



Technical Update

June 2020

Labor – Notification No. 018/20 dated 02 June 2020 on the postponement of back pay of seniority payment before the year 2019 and the new seniority payment in the year 2020.

Ministry of Labor and Vocational Training (“MLVT”) – Notification No. 018/20 dated 02 June 2020 on the postponement of back pay of seniority payment before the year 2019 and new seniority payment in the year 2020.

Following the instruction of the Royal Government of Cambodia on further measures to help the private sector and workers/employees severely impacted by the COVID-19 pandemic (Round 3 on 7 April 2020) and in accordance with the Labor Law, the MLVT issued notification No. 018/20 to inform the owners or directors of factories, enterprises and workers/employees using the Undetermined Duration Contracts (UDCs) that the payment of back pay of seniority payment before the year 2019 (for the textile, garment and footwear sector) and the new seniority payment in the year 2020 (for all sectors) is postponed until 2021.

During the postponement of this implementation, owners or directors of factories and enterprise shall pay the back pay of seniority payment before the year 2019 and new seniority payment in the year 2020 in accordance with the Labor Law and Regulations when terminating the UDCs of workers/employees, except the termination of UDCs due to the serious misconduct of workers/employees or voluntary resignation of workers/employees.

This notification is effective from 02 June 2020 onwards.

Contact us

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