

KINGDOM OF CAMBODIA
Nation Religion King

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LAW

ON

UNIONS of

ENTERPRISES

Prepared by the Ministry of Labor and Vocational Training

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CHAPTER 1: GENERAL PROVISIONS

Article 1: Aim

This law aims to provide for the rights and freedom to enterprises/establishments, and all persons who fall within the provisions of the labour law, and to determine the organization and the functioning of the professional organizations in the Kingdom of Cambodia.

Article 2: Purposes

This law has the following purposes:

- Defending the legitimate rights and interests of all persons who fall within the provisions of the labour law;
- Ensuring the rights to collective bargaining between workers and employers;
- Promoting harmonious industrial relations;
- Contributing to development of decent work and enhancing the productivity.

Article 3: Scope

This law covers enterprises/establishments and all person who fall within the provisions of the labour law.

This law also applies to personnel serving in the air and maritime transportation.

Article 4: Definitions

The key terminologies used in this law have the following definitions:

- A professional organization refers to a voluntarily and jointly established team/group of workers and employers aiming to cooperate with one another to carry out activities or developing their own procedural law toward achieving specific professional objectives or goals. For the purposes of this law, a professional organization of workers is called a union, whereas a professional organization of employers is called an association of employers.

- A shop steward **is a workers' representative elected through voting by workers directly.**

- An electorate is an electoral body.

- A union delegate **is a union members' representative elected through voting or appointed by his or her respective union.**

- A local union refers to a professional organization that is established by workers jointly and voluntarily in an enterprise/establishment.

- A Union Federation refers to a professional organization, which is established jointly and voluntarily either by local unions within the same or similar professions, the unions in the areas with same or similar economic activities or geographical locations.

- A union confederation or an alliance of union federations or union chamber called the union confederation or the alliance of union federations or the union chamber, is a professional organization of workers that is established jointly and voluntarily by union federations.

- A national council of unions, which comprises of all union confederation(s), all alliances of union federation(s) established jointly and voluntarily, and is to be the only legally unified representation of the entire national union organization.

- An Employer Federation refers to a professional organization, which is established jointly and voluntarily by an employer association.

CHAPTER 2: FUNDAMENTAL RIGHTS TO ESTABLISH AND JOIN A UNION OR EMPLOYER ASSOCIATION

Article 5: Rights to Establish and Join a Union or an Employer Association

Workers and employers have, without any distinction whatsoever or prior authorization, the rights to form a union or an employer association of their own choice for the exclusive purpose of studying, promoting the interests, and protecting the rights as well as the moral and material interests, both collectively and individually, of the persons covered by union or employer association statutes.

Workers have the right to take part in the formation of a union, be a member of a union and under its rules, take part in the lawful activities of that union which he or she is a member outside working hours or within the working hours with the consent of the employer. Workers can seek and hold an office in any union of which he or she is a member and under its rules, take part in the election of the representatives at the workplace where there is a regulation specifying about such election, be elected or appointed and serve as a workplace representative where provision is made for this election or appointment, can exercise any other rights conferred by this law.

Employers have the right to take part in the formation of an employers' association, be a member of any such association according to its rules, take part in the lawful activities of any such association of which they belong to, hold an office in that association according to its rules, and can exercise other rights conferred by this law.

Any Unions or employer associations that include both employers and workers are forbidden.

Article 6: No Discrimination in Membership

All workers, regardless of race, color, sex, religion, political opinion, nationality, social origin, or health status are free to be members of the union of their choice. No one, including any union, shall interfere with this right.

Article 7: Freedom Not to Join

The freedom of individuals as set out in Article 5 of this law also implies the freedom not to join a union or employer association and the freedom to withdraw at any time from those unions or associations that they join. A worker may withdraw from a union through a signed or thumb printed letter to be submitted to his or her union and employer. Following such notification, the worker concerned shall be deemed to have automatically and immediately relinquished his or her membership. If the worker concerned had not voluntarily agreed to the employer deducting his or her union dues for the union contribution, the employer must stop deducting his or her union dues for the union contribution. No one shall interfere with a worker's rights to join or to leave a union.

Article 8: Freedom to Participate in Leadership and Management

In accordance with the conditions stated in this law, all members of a union or an employer association can participate in the leadership, management and administration of the union or association. The union's statutes, however, can possibly reduce the conditions

for the participation of retirees in these functions.

Article 9: Rights of Unions and Employer Associations

A national council of unions, unions and employer associations have the following rights:

- To draw up their own statutes and administrative regulations, the organization and the functioning, and their work program as long as they are not contrary to the laws and regulations in effect or public orders;
- To freely elect their representatives;

Article 10: Structure of Unions, Employer Associations and Unions' or Employer Associations' Affiliation

The union has the following 3 (three) structures:

- A local union is established by at least 20% (twenty per cent) of the total workers;
- A union federation is established by at least 15 (fifteen) local unions;
- A union confederation or an alliance of union federation(s) is established by at least 10 (ten) union federations.

Unions or employer associations can freely consult each other about the study, research, professional promotion and protection of their moral and material interests.

Unions can affiliate with other unions at national and international levels. Employer associations also have the same rights.

In one particular enterprise/establishment, one union has the right to admit, or to join as a single membership.

CHAPTER 3: REGISTRATION OF UNIONS OR EMPLOYER ASSOCIATIONS

Article 11: Rights of Registered Unions and Employer Associations

In order for unions or employer associations to enjoy the rights and benefits set out in this law, the founders of a union or an employer association must register with the ministry in charge of labor. The ministry in charge of labor shall maintain registration records and may work together to publish them on a regular basis.

Article 12: Requirements for Registration Request

A request for registration shall be approved if it meets sufficiently all requirements in accordance with all other provisions of this law and *Prakas* of the Minister of the Ministry in charge of labor. The request should be accompanied by the following:

- (a) An original copy of the union's or employer association's statutes, including a statement of its purpose;
- (b) An original copy of its administrative regulations which govern leadership and administration;
- (c) A list of the names of leaders, managers, and those responsible for the administration of the union or employer association;
- (d) An address where financial books and records required by this law are kept;
- (e) In the case of a local union, a list of **workers' name** containing at least 20% (twenty per cent) of the total workers;
- (f) A union federation shall have a list of its local affiliated unions as its members according to the number as determined by this law;
- (g) A union confederation or an alliance of union(s) shall have a list of its affiliated union federations as its members according to the number as determined by this law.
- (h) An employer federation shall have a list of its affiliated employer associations at least 20% (twenty per cent) of the total members.

