

**Kingdom of Cambodia
Nation Religion King**

Ministry of Labour and Vocational Training

No: 014/20 K.B/S.Ch.N.N.L

Notification

On

**Use of Pass for Worker/Employee Transportation and Work During Travel Restriction
in the Country to Prevent Covid-19 Pandemic**

According to the Royal Government's Regulation 02 B.B. dated 09 April 2020 on Travel Restriction in the Country to Prevent Covid-19 Pandemic, the Ministry of Labour and Vocational Training would like to inform owners or directors of enterprises/establishments that are not required to close their business, workers/employees, staff and drivers or owners of worker/employee/staff transportation vehicles as follows:

A- For workers/employees and staff

- Those who use their own travel vehicle and travel alone must bring along 1) worker/employee or staff ID card and 2) Cambodian Identity Card or document proving their address for each time of travel to work and home so that it can be shown to the competent authorities.
- Those who use a joint transportation vehicle 1) use any vehicle that has a "pass for worker/employee transportation" issued by the Ministry of Labour and Vocational Training 2) bring along a worker/employee/staff ID card for each time of travel to work and home so that it can be shown to the competent authorities.
- Must go to work as usual at their factories, enterprises, establishments. In case of absence, it shall be considered having committed serious misconduct which could face dismissal without compensation.
- Must work normally in their workplace and must not disrupt or bother other workers/employees and staff who are working or the production of the factory, enterprise, establishment.
- Must not participate in or commit an act of inciting, intimidating or threatening other workers/employees, or they will be punished under the criminal law and other laws.

B. For owners or directors of factories, enterprises, establishments

- Must provide a list of number plates of cars or transportation vehicles to the labour inspector.
- Must cooperate with the labour inspector to provide a "pass for worker/employee transportation" to the driver (as in the sample attached herewith) so that it can be shown to the competent authorities during each time of transporting workers/employees and staff to work and home.
- Must ensure that all workers/employees and staff have an ID card. In case of loss, the card must be issued for workers/employees and staff immediately.
- Must terminate the transportation service with any worker/employee transportation service provider failing to transport workers/employees and staff to work and home during this period.
- Must give notice to food sellers and ensure that canteens operate normally.
- Must operate their production or business as usual or they will be considered having opposed the regulation of the Royal Government and will lose the right to be entitled to the allowance from the Royal Government when suspending employment contracts or suspending business activity or incentives from the Royal Government.

- Must assign an administrative officer to clearly manage the list of attendance of workers/employees and staff so that it can be provided to the labour inspector and competent authorities.

C. For drivers or owners of worker/employee/staff transportation vehicles

- Must continue to transport workers/employees and staff to work and home normally, or they will be considered having opposed the regulation of the Royal Government and will face being forced to terminate the contract of providing worker/employee/staff transportation service.
- Must go to collect a “pass for worker/employee transportation” from the factory, enterprise, establishment and must display it at the front of the transportation vehicle so that it can be shown to the competent authorities.

The Ministry believes that owners or directors of factories, enterprises, establishments that are not required to close their business activity, workers/employees and staff and drivers or owners of worker/employee/staff transportation vehicles will implement this notification in a highly effective manner.

Phnom Penh, 09 April 2020

Minister

(signed and stamped)

Ith Sam Heng

Recipients:

- Office of the Council of Ministers
- Cabinet of Samdech Akka Moha Sena Padei Techo Prime Minister
- Cabinet of Samdech, Excellency, Lok Chumtiev Deputy Prime Ministers
- Relevant ministries/institutions
“for information”
- Municipal/Provincial Departments of Labour and Vocational Training
- Professional organizations at all levels
“for dissemination and implementation”
- Archives