



Ministry of Labour and Vocational Training

No: 112/25 K.B/BrK.OrThK

Prakas  
On

Overtime in Addition to Normal Working Hours, Work on Paid Public Holidays and  
Suspension of Weekly Day off

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 Appointment of Royal Government of the Kingdom of Cambodia
- Having seen Royal Decree NS/RKT/0224/205 dated 21 February 2024 on Supplemental Appointment of Composition of Royal Government of the Kingdom of Cambodia
- Having seen Royal Decree NS/RKT/0924/1169 dated 20 September 2024 on Adjustment and Appointment of Composition of Royal Government of the Kingdom of Cambodia
- Having seen Royal Decree NS/RKT/1124/1477 dated 20 November 2024 on Adjustment and Supplemental Appointment of Composition of Royal Government of the Kingdom of Cambodia
- Having seen Royal Code NS/RKM/0618/012 dated 28 June 2018 promulgating the Law on Organization and Functioning of 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 ChS/RKM/0397/01 dated 13 March 1997 promulgating the Labour Law
- Having seen Royal Code NS/RKM/0707/020 dated 20 July 2007 promulgating the Law on Amendment to Article 139 and Article 144 of the Labour Law
- Having seen Royal Code NS/RKM/1021/011 dated 5 October 2021 promulgating the Law on Amendment to Articles 123, 138, 162, 300, 343, 350, 363 and 367 of the Labour Law promulgated by Royal Code ChS/RKM/0397/01 dated 13 March 1997
- Having seen Sub-decree 283 OrNKR.BK dated 14 November 2014 on Organization and Functioning of Ministry of Labour and Vocational Training
- According to Notification 1272 SChN.OrKT dated 22 November 2023 of Office of Council of Ministers on Results of the 19<sup>th</sup> Government-Private Sector Forum on 13 November 2023
- According to the necessity of the Ministry of Labour and Vocational Training;

Decide  
Chapter 1  
General Provisions

Article 1

This Prakas determines the conditions, formalities and procedures for overtime in addition to normal working hours, work on paid public holidays and suspension of weekly day off.

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**Article 2**

The scope of this Prakas applies to enterprises, establishments and persons covered by the Labour Law.

**Chapter 2  
Overtime in Addition to Normal Working Hours**

**Article 3**

Owners or directors of enterprises/establishments can arrange workers/employees to work overtime in addition to the normal working hours of their enterprise/establishment in the following cases:

- To have special works performed such as making an inventory list and balance sheet, setting time for liquidation and accounting close.
- To enable the enterprise/establishment to deal with too many abnormal works resulting from unexpected circumstances being unable to wait for the employer to seek other measures.

**Article 4**

This overtime shall be on a voluntary basis. Owners or directors of enterprises/establishments shall not force or punish workers/employees who do not volunteer to work overtime.

**Article 5**

The enterprise/establishment director or owner shall pay overtime wage to workers/employees at the following rates:

- 150% (one hundred fifty percent) or time and a half the wage of normal working hours for overtime during day time of normal working days.
- 200% (two hundred percent) or two times the wage of normal working hours for overtime during night time from 22 pm to 5 am.

**Article 6**

For enterprises/establishments where workers/employees working during night time, the enterprise/establishment director or owner shall provide proper accommodation for workers/employees who leave work during night time or shall provide transportation means to transport workers/employees to their houses safely after their night time work.

**Chapter 3  
Work on Paid Public Holidays**

**Article 7**

Owners or directors of enterprises/establishments shall allow their workers/employees to have paid days off on paid public holidays as determined every year by a Prakas of the Minister of Labour and Vocational Training.

**Article 8**

Any enterprise/establishment that cannot stop its operation in essential case on paid public holidays as stated in the Prakas of the Minister of Labour and Vocational Training, the owner or director of the enterprise/establishment can negotiate with their workers/employees to work on these public holidays.

Work on paid public holidays shall be based on workers/employees' voluntary consent.



**Article 9**

Workers/employees working on paid public holidays shall be entitled to pay equal to the wage of normal working day.

**Chapter 4  
Suspension of Weekly Day off**

**Article 10**

Owners or directors of enterprises/establishments can suspend the weekly day off of workers/employees in cases as stated in Article 151 of the Labour Law.

