

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

**Ministry of Labour and Vocational Training**

**No. 399/19 ក្រសួង/វិជ្ជា.ក.អ.ជ.ក**

**Prakas  
On  
The Paid Public Holiday Calendar in 2020**

**Minister of Labour and Vocational Training**

- Having seen the Constitution of Cambodia;
- Having seen the Royal Decree No. NS/RKT/0918/925 dated 06 September 2018 on the Nomination of the Royal Government of Cambodia;
- Having seen the Royal Code No. NS/RKM/0618/12, dated 28 June 2018 on the promulgating Law of Organizing and Functioning of the Council of Ministers;
- Having seen the Royal Decree No. NS/RKT/0805/354, dated 05 August 2005 on Restructuring the Permanent National Committee for National and International Festival to the National Committee for National and International Festival Preparation;
- Having seen the Royal Code No. NS/RKM/0105/003 dated 17 January 2005 on the promulgated of the Law on establishment of Ministry of Labour and Vocational Training;
- Having seen the Royal Code No. ChS/RKM/0397/01 dated 13 March 1997 on the Promulgated of the Labour Law;
- Having seen the Sub-Decree No. 283 ANK/BK dated 14 November 2014 on the Organizing and Functioning of Ministry of Labour and Vocational Training;
- Having seen the Sub-Decree No. 112 ANK.BK dated 02 August 2019 on the Calendar of the Paid Public Holiday Calendar for Employees and Workers in 2020.

**Hereby Decided**

**Article 1:**

Shall allow workers/employee of all enterprises, establishments as prescribed in the Article 1 of Labour Law to have paid public holiday as the following:

- |                     |   |              |
|---------------------|---|--------------|
| - 01 January        | International New Year Day                  | (1 day off)  |
| - 07 January        | Victory over Genocide Day                   | (1 day off)  |
| - 08 March          | International Women's Day                   | (1 day off)  |
| - 13-14-15-16 April | Khmer New Year Days                         | (4 days off) |
| - 01 May            | International Labour Day                    | (1 day off)  |
| - 06 May            | Visak Bochea Day                            | (1 day off)  |
| - 10 May            | Royal Plowing Ceremony Day                  | (1 day off)  |
| - 14 May            | King Norodom Sihamoni's Birthday            | (1 day off)  |
| - 18 June           | Queen Norodom Monineath Sihanouk's Birthday | (1 day off)  |

- |                      |  |              |
|----------------------|--|--------------|
| - 16-17-18 September | Pchum Ben Days                           | (3 days off) |
| - 24 September       | Constitutional Day                       | (1 day off)  |
| - 15 October         | Commemoration Day of Former King Norodom | (1 day off)  |
| - 29 October         | King Norodom Sihakmoni's Coronation Day  | (1 day off)  |
| - 30-31 Oct & 01 Nov | Water Festival Days                      | (3 days off) |
| - 09 November        | Independent Day                          | (1 day off)  |

**Article 2:**

For any public holiday falls on Sunday, the workers or employees shall be given one more day off on the following day.

**Article 3:**

For any enterprises/establishments whose business objectives with the global nature which must be regularly operating and cannot cease to operate, and cause to damage to the public if allow all employee to take public holidays at the same time or impact to the operations of the enterprises/establishments, the owner or director shall arrange the day off schedule on rotation basis.

In case, there are the consent between employee and employer or having stated in the enterprises/establishments internal rule or collective bargaining agreement, the calendar of public holidays can be implemented on other days that are different from the public holidays as stipulated in this Prakas.

Owners or director of enterprises/establishments shall arrange list of employees who are taking rotated day off for each public holiday and archive them for the inspection of the labour inspector.

During the rotated day off, the owner or director of enterprises/establishments can be temporary using other employee to replace the employee who is on the holiday.

**Article 4:**

Any regulations contrary to this Sub Decree shall be null and void.

**Article 5:**

The Director of Cabinet, General Director of General Department of Administration and Finance, General Director of General Department of Labour, General Director of General Department of Technical Education and Vocational Training, and Head of Relevance Units of employees and employers shall implement in accordance to this Prakas from 1 January 2020 onward.

**CC:**

- Council of Minister
- Cabinet of Samdach Decho Prime minister
- Cabinet of Samdach H.E Lok Chum Teav Deputy of Minister
- All relevant ministries and institutions  
**"Be inform"**
- All municipal and provincial departments of labour and vocational training
- All level of Unions and Employer Associations
- As stated in Article 4  
**"for dissemination and implementation"**
- Doc-Achieved

**Phnom Penh, 04 October, 2019**  
**Minister**

*(Signed and sealed)*  
**Ith Samheng**