Implementation of Water Festival Holiday 2026

SOK XING & HWANG | SX&H

04 November 2026



The Ministry of Labor and Vocational Training, on 30 October 2026, issued Notification No. 033 on the Implementation of Water Festival Holiday 2026 (**"Notification"**).

According to the Notification, the owners or directors of enterprises, companies and factories shall allow their workers/employees to take paid public holiday leave for 3 (three) days on 23, 24 and 25 of November 2026 and facilitate salary payment in November before the holiday. If there is mutual agreement between the employers and workers/employees, or as stipulated in the internal regulations of the enterprise, or collective bargaining agreement, the holiday may be taken at a different date.

For factories and enterprises whose business activities cannot be stopped, and where simultaneous holiday leave of all employees would affect public interest or business operations, they shall arrange for workers/employees to take holiday day off on a rotating basis. If the rotation cannot support the business operations, the employers and worker/employee representatives may discuss an agreement for them to work during the holiday, given that they take days off on another day instead.

Employers shall prepare a list of workers/employees who take holiday leave on rotating basis and regularly maintain it for inspection by the labor inspectors.

Please find a copy of this Notification in Khmer language, which can be downloaded from the link below. Should you have any queries, please contact us at info@sxhlaw.com.

NOTIFICATION

Key Contact:



SOK Lor

Managing Director, Sok Xing & Hwang
T: +855 12 212 515
E: lor.sok@sxhlaw.com



THONG Ratanakvimean

Legal Assistant, Sok Xing & Hwang
T: +855 77 757 842
E: ratanakvimean.thong@sxhlaw.com

Further information

Sok Xing & Hwang is a law and policy firm committed to the highest standards of integrity and excellence. Based in Phnom Penh, we understand the needs and challenges of working and doing business in emerging market contexts. Our insight, international credentials and proven track record give us the ability to facilitate strategic investments in the region's labor-intensive industries and provide policy consultation on labor market governance and investment promotion. Our legal professionals are leaders in labor and employment law, project finance, M&A, real estate, restructuring and commercial transactions.

Disclaimer: Sok Xing & Hwang's Legal Updates and Law & Policy Insights are provided for information only, and does not constitute legal advice or opinions of any kind. Legal advice should be obtained from qualified legal counsel.