

Memorandum of Understanding
on
The Field of Exchange of Manpower
between
The Royal Government of Cambodia
and
The Government of the State of Kuwait

The Royal Government of Cambodia represented by the Ministry of Labour and Vocational Training and the Government of the State of Kuwait represented by the Ministry of Social Affairs & Labour, hereinafter referred to as the "Parties";

Confirming the existing friendly relations between the governments and the people of both countries;

Desiring to establish bilateral relations based on mutual interest between them;

Desiring to promote cooperation and co-ordination in the field of exchange of manpower;

Both parties have agreed:

Article (1)

To strengthen cooperation in the field of labour and employment and manpower development;

Article (2)

To facilitate relevant services to adopt and develop such cooperation within the framework of the existing laws, rules and regulations of both countries.

Article (3)

To facilitate the movement and bringing of manpower of their respective nationals within the framework of the existing applicable laws, rules and regulations in each country.

Article (4)

To exchange visits and consultations between their countries, exchange of expertise and knowhow in the field of creating jobs and employment opportunities.

Article (5)

The basic conditions of employment and the rights and duties of both the employer and the employee (worker) shall be specified in the contract of employment which shall be in line with the relevant laws and regulations of the host country.

Article (6)

The employer in the host country shall issue the work permit along with the documents presented including a copy of the employment contract at the time of seeking approval within two months of the worker's arrival in the country.

Article (7)

A Joint Working Group shall be constituted to carry out the following tasks:

- a) To ensure the implementation of this Memorandum,
- b) To propose revisions of the Memorandum as may be necessary and to resolve problems or difficulties in its implementation and
- c) To study emerging employment opportunities and suggest measures of technical cooperation, training, skill enhancement and to provide all the sectors with technically skilled personnel for the mutual benefit of both parties.

The Joint Working Group shall meet once every year alternately in each of the countries and whenever necessary at the request of any one of the parties.

Article (8)

This Memorandum of Understanding shall enter into force from the date of the last notification whereby one of the parties informs the other, that it has fulfilled the national legal procedures required for this implementation.

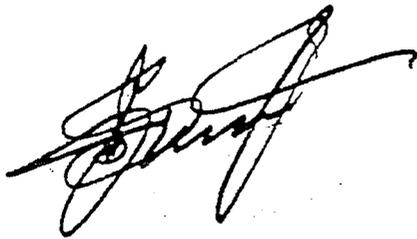
This Memorandum of Understanding can be amended with the consent of both parties and amendment will be effective according to the procedures mentioned in the previous paragraph of this article.

This Memorandum of Understanding shall be valid for a period of four years and will be renewed automatically for similar period or periods unless any of the two parties informs the other through diplomatic channels of its intention to terminate it, six months prior to its expiry.

Signed in Kuwait City on this 13th day of January 2009, in two originals, each in Arabic, Cambodia and English, all texts being equally authentic. In case of conflict in interpretation, the English text shall prevail.

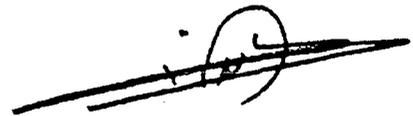
FOR THE ROYAL GOVERNMENT
OF CAMBODIA

FOR THE GOVERNMENT OF
THE STATE OF KUWAIT



VONG SAUTH

Minister of Labour and
Vocational Training



Counsellor BADER F. AL-DOWAILA

Minister of Social Affairs
and Labour