

**Kingdom of Cambodia  
Nation Religion King**

(Logo)

**Ministry of Labour and Vocational Training**

No. 127 កប/ស.ជ.ណ

**Announcement  
On  
Worker Registration in National Social Security Fund (NSSF)**

The Ministry of Labour and Vocational Training (MoLVT) would like to inform owners/directors of enterprises or establishments under the Law on Social Security Scheme for Persons Defined by the Provisions of the Labour Law that in order to implement strategy plan for the development of Labour and Vocational Training sector for year 2014-2018 relating to the development of social security scheme for persons defined by the provisions of the labour law, especially the management and start-up of social security scheme on health care and pension, the MoLVT demands to re-register the workers in the National Social Security Scheme (NSSF).

The MoLVT found out that there are many issues concerning the workers' identification including the using other worker's name, wrong name, sex, date of birth and place of birth, etc., which result in some irregularity, causing related party, especially employers and workers, for concern with legal issue regarding fake document, loss of seniority, health check-up payment, work permit, employment card, professional organization registration, termination from work, suing for child labor.

To address those issues and to avoid all irregularity, owners/directors of enterprise, establishment, professional organization, workers and related institution shall comply as the followings:

1. Shall not consider these irregularity as worker's mistake;
2. In the re-registration, such workers reserve rights and other benefits including seniority, role in professional organization and employment contract;
3. Employer shall not be subject to be sued for child labor in the case of using irregular identification documents;
4. Workers who got well-regulated identification documents are not required to pay the fee of health check-up, work permit, employment card, and professional organization registration for all the re-regulation process;
5. In the recruitment of new workers, enterprises or establishments shall demand proper identification documents from them such as Khmer ID card, birth certification or passport.

In the process of re-register, workers shall fill up information paper and shall have personal necessary documents including Khmer ID card or passport, the copy of birth certificate, family book and residence book.

The MoLVT strongly hopes that owners/directors of enterprise, establishment, professional organization, workers and related institution would effectively implement this announcement from the date of its signature.

Phnom Penh, 02<sup>nd</sup> May 2016

**MINISTER**

*(Signature and seal)*

**ITH SAM HENG**