

KINGDOM OF CAMBODIA
Nation Religion King

Ministry of Social Affairs,
Labour, and Veteran Affairs
No. 92/PRK/MOSALVA
Phnom Penh, March 6, 1998

PRAKAS
ON
EMPLOYMENT OF SOME CATEGORIES OF WORKERS DURING HOURS OTHER THAN THE
REGULAR WORKING HOURS

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 or enterprises shall have the right to employ the following categories of workers during hours other than the general hour of working hours:

- Personnel working on the maintenance of engines and equipment;
- Personnel doing cleaning up works, servicing, driving and providing maintenance in the work place.
- Personnel working as guards of the establishments and enterprises.

Article 2:

Owners or managers of establishments or enterprises shall maintain the name list and the specific working hours of these categories of workers and keep them in a permanent place for the eventual inspection by the labour inspector.

Article 3:

All personnel who fit in the categories provided for in Article 1 shall have the right to claim the work hours, daily work schedules, wages, overtime works and make up for lost hours, as other workers.

Article 4:

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