
Workplace & Employment

Requirement for Workers Transportation Permit and Work Performance during Domestic Travel Constraint

The Ministry of Labour and Vocational Training (“**MLVT**”) has issued Notification No. 014/20 MLVT/NOTIF.CBN dated 9 April 2020 on the Uses of Workers Transportation Permit and Work Performance during Domestic Travel Constraint (“**Notification**”).

Following Government Order No. 02 ORD dated 9 April 2020 pertaining to the domestic travel constraint (“**Government Order**”), the Notification aims to inform the owners or directors of the factories, enterprises and establishments, workers and employees, and the drivers or owners of transport vehicles used for transporting workers and employees as follows:

1. For workers and employees:
 - Private transport users who travel alone shall bring along their 1) employment cards and 2) Cambodian ID cards or other documents proving current residential address when traveling to their workplace and returning back home;
 - Collective transport users shall 1) take the transport vehicles which have been granted a Workers Transportation Permit issued by the MLVT or the Department of Labour and Vocational Training (“**DLVT**”) and 2) bring along their employment cards when traveling to their workplaces and returning back home;
 - They shall perform work as usual at their respective factories, enterprises and establishments; absence is considered as serious misconduct which may lead to termination without compensation;
 - They shall conduct work at their respective working areas without disturbing or blocking other workers’ and employees’ work or the production chain of the factories, enterprises and establishments; and
 - They shall avoid participating in acts of inciting, frightening and threatening workers and employees, violation of which will subject them to punishment in accordance with the criminal law and other applicable laws.

2. For owners or directors of the factories, enterprises and establishments:
 - They shall provide a list of plate numbers of the vehicles or means of transport to labour inspectors;
 - They shall cooperate with labour inspectors to get Workers Transportation Permits for drivers to show to the authorities during the transportation of workers and employees to their workplaces and back home;
 - They shall ensure that all workers and employees possess employment cards and reissue cards immediately if lost;
 - They shall terminate any transportation service which refuses to provide the services during the domestic travel constraint;
 - They shall inform and provide places for food vendors as usual;

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- They shall operate their businesses as usual, failure of which shall be considered as defying the Government Order and will result in the loss of rights to obtain governmental subsidy on employment contracts' suspension or business activities suspension or other governmental incentives; and
 - They shall designate administration personnel to manage the workers' and employees' attendance list in order to provide to labour inspectors or competent authorities.
3. For drivers or owners of transport vehicles used for transporting workers and employees:
- They shall continue the transportation services for workers and employees, failure of which will be considered as defying the Government Order. They shall face the consequence of termination of their transportation service agreements; and
 - They shall get the Workers Transportation Permit from the factories, enterprises and establishments and display the permit at the front of the transport vehicle in order to show to competent authorities.

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Contacts



HENG Chhay
Managing Partner

T +855 23 963 112 / 113
F +855 23 963 116
heng.chhay@rajahtann.com



HOUT Sotheary
Partner

T +855 23 963 112 / 113
F +855 23 963 116
hout.sotheary@rajahtann.com

Our Regional Contacts

RAJAH & TANN | *Singapore*

Rajah & Tann Singapore LLP

T +65 6535 3600
sg.rajahtannasia.com

CHRISTOPHER & LEE ONG | *Malaysia*

Christopher & Lee Ong

T +60 3 2273 1919
F +60 3 2273 8310
www.christopherleeong.com

R&T SOK & HENG | *Cambodia*

R&T Sok & Heng Law Office

T +855 23 963 112 / 113
F +855 23 963 116
kh.rajahtannasia.com

RAJAH & TANN | *Myanmar*

Rajah & Tann Myanmar Company Limited

T +95 1 9345 343 / +95 1 9345 346
F +95 1 9345 348
mm.rajahtannasia.com

RAJAH & TANN 立杰上海

SHANGHAI REPRESENTATIVE OFFICE | *China*

**Rajah & Tann Singapore LLP
Shanghai Representative Office**

T +86 21 6120 8818
F +86 21 6120 8820
cn.rajahtannasia.com

GATMAYTAN YAP PATACSIL

GUTIERREZ & PROTACIO (C&G LAW) | *Philippines*

Gatmaytan Yap Patacsil Gutierrez & Protacio (C&G Law)

