Overview of Workers in the Auto-Repair Sub-sector

**International Labour Organization**

UNDP

1. Key characteristics of sector

- There are an estimated 96,347 workers (1.3% of total workforce) in the auto-repair sub-sector, of which 15% is female.
- The overwhelming majority (88%) work in the informal sector.
- The social security coverage is estimated at 2%.
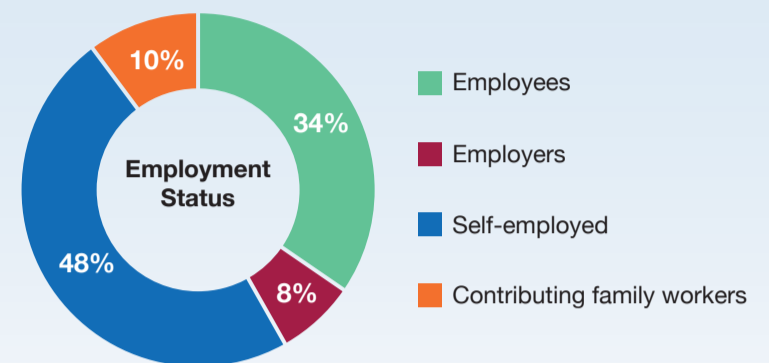- Potential for increasing formalization and expanding coverage of social security: LOW[1]

2. Employment status

Employment Status

- 34%
- 8%
- 48%
- 10%
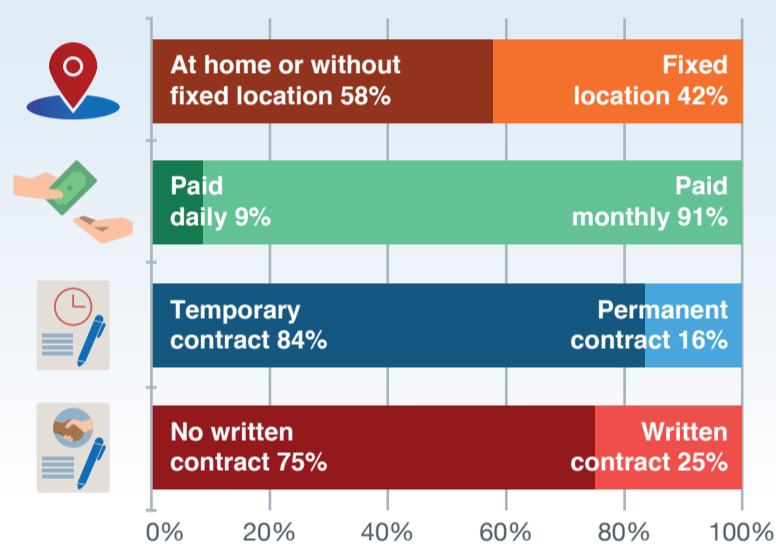
- Employees
- Employers
- Self-employed
- Contributing family workers
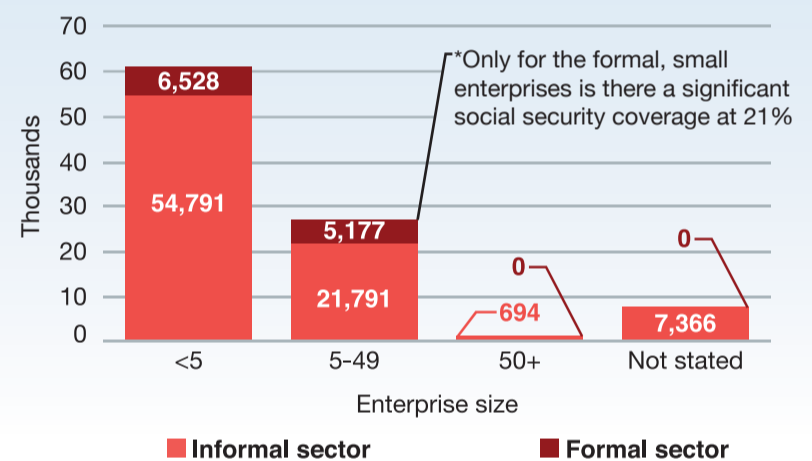
- Here women are less likely to be employees, employers or self-employed. As a result, women auto-repair workers are more likely to be in vulnerable forms of employment.
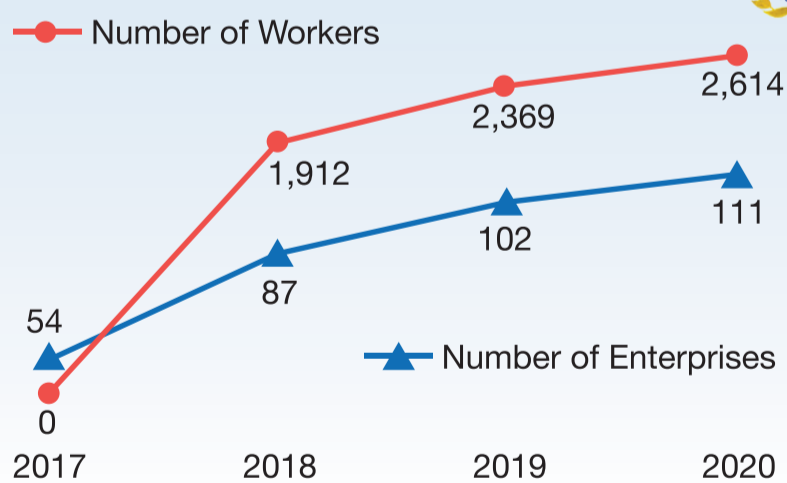
3. Share of workers by location, payment modality, contract length and type of work

