

Implementation of the Public Holidays of Khmer New Year 2026

SOK XING & HWANG

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On 30 March 2026, the Ministry of Labor and Vocational Training (the “**Ministry**”), issued a Notification No. 014 on the Implementation of the Public Holidays of Khmer New Year 2026 (the “**Notification**”).

Pursuant to this 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 for the upcoming Khmer New Year, from 14th to 16th of April 2026. The days off may be taken on alternative dates if there is mutual agreement between employers and workers/employees.

For businesses that operate continuously and cannot stop their business activities, and where all workers/employees taking leave at once would affect public interest or business operations, employers must arrange for workers/employees to take the holiday in rotations. If rotation is not possible, employers and worker/employee representatives may discuss and agree for workers/employees to work during the holiday, provided they are granted substitute days off.

Employers must prepare and maintain a list of workers/employees who take rotating holidays for inspection by the labor inspector.

A copy of the Notification in Khmer language can be downloaded from the link below. Should you have any queries, please contact our Legal Assistant Mr. Som Lysimeng at lysimeng.som@sxhlaw.com.



[NOTIFICATION IN KHMER](#)

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Further information

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