If the ministry in charge of labor does not reply within 30 (thirty) working days following the receipt of the registration form, the union or the employer association shall be considered to be registered. A copy of the statutes and the list of the names of leaders, managers and those responsible for the administration shall be forwarded to the Municipal/Provincial Departments of Labor and Vocational Training where the union or employer association was established, as well as to the Office of the Council of Ministers, the Ministry of Justice and the Ministry of Interior.

The filing of the statute and the list of the names of leaders, managers and those responsible for the administration shall be re-submitted once there is any change made to the statutes, or to the leaders, managers and those responsible for the administration.

Article 13: Requirements for Statutes

The statutes of any union or employer association seeking registration shall include:

- The name, logo, address, and stamp of the union or the employer association;
- A description of the geographical or occupational scope of the union or the employer association;

- A requirement that ordinary financial records are maintained and that an annual report of the financial situation of the union or the employer association be periodically published;
- A requirement that a secret ballot is to be taken prior to a strike in the case of unions, including specifications as to quorum requirements related to workers affected by a proposed strike;
- A procedure for electing leadership through secret ballot;
- Limitations to the holding of leadership office to 2 (two) years for those responsible for leadership, management and administration, with the possibility of re-election;
- Qualifications of leaders, manager and those responsible for administration at least in conformity with Article 21 and Article 22 of this law.

The union's statutes shall define whether this particular union has the intent to represent all workers in an enterprise/establishment or to represent only one or more than one category of workers as defined by the statutes. In this case, only the workers in that category or those categories are eligible to join that particular union.

Article 14: Effect of Registration

Only registered unions or employer associations have a legal entity. They have the rights to sue in court and to acquire personal or real fixed properties without authorization, for free or for payment and, more generally, they have the right to enter into contracts.

A union cannot run a business, except for the legal actions set forth in point "g" of article 60 in this law.

Article 15: Action on Registration Application

The procedures of the application process for registration of unions or employer associations will be determined by a *Prakas* of the Minister of the Ministry in charge of labor after consultation and agreement with the Labor Advisory Committee.

Article 16: Extending of Registration

Registration may only be extended for one of the following reasons:

(a) The stated purposes of the unions or the employer association are not to defend or promote the rights and interests of persons that the statute of the union or the association has defined;

(b) The union is not independent

A union is considered to be independent if:

- Such a union is not under the control of employer or employer association; and
- It is free of any interference or influence of any kind from any employer or employer association;

(c) The union or the employer association does not fulfill the requirements stipulated in Article 12 of this law;

(d) The union's or the employer association's statutes do not contain the detailed provisions required by this law or its implementing regulations;

(e) The leaders, managers and those responsible for the administration of the union or employer association do not fulfill the conditions stipulated in articles 21 and 22 of this law;

(f) The name of the union or the employer association is the same as that of a registered union or a registered employer association or so closely resembles that of a

registered union or a registered employer association or so unclearly describes its coverage or objectives that the public is likely to be deceived or misunderstood.

The Ministry in charge of labor must communicate its reasons for extending the registration of a union or an employer association in writing within 30 (thirty) working days following receipt of application. Any union or employer association whose registration request has been extended has 15 (fifteen days) days from the day of extended notification to appeal to the labour court, which will provide a ruling within 15 days commencing from the receipt of the complaint.

Article 17: Maintenance of Registration

In order to maintain the approved registration, all unions or all employer associations must submit the annual financial statement to their members for information, and make copies of it for the ministry in charge of labor based on the financial books and records they keep, showing:

- a. Total income report during the period covered, shown by amounts in sources of income;
- b. Expenditure of the union or the employer association shall be updated as required by this law and whenever changes are made thereto, including any change of address, as well as the number of members of the union or the employer association.

Article 18: Suspension of Registration

The registration of any union or employer association is suspended if it is not maintained as required in Article 17 above and where the union does not supply the required information within 60 (sixty) days at the latest. After the required conditions are re-fulfilled, the registration of the union or the employer association concerned will be reactivated.

The procedure for the suspension of the union's or employer association's registration as stipulated in the first paragraph shall also apply when the term of the leaders and managers of the union or the employer association expires as stated in its statutes and the union or employer association does not elect the new leaders, managers and those responsible for the administration for a new term within 3 (three) months without proper reasons. After the election of the new leaders, managers and those responsible for the administration, the union or employer association will be reactivated.

The suspension of registration as stipulated in Paragraph 1 and 2 above will be decided by the labor court.

Article 19: Cancellation of Registration

The labor court may cancel the registration of a union or an employer association under the same conditions that are allowed for extension of registration provided in Article 16 of this law.

Article 20: Appeal against Suspension, Cancellation of Registration

Unions or employer associations concerned can lodge an appeal to the labor court against the suspension or cancellation of registration.

Article 21: Requirements for Leaders, Managers, and those Responsible for the Administration of Unions both in and out of the enterprise/establishment

Cambodian nationals who are leaders, managers and those responsible for the administration of a union shall meet the following requirements:

- a. Be at least 18 (eighteen) years of age;
- b. Make their own declaration of their residential address;
- c. Make their own declaration that they have an educational level of at least being able to read and write Khmer.
- d. Make their own declaration that they have never been convicted of any criminal offense with the attachment of a letter of criminal record;
- e. Make their own declaration that they have engaged in the recent or previous profession or job in and out of the enterprise/establishment for at least 3 (three) months;

Foreign nationals who are leaders, managers and those responsible for the administration of unions shall meet the following requirements:

- a. Be at least 21 (twenty one) years of age;
- b. Be able to read and write Khmer;
- c. Have the rights to residence in accordance with the Immigration Law of the Kingdom of Cambodia.

Article 22: Requirements for Leaders, Managers and those Responsible for the Administration of Employer Associations

Cambodian nationals who are leaders, managers and those responsible for the administration of employer associations shall meet the following requirements:

- a. Make their own declaration of a specific residential address;
- b. Make their own declaration that they have never been convicted of any criminal offense;

Foreign employers, who are eligible to stand for election to be leaders, managers and those responsible for the administration of employer associations must meet the following requirements:

- a. Have the right to residence in accordance with the Immigration Law of the Kingdom of Cambodia;
- b. Have been working for at least 2 (two) consecutive years in the Kingdom of Cambodia;
- c. Make their own declaration that they have never been convicted of any criminal offense.

