

KINGDOM OF CAMBODIA  
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Ministry of Social Affairs,  
Labour, and Veteran Affairs  
N° 89/PRK/MOSALVA  
Phnom Penh, March 6, 1998

PRAKAS  
ON  
ORGANISING A WEEKLY WORK SCHEDULE TO ALLOW  
A SATURDAY AFTERNOON LEAVE

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:

In order to accumulate vacation on Saturday afternoon in addition to the ordinary weekly holiday on Sunday, owners or managers of establishments of enterprises defined in Article 1 of the Labour Law, can organise a five days and half working schedule for their employees. In this case, they can increase the daily working hours to a maximum of nine hours.

Article 2:

In organising the work schedule, if the activities of the establishments or enterprises are in two simultaneous work shifts, the first shift shall take its additional leave on a Saturday afternoon, and the second shift shall take its additional leave on Monday morning of the next week.

Article 3:

Owners or managers of establishments or enterprises wishing to implement the new weekly work schedule as stated above shall first obtain agreement from the shop steward, or if there is no shop steward yet, from the employees in a number equalling to a half of the total number of them through a secret election.

Article 4:

In the event that there is already an agreement with the shop steward or the employees, the owners or managers of establishments or enterprises can begin implementing the new work schedule the next day after they have affixed it in those establishments or enterprises and have notified to the Department of Labour Inspection, if these establishments are located in Phnom Penh, and to the provincial or municipal Labour Inspectorate of Social Affairs, Labour and Veteran Affairs where these establishments are located.

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

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