

**Kingdom of Cambodia  
Nation Religion King**

**Ministry of Labour and Vocational Training  
No: 018/20 K.B/S.Ch.N.Kh.L**

**Notification  
On  
Postponement of Payment of Back Pay Seniority Indemnity Before 2019 and New  
Seniority Indemnity in 2020**

According to Point 7 of the Press Release on Instruction of the Royal Government on Further Measures to Help the Private Sector and Workers/Employees Severely Affected by Covid-19 Pandemic (Round 3, 07 April 2020) and according to the Labour Law, the Ministry of Labour and Vocational Training would like to inform owners or directors of factories, enterprises and workers/employees using undetermined duration contract (UDC) that the payment of back pay seniority indemnity before 2019 (for the textile, garment and footwear sector) and new seniority indemnity in 2020 (for all sectors) shall be delayed until 2021.

During this delay, owners or directors of factories, enterprises shall pay the back pay seniority indemnity before 2019 and new seniority indemnity in 2020 in accordance with the Labour Law and regulations when terminating the employment contract of workers/employees except the employment contract is terminated due to the serious misconduct of workers/employees or resignation of workers/employees.

In this regard, please all owners or directors of factories, enterprises, workers/employees and professional organizations implement this notification duly and in a highly effective manner from the date of signature.

Phnom Penh, 02 June 2020

**Minister**  
*(signed and stamped)*  
**Ith Sam Heng**

**Recipients:**

- Office of the Council of Ministers
- Cabinet of Samech Akka Moha Sena Padei Techo Prime Minister
- Cabinet of Samdech, Excellency, Lok Chumteav, Deputy Prime Minister
- Relevant ministries/institutions  
“for information”
- Municipal/Provincial Departments of Labour and Vocational Training
- Professional organizations at all levels  
“for dissemination and implementation”
- Archives