At home or without fixed location 58%	Fixed location 42%
Paid daily 9%	Paid monthly 91%
Temporary contract 84%	Permanent contract 16%
No written contract 75%	Written contract 25%

0% 20% 40% 60% 80% 100%

4. Number of workers by enterprise size, sector of employment and social security

*Only for the formal, small enterprises is there a significant social security coverage at 21%

Thousands

- <5: 6,528 / 54,791
- 5-49: 5,177 / 21,791
- 50+: 0 / 694
- Not stated: 0 / 7,366

Enterprise size

- Informal sector
- Formal sector

5. National Social Security Fund (NSSF) data on registrations

- Number of Workers: 0 (2017), 1,912 (2018), 2,369 (2019), 2,614 (2020)
- Number of Enterprises: 54 (2017), 87 (2018), 102 (2019), 111 (2020)

2017 2018 2019 2020

6. Ability to contribute to social security *

- 60% — After paying equal share of total household consumption
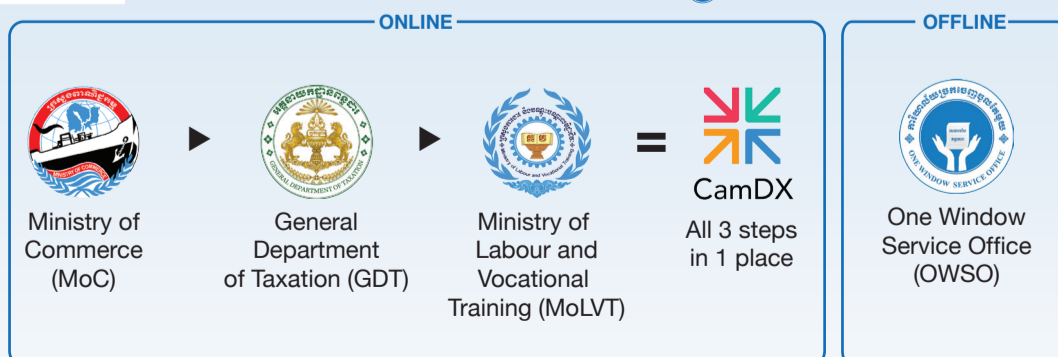- 90% — After paying for their consumption only

* does not account for the 42% of workers who have an average debt of 228% their annual income.

7. License and registration information for business and social security

Total Cost of Business Registration: 2.15 million Riel — 15-20 days

Registration MoLVT + NSSF: 100,000 Riel - 200,000 Riel — 10-28 days

— ONLINE —

Ministry of Commerce (MoC) ▸ General Department of Taxation (GDT) ▸ Ministry of Labour and Vocational Training (MoLVT) = CamDX — All 3 steps in 1 place

— OFFLINE —

One Window Service Office (OWSO)

Information required: Business activities including potential safety issues, and worker's IDs, income level and signatures.

Ministry of Labour and Vocational Training (MoLVT)

National Social Security Fund (NSSF)

The business licenses come from the Ministry of Public Works and Transport (MPWT)

1. The potential for formalization is determined by comparing the sub-sector to the national averages among the dimensions of (i) size of the sub-sector, (ii) share of self-employment, and (iii) ease of physical access.

