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Labour

## Quarantine Measures for Workers Taking Leave during the KNY and Returning Back to Work at Factories, Enterprises and Establishments

The Ministry of Labour and Vocational Training (“**MLVT**”) has issued Guideline No. 046/20 MLVT/GUI.CBN dated 17 April 2020 on the Quarantine Measures for Workers Taking Leave during the Khmer New Year and Returning Back to Work at Factories, Enterprises and Establishments (“**Guideline**”).

Following the previous regulations of the MLVT and Ministry of Health (“**MOH**”), the Guideline requires all owners or directors of the factories and all workers to implement the measures as follows:

1. Owners or directors of the factories in Phnom Penh:
  - Shall arrange an isolation room at the appropriated area for attendance registration of workers who are returning back to work after taking leave;
  - Shall have administration personnel to prepare a workers' attendance list of workers who are returning back to work after taking leave in order to provide such list to labour inspectors at 2pm every day;
  - Shall instruct workers to have health checks at the Health Control Centre per labour inspectors' advice as follows:
    - Workers who are found with symptoms shall transfer to Quarantine Centre Level 2 for further monitoring;
    - Workers who are not found with symptoms shall self-isolate at their respective residences for 14 days in accordance with quarantine measures provided by the MOH and report daily to the administration on their health situation so that they can further report to the medical team of the MLVT;
    - Workers who are not able to stay at their residences due to their house owners or roommates shall inform the medical team of the MLVT for transfer to Quarantine Centre Level 1.
  - Have no obligation to provide wage during the quarantine for workers taking leave spontaneously without permission;
  - Have an obligation to provide seven days of wage during the quarantine for workers taking leave with permission. Those workers taking leave for special occupation shall be paid 14 days of wage during the quarantine; and
  - Shall keep monitoring the health status, provide and require the wearing of face masks for workers who have just completed their quarantine or have returned back to work.

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2. Workers of the factories in the Phnom Penh:

- Shall be present at the factories and provide the necessary information as determined by the MLVT so that the administration can register their attendance and cooperate in implementing the quarantine measures of the MOH;
- Shall get a health check at the Health Control Centre as instructed by the administration following labour inspectors' advice;
- Shall implement quarantine measures at the determined Centre or personal residence for 14 days as determined by the medical team or competent authorities;
- Shall keep and show the health certificate issued by the medical team to the administration or house owners;
- Shall report daily to the administration on their health status at 8am every morning via telephone so that they can further report to medical team of the MLVT;
- Shall contact the MOH via hotline 115 or 012 825 424 or 012 958 179 if during the quarantine, there is any relevant symptom; and
- Shall wear facial masks at workplace after the quarantine.

Failing to follow these seven obligations, the workers may be dismissed by the employers without benefits.

3. Owners or directors and workers, the factories in provinces as well as the owners or directors and workers of other sectors shall facilitate home quarantine for 14 days as follows:

- Workers will not obtain wages during the quarantine for taking leave spontaneously without permission;
- Workers will obtain seven days of wages during the quarantine for taking leave with permission. Those workers taking leave for special occupation shall be paid 14 days of wage during the quarantine;
- The relevant individuals shall keep monitoring their health status. Workers who have just completed their quarantine or are returning back to work are required to wear face masks; and
- Any worker who does not implement quarantine measures or abuses these measures and frighten other workers may be forced to resign from work without benefits from the employers.

Visit our [COVID-19 Resource Centre](#) for views from our lawyers across the region on common issues and legal implications brought about by COVID-19. For specific inquiries, please reach out to your relationship partner or send an email to our [COVID-19 Legal Team](#).

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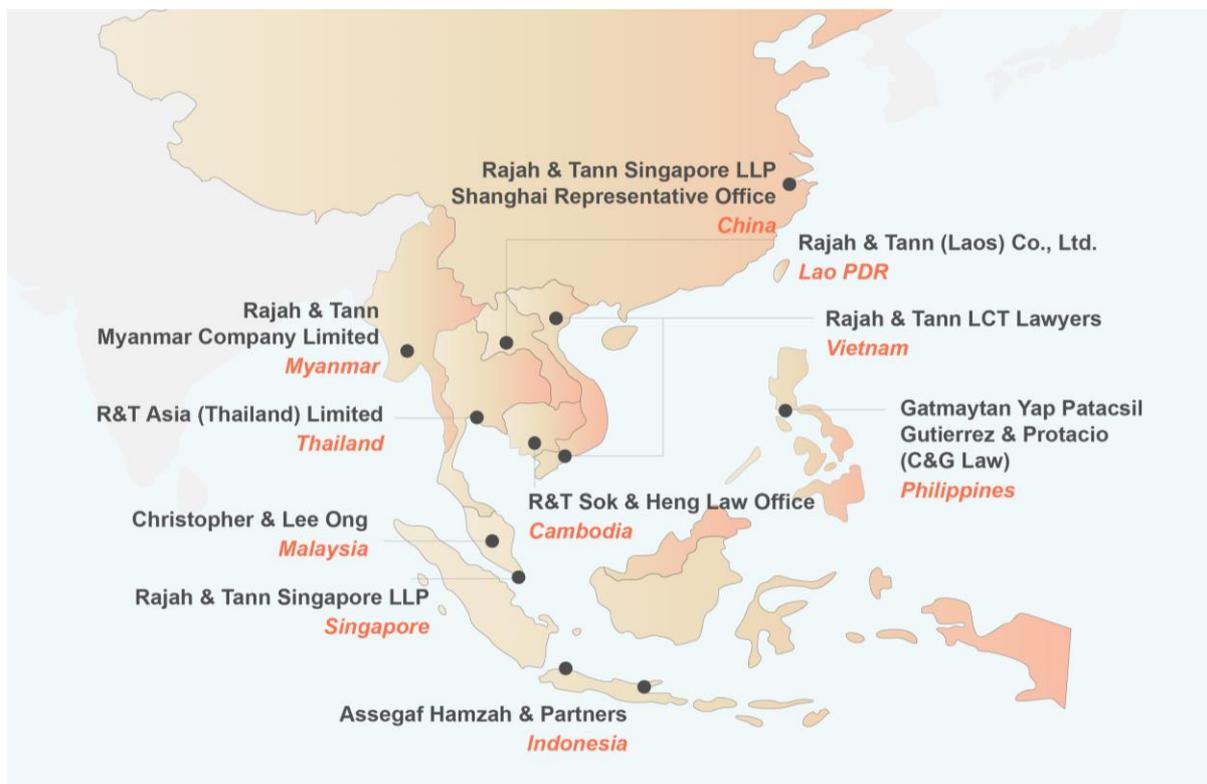
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