

Kingdom of Cambodia

Nation Religion King

Ministry of Labour and Vocational Training

No. 041/11 K.B/S.C.N

Notification

In respect of the official recommendation made by Hun Sen, the Prime Minister of the Kingdom of Cambodia, the Ministry of Labour and Vocational Training would like to inform trade unions of all levels, employers' associations, workers, employers of factories, enterprises, and establishments in the textile, garment, and footwear production sectors that on 7 March 2011 the Labour Advisory Committee, comprising representatives from the government, unions, and employer associations, held a meeting on the provision of benefits, such as an overtime meal allowance, an attendance bonus, and a seniority bonus to workers in the textile, garment, and footwear production sectors. At the meeting, the Labour Advisory Committee approved the following points:

1. Workers who attend work regularly in accordance with the number of working days in each month will receive a bonus of at least US\$ 7 per month.
2. Workers who volunteer to work overtime at the employer's request will receive a 2,000 riel meal allowance per day or be provided with a free meal.
3. Seniority bonus:
 - a. Workers who have worked at any factory, enterprise, or establishment for more than one year will receive a seniority bonus as follows:

Seniority (in years)	1	2	3	4	5	6	7	8	9	10	11
Amount of money received (in dollars)	0	2	3	4	5	6	7	8	9	10	11

- b. Workers with seniority in accordance with the years set out above will receive a seniority bonus corresponding with their years of seniority (as per the table

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above). Workers who have worked for more than 11 years will receive a seniority bonus of US\$ 11 per month.

4. Point 4 of Notification No. 049/10 B.K/SCN dated 9 July 2010 will be abrogated.

The provision of benefits stipulated in Points 1, 2, and 3 of this notification will be effective from 1 March 2011 onwards.

The Ministry of Labour and Vocational Training strongly hopes that trade unions of all levels, employers' associations, workers, employers of factories, enterprises, and establishments in the textile, garment, and footwear production sectors will effectively implement this notification.

Phnom Penh, 7 March 2011

Minister for Labour and Vocational Training

Vong Saut

CC:

- General secretariat of the Senate
- General secretariat of the National Assembly
- General secretariat of the Royal Government
- Cabinet of the Prime Minister
- Cabinet of the standing Deputy Prime Minister
- Office of the Council of Ministers
- Relevant ministries and institutions
"to be informed"
- Municipal-provincial Departments of Labour and Vocational Training
- Employers' associations
- Trade union federations
"for dissemination and enforcement"
- Official gazette
- Chronology -- Document

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