

**Kingdom of Cambodia
Nation Religion King**

**Ministry of Labour and Vocational Training
No. 389/19 KB/Br.K.Kh.L**

**Prakas
on
Determination of Minimum Wage for Workers/Employees in the Textile, Garment and Footwear
Industries for 2020**

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 Nomination of the Royal Government 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 ChN/RKB/0397/01 dated 13 March 1997 promulgating the Labour Law
- Having seen Royal Code NS/RKM/0718/015 dated 06 July 2018 promulgating the Law on Minimum Wage
- Having seen Sub-decree 283 OrNkr.BK dated 14 November 2014 on Organization and Functioning of the Ministry of Labour and Vocational Training
- **Sub-decree 75 OrNkr.BK dated 05 June 2019 on the Composition and Functioning of National Council on Minimum Wage**
- **Having seen the Statement of the National Council on Minimum Wage dated 20 September 2019**
- **According to the wise recommendation of Samdech Techo Prime Minister**

Decides

Article 1:

Add US\$3 (three) to the US\$187 (one hundred eighty-seven) proposed by the National Council on Minimum Wage as a minimum wage per month for workers/employees in the textile, garment and footwear industries for 2020.

The minimum wage for workers/employees in the textile, garment and footwear industries for 2020 shall be officially set at US\$190 (one hundred ninety) per month.

Article 2:

1- Set a minimum wage for probationary workers/employees at US\$185 (one hundred eighty-five) per month. After probation, the workers/employees shall receive a minimum wage of US\$190 (one hundred ninety) per month.

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. 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\$185 (one hundred eighty-five) per month for probationary workers/employees and US\$190 (one hundred ninety) 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 2020.

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, Royal Government Delegate in charge as Director General of the General Department of Labour, all units under the supervision of the Ministry, 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, 20 September 2019

Minister

(signed and stamped)

Ith Sam Heng

Place to receive:

- Office of the Council of Ministers
- Cabinet of Samdech Techo Prime Minister
- Cabinets of Samdech, Excellency, Lok Chumteav, Deputy Prime Ministers
- All relevant ministries and institutions
“for information”
- All unions and employer associations at all levels
“for information”
- As in Article 6
“for implementation”
- Royal gazette
- Archives