

ANKER REFERENCE VALUE ANNUAL UPDATE 2023¹

URBAN CAMBODIA

LIVING WAGE
KHR 947,792 (USD 230)

This report updates the Anker Living Wage Reference Value for urban Cambodia to 2023. This was KHR 860,922 (USD 210) for 2021 in the original report², equivalent to the Net Living Wage, given there were no payroll deductions in 2021. The updated Anker Gross Living Wage for 2023 is KHR 947,792 (USD 230) per month, comprised of a Net Living Wage of KHR 928,836 (USD 225), plus social security contribution of KHR 18,956 (USD 5). Inflation in this period was 7.9%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 2023, because the purchasing power of the Living Wage would have decreased. Social security contributions were calculated using the most up-to-date laws (the introduction of social security contributions in 2022, which were inexistent in 2021).⁴

Table 1. Anker Living Wage Reference Value for urban Cambodia, 2020, 2022, and 2023 (in KHR and USD)

	2021		2022		2023	
	KHR	USD	KHR	USD	KHR	USD
Anker Net Living Wage Reference Value (1)	860,922	210	928,543	227	928,836	225
Social Security Contributions and Income Tax (2)	0	0	18,950	4	18,956	5
Anker Gross Living Wage Reference Value (3) = (1) + (2)	860,922	210	947,493	231	947,792	230
Exchange Rate	4,099.6^a		4,092.1^b		4,124.3^c	
Inflation mid-2021 to mid-2023	7.9%					

Notes: USD values are indicative only, since exchange rates are volatile. ^a Average exchange rate from November 2019 to January 2021.

^b Average exchange rate from May 2022 to July 2022. ^c Average exchange rate for June 2023.

¹ 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. Report prepared by Lykke E. Andersen, Agnes Medinaceli, Marcelo Delajara, Martha Anker and Richard Anker.

² Dawani, Prates, Anker & Anker (2021). Anker Living Wage Reference Value – Urban Cambodia. <https://www.globallivingwage.org/wp-content/uploads/2022/10/Urban-Cambodia-LW-Reference-Value-2021.pdf>

³ National Bank of Cambodia: https://www.nbc.gov.kh/english/economic_research/monetary_and_financial_statistics_data.php

⁴ See <https://taxsummaries.pwc.com/cambodia/individual/taxes-on-personal-income>