

Ministry of Labour and Vocational Training

No: 014/26 K.B/S.Ch.N.Ar.Th.K.

Notification
OnThe Implementation of Paid Public Holiday During Khmer New Year for Year of the Horse,
B.E. 2570, A.D. 2026

The Ministry of Labour and Vocational Training would like to inform all owners or directors of enterprises/companies/factories within the scope of Labour Law that, pursuant to the Labour Law and Prakas No. 216/25 K.B/Pr.K.Ar.Th.K dated 18 September 2025, regarding the Paid Public Holidays in 2026, owners or directors of the enterprises/companies/factories are required to grant their workers/employees paid holiday on the upcoming Khmer New Year holiday for Year of the Horse, B.E. 2570, A.D. 2026, for a period of 3 (three) days, 14-15-16 April 2026.

In case where there is mutual agreement between the workers/employees and the employer or if stipulated in the internal regulations of the enterprises/companies/factories that have been approved by the Labour Inspector or a registered collective bargaining agreement at the Ministry, the holiday can be taken on different days other than the official holiday as outlined in Prakas No. 216/25 K.B/Pr.K.Ar.Th.K mentioned above.

For any enterprises/companies/factories whose business activities need to operate in the nature of regular basis, which cannot be halted, and allowing all workers/employees to take public holidays simultaneously might affect the public interests or affect the operations of the enterprises/companies/factories, the owners or directors of the enterprises/companies/factories shall arrange for the workers/employees to take public holiday on a rotation basis. If this rotation cannot support the business operation of the enterprises/companies/factories, the owners or directors of the enterprises/companies/factories and workers/employees' representatives can discuss and agree to require all workers/employees to work on these holidays by having to arrange days off on any other days instead. Owners or directors of enterprises/companies/factories shall prepare a list of the names of workers/employees who need to take days off on a rotation basis as per the above dates and document the record regularly for the Labour Inspector for inspection.

In the event that workers/employees do not entitle to proper paid holiday, please provide information to the Ministry of Labour and Vocation Training through the hotline number "1297" or "1286" or through anonymous compliant box (<https://feedback.mlvt.gov.kh/feedback>) for the ministry to take action in accordance with the law in force.

The Ministry of Labour and Vocational Training strongly hopes that owners or directors of enterprises/companies/factories and all workers/employees will comply with this notification effectively.

"Anonymous Complaint"



Phnom Penh, 30 March 2026

Minister

(signed and stamped)

HENG SOUR

Recipients:

- Office of the Council of Ministers
- Relevant Ministries/Institutions
- Cabinet of Samdech Moha Borvor Thipadei Prime Minister
- Cabinet of H.E. Deputy Prime Ministers
- Municipal/Provincial Department of Labour and Vocational Training
- Archives

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