

Anker Reference Value Update¹ Urban Cambodia 2022

Living Wage
KHR 947,493
(USD 231)

This report updates the Anker Living Wage Reference Value for Urban Cambodia to 2022. The updated values for June 2022 are: (i) Anker Gross Living Wage of: KHR 947,493 (USD 231), comprised of a Net Living Wage of KHR 928,543 (USD 227), plus a social security contribution of KHR 18,950 (USD 4). This was KHR 860,992 (USD 210) for 2021 in the original report,² equivalent to the net living wage (i.e. take-home pay), given there were no payroll deductions whatsoever at that point. Inflation in this period was 7.85%³ and it increased the net living wage. Without accounting for inflation, the living wage estimated in 2021 would not be sufficient for families to have a basic but decent standard of living in 2022, because the purchasing power of the living wage would have decreased. Social security contributions and income tax were calculated using the most up-to-date tax laws (e.g. the introduction of social security contributions in 2022, there were nonexistent in 2021).⁴

Table 1: Anker Living Wage Reference Value for Urban Cambodia, 2021 and 2022 (in KHR and USD)

	2021		2022	
	KHR	USD ^c	KHR	USD ^c
Anker Net Living Wage Reference Value (1)	860,922	210	928,543	227
Social Security Contributions (2)	0	0	18,950	4
Income Tax (3)	0	0	0	0
Anker Gross Living Wage Reference Value (4) (4) = (1) + (2) + (3)	860,922	210	947,493	231
Exchange Rate	4,099.96 ^a		4,092.10 ^b	
Inflation mid-2021 to mid-2022	7.85%			

^a Average exchange rate from November 2019 to January 2021.

^b Average exchange rate from May 2022 to July 2022.

^c Notes: USD values are indicative only, since exchange rates are volatile.

¹ The Anker Research Institute engages in and disseminates high-quality research, analysis, and training related to living wage and living income (based on the Anker methodology) to inform and influence companies, empower working people, and shape public policy, thereby helping to enhance quality of life and sustainable livelihoods for working people and their families everywhere. Social Accountability International (SAI) is the institutional host.

² Dawani, Prates, Anker and Anker (2021). Anker Living Wage Reference Value – Urban Cambodia, 2021.

³ National Institute of Statistics of Cambodia: <http://www.nis.gov.kh>

⁴ <https://taxsummaries.pwc.com/cambodia>