

**Kingdom of Cambodia  
Nation Religion King**

**Ministry of Labour and Vocational Training  
No: 442 K.B/Br.K .KhL**

**Prakas  
On  
Wage Payment for Workers/Employees**

**Minister of Labour and Vocational Training**

- Having seen the Constitution of the Kingdom of Cambodia
- Having seen Royal Decree NS/RKT/0918/925 dated 06 September 2018 on Appointment of the Royal Government of the Kingdom of Cambodia
- Having seen Royal Code NS/RKM/0618/012 dated 28 June 2018 promulgating the Law on Organization and Functioning of the Council of Ministers
- Having seen Royal Code NS/RKM/0105/003 dated 17 January 2005 promulgating the Law on Establishment of Ministry of Labour and Vocational Training
- Having seen Royal Code NS/RKM/0707/020 dated 20 July 2007 promulgating the Law on Amendment to Article 139 and Article 144 of the Labour Law
- Having seen Royal Code NS/RKM/0618/010 dated 26 June 2018 promulgating the Law on Amendment to Article 87, Point "C", Section 3 of Chapter 4, Article 89, Article 90, Article 91, Article 94, Article 110, Article 120 and Article 122 of the Labour Law promulgated by Royal Code Ch.S/RKM/0397/01 dated 13 March 1997
- Having seen Sub-decree 283 OrN.Kr.BK dated 14 November 2014 on Organization and Functioning of the Ministry of Labour and Vocational Training

**Decide**

**Article 1:**

From January 2019, all owners of enterprises/establishments covered by the provisions of the Labour Law shall pay wages to workers/employees 2 (two) times per month in which the first payment shall be made in the 2<sup>nd</sup> (second) week and the second payment shall be made in the 4<sup>th</sup> (fourth) week of each month as per the following formalities:

- First time is 50% (fifty percent) of the net wage per 1 (one) month.
- Second time is the remaining net wage, other remunerations and benefits that the workers/employees have received in each month.

**Article 2:**

Any regulation contrary to this Prakas shall be abrogated.

**Article 3:**

Cabinet director, Director General of General Department of Administration and Finance, Director General of General Department of Labour, Director of Labour Inspection Department, Director of Labour Dispute Department, directors of units under the supervision of the Ministry of Labour and Vocational Training, Director of Municipal/Provincial Department of Labour and Vocational Training shall implement this Prakas according to their respective duties from the date of signature.

Phnom Penh, 21 September 2018

**Minister**

*(Signed and stamped)*

**Ith Sam Heng**

**Recipient:**

- Office of the Council of Ministers
- Secretary General of the Royal Government
- Cabinet of Samdech Techo Prime Minister
- Cabinet of Samdech, Excellency, Lok Chumteav, Deputy Prime Minister
- Relevant ministries and institutions
- Union and employer associations at all levels

*“for information”*

- As in Article 3

*“For implementation”*

- Royal gazette
- Archives