

KINGDOM OF CAMBODIA  
Nation Religion King

Ministry of Social Affairs,  
Labour and Veteran Affairs  
No. 77/PRK/MOSALVA  
Phnom Penh, February 19, 1998

**PRAKAS**  
**ON**  
**INDEMNITY FOR WORK PERFORMED DURING HOLIDAYS**

The Secretary of State for Social Affairs, Labour and Veteran Affairs

- Referring to the 1993 Constitution of the Kingdom of Cambodia;
- Referring to Reach Kram No. CS/RKM/0397/01 of March 13, 1997 promulgating the Labour Law;
- Referring to Reach Kret of November 1, 1993 on the formation of the Royal Government of Cambodia;
- Referring to Reach Kret No. NS/RKT/1094/83 of October 24, 1994 on the Reorganization of the Composition of the Royal Government of Cambodia;
- Referring to Reach Kret No. NS/RKT/1094/90 of October 31, 1994 on the Reorganization of the Composition of the Royal Government of Cambodia;
- Referring to Reach Kram 02/NS/94 of July 20, 1994 promulgating the Law on the Organization and Functioning of the Council of Ministers;
- Referring to Reach Kram No. NS/RKM/0196/17 of January 24, 1996 promulgating the Law on the Establishment of the Ministry of Social Affairs, Labor and Veterans Affairs;
- Referring to Anukret No. 56/ANK/BK of September 23, 1997 on the Organization and Functioning of the Ministry of Social Affairs, Labor and Veterans Affairs.

**IT IS HEREBY DECIDED**

Article 1:

Owners or managers of establishments and enterprises defined in Article 1 of the Labour Law shall allow their employees to have paid holidays as determined every year by the Prakas of the Ministry of Social Affairs, Labour and Veteran Affairs.

Article 2:

Where it is necessary and to assure that the activities of the establishments or enterprises are not interrupted during holidays as stated in the Prakas of the Ministry of Social Affairs, Labour and Veteran Affairs, owners or the managers of establishments or enterprises can coordinate with their employees in order to have them work on these holidays.

Article 3:

The implementation of work during the holidays shall be voluntarily agreed by the employees.

Article 4:

Employees working on holidays are entitled to an indemnity which is equaled to the double wage of the ordinary work day.

Article 5:

This Prakas shall take effect as of the date of its signature.

Secretary of State for Social Affairs,  
Labour and Veteran Affairs

Signature and Seal: Suy Sem