

Kingdom of Cambodia
Nation Religion King

Ministry of Labour and Vocational Training

No. 399/19 K.B/Br.K.Or.Th.K

Prakas
on
Public Holidays for 2020

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 06 September 2018 on Nomination of Royal Government of Cambodia
- Having seen the 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 Decree NS/RKT/0805/354 dated 05 August 2005 on Modification of the Permanent Commission for National and International Festivals into the National Committee for Organizing National and International Festivals.
- 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 Ch.S/RKM/0397/01 dated 13 March 1997 promulgating the Labour Law
- Having seen Sub-decree 283 OrNKR/BK. dated 14 November 2014 on Organization and Functioning of the Ministry of Labour and Vocational Training
- Having seen Sub-decree 112 OrNKR.BK dated 02 August 2019 on Holiday Calendar for Civil Servants, Workers/Employees for 2020;

Decide

Article 1:

Workers/employees of all enterprises/establishments stipulated in Article 1 of the Labour Law shall be entitled to the following paid holidays:

- | | | |
|----------------------------------|--|------------|
| - 01 January | International New Year Day | One day |
| - 07 January | Victory Day over Genocide | One day |
| - 08 March | International Women's Day | One day |
| - 13, 14, 15, 16 April | Khmer New Year Days | Four days |
| - 01 May | International Labor Day | One day |
| - 06 May | Visak Bochea Day | One day |
| - 10 May | Royal Plowing Ceremony | One day |
| - 14 May | King Norodom Sihamoni's Birthday | One day |
| - 18 June | Queen Monineath's Birthday | One day |
| - 16, 17, 18 September | Pchum Ben Festival | Three days |
| - 24 September | Constitutional Day | One day |
| - 15 October | Respect the spirit of late King Father | One day |
| - 29 October | Coronation Day of King Sihamoni | One day |
| - 30, 31 October and 01 November | Water Festival | Three days |

- 09 November

National Independence Day

One day

Article 2:

For any public holiday falling on Sunday, the workers/employees shall be given a day off on the following day.

Article 3:

For enterprises/establishments whose business is of global nature that requires regular operations which cannot be halted and allowing all workers/employees to have a public holiday at the same affects the public interests or affects the operations of the enterprise/establishment, the owner or director of the enterprise/establishment shall arrange workers/employees to have a public holiday as per each public holiday in a rotating manner.

In the event that there is an agreement between workers/employees and the employer or it is stipulated in the enterprise/establishment's internal regulation or collective bargaining agreement (CBA), the day off of workers/employees can be taken on another day that is different from the public holiday stipulated in this Prakas.

The owner or director of enterprise/establishment shall prepare a name list of workers/employees who have to take their public holiday in a rotating manner and must keep it all the time for inspection of labour inspectors.

During the rotating day off, the owner or director of enterprise/establishment can use other workers/employees temporarily to replace the workers/employees who are taking their day off.

Article 4:

Any provision contrary to this Prakas shall be abrogated.

Article 5:

Chief of cabinet, Director General of General Department of Administration and Finance, Director General of General Department of Labour, Director General of General Department of Technical and Vocational Education and Training, and Directors of relevant units shall implement this Prakas from 01 January 2020.

Phnom Penh, 04 October 2019

Minister

(signed and stamped)

Ith Sam Heng

Place to receive:

- Office of the Council of Ministers
- Cabinet of Samdech Prime Minister
- Cabinet of Stationed Deputy Prime Minister
- All Ministries and relevant institutions
“for information”
- All Municipal and Provincial Departments of Labour and Vocational Training
- All union and employer associations at all levels
- As stated in Article 5
“for dissemination and implementation”
- Archives