

Cambodia

Country & Industry Overview

Including labour laws and
regulations



Quick overview

Cambodia's garment, textiles and footwear (GTF) exports are worth approximately **USD 11 billion (2023)**.

Key export markets:

United States 38.6%
European Union 27.2%
Japan 8.4%
Canada 7.1%
United Kingdom 6.5%



Industry



1,579 (2024)

Number of factories in the garment industry.



Specialises in:

- CMT production
- Fast fashion, outdoorwear and sportswear
- Footwear and accessories.

Workforce



925,000 (2024)

Number of workers in the garment sector.



75.5% (2024)

Percentage of women workers employed in the garment/textile industry.



USD 208 (2025)

Monthly minimum wage.

Labour laws and regulations

Employment Contracts	Fixed Duration Contracts (FDCs) and Undetermined Duration Contracts (UDCs). FDCs max 2 years.
Wages	Minimum wage (2025): USD 208/month for regular workers, USD 202/month for probationary workers. The gap between the minimum wage and a living wage is 60%.
Working Hours & Overtime	48-hour work week (8 hours/day, 6 days/week). Overtime max 2 hours/day. Compensation: 150%-200% of wage.
Leave & Holidays	18 days paid annual leave. 21 public holidays. 90 days maternity leave at half pay.

Labour laws and regulations

Occupational Safety & Health	Employers must ensure safe work environments, provide health checks, and report accidents. However, health and safety is a major concern as compliance is inconsistent and enforcement is weak.
Unionisation & Dispute Resolution	Legal right to form and join unions though unionisation is somewhat limited and union leaders face intimidation. Procedures for collective bargaining and arbitration.

Sources

1. **Garment / Textile Industry Size:** Cambodia Garment, Footwear and Travel Goods (GFT). TAFTAC/EUROCHAM. September 2024.
2. **Key Garment / Textile Export Market:** Cambodia Garment, Footwear and Travel Goods (GFT). TAFTAC/EUROCHAM. September 2024.
3. **Number of Garment / Textile Factories:** Cambodia Garment, Footwear and Travel Goods (GFT). TAFTAC/EUROCHAM. September 2024.
4. **Garment / Textile Industry Exports:** Cambodia Garment, Footwear and Travel Goods (GFT). TAFTAC/EUROCHAM. September 2024.
5. **Specialisms:** Cambodia's Garment Manufacturing Industry. ASEAN Briefing. 1st November 2018.
6. **Garment / Textile Workers:** Cambodia Garment, Footwear and Travel Goods (GFT). TAFTAC/EUROCHAM. September 2024.
7. **Women Workers in the Garment /Textile Industry:** Cambodia Garment, Footwear and Travel Goods (GFT). TAFTAC/EUROCHAM. September 2024.
8. **Minimum Wage:** Cambodia Raises Garment Workers' Minimum Wage to US\$208 in 2025, Ministry of Information, Cambodian Government. September 2024.
9. **Living Wage vs Minimum Wage:** Wages Industry Score, The Industry We Want. 2025.

About Asia Garment Hub

The Asia Garment Hub is a digital one-stop shop tailored to the garment and textiles sector in Asia, viewed through a lens of Decent Work and Sustainability.

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The AGH Circle is a dedicated discussion forum - where you can network and engage with industry professionals in discussions on decent work and environmental sustainability for free.

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