

## Determination of Qualification for Persons in Charge of Administration and Human Resources of Enterprises and Establishments

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13 December 2024

Ministry of Labor and Vocational Training ("MoLVT"), on 02 December 2024, issued Prakas No. 259 on Determination of Qualification for Persons in charge of Administration and Human Resources of Enterprises or Establishments ("Prakas").

According to this Prakas, the persons in charge of the administration and human resources of the enterprises or establishments ("Persons") are required to hold a professional diploma in administrative and human resources or advanced specialized diploma in labor law issued by the National Institute of Labor under the MoLVT.

In addition, these Persons are required to participate in the refresher and certification courses every three (03) years, which are organized by the National Institute of Labor under the MoLVT.

This Prakas mandates, within six (06) months of its effective date, the enterprises or establishments in textile, garment, footwear,

travel goods and bag to send their employees in charge of administration and human resources who do not yet meet the aforementioned qualification to attend the professional diploma training in administration and human resources or advanced specialized diploma training in labor law at the National Institute of Labor under the MoLVT.

Take note that enterprises or establishment are responsible for covering the training costs and must ensure the preservation of salary, seniority, and other benefits as stipulated under the Labor Law.

A copy of this Prakas in Khmer and the unofficial English translation version prepared by Sok Xing & Hwang can be downloaded from the link below.

Should you have any queries, please contact us at [info@sxhlaw.com](mailto:info@sxhlaw.com).

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