CHAPTER 4: FINANCES OF A UNION OR AN EMPLOYER ASSOCIATION

Article 23: Sources of Finance

Union finances are derived from:

- a. Fees from membership of a union, the amount of which shall be determined in the **union's statutes**. The fees shall be at least equal to 1% (one percent) of the wage of individual workers;
- b. Income earned from legitimate money-making activities;
- c. Unconditional and lawful financial assistance from members or other parties for serving legitimate activities;
- d. Unions can receive financial assistance from the state.

Article 24: Separation of Finances and Assets

The finances and assets of any local unions, union federations, union confederations, national council of unions, and employer associations shall be separated from the private finances and assets of their leaders, managers and those responsible for the administration, and their members.

Article 25: Use of Finances in Accordance With the Statute

The deposit and transfer of a union's or an employer association's finances and assets to other parties, investment of funds and other legitimate business transactions by the union or the employer association can only be made in accordance with the provisions as stipulated in this law or a statute of the union or the employer association.

Article 26: Responsibility for Use of Finances

Leaders, managers and those responsible for the administration shall be responsible for the use and management of finances and assets of the union or employer association.

Article 27: Authorization to Deduct Dues and Agency Fees

Employers may deduct union dues from the wages of workers to transfer them to the union, provided a written request for the deduction has been made by the relevant members of the respective unions. The practical implementation formalities shall be determined by a *Prakas* of the minister of the ministry in charge of labor after consultation and agreement with the Labor Advisory Committee.

A most representative status (MRS) union may negotiate to include in a collective bargaining agreement a reasonable fee equivalent to the dues and other fees paid by members of an MRS union. The payment of such fee shall be agreed by workers who are not members of the MRS union, [but] are covered by that collective agreement.

Article 28: Keeping of Financial Records and Complaints

All unions or employer associations, regardless of whether they are registered or have most representative status, shall maintain ordinary business operation records detailing income and expenditure, including the sources of income and recipients of income and expenditure, and shall present annual reports to members of unions or employer associations in accordance with the statutes of those unions or employer associations.

An independent audit institution or entity which is legally registered shall inquire into the financial activities of any union or employer association upon the filing of a complaint

under oath and duly supported by the written support of at least 50% (fifty percent) of the total membership of the union or the employer association concerned, and shall examine their books of accounts and other documents to determine compliance with the law. Such inquiry or examination shall not be conducted within 30 (thirty) days prior to the date for election of the leaders or managers of the union or employer association. The costs associated with this audit shall be borne by either the parties concerned.

Unions or employer associations shall maintain their financial records for a period of at least 5 years after the closing of each annual balance sheet.

Unions or employer associations shall provide an audit report to the Ministry in charge of labour at the end of each year.

CHAPTER 5: DISSOLUTION OF UNIONS OR EMPLOYER ASSOCIATIONS

Article 29: Dissolution of Unions or Employer Associations

The dissolution of union(s) or employer association(s) shall be as follows:

1. A trade union or an employer association is voluntarily dissolved by the decision of the general assembly by the majority vote of 2/3 (two-thirds) of the members attending a meeting. The general assembly shall also adopt a resolution on the procedure for liquidation pursuant to its statutes.

2. The trade union shall be automatically dissolved in case an enterprise/establishment has definitely closed the production process.

3. A trade union or an employer association shall [only] be dissolved by the Labour Court.

Article 30: Grounds for Dissolution by Labor Court

The labor court may dissolve a trade union or an employer association if:

- a. the establishment or activities of the union or employer association are against the law or purposes of the union or employer association as stated in statutes;
- b. The trade union is not independent from employers and the union cannot actually recover its independence;
- c. **Number of the union's** members is less than minimum numbers as stated in **point "e" of Article 12 of this law** and leaders, managers and those responsible of the administration who do not initiate to dissolve voluntarily within 6 (six) months;
- d. Leaders, managers and those responsible for the administration were found guilty of committing an offense in the capacity of the union or employer association, that causes substantial harm to the security of the State;

The court can determine duration for eliminating shortcomings as stipulated in **point "b" and "c" above before its decision.**

The union or employer association concerned can lodge an appeal to the labor court on dissolution of the union or employer association **and to await for the court's** decision.

Article 31: Effect of Dissolution

Even though a trade union or an employer association has been dissolved, the leaders, managers and those responsible for the administration of the union or the employer association may not be absolved of their responsibilities and obligations to members or other parties from the day of formal dissolution declaration.

Article 32: Assets of a Union or an Employer Association after Declared Dissolution

In case of the dissolution of a union or an employer association, the assets of the union or employer association are allotted as prescribed in the statute, or if there is no such statutory provision, they are allotted according to the rules determined by the General Assembly. If there are no such statutory provisions and no decision from the General Assembly, the union's or the employer association's current assets can only be transferred in the form of donation to another similar, legally constituted union or association or to relief associations or to social providence.

CHAPTER 6: REPRESENTATIVE OF WORKERS IN THE ENTERPRISE/ESTABLISHMENT

Article 33: Election of Shop Stewards

In every enterprise or establishment where at least 8 (eight) workers are normally employed, workers shall elect the shop stewards as the only representatives of an enterprise or establishment's workers, who are eligible to vote.

The fact of acknowledging that there are several establishments within any enterprise with the above-required number of workers does not lead to a number of workers being excluded from abiding by this provision.

If there is no agreement between the employer and the most representative union in the enterprise on the number of distinct establishments required for the election of shop stewards, such dispute shall be submitted to the labor court which has the jurisdiction to determine the nature of those distinct establishments.

Article 34: Mission of the Shop Steward

The mission of the shop steward is as follows:

- o To present to the employer any individual or collective grievances relating to wages enforcement of the legal code and general labor regulations as well as collective bargaining agreements applicable to the enterprise/establishment;
- o To inform the Labor Inspector of all complaints and criticism relating to the enforcement of the labor legislation and labor regulations that the Labor Inspector is responsible for monitoring;
- o To ensure the enforcement of the provisions relating to health and safety at work;
- o To suggest measures that would be beneficial to contributing towards protecting the health and improving the safety and working conditions of workers in the enterprise/establishment, particularly in the case of work-related accidents or occupational illnesses.

The shop steward must be consulted and should then put forward a written opinion on the draft of internal regulations provided for in the Labor Law or on a plan of modifications to these internal regulations.