**Article 11**

Owners or directors of some types of enterprises/establishments can reduce 2 (two) weekly days off of their workers/employees per month to compensate for the days with no work resulting from bad weather. These types of enterprises/establishments include:

- Enterprises/establishments for public services such as cleaning work or rubbish collection on public roads, road or sewer construction or repair works.
- Enterprises/establishments doing repair or connection of water pipes or gas pipes, repair or construction of house or building roof.
- Construction enterprises/establishments performing works outside the building.
- Brick kiln enterprises/establishments performing works in the open air.
- Mining enterprises/establishments performing work in the open air.
- Waterway transportation enterprises/establishments.
- Restaurants and stalls operating in the open air.
- Enterprises/establishments that pick or collect fruit or vegetables.
- Enterprises/establishments raising animals such as snails or fish.
- Enterprises/establishments producing fish sauce or salt
- Enterprises/establishments producing canned fruit, vegetables or fish.
- Enterprises/establishments lifting and stocking perishable products or substances.
- Agricultural and fishery enterprises/establishments.

Compensation work on weekly days off for the types of enterprises/establishments as stated above shall apply in the following month of the day with no work due to bad weather. For compensation work of 2 (two) days, these two days shall not be on two consecutive weekly days off.

Owners or directors of enterprises/establishments shall arrange the formality of compensation day off to offset within 30 (thirty) days.

**Article 12**

Owners or directors of enterprises/establishments can suspend the weekly day off of workers/employees which the suspension of 2 (two) days per 1 (one) month shall not be two consecutive weekly days off.

**Article 13**

Workers/employees working on weekly day off shall receive a wage equal to 2 (two) times the wage of normal working day.

**Chapter 5  
Formalities and Procedures for Overtime in Addition to Normal Working Hours, Work on Paid Public Holidays and Suspension of Weekly Day off**



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**Article 14**

Owners or directors of enterprises/establishments shall fill in data related to overtime in addition to normal working hours, work on paid public holidays and suspension of weekly day off in the Labour Automated Central Management System (LACMS) on website <https://lacms.mlvt.gov.kh> at least 3 (three) days of working days before the date of commencement of work by complying with the followings:

- Select start date and end date of overtime in addition to normal working hours or paid public holidays in the month or first date and second date of suspension of weekly day off.
- State the total number of workers/employees and female workers/employees working overtime or working on paid public holidays or having their weekly day off suspended.
- State the reason for working overtime in addition to normal working hours or working on paid public holidays or suspension of weekly day off.
- Upload the letter on the consent of at least two-thirds of the number of shop stewards in the enterprise/establishment or if there is no shop steward, there shall be consent from at least 50% + 1 (fifty percent plus one) of the total workers/employees who work overtime in addition to normal working hours or work on paid public holidays or have their weekly days off suspended and this letter shall be downloaded from the Labour Automated Central Management System (LACMS) for shop stewards or workers/employees to write their names and sign or thumbprint.
- Keep documents related to overtime in addition to normal working hours, work on paid public holidays and suspension of weekly day off for the labour inspector to inspect.

**Chapter 6  
Penalty Provision**

**Article 15**

Those violating this Prakas shall be subject to fines or punishment in accordance with the law as stipulated in Chapter 16 of the Labour Law.

**Chapter 7  
Transitional Provision**

**Article 16**

Overtime in addition to normal working hours, work on paid public holidays and suspension of weekly day off approved before the enforcement date of this Prakas shall remain effective until the expiry date of the permission.

After the expiry date of the permission as stipulated in paragraph 1 above, overtime in addition to normal working hours, work on paid public holidays and suspension of weekly day off shall comply with this Prakas.

**Chapter 8  
Final Provision**

**Article 17**

Prakas 10 SKBY dated 4 February 1999 on Indemnity for Work on Paid Public Holidays, Prakas 80 SKBY dated 1 March 1999 on Overtime in Addition to Normal Working Hours, Prakas 100 SKBY dated 11 April 2002 on Suspension of Weekly Day off, Prakas 357 K.B/Br.K.Or.Th.K dated 30 December 2021 on Formalities and Procedures for Working on Paid Public Holidays and regulations contrary to this Prakas shall be abrogated.



