

The Role Of Education And Health In Work Participation In Cambodia

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Abstract

This study's goal is to determine how the role of investment in health and education on job participation in Cambodia. This study examines investment in education, investment in health, and the number of Cambodian residents who work or are absorbed as laborers in Cambodia. This study uses secondary data from the world bank. We use behavioral data analysis with the Threshold Autoregressive model. The research period in this study is the annual period from 2000 to 2019. We found that employment in Cambodia is impacted by investments in health and education. Education is able to increase human capital so that people can find suitable and more productive jobs and jobs that require experts are increasingly filled, this increases work participation while increasing economic performance. Health itself keeps the community healthy and can still work productively so that it can increase the work participation of the Cambodian community

Keyword : Human Capital, Employment, Education, Work Participation, Cambodia

JEL Classification: C10,H52,I26

Received: November 6,2021 Accepted: Desember 1,2021

DOI : 10.54204/TAJI/Vol412022012

Background

Challenges posed by external factors to Cambodia's employment sector include the global economy, the Covid-19 case, and the trade war (Uğur & Akbıyık, 2020). Unemployment of fresh graduates has become a major problem for the Cambodian government in recent years. This problem is exacerbated by the Covid 19 crisis. In the context of urbanization, the unemployment rate for new graduates has become a major issue for the Cambodian government. This problem was exacerbated by the Covid 19 crisis. Many graduates became unemployed. Cambodian leaders have described the problem of postgraduate unemployment as a major, urgent and relevant issue for political risks and overall social stability. This concern is exacerbated by high unemployment rates among urban residents and those with higher education (Abbass, Begum, Alam, Awang, Abdelsalam, Egdair, & Wahid, 2022).

There are a large number of young people in Cambodian society, so the youth unemployment rate also has a major impact on Cambodia's economic development. In the past, low-skilled youth may find it easier to find work, but due to the lack of an energy economy in the past, many young people today find it increasingly difficult to find work. In addition, because these jobs are paid and social benefits are low, these young people face more and more social difficulties (Miller, 2020).

Currently, due to the Covid-19 crisis, 19 work forums for students and companies to meet have been postponed. Some companies use technology to recruit staff, such as through video interviews and online contests. Prior to the COVID-19 crisis, about half of Cambodia's total urban workforce was recent graduates, and most of them were recruited by small and medium-sized enterprises (SMEs). However, due to the Covid-19 crisis, 19 companies were seriously affected. Many companies are facing closures, and hiring is declining. Additional hiring rates have been reduced. In general, in recent years, the competition for jobs by fresh graduates is getting tougher, especially for higher positions. The Covid 19 crisis has driven a trend in public work. The latest official figures show that state-owned companies are hiring at an all-time high. The COVID-19 crisis has increased the unemployment rate in Cambodia, especially for new graduates in urban areas (Shah, C., Chowdhury, A., & Gupta, V. (2021).

Everyone always wants a job, and the job is justified. Work is the embodiment of work participation or economic participation (Katzman & Kinsella, 2018). Knowledge is an important factor that everyone should try to understand broadly, high and wise to have a job and the job makes a lot of money, but if those people don't ignore without knowing anything, they will definitely be unemployed. Today's jobs require people to have the knowledge and skills that must be done so that the companies they work for can develop, be profitable, and can progress. So, without knowledge, work cannot run to us, there is no job, no money to support the family so that they live prosperously, there is no honor, and there is no prestige in society (Bucken-Knapp, Fakh, & Spehar, 2019).

Competence is an important factor that everyone must have in practice after learning basic theoretical understanding. Competence is the main thing because we can work smoothly and successfully with abilities that are in abilities. When people have the ability to work, they will be proud of themselves, their families, and the communities in which they have contributed to development and prosperity. Brilliant growth in these three areas (self, family, and society). And jobs will run to them, waiting for them to come in and be paid according to their needs, they have no ability to work, only theoretical knowledge and practice, no real skills, they have no work to run, waiting for them to choose. This is an important factor that many people after graduating from university do not have real skills, so they do not get job opportunities to contribute to community development (Hopwood, Myers, & Sturrock, 2021).

Experience is one of the factors that cause unemployment. Experience is so important in our time that it has a big impact on people because after graduation they don't have the practice to take any experience and familiarity with work also makes them face unemployment. Domestic companies demand a lot of experience because they don't want to spend time gaining experience or testing employees to do the job (Aucejo, French, Araya, & Zafar, 2020).

Business owners don't want to be slow in running their business, and they don't want to spend time teaching how to work, they need people who already know how to work for their company and make their company profitable. So if we don't have work experience, we won't be unemployed, that's why we're unemployed (Ngoasong & Kimbu, 2019).

Mutual respect, love, solidarity at work, respect for ethics, and good discipline (family, workplace, and society) are related to respecting the law. Working in any company or organization requires employees who are loyal, love work and colleagues to work together for the company, work diligently, are patient in work, understanding, and tolerance in work. But some people have no ethics, are dishonest, are impatient with work, no energy to work, which makes them unemployed, thinking only to move from one place to another and cause conflicts with coworkers, exploitation, and unemployment. No one will apply for a job in any company, so an outgoing attitude is the most important factor that can get them a job (Katić, Knežević, Berber, Ivanišević, & Leber, 2019).

The non-professional factor is one of the factors that we must consider carefully before entering the university. If we are not specific, then our skills may not have a job market which makes us lose job opportunities. Not only that, but choosing the wrong skill is also different from the needs of today's society which makes us not have the opportunity to get a job. Lack of opportunity can be due to skills, lack of popularity, or lack of market, but there is a lot of competition that leaves some individuals still unemployed (Niccolai, Damaske, & Park, 2022).

