

Linking Social Protection with Active Labour Market Policies

Labour Economics Conference 2025

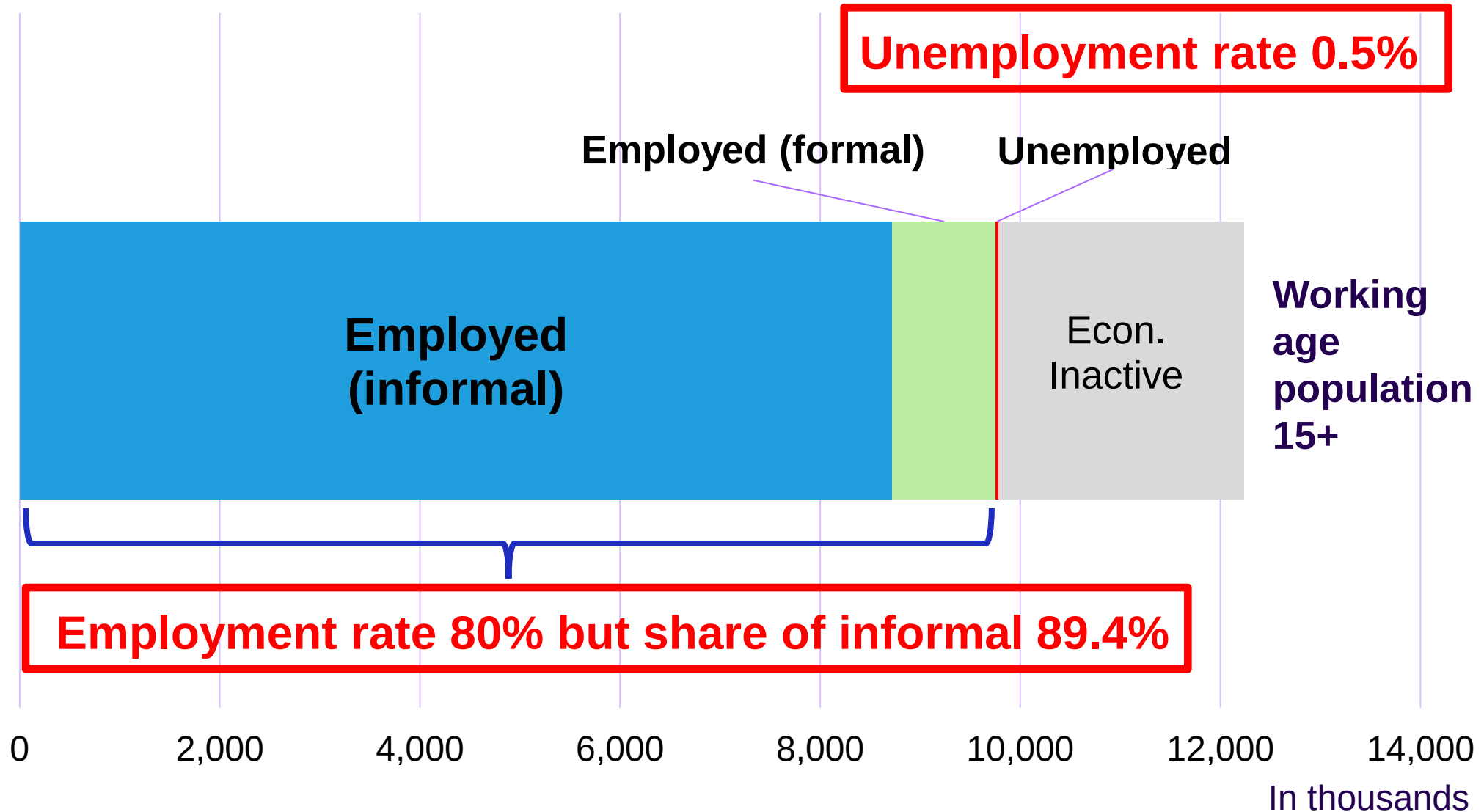
*Shaping the Future of Work: Skills, Employment, and Social
Protection for a Resilient Labour Market in Cambodia*

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Cambodia's Labour Market, 2023

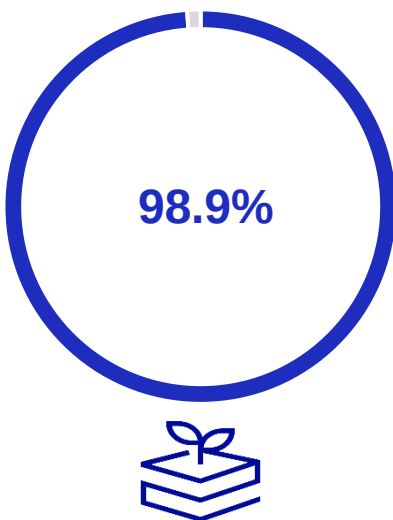
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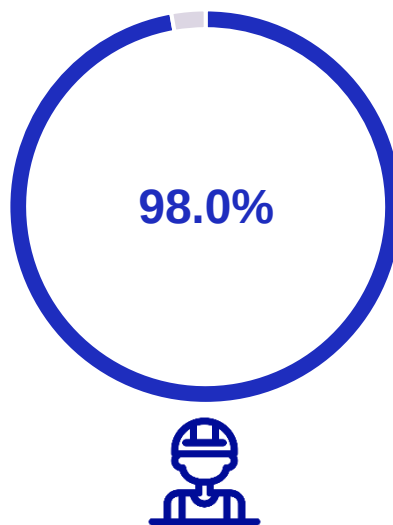
Cambodia's Labour Market

