, leadership.
3115	Mechanical engineering technicians	4.00	\$ 350	\$ -	Technical skills, problem-solving, troubleshooting, communication.
3331	Clearing and forwarding agents	3.29	\$ 252	\$ 15	Logistics knowledge, customs procedures, documentation skills, communication.
4321	Stock clerks (Inventory management)	4.00	\$ -	\$ -	Inventory management, attention to detail, organization skills, inspection techniques.
8332	Heavy truck and lorry drivers	3.26	\$ 223	\$ 100	Driving skills, knowledge of road rules, physical fitness, attention to safety.
9329	Manufacturing labourers	3.54	\$ 241	\$ -	Physical strength, attention to detail, ability to follow instructions.

*Note: Index value below 2.8: low job opportunity; index value between 2.8 and 3.2: normal job opportunity; index value above 3.2: high job opportunity.

Source: Authors' calculation.

2.4. Most Demanding Occupations

From a pool of 228 occupations across five occupational categories and nine sub-sectors, we've identified those with the highest market demand. By categorizing these occupations based on skill level and job roles, it can help jobseekers make informed career choices. Whether they are a recent graduate or looking to switch careers, this data can guide you towards fields with strong potential and ample job opportunities. Jobseekers can then focus on developing the specific skills and experiences needed to succeed in their chosen path, aligning with their interests and strengths. This analysis provides a comprehensive overview of high-demand jobs and career opportunities in Cambodia, considering factors such as skill level, position, education, and work experience. Table 34 presents detailed information on these opportunities.

Table 34: Occupation with high demand by skill levels

Manager: An institutional leader who requires a bachelor's degree or higher and has at least 10 years experience.	Business and Administration Manager	Health Services Manager	Construction Manager	Hotel Manager	Research Manager
Senior expert and specialists: Senior and specialist level required Bachelor's degree or higher and at least 5 years of experience.	Specialist Doctor	Certified Accountant or Auditor	Industrial and Production Engineer	Pharmacist	Civil Engineer
	Information Systems Analyst	Web Developer	Electrical Engineer	Programmer	Vocational Teacher
	Management and Administration Analyst	Lawyer	Electronic Engineer	Telecommunication Engineer	Human Resources Specialist
Technician and associate professionals: A level of technicians and associate specialists who require a bachelor's degree or higher and have at least one year of experience.	Head Chef	Commercial Sale Representatives	Supply or Procurement Staff	Credit Officer	Machinery Technician
	Air traffic controller	Electrical Technician	Nurse	Medical Technician	Assistant Accountant
Support staff and secretary: A level of supporting staff and clerks require an associate's degree or higher.	Human Resources Staff	Production staff	Accounting clerk and bookkeeping	Hotel Receptionist	Receptionist
Sales and Services Staff: A a level of sales and service staff that requires an education level from 9th grade or Technical and Vocational Certificate 1 (C1) or higher.	Shop Manager	Bartender*	Child caregiver	Security Guard	Hairdresser*
	Chef*	Waiter*	Assistant Teacher	Firefighter	Flight attendant
Handicrafts and skilled workers: A a level of workers or craftsmen that requires an education level from 9th grade or Technical and Vocational Certificate 1 (C1) or higher.	Carpenter*	Plumber*	Welder*	Machinery Mechanics and Repairers*	Electrical Technician
	Electronic Technician	Construction skills workers* e.g.: tile setters, bricklayers	Baker*	Tailor*	Roof maker*

Machine Operator and Assembler: The level of workers who require technical skills.	Cranes Driver	Cement Machine Operators	Automotive Engine Assemblers*	Factory Machinery Operator	Heavy Truck Driver
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*Notes: Skills available in vocational and technical training programs 1.5M.

Source: Authors' selection.

Table 35 presents the top 20 most sought-after positions for young job seekers during their initial job search. This data offers valuable insights into career preferences and the evolving needs of the workforce, highlighting high-demand sectors and positions for young people. It provides an overview of current labour market trends and is essential for employers, educators, and young people seeking to understand the potential opportunities and challenges within the job market.