Discrimination means that some people are discriminated against because they find that a low-paying job is not a good fit for them and that they have the ability to get the job. This is how they turn down jobs that give them opportunities, which makes them sleepy, and unemployed, and when all the work is needed they don't come back, i.e. rabbits are lost, fish are lost, and then they run out of steam. It's also because they are too proud of themselves, and repeatedly turn down good opportunities because they think there will be better jobs, but in the end, they wait to get paid for work (Carolan, Gonzales, Lee, & Harootyan, 2020).

The line factor is one of the factors that occur in society, it is clearly seen that many companies, organizations, institutions, and companies provide job opportunities to their children, namely working according to lines, regardless of knowledge and ability, and as an ethic, is to make sure your nephew has employment, regardless of the consequences of being unemployed. Therefore, all individuals are affected by these factors. Sometimes they are knowledgeable, and capable, but do not give these individuals the opportunity to unleash their full potential, which causes them to face unemployment (Belzunegui-Eraso & Erro-Garcés, 2020).

When that person is unemployed, that person will have no food, no proper clothes, no money to spend, cry, suffer criticism, humiliation, unwillingness to be respected by others, no dignity, and receive social stigma. That person will be very upset, frustrated, and annoyed when he has no knowledge, no ability, and sometimes just doesn't have the opportunity to show his greatness (Khomitskyi & Makoid, 2022).

When a person is unemployed and has no food, he can become emaciated and even become seriously ill. There is no food that allows him to do something without thinking that it is illegal or legal, that is to do whatever he wants, so he dares to commit various atrocities such as theft, robbery, murder for money, and wealth to fulfill their needs. But it will make them even more imprisoned, hated, discriminated against, and stigmatized by those around them. So, unemployment gives individuals such a point and their life will be filled with gloom and regret (Lubbers, García, Castaño, Molina, Casellas, & Rebollo, 2020).

Unemployment will create a family without happiness, without comfort, without dignity, with many needs that cannot be met, and without love from other families. When a person who is the head of a family or family member is insulted by other people from society, there is hatred, committing various evil deeds because they want money to support the family, because that work further degrades the family's reputation, reputation, and status. Family life is getting more difficult. And if this family has another child, then this child must be away from education, lack knowledge, knowledge, ignorance, and lack good ethics. The future of the children is ruined and there are no jobs, leaving a family that does not thrive, never prospers, and only daily violence, and quarrels (John & Elizabeth, 2021).

When unemployment, poor families, and unhappiness cause great social upheaval to boost the national economy, increase unemployment, increase poverty, and increase migration rates. When people migrate, they can face many difficulties and problems such as family splits, siblings, friends, and dropping out of school, which causes the community to lose human resources and unqualified human resources that make them suffer, which are problems that must be accounted for and resolved society better (Kaufman, Salas-Hernández, Komro & Livingston, 2020).

Unemployment will cause a crisis in society, only hindering national development for peace and prosperity (Okobia, 2020). To master the knowledge, skills, experience and everything needed to work and make money, sufficient human capital is needed. And the development of human capital is inseparable from education and health (Rusmingsih, Widarni, & Bawono, 2021). The purpose of this study is to investigate the role of investment in health and education on job participation in Cambodia

Research methods

This study examines investment in education, investment in health, and the number of Cambodian residents who work or are absorbed as laborers in Cambodia. This study uses secondary data from the world bank. We use behavioral data analysis with the Threshold Autoregressive model with the following econometric equations:

$$Y_t = \beta_0 + \beta_1 Ed_t + \beta_2 H_t + e_t$$

Where,

Y = population labor participation

T = Time series

β = Intercept

Ed = Educational Investment

H = Health Investment

E = Error Terms

The research period in this study is the annual period from 2000 to 2019.

Results and Discussion

The estimation results are presented in table 1.

Table 1 Estimation Results

Variable	Coefficient	Std. Error	t-Statistic	Prob.
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Threshold Variables (linear part)				
EDUCATION	-0.004151	0.004428	-0.811371	0.5112
HEALTH	0.002378	0.001126	1.010321	0.4112
Threshold Variables (nonlinear part)				
EDUCATION	0.003611	0.004113	1.281131	0.2832
HEALTH	-0.004511	0.003412	-1.351126	0.2614
Non-Threshold Variables				
C	1.023121	4.243212	2.12527	0
Slopes				
SLOPE	0.932117	0.611211	0.123171	0.2743
Thresholds				
THRESHOLD	0.9112116	1.112129	1.312111	0

In the nonlinear part, it can be seen that the direction of education is negative, this indicates that when the process of developing human capital through the formal education process results in humans who are in the process reducing economic activity because they are undergoing education so they cannot participate in the economy. Health has a positive direction that gives a signal that health investment keeps people healthy and productive so as to improve people's performance in the economy, including work participation. However, on the linear side, the direction of education is positive and health is negative. This shows that after completing the education process, the human abilities who undergo the educational process have better work performance, thus encouraging work participation and economic performance. However, the health investment is negative because the current health investment required has been previously invested. The encouragement from education is to increase human capital and part of human capital investment so that people are increasingly able to find more productive jobs and increase community work participation. Health investmentb keeps the community healthy so that their work performance will increase and become more active in economic participation as an indicator of employment.

Conclusion

Employment in Cambodia is impacted by investments in health and education. Education is able to increase human capital so that people can find suitable and more productive jobs and jobs that require experts are increasingly filled, this increases work participation while increasing economic performance. Health itself keeps the community healthy and can still work productively so that it can increase the work participation of the Cambodian community.

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