Overview of workers in the urban and suburban passenger land transport sub-sectors

International Labour Organization
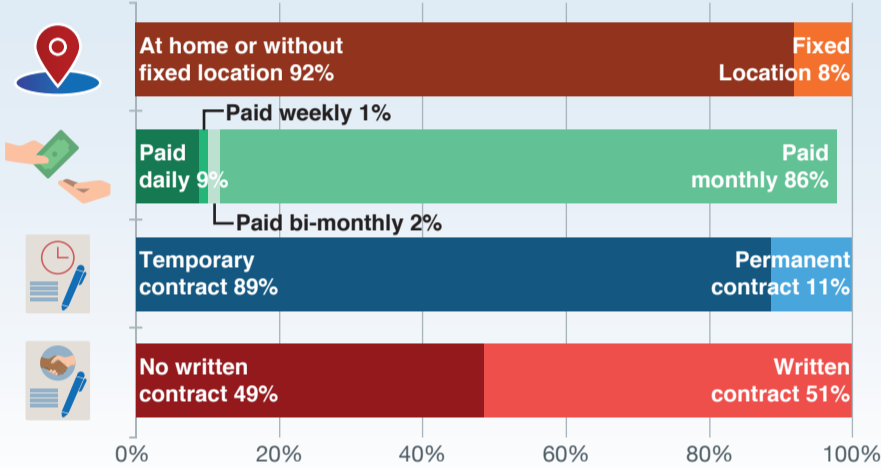
UNDP

1. Key characteristics of sector

- There are an estimated 145,945 workers in the passenger land transport sub-sector of which 3% is female.
- The overwhelming majority (93%) work in the informal sector.
- The social security coverage is estimated at 1%.
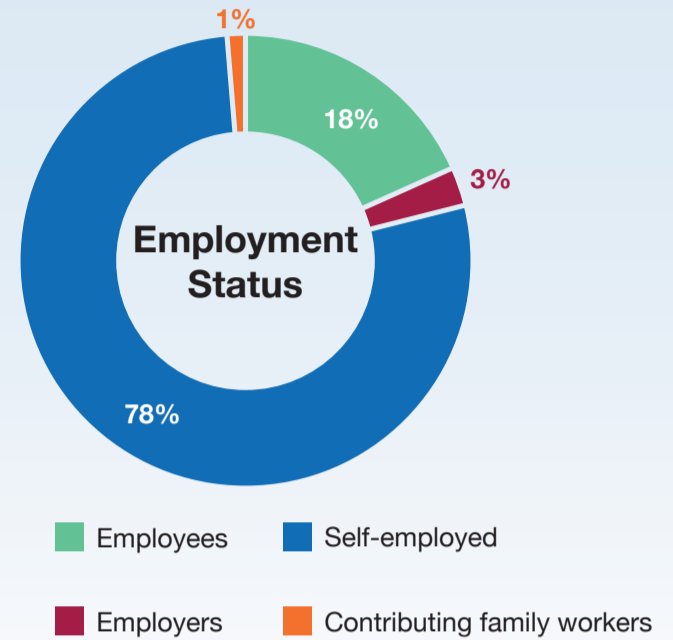- Potential for increasing formalisation and expanding coverage of social security: LOW[1]

2. Employment status

Employment Status

- 1% (Contributing family workers)
- 18% (Employees)
- 3% (Employers)
- 78% (Self-employed)

Legend:
- Employees
- Self-employed
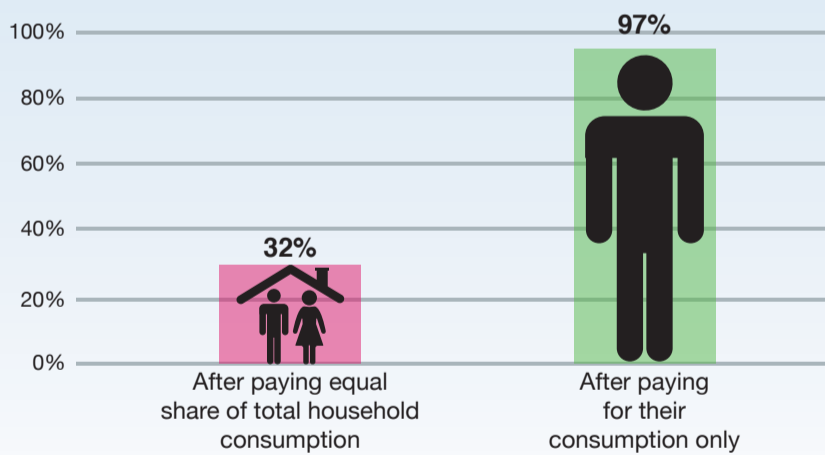- Employers
- Contributing family workers

- Informality is more prevalent among self-employed individuals and contributing family workers compared to employees, one-third of whom are in the formal sector.