- o The shop steward must also be consulted and should then put forward a written opinion on any planned measures for dismissing workers due to a reduction in activities or an internal reorganization of the enterprise/establishment.
- o In an enterprise/establishment where a union is yet established, the shop steward could enter a transitional collective bargaining agreement with the employer. This agreement has the duration not more than one year. This agreement is automatically replaced by other agreement concluded by the most representative union with the employer in the case that the new agreement provides equal or more benefits to the workers than those of the transitional agreement.

Article 35: Number of Shop Stewards

The number of shop stewards is set in proportion to the number of workers in the establishment/establishment as follows:

- o From 8 (eight) to 50 (fifty) workers: 1 (one) official shop steward and 1 (one) assistant shop steward;
- o From 51 (fifty-one) to 100 (one hundred) workers: 2 (two) official shop stewards and 2 (two) assistant shop stewards;
- o For more than 100 (one hundred) workers: 1 (one) extra official shop steward and 1 (one) extra assistant shop steward for every additional 100 (one hundred) workers.

Article 36: Eligibility to Vote and to Stand as a Candidate

Workers of either sex who are at least 19 (nineteen) years old and who have worked for the enterprise/establishment for at least 3 (three) months and have not forfeited their rights to vote, are eligible to vote.

Workers who are at least 19 (nineteen) years old and who have seniority of at least 3 (three) months in the enterprise/establishment and have attained an educational level of at least being able to read and write Khmer shall be eligible to stand as candidates. In addition to these conditions, for a foreigner to be eligible to stand as a candidate they must have the rights to reside in the Kingdom of Cambodia in conformity with the provisions of the Immigration Law until the end of the term solicited.

Article 37: Timing and Place of Election

Elections shall take place during working hours. The ballot is secret. The election of official shop stewards and assistant shop stewards shall be organized with separate but concurrent ballots. If there is a pre-electoral agreement or a collective agreement or a regulatory provision applicable to the discrete professional categories that entail distinct polls, then the election shall be organized separately in different places.

Article 38: Nomination of Shop Steward Candidates

The shop stewards are elected from the candidates nominated by the union within the framework of each enterprise/establishment.

A union cannot nominate more candidates than the number of seats available for the prospective shop stewards to fill, and if necessary, this must apply to each electoral body.

In an enterprise/establishment where there is no union(s), workers can volunteer to stand as a shop steward candidate(s). If no worker volunteers to stand as candidates or if there are no workers who meet the required conditions to stand as the shop steward candidates as stipulated in Article 36 of this Law, the Minister of the Ministry in charge of labor can convene the Labor Advisory Committee to settle this problem.

Article 39: Conditions of Being Elected

Candidates who obtain the largest numbers of votes are declared elected up to the number of seats to fill. In the case that only one seat remains to be filled, and several candidates receive the same number of votes, this seat is allocated to the oldest candidate. The ballot is considered valid only if the number of voters is at least equal to half the number of those registered to vote.

Article 40: Second Election

In the case that the number of voters is less than half the number of those registered to vote or that the union did not nominate any candidates within the allotted time, the employer shall re-organize the election within 15 (fifteen) days, in which the voters can vote for any candidate regardless of whether the candidate was nominated by the union. No quorum is required for this second ballot to be valid.

Article 41: Term of Official Shop Stewards and Assistant Shop Stewards

The official shop stewards and the assistant shop stewards are elected for a 2 (two)-year term and can be re-elected.

Their functions shall be terminated by death, resignation or termination of the employment contract.

When an official shop steward leaves office or is temporarily absent, she or he shall be replaced by an assistant shop steward from the same electoral body, and the priority for replacement is given to the assistant shop steward who was nominated by the same union and who received the largest number of votes.

Article 42: Employer's Duties to Organize Elections

It is the duty of the employer to organize elections. Should there be no shop stewards, the employer shall determine an election date and publicize it within 15 (fifteen) days upon receipt of the request of a worker, a union or the Labor Inspector. The elections shall be organized within 45 (forty-five) days upon receipt of the request.

In case of re-election of a shop steward, the election shall take place within 15 (fifteen) days prior to the end of the shop steward's term.

Article 43: Protection of Shop Stewards

The employer or his/her representatives shall not in any way victimize the shop steward for carrying out the missions bestowed by the present law.

The dismissal of a shop steward or of a shop steward candidate can only be carried out after authorization from the Labor Inspector. The same protective measures apply to former shop stewards for a period of 3 (three) months following the end of their terms and to unelected candidates for a period of 3 (three) months following the proclamation of the results of the ballot. Any reassignment or transfer of a shop steward, which would result in the loss of position during [the shop stewards'] term, is subject to the same procedure.

The Labor Inspector who has received the complaint to authorize the dismissal of a worker covered by the present article shall give his/her decision to the employer and to the worker being dismissed, as well as to the union to which the worker belongs within 1 (one) month at the latest following receipt of the case.

Upon receipt of the decision, the employer, the worker in question, or the union to which the worker belongs, has a period of 2 (two) months to appeal to the minister of the ministry in charge of labor. The Minister of the Ministry in charge of labor can revoke or revise the decision of the Labor Inspector.

If there is no notification of the Labor Inspector's decision within the allotted time, or if there is no notification of the decision of the minister of the ministry in charge of labor within 2 (two) months following receipt of the appeal, the case and the appeal are considered to be rejected.

Article 44: Effect of Revocation of an Administrative Decision

If the minister of the ministry in charge of labor or the labor court revokes an administrative decision authorizing the dismissal of a shop steward, the latter is entitled to resume his previous position or an equivalent position if he/she has made a complaint or an appeal within 2 (two) months after receipt of notification of the administrative decision on the authorization of revoked name. The shop steward shall be reinstated to his [position for the remainder of the] term if it has not expired.

Article 45: Serious Misconduct

In case of serious misconduct as stipulated in the labor law, the employer of an enterprise can render the decision to instantly suspend an individual in question pending the Labor Inspector's decision. If the Labor Inspector disagrees with the dismissal, the suspension is considered null and void, and its effects are cancelled lawfully. The employer shall immediately reinstate the suspended worker to work after receiving the decision of the Labor Inspector.

Article 46: Employer's Duties to Prepare the Minutes

The employer shall, within 8 (eight) days following the elections, prepare the official minutes of the result of elections of the shop stewards to the ministry in charge of labor. Furthermore, the employer must post another copy of the official minutes in the enterprise/establishment for information.

