

**Kingdom of Cambodia  
Nation Religion King**

**Ministry of Labour and Vocational Training**

No. 465 MoLVT

**Prakas**

**On**

**Minimum Wage Determination for Workers in Textile,  
Garment and Footwear Sector for 2019**

**Minister of Labour and Vocational Training**

- Having seen the Constitution of the Kingdom of Cambodia;
- Having seen the Royal Decree NS/RKT/0918/925 dated September 6, 2018 on the Appointment of the Royal Government of the Kingdom of Cambodia;
- Having seen the Royal Decree NS/RKM/0618/012 dated 28 June 2018 on the promulgated of the Law on organizing and functioning of Office of Ministers of Council;
- Having seen the Royal Decree JS/RKM/0397/01 dated 13 March 1997 on the promulgated of the Labour Law of Cambodia;
- Having seen the Royal Kram No. NS/RKM/0718/015 dated 06 July 2018 on the promulgated of the Law on Minimum Wage;
- Having seen the Royal Kram No. NS/RKM/0105/003 dated January 17, 2005 promulgated the Law on the Establishment of the Ministry of Labour and Vocational Training;
- Having seen the Sub-decree No. 283 ONKr. BK dated November 14, 2014 on Organizing and Functioning of Ministry of Labor and Vocational Training;
- Having seen the Sub-decree No. 47 ONKr. BK dated May 11, 2006 on the Composition and Functions of the Labor Advisory Committee;
- Having seen the Sub-decree No. 135 ONKr. BK dated September 22, 2015 on Amendment of Article 7 of Sub-decree 47 ONKr. BK dated May 11, 2006 on Composition and Functioning of Labor Advisory Committee;
- Having seen the Statement of the Labor Advisory Committee dated October 05<sup>th</sup>, 2018;
- Referring to the Recommendation of **Samdech Techo Prime Minister**.

**Decided:**

**Article 1-**

To add \$5 on top of \$177 ( One Hundred and Seventy Seven US Dollars) proposed by the Labour Advisory Committee as a monthly minimum wage for workers in textile, garment and footwear industry for 2019.

The minimum wage for workers in textile, garment and footwear sector for 2019 shall be set officially as \$182 (One hundred and Eighty Two US Dollars only) per month.

**Article 2**

1. Setting the minimum wage for probationary workers as \$177 (One hundred and Seventy Seven US Dollars only) per month. After the probation period, the regular workers shall receive \$182 (One hundred and Eighty Two US dollars only) as the minimum wage per month.

*Unofficial translation of CAMFEBA*

2. For the workers who receive the wage based on the quantity of the products (piecework) shall get the wages based on the result that he or she has achieved. If the yield exceeds the minimum wage that was stated in point 1 of article 2, the workers shall get according to that exceeded amount. If the yield is lower than the minimum wage that was stated in point 1 of article 2, the employer shall add up to \$177 (One hundred and Seventy Seven US dollars only) per month for probationary workers and \$182 (One hundred and Eighty Two US dollars only) for regular workers.

**Article 3**

Other benefits that the workers have received so far shall be maintained the same.

**Article 4**

This new minimum wage shall be implemented from January 01, 2019 onward.

**Article 5**

Any provisions contrary to the Prakas shall be null and void.

**Article 6**

The Cabinet Chief, General Director of the General Department of Admin and Finance, General Director of the General Department of Labour, Labour Advisory Committee, Units under the supervision of the Ministry, Professional Organizations, Workers and Employers of Textile, Garment and Footwear Industry shall effectively implement this Prakas from the date of signature.

*Phnom Penh, 05<sup>th</sup> October 2018*

**Minister**

(Signed and Sealed)

**Ith Sam Heng**

**Receiving Place:**

- Council of Ministers
- Cabinet of Prime Minister
- Cabinet of Deputy Prime Ministers
- Relevant ministries  
“For dissemination”
- All Municipal and Provincial Departments of Labour and Vocational Training
- All Employer Associations
- All Union Federations  
“For dissemination and Implementation”
- Official Gazette
- Doc-archive