

Kingdom of Cambodia
Nation Religion King

Ministry of Labour and Vocational Training
No: 242/20 K.B/Br.K.K.L

Prakas
On
Holidays on 17, 18, 19, 20 and 21 August 2020 to Compensate for Khmer New Year 2020
Holidays

Minister of Labour and Vocational Training

- Having seen the Constitution of the Kingdom of Cambodia
- Having seen Royal Decree NS/RKT/0918/925 dated 6 September 2018 on Appointment of the Royal Government of the Kingdom of Cambodia
- Having seen Royal Decree NS/RKT/0320/421 dated 30 March 2020 on Appointment and Adjustment to the Composition of the Royal Government of the Kingdom of Cambodia
- Having seen Royal Code NS/RKM/0618/012 dated 28 June 2018 promulgating the Law on Organization and Functioning of the Council of Ministers
- Having seen Royal Decree NS/RKT/0805/354 dated 5 August 2005 on Transformation of the Permanent Committee for Organizing National and International Festivals into National Committee for Organizing National and International Festivals
- Having seen Royal Code NS/RKM/0105/003 dated 17 January 2005 promulgating the Law on Establishment of Ministry of Labour and Vocational Training
- Having seen Royal Code ChS/RKM/0397/01 dated 13 March 1997 promulgating the Labour Law
- Having seen Sub-decree 283 OrNKR./BK. Dated 14 November 2014 on Organization and Functioning of the Ministry of Labour and Vocational Training
- Having seen Sub-decree 112 OrNKR.BK dated 2 August 2019 on Holiday Calendar of Civil Servants, Employees, Workers for 2020
- Having seen Sub-decree 101 OrNKR.BK dated 15 July 2020 on Permission for Civil Servants, Employees, Workers to Have Holidays on 17, 18, 19, 20 and 21 August 2020
- Having seen Prakas 399/19 K.B/Br.K.Or.Th.K dated 4 October 2019 on Paid Holidays for 2020

Decide

Article 1

Workers/employees of all factories/enterprises as stipulated in Article 1 of the Labour Law shall be allowed to have paid holidays on 17, 18, 19, 20 and 21 August 2020 to compensate for the paid holidays of workers/employees on 13, 14, 15 and 16 April 2020 during the Khmer New Year 2020 as stipulated in Article 1 of Prakas 399/19 K.B/Br.K.Th.K dated 4 October 2019 on Paid Holidays for 2020 that have been postponed by Sub-decree 50 OrNKR.BK dated 8 April 2020 on Postponement of Holidays of Civil Servants, Employees, Workers on 13, 14, 15 and 16 April 2020.

Article 2

For any factory/enterprise whose business is of global nature that requires regular operations which cannot be halted and allowing all workers/employees to have a public holiday at the same time affects the public interests or affects the operations of the factory/enterprise, the owner or director of the factory/enterprise shall arrange workers/employees to have holidays as per the above dates in a rotating manner.

In the event that there is an agreement between workers/employees and the employer or it is stipulated in the factory/enterprise's internal regulation or collective bargaining agreement (CBA), the days off of workers/employees can be taken on other days that are different from the holidays stipulated in this Prakas.

The owner or director of factory/enterprise shall prepare a name list of workers/employees who have to take their holidays as per each of the above dates in a rotating manner and shall keep it all the time for inspection of labour inspectors.

During the rotating days off, the owner or director of factory/enterprise can use other workers/employees temporarily to replace the workers/employees who take their days off.

Article 3

Any provision contrary to this Prakas shall be abrogated.

Article 4

Chief of cabinet, Director General of General Department of Administration and Finance, Director General of General Department of Labour, Director General of General Department of Technical and Vocational Education and Training, and Directors of relevant units, workers/employees shall be in charge of implementing this Prakas as per their respective roles from the date of signature.

Phnom Penh, 16 July 2020

Minister

(signed and stamped)

Ith Sam Heng

Recipients:

- Office of the Council of Ministers
- Cabinet of Samdech Akka Moha Sena Padei Techo Prime Minister
- Cabinet of Samdech, Excellency, Lok Chumteav Deputy Prime Ministers
- Relevant ministries/institutions
- All Municipal/Provincial Departments of Labour and Vocational Training
- All employer associations
- All union confederations and union federations
- As in Article 4
- Archives