3. Share of workers by location, payment modality, contract length and type of work

- At home or without fixed location 92% — Fixed Location 8%
- Paid daily 9% — Paid weekly 1% — Paid bi-monthly 2% — Paid monthly 86%
- Temporary contract 89% — Permanent contract 11%
- No written contract 49% — Written contract 51%

(0% 20% 40% 60% 80% 100%)

4. Number of workers by enterprise size, sector of employment and social security

Thousands

Enterprise size	Household sector	Formal sector	Informal sector
<5	502	6,602	119,490
5-49	0	2,924	14,194
50+	0	562 / 945	
Not stated	0		228

*Only for the formal, small enterprises is there a significant social security coverage at 21%

Legend:
- Informal sector
- Formal sector
- Household sector

- The vast majority (87%) of transport workers work in micro- (<5 employees) or small (5-49 employees) enterprises (12). Just 1% work in medium or large (50+ employees) enterprises.

5. Ability to contribute to social security*

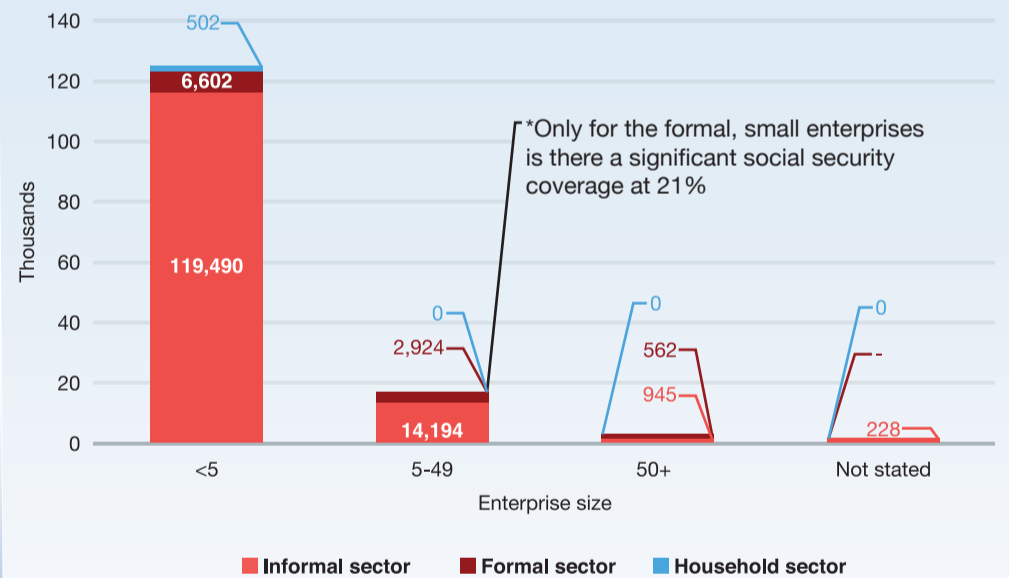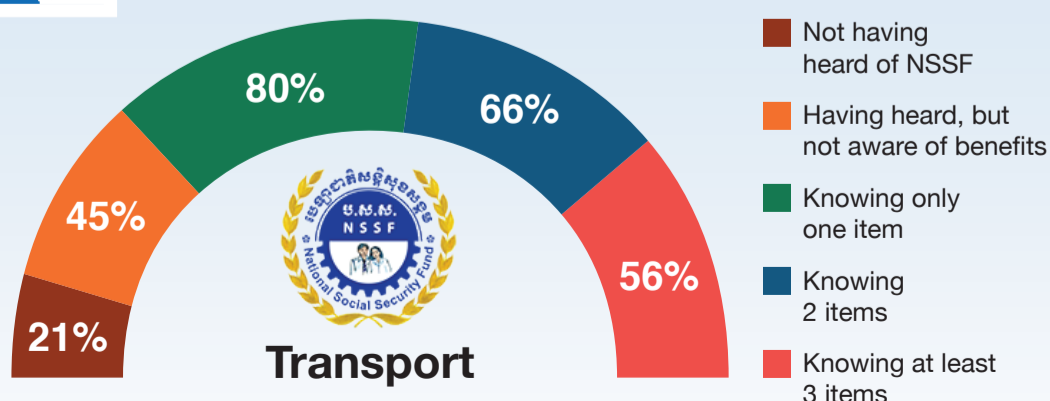**Proportion of employees able to contribute to social security...**

- 32% — After paying equal share of total household consumption
- 97% — After paying for their consumption only

(100% 80% 60% 40% 20% 0%)

*does not account for the 44% of workers who have an average debt of 17% their annual income.

