

**Kingdom of Cambodia
Nation Religion King**



(logo)

Ministry of Labour and Vocational Training

No. 396 អ.ម/ប្រ.ត.ជ.ល

**Prakas
On
Minimum Wage Determination for Workers in Textile,
Garment and Footwear Sector for 2018**

Minister of Labour and Vocational Training

- Having seen the Constitution of the Kingdom of Cambodia;
- Having seen the Royal Decree NS/RKT/0913/903 dated September 24th, 2013 on the Appointment of the Royal Government of the Kingdom of Cambodia;
- Having seen the Royal Decree NS/RKT/1213/1393 dated December 21st, 2013 on the amendment and the addition of the composition of Royal Government of the Kingdom of Cambodia;
- Having seen the Royal Decree NS/RKT/0416/368 dated April 04th, 2016 on the amendment and addition of the composition of Royal Government of the Kingdom of Cambodia;
- Having seen the Royal Kram No. 02/NS/94 dated July 20th, 1994 promulgating the Law on Organization and Functions of Council of Ministers;
- Having seen the Royal Kram No. ChS/RKM/0397/01 dated March 13th, 1997 promulgating the Labour Law;
- Having seen the Royal Kram No. NS/RKM/0105/003 dated January 17th, 2005 promulgating the Law on the establishment of the Ministry of Labour and Vocational Training;
- Having seen Sub-Decree No. 283 ONKr. BK dated November 14th, 2014 on Organizing and Functioning of Ministry of Labor and Vocational Training;
- Having seen Sub-Decree No. 47 ONKr. BK dated May 11th, 2006 on the Composition and Functions of the Labor Advisory Committee;
- Having seen Sub-Decree No. 135 ONKr. BK dated September 22nd, 2015 on Amendment of Article 7 of Sub-Decree 47 ONKr. BK dated May 11th, 2006 on Composition and Functioning of Labor Advisory Committee;
- Having seen the Statement of the Labor Advisory Committee dated October 05th, 2017;
- Referring to the Recommendation of Samdech Techo Prime Minister.

Decided:

Article 1-

To add \$5 on top of \$165 (One Hundred and Sixty Five US dollars) proposed by the Labour Advisory Committee as a monthly minimum wage for workers in textile, garment and footwear sector for 2018.

The minimum wage for workers in textile, garment and footwear sector for 2018 shall be set officially

as \$170 (One hundred and Seventy US dollars only) per month.

Article 2-

1. Setting the minimum wage for probationary workers as \$165 (One hundred and Sixty Five US dollars only) per month. After the probation period, the regular workers shall receive \$170 (One hundred and Seventy US dollars only) as the minimum wage per month.
2. For the workers who receive the wage based on the quantity of the products (piece work) shall get the wage based on the result that he/she has achieved. If the yield exceeds the minimum wage that is stated in point 1 of article 2 above, the workers shall get the wage based on that exceeded amount. If the yield is lower than the minimum wage that is stated in point 1 of article 2 above, the employer shall add up to \$165 (One hundred and Sixty Five US dollars only) per month for probationary workers and \$170 (One hundred and Seventy US dollars only) for regular workers.

Article 3-

Other benefits that the workers have received so far shall be maintained the same.

Article 4-

This new minimum wage above shall be implemented from January 01st, 2018 onward.

Article 5-

Any provisions that is contrary to this Prakas shall be null.

Article 6-

The Cabinet Chief, General Director of the General Department of Admin and Finance, General Director of the General Department of Labour, Labour Advisory Committee, and all units under the supervision of the Ministry, Professional Organizations, Workers and Employers of Textile, Garment and Footwear Industry shall effectively implement this Prakas from the date of signature.

Phnom Penh, 05th October 2017

Minister

(Signed and Sealed)

Ith Sam Heng

Receiving Place:

- Council of Ministers
- Cabinet of Prime Minister
- Cabinet of Deputy Prime Ministers
- Relevant ministries
- "For dissemination"
- All Municipal and Provincial Departments of Labour and Vocational Training
- All Employer Associations
- All Union Federations
- "For dissemination and Implementation"
- Official Gazette
- Doc-archive