

**Kingdom of Cambodia  
Nation Religion King**

**Ministry of Labour and Vocational Training**

No. 189 រ.ប

Phnom Penh, 04 June 2013

**Notification**

According to the letter no. 343/13 N.E.C dated 08 May 2013 of the National Election Committee on participation in the elections of lawmakers of the 5<sup>th</sup> legislature 2013 which will be held on Sunday 28 July 2013.

The Ministry of Labour and Vocational Training wishes to inform all owners and directors of enterprises and establishments covered by the Labour Law that in order to facilitate workers' participation in the elections of 5<sup>th</sup> legislature lawmakers 2013 which will be held on Sunday 28 July 2013, all owners and directors of enterprises and establishments shall implement the following:

**Table of day off permitted for workers/employees for participation in the elections of 5<sup>th</sup> legislature lawmakers 2013**

<b>No.</b>	<b>Location of Enterprise/Establishment</b>	<b>Number of days off permitted</b>
1	Workers/employees working in Phnom Penh and in the provincial city (23 provinces) who have to go to cast their vote in the same Phnom Penh and the same provincial city (23 provinces).	1 (one) day 28 July 2013
2	Workers/employees working in the province (23 provinces) who have to go to cast their vote in any area within the same province (23 provinces)	2 (two) days 27-28 July 2013
3	Workers/employees working in Phnom Penh who have to go to any of the 23 provinces or in any of the 23 provinces who have to come to Phnom Penh, or from any province to any province.	3 (three) days 27-28-29 July 2013

The Ministry of Labour and Vocational Training would like to emphasize the following points for your attention.

- 1- For the permission for workers/employees stipulated above, the employers shall maintain their wage and attendance bonus and shall not require them to present any documents when they return to work.
- 2- Any workers/employees who are absent beyond the permission stipulated above shall be responsible according to the internal regulation of individual factories, enterprises and establishments.
- 3- The employer shall arrange wage payments for workers/employees before the day they leave for participating in the elections. If unable to pay them on time, please allow them to borrow a portion of their wage as an advance payment.

*Unofficial Translation*

The Ministry of Labour and Vocational Training hopes strongly that the owners and directors of enterprises and establishments as well as workers/employees will implement this Notification in an effective manner.

**Minister**  
(signed and sealed)  
**Vong Sauth**

CC:

- Ministry of Royal Palace
- General Secretariat of Senate
- General Secretariat of National Assembly
- Cabinet of Samdech Prime Minister
- Cabinet of Lokchumteav stationed Deputy Prime Minister
- Council of Ministers
- National Election Committee
- All relevant ministries and institutions “for info.”
- All municipal and provincial Departments of Labour and Vocational Training
- Employer associations
- All union federations “for dissemination and implementation”
- Archives