

**Kingdom of Cambodia
Nation Religion King**

Ministry of Labour and Vocational Training

No. 274/23 K.B/Br.K.Or.Th.K

Prakas

on

Public Holidays for 2024

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 Royal Government of Cambodia
- Having seen Royal Decree NS/RKT/0618/012 dated 28 June 2018 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 230 OrNKr.BK dated 7 August 2023 on Holiday Calendar for Civil Servants, Workers/Employees for 2024;

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
- 13, 14, 15, 16 April	Khmer New Year Days	Four days
- 01 May	International Labor Day	One day
- 14 May	King Norodom Sihamoni's Birthday	One day
- 22 May	Visak Bochea Day	One day
- 26 May	Royal Plowing Ceremony	One day
- 18 June	Queen Monineath's Birthday	One day
- 24 September	Constitutional Day	One day
- 01, 02, 03 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

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| - 09 November | National Independence Day | One day |
| - 14, 15, 16 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 2024 onwards.

Phnom Penh, 26 September 2023

Minister

(signed and stamped)

Heng Sour

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



សហគមន៍វាយនភណ្ឌ សម្លៀកបំពាក់ ស្បែកជើង និងផលិតផលធ្វើដំណើរនៅកម្ពុជា Textile, Apparel, Footwear & Travel Goods Association in Cambodia 柬埔寨纺织服装鞋帽协会

តំបន់សេដ្ឋកិច្ចពិសេសវិស័យលក្ខបង្កំពេញ ភូមិព្រះព័ន្ធន័យ សង្កាត់កន្តោក ខណ្ឌកំបូល រាជធានីភ្នំពេញ ព្រះរាជាណាចក្រកម្ពុជា ១២០៩០៦

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