

Ministry of Labour and Vocational Training
No. 214/25 KB/Br.K.Kh.L

Prakas
on

Determination of Minimum Wage for Workers/Employees in the Textile, Garment, Footwear, Travel Goods and Bag Industries for 2026

Minister of Labour and Vocational Training

- Having seen the Constitution of the Kingdom of Cambodia
- Having seen Royal Decree NS/RKT/0823/1981 dated 22 August 2023 on Nomination of the Royal Government of Cambodia
- Having seen Royal Decree NS/RKT/0224/205 dated 21 February 2024 on Supplementary Nomination of the Composition of the Royal Government of Cambodia
- Having seen Royal Decree NS/RKT/0924/1169 dated 20 September 2024 on Adjustment and Supplementary Nomination of the Composition of the Royal Government of Cambodia
- Having seen Royal Decree NS/RKT/1124/1477 dated 20 November 2024 on Adjustment and Supplementary Nomination of the Composition of the Royal Government of Cambodia
- Having seen 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 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 NS/RKB/0397/01 dated 13 March 1997 promulgating the Labour Law
- Having seen Royal Code NS/RKM/0718/015 dated 06 July 2018 promulgating the Law on Minimum Wage
- 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 75 OrNKR.BK dated 05 June 2019 on the Composition and Functioning of National Council on Minimum Wage
- According to the result of the National Council on Minimum Wage meeting of the 4th term (2025-2026) on 17 September 2025
- According to the wise decision of **Samdech Moha Borvor Thipadei Hun Manet**, Prime Minister of the Kingdom of Cambodia;

Decides

Article 1:

Add US\$2 (two) to the US\$208 (two hundred eight) set by the National Council on Minimum Wage as a minimum wage per month for workers/employees in the textile, garment, footwear, travel goods and bag industries for 2026.

The minimum wage for workers/employees in the textile, garment, footwear, travel goods and bag industries for 2026 shall be officially set at US\$210 (two hundred ten) per month.

Article 2:

Set a minimum wage for probationary workers/employees at US\$208 (two hundred eight) per month. After probation, the workers/employees shall receive a minimum wage of US\$210 (two hundred ten) per month.

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 paragraph 1 of this Article, the workers/employees shall receive their wage according to the exceeding quantities. If it is lower than the wage stipulated in paragraph 1 of this Article, the employer shall add any amount to make it US\$208 (two hundred eight) per month for probationary workers/employees and US\$210 (two hundred ten) per month for workers/employees after probation.

Article 3:

Other benefits that workers/employees have received so far shall be kept the same.

Article 4:

This new minimum wage shall take effect from 01 January 2026.

Article 5:

Any regulation contrary to this Prakas shall be abrogated.

Article 6:

Director General of the General Department of Administration and Finance, Director General of the General Department of Labour, Secretary General of the General Secretariat of National Council on Minimum Wage, Director of Labour Inspection Department, Director of Labour Dispute Department and Directors of Municipal and Provincial Departments of Labour and Vocational Training shall be in charge of implementing this Prakas according to their respective duties from the date of signature.

Phnom Penh, 17 September 2025

Minister

(signed and stamped)

Heng Sour

Recipients:

- Office of the Council of Ministers
- Ministry of Economy and Finance
- Cabinet of Samdech Moha Bovor Thipadei Prime Minister
- Cabinets of H.E. Deputy Prime Ministers
- Municipal and Provincial Administrations
- As in Article 6
- Royal gazette
- Archives

