

Labor Dispute Resolution Process in
Cambodia: *Procedures for Resolution of
Individual Disputes and Collective Labor
Disputes*

06 March 2025



In this client alert, we wish to bring your attention to two Prakas on labor dispute resolution process issued by Ministry of Labor and Vocational Training:

- Prakas on the Procedure for Resolving Individual Disputes, and
- Prakas on the Procedure for Resolving Collective Labor Disputes.

A. Prakas on Procedure for Resolving Individual Disputes

On 04 March 2025, the Ministry of Labor and Vocational Training (the “MoLVT”) issued Prakas No. 073 on Procedure for Resolving Individual Disputes (“Prakas No. 073”).

Prakas No. 073 outlines the procedure for resolving individual disputes as follows:

- **Filing a Complaint.** Either party may file a complaint to the Labor Inspector for a preliminary conciliation. The complaint can be submitted at the Department of Labor Dispute or at the Municipal/Provincial Department of Labor and Vocational Training of MoLVT.

- **Review of the Complaint.** Upon receiving the complaint, the Labor Inspector will review the case to take further action, such as conciliation or conducting a labor inspection.
- **Conciliation Process.** The conciliation must be conducted within 03 (three) weeks after receiving the complaint. The disputing parties are required to attend meetings called by the Labor Inspector to provide information and other relevant documents and to participate in a joint meeting for conciliation.

In the event of non-conciliation, the disputing parties can jointly request in writing to the Minister of MoLVT for re-conciliation within 02 (two) working days after unsuccessful conciliation. Note that if the result of the re-conciliation of the labor dispute is non-conciliation, the disputing parties cannot request another re-conciliation. Following the unsuccessful conciliation, the parties to the dispute may file a complaint to the Labor Court within 02 (two) months.

However, if there is a request from the disputing parties during the conciliation process, the Labor Inspector must report within 02 (two) working days to the Minister of MoLVT in order to forward the case to the Arbitration Council within 03 (three) working days.

B. Prakas on Procedure for Resolving Collective Labor Disputes

The Ministry of Labor and Vocational Training (the “MoLVT”), on 04 March 2025, issued a Prakas No. 074 on Procedure for Resolving Collective Labor Dispute (“Prakas No. 074”).

According to this Prakas No. 074, the procedure for resolving collective labor disputes is as follows:

- **Filing a Complaint.** Either party may file a complaint to the Department of Labor Dispute or to the Municipal/Provincial Department of Labor and Vocational Training of MoLVT for preliminary conciliation, unless there is a collective agreement that sets out clear procedures for resolving collective labor disputes.
- **Review of the Complaint and Designation of a Conciliator.** Upon receiving the complaint, the Labor Inspector will review the case to take further action, such as conciliation or conducting a labor inspection. After the review, the Labor Inspector must report to the Minister of MoLVT to designate a conciliator within 48 (forty-eight) hours.

- **Conciliation Process.** The conciliation must be carried out within 15 (fifteen) days from the designation by the Minister of MoLVT. The disputing parties are required to attend meetings called by the Conciliator to provide information and other relevant documents and to participate in a joint meeting for conciliation.

In the event of non-conciliation, the disputing parties may jointly request in writing to the Minister of MoLVT for re-conciliation within 02 (two) working days after unsuccessful conciliation. Note that if the result of the re-conciliation of the labor dispute is non-conciliation, the disputing parties may not request another re-conciliation. For collective labor disputes that are non-conciliated, the conciliator must report to the Minister of MoLVT within 48 (forty-eight) hours to forward the case to the Arbitration Council within 03 (three) working days.

For more details, please find a copy of the two Prakas in Khmer language which can be downloaded from the link below.

Should you have any queries, please contact us at info@sxhlaw.com.

[Download
Prakas No. 073](#)

[Download
Prakas No. 074](#)

Disclaimer: For information purposes only. The information provided through our client alerts does not, and is not intended to, constitute legal advice.



www.sxhlaw.com



info@sxhlaw.com



+855 23 885 115