Article 47: Workers' Rights to File Their Own Grievance

The presence of the shop stewards in the enterprise/establishment is not an obstacle to the workers' rights to file their grievances directly with the employer or his representative.

Article 48: Complaint against the Results of the Shop Steward Election

Complaints relating to the election, right to stand for election and the fairness of the elections of shop stewards shall be referred to the labor court to settle.

Article 49: Issuance of a Prakas by the Minister of the Ministry in Charge of Labor

The ministry in charge of labor shall issue a *Prakas* to determine the formality of enforcement of chapter 6, particularly regarding:

- a) The development of voting procedures and the division of workers into electoral bodies;
- b) The required conditions under which the shop stewards are recognized by the employer or his representative;
- c) The means for the shop stewards, including the number of working hours, to carry out their functions;
- d) The conditions under which an electoral body can remove a shop steward from office.

CHAPTER 7: RIGHTS AND DUTIES OF UNIONS

Article 50: Rights of Membership in a Union

Leaders, managers and those responsible for the administration of a union shall be directly elected by members of that union for a 2 (two)-year-term and can stand for re-election.

The union members shall cast the secret ballot on any policy that can potentially affect their membership.

The union members shall not be required to pay the membership fees which are excessive or determined arbitrarily. No officer or agent of the union shall collect fees unless he/she is duly authorized to do it according to the statute of the union.

Each worker can be a member of only one (1) union in the same enterprise/establishment at any one period of time. If any workers who have already been the members of a particular union, moved to join with another union within the same enterprise/establishment, they shall resign from the membership of the previous union within one (1) month. Otherwise, they should become members of the last union.

Article 51: Representation of Members

Each worker has the rights to be represented in relations with his or her employer by the union of his or her own choice. Where a union has been certified as the most representative status union, any other minority unions in the enterprise/establishment may represent its members only with respect to the rights provided under the collective agreement negotiated by the most representative union. They cannot renegotiate or attempt to change the terms and conditions applicable to their members while the collective agreement is still in force or the MRS status (of another union) is still valid.

In an enterprise/establishment where there is only one union or the most representative union, that union can appoint one of its members, who meets all requirements stipulated in paragraph 2, article 36 of this law, to be a union delegate. The union delegate has all discretions to decide and sign a collective bargaining agreement with the employer in a professional organization, in which s/he is appointed. The union delegate is appointed for a 2 year-term and can be re-elected.

The union delegate can also perform a mission as a shop steward.

Article 52: Principles of Integrity and Good Faith

The most representative status union has a duty to engage with employers in good faith for the purpose of representing the interests of their members in determining the terms and conditions of employment and of ensuring compliance with the agreed terms and conditions and lawful rights. This duty of good faith includes a duty to meet with employers, join the meeting on time and promptly for the purposes of discussion to resolve problems or collectively negotiate to sign the collective agreement with respect to the terms and conditions of employment in accordance with the provisions of this law, as well as to consider the grievance proposals or any questions arising from such agreement. This duty includes the duty to compromise or object with reasonable consideration if requested by either party.

CHAPTER 8: DUTIES OF EMPLOYERS AND EMPLOYER ASSOCIATIONS

Article 53: List of Workers for Requesting Most Representative Status

Employers shall maintain and update on a monthly basis a list of current employees showing their name, employment status, and job classification for immediate inspection in the case that a union requests to be certified as the most representative status union. The implementation procedure shall be determined by a *Prakas* of the Minister of the Ministry in charge of labor.

Article 54: Principles of Integrity and Good Faith

All employers and employer associations have the duty to engage with unions and their lawful representatives in good faith for the purpose of representing the interests of its members and accepting compliance with the agreed terms and conditions, and lawful rights.

This duty of good faith includes the duty in respect of the certified most representative status union or the highest-level most representative status union to meet and convene promptly and expeditiously for the purpose of negotiating a collective bargaining agreement over the terms and conditions of employment in accordance with the provisions of this law, as well as to consider proposals for dealing with any grievances or questions arising under such agreement. The duty goes beyond merely ordinary meeting and consultation and includes providing the most representative status union or the highest-level most representative status union with facilities for carrying out negotiations, providing all information relevant to negotiations as requested by the union, implementing a contract or other written memorandum incorporating such agreements if requested by either party, but does not oblige an employer or an employer association to agree to any specific proposal put forward by the union.

Both negotiating parties shall respect the principles of integrity and good faith.

CHAPTER 9: REPRESENTATION BY MOST REPRESENTATIVE STATUS UNION

Article 55: Most Representative Status at the Level of the Enterprise/Establishment

The most representative status of a union is recognized in the framework of the enterprise/establishment. For the purpose of the collective bargaining, the most representative status union has the exclusive rights to negotiate. In an enterprise/establishment where there is the isolated union, the union shall be acknowledged to have MRS as per the request of the union concerned if the union has members more than 50%+1 (fifty per cent plus one) of total workers. If the union has less than 50%+1 (fifty per cent plus one) of total workers, unless the majority of votes will be casted by all workers, only then the union would receive the most representative status. For an enterprise or establishment where there are many unions, union(s) must seek the most representative status.

Any union will receive MRS status if it meets the following criteria:

- (a) Being legally registered;
- (b) Having the most members, 50%+1 (fifty percent plus one) at least, in possession of an official membership identification card of all the workers in an enterprise/establishment, and having applied for the most representative status certification;
- (c) Receiving dues from at least 33% (thirty-three percent) of its members;
- (d) Having programs and activities indicating that the union is capable of providing professional, cultural and educational services to its members, as provided for in this law.

If any union cannot find members more than 50%+1 (fifty per cent plus one), MRS of unions shall be acknowledged through an election by all workers. The practical implementation formalities shall be determined by a *Prakas* of the minister of the ministry in charge of labor.

Article 56: Most Representative Status in One Profession or One Economic Activity

In one profession or an economic activity where there are many unions or many highest-level unions, those unions shall seek MRS recognition by fulfilling the criteria stipulated in points (a) and (c) and (d) of Article 55 above, plus the additional criterion of having the most members with an official membership identification card of all workers in the profession or economic activity for which it seeks to be certified as having most representative status.

The most representative status union has the exclusive right to represent all workers in negotiating a collective bargaining agreement or to resolve collective disputes with the employer or an employer association of that particular profession or economic activity.

