

---

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.

---

Labour

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](#).

*(The remainder of the page is intentionally left blank.)*

## Contacts



**HENG Chhay**  
Managing Partner

D +855 23 963 112 / 113  
F +855 23 963 116  
[heng.chhay@rajahtann.com](mailto:heng.chhay@rajahtann.com)



**HOUT Sotheary**  
Partner

D +855 23 963 112 / 113  
F +855 23 963 116  
[hout.sotheary@rajahtann.com](mailto: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

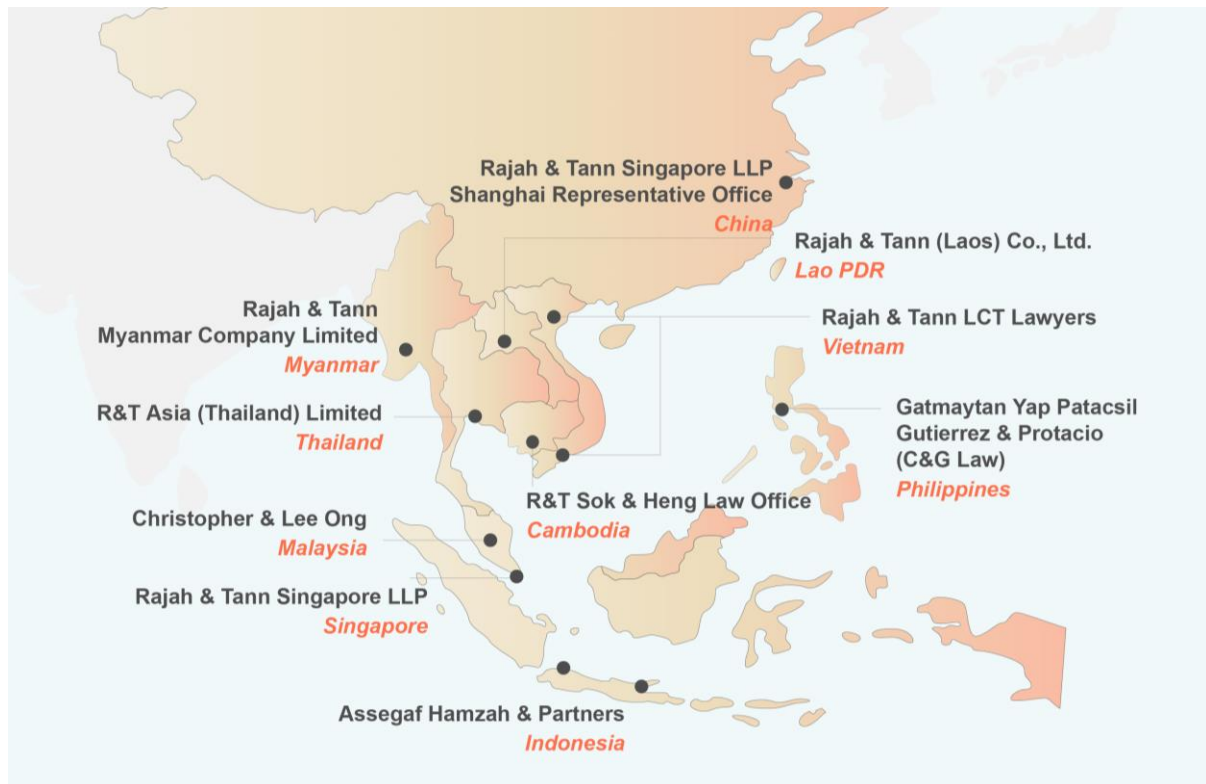
**Hanoi Office**

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

Rajah & Tann Asia is a network of legal practices based in South-East Asia. Member firms are independently constituted and regulated in accordance with relevant local legal requirements. Services provided by a member firm are governed by the terms of engagement between the member firm and the client.

This Update is solely intended to provide general information and does not provide any advice or create any relationship, whether legally binding or otherwise. Rajah & Tann Asia and its member firms do not accept, and fully disclaim, responsibility for any loss or damage which may result from accessing or relying on this Update.

## Our Regional Presence



R&T Sok & Heng Law Office provides top quality and incisive legal services to domestic and international clients; in local and cross-border transactions; on day-to-day operations and the most challenging transactions. As one of the leading law firms in Cambodia, R&T Sok & Heng Law Office helps clients achieve their goals by combining international standard with local expertise.

R&T Sok & Heng Law Office is part of Rajah & Tann Asia, a network of local law firms in Singapore, Cambodia, China, Indonesia, Lao PDR, Malaysia, Myanmar, the Philippines, Thailand and Vietnam. Our Asian network also includes regional desks focused on Brunei, Japan and South Asia.

The contents of this Update are owned by R&T Sok & Heng Law Office and subject to copyright protection under the laws of Cambodia and, through international treaties, other countries. No part of this Update may be reproduced, licensed, sold, published, transmitted, modified, adapted, publicly displayed, broadcast (including storage in any medium by electronic means whether or not transiently for any purpose save as permitted herein) without the prior written permission of R&T Sok & Heng Law Office.

Please note also that whilst the information in this Update is correct to the best of our knowledge and belief at the time of writing, it is only intended to provide a general guide to the subject matter and should not be treated as a substitute for specific professional advice for any particular course of action as such information may not suit your specific business and operational requirements. It is to your advantage to seek legal advice for your specific situation. In this regard, you may call the lawyer you normally deal with in R&T Sok & Heng Law Office.