
Labour

2020 Khmer New Year Public Holiday to Take Place from 17 to 21 August 2020

In the line with Sub-Decree No. 101 dated 15 July 2020 issued by the Royal Government of Cambodia on the Approval of a Public Holiday from 17 to 21 August 2020 for Public Officials, Employees and Workers, the Ministry of Labour and Vocational Training has issued Prakas No. 242/20 MLVT.Prk dated 16 July 2020 (“**Prakas**”) on 17 to 21 August 2020 Public Holiday to Substitute the 2020 Khmer New Year Public Holidays.

Pursuant to the Prakas, all employees from any factory/enterprise are permitted to take paid leave from 17 to 21 August 2020 as replacement for the postponed Khmer New Year public holiday which was originally scheduled from 13 to 16 April 2020.

However, for factories/enterprises with global business operations whose employees cannot take the above paid leave without causing damage to the public or disrupting the normal operations of the businesses, the relevant employers should allow their employees to take paid leave on alternate schedule.

If there are agreements between the employers and the employees, or internal rules or collective bargaining agreements providing for a schedule for the holiday which is different from that set out in the Prakas, then these agreements, internal rules or collective bargaining agreements shall prevail.

For this purpose, the employer shall prepare and maintain a list of employees who are rostered on alternate schedules for inspection by the labour inspectors.

During the implementation of this alternate schedule public holiday, the employer can employ temporary employees to cover the employees who are on holiday.

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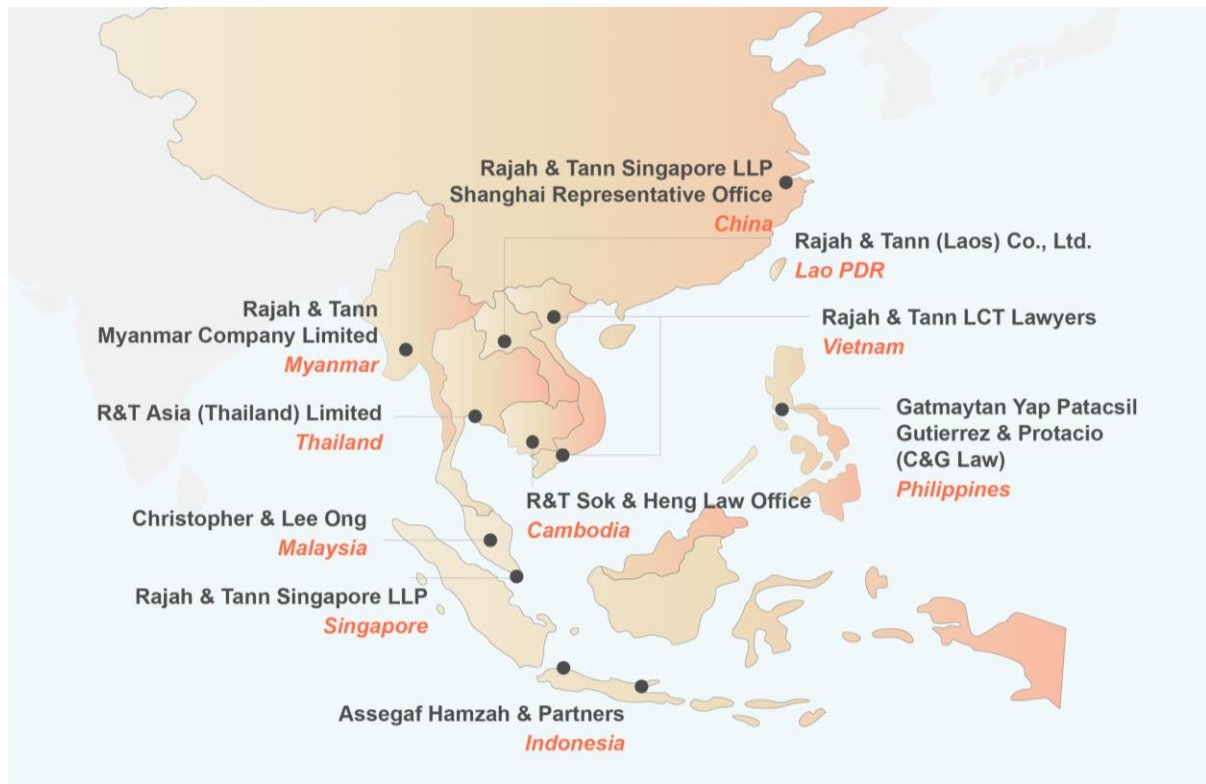
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