

KINGDOM OF CAMBODIA
Nation Religion King

Ministry of Labor and Vocational Training

ANNOUNCEMENT

ON

MONTHLY 2-TIME WAGE PAYMENT FOR WORKERS/EMPLOYEES

The Ministry of Labor and Vocational Training would like to publicly announce that factories/enterprises have previously paid monthly wages to their respective workers/employees between the 01st and 07th of the upcoming month as factories/enterprises have to do overtime, produced products and other incentive calculation in each month. However, from January 2019, factories/enterprises shall pay 50% of the wage to workers/employees between 16th and 19th of each month, and shall pay the remaining wage to workers/factories between 01st and 07th of the coming month.

As of the afternoon on 16 January 2019, MoLVT followed up the practice of the monthly 2-time wage payment for workers/employees, finding that 81% of factories/enterprises have been following the practice in compliance with the Prakas No. 442 in which:

1-Some 50% of factories/enterprises in the sector of textile, garment and footwear followed the first wage payment between 16th and 19th of this January, while the second payment falls between the 01st and 07th of the upcoming month.

2-Some 25% of factories/enterprises in the sector of textile, garment and footwear followed the first wage payment on 16th of this January, while the second payment falls on the 01st of the upcoming month.

3- Some 25% of factories/enterprises in the sector of textile, garment and footwear followed the first wage payment on 25th January, while the second falls on 10th of the upcoming month.

The ministry will inspect factories/enterprises under the practice preparation. In case they fail to follow, they shall be punished accordingly.

As having informed above, may it be heard publicly.

Phnom Penh, 16 January 2019