

KINGDOM OF CAMBODIA
Nation Religion King

**Ministry of Social Affairs,
Labor, Vocational Training
and Youth Rehabilitation.**
No. 017 MoSALVY.

NOTIFICATION

ON

MINIMUM WAGE OF WORKERS IN GARMENT FACTORIES

The Ministry of Social Affairs, Labor, Vocational Training, and Youth Rehabilitation would like to inform all union federations, workers' unions, employers' associations, and employers in textile, garment, and footwear factories and enterprises in the Kingdom of Cambodia that on July 13, 2000, the Labor Advisory Committee consisting of representatives of the Royal Government, unions federations, and employers' associations held a meeting to discuss the minimum wage of textile, garment, and footwear workers. The meeting reached the following results:

1. According to the present situation and allegations raised by the representatives of workers and employers, the minimum wage for textile, garment, and footwear workers is limited at 40 US dollars per month during the probation period from 1 to 3 months. Workers who get paid through piecework (sewing according to vouchers) shall get wage according to the actual outcome. If the amount of work produced results in a wage of more than 40 US dollars per month, the worker shall get paid that higher amount. But if the output equates to less than 40 US dollars per month then the employer must make up the full 40 US dollars per month.
2. After the probation period, full rights workers shall get a wage at least 45 US dollars per month. Workers who get paid through piecework shall get wage according to the actual outcome. If the amount of work produced results in a wage of more than 45 US dollars per month, the worker shall get paid that higher amount. But if the output equates to less than 45 US dollars per month then the employer must make up the full 45 US dollars per month.
3. A Worker who works regularly on the full number of days which must be worked in a month shall receive a bonus of at least 5 US dollars per month.
4. A worker who voluntarily work overtime as required by the employer shall receive a meal allowance of 1000 riels per day or get a free meal.
5. A worker who works in a factory or enterprise for many years shall receive increments as follows:
 - 5.1. Workers who have been working for more than 1 year shall receive a seniority increment of 2 US dollars per month;

- 5.2. Workers who have been working for more than 2 years shall receive a seniority increment of 3 US dollars per month; i.e. 2 dollars in first year plus 1 dollar in 2nd year.
- 5.3. Workers who have been working for more than 3 years shall receive a seniority increment of 4 US dollars per month; i.e. 2 dollars in first year plus 1 dollar in 2nd year plus 1 dollar in 3rd year.
- 5.4. Workers who have been working for more than 4 years shall receive a seniority increment of 5 US dollars per month; i.e. 2 dollars in 1st year plus 1 dollar in 2nd year plus 1 dollar in 3rd year plus 1 dollar in 4th year.

Seniority for the calculation of the above increments shall be calculated starting from August 01, 2000.

6. Employers shall allow workers annual leave in accordance with the labor law, i.e. any workers who regularly work for 12 months shall get 18 days annual leave.

As of August 1, 2000, the minimum wage, the reward of regular work, the meal allowance or free meal for overtime workers for one time; and the seniority increment for textile, garment, and footwear workers shall be applied according to the provisions above.

The Ministry of Social Affair, Labor, Vocational Training, and Youth Rehabilitation and the Labor Advisory Committee will continue to try and fulfill its duties in conformity with the functions provided in the law, especially the labor law, aiming at maintaining and improving the just and fair interests of relevant parties.

Phnom Penh, July 18, 2000

Minister

Ith Sam Heng

C.C.:

- The King's Secretariat;
- General Secretariat of Senate;
- General Secretariat of National Assembly;
- The Prime Minister's Cabinet;
- Council of Ministers;
- All relevant ministries (for information);
- General Department of Labor and Vocational Training (for dissemination and application);
- All Offices of Social Affairs, Labor, Vocational Training and Youth Rehabilitation of Provinces and Towns (for dissemination and application);
- Association of Employers (for application);
- Union of Syndicates (for application);
- All radio and T. V. networks (for broadcasting);
- Official Bulletin;
- Archives-Records.