

The Kingdom of Cambodia
National-Religion-King

Ministry of Labour and Vocational Training

No: 018/20 K.B.Ch.N.Kh.L

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

According to point 7 of the press release on the Instruction of the Royal Government on Further Measures to Help the Private Sectors and Worker/Employees Severely Affected by Covid-19 Pandemic (3rd Round dated 7 April 2020) and referring to the Labour Law, the Ministry of Labour and Vocational Training would like to inform the owner or director of the factories, enterprises and workers/employees using undetermined duration contract (**UDC**) that the payment of the seniority indemnity before 2019 (for textile, garment and footwear sectors) and the payment of the new seniority in 2020 (for all sectors) will be postponed the implementation to 2021.

During the postponement, the owner or directors of the factories enterprises shall make the payment of the Pre-2019 seniority indemnity and the new seniority indemnity in 2020 in accordance with the Labour Law and the other valid regulations when terminating employment contract with the employee, except the termination of the contract has been made due to serious misconduct of the employee or the employee unilaterally resign.

With this regard, please the owner, directors of the factories, enterprises, employees and the professional organizations duly and effectively implement this notification from the date of the signature.

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| -Council of Ministers |
| - Cabinet of Samdach Decho Hunsen, Prime Minister |
| -Cabinet of deputy prime minister |
| -Relevant Ministries (as Information) |
| All Offices of Labor and Vocational Training (Municipal and Provincial) |
| - All level of professional organization |
| "for dissemination and implementation" |
| - Archived Phnom Penh |

Penh, 2 June 2020

Minister

Signature and Stamp

Ith Samheng