6. Awareness of, and Registration for National Social Security Fund

Distribution of responses as percentages of a series of sequential questions.

- 21%
- 45%
- 80%
- 66%
- 56%

N.S.S.F National Social Security Fund

Transport

Legend:
- Not having heard of NSSF
- Having heard, but not aware of benefits
- Knowing only one item
- Knowing 2 items
- Knowing at least 3 items

Benefits of NSSF items

- Medical benefit
- Survivors benefit
- Funeral benefit
- Permanent disability
- Cash allowance benefit
- Rehabilitation

Registration MoLVT + NSSF:

- 100,000 Riel - 200,000 Riel
- 10-28 days

Information required: Business activities including potential safety issues, and worker's IDs, income level and signatures.

Ministry of Labour and Vocational Training (MoLVT)

National Social Security Fund (NSSF)

1. The potential for formalisation is determined by comparing the subsector to the national averages among the dimensions of (i) size of the subsector, (ii) share of self-employment, and (iii) ease of physical access.

Overview of workers in the cargo-handling sub-sector

International Labour Organization

UNDP

1. Key characteristics of sector

- There are an estimated 67,941 workers in the cargo handling sub-sector, of which 16% is female.
- The vast majority (87%) work in the informal sector.
- The social security coverage is estimated at 4%.
- Potential for increasing formalisation and expanding coverage of social security: LOW[1]

2. Employment status

Employment Status

- 87% Employees
- 2% Employers
- 10% Self-employed
- 1% Contributing family workers

3. Share of workers by location, payment modality, contract length and type of work

At home or without fixed location 60%	Fixed Location 40%
Paid daily 37%	Paid weekly 2% — Paid Monthly 53% — Paid bi-monthly 6%
Temporary contract 57%	Permanent contract 43%
No written contract 87%	Written contract 13%

0% 20% 40% 60% 80% 100%

4. Number of workers by enterprise size and sector of employment and social security

*Only for the formal, medium or large enterprises is there a significant social security coverage at 44%

Enterprise size	<5	5-49	50+	Not stated
Informal sector	28,940	28,543	5,233	725
Formal sector	0	3,421	1,079	0

Thousands (y-axis: 0, 5, 10, 15, 20, 25, 30, 35)

■ Informal sector ■ Formal sector

5. National Social Security Fund (NSSF) data on registrations

ម.ស.ស. NSSF — National Social Security Fund

Number of Enterprises: 2 (2017), 3 (2018), 3 (2019), 4 (2020)
Number of Workers: 0 (2017), 1,606 (2018), 1,711 (2019), 1,785 (2020)

▲ Number of Enterprises
● Number of Workers

2017   2018   2019   2020

6. Ability to contribute to social security *

- 85% After paying equal share of total household consumption
- 96% After paying for their consumption only

(y-axis: 0, 20, 40, 60, 80, 100)

* does not account for the 39% of workers who have an average debt of 126% their annual income.

7. Social security registration

Registration MoLVT + NSSF: 💲 100,000 Riel - 200,000 Riel 🕐 10-28 days

Information required: Business activities including potential safety issues, and worker's IDs, income level and signatures.

Ministry of Labour and Vocational Training (MoLVT)

National Social Security Fund (NSSF)

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1. The potential for formalisation is determined by comparing the subsector to the national averages among the dimensions of (i) size of the subsector, (ii) share of self-employment, and (iii) ease of physical access.

