

KINGDOM OF CAMBODIA
Nation Religion King

Ministry of Social Affairs,
Labour, and Veteran Affairs
No. 76/PRK/MOSALVA
Phnom Penh, February 19, 1998

**PRAKAS
ON
SPECIAL LEAVES**

The Secretary of State for Social Affairs, Labour and Veteran Affairs

- Referring to the 1993 Constitution of the Kingdom of Cambodia;
- Referring to Reach Kram No. CS/RKM/0397/01 of March 13, 1997 promulgating the Labour Law;
- Referring to Reach Kret of November 1, 1993 on the formation of the Royal Government of Cambodia;
- Referring to Reach Kret No. NS/RKT/1094/83 of October 24, 1994 on the Reorganization of the Composition of the Royal Government of Cambodia;
- Referring to Reach Kret No. NS/RKT/1094/90 of October 31, 1994 on the Reorganization of the Composition of the Royal Government of Cambodia;
- Referring to Reach Kram 02/NS/94 of July 20, 1994 promulgating the Law on the Organization and Functioning of the Council of Ministers;
- Referring to Reach Kram No. NS/RKM/0196/17 of January 24, 1996 promulgating the Law on the Establishment of the Ministry of Social Affairs, Labor and Veterans Affairs;
- Referring to Anukret No. 56/ANK/BK of September 23, 1997 on the Organization and Functioning of the Ministry of Social Affairs, Labor and Veterans Affairs.

IT IS HEREBY DECIDED

Article 1:

Owners or managers of establishments and enterprises defined in Article 1 of the Labour Law shall grant his/her worker special paid leave for a period of not more than seven days per year when the worker has personal problems or when there is an event directly effecting his/her family such as :

- his/her own wedding;
- his wife gives birth;
- a wedding of his/her son/daughter;
- sickness or death of her/his husband/wife, son, daughter, father or mother.

Article 2:

The employer can subtract the special leave from the worker annual leave, if he/she has not taken his/her own annual leave yet, or can impose the worker to make up for the time lost in the event that he/she already took his/her annual leave.

Article 3:

The making up for the time lost shall be implemented on the ordinary work day on the condition that the total hours of work shall not more than 10 hours a day nor 45 hours per week.

Article 4:

The making up for the time lost shall be paid in accordance to the ordinary work hour rate.

Article 5:

This Prakas shall take effect as of the date of its signature.

Secretary of State for Social Affairs,
Labour and Veteran Affairs
Signature and Seal: Suy Sem