
Workplace & Employment

Postponement of Khmer New Year 2020 Holidays & COVID-19 Preventive Measures During Postponement Period

The Ministry of Labour and Vocational Training (“**MLVT**”) has issued a Notification No. 012/20 MLVT/NOTIF.CBN dated 7 April 2020 on the Postponement of Holidays for Khmer New Year 2020 (“**Notification 012**”).

In order to minimise the effect of the Covid-19 pandemic, all persons covered by the Labour Law shall continue to work normally at their respective enterprises-establishments during the upcoming Khmer New Year. However, the Royal Government will compensate the affected workers/employees for this Khmer New Year’s holidays postponement of the five-day holiday in due course.

Further to the Notification 012, the Royal Government has also issued Sub-Decree No. 50 ANK.BK dated 8 April 2020 on the same postponement which clarifies that not only workers in the private sector are affected by Notification 012 but also employees in the public sector (i.e. civil servants). Hence, from 13 to 16 April 2020, all civil servants, workers and employees are required to continue to work normally.

As part of the above postponement of public holidays, the MLVT has issued another Notification No. 013/20 MLVT/NOTIF.CBN dated 9 April 2020 on the Preventive Measures for COVID-19 during the Postponement of Holidays for Khmer New Year at Factories, Enterprises and Establishments (“**Notification 013**”).

Notification 013 sets out several measures to prevent the spread of COVID-19 during the postponement of the Khmer New Year’s holidays. They are as follows:

1. Employees shall continue to work normally at their factories, enterprises and establishments;
2. Employees will stay in quarantine for 14 unpaid days before resuming work, if they take leave without permission;
3. Employees will stay in quarantine for 14 paid days, with wages to be at their employer's responsibility, before resuming work, if they take leave with permission; and
4. Employers shall arrange to have a list of employees who have requested for leave during the postponement period, and provide such list to the competent authorities to undertake health quarantine measures (self-isolation from others).

For more articles and updates from our teams across the region on COVID-19 and related legal issues, please visit [Rajah & Tann Asia's COVID-19 Resource Centre](#).

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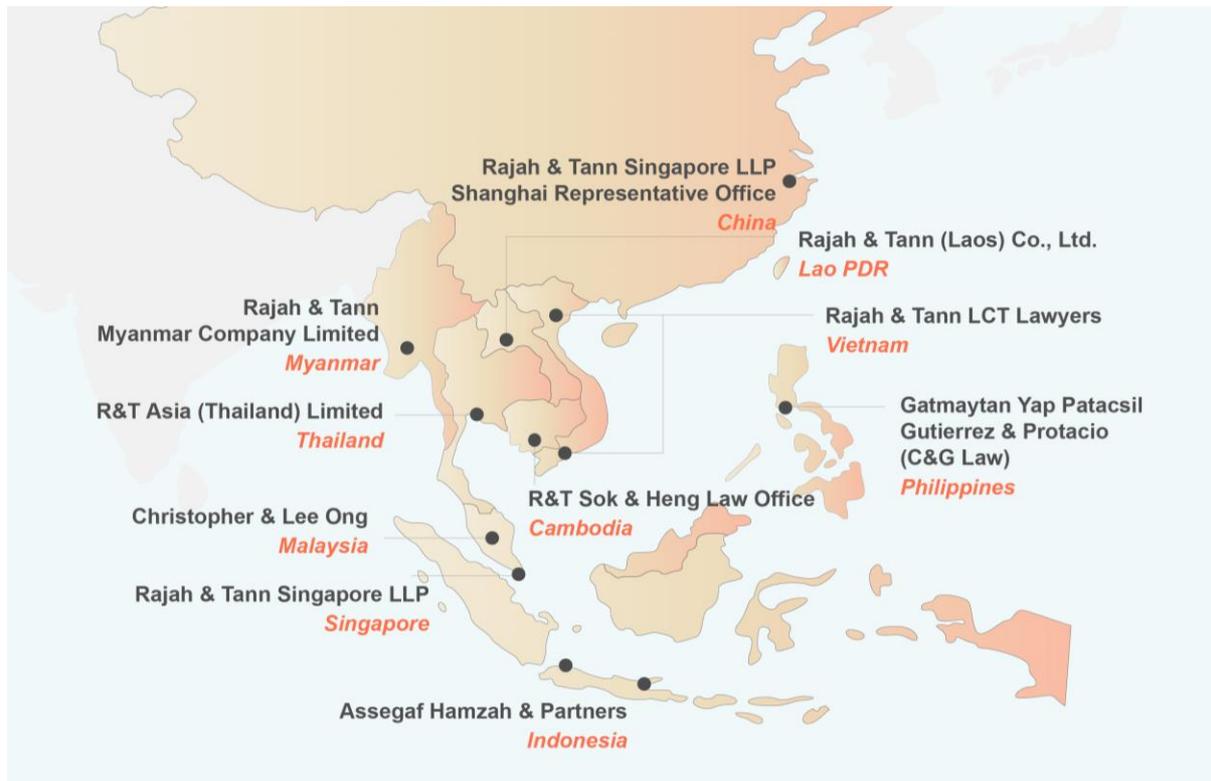
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