

KINGDOM OF CAMBODIA
Nation Religion King

Ministry of Social Affairs,
Labor and Veterans Affairs
No.40SALV

October 01, 1998

CIRCULAR
on
POSTING OR REGULATORY PAPERS

The Ministry of Social Affairs, Labor and Veterans Affairs would like to inform all owners and directors of enterprises and establishments that in assignment and implementation of the Labor Law in the past, MOSALVA from time to time, has issued Prakas and Notifications. At the same time, MOSALVA notes that workers have elected worker delegates as their representatives in most enterprises and establishments, and in some others, the workers have formed trade unions. Many enterprises and establishments have registered their internal work rules with the approval from Labor Inspector for their official use. The trade unions, worker delegates and employers signed on collective agreements.

At the same time MOSALVA found that those documents are not well published for all the workers, and some of the owners did not provide enough facilities for the worker delegates and the unions to perform their lawful tasks. The lack of publicity of these activities is one of the major reasons that has led to labor disputes.

For the purpose of Labor Law implementation, the Ministry would like to give the instructions as follows:

1. Owners of enterprises and establishments shall arrange an information board for posting information and Prakas of MOSALVA, especially the Prakas on Holidays with pay, Notification No. 06, dated March 03, 1997 (for garment factory) etc. Notifications and decisions of enterprise that relate to workers, collective agreement between owner or between director of the enterprise and worker delegates or unions.
2. Owners of enterprises and establishments shall provide a place for worker delegates and unions to post the names, pictures, and position of shop stewards and the leaders of unions, as well as their activities.

The two places mentioned above shall be located at an appropriate area with access so that all workers can read them.

The arrangement of information boards and places for shop stewards as mentioned in No. 1, shall apply immediately from the date of signature of this Circular.

The Ministry of Social Affairs, Labor and Veterans Affairs strongly hopes that this Circular will be followed by all of you.

Secretary of State
Ministry of Social Affairs, Labour and Veterans Affairs

Signature and Seal
Suy Sem