

**PRESS STATEMENT  
OF  
THE LABOR ADVISORY COMMITTEE**

On 12<sup>th</sup> November, 2014, starting from 8:30 AM, the Labor Advisory Committee (LAC) convened its 11<sup>th</sup> meeting for 8<sup>th</sup> mandate at the Ministry of Labor and Vocational Training to consider and discuss the proposals of minimum wage levels of 121 USD and 110 USD, which had been reached by voting by members of the Tri-partite Working Group for Discussion on Minimum Wage in Textile, Garment and Footwear Industry in 2015. In addition, LAC also accepted to include into the discussion of its meeting the proposal for a minimum wage level of 140 USD put forward by the Union Side. In an attempt to bridge the gap between the two parties, the Government Side proposed a minimum wage level of 123 USD for consideration and decision by LAC.

In spite of consideration and discussion on all proposals, the meeting was not be able to reach the decision by consensus because the Employer Side still adhered to their previous proposal of 110 USD, whereas the Union Side maintained their previous request of 140 USD. Therefore, the meeting decided to implement LAC's another procedure in reaching decision by secret vote on the three proposed minimum wage levels with the following results:

- 07 votes out of 25 votes in favor of minimum wage level of 110 USD.
- 16 votes out of 25 votes in favor of minimum wage level of 123 USD.
- 02 votes out of 25 votes in favor of minimum wage level of 140 USD.

Based on the above results, LAC has decided to recommend a minimum wage level of 123 USD to be considered and adopted by the Minister of Ministry of Labor and Vocational Training as the minimum wage level for workers and employees in the Textile, Garment and Footwear Industry in 2015 in accordance with Labor Law and to be implemented from 01<sup>st</sup> January 2015.

Phnom Penh, 12 November, 2014

Chairperson of LAC

Vice-Chairperson of LAC

Vice-Chairperson

Employer Side

Worker/Employee Side

(Signed)

(Signed)

(Signed)

Dr. ITH SAMHENG

Oknha Dr. NANG SOTHY

CHOUN MONTHOL