- ▶ Low official unemployment rate and high informality
- ▶ By sector, informality is high in agriculture and construction, but relatively low in garment.
- ▶ More than 900,000 returnee migrant workers in 2025.

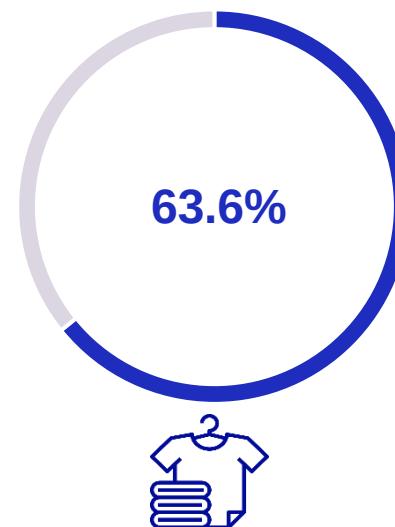
Agriculture



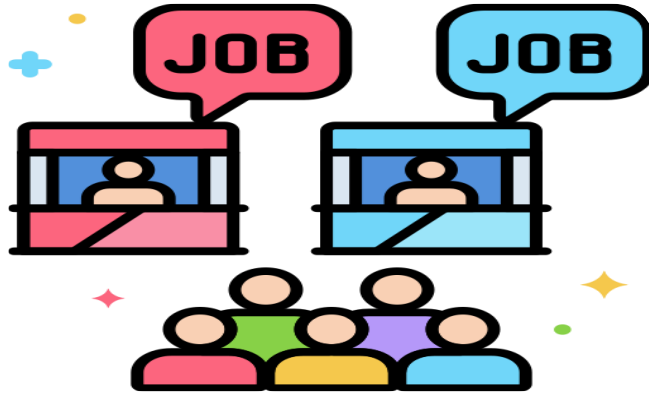
Construction, men



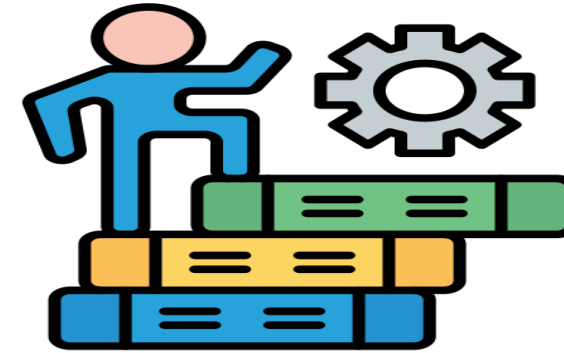
Garment, women



Integrated responses to unemployment



Creation of decent jobs



**Upgrading skills and
employability**



***Income protection during
job search and training***

**Need for close
coordination**

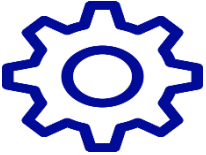


**Effective job matching by
employment services**

Unemployment benefits as a shock-responsive social protection

- ▶ Unemployment (UI) benefits provide income security against temporary loss of income to allow the unemployed to find suitable employment.
- ▶ UI is an inherent part of broader unemployment protection. It should be closely coordinated with employment services, vocational skills training, and other active labour market policies.
- ▶ A well-designed UI scheme is an efficient tool to enhance the resilience against shocks and crisis and facilitate climate change policies.
- ▶ During shocks, UI helps protect jobs, support business continuity, and secure income – facilitating a swift recovery (e.g. COVID-19).
- ▶ UI is a key tool to support the just and inclusive transition to a green economy (Cambodia's NDC 3.0).

International standards of unemployment benefits⁶

	Contingency	Payable when suspension or loss of earnings due to inability to obtain a suitable employment. Persons protected who are capable of, available for, and seeking for work.
	Benefit duration	Waiting period (not more than 7 days) Maximum duration (C102: 13 weeks in one year; C168: 26 weeks in each unemployment, or 39 weeks over two years.
	Benefit level	Periodical payment replacing the worker's previous earnings (C102: 45%; C168: 50%)
	Conditions for benefits	Benefits may be withdrawn, suspended, or reduced when the beneficiary refuses to accept suitable employment.

Source: ILO Conventions Nos 102 and 168.

► **Thank you for your attention**

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