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法務新知

2023年10月

勞工—2024年紡織、製衣、製鞋、旅行品和箱包產業的最低工資部長令

（勞動和職業培訓部（“MLVT”）- 2023年9月29日頒佈的第283/23號的部長令確定2024年紡織、製衣、製鞋、旅行品和箱包產業工人/僱員的最低工資部長令）

勞動和職業培訓部頒佈的部長令確定了2024年紡織、製衣、製鞋、旅行品和箱包產業工人/僱員的最低工資爲每月204美元，相較於2023年的最低薪資增加了2美元/每月。

該部長令也列明給試用期工人/僱員的最低工資爲每月202美元，而過試用期後爲每月204美元。最低工資的標準僅適用於紡織、製衣、製鞋、旅行品和箱包產業而已。

根據部長令317號，工人/僱員之前獲得的其他福利將保持不變。

新的最低工資自2024年1月1日起生效。

評註

關於最低工資的討論每年至少進行一次，除非全國最低工資理事會（“NCMW”）另有決議。最低工資的討論結果將由勞動和職業部培訓部發布的部長令予以確定。根據2018年7月6日頒佈的《最低工資法》，確定最低工資時考量的因素爲：

- 社會標準：包括家庭狀況、通貨膨脹和生活成本。
- 經濟標準：包括生產效率、國家競爭力、勞動力市場和行業的盈利狀況。

如有必要，全國最低工資理事會將會根據國家的經濟和社會狀況，包含經濟、專業、職業或地理等因素，調整及制定最低工資的標準。

KPMG柬埔寨是柬埔寨授權的代表或代理公司之一，可代表您的企業註冊。作爲我們客戶的忠誠企業顧問，我們非常樂意並願意討論上述事項與您的業務的相關性。

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