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**Article 18**

Director General of General Department of Administration and Finance, Director General of General Department of Labour, Director of Labour Inspection Department, heads of relevant units and Directors of Municipal/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, 6 May 2025

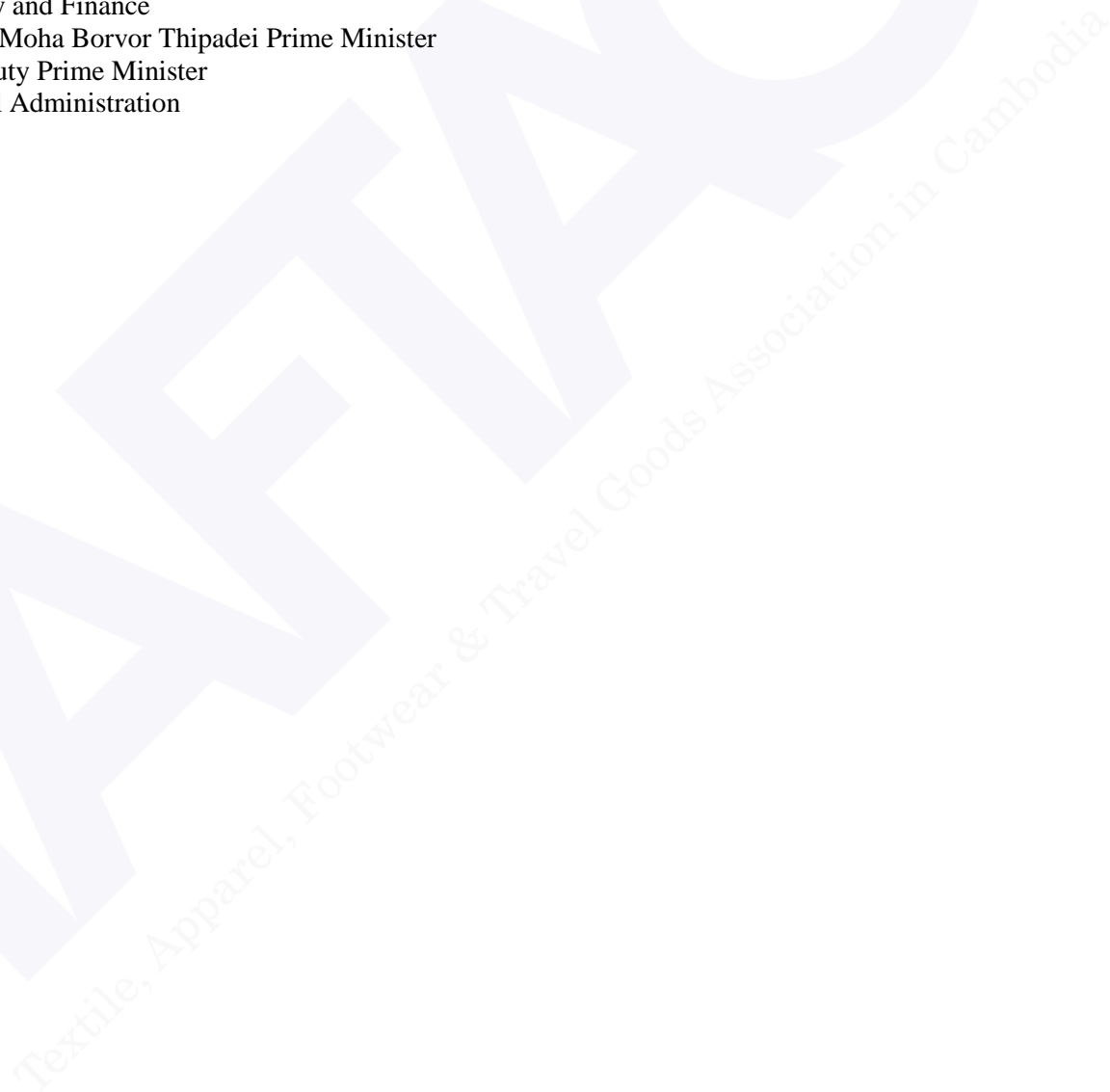
**Minister**

(signed and stamped)

**Heng Sour**

**Recipients:**

- Office of the Council of Ministers
- Ministry of Economy and Finance
- Cabinet of Samdech Moha Borvor Thipadei Prime Minister
- Cabinet of H.E. Deputy Prime Minister
- Municipal/Provincial Administration
- As in Article 18
- Royal gazette
- Archives



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