

Kingdom of Cambodia
Nation Religion King

Ministry of Labour and Vocational Training

No.: 041/11 កប/សជណ

Phnom Penh, 07 March 2011

Notification

Pursuant to the wise and in-principle recommendation of **Samdech Akka Moha Sena Padei Techo Hun Sen, Prime Minister of Cambodia**, the Ministry of Labour and Vocational Training wishes to inform all levels of unions, employer associations, workers/employees and employers of factories, enterprises and establishments in the textile, garment and footwear industries in the Kingdom of Cambodia that on 7 March 2011 the Labour Advisory Committee comprising the government, union and employer representatives held a meeting on benefits such as overtime meal allowance, attendance bonus and seniority bonus for all workers/employees in the textile, garment and footwear industries.

The meeting agreed to the followings:

1. Workers/employees who have come to work regularly on every working day of each month shall receive attendance bonus at least 7 USD (seven United States dollars) per month.
2. Workers/employees who work overtime on a voluntary basis at the employer's request shall receive 2000 riel (two thousand riel) meal allowance per day or receive a free meal.
3. Seniority bonus:
 - A- Workers/employees who have worked in the factory, enterprise or establishment more than one year shall receive seniority bonus as follows:

Year of seniority	1	2	3	4	5	6	7	8	9	10	11
Amount received in dollar per month	0	2	3	4	5	6	7	8	9	10	11

- B- Workers/employees who have seniority of any above year shall receive seniority bonus of that year (as in the above table) except those who have seniority beyond 11 years upwards shall receive seniority bonus of the 11th year, i.e. 11 USD (eleven United States dollars) per month.
4. Point 4 of the Notification No. 049/10 កប/សជណ dated 9 July 2010 of the Ministry of Labour and Vocational Training shall be abrogated.

The benefits stated in **point 1, 2, 3** of this Notification shall be implemented from **01 March 2011 onwards**.

The Ministry of Labour and Vocational Training hopes strongly that workers/employees, unions, employer associations and employers of factories, enterprises and establishments in the textile, garment and footwear industries will implement this Notification effectively.

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

CC:

- General Secretariat of Senate
- General Secretariat of National Assembly
- General Secretariat of Royal Government
- Cabinet of Samdech Techo Prime Minister
- Cabinet of Lok Chumteav, Standby Deputy Prime Minister
- Council of Ministers
- All ministries and concerned institutions
"for information"
- All municipal and provincial departments of Labour and Vocational Training
- All employer associations
- All union federations
"for dissemination and implementation"
- Official gazette
- Archives/documentation