

Module 05

Cambodia Labor Law and Legal Compliance

Knowledge of **labor laws** is an indispensable part for you as a leader, business owner and especially the person in charge of human resource management at private institutions, companies, banks, small and large businesses, and non-governmental organizations. This course is designed for employees and employers responsible for HRM for effective coordination and ability to deal with situations of various disputes in the workplace. Labor law is a strong basis for providing a comprehensive HR system; managing job security and resolving disputes peacefully in any organization. This course is very rewarding for all stakeholders, especially HRM professionals in Cambodia to understand the legal framework that governs the workplace; wages, hours, discrimination, safety, etc., based on Cambodian labor laws.

TOPICS INCLUDED :



MODULE 01: Regulating Employment

- Sources of Law, Organizations Governed by the Labor Law, Employment Contracts & Internal Regulations



MODULE 05: Working Hours & Overtime

- Normal Working Hours, Overtime, Alternative Work Schedules & Young Employees



MODULE 02: Hiring Employees

- Sources of Law, Organizations Governed by the Labor Law, Employment Contracts & Internal Regulations



MODULE 06: Holidays, Leaves & Benefits

- Paid Public Holidays, Paid Annual Leave, Special Leave & Sick Leave, Maternity & Paternity Leave, and Nursing Room & Daycare Center



MODULE 03: Categories of Employees

- Fixed & Unspecified Duration Contracts, Casual Employees & Part-Time Employees, Probationary Employees, & Volunteers, Interns, Trainees & Independent Consultants



MODULE 07: Disciplinary Action & Dismissal

- Serious Misconduct, Termination of Fixed Duration Contracts, Notice Requirement for Fixed Duration Contracts, Termination of Unspecified Duration Contracts, Notice Requirement for Unspecified Duration Contracts, Indemnity for Unspecified Duration Contract Termination



MODULE 04: Employee Wages

- Payment of Wages, Minimum Wages, Deductions & Fines, Supervision & Distribution of Tips & Service Charges, Salary Tax, and Expatriate, NGO Employee Tax Exemption

Course Structure

This certificate course in Cambodia Labor Law is offered in approximately **16 hours OR 2-days** period. The course is based on a participatory, active learning approach and group discussions. Participants will receive a Certificate of Participation upon successful completion of the course.

Who Should Attend?

The course is designed for directors, HR managers / Officers, all levels of managers and who work related to managing human resources in order to implement Cambodian labor law and working conditions more effectively within companies, MFIs banks, and NGOs.



Learning Outcome

Upon the completion of this two-day training, participants are expected to:

- Deepen on basic principles of Cambodian labor law and working conditions in Cambodia
- Follow the provisions of the roles and responsibilities of the employer in relation to employment compliance with Cambodian labor law
- Implement Cambodian labor law and working conditions for HR professionals
- Practice on disciplinary action & dismissal or contract termination compliance with Cambodian labor law

Course Fee

The most affordable course to acquire valuable knowledge and skills to unlock your HRM potential.



FULL COURSE

Enroll full course and master your HR management skills to the fullest.



SINGLE MODULE

Select and pay for any single module course(s) specific to your area of interest and needs.



20% DISCOUNT

Join the FULL Course or any SINGLE MODULE, ONLINE via zoom and get an additional 20% discount

Full Course Fee

825\$

Normal Price

725\$

Early Bird

Per Module Fee

195\$

Normal Price

175\$

Early Bird

Join us and equip yourself with the knowledge and skills needed to launch a career in Human Resources or boost your skills like communication, conflict resolution, and problem-solving, etc., as a HR professional. At EDI, we are committed to professional development and help you stay up-to-date on the latest trends and best practices.

Contact Us For More Information :

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Scan **QR** To **Register** Course:



Limited Seats.
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