

**Kingdom of Cambodia  
Nation Religion King**

**Ministry of Labour and Vocational Training**

No. 416 K.B / Br.K

**Prakas  
on  
Public Holidays for 2016**

**Ministry of Labour and Vocational Training**

- Having seen the Constitution of the Kingdom of Cambodia
- Having seen Article 162 of the Labour Law
- Having seen the Royal Decree NS/RKT/0913/903 dated 24 September 2013 on Nomination of Royal Government of Cambodia
- Having seen the Royal Code 02/NS/94 dated 20 July 1994, promulgating the Law on Organization and Functioning of the Council of Ministers
- Having seen Royal Decree NS/RKT/0805/354 dated 05 August 2005 on Modification of the Permanent Commission for National and International Festivals into the National Committee for Organizing National and International Festivals
- Having seen Royal Code Ch.S/RKM/0397/01 dated 13 March 1997 promulgating the Labour Law
- Having seen Royal Code NS/RKM/0105/003 dated 17 January 2005 promulgating the Law on Establishment of Ministry of Labour and Vocational Training
- Having seen Sub-decree 283 OrNKR/BK 18 November 2014 on Organization and Functioning of the Ministry of Labour and Vocational Training
- Having seen Sub-decree 137 OrNKR.BK dated 01 October 2015 on Sub-decree on Public Holidays for Civil Servants, Workers/Employees for 2016

**Hereby Decide**

**Article 1:**

Workers/employees of all enterprises and establishments stipulated in Article 1 of the Labour Law shall be entitled to the following paid public holidays:

- 01 January	International New Year Day	One day
- 07 January	Victory Day over Genocide	One day
- 22 February	Meakh Bochea Day	One day
- 08 March	International Women's Day	One day
- 13, 14, 15, 16 April	Khmer New Year Days	Four days
- 01 May	International Labor Day	One day
- 13, 14, 15 May	King Norodom Sihamoni's Birthday	Three days
- 20 May	Visak Bochea Day	One day
- 24 May	Royal Plowing Ceremony	One day
- 01 June	International Children's Days	One day
- 18 June	Queen Monineath's Birthday	One day
- 24 September	Constitutional Day	One day
- 30 September, 01, 02 October	Pchum Ben Days	Three days

- 15 October	Respect the spirit of the late King Father	One day
- 23 October	Paris Peace Agreement Day	One day
- 29 October	Coronation Day of King Sihamoni	One day
- 09 November	National Independence Day	One day
- 13, 14, 15 November	Water Festival	Three days
- 10 December	International Human Rights Day	One day

**Article 2:**

For any public holiday falling on Sunday, the workers/employees shall be given a day off on the following day.

**Article 3:**

Any provision contrary to this Sub-decree shall be abrogated.

**Article 4:**

Chief of cabinet, Director General of General Department of Administration and Finance, Director General of General Department of Labour, Director General of General Department of Technical and Vocational Education and Training, General Inspector of General Inspectorate, Secretary General of Committee for Resolution of Strikes and Demonstrations, Director of Labour Inspection Department, Director of Labour Dispute Department, Director of Occupational Health Department, Director of Child Labour Department, Director of Training Department, National Social Security Fund and Directors of relevant units shall implement this Prakas from 1 January 2016.

Phnom Penh, 21 October 2015

**Minister**  
*(signed and stamped)*  
**Ith Sam Heng**

**Place to receive:**

- General Secretariat of Senate
- General Secretariat of National Assembly
- Office of the Council of Ministers
- Cabinet of **Samdech Techo Prime Minister**
- Cabinet of Stationed Deputy Prime Minister
- All ministries and relevant institutions  
“for information”
- All Municipal and Provincial Departments of Labour and Vocational Training
- All employer associations
- All union federations
- As stated in Article 4  
“for dissemination and implementation”
- Archives