

**Kingdom of Cambodia**

**Nation Religion King**

Ministry of Labour and Vocational Training

No. 206 K.B/S.C.N

**Notification**

In respect of the official recommendation made by Hun Sen, the Prime Minister of the Kingdom of Cambodia, at the 16<sup>th</sup> Government-Private Sector Forum on 23 November 2011, and the Letter No. 1477 SCN.AV dated 25 November 2011 issued by the Office of the Council of Ministers, the Ministry of Labour and Vocational Training would like to inform trade unions of all levels, employers' associations, workers, employers of factories, enterprises, and establishments in the textile, garment and footwear production sectors, of methods of providing a health allowance as follows:

1. A monthly US\$ 5 health allowance will be provided to all workers in the textile, garment, and footwear production sectors. This allowance will not be incorporated into actual wages (base wages).
2. Newly-recruited workers who have commenced work less than 26 working days before pay day in their first month will be provided with the health allowance as follows:
  - A. Workers having worked 13 days or less will be provided with half of the health allowance, that is, US\$ 2.50.
  - B. Workers having worked 14 days or more will be provided with full health allowance, that is, US\$ 5.
3. Daily and weekly paid workers will be provided with the health allowance at a daily rate of US\$ 0.20 per day.
4. The provision of the health allowance takes effect from 1 January 2012 onwards.

The Ministry of Labour and Vocational Training strongly hopes that trade unions of all levels, employers' associations, workers, employers of factories, enterprises, and

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establishments in the textile, garment, and footwear production sectors will effectively implement this notification.

Phnom Penh, 13 December 2011

Minister for Labour and Vocational Training

Vong Saut

CC:

- General secretariat of the Senate
- General secretariat of the National Assembly
- General secretariat of the Royal Government
- Cabinet of the Prime Minister
- Cabinet of the standing Deputy Prime Minister
- Office of the Council of Ministers
- Relevant ministries and institutions  
“to be informed”
- Municipal-provincial Departments of Labour and Vocational Training
- Employers’ associations
- Trade union federations  
“for dissemination and enforcement”
- Chronology -- Document

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