

**Kingdom of Cambodia
Nation Religion King**

**Ministry of Labour and Vocational Training
No. 251 K.B/Br.K**

**Prakas
On
Procedures for Appeal against the Action of Officers Delegated to Implement the Law
on Trade Unions**

Minister of Labour and Vocational Training

- Having seen the Constitution of the Kingdom of Cambodia
- Having seen Royal Decree NS/RKT/0913/903 dated 24 September 2013 on Appointment of Royal Government of Cambodia
- Having seen Royal Decree NS/RKT/1213/1393 dated 21 December 2013 on Adjustment to the Composition of the Royal Government of Cambodia
- Having seen Royal Decree NS/RKT/0416/368 dated 04 April 2016 on Adjustment to the Composition of the Royal Government of Cambodia
- Having seen Royal Code 02/NS/94 dated 20 July 1994 promulgating the Law on Organization and Functioning of the Council of Ministers
- Having seen Royal Code NS/RKM/0105/003/003 dated 17 January 2005 promulgating the Law on Establishment of Ministry of Labour and Vocational Training
- Having seen Royal Code ChN/RKM/0397/01 dated 13 March 1997 promulgating the Law on Trade Union
- Having seen Royal Code NS/RKM/0516/007 dated 17 May 2016 promulgating the Law on Trade Unions
- Having seen Sub-decree 283 OrN.Kr.BK dated 14 November 2014 on Organization and Functioning of Ministry of Labour and Vocational Training
- According to the necessity of the Ministry of Labour and Vocational Training

Decide

Article 1

This Prakas aims to allow all persons covered by the Law on Trade Unions to file an appeal to the Minister of Labour and Vocational Training.

Article 2

The unions or employer associations that have already been considered as having been registered but have not yet received the Certificate of Registration and Registration Certification Letter and have applied for the Certificate of Registration and Registration Certification Letter to the Department in charge of registration but have not received a response within 5 (five) working days, the union or employer association can file an appeal on this case to the Minister of Labour and Vocational Training.

Within 15 (fifteen) working days after the application for the registration has been denied, the founder of any union or employer association whose application for the registration has been denied can file an appeal to the Minister of Labour and Vocational Training against this denial.

Within 15 (fifteen) working days after receiving a warning letter, any person covered by Trade Union Law who has received the warning letter can file an appeal to the Minister of Labour and Vocational Training against this warning.

Within 15 (fifteen) working days after receiving a letter of interim fine, any person covered by Trade Union Law can file an appeal to the Minister of Labour and Vocational Training against this fine.

The Minister of Labour and Vocational Training will make a decision on the appeal within 30 (thirty) working days after receiving this appeal.

Article 3

Any provision contrary to this Prakas shall be abrogated.

Article 4

Cabinet Director, Director General of General Department of Administration and Finance, Director General of General Department of Labour, Director of Labour Dispute Department, Heads of Units under the supervision of the Ministry of Labour and Vocational Training, Directors of Municipal/Provincial Departments of Labour and Vocational Training, unions and employer associations at all levels shall implement this Prakas from the date of signature.

Phnom Penh, 27 June 2016

Minister

(signed and stamped)

Ith Sam Heng

Place to receive:

- Office of the Council of Ministers
- Secretary General of the Royal Government
- Cabinet of Samdech Techo Prime Minister
- Cabinet of Samdech, Excellency, Lok Chumteav Deputy Prime Minister
- Minister of Interior
- Minister of Justice
- Relevant ministries and institutions
- Municipal/Provincial Halls
“for information”
- As in Article 4
“for implementation”
- Official gazette
- Archives