

**Kingdom of Cambodia  
Nation Religion King**

**Ministry of Labour and Vocational Training  
No. 041/22 K.B/S.Ch.N.Or.Th.K**

**Notification  
On  
Public Holiday for Water Festival 2022**

The Ministry of Labour and Vocational Training would like to inform all owners or directors of factories/enterprises covered by the Labour Law that according to the Labour Law and Prakas 277/21 K.B/Br.K.Or.Th.K dated 27 October 2021 on Paid Public Holidays for 2022, all owners or directors of factories/enterprises shall allow your workers/employees to have paid public holidays for the Water Festival for three days: **7<sup>th</sup>, 8<sup>th</sup> and 9<sup>th</sup> November 2022.**

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. Workers/employees who work on Water Festival holidays are entitled to additional pay which is equal to the wage of the normal working day. Owners or directors of factories/enterprises shall prepare a list of workers/employees who have to have days off in a rotating manner as per the above dates and keep it for the inspection of the labour inspector.

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 Prakas 277/21 above.

The Ministry would like to remind all owners or directors of factories/enterprises and workers/employees to continue to strictly implement the measures **“3 PROTECTs” and “3 DON'Ts”** and other necessary health measures.

The Ministry of Labour and Vocational Training strongly hopes that all owners or directors of factories/enterprises will implement this notification in an effective manner.

Phnom Penh, 24 October 2022  
**Minister**  
(signed and stamped)  
**Ith Sam Heng**



**CC:**

- Office of the Council of Ministers
- Cabinet of **Samdech Akka Moha Sena Padei Techo Prime Minister**
- Cabinet of Samdech, Excellency and Lok Chumteav Deputy Prime Ministers
- All relevant ministries and institutions
- All Municipal and Provincial Departments of Labour and Vocational Training
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