If many local unions of various different enterprises do not fulfill the required criteria as stipulated in Article 55 above, and could not seek recognition as having most representative status, the negotiations of collective bargaining agreements shall be implemented in accordance with Article 73 of this law.

Article 57: Request for Most Representative Status Certification

Union(s) shall refer a request for the most representative status certification to the ministry in charge of labor in accordance with the formalities and procedures described in a *Prakas* of the minister of the ministry in charge of labor.

Article 58: Determination of the Most Representative Status by the Minister of the Ministry in Charge of Labor

Within 30 (thirty) working days at the latest after receipt of the form, the ministry in charge of labor shall give an official decision on the recognition of the most representative status of the unions meeting the criteria stated in this law. If it is necessary to review the most representative status of any union, the minister of the ministry in charge of labor can conduct an investigation.

The ministry in charge of labor can suspend or revoke the most representative status of a union if there is a breach in or a lack of criteria as set forth in this law.

Article 59: Rights and Duties of the Most Representative Status Unions

In addition to the rights stated in this law, the most representative status unions or the highest-level most representative status unions have the following duties:

- To negotiate in good faith with the employer with a view to agreeing with them on a collective agreement covering the terms and conditions of employment, health and safety at work, and other benefits with employers;
- To represent in good faith for workers who are their non-members in grievances arising from collective agreement;
- Not to discriminate in accepting new members;
- To allocate a number of seats in some mechanisms as determined in the Labor Law.

Article 60: Rights and Roles of Minority Unions in Enterprises with a Most Representative Status Union

Minority unions in enterprises/establishments where a most representative status union has been certified, and where that status remains valid, are prohibited from demanding collective bargaining rights, and from demanding rights or benefits beyond those provided for in law, *Prakas*, regulations, collective bargaining agreements in force, or internal work rules. The roles of the minority unions may include the following:

- a. Providing literacy training on legal and professional aspects;
- b. Providing legal and practical advice to its members;
- c. Representing their own members in individual labor disputes;
- d. Participating in workplace cooperation mechanisms that operate on a continuous basis;
- e. Participating in consultations on labor market mechanisms;
- f. **"Providing information" regarding their membership;**
- g. Organizing cooperatives such as shops, restaurants, or matters of concern such as credit or health care etc. to help improve the living standards of their members;
- h. Having an administrative role in handing out members benefits in the case of unemployment.

The MRS unions can also carry out the roles as defined from points "a" through "h".

Article 61: Duration and Loss of Most Representative Status

The certification of a union as most representative cannot be challenged for two years from the date of receipt of most representative status, except the following cases which a most representative status union may lose this status indefinitely:

- a. Where the union has been found to have consistently failed to meet its duties as set out in Article 59 of this law and on the factual evidence;
- b. Where the registration of the union has been suspended or cancelled;
- c. Where the union has been dissolved by itself.

When the most representative status is over 2 (two) years, any union present within the same enterprise/establishment can challenge this most representative status by seeking recognition through the procedures set by a *Prakas* of the Minister of the Ministry in charge of labor.

The Minister of the Ministry in charge of labor shall make a decision as stated in point "a" of this article, which can be appealed to the labor court.

The Ministry in charge of labor shall maintain records of unions with Most Representative Status and every 12 (twelve) months shall be published the list of most representative status unions.

Article 62: Safeguarding of Records in Connection with Deduction of Dues and Agency Fees

An employer shall keep records wherever workers' dues and/or agency fees are being deducted for unions. The records must include the date the authorization for deduction was made by the workers involved, the date and the amount of the deduction made in relation to each worker, and the dates and the amounts of funds transferred to the relevant union(s).

CHAPTER 10: UNFAIR LABOR PRACTICES BY EMPLOYERS

Article 63: No Discrimination on Account of Union Activities

Employers cannot discriminate against workers on the basis of their involvement in holding the union leadership or participation in union activities when making decisions concerning recruitment [to positions of] leadership, segregation of duties, promotion of rank and position, remuneration and the granting of benefits, disciplinary measures and dismissal, including the definitive termination and discontinuation of the employment contract that is subsequently against the procedure.

Article 64: Definition and Prohibition of Unfair [Labor] Practices

It shall be unlawful for an employer to commit any of the following practices.

- a. To interfere in any way with workers in the exercise of their right to self-organization of a union;
- b. To require as a condition of employment or continuing employment that a worker shall not join the union or shall withdraw from membership of the union to which he/she belongs;
- c. To contract out services or functions being performed by union members **when such operation may interfere in performing workers' rights to self-organization of the union;**
- d. To initiate [actions] to control, assist or interfere with the formation or administration of any union or affiliation of unions, including the provision of financial or other support to it or its founders or supporters in any other manner than that provided for in this law;
- e. To discriminate in relation to wages, hours of work and other terms and conditions of employment in order to encourage or discourage [workers from] entering into membership of any union;
- f. To dismiss, discharge or otherwise prejudice or discriminate against workers for having given or being about to give testimony or otherwise provide evidence or information relevant to the application of this law or applicable labor standard;
- g. To violate the duty to bargain collectively as prescribed by this law;
- h. To lock out illegally.
- i. To block a gate of an enterprise/establishment or entrance/exit gate by various means, or to interrupt through threats, provoking of violence on workers, who take part or intend to take part in a strike

CHAPTER 11: UNFAIR [LABOR] PRACTICES BY UNIONS

Article 65: No Discrimination in Membership

It shall be an unfair practice for a union or its representatives to deny membership as stated in Article 6 of this law.

Article 66: Definition and prohibition of unfair labor practices

It shall be unlawful for a union or its representatives to commit any of the following practices:

- a. To restrain or coerce workers in the exercise of their rights to self-organization of the union. However, the union shall have the rights to prescribe its own rules with respect to the recruitment or retention of membership;
- b. To cause or attempt to cause an employer to discriminate against workers including dismissal of workers on any grounds other than a legitimate reason, and the usual conditions because workers concerned have been denied their membership in the union.;
- c. To violate the duty of integrity and good faith to bargain collectively, provided it is an MRS union;
- d. To cause or attempt to cause an employer to pay or deliver or agree to pay or deliver any money or other things of value, of an illicit nature, for services which are not performed or not to be performed, including a demand for a service fee to conduct union negotiations;
- e. To violate or cause to intentionally violate a collective bargaining agreement, or to interrupt the process of collective bargaining;
- f. To agitate for purely political purposes or commit acts of violence at the workplace;
- g. To illegally block an entrance [and] exit gate of the enterprise/establishment or to violently prevent or threaten or coerce non-striking workers not to work;
- h. To lead strike that does not follow legal procedure.