Table 35: Top 20 most demanding occupations for youth

Occupation Name	Job description and requirements	Salary (USD)	Sub-sector
Certified Accountant or Auditor	- Develop, manage and control the financial accounting system - Bachelor's degree or higher	600 - 800	Finance and Insurance
University and Higher Education Teachers	- Research, preparation of study materials and teaching at university - Master's degree or higher	400 - 600	Education
Industrial and Production Engineer	- Research, preparation, coordination and control of production processes - Bachelor's degree or higher	300 - 600	Manufacturing
Secondary Teachers	- Teach students according to the program available at the Ministry of Education, Youth and Sports - Teaching Certificate or equivalent	350 - 450	Education
Commercial Sales Representatives	- Consult on sales and product services - Bachelor's degree or higher	350 - 450	Finance and Insurance, ICT, and Manufacturing
Civil Engineer	- Construction management and construction structures - Associate's degree or higher	300 - 600	Construction
Chef	- Prepare cooking ingredients according to the head chef - Technical and Vocational Certificate 1 (C1) or higher.	300 - 600	Accommodation and Restaurants
Human Resource Staffs or Assistant	- Update staff records such as salaries and evaluations - Associate's degree or higher	300 - 600	All sectors
Public Relations Professionals	- Develop, implement and plan effectively - Bachelor's degree or higher	300 - 600	Finance and Insurance
ICT Users Support Technicians	- Help and solve problems for technology users - Associate's degree or higher	300 - 600	All sectors
Nursing Profession	- Provide medical, treatment, examination services to the patient - Bachelor's degree or higher	300 - 600	Healthcare Services
Electrical Engineer	- Research, maintenance and repair of electrical technology systems - Bachelor's degree or higher	300 - 600	Construction and Manufacturing
Electronic Engineering Technician	- Research, maintenance and repair of electronics device - Associate's degree or higher	300 - 500	ICT

Occupation Name	Job description and requirements	Salary (USD)	Sub-sector
Accounting Clerk and Bookkeeping	- Calculate, classify, record and verify financial accounting - Associate's degree or higher	300 - 450	All sectors
Securities and Finance Agents	- Buy-sell securities, bonds and other financial services - Associate's degree or higher	300 - 500	Finance and Insurance
Vocational Teacher	- Teaching and guidance subjects in educational institutions for adults - Teaching Certificate or equivalent	300 - 500	Education
Supply or Procurement Staff	- Facilitate the purchase of materials, manage transportation and logistics - Associate's degree or higher	250 - 500	All sectors
Machinery Technician	- Repair and control of machinery - Technical and Vocational Certificate 1 (C1) or higher.	250 - 500	Transportation and Storage, and Manufacturing
Hotel Receptionist	- Greeting, provide service in hotels and other businesses - Technical and Vocational Certificate 1 (C1) or higher.	200 - 300	Accommodation and Restaurants
Bartender	- Prepare and serve drinks directly to customers - Technical and Vocational Certificate 1 (C1) or higher.	200 - 250	Accommodation and Restaurants

Source: Authors' selection.

Chapter III. Conclusion and Recommendations

3.1. Conclusion

This section provides conclusion for job market in Cambodia, highlighting key trends, opportunities, and challenges. It also offers recommendations for jobseekers helping them to get good job opportunities and wages. The following are key findings:

- **There is a strong demand for skilled ICT professionals, driven by digitalization and rising demand for IT services, particular in the information, communication, and technology sector.** High demand for technical roles, with competitive salaries for those with specialized skills including software developers, network engineers, cybersecurity experts, and data analysts are in high demand.
- Recovery from COVID-19 expected to drive demand. **High demand for hospitality roles for accommodation and restaurants sector, with significant salary differences between management positions and other roles.** Most demand roles in this sector are physiotherapy technicians, restaurant managers, and chefs.
- **Due to the decline in infrastructure and investment projects, it is expected to decline for the construction sector.** Challenges related to skill gaps, turnover, and recruitment. High demand for specialized roles such as cartographers, surveyors, civil engineers, and financial advisers, with competitive salaries for those specializing in finance, architecture, and engineering.
- **The education sector shows steady growth, driven by increased demand and government policies.** Challenges related to skill gaps and recruitment. High demand for teaching profession at all levels from vocational teacher to university teacher, but earn lower salaries compared to other sectors.
- **Growth driven by macroeconomic stability, there is a positive trend of employment and increased demand for the finance and insurance sector.** This is because there is a high demand for high level financial professionals such as financial and investment advisers, certified accountants, and auditors who generally offer competitive salaries.
- **Growth is led by increasing demand for the healthcare services sector.** Challenges related to skill gaps and recruitment. High demand for healthcare professionals, with significant salary differences between management positions and other roles. Current high demand for healthcare professionals is in areas like physiotherapy, medical technology, and public health.
- **The garment, footwear, and travel goods and bags sector shows steady growth, but challenges related to competition, rising labour costs, and the need for higher-value-added products.** High demand for machine operators of textile, fur, and leather production. A huge salary difference between specialized roles and manufacturing laborers. However, this sector offers competitive salaries for those with specialized skills such as designer and technician.
- **The rising demand for goods and products and the growing need for diversification in non-garment sectors drives the ongoing growth of the manufacturing sector.** However, the industry faces challenges associated with skill gaps, turnover, and recruitment difficulty. Machine operators

