
Employment & Benefits

The Notification on the Implementation of Labour Self Inspection Regime Via Automated System

On 27 May 2022, the Ministry of Labour and Vocational Training ("**MLVT**") issued Notification No. 022/22 MLVT/NOTIF.DLI on the Implementation of Labour Self Inspection Regime via Automated System ("**Notification**") in accordance with the Labour Law and Prakas No. 358/21 MLVT/Pr.K.DLI on the Launching of the Labour Self Inspection ("**LSI**") Regime and Labour Inspection Via Automated System.

Following the Notification, MLVT would like to highlight the following obligations that the owners or directors of companies duly registered under the laws of the Kingdom of Cambodia and covered by the Labour Law should take note of:

- (i) conduct LSI twice a year via the automated system (link [here](#)), i.e. before end of June and end of December, starting from **June 2022**;
- (ii) comply with the 31 priority points provided in the Constraint Letters (please refer to Annex A), as failure to comply with any of such priority points will immediately subject the errant owner or director to fines; and
- (iii) encourage their employees to be fully vaccinated against COVID-19 to enable the companies to carry out their businesses, and fill in the vaccination information relating to their employees in the system.

Non-compliance of the above obligations will subject the errant owners or directors of companies to fines or other forms of punishment as may be prescribed by law. MLVT may also institute legal actions against them for non-compliance with the said obligations.

If you have any queries on the above, please feel free to contact our team members below who will be happy to assist.

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Annex A – Priority Points set out in the Constraint Letters

No.	Garment, Textile, Footwear and Travelling Goods & Bags	Non-Garment, Textile, Footwear and Travelling Goods & Bags
1.	Prepare, register and publish Internal Work Rules	Prepare, register and publish Internal Work Rules
2.	Provide minimum wages to probationary and regular employees	Provide minimum wages to probationary and regular employees
3.	Compensate back seniority payment before 2019, and seniority payment to employees	Compensate back seniority payment before 2019, and seniority payment to employees
4.	Compensate severance pay for employees with Fixed Duration Contracts	Compensate severance pay for employees with Fixed Duration Contracts
5.	Compensate overtime wages (both day and night times) to employees who are entitled to such wages	Compensate wages for night work to employees who are entitled to such wages
6.	Not to require employees to work beyond the legal working hours	Compensate overtime wages to employees who are entitled to such wages
7.	Observe non-discrimination in hiring and be guided by the Same Work Same Wage principle	Compensate overtime wages for night work to employees who are entitled to such wages
8.	Not to offer debt bondage or subject employees to work without payment of wages	Not to require employees to work beyond the legal working hours
9.	Prevent sexual harassment in the workplace	Obtain approval for overtime work and work on public holidays
10.	Keep work seniority of female employees during the maternity leaves	Obtain approval for weekly day-off suspension
11.	Not to terminate pregnant employees or those in labour, or force them to resign merely on account of such pregnancy	Observe non-discrimination in hiring
12.	Obtain approval for the employment of children below 18 years old	Not to carry out forced labour
13.	Obtain quota for the employment of foreign employees	Provide maternity leaves in accordance with the Labour Law
14.	Apply for workbook and employment cards for local employees	Not to terminate pregnant employees or those in labour, or force them to resign merely on account of such pregnancy
15.	Provide hygienic beverages and water to employees	Obtain approval for the employment of children below 18 years old

