

**KINGDOM OF CAMBODIA
NATION RELIGION KING**

**Ministry of Social Affairs, Labor,
Vocational Training and Youth Rehabilitation
No. 024 SKBY**

Phnom Penh, October 19 1999

**CIRCULAR
On
FEE PAYMENT FOR NIGHT WORK**

The Ministry of Social Affairs, Labor Vocational Training and Youth Rehabilitation would like to inform the owners and managers of factories, enterprises and establishments which within the limits of the application of the Labour Law, that based on the Labor Law workers and employees who work at night between 10:00 p.m. and 5:00 a.m. either sporadically or permanently shall receive wages equal to double the wages of day work. This is also the case for overtime work at night.

For instance: An enterprise has 16 workers. These 16 workers are divided into two sections: one section of 12 people is divided into three work rotations with four people for each rotation. The workers in this first section rotate working during the day or at night. As for the other section, it has four people divided into two groups of two people [where one] permanently works an eight-hour daytime shift and the other group of two people permanently works at night. Workers in the first section and those in the second section who work at night between 10:00 p.m. and 5:00 a.m. will receive wages equal to double daytime wages for the duration of the night work.

The Ministry of Social Affairs, Labour, Vocational Training and Youth Rehabilitation firmly hopes that you, the owners and managers of factories, enterprises and establishments, will execute [these wage rates] in accordance with the Labour Law. Any breach of the above determination will be penalized according to the Labour Law.

The Minister of Social Affairs, Labour, National Training and Youth Rehabilitation.

Signed and sealed:

ITH SAM HENG