in various manufacturing processes are in high demand. Competitive salaries for those with specialized skills such as industrial and production engineers.

- **Increased trade and infrastructure development allow for a substantial growth in employment in the transportation and storage sector.** High demand for transportation and logistics professionals is retail and wholesale trade managers, inventory management, mechanical engineering technicians, and industrial and production engineers. Those with specialized roles like airplane mechanical engineering generally command higher pay.
- **The Cambodian job market shows promising signs of growth and development, driven by economic expansion and increased investment.** However, ICT, healthcare services, finance and insurance, and transportation and storage, offer significant job opportunities, others, such as GFT, face challenges like global competition and sustainability concerns.
- **Several sectors, including ICT, healthcare services, finance and insurance, and education, have a strong demand for professionals with specialized skills and expertise.** Qualification required for these positions is at least a bachelor's degree or equivalent certificate.
- Many sectors face challenges in finding qualified candidates, particularly for specialized roles. **This highlights the need for improved education and training programs.** Additionally, many establishments face difficulties in implementing effective training programs due to limited resources, lack of expertise, time constraints, resistance to change, and misalignment with organizational goals. These challenges can hinder employee development and limit the organization's ability to adapt and improve productivity.
- **The evolving landscape of technology necessitates a corresponding shift in the skill sets required for various jobs. This transformation could potentially result in a skills gap and upskilling if jobseekers fail to adapt to these changing demands.** To stay competitive in the future, lifelong learning and upskilling are indispensable. In addition to technical skills, soft skills such as creativity, problem-solving, and adaptability will also gain prominence.

3.2. Recommendations

While salaries for specialized roles are generally higher, the overall job market is dynamic and competitive. Navigating the competitive job market requires strategic planning, continuous skill development, and a keen understanding of industry trends. The following are key recommendations for jobseekers:

- **Skill Development is Crucial:** Given the high demand for specialized skills, individuals should focus on acquiring relevant qualifications and training to enhance their job prospects. Therefore, it is recommended that jobseekers should set clear career goals, create a career plan, and seek mentorship to guide your professional development.
- **Consider Management and Specialized Roles:** While management and specialized roles often come with higher salaries and greater career advancement opportunities, they typically require significant experience and qualifications. However, aspiring to be in management and specialized role, individuals can proactively build their career paths towards these positions by acquiring the necessary skills. This includes developing strong leadership qualities, effective communication skills, a solid understanding of business operations, and specialized skills.

- **Network Strategically:** Building strong relationships with professionals in your industry can provide invaluable insights, job opportunities, and mentorship. Actively participate in industry events, leverage social media platforms, and join relevant professional organizations to expand your network. By building these connections, jobseekers can identify emerging trends, discover hidden job opportunities, and receive guidance from experienced professionals.

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Appendix A: Questionnaire

Royal Government of Cambodia
Ministry of Labour and Vocational Training
Job Outlook, Semester 2, 2024

Good morning/afternoon. My name is.....I am government official from the Ministry of Labour and Vocational Training. We are conducting a survey of employer, which aims to identify skills required and future skills need in your establishment. The information collected is strictly confidential and will be used only for statistical purpose. We would appreciate if you would dedicate some of your time to answer all the following questions.