CHAPTER 12: SPECIAL PROTECTIONS FOR WORKERS AND THEIR REPRESENTATIVES

Article 67: Access to Enterprise/Establishment

Access to an enterprise/establishment by union representatives to interact with their members shall only be given by the permission of the employer who shall not unreasonably withhold such permission. Such interactions shall not affect the normal operation of the enterprise/establishment.

Article 68: Protection from Dismissal

All workers who stand for candidates for elected leadership [and] management positions shall enjoy the same protection from victimization and dismissal as shop stewards. This protection begins 45 (forty-five) days prior to the election and ends 45 (forty-five) days after the election if he/she is not elected. In order to enjoy such protection, the union shall notify the employer of the candidacy and submit it to the Ministry in charge of labor by any reliable means. The employer shall only be required to comply with these provisions for each election of union leaders.

From the time that the application for a registration is submitted, founders or workers who voluntarily become members of the union during the application period shall enjoy the same protection as shop stewards. This protection shall last for a period of up to 30 (thirty) days following the date on which the Ministry in charge of labor has officially issued a union registration.

Beyond the date specified in the preceding paragraph, this protection shall give to the leader, vice leader and secretary of the union. In order to enjoy such protection, the union shall notify the employer by any reliable means, of the names of the individual persons to be protected. A copy of this notification shall also be sent to the Ministry in charge of labor.

Article 69: Rights of Access to the Enterprise/Establishment for Dismissed Union Leaders

Any union leader and manager, and those responsible for the administration of the union, who has been laid off either temporarily or permanently for economic or other lawful reasons shall retain the right of access to the enterprise/establishment for the purpose of fulfilling the responsibilities of her/his office in accordance with their mandate without affecting the normal operation of the enterprise/establishment.

Any leader, manager, and those responsible for the administration of the union who committed an act of wrongdoing and was dismissed with legal cause shall resign from that union, and he/she has no further right to access to the enterprise/establishment.

CHAPTER 13: COLLECTIVE AGREEMENTS AND COLLECTIVE BARGAINING

Article 70: Purpose of Collective Agreements

The purpose of the collective agreement is to determine the working and employment conditions of workers and to regulate relations between employers and workers or union as well as between unions and employer associations. Collective agreements should specify the scope of their application, which may be:

- a. Geographical framework:
 - o At a workshop or site level
 - o At enterprise/establishment level
 - o At provincial/municipal level
 - o At national level;
- b. Professional framework:
 - o A particular occupation
 - o A number of combined occupations or similar occupations
 - o An economic activity or a particular sector of economic activity
 - o Many economic activities or many sectors of the economic activities.

The provisions of a collective agreement shall be more favorable towards workers than those of laws and regulations already in effect. However, they must not be contrary to the provisions on the public order and laws already in effect. All demands by both employers and workers for rights, benefits, and working conditions which deviate from the laws, regulations and internal rules of the enterprises/establishments shall be settled through an orderly collective bargaining process.

In an enterprise/establishment there should be only one collective agreement.

Article 71: Duration of Collective Agreements

A collective agreement is concluded for either a definite or an indefinite term.

When it is for a definite term, this term may not exceed 3 (three) years. Upon its expiration, it shall retain the same effect as the definite term unless it has been denied or revised by either party, on the condition of retaining a three-month notice.

When the collective agreement is an indefinite term, it can be appealed to be refused by a third party; however, it remains in effect for a period of 1 (one) year to the party that forwarded a complaint to refuse it.

The notice of refusal does not prevent the upholding of the collective agreement from being implemented by other mutual signatories.

Article 72: Parties to Bargaining

Parties to collective bargaining must be given exclusive rights by their members through a written authorized letter or by delegating the rights prescribed in this law to conduct and conclude negotiations. An interference, incitement and disturbance from other person(s) not involved in collective bargaining agreement shall be prohibited.

Article 73: Collective Bargaining to Conclude a Agreement between More Than One Employer and More Than One Union

The bargaining council of unions and employers has been established which has exclusive rights on behalf of all workers and employers at bargaining level.

The practical implementation formalities shall be determined by a *Prakas* of the minister of the ministry in charge of labor after consultation and agreement with the Labor Advisory Committee.

Article 74: Registration

Once concluded, the collective agreement may be applied temporarily and promptly by both parties if this is stated clearly in an article. The collective agreement shall be registered with the ministry in charge of labor. The collective agreement shall come into effect 1 (one) day after it has been registered.

The provisions of the collective agreement shall be applicable to the employer(s) and all workers who fall within the scope of that agreement. The Ministry in charge of labor can cooperate to publish the list of collective agreements that have been registered on an annual basis.

Article 75: Collective Agreements Shall Contain Labor Dispute Resolution Procedures

All collective agreements must contain a clear labor dispute resolution procedure before it can be registered.

CHAPTER 14: RESOLUTION OF UNIONS' OR EMPLOYER ASSOCIATION'S DISPUTES

Article 76: Resolution of Unions' or Employer Association's Disputes

Disputes that arise between one union and another union shall be resolved through in-depth discussions and with the efforts of all parties concerned.

Disputes that arise between one employer association and another employer association, as well as disputes that arise between union(s) and employer association(s), shall be resolved through in-depth discussions and with the efforts of all parties concerned.

If the discussions referred to in paragraphs 1 and 2 of this article do not lead to mutual agreement, disputes shall be settled in accordance with the existing laws and provisions in force.

CHAPTER 15: PENALTIES

Article 77: Finances of Union(s) or Employer Association(s)

Leaders, managers and those responsible for the administration of unions or associations found to have committed offenses shall repay an embezzlement amount to be recovered, and are liable to a fine of 500,000 (five hundred thousand) riels to 4,000,000 (four million) riels. Those offenses are the following:

1. cheating, or embezzlement of income from their members or the property of unions or employer associations;
2. intimidating or threatening in order to obtain assistance from a person or a group with conditions attached;
3. cheating on collective property of unions or employer association and making it as their own property;
4. falsifying private documents in order to embezzle [union]dues from their own members;
5. intentionally not keeping their own financial records for a period of 5 (five) years after the closing of each annual balance sheet.

