

KINGDOM OF CAMBODIA  
Nation Religion King

Royal Government  
Anukret No. 29/ANK/BK  
May 20, 1998

**Anukret**  
**on**  
**the Composition and Functioning of**  
**The Labor Advisory Committee**

**Royal Government of Cambodia**

- Referring to the 1993 Constitution of the Kingdom of Cambodia;
- Referring to Reach Kret of September 24, 1993 on the Appointment of the First Prime Minister and the Second Prime Minister of the Royal Government of Cambodia;
- Referring to Reach Kret of November 1, 1993 on the formation 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 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 Kret No. NS/RKT/0897/147 of August 07, 1997 on the Reorganization of the Composition of the Royal Government of Cambodia;
- Referring to Reach Kram No. NS/RKM/0196/17 of March 24, 1997 promulgating the Law on the Establishment of the Ministry of Social Affairs, Labor and Veterans Affairs;
- Referring to Reach Kram No. CS/RKM/0397/01 of March 13, 1997 promulgating the Labour Law;
- Referring to Anukret No. 56 dated September 23, 1997, on the Organization and Functions of the Ministry of Social Affairs, Labor and Veterans Affairs;
- Pursuant to the proposal of the Ministry of Social Affairs, Labor and Veterans Affairs;
- Pursuant to the resolution the Council of Ministers on March 19, 1998.

**IT IS HEREBY DECIDED**

**Article 1:**

A Labor Advisory Committee shall be established under the Ministry of Social Affairs, Labor, and Veterans Affairs whose duties are to study and research on all labor related issues, workers' employment, remunerations, occupational training, work force movement, migration, improvement of workers' physical and moral conditions, and health and safety.

**Article 2:**

The duties of the Labor Advisory Committee shall comprise of the following:

- To formulate recommendations on the guaranteed minimum wage;

- To provide advance opinions on collective agreement applications, or when there is no collective agreement, to provide opinions on regulations relating to conditions of employment in a given profession or sector of activity.

**Article 3:**

The Labor Advisory Committee shall consist of the following:

- |   |                         |
|---|-------------------------|
| - Secretary of State of MOSALVA or his Representative   | Chairperson             |
| - Representative from the Ministry of Economy and Finance   | one person as member    |
| - Representative from the Ministry of Commerce  | one person as member    |
| - Representative from the Ministry of Industry, Mines and Energy                                      | one person as member    |
| - Representative from the Ministry of Health  | one person as member    |
| - Representative from the Ministry of Agriculture, Forestry and Fisheries                             | one person as member    |
| - Representative from the Ministry of Women's Affairs   | one person as member    |
| - Representative from the Council for the Development of Cambodia                                     | one person as member    |
| - Representative from the Ministry of Environment   | one person as member    |
| - Representative from the Ministry of Public Works and Transport                                      | one person as member    |
| Representatives from worker unions which have exclusive representatives at the National level         | five persons as members |
| Representatives from employer associations which have exclusive representatives at the National level | five persons as members |

This Committee shall elect two vice-chairpersons, one from among the employers' representatives and one from among the workers' representatives.

**Article 4:**

The Committee shall have the same number of alternate members as the regular members. The alternate and regular members representing the ministries concerned, workers' unions and employers' associations, shall be appointed by Prakas of MOSALVA. The Committee can invite representatives from other ministries concerned on an ad hoc basis to meetings for consultation.

**Article 5:**

Committee members shall be for a 2 years term. The alternate members shall attend meetings when the regular members are absent. In the event of death, resignation or termination of a member from the Ministry or organization concerned, he shall be replaced by his alternate until the end of the member's term. MOSALVA can request when needed the ministries or organizations concerned to present new candidates for appointment as replacements.

**Article 6:**

An invitation letter attached with documents shall be sent to members or alternates at least 15 days before a scheduled meeting takes place. The minutes of meetings shall be signed by the Committee chairperson and vice-chairpersons and shall be sent to the members or alternates within 15 days after the meeting.

**Article 7:**

The Committee shall meet at least twice per year. However, the Committee chairperson may convene a meeting at any time at his own initiative or at the request of one of the vice-chairpersons. An extraordinary meeting may be called at the request of one of the Committee vice-chairpersons specifying the reasons and the necessity for such a meeting. In case of agreement, the Committee chairperson shall prepare the agenda for the extraordinary meeting in consultation with both vice-chairpersons. The extraordinary meeting shall be held no later than 30 days after the agenda is prepared.

**Article 8:**

The resolution on any matter, including the election of vice-chairpersons, shall be adopted by a majority of the voting members. In case of a tie vote, the chairperson shall cast the deciding vote. All votes are open, except for the election of vice-chairpersons.

**Article 9:**

The Committee shall have a permanent secretariat which shall be provided by the Ministry of Labor.

**Article 10:**

The Co-Ministers in charge of the Office of the Council of Ministers, the Secretary of State of the Ministry of Labor, ministers and secretaries of state of relevant ministries, and appropriate professional organizations shall implement this Anukret from the date of its signature.

Phnom Penh, May 20, 1998

Signature and Seal

First Prime Minister  
Ung Huot

Signature and Seal

Second Prime Minister  
Hun Sen