

**Kingdom of Cambodia
Nation Religion King**

**Ministry of Labor and Vocational Training
No: 003/21 KB/SChhNKL**

**Notification
on Seniority Payment before 2019, in 2020 and 2021 for Manufacturing Enterprises**

The Ministry of Labor and Vocational Training, would like to inform the owners/ directors of factories/enterprises, workers/employees of manufacturing enterprises who use Unfixed Duration Contract (UDC) that the seniority payment before 2019, in 2020 and 2021 will be resumed in 2021 as follows:

1. Seniority payment before 2019

- Seniority payment before 2019 (if any) to be paid in 2020, shall be paid in the first quarter and in the third quarter.
- Seniority payment before 2019 (if any) to be paid in 2021, shall be paid in the second quarter and in the fourth quarter.

2. Seniority Payments for the Year:

- Seniority payments in 2020 shall be paid in the first quarter and in the third quarter.
- Seniority payment in 2021 shall be paid in the second quarter and in the fourth quarter.

- 3. Workers/employees and employers can also negotiate about the exact procedure and date of payment of the above seniority payment in accordance with the status of their factories/ enterprises and businesses.**

In the meantime, the Ministry would like to appeal to the owners or directors of factories, enterprises, workers/employees in the manufacturing sector and all stakeholders to uphold the common interests by discussing to find solutions with high responsibility to maintain employment sustainability and harmony in professional relations.

Therefore, all owners or directors of factories/enterprises and manufacturing workers/employees shall implement this notification properly and effectively from the date of signing.

**Phnom Penh, 21 January 2021
Minister
Signed and Sealed
Ith Sam Heng**

CC:

- Office of the Council of Ministers
- Office of SPM
- Cabinet of Samdech His/Her Excellencies, DPM
- Relevant ministries to be informed
- Municipality and provincial labour department "to be implemented"
- Archives"