

**Kingdom of Cambodia  
Nation-Religion-King**

**Ministry of Labour and Vocational Training**

**No: 046/20 ក.ប/ស.ណ.ន.ខ.ល**

**Instruction  
On  
Quarantine Measures for the employee/Worker at Factories,  
Enterprises, and Establishments who were taking leave during  
Khmer New Year and returning to Work**

In accordance with Notification 013/20 ក.ប/ស.ណ.ន.ខ.ល dated 09 April 2020 on Measures to Prevent Covid-19 at Factories, Enterprises, Establishments during the Postponement of Khmer New Year Holidays 2020 and Notification 014/20 ក.ប/ស.ណ.ន.ខ.ល dated 09 April 2020 on the Usage of Permit Card of Transportation of Employees/Workers and Working during Domestic Traveling Restriction for the Purpose of Preventing Covid-19 Pandemic of the Ministry of Labour and Vocational Training and Letter No. 066 សខល of the Ministry of Health dated 15 April 2020 on Quarantine 14 days for Workers Who Returns from their Hometown after Khmer New Year. The Ministry of Labour and Vocational Training would like to instruct to all owners or directors and employees/workers of factories, enterprises, establishments who took leave during Khmer New Year and return to work as follows:

**1- For Owners or Directors of Factories in Phnom Penh:**

- Must prepare a separated room at an appropriate area to register employees/workers who have returned to work.
- Must assign an administrative officer to prepare a list of employees/workers who have returned to work and provide the list to the labour inspector every day at 2 PM.
- Must instruct employees/workers to have a health checkup at a health center as per instruction of the labour inspector in which:
  - Employees/workers who have been found any suspected symptom must be sent to Quarantine Center Level 2 in order to be monitored further.
  - Employees/workers who have not been found any suspected symptom must keep themselves apart at their accommodation for 14 days as per the home quarantine measures of the Ministry of Health and report to the administrative officer of their factory by phone about their health conditions every day so that the factory's administrative officer reports further to the doctor of the Ministry of Labour and Vocational Training.
  - Employees/workers who do not have accommodations for any reason such as their renting-house owner or roommates do not allow them to enter the accommodation must notify the doctor of the Ministry of Labour and Vocational Training. So, they are sent to Level 1 Quarantine Center.

- Have no obligation to provide wage for any employee/worker who were taking leave by themselves without permission from the employer during this quarantine.
- Have obligation to provide wages of only 7 days for any employee/worker who were taking leave under the permission from the employer during this quarantine. However, any employee/worker being absent with permission from the employer due to a special leave such as their wife gave birth or death of their grandparent, parent, spouse, child is entitled to full wages of 14 days.
- Must continue to monitor health conditions of employee/worker and provide masks and require them to wear mask for who has just completed their quarantine or returned to work.

**2- For Employees/Workers Who Working at Factories in Phnom Penh:**

- Must present at their factory and provide necessary information as required by the Ministry of Labour and Vocational Training, so that the factory's administrative officer registers them and implement the quarantine measures of the Ministry of Health.
- Must have a checkup at health center as per the instruction of the factory's administrative officer as defined by the labour inspector.
- Must implement quarantine measures at the assigned centers or at their accommodations for 14 days as set by the doctor or competent authorities.
- Must keep and present a certificate of their health condition issued by the doctor to the factory owner and renting-house owner.
- Must report to the factory's administrative officer by calling on their health conditions at every 8:00 AM, so that the factory's administrative officer reports further to the doctor of the Ministry of Labour and Vocational Training.
- Must contact the Ministry of Health by hotline number 115 or 012 825 424 or 012 958 179 if they have any suspected symptoms during the 14 days quarantine at their accommodations.
- Must wear mask at the workplace after the 14 days quarantine.

In case any employee/worker fails to comply with the 7 points above, the employee/worker may be dismissed without compensation from the employer.

**3- For Owners or Directors and Employees/Workers at Factories at Provinces as well as Owners or Directors and Employees/Workers of Enterprises, Establishments in Other Sectors Must Facilitate This 14 Days Home Quarantine in which:**

- Any employee/worker who were taking leave by themselves without permission from the employer will not be entitled the wages during this quarantine.
- Any employee/worker who were taking leave under the permission from the employer will be entitled 7 days of wages during this quarantine. However, any employee/worker who were absent under the permission from the employer due to a special matter such as their wife giving birth or death of their grandparent, parent, spouse, child is entitled to full wage of 14 days.
- Must jointly continue to monitor the health and must wear a mask for any employee/worker who has just completed their quarantine or returned to work.
- Any employee/worker who fails to cooperate in implementing the quarantine measures or violating the above measures and causing fear to other

employees/workers may be forced to resign from their works without any compensation from the employer.

The owners or directors of factories or employees/workers can ask for further information during working hours from Dr. Yi Kanitha by 017 377 377, Mr. Khiev Savuth by 017 567 887, Mr. Ou Rathana by 092 888 585 and Mr. Manh Narith by 087 525 656.

The owners or directors and employees/workers must implement this instruction in an effective manner from the date of signature.

Phnom Penh, 17 April 2020

**Minister**

*(signed and sealed)*

**Ith Sam Heng**

**Recipients:**

- Office of the Council of Ministers
- Cabinet of Samdach Akka Moha Sena Padei Techo Prime Minister
- Cabinet of Samdach, Excellency, Lok Chumteav Deputy Prime Minister
- Ministry of Interior
- Ministry of Health
- Relevant ministries and institutions  
    *"For information"*
- Municipal and Provincial Halls
- Municipal and Provincial Departments of Labour and Vocational Training  
    *"For dissemination and implementation"*
- Archives