Ordinal Number of Questionnaire: _____

Interview Record	
Interviewer's name:	_____
Telephone number:	_____
Date of interview:	_____
Time started:	_____ Time completed: _____
Quality Control by team leader	
Survey team leader's name:	_____ Date: _____
Telephone number:	_____ signature: _____
Remarks:	_____
Quality Control by technical team	
Name:	_____ Time: _____ signature: _____
Remarks:	_____

Ordinal Number of Questionnaire: _____

No	ISCO Code	Occupation names	Number of current employed	Number employee does not perform at required level	Number of employed first-time job seekers	Number of vacancies	Are any of these vacancies proving hard to fill? (1-5)	Number of hard to fill vacancies (H= 4 & 5)	Reasons of recruitment difficulty (choose up to 5 options) (H= 4 & 5)					Salary (average) in USD		Expected increase salary for the upcoming year in USD	
									1	2	3	4	5	Gross	Other benefits	Gross	Other benefits
A	B	C	D	E	F	G	H	I	J					K	L	M	N
		Finance, Accounting, & Procurement															
1	1211	Finance managers															
2	1324	Supply, distribution and related managers															
3	2411	Certified accountants or auditor (expert)															
4	3313	Professional accountant															
5	3323	Supply or procurement officer															
6	4311	Accounting and bookkeeping clerks (general level)															
7	4321	Stock clerks															
		Administrative, HR, and Logistic															
8	1212	Human resource managers															
9	2423	Human resource expert or recruitment specialists															
10	2611	Lawyers or legal advisor															
11	3341	Office supervisors															
12	3343	Administrative and executive secretaries															
13	4110	General office clerks															
14	4120	Secretaries (general)															
15	4226	Receptionists (general)															
16	4313	Payroll clerks															
17	4416	Human resource clerk or assistant															

No	ISCO Code	Occupation names	Number of current employed	Number employee does not perform at required level	Number of employed first-time job seekers	Number of vacancies	Are any of these vacancies proving hard to fill? (1-5)	Number of hard to fill vacancies (H= 4 & 5)	Reasons of recruitment difficulty (choose up to 5 options) (H= 4 & 5)					Salary (average) in USD		Expected increase salary for the upcoming year in USD	
									1	2	3	4	5	Gross	Other benefits	Gross	Other benefits
A	B	C	D	E	F	G	H	I	J					K	L	M	N
		Sale & marketing															
18	1221	Sales and marketing managers															
19	1222	Advertising and public relations managers															
20	2431	Advertising and marketing professionals															
21	2432	Public relations professionals															
22	3322	Sales representatives															
23	5244	Call centre salespersons or telemarketer															
		IT support															
24	1330	IT managers															
25	2166	Graphic and multimedia designers															
26	2522	Systems administrators (computers)															
27	3512	ICT user support technicians															
28	7422	ICT installers and servicers															
		Maintenance & other supports															
29	5151	Cleaning and housekeeping supervisors															
30	5153	Building caretakers															
31	5414	Security guards															
32	7411	Electricians															
33	8322	Car, taxi and van drivers															
34	8331	Bus drivers															
35	9112	Cleaners and helpers in establishment															
36	9621	Messengers, package deliverers and luggage porters															

No	ISCO Code	Occupation names	Number of current employed	Number employee does not perform at required level	Number of employed first-time job seekers	Number of vacancies	Are any of these vacancies proving hard to fill? (1-5)	Number of hard to fill vacancies (H= 4 & 5)	Reasons of recruitment difficulty (choose up to 5 options) (H= 4 & 5)					Salary (average) in USD		Expected increase salary for the upcoming year in USD	
									1	2	3	4	5	Gross	Other benefits	Gross	Other benefits
A	B	C	D	E	F	G	H	I	J					K	L	M	N
		Sector specific (13 sectors)															
37	9999	Occupation tailor to each sector															

Code H - Difficulty

- 1 – Very easy
- 2 – Easy
- 3 – Normal
- 4 – Difficult
- 5 – Very difficult
- 0 – Don't know

Code J-Reason for recruitment difficulty answer (up to 5 options)

- 1-Too much competition from other employers
- 2-Not enough people interested in doing this type of job
- 3-Poor terms and conditions (e.g. pay) offered for post
- 4-Low number of applicants with the required skills**
- 5-Low number of applicants with the required attitude, motivation or personality
- 6-Low number of applicants generally

