

**Kingdom of Cambodia  
Nation Religion King**

**Ministry of Labour and Vocational Training**

**No: 046/20 K.B/S.N.N.Kh.L**

**Instruction**

**On**

**Quarantine Measures for Workers/Employees at Factories, Enterprises, Establishments  
Taking Leave During Khmer New Year and Returning to Work**

According to Notification 013/20 K.B/S.Ch.N.Kh.L dated 09 April 2020 on Measures to Prevent Covid-19 at Factories, Enterprises, Establishments during the Postponement of Holidays of Khmer New Year 2020 and Notification 014/20 K.B/S.Ch.N.Kh.L dated 09 April 2020 on Use of Pass for Worker/Employee Transportation and Work During Travel Restriction in the Country to Prevent Covid-19 Pandemic of the Ministry of Labour and Vocational Training and Letter 066 S.Kh.L of the Ministry of Health dated 15 April 2020 on quarantine for 14 days for workers who will return from their hometown after Khmer New Year, the Ministry of Labour and Vocational Training would like to give an instruction to all owners or directors and workers/employees 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 separate room at an appropriate location to register workers/employees who have returned to work.
- Must assign an administrative officer to prepare a name list of workers/employees who have returned to work and provide the list to the labour inspector every day at 2 pm.
- Must instruct workers/employees to have a checkup at a health center as per the instruction of the labour inspector, in which:
  - Workers/employees who have been found any suspected symptom must be sent to Level 2 Quarantine Center in order to be monitored further.
  - Workers/employees 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 must report to the administrative officer of their factory by phone on their health condition every day so that the factory's administrative officer reports further to the doctor of the Ministry of Labour and Vocational Training.
  - Workers/employees who do not have an accommodation for any reason such as their house owner or roommates not allowing them to enter the accommodation must notify the doctor of the Ministry of Labour and Vocational Training so that they are sent to Level 1 Quarantine Center.
- Have no obligation to provide a wage for any worker/employee taking leave by themselves without permission from the employer during this quarantine.
- Have an obligation to provide a wage of only 7 days for any worker/employee taking leave with permission from the employer during this quarantine. However, any worker/employee being absent with 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 a full wage of 14 days.
- Must continue to monitor the health and provide masks and require them to wear a mask for any worker/employee who has just completed their quarantine or returned to work.

**2- For workers/employees working at factories in Phnom Penh:**

- Must be 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 a health center as per the instruction of the factory's administrative officer as set by the labour inspector.
- Must implement quarantine measures at a center as set or at their accommodation 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 rented house owner.
- Must report to the factory's administrative officer by phone on their health condition 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 at 115 or 012 825 424 or 012 958 179 if they have any suspected condition during the 14-day quarantine at their accommodation.
- Must wear a mask in the workplace after the 14-day quarantine.

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

**3- For owners or directors and workers/employees at factories in provinces as well as owners or directors and workers/employees of enterprises, establishments in other sectors, must facilitate this 14-day home quarantine, in which:**

- Any worker/employee taking leave by themselves without permission from the employer will not be entitled to a wage during this quarantine.
- Any worker/employee taking leave with permission from the employer will be entitled to a wage of only 7 days during this quarantine. However, any worker/employee being absent with 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 a full wage of 14 days.
- Must jointly continue to monitor the health and must wear a mask for any worker/employee who has just completed their quarantine or returned to work.
- Any worker/employee failing to cooperate in implementing the quarantine measures or violating the above measures and causing fear to other workers/employees may be forced to resign from their work without any compensation from the employer.

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

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

Phnom Penh, 17 April 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 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