

**Kingdom of Cambodia
Nation Religion King**

**Ministry of Labour and Vocational Training
No. 409/15 KB/Br.K**

**Prakas
on
Determination of Minimum Wage for Workers/Employees in the Textile, Garment and
Footwear Industries for 2016**

Minister of Labour and Vocational Training

- Having seen the Constitution of the Kingdom of Cambodia
- Having seen Royal Decree No. NS/RKT/0913/903 dated 24 September 2013 on Nomination of the Royal Government of Cambodia
- Having seen Royal Code No. 02/NS/94 dated 20 July 1994 promulgating on the Law on Organization and Functioning of the Council of Ministers
- Having seen Royal Code ChN/RKB/0397/01 dated 13 March 1997 promulgating the Labour Law
- Having seen Royal Code No. NS/RKM/0105/003 dated 17 January 2005 promulgating the Law on the Establishment of the Ministry of Labour and Vocational Training
- Having seen Sub-decree 283 OrNKR.BK dated 14 November 2014 on Organization and Functioning of the Ministry of Labour and Vocational Training
- Having seen Sub-decree No. 47 OrNKR.BK dated 11 May 2006 on the Composition and Functioning of the Labour Advisory Committee
- Having seen the Statement of the Labour Advisory Committee dated 08 October 2015
- According to the wise recommendation of Samdech Prime Minister

Decides

Article 1:

Add US\$5 (five) to the US\$135 (one hundred thirty five) proposed by the Labour Advisory Committee as a minimum wage per month for workers/employees in the textile, garment and footwear industries for 2016.

The minimum wage for workers/employees in the textile, garment and footwear industries for 2016 shall be officially set at US\$140 (one hundred forty) per month.

Article 2:

- 1- Set a minimum wage for probationary workers/employees at US\$135 (one hundred thirty five) per month. After probation, the workers/employees shall receive a minimum wage of US\$140 (one hundred forty) per month.

- 2- Workers/employees who are paid according to the quantities produced (piece-rate) shall receive their wage based on the actual quantities produced. If the quantities produced exceed the wage stipulated in Point 1 of Article 2 above, the workers/employees shall receive their wage according to the exceeding quantities. But if it is lower than the wage stipulated in Point 1 of Article 2 above, the employer shall add any amount to make it US\$ 135 (one hundred thirty five) per month for probationary workers/employees and US\$140 (one hundred forty) per month for workers/employees after probation.

Article 3:

Other benefits that workers/employees have received so far shall be kept the same.

Article 4:

The minimum wage as stipulated in Article 2 above shall be effective from 01 January 2016.

Article 5:

Any regulation contrary to this Prakas shall be abrogated.

Article 6:

Cabinet Chief, Director General of the General Department of Administration and Finance, Director General of the General Department of Labour, the Labour Advisory Committee and all units under the supervision of the Ministry as well as professional organizations, workers/employees and employers in the textile, garment and footwear industries shall implement this Prakas in an effective manner from the date of signature.

Phnom Penh, 08 October 2015

Minister

(signed and stamped)

Ith Sam Heng

Place to receive:

- Council of Ministers
- Cabinet of Samdech Prime Minister
- Cabinet of Deputy Prime Ministers
- All relevant ministries and institutions
 “for information”
- All Municipal and Provincial Department of Labour and Vocational Training
- All employer associations
- All union federations
 “for information and implementation”
- Official gazette
- Archives