7-Lack of work experience the company demands

- 8-Lack of qualifications the company demands**
- 9-Poor career progression / lack of prospects
- 10-Job entails shift work / unsociable hours
- 11-Seasonal work
- 12-Remote location / poor public transport
- 13-Others

List of occupations by 13 sectors

Accommodation		
37	1411	Hotel managers
38	1412	Restaurant managers
39	3255	Massagers and massage therapists
40	3434	Chefs
41	4224	Hotel receptionists
42	5120	Cooks
43	5131	Waiters
44	5132	Bartenders
45	5141	Hairdressers
46	5142	Beauticians and related workers
47	5162	Companions and valets
48	9121	Hand launderers and pressers
49	9412	Kitchen helpers

Construction		
37	2142	Civil engineers
38	2151	Electrical engineers
39	2161	Building architects
40	2162	Landscape architects
41	2165	Cartographers and surveyors
42	3112	Civil engineering technicians
43	3113	Electrical engineering technicians
44	3123	Construction supervisors
45	7112	Bricklayer
46	7114	Concrete worker
47	7115	Woodworkers, carpenters and joiner

Construction		
48	7121	Roofers
49	7122	Flooring
50	7123	Plasterers
51	7125	Glaziers
52	7126	Plumbers and pipe fitters
53	7127	Air conditioning and refrigeration mechanics
54	7131	Painters and related workers
55	8332	Heavy truck and lorry drivers
56	8342	Bulldozer, excavator, road-roller operators
57	8344	Lifting truck operators
58	9313	Building construction labourers

Education		
37	1345	Education managers
38	2310	University and higher education teachers
39	2320	Vocational education teachers
40	2330	Secondary education teachers
41	2341	Primary school teachers
42	2342	Early childhood educators
43	2351	Education methods specialists
44	2353	Other language teachers
45	2354	Other music teachers
46	2355	Other arts teachers
47	2356	Information technology trainers
48	5312	Teachers' aides

Financial and Insurance		
37	1346	Financial institution branch manager
38	2412	Financial and investment advisers
39	2413	Financial and investment analysts
40	2511	Systems analysts (IT) or computer scientist
41	2512	Software and system developers
42	2513	Web and multimedia developers
43	2521	Database designers and administrators
44	2523	Computer network professionals
45	3311	Securities and finance dealers and brokers
46	3312	Credit and loans officers
47	3321	Insurance representatives
48	4211	Bank tellers and bank clerks
49	4312	Statistical, finance and insurance clerks

Garment, Footwear and Travel Goods		
37	2163	Product and garment designers
38	3122	Manufacturing supervisors
39	4322	Production clerks
40	4323	Transport clerks
41	7532	Garment and related patternmakers and cutters
42	7533	Sewing, embroidery and related workers
43	7534	Upholsterers and related workers
44	7535	Pelt dressers, tanners and fellmongers
45	7536	Shoemakers and related workers
46	8151	Fibre preparing, spinning and winding machine operators
47	8152	Weaving and knitting machine operators
48	8153	Sewing machine operators
49	8154	Bleaching, dyeing and fabric cleaning machine operators

Garment, Footwear and Travel Goods		
50	8155	Fur and leather preparing machine operators
51	8156	Shoemaking and related machine operators
52	8157	Laundry machine operators
53	8159	Other textile, fur and leather products machine operators
54	8183	Packing, bottling and labelling machine operators
55	8332	Heavy truck and lorry drivers
56	8344	Lifting truck operators
57	9321	Hand packers
58	9329	Manufacturing labourers
59	9333	Freight handlers or warehouse porter

Healthcare services		
37	1342	Health service managers
38	2211	Generalist medical practitioners
39	2212	Specialist medical practitioners
40	2221	Nursing professionals
41	2222	Midwifery professionals
42	2261	Dentists
43	2262	Pharmacists
44	3211	Radiographers or sonographer
45	3212	Medical and pathology laboratory technicians
46	3221	Nursing associate professionals
47	3222	Midwifery associate professionals
48	3240	Veterinary technicians and assistants
49	3256	Medical assistants
50	3258	Ambulance workers

