

Cambodia NEWS Brief

June 2021



A periodic summary of new rulings and documents relating to legal, tax and investment developments in Cambodia

Subject:

Seniority payment before 2019 and seniority payments in 2020 and 2021 for factories/enterprises in the manufacturing sector (*Notification No. 003/21 MLVT, dated 21 January 2021*).

The following report may be of interest to:

General companies

The Ministry of Labour and Vocational Training (MLVT) has issued Notification No. 003 to inform owners and directors of factories/enterprises and workers/employees in the manufacturing sector using the unspecified duration contract (UDC) that seniority payments before 2019 and during 2020/2021 will resume in 2021 as follows:

1. Seniority payment before 2019

- The seniority payment before 2019 (if any), for 2020, shall be made in the 1st quarter and the 3rd quarter
- The seniority payment before 2019 (if any), for 2021, shall be made in the 2nd quarter and the 4th quarter

2. Seniority payments for 2020/2021

- The seniority payment of 2020 shall be made in the 1st quarter and the 3rd quarter
- The seniority payment of 2021 shall be made in the 2nd quarter and the 4th quarter

Workers/employees and employers can negotiate the determination of specific procedures and dates for the above seniority payments in accordance with the situation of their factories/enterprises and businesses. The MLVT calls to all stakeholders to uphold common interests and proceed with the above negotiations in a responsible manner.



For more information, please contact Pov Ratha at ratha.pov@pwc.com or Heng Thy at thy.heng@pwc.com, or call +855 (0) 23 860 606.

