

**KINGDOM OF CAMBODIA
NATION-RELIGION-KING**

**Ministry of Labour and Vocational Training
No: 442 MoLVT**

**Prakas
On
Payment Wages
Minister of Labour and Vocational Training**

- Having seen the Constitution of the Kingdom of Cambodia
- Having seen Royal Decree No. NS/RKT/0918/928, dated September 06, 2018 on Appointment of the Royal Government of the Kingdom of Cambodia
- Having seen the Royal Code No. NS/RKT/0618,012, dated May 28, 2018 on the promulgated of Law on Organizing and Functioning of Office of Council Minister
- Having seen the Royal Code No. NS/RKM/0105/003 dated January 17, 2005 on the promulgated the Law on Establishment of Ministry of Labour and Vocational Training
- Having seen the Royal Code No. JS/RKM/0397/01, dated on March 13, 1997 on the promulgated on Labour Law
- Having seen Royal Code No. NS/RKM/0707/020, dated July 20, 2007 promulgated the Law on Amendment to Article 139 and Article 144 of the Labour Law
- Having seen Royal Code No. NS/RKM/0618/010, dated June 26, 2018 promulgated the Law on Amendment to Article 87, Point "C", Section 3 of Chapter 4, Article 89, Article 90, Article 91, Article 94, Article 110, Article 120 and Article 122 of the Labour Law promulgated by Royal Code No. Ch.S/RKM/0397/01, dated March 13, 1997
- Having seen Sub-Decree No. 283 OrNkr.BK, dated November 14, 2014 on Organization and Functioning of the Ministry of Labour and Vocational Training.

DECIDE

Article 1

From January 2019 onward, all enterprises, establishments and those who are covered by the provisions of the Labour Law shall prepare the payroll to employees/workers 2 (Two) time per month, the first payroll shall be paid in the second week and second payroll shall be paid in the fourth week of each month with the following formalities:

- The first payroll equals to 50% (Fifty Percent) of net wages per month
- The second payroll equals to the remaining wages, other benefits that employees/workers shall receive each month.

Article 2

Any provision contrary to this Prakas shall be abrogated.

Article 3

Cabinet chief, Director General of General Department of Administration and Finance, Director General of General Department of Labour, Director of Labour Inspection Department, Director of Labour Dispute Department and units under the supervision of the Ministry of Labour and Vocational Training, Director of Municipal/Provincial Department of Labour and Vocational Training shall be highly implement this Prakas according to their respective duties from the date of signature.

Phnom Penh, September 21, 2018
Minister

(Signed and Stamped)
Ith Samheng

Recipients

- Office of the Council Ministers
- General Secretary of the Royal Government
- Cabinet of Samdech Techo Prime Minister
- Cabinet of Samdech, Excellency, Lok Chumteav Deputy Prime Minister
- Relevant ministries and institutions
- All level of unions and associations
- ***“be notify”***
- In accordance to Article 3
- ***“be implement”***
- Royal gazette