

Kingdom of Cambodia
Nation Religion King

Ministry of Labour and Vocational Training

No: 003/21 K.B/S.Ch.N.Kh.L

Notification
On

**Payment of Back Pay Seniority Indemnity before 2019 and Seniority Indemnity in 2020
and 2021 for Factories/Enterprises in Manufacturing Sector**

The Ministry of Labour and Vocational Training would like to inform all owners or directors of factories/enterprises and workers/employees in the manufacturing sector using undetermined duration contract (UDC) that the payment of back pay seniority indemnity before 2019 and seniority indemnity in 2020 and 2021 shall resume in 2021 as follows:

1. Payment of back pay seniority indemnity before 2019

- Back pay seniority indemnity before 2019 (if any) to be paid in 2020 shall be paid in the 1st quarter and the 3rd quarter.
- Back pay seniority indemnity before 2019 (if any) to be paid in 2021 shall be paid in the 2nd quarter and the 4th quarter.

2. Payment of seniority indemnity

- Seniority indemnity in 2020 shall be paid in the 1st quarter and 3rd quarter.
- Seniority indemnity in 2021 shall be paid in the 2nd quarter and 4th quarter.

3. Workers/employees can also negotiate the procedure and specific dates for the payment of the above seniority indemnities according to their factory/enterprise and business status.

Meanwhile, the Ministry would also like to appeal to all owners or directors of factories/enterprises, workers/employees in the manufacturing sector and relevant parties to put the common interest first by having to discuss a solution in a highly responsible manner to maintain job sustainability and harmonious industrial relations.

In this regard, all owners or directors of factories/enterprises and workers/employees in the manufacturing sector shall implement this notification in a proper and effective manner from the date of signature.

Phnom Penh, 21 January 2021

Minister
(signed and stamped)
Ith Sam Heng

CC:

- 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
- Relevant ministries/institutions
“for information”
- Municipal/Provincial Departments of Labour and Vocational Training
“for implementation”
- Archives