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16.	Provide first aid boxes at workplaces	Obtain quota for the employment of foreign employees
17.	Provide bandage room	Apply for workbook and employment cards for local employees
18.	Put in place safety measures to avoid workplace accidents	Manage wastes and storage appropriately
19.	Provide ventilation in buildings	Separate chemical toxic wastes and observe safety in handling such wastes
20.	Provide safety emergency exits	Provide first aid boxes at workplaces
21.	Put in place post-protection measures to deal with unexpected events	Provide bandage room
22.	Organise training on the gestures and attitudes during emergency and rescuing	Put in place safety measures to avoid workplace accidents
23.	Display work safety and healthy signs	Provide ventilation in buildings
24.	Control and exercise the use of fire prevention and extinguishing system	Provide safety emergency exits
25.	Prepare boiler systems and use the same in accordance with their technical uses and work safety	Display work safety and healthy signs
26.	Use the machinery and mechanisms in accordance with their technical uses, work safety and health	Prepare boiler systems and use the same in accordance with their technical uses and work safety
27.	Register with the National Social Security Fund ("NSSF")	Use the machinery and mechanisms in accordance with their technical uses, work safety and health
28.	Register employees with NSSF	Register with NSSF
29.	Pay contributions for occupational risks and health care schemes	Register employees with NSSF
30.	Organise shop-steward elections	Pay contributions for occupational risks and health care schemes
31.	Not to force employees to join or not join unions, or be involved or not be involved in labour disputes	Organise shop-steward elections

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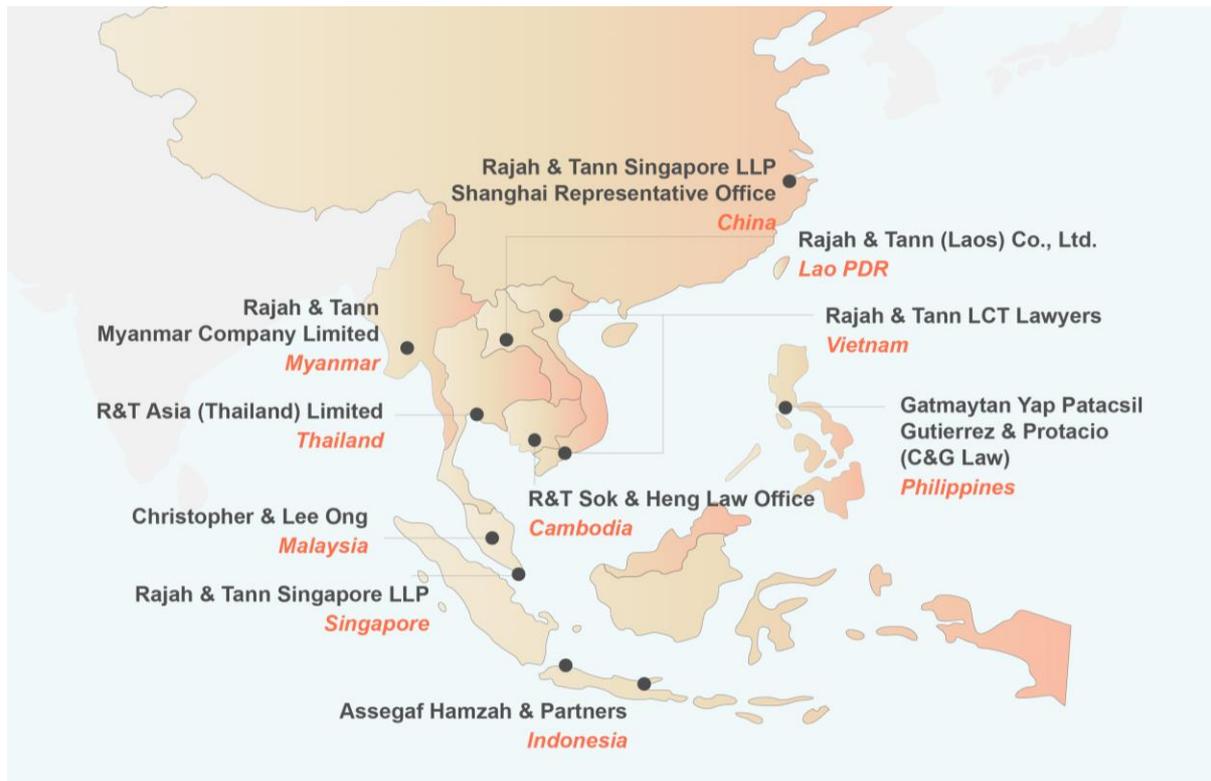
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