

**Kingdom of Cambodia**  
**Nation Religion King**

**Ministry of Labour and Vocational Training**  
**No. 103 K.B /S.Ch.N**

**Phnom Penh, 09 April 2013**

**Notification**

Pursuant to the wise recommendation of **Samdech Akka Moha Sena Padei Techo Hun Sen, Prime Minister of Cambodia**, and according to the Royal Government's Announcement No. 506 S.Ch.N dated 21 March 2013 as well as the Statement of the Labour Advisory Committee dated 29 March 2013, the Ministry of Labour and Vocational Training wishes to inform all union organizations, employer associations, workers/employees and employers of factories, enterprises and establishments in the textile, garment and footwear sector in the Kingdom of Cambodia that the determination of the minimum wage for workers/employees in the textile, garment, and footwear sector shall be implemented as follows:

- 1- The monthly 5 (five) USD Health Care Allowance provided since 2011 shall be included in the basic wage of workers/employees in the textile, garment and footwear sector.
- 2- Set the minimum wage for workers/employees in the textile, garment and footwear sector at USD 75 (seventy five) per month for workers/employees who undergo a probationary period from 1 to 3 months (i.e. the current minimum wage of \$56 plus the increased amount of \$14 plus the \$5 Health Care Allowance, totaling \$75). After probation, the confirmed workers/employees shall receive a minimum wage of USD 80 (eighty) per month (i.e. the current minimum wage of \$61 plus the increased amount of \$14 plus the \$5 Health Care Allowance, totaling \$80).
- 3- 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 2 above, the workers/employees shall receive their wage according to the exceeding quantities. But if it is lower, the employer shall add any amount to make it USD 75 (seventy five) per month for probationary workers/employees and USD 80 (eighty) for workers/employees after probation.
- 4- The Notification of the Ministry of Labour and Vocational Training No. 049 K.B / S.Ch.N dated 09 July 2010 and the Notification No. 206 K.B/S.Ch.N dated 13 December 2011 shall be abrogated.

**The provision of the minimum wage as stipulated in this Notification shall be effective from 01 May 2013 onwards.**

The Ministry of Labour and Vocational Training hopes strongly that all union organizations, employer associations, workers/employees and employers of factories, enterprises and establishments in the textile, garment and footwear sector will implement this Notification in a highly effective manner.

**Minister**  
(signed and sealed)  
**Vong Sauth**

**CC:**

- General Secretariat of Senate
- General Secretariat of National Assembly
- General Secretariat of Royal Government

- Cabinet of Samdech Techo Prime Minister
- Cabinet of Lok Chumteav Stationed Deputy Prime Minister
- Office of the Council of Ministers
- All relevant ministries and institutions “for info.”
- All municipal and provincial departments of labour and vocational training
- All employer associations
- All union federations “for info. and implementation”
- Official gazette
- Archives