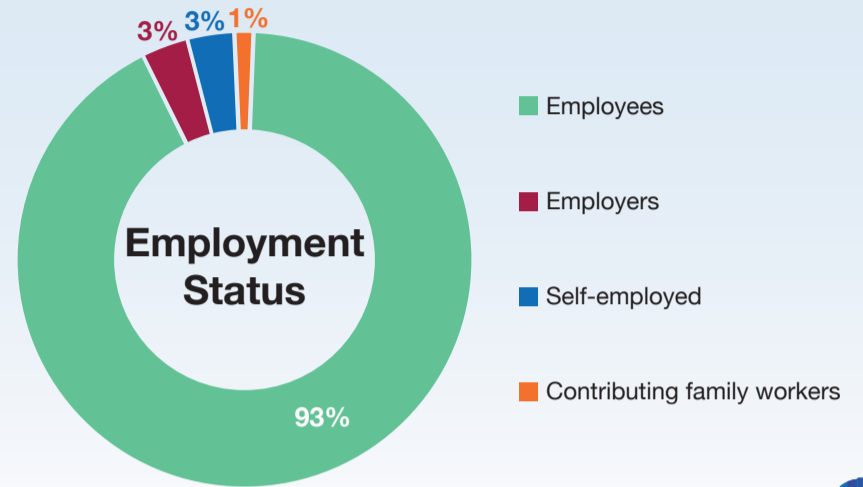# Overview of workers in the construction sub-sectors
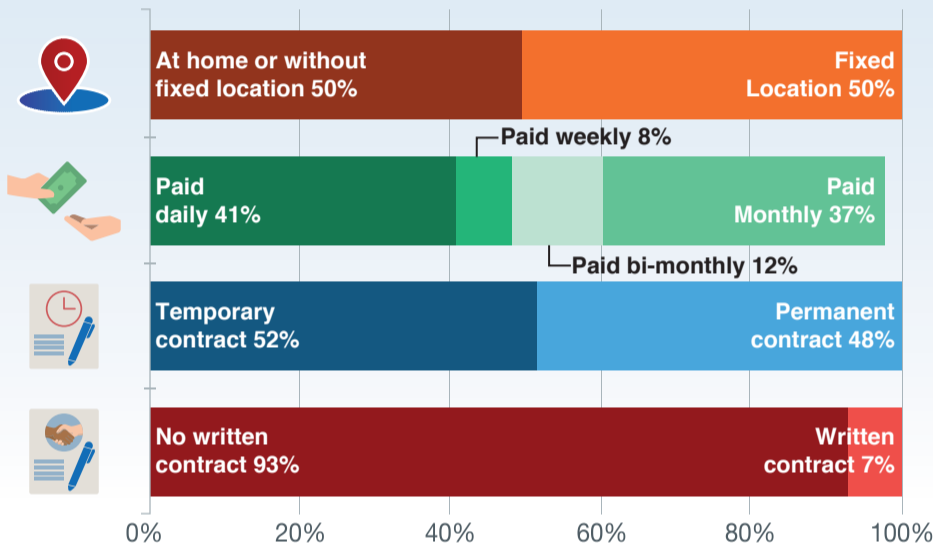
1. Key characteristics of sector

- There are an estimated 479,783 workers in the construction sub-sector, of which 19% is female.
- The overwhelming majority (94%) work in the informal sector.
- The social security coverage is estimated at 1%.
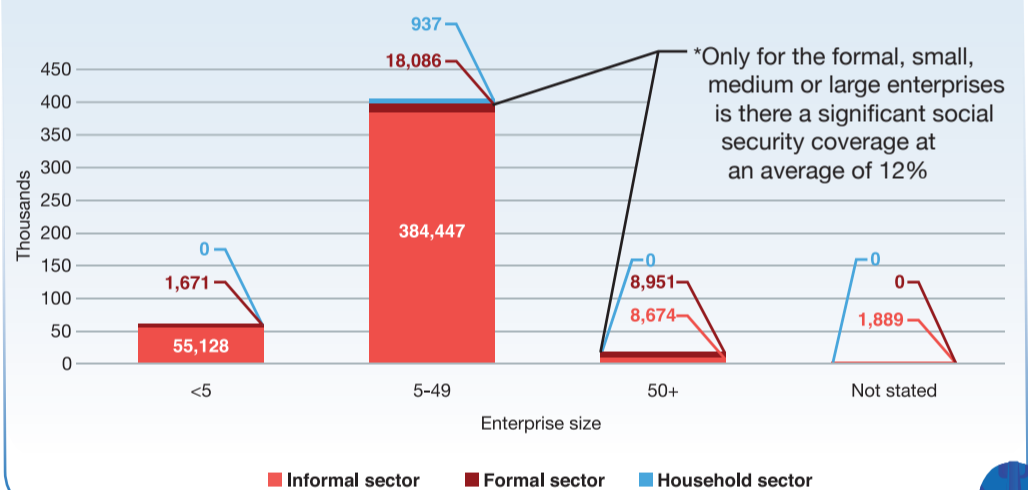- Potential for increasing formalisation and expanding coverage of social security: HIGH[1]
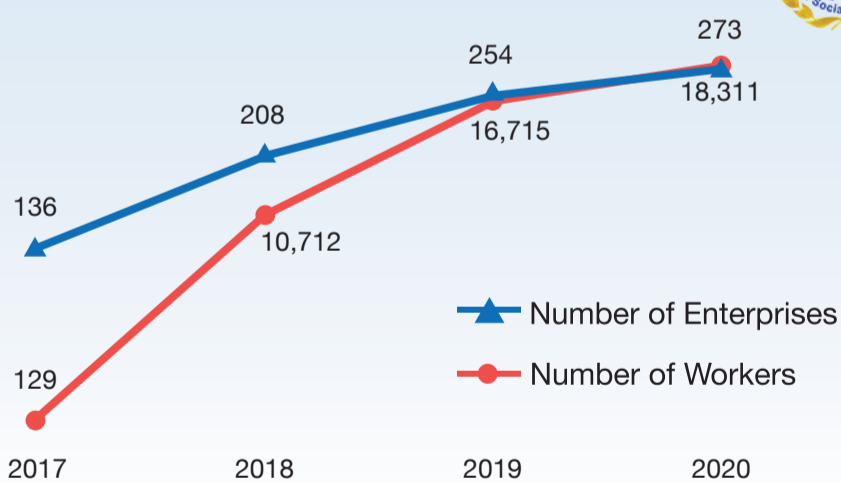
2. Employment status

