

**Kingdom of Cambodia
Nation Religion King**



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Ministry of Labour and Vocational Training

No. 414 KB/Br.K

Prakas

On

**Minimum Wage Determination for Workers in Textile, Garment and Footwear
Industry for year 2017**

Minister of Labour and Vocational Training

- Having seen the Constitution of the Kingdom of Cambodia;
- Having seen the Royal Decree NS/RKT/0913/903 dated September 24, 2013 on the Appointment of the Royal Government of the Kingdom of Cambodia;
- Having seen the Royal Decree NS/RKT/1213/1393 dated 21 December 2013 on the amendment and addition of the composition of Royal Government of the Kingdom of Cambodia;
- Having seen the Royal Decree NS/RKT/0416/368 dated 04 April 2016 on the amendment and addition of the composition of Royal Government of the Kingdom of Cambodia;
- Having seen the Royal Kram No. 02/NS/94 dated July 20, 1994 promulgating the Law on Organization and Functions of Council of Ministers;
- Having seen the Royal Kram No. ChS/RKM/0397/01 dated March 13, 1997 promulgating the Labour Law;
- Having seen the Royal Kram No. NS/RKM/0105/003 dated January 17, 2005 promulgating the Law on the Establishment of the Ministry of Labour and Vocational Training;
- Having seen Sub-decree No. 283 ONKr. BK dated November 14, 2014 on Organizing and Functioning of Ministry of Labor and Vocational Training;
- Having seen Sub-decree No. 47 ONKr. BK dated May 11, 2006 on the Composition and Functions of the Labor Advisory Committee;
- Having seen 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 September 29, 2016;
- Referring to the Recommendation of **Samdech Techo Prime Minister**.

Decided:

Article 1-

To add \$5 on top of \$148 (One Hundred and Forty Eight US dollars) proposed by the Labour Advisory Committee as a monthly minimum wage for workers in textile, garment and footwear

industry for 2017.

The minimum wage for workers in textile, garment and footwear industry for 2017 shall be set officially as \$153 (One hundred and fifty three US dollars only) per month.

Article 2-

1. Setting the minimum wage for probationary workers as \$148 (One hundred and Forty Eight US dollars only) per month. After the probation period ends, the regular workers shall receive \$153(One hundred and fifty three US dollars only) as the minimum wage per month.

2. For the workers who receive the wage based on the quantity of the products (piecework) shall get the wages based on a result that he or she has done. If the produced work exceeds the minimum wage that was stated in point 1 of article 2, the workers shall get the exceeded amount. If the produced work is lower than the minimum wage that was stated in point 1 of article 2, the employer shall add up to \$148 (One hundred and forty eight US dollars only) per month for probationary workers and \$153 (One hundred and fifty three US dollars only) for regular workers.

Article 3-

Other benefits that the workers have received before shall be maintained the same for them.

Article 4-

The minimum wage set in Article 2 above shall be implemented from January 01, 2017 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, 29th September 2016

Minister

(Signed and Sealed)

Ith Sam Heng

Unofficial translation of CAMFEBA

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

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Ministry of Labour and Vocational Training
Labour Advisory Committee

Statement of the Labour Advisory Committee “LAC”

The 15th LAC meeting of its 8th mandate was conducted on September 29th, 2017 at 02:30 pm at the Ministry of Labour and Vocational Training in order to oversee and discuss on the report of the results of the Tripartite Technical Working Group’s meeting for discussing about the Minimum Wages for the Textile, Garment and Footwear Sector for 2017 which has conducted the meeting for 6 days in equal to 9 times.

Although, there is a discussion on the figure that was submitted by Tripartite Technical Working Group, the meeting did not reach the consensus on any figure because the union side maintains his \$171 figure, the employer side still maintains his \$147 figure and the government maintains his \$148 figure.

So, there is a decision during the meeting to implement further procedure by conducting a secret vote on three figures and got the result as following:

- \$171 figure received 02/24 votes.
- \$147 figure received 00/24 votes.
- \$148 figure received 22/24 votes.

According to the result of the vote, the LAC submits the \$148 (One hundred and forty eight US dollars only) figure to the Minister of the Ministry of Labour and Vocational Training in order to oversee and decide on the figure of the Minimum Wages of workers in the Textile, Garment and Footwear Sector for 2017 in compliance with the valid provisions of the Labour Law and shall be implemented from January 01st, 2017.

Phnom Penh, 29 September 2016

Chairman of LAC

Vice-chairman of LAC

Vice-chairman of LAC

(Employers Representative)

(Workers Representative)

Dr. Ith Sam Heng

Lok Oknha. Dr. Nang Sothy

Mr. Chuon Mom Thol