

Labour

Reduction of Cambodian Public Holidays in 2020

The Royal Government of Cambodia has announced to reduce the public holidays for civil servants and employees to 22 days in 2020 from 28 days in the previous years via the Sub-decree No. 112 SD.P dated 2 August 2019.

Started in early 2019, the initiative was raised to tackle the imbalance between working days, holidays and productivity. As of 2019, all employees in both public and private sectors are entitled to 28 days.

The reduction of holidays aims to enhance work efficiency, increase productivity and guarantee economic competition with the regional neighbours.

In 2020, the Khmer New Year public holiday will be increased to 4 days (from 3 days in the previous years), while the religious festival of Meak Bochea, the National Memorial Day, the International Children Day, the Paris Peace Accord Day and the International Human Rights Day will be eliminated. The public holiday for King's Birthday will be shortened from 3 days to 1 day in May. In total, 6 days will be cut off.

Date	Name of Public Holidays	2019	2020
1 Jan	International New Year Day	1 day	1 day
7 Jan	Day of Victory over the Genocidal Regime	1 day	1 day
19 Feb	Meaka Bochea Day	1 day	x
8 Mar	International Women's Rights Day	1 day	1 day
13-14-15-16 Apr 2020 14-15-16 Apr 2019	Khmer New Year's Day	3 days	4 days
1 May	International Labor Day	1 day	1 day
6 May 2020 18 May 2019	Visaka Bochea Day	1 day	1 day
10 May 2020 22 May 2019	Royal Ploughing Ceremony	1 day	1 day
14 May 2020 13-14-15 May 2019	Birthday of His Majesty Preah Bat Samdech Preah Boromneath NORODOM SIHAMONI, King of Cambodia	3 days	1 day
20 May	Day of Remembrance	1 day	x
1 Jun	International Children Day	1 day	x
18 Jun	Birthday of Her Majesty the Queen-Mother NORODOM MONINEATH SIHANOUK of Cambodia	1 day	1 day

Client Update: Cambodia

2019 AUGUST

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Date	Name of Public Holidays	2019	2020
16-17-18 Sep 2020 27-28-29 Sep 2019	Pchum Ben Day	3 days	3 days
24 Sep	Constitution Day	1 day	1 day
15 Oct	Mourning Day of the Late King-Father NORODOM SIHANOUK of Cambodia	1 day	1 day
23 Oct	Commemorative Day of the Paris Peace Agreements	1 day	x
29 Oct	Coronation Day of His Majesty Preah Bat Samdech Preah Boromneath NORODOM SIHAMONI, King of Cambodia	1 day	1 day
30-31 Oct & 1 Nov 2020 10-11-12 Nov 2019	Water Festival	3 days	3 days
9 Nov	National Independence Day	1 day	1 day
10 Dec	International Human Rights Day	1 day	x
Total		28 days	22 days

Note:

- Grey highlight indicates the reduction of number of days public holidays; and
- Blue highlight indicates the increase of number of days of public holidays.

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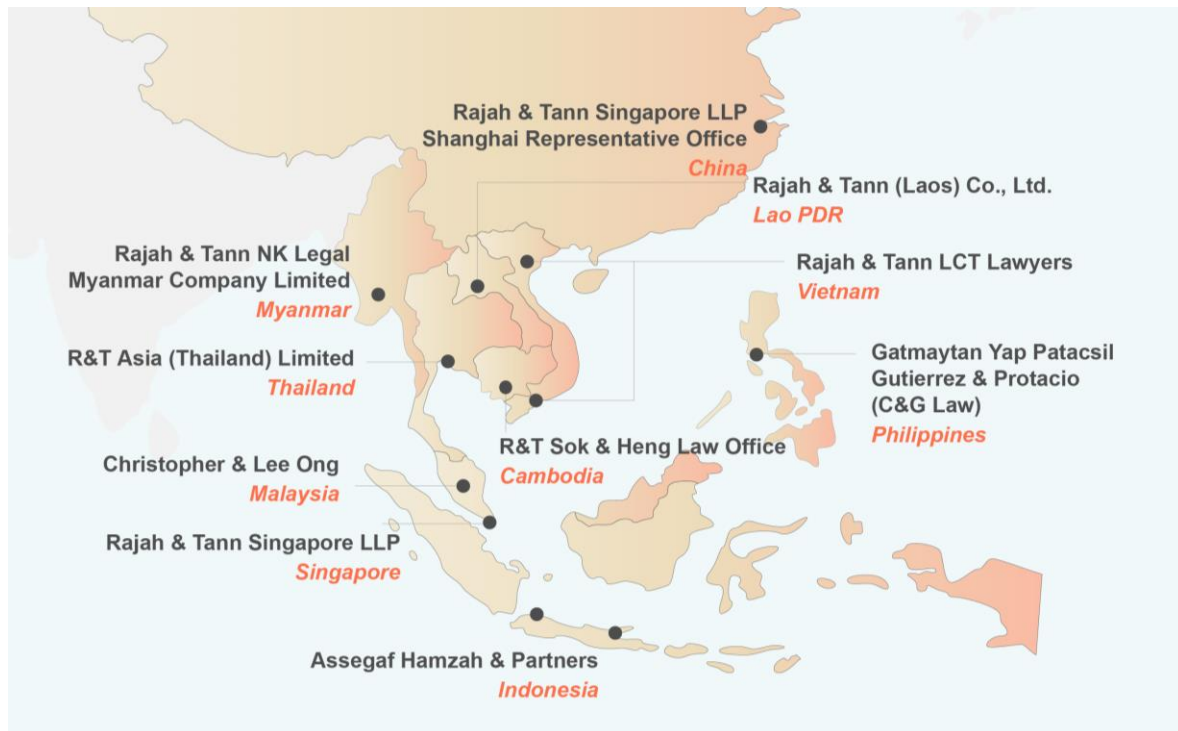
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