

**KINDOM OF CAMBODIA
Nation-Religion-King**

Ministry of Labour and Vocational Training

No: 014/20 ក.ប/ស.ជ.ណ.ខ.ល

NOTIFICATION

On

The Usage of Permit Card for Employees/Workers Transportation and Work During Domestic Travel Restriction for the Purpose of Preventing and Controlling Pandemic Covid-19

According to the Order No.02 ប.ប, dated 09 April 2020 on Restriction Domestic Traveling for the purpose of preventing and controlling Pandemic Covid-19 of the Royal Government, the Ministry of Labour and Vocational Training would like to inform owner or director of factories, enterprises, establishments which are not forced to close businesses activities, employees/workers and drivers or owner of employees/workers transportation vehicles as following:

A. For Employee/workers and staffs

- Those who use personal transportations and travel alone must carry on **(1)** Employee/Worker or Staff Identity Card, and **(2)** Cambodian Identity Card or any documents to identify their current address every time of traveling to work and back home in order to show the authorities.
- Those who use joint transportations must **(1)** Travel with the transportation with the “Permit Card to transport employees/workers” authorized by Ministry or Department of Labour and Vocational Training, and **(2)** Carry on with Employees/Workers Identity Card every time travel to work and back home in order to show the authorities.
- Come to work at their factories, enterprises/establishments as normal. In case of absent shall be considered as serious misconduct which subject to terminate employment contract without compensations.
- Working as normal without making any interruptions or obstruct to other employees/workers performance or production of factory, enterprise, establishment.
- Shall not participate in inciting, frightening, threatening employee/worker and other staffs, otherwise shall be sanction in accordance to the Criminal Code and other applicable laws.

B. For Owner or Director of Factories, Enterprises and Establishments

- Provide list of vehicle plate number or transportation to Labour Inspector
- Must cooperate with Labour Inspector to provide Permit Card of employees/workers Transportation to drivers (as attached template) for showing to the authorities when transporting employee/worker or staffs to their work place and back home.
- Must guarantee that employee/workers and staffs have their employment identity card. In case of lost, shall promptly issue a new one.
- Must terminate the service with any transportation service providers who do not transport employee/workers and staffs directly to their work place and return home during this period.
- Must notify food sellers and continue provide selling area as normal.

- Must continue the operation or businesses activities as normal, otherwise, it shall be considered as against with the Government's order and shall lose their rights to get support from the government when suspending employment contract or postponed the business activities or any other incentives from the government.
- Must appoint administrator to control the attendant of employee/worker and other staffs for submitting to Labour inspector and the other competent authorities.

C. For Drivers or Owners of Employee/workers and staffs Transportation

- Must continue to transport employee/workers and staffs to their work places and back home as normal, otherwise, it is considered as against with the Government's order which subject to be forced to stop the service for transporting employee/worker and staff.
- Collect the employee/worker transportation permit card from factories, enterprises, establishments and keep at the front side of transportation in order to show the competent authorities.

The Ministry strongly believes that all owner or director of factories, enterprises, establishments which are not forced to close the business activities, employee/workers and staffs, and drivers or owner of employee/worker transportation and all personnel shall highly and effectively implement this notification.

Phnom Penh, 09 April 2020

Minister

CC:

- Office of Council of Ministers
- Cabinet of Samdach Techo Prime Minister of Cambodia
- Cabinet of Samdach, His Excellency Deputy Prime Minister
- Relevant institutions
- **"Be notify"**
- Municipal and Provincial Department of Labour and Vocational Training
- Professional organizations at all levels
- **"For dissemination and implementation"**
- Archived

(signed & sealed)

Ith Sam Heng