

**Kingdom of Cambodia
Nation Religion King**

Ministry of Labour and Vocational Training

No. 243/22 K.B/Br.K.Or.Th.K

**Prakas
on
Public Holidays for 2023**

Minister of Labour and Vocational Training

- Having seen the Constitution of the Kingdom of Cambodia
- Having seen Royal Decree NS/RKT/0918/925 dated 06 September 2018 on Nomination of Royal Government of Cambodia
- Having seen Royal Decree NS/RKT/0320/421 dated 30 March 2020 on Appointment and Adjustment to the Composition of the Royal Government of Cambodia
- Having seen the 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 Decree NS/RKT/0805/354 dated 05 August 2005 on Modification of the Permanent Commission for National and International Festivals into the National Committee for Organizing National and International Festivals.
- 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 Ch.S/RKM/0397/01 dated 13 March 1997 promulgating 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, 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 the Ministry of Labour and Vocational Training
- Having seen Sub-decree 166 OrNKR.BK dated 12 August 2022 on Holiday Calendar for Civil Servants, Workers/Employees for 2023;

Decide

Article 1:

Workers/employees of all factories/enterprises stipulated in Article 1 of the Labour Law shall be entitled to the following paid holidays:

- | | | |
|----------------------|--|------------|
| - 01 January | International New Year Day | One day |
| - 07 January | Victory Day over Genocide | One day |
| - 08 March | International Women's Day | One day |
| - 14, 15, 16 April | Khmer New Year Days | Three days |
| - 01 May | International Labor Day | One day |
| - 04 May | Visak Bochea Day | One day |
| - 08 May | Royal Plowing Ceremony | One day |
| - 14 May | King Norodom Sihamoni's Birthday | One day |
| - 18 June | Queen Monineath's Birthday | One day |
| - 24 September | Constitutional Day | One day |
| - 13, 14, 15 October | Pchum Ben Festival | Three days |
| - 15 October | Respect the spirit of the late King Father | One day |
| - 29 October | Coronation Day of King Sihamoni | One day |

- 09 November	National Independence Day	One day
- 26, 27, 28 November	Water Festival	Three days

Article 2:

For factories/enterprises whose business is of global nature that requires regular operations which cannot be halted and allowing all workers/employees to have a public holiday at the same time affects the public interests or affects the operations of the factory/enterprise, the owner or director of the factory/enterprise shall arrange workers/employees to have a public holiday as per each public holiday in a rotating manner.

In the event that there is an agreement between workers/employees and the employer or it is stipulated in the factory/enterprise's internal regulation or collective bargaining agreement (CBA), the day off of workers/employees can be taken on another day that is different from the public holiday stipulated in this Prakas.

The owner or director of factory/enterprise shall prepare a name list of workers/employees who have to take their public holiday in a rotating manner and must keep it for the inspection of the labour inspector.

During the rotating day off, the owner or director of factory/enterprise can use other workers/employees temporarily to replace the workers/employees who are taking their day off.

Article 3:

Any provision contrary to this Prakas shall be abrogated.

Article 4:

Chief of cabinet, Director General of General Department of Administration and Finance, Director General of General Department of Labour, Director General of General Department of Technical and Vocational Education and Training, and Director of Labour Inspection Department, Director of Labour Dispute Department and Directors of relevant units, workers/employees and employers shall implement this Prakas as per their respective duties from 01 January 2023 onwards.

Phnom Penh, 07 September 2022

Minister
(signed and stamped)
Ith Sam Heng

Recipients:

- Office of the Council of Ministers
- Cabinet of Samdech Akka Moha Sena Padei Techo Prime Minister
- Cabinet of Samdech, Excellency, Lok Chumteav Standby Deputy Prime Minister
- All relevant ministries and institutions
- All Municipal and Provincial Departments of Labour and Vocational Training
- As stated in Article 4
- Royal gazette
- Archives