

Labour

Cambodian Public Holidays in 2021

The Royal Government of Cambodia has announced the public holidays for civil servants and employees in 2021 through Sub-Decree No. 131 SD.P dated 26 August 2020 (“**Sub-Decree**”). To implement the Sub-Decree, the Ministry of Labour and Vocational Training subsequently issued Prakas No. 397/20 dated 3 December 2020 (“**Prakas**”). The Sub-Decree and the Prakas provided for 21 public holidays for year 2021.

According to the Sub-Decree and the Prakas, the 21 public holidays in 2021 are the following:

Date	Name of Public Holiday	Day(s)
1 January	International New Year Day	1
7 January	Victory over Genocide Day	1
8 March	International Women's Rights Day	1
14-16 April	Khmer New Year Celebration	3
26 April	Visaka Bochea Day	1
30 April	Royal Ploughing Ceremony	1
1 May	International Labour Day	1
14 May	Birthday of His Majesty Preah Bat Samdech Preah Boromneath NORODOM SIHAMONI, the King of Cambodia	1
18 June	Birthday of Her Majesty the Queen-Mother NORODOM MONINEATH SIHANOUK of Cambodia	1
24 September	Constitution Day	1
5-7 October	Pchum Ben Festival	3
15 October	Mourning Day of the Late King-Father NORODOM SIHANOUK of Cambodia	1
29 October	Coronation Day of His Majesty Preah Bat Samdech Preah Boromneath NORODOM SIHAMONI, the King of Cambodia	1
9 November	National Independence Day	1
18-20 November	Water Festival	3
Total		21

Days off on dates other than those identified as public holidays

Employees are entitled to take days off on dates other than those set out above if there is an agreement to this effect made between the employer and the employees, as stipulated in the internal rule, or a collective agreement.

Labour

Employees of factories/enterprises operating on a continuous basis

For any factory/enterprise operating on a continuous basis where allowing employees to take the holiday may lead to the interruption of the enterprise's production process or affect the public, the owner/director of the factory/enterprise may assign the employees to work on a rotation basis. The owner/director must prepare and maintain a list of employees who are subject to the rotation-day-off schedule for labour inspection. During the holiday rotation, the owner/the director is entitled to employ temporary employees to work for the factory/enterprise.

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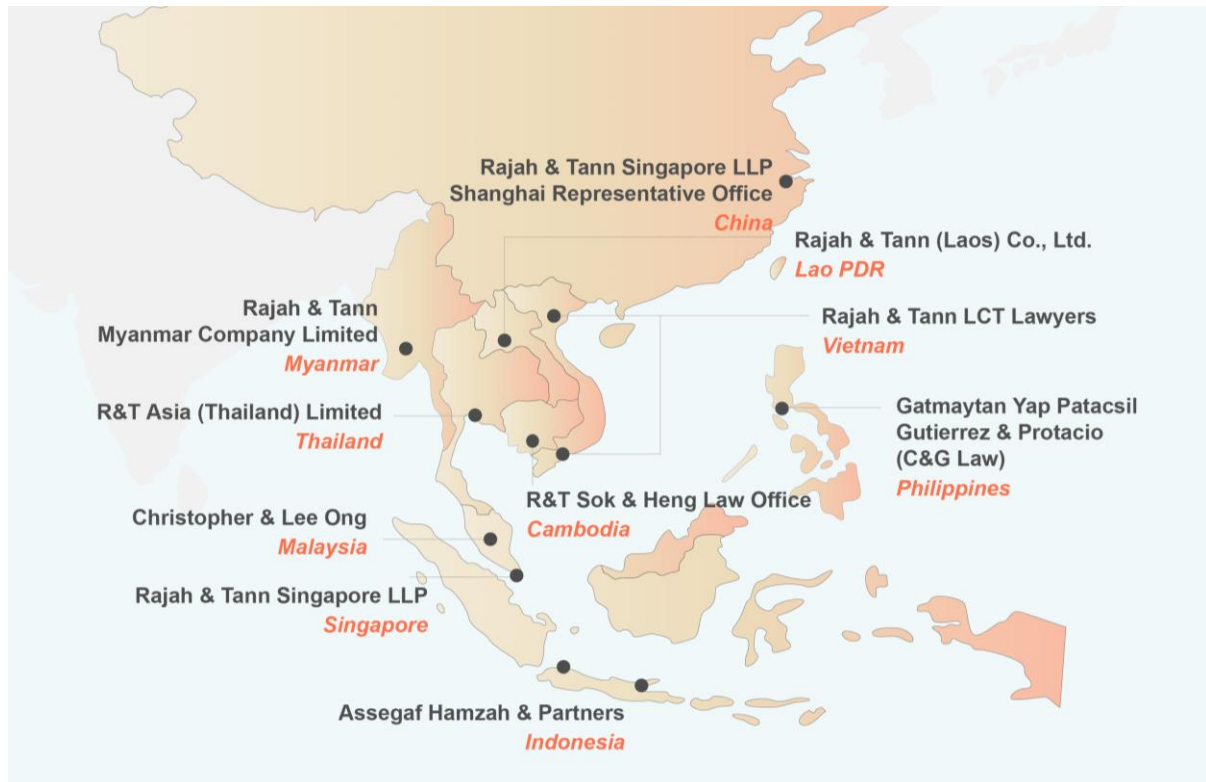
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