Information Communication Technology		
37	2152	Electronics engineers
38	2153	Telecommunications engineers
39	2434	ICT sales professionals
40	2511	Systems analysts (IT) or computer scientist
41	2512	Software and system developers
42	2513	Web and multimedia developers
43	2514	Applications programmers
44	2521	Database designers and administrators
45	2523	Computer network professionals
46	3114	Electronics engineering technicians
47	3511	ICT operations technicians
48	3514	Web technicians
49	7421	Electronics mechanics and servicers

Manufacturing of electronics and electrical equipment		
37	2141	Industrial and production engineers
38	2151	Electrical engineers
39	2152	Electronics engineers
40	3114	Electronics engineering technicians
41	3122	Manufacturing supervisors
42	4322	Production clerks
43	4323	Transport clerks
44	7212	Welders and flame cutters
45	8183	Packing, bottling and labelling machine operators
46	8212	Electrical and electronic equipment assemblers
47	8332	Heavy truck and lorry drivers
48	8344	Lifting truck operators
49	9329	Manufacturing labourers
50	9333	Freight handlers or warehouse porter

Manufacturing of electronics and electrical equipment		
51	9334	Shelf fillers

Manufacturing of Food and Beverages		
37	2141	Industrial and production engineers
38	3122	Manufacturing supervisors
39	4322	Production clerks
40	4323	Transport clerks
41	7512	Bakers, pastry-cooks and confectionery makers
42	7515	Food and beverage tasters and graders
43	8160	Food and related products machine operators
44	8183	Packing, bottling and labelling machine operators
45	8332	Heavy truck and lorry drivers
46	8344	Lifting truck operators
47	9329	Manufacturing labourers
48	9333	Freight handlers or warehouse porter

Manufacturing of Rubber and Plastics		
37	2141	Industrial and production engineers
38	3122	Manufacturing supervisors
39	4322	Production clerks
40	4323	Transport clerks
41	8141	Rubber products machine operators
42	8142	Plastic products machine operators
43	8183	Packing, bottling and labelling machine operators
44	8332	Heavy truck and lorry drivers
45	8344	Lifting truck operators
46	9329	Manufacturing labourers
47	9333	Freight handlers or warehouse porter

Manufacturing of Rubber and Plastics		
48	9334	Shelf fillers

Manufacturing of wood and paper products		
37	2141	Industrial and production engineers
38	3122	Manufacturing supervisors
39	4322	Production clerks
40	4323	Transport clerks
41	7521	Wood treaters
42	7522	Cabinetmakers and related workers
43	7523	Woodworking machine tool setters and operators
44	8143	Paper products machine operators
45	8171	Pulp and papermaking plant operators
46	8172	Wood processing plant operators
47	8183	Packing, bottling and labelling machine operators
48	8332	Heavy truck and lorry drivers
49	8344	Lifting truck operators
50	9329	Manufacturing labourers
51	9333	Freight handlers or warehouse porter
52	9334	Shelf fillers

Other Manufacturing		
37	2141	Industrial and production engineers
38	2144	Mechanical engineers
39	3115	Mechanical engineering technicians
40	3122	Manufacturing supervisors
41	4322	Production clerks
42	4323	Transport clerks
43	7212	Welders and flame cutters

Other Manufacturing		
44	8181	Glass and ceramics plant operators
45	8182	Steam engine and boiler operators
46	8183	Packing, bottling and labelling machine operators
47	8211	Mechanical machinery assemblers
48	8332	Heavy truck and lorry drivers
49	8344	Lifting truck operators
50	9329	Manufacturing labourers
51	9333	Freight handlers or warehouse porter
52	9334	Shelf fillers

Transportation and Storage		
37	1420	Retail and wholesale trade managers
38	3331	Clearing and forwarding agents
39	4321	Stock clerks
40	4323	Transport clerks
41	8183	Packing, bottling and labelling machine operators
42	8332	Heavy truck and lorry drivers
43	8344	Lifting truck operators
44	9321	Hand packers
45	9329	Manufacturing labourers
46	9333	Freight handlers or warehouse porter
47	9334	Shelf fillers



MINISTRY OF LABOUR AND VOCATIONAL TRAINING

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Building No.3, Russian Federation, Sangkat Tek Laak I, Khan Toul Kork, Phnom Penh, Kingdom of Cambodia