|  |
| --- |
| **Handout PL Q7: Labor Law** |

1. **Introduction to Labor Law**

Labor law is the list of rules to supervise the relationship between an employee and employer.Its main aims are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues.

1. **The rules of hiring people**

* **No Bribery:** The employer must not accept any payment from an applicant during hiring process.
* **Non discrimination:** employer can not treat employees through their race, sex, religion, political opinion, disability, belief and so on.

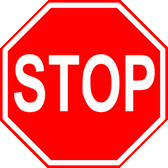
1. **Employment Contract**
2. **Definition**

**Employment contract** is a contract that makes the relationship of working between employer and employee. It can be verbal or written contract.

1. **Types of contract**

* **Fix Duration Contract ( FDC):** No longer than two years, has precise starting and ending date, and need to write in the paper.
* **Unspecified Duration Contract ( UDC):** No end date

implement for short time such as at the end of the day and weekly

1. **Contract Termination**

* **FDC** : If the contract is longer than six months, the employee needs to inform employer ten days in advance. And It is the longer than one year, the employee needs to inform employer fifteen days in advance.
* **UDC**
  + The employee needs to inform to the employer 7 days in advance if the employee works less than six months.
  + The employee needs to inform to employer 15 days in advance if the employee works from 6 months to 2 years.
  + One month in advance if the employee works from 2 years to 5 years.

1. **Probation**

* It is the short time working period of a employee to evaluate his/her skill and attitude.
* It is no longer than three months for employee, two months for technician and one month for labor.

1. **Salary Rate Tax and Leave**
2. **Working hour and Rate tax**

* All employees work 8 hours per day normally or 48 hours per week.
* Working duration is no longer than ten hours per day.

|  |  |
| --- | --- |
| Monthly Salary ( Riels) | Rate |
| 0 - 800,000 | 0% |
| 800,001 - 1,250,000 | 5% |
| 1,250,001 - 8,500,000 | 10% |
| 8,500,001 - 12,500,000 | 15% |
| 12,500,001 - upwards | 20% |

1. **Leaves**

* Paid Public holiday: All employees benefit from the paid public holidays.
* Paid Annual Leave: have 18 days per year
* Social Leaves: employee can ask 7 days for leave in term of married, delivery baby, funeral and serious sickness.