

TRAINING ON

Labour Contract Enforcement and Staff Retrenchment



Target Participants

This course is specially designed for Managers and Executives of Administration, Human Resources Department who need to upgrade the knowledge and skills in negotiation focusing on how to prepare for the negotiation, what to do during and after the negotiation, and how to enforce them after the negotiation.

Learning Outcomes:

In the end of the course, all participants are expected to:

- Gain practical knowledge on the legal procedure and clauses to be put in the labor contracts to make it clear and legitimate;
- Identify the advantages and disadvantages of LDC and UDC;
- Identify the appropriate measures to be taken when a worker committed any misconduct;
- Gain practical knowledge on legal procedure to suspend the labor contracts or to do mass layoff when the company faces serious financial and material difficulties;

About the Trainer

Mr. Som Chamnan, LLB, BA

CAMFEBA's Executive Manager and Legal Advisor to CAMFEBA's Legal Department. Mr. Chamnan has extensively practical knowledge and experiences in Cambodian Labor since he has worked with issues daily happening in the enterprises whilst he was working as the Information & Legal Officer at CAMFEBA and the Legal Officer at Arbitration Council Foundation. In both jobs, Chamnan was very much involved in doing the research on Cambodian Labor Law and providing legal advice/support to CAMFEBA's members and members of the Arbitration Council.

15-16 October 2009
TIME: 8:00 AM-5:00 PM
Venue: CAMFEBA
Language: Khmer

Admission Fee: *(Fee is inclusive of Lunch and learning materials. Certificate of completion provided)*

- Direct Members and GMAC Members: **USD80/person**
- Members of BBAC, IBC, AAC, WASMB, MBCC, ACRA, CoRAA, CMA, and ICT-CAM: **USD 100/person**
- Non Member: **USD 150/person**

Registration: Mr. Chork Vuthy

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Deadline: 12 October 2009

Course Content

Session 1: Limited Duration Contract-LDC

- Definition of LDC
- Termination of LDC
- Legal termination and benefits
- Illegal termination and benefits

Session 2: Unlimited Duration Contract

- Definition of UDC
- Termination of UDC
- Legal termination and benefits
- Illegal termination and benefits

Session 3: Apprenticeship contract

- Definition of apprenticeship contract
- Termination of apprenticeship contract

Session 4: Contract of Casual Workers

- Definition of contract of casual workers
- Termination of contract of casual workers

Session 5: Probationary Contract

- Supervising People And Managing
- *Overcoming* People
- Definition of Probationary Contract
- Termination of Probationary contract

Session 6: Contract for foreign workers

- Coverage of labor law on foreign workers
- Rights and obligations of foreign workers

Session 7: Special protection

- Protection against discrimination
- Special protection
- Termination of contracts of specially-protected workers

Session 8: Contract Suspension

- Contract suspension as a disciplinary sanction, during strike/lockout, sick leave, economic hardship

Session 9: Disciplinary action

- Timeline for disciplinary action
- Sanction Vs weight of the misconduct

Session 10: Mass Layoff

- Legal procedure for mass layoff
- Payment for mass layoff

