

**Ministry of Labour and Vocational Training**

No: 166/25 K.B/S.Nor.N.Or.Th.Kor

**Instruction**

**On**

**The Implementation of Minimum Wages for the Workers/Employees in the Textile, Garment, Footwear, Travel Goods and Bag Industries for 2026**

According to the Labour Law, Law on Minimum Wage, and Prakas No. 214/25 K.B./Br.K.Khor.L dated 17 September 2025 on the Determination of Minimum Wages for Workers/Employees in the Textile, Garment, Footwear, Travel Goods, and Bag Industries for 2026, the Ministry of Labour and Vocational Training would like to instruct and remind the owners or directors of companies/factories in the Textile, Garment, Footwear, Travel Goods, and Bag Industries to implement the minimum wage for 2026 commencing from 1 January 2026 onward by paying twice per month.

At the same time, the owners or directors of companies/factories shall pay seniority indemnity twice per year and/or other benefits to workers/employees in accordance with the law and regulations in force. In case of failure to pay or incorrect calculation, resulting in a labour dispute, the labour inspector will impose fines on the companies/factories strictly in accordance with the law in force.

In case of suspicion that the calculation of wage, seniority indemnity and/or other benefits do not comply with the provisions of the law, workers/employees or the union representing the workers/employees can inform the labour inspector through hotline numbers 1286 or anonymous complaint box of the ministry (<http://feedback.mlvt.gov.kh/feedback>) in order for the ministry to take legal measures to avoid taking the option of protesting by blocking public roads, which could affect public order and incidentally lead to violations of the law.

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

Phnom Penh, 31<sup>st</sup> December 2025

*(stamped)*

**CAMFEBA**  
Unofficial Translation