Employment Status

- Employees — 93%
- Employers — 3%
- Self-employed — 3%
- Contributing family workers — 1%

3. Share of workers by location, payment modality, contract length and type of work

- At home or without fixed location 50% | Fixed Location 50%
- Paid daily 41% | Paid weekly 8% | Paid bi-monthly 12% | Paid Monthly 37%
- Temporary contract 52% | Permanent contract 48%
- No written contract 93% | Written contract 7%

0%   20%   40%   60%   80%   100%

4. Number of workers by enterprise size, sector of employment and social security

*Only for the formal, small, medium or large enterprises is there a significant social security coverage at an average of 12%

Enterprise size	<5	5-49	50+	Not stated
Informal sector	55,128	384,447	8,674	1,889
Formal sector	1,671	18,086	8,951	0
Household sector	0	937	0	0

Thousands: 0, 50, 100, 150, 200, 250, 300, 350, 400, 450

5. National Social Security Fund (NSSF) data on registrations

Number of Enterprises:
- 2017: 136
- 2018: 208
- 2019: 254
- 2020: 273

Number of Workers:
- 2017: 129
- 2018: 10,712
- 2019: 16,715
- 2020: 18,311

6. Ability to contribute to social security *

- After paying equal share of total household consumption: 87%
- After paying for their consumption only: 95%

100, 80, 60, 40, 20, 0

* does not account for the 41% of workers who have an average debt of 103% their annual income.

7. Construction licence, Occupational Safety and Health (OSH) and Social Security

4 types of construction licences:
🕐 10-28 days

Ministry of Land Management, Urban Planning and Construction

Type depends on value and size, with small falling under municipal authority:

- Validity, 3 years (extendable)
- Applicable taxes, Profit, VAT, Withholding and Salary (income)
- Law on insurance (2014) requires a "construction liability insurance policy"

Occupational Safety and Health

Ministry of Labour and Vocational Training (MoLVT)

Prakas on OSH require the following for construction sites:

- General information
- Sanitation
- Weather related risks
- Storage waste and cleanliness management

Registration MoLVT + NSSF: *
ⓘ 100,000 Riel - 200,000 Riel   🕐 10-28 days

Information required: Business activities including potential safety issues, and worker's IDs, income level and signatures.

Ministry of Labour and Vocational Training (MoLVT)

National Social Security Fund (NSSF)

*Optional here is Personnel Accident (PA) insurance (such as NSSF-EII)

1. The potential for formalisation is determined by comparing the subsector to the national averages among the dimensions of (i) size of the subsector, (ii) share of self-employment, and (iii) ease of physical access.