Article 78: Union or Employer Association Striking or Locking out not in Compliance with the Procedure

Union or association striking or locking out not in compliance with the procedure stipulated in the labour law, in which case the labour inspectors declare officially it as wrongdoing, the registration of that union or association shall be suspended for 2 (two) months. If the wrongdoing reoccurs for the second time, the registration shall be suspended for 6 (six) months. If the wrongdoing reoccurs for more than three times, the registration shall be suspended for 12 (twelve) months. The labor courts shall have the jurisdiction to issue suspension order of the registration.

Article 79: Unfair [Labor] Practices by Employers

Any employer found to have dismissed or discharged [any union member] on grounds of discrimination, interference in union activities and exercise of the union rights as stipulated in article 63 and article 64 of this law shall be liable to a fine of 1,000,000 (one million) riels to 6,000,000 (six million) riels without prejudice to other committed offenses.

Article 80: Unfair [Labor] Practices by Unions

Any person found to have poached another union's members to join another [union] against their own will and the intent of the union members concerned shall be liable to a fine of 100,000 (one hundred thousand) riels to 4,000,000 (four million) riels.

Leaders, managers and those responsible for the administration of unions found to have committed offences shall be liable to a fine of 100,000 (One hundred thousand) riels to 4,000,000 (four million) riels. Those offences are the following:

1. Failing to organize secret voting even in the first, second or in subsequent terms and failing to be elected by union members directly for the term of two years, and not [observing criteria] to be able to stand as a candidate for the re-election.
2. Requiring members to pay membership fee determined arbitrarily.
3. Having discriminated against being in-membership as defined in Article 6 and Article 65 of this law.
4. Having restrained or coerced workers in the exercise of their rights to self-organization of the union.
5. Having caused or attempted to cause an employer to discriminate against workers: dismissal of workers on any grounds other than a legitimate reason.
6. (there is no this number)
7. Having violated the duty of integrity or cause to intentionally violate or interrupt negotiation process and enforcement of collective bargaining agreement or attempt to cause an employer to pay or deliver or agree to pay or deliver any money or other things of value, which are of illicit nature for a service fee.
8. Having agitated for purely political purposes or committed acts of violence at the workplace;
9. Having illegally blocked an entrance [and] exit gate of the enterprise/establishment or prevented or threatened or coerced non-striking workers not to work and led strikes that do not follow legal procedures.

Article 81: Unfair [Labor] Practices by Leaders, Managers, and Those Responsible for the Administration of Minority Unions

Leaders, managers and those responsible for the administration of minority unions found to have caused trouble, that have disturbed a most representative status union for the purpose of both collective bargaining to sign the agreement and for resolution of collective labor disputes on behalf of all workers, shall be liable to a fine of 1,000,000 (one million) riels to 6,000,000 (six million) riels without prejudice to other committed offenses.

Article 82: Unfair [Labor] Practices by Leaders, Managers and Those Responsible for the Administration of Unions or Employer Associations

Leaders, managers and those responsible for the administration of unions or employer associations found to have committed offenses, shall repay an embezzlement amount to be recovered, and shall be liable to a fine of 1,000,000 (one million) riels to 6,000,000 (six million) riels. Those offenses are the following:

1. not protecting the legitimate rights and interests of workers and employers;
2. not ensuring the right to collective bargaining between workers and employers;

3. not promoting industrial relations, education and knowledge of workers;
4. not ensuring employment, job security and national development.

Article 83: Persons Impeding the Exercise of Freedom of a Union

Any person found to intentionally impede the exercise of the freedom to join or not to join a union, the rights to establish a union, freedom to engage with leaders, managers and those responsible for the administration of unions or employer associations, shall be liable to a fine of 1,000,000 (one million) riels to 6,000,000 (six million) riels.

Article 84: Persons who Intimidate Unions or Employer Associations or Workers or Employers

Any person found to have openly or secretly intimidated unions or employer associations or workers or employers shall be liable to a fine of 1,000,000 (one million) riels to 6,000,000 (six million) riels. Those found to have interfered, incited and disturbed the collective bargaining and the implementation of collective bargaining agreement shall be liable to.....

Article 85: Persons who Undermine or Attempt to Undermine an Election or the Activities of Shop Stewards

Any person found to have carried out activities, which contravene the procedures for election of shop stewards shall be liable to a fine of 1,000,000 (one million) riels to 6,000,000 (six million) riels. These contradictory activities are the following:

1. Preventing election of shop stewards from taking place;
2. Not providing or accepting a list of shop steward candidates;
3. Discriminating against shop steward candidates and voters to elect enterprise/establishment level based shop stewards;
4. coerced by all unfaithful means as not to let workers stand as shop steward candidates or to take part in election of shop stewards;
5. election of shop stewards was not held at the workplace and not during working hours;
6. Not respecting and following the required conditions prescribed by the law when giving an opportunity to shop steward candidates and voters;
7. Not giving 2 hours per week to shop stewards to do their job;
8. Not organizing election of shop stewards as per a legitimate request of parties concerned;
9. dismissal of shop stewards without authorization of labour inspectors (not in accordance with legal procedures).

Article 86: Employers who Refuse to Prepare the Minutes of an Election of Shop Stewards

Any employer found to have intentionally failed to prepare the minutes of shop steward election for submitting to the Ministry in charge of labour within 8 (eight) days following the election and failed to publicise this minutes in an enterprise/establishment shall be liable to a fine of 1,000,000 (one million) riels to 6,000,000 (six million) riels.

CHAPTER 16: TRANSITIONAL PROVISIONS

Article 87: Registration

Unions and employer associations that have already registered prior to this law coming into effect are to remain valid until a new term for the election of leaders, managers and those responsible for administration, or there is any change(s) made to the statute.

Article 88: Existing [Collective] Agreements

Existing collective agreements shall remain valid as prescribed in chapter 13 of this law. However, in the meantime, the union concerned should seek MRS status with a view to agreeing to the continuation of [the existing] collective agreement or to negotiate a new collective agreement.

Article 89: Labor Court

When the labor court is created, the relevant jurisdiction of the municipal-provincial Court of the First Instance shall be transferred to the Labor Court.

CHAPTER 17: FINAL PROVISIONS

Article 90: Abrogation

Provisions that are contrary to this law shall be deemed to be abrogated.

Article 91: Effectiveness

This law shall be declared as a matter of urgency.

This law was adopted on the day of 2011
by the National Assembly of the Kingdom of Cambodia
during the session of its fourth legislature.

Signature

Samdech Akka Moha Ponhea Chakrei HENG SAMRIN