T +632 8894 0377 to 79 / +632 8894 4931 to 32
F +632 8552 1977 to 78
www.cagatlaw.com

ASSEGAF HAMZAH & PARTNERS | *Indonesia*

Assegaf Hamzah & Partners

Jakarta Office

T +62 21 2555 7800
F +62 21 2555 7899

Surabaya Office

T +62 31 5116 4550
F +62 31 5116 4560
www.ahp.co.id

RAJAH & TANN | *Thailand*

R&T Asia (Thailand) Limited

T +66 2 656 1991
F +66 2 656 0833
th.rajahtannasia.com

RAJAH & TANN LCT LAWYERS | *Vietnam*

Rajah & Tann LCT Lawyers

Ho Chi Minh City Office

T +84 28 3821 2382 / +84 28 3821 2673
F +84 28 3520 8206

RAJAH & TANN | *Lao PDR*

Rajah & Tann (Laos) Co., Ltd.

T +856 21 454 239
F +856 21 285 261
la.rajahtannasia.com

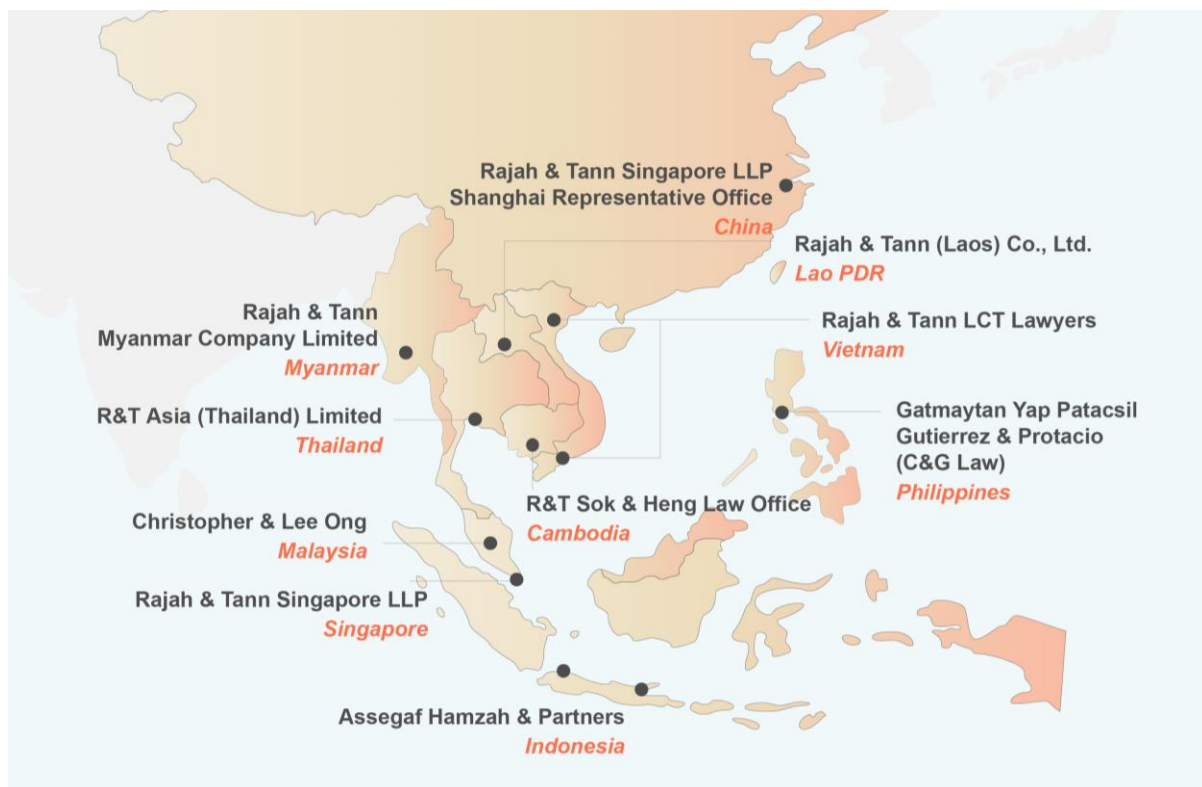
Hanoi Office

T +84 24 3267 6127
F +84 24 3267 6128
www.rajahtannlct.com

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