

**Kingdom of Cambodia
Nation Religion King**

Ministry of Labour and Vocational Training

No. 169 ក.ប/ស.ជ.ណ

Phnom Penh, 12 September 2011

**Notification
On
Pchumben Holidays
And
Name List Review and Electoral Registration**

According to the Ministry's Prakas No. 196 អប/បរិក្ខេប dated 17 September 2010 on Paid Holidays and according to the letter No. 320/11 N.E.C dated 25 August 2011 from the National Election Committee on List Review and Commune Election Registration to be held from **01 September to 15 October 2011** and according to the vital request by workers/employees and employers.

The Ministry of Labour and Vocational Training has the honor to inform the owners and directors of all enterprises and establishments covered by the Labour Law that they shall grant their workers/employees holidays on the following dates:

- 1. Allow workers/employees to enjoy holidays on Pchumben days**
On the occasion of the upcoming Pchumben days, the owners or directors of enterprises and establishments shall permit their workers/employees to enjoy paid holidays on **26, 27, and 28 September 2011**.
- 2. Allow workers/employees to leave for checking their name list and register for the election**
 - a. Workers who work in Phnom Penh/province shall go to check their name list and register for the election in the same Phnom Penh/province on **Thursday 29 September 2011**.
 - b. Workers who work in Phnom Penh shall leave Phnom Penh for Kandal, Kampong Speu, Kampong Chhnang, Kampong Cham, Prey Veng, Svay Rieng, Kampong Thom, Takeo, Kampot, Kep and Sihanoukville province on **Thursday 29 and Friday 30 September 2011**.
 - c. Workers who work in Phnom Penh shall leave for other provinces other than the above mentioned Point **b** on **Thursday 29 and Friday 30 September and Saturday 01 October 2011**.
 - d. For enterprises and establishments located in provinces other than Phnom Penh, the employer shall permit their workers/employees to take leave as stipulated in Point **b** and Point **c** above by taking each province as the same base as Phnom Penh.

3. **The Ministry of Labour and Vocational Training would like to highlight some points to pay attention as follows:**
 - a. For all leave approvals for workers/employees as stated above, the employer shall maintain wages and attendance bonus for workers/employees.
 - b. Workers/employees who are excessively absent beyond the above permitted leaves shall be responsible according to the internal regulation of individual enterprises and establishments.
 - c. Arrange wage payment for workers/employees before Pchumben holidays.
 - d. In case of no availability for timely wage payment, please allow workers/employees to receive an advance partial payment of their wages before Pchumben holidays.

The Notification No. 167 រ.ប/ស.ជ.ណ dated on 02 September 2011 on Name List Review and Electoral Registration and Pchumben Holidays shall be abrogated.

The Ministry of Labour and Vocational Training hopes strongly that the owners or directors of enterprises and establishments as well as workers/employees will implement this Notification in a high effective manner.

Minister
Ministry of Labour and Vocational Training
(signed and sealed)
Vong Sauth

CC:

- General Secretariat of Senate
- General Secretariat of National Assembly
- General Secretariat of Royal Government
- Cabinet of Samdech Techo Hun Sen
- Cabinet of Lokchumteav standby Deputy Prime Minister
- Council of Ministers
- All relevant ministries and institutions “for info.”
- All municipal and provincial Departments of Labour and Vocational Training
- All employer associations
- All union federations “for dissemination and implementation”
- Archives