

**ROYAL KRAM**

NS/RKM/0707/020

**I,  
PREAH BAT SAMDECH PREAH BOROM MONEATH  
NORODOM SIHAMONI,  
THE KING OF CAMBODIA**

- Having seen the Constitution of the Kingdom of Cambodia;
- Having seen the Royal Decree NS/RKT/0704/124 dated 15 July 2004 on the Appointment of the Royal Government of the Kingdom of Cambodia;
- Having seen the Royal Kram 02/NS/94 dated 20 July 1994 promulgating the Law on the Organization and Functioning of the Council of Ministers;
- Having seen the Royal Kram NS/RKM/0105/003 dated 17 January 2005 promulgating the law on the Establishment of the Ministry of Labour and Vocational Training;
- Having seen the Request of Samdech Prime Minister of the Royal Government of Cambodia and Minister of Ministry of Labour and Vocational Training;

**PROMULGATES**

The Law on Amendment of Article 139 and Article 144 of Labour Law which was adopted by the National Assembly on 08 June 2007 at its sixth plenary session of the third legislature, and was fully adopted by the Senate as to its form and legal concepts without any corrections on 29 June 2007 at its third plenary session of the second legislature and which was declared with the provisions as follows:

**LAW**  
**ON THE AMEDMENTS OF ARTICLE 139**  
**AND**  
**ARTICLE 144 OF LABOUR LAW**

**Article 1:**

Article 139 and article 144 of the Labour Law, promulgated by Royal Kram CS/RKM/0397/01 dated 13 March 1997 are amended as follows:

**Article 139 New:**

In case of special urgency which requires workers to work overtime other than the usual working hours, the overtime hours shall be paid at an increased rate of 50% (fifty percent). Working overtime at night between 22:00h to 05:00h or weekly time off, shall be additionally paid at an increased rate of 100% (one hundred percent).

**Article 144 New:**

The word *Night* in this law means a period of at least consecutive 11 (eleven) hours which shall include the period from 22pm to 5am. Night work is considered from 22:00h to 05:00h.

Besides continuous work that is performed by groups of workers with rotating shifts who sometimes work during the day and sometimes at night, the work of the enterprise may have one portion which is performed always at night. Night work shall be paid at a rate of 130% (one hundred thirty percent) of the day time wage.

**Article 2:**

This Law shall be immediately declared.

Royal Palace, Phnom Penh, 20 July 2007

Signature

PRL/0707/313

NORODOM SIHAMONI

Submitted for His Majesty the King's signature

Signature

*UNOFFICIAL ENGLISH TRANSLATION*

Hun Sen  
Prime Minister

Notified to Samdech Prime Minister  
Minister of Ministry Labour and Vocational Training  
Signature

**Vornng Soth**