

KINGDOM OF CAMBODIA

Nation Religion King

Ministry of Labour and Vocational Training

No. 465 ក.ប/ប្រ.ក.ខណ

Prakas

on

Determination of Minimum Wage for Workers/Employees in the Textile, Garment and Footwear Industries for 2019

Minister of Labour and Vocational Training

-Having seen the Constitution of the Kingdom of Cambodia;

-Having seen the Royal Decree No. ស្រ/រក្ស/០៩១៣/៩២៥ dated 06 September 2018 on the Nomination of the Royal Government of Cambodia ;

-Having seen the Royal Code No. ស្រ/រក្ស/០៦១៨/០១២ dated 28 June 2018 promulgating the Law on the Organization and Functioning of the Council of Ministers;

-Having seen the Royal Code No. ជស/រក្ស/០៣៩៧/០១ dated 13 March 1997 promulgating the Labour Law;

-Having seen the Royal Code No. ជស/រក្ស/០៧១៨/០១៥ dated 06 July 2018 promulgating the Minimum Wage Law;

-Having seen the Royal Code No. ជស/រក្ស/០១០៥/០០៣ dated 17 January 2005 promulgating the Law on the Establishment of the Ministry of Labour and Vocational Training;

-Having seen the Sub-decree No. 283 អនក្រ.បក្តិ dated 14 November 2014 on the Organization and Functioning of the Ministry of Labour and Vocational Training;

-Having seen the Sub-decree No. 47 អនក្រ.បក្តិ dated 11 May 2006 on the Composition and Functioning of the Labour Advisory Committee;

-Having seen the Sub-decree No. 135 អនក្រ.បក្តិ dated 22 September 2015 on the Adjustment to Article 7 of Sub-decree No. 47 អនក្រ.បក្តិ dated 11 May 2006 on the Composition and Functioning of the Labour Advisory Committee;

-Having seen the Statement of the Labour Advisory Committee dated 05 October 2018;

- According to the wise recommendation of Samdech Prime Minister;

IT IS HEREBY DECIDED

Article 1:

Add US\$ 5 (Five) to the US\$177 (One hundred and seventy-seven) proposed by the Labour Advisory Committee as a minimum wage per month for workers/employees in the textile, garment and footwear industries for 2019.

The minimum wage for workers/employees in the textile, garment and footwear industries for 2019 shall be officially set at US\$182 (One hundred and eighty-two) per month.

Article 2:

- 1- Set a minimum wage for probationary workers/employees at US\$177 (One hundred and seventy-seven) per month. After the probation, the workers/employees shall receive a minimum wage of US\$182 (One hundred and eighty-two) per month.
- 2- 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 of Article 2 above, the workers/employees shall receive their wage according to the exceeding quantities. But if it is lower than the wage stipulated in Point 1 of Article 2 above, the employer shall add any amount to make it US\$177 (One hundred and seventy-seven) per month for probationary workers/employees and US\$182 (One hundred and eighty-two) per month for workers/employees after probation.

Article 3: Other benefits that workers/employees have received so far shall be kept the same.

Article 4: This new minimum wage shall take effect from 01 January 2019.

Article 5: Any regulation contrary to this Prakas shall be abrogated.

Article 6:

Cabinet Chief, Director General of the General Department of Administration and Finance, Director General of the General Department of Labour, the Labour Advisory Committee and all units under the supervision of the Ministry as well as professional organizations, workers/employees and employers in the textile, garment and footwear industries shall implement this Prakas in an effective manner from the date of signature.

Phnom Penh, 05 October 2018

Minister

(signed and stamped)

ITH SAMHENG

CC:

- *Office of the Council of Ministers;*
- *Cabinet of Samdech Prime Minister;*
- *Cabinets of Deputy Prime Ministers;*
- *All relevant ministries and institutions;*
"for information"
- *All Municipal and Provincial Departments of Labour and Vocational Training;*
- *All employer associations;*
- *All union federations;*
"for information and implementation"
- *Official gazette;*
- *Archives;*