Overview of workers in the manufacture of beverages and food products sectors

International Labour Organization

UNDP

1. Key characteristics of sector

- There are an estimated 82,415 workers in the agroprocessing sub-sector, of which 55% is female.
- The majority (82%) work in the informal sector.
- The social security coverage is estimated at 5%.
- Potential for increasing formalisation and expanding coverage of social security: LOW[1]

2. Employment status

Employment Status

- 41% Employees
- 3% Employers
- 38% Self-employed
- 18% Contributing family workers

3. Share of workers by location, payment modality, contract length and type of work

| At home or without fixed location 62% | Fixed Location 38% |

Paid weekly 8%
| Paid daily 22% | Paid Monthly 64% |
Paid bi-monthly 11%

| Temporary contract 83% | Permanent contract 17% |

| No written contract 63% | Written contract 37% |

0%   20%   40%   60%   80%   100%

4. Number of workers by enterprise size, sector of employment and social security

Thousands

45
40 1,157
35
30
25
20
15
10
5
0

| 38,808 | 5,658 | 1,083 | 0 |
| | 14,627 | 8,273 | 12,810 |

<5   5–49   50+   Not stated

Enterprise size

*Only for the formal, small, medium or large enterprises is there a significant social security coverage at an average of 28%

■ Informal sector   ■ Formal sector

5. National Social Security Fund (NSSF) data on registrations

НSSF

Number of Enterprises: 235 (2017), 282 (2018), 310 (2019), 304 (2020)
Number of Workers: 2,493 (2017), 17,423 (2018), 19,049 (2019), 20,380 (2020)

▲ Number of Enterprises
● Number of Workers

2017   2018   2019   2020

6. Ability to contribute to social security *

100
80
60
40
20
0

43%
After paying equal share of total household consumption

94%
After paying for their consumption only

* does not account for the 47% of workers who have an average debt of 225% their annual income.

7. Social security registration

Registration MoLVT + NSSF: 100,000 Riel - 200,000 Riel   10-28 days

Information required: Business activities including potential safety issues, and worker's IDs, income level and signatures.

Ministry of Labour and Vocational Training (MoLVT)

National Social Security Fund (NSSF)

1. The potential for formalisation is determined by comparing the subsector to the national averages among the dimensions of (i) size of the subsector, (ii) share of self-employment, and (iii) ease of physical access.

Overview of workers in the restaurants sub-sector

International Labour Organization

UNDP

1. Key characteristics of sector

- There are an estimated 257,056 workers in the restaurants sub-sector, of which 65% is female.
- The overwhelming majority (88%) work in the informal sector.
- The social security coverage is estimated at 1%.
- Potential for increasing formalisation and expanding coverage of social security: HIGH[1]

2. Employment status

Employment Status

- 55% Employees
- 2% Employers
- 32% Self-employed
- 11% Contributing family workers

3. Share of workers by location, payment modality, contract length and type of work

- At home or without fixed location 54% | Fixed Location 46%
- Paid daily 12% | Paid weekly 3% | Paid bi-monthly 1% | Paid Monthly 81%
- Temporary contract 71% | Permanent contract 29%
- No written contract 79% | Written contract 21%

(axis: 0% 20% 40% 60% 80% 100%)

4. Number of workers by enterprise size, sector of employment and social security

*Only for the formal enterprises is there a significant social security coverage at an average of 12%, here the coverage rate increases with enterprise size.

(Thousands axis: 0 20 40 60 80 100 120 140)

- <5: Formal sector 9,594; Informal sector 112,249
- 5-49: Formal sector 14,846; Informal sector 90,089
- 50+: 6,062; 3,231
- Not stated: 20,984

Enterprise size

- Informal sector
- Formal sector

5. National Social Security Fund (NSSF) data on registrations

Number of Enterprises: 2017: 579; 2018: 735; 2019: 790; 2020: 733
Number of Workers: 2017: 0; 2018: 15,974; 2019: 18,900; 2020: 17,389

- Number of Enterprises
- Number of Workers

6. Ability to contribute to social security *

(axis: 0 20 40 60 80 100)

- 49% After paying equal share of total household consumption
- 89% After paying for their consumption only

* does not account for the 37% of workers who have an average debt of 213% their annual income.

7. License and registration information for business and social security

Total Cost of Business Registration
- 2.15 million Riel
- 15-20 days

Ministry of Commerce (MoC) ▶ General Department of Taxation (GDT) ▶ Ministry of Labour and Vocational Training (MoLVT) = CamDX All 3 steps in 1 place

Business License*
- 0.1 to 1.6 million Riel
- 7-28 days

One Window Service Office OR Ministry of Tourism

*In the restaurant sector, fire safety measures are required.

Registration MoLVT + NSSF:
- 100,000 Riel - 200,000 Riel
- 10-28 days

Information required: Business activities including potential safety issues, and worker's IDs, income level and signatures.

Ministry of Labour and Vocational Training (MoLVT) — National Social Security Fund (NSSF)

1. The potential for formalisation is determined by comparing the sub-sector to the national averages among the dimensions of (i) size of the subsector, (ii) share of self-employment, and (iii) ease of physical access.