

**Kingdom of Cambodia
Nation Religion King**

Ministry of Labour and Vocational Training

No. 001/14 KB/SNN

Instruction

On

Implementation of Prakas No. 317 K.B/Br.K dated 31 December 2013 on Minimum Wage Increase for Workers/Employees in the Textile, Garment and Footwear Industries and the Provision of Benefits

The Ministry of Labour and Vocational Training wishes to inform all trade union organizations at all levels, employer associations, workers/employees and employers of factories, enterprises and establishments in the textile, garment and footwear industries that the following instructions shall be implemented:

I Provision of Minimum Wage

1. The minimum wage for workers/employees who undergo a probationary period from 1 to 3 months shall be set at US\$ 95 (ninety five) per month (the current minimum wage of US\$ 75 plus the increased amount of US\$ 20, totaling US\$ 95). After probation, the workers/employees shall receive a minimum wage of US\$ 100 (one hundred) per month (the current minimum wage of US\$ 80 plus the increased amount of US\$ 20, totaling US\$ 100).
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 above, the workers/employees shall receive their wage according to the exceeding quantities. But if it is lower, the employer shall add any amount to make it US\$ 95 (ninety five) per month for probationary workers/employees and US\$ 100 (one hundred) per month for workers/employees after probation.
3. The increased amount of US\$ 20 (twenty) shall be added for all workers/employees in addition to their existing wage.
4. The provision of minimum wage and the increase in wage as stipulated in Point 1, 2 and 3 above shall be implemented from 01 February 2014 onwards.

II Provision of benefits that have been implemented so far

1. Provide the transport and accommodation allowance of US\$ 7 (seven) per month. Any workers/employees whose employer has provided a transport means or accommodation shall not receive this transport and accommodation allowance. If the employer has provided the transport and accommodation allowance above this required amount, it shall be maintained.

- 2 Workers/employees who have come to work regularly every working day of each month without absence shall receive the attendance bonus of at least US\$ 10 (ten) per month.

For factories, enterprises and establishments who have provided the attendance bonus above this required amount, it shall be maintained.

- 3 Workers/employees who work overtime on a voluntary basis at the employer's request shall receive the meal allowance of 2000 Riels (two thousand Riels) per day or receive a free meal.

- 4 Seniority bonus:

A- Workers/employees who have worked in the factory, enterprise or establishment more than one year shall receive seniority bonus as follows:

Year of seniority	1	2	3	4	5	6	7	8	9	10	11
Amount received in dollar per month	0	2	3	4	5	6	7	8	9	10	11

B- Workers/employees who have seniority of any above year shall receive seniority bonus of that year (as in the above table) except those who have seniority beyond 11 years upwards shall receive seniority bonus of the 11th year, i.e. US\$ 11 (eleven United States dollars) per month.

The Ministry of Labour and Vocational Training hopes strongly that all trade union organizations, employer associations, workers/employees and employers of factories, enterprises and establishments in the textile, garment and footwear industries will implement this instruction in a highly effective manner.

Phnom Penh, 02 January 2014

Minister

(signed and stamped)

Ith Sam Heng

CC:

- General Secretariat of Senate
- General Secretariat of National Assembly
- General Secretariat of Royal Government
- Cabinet of Samdech Techo Prime Minister
- Cabinet of H.E Stationed Deputy Prime Minister Keat Chhon
- Council of Ministers
- All relevant ministries and institutions
- “for information”
- All municipal/provincial Departments of Labour and Vocational Training
- All employer associations
- All union federations
- “for dissemination and implementation”
- Official gazette
- Archives