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Presentation on Training of Apprentice

By Mr. Nen Vuthy
Deputy Director of Training Department

Phnom Penh, 16 June 2016

Content

1. Objective
2. Expected outcome
3. Legal aspect
4. Enabling condition
5. Work result
6. Challenges
7. Recommendations

Objective

- Enhance skilled human resource to support production chain and services within enterprises and establishments.
- Foster good and professional relationship between employers and employees to work together in harmony.

Expected outcome

Employers get skilled human resource to boost productivity.

Employees get skills, are able to work towards meeting requirements of purchase order, and, more importantly, receive higher wages.

Legal aspect

Apprentice is a person who has signed with his/her employer a contract whereby the employer agrees to teach or hire a third party to teach skills to the apprentice, who, in turn, shall work for the employer according to the terms and duration stated in the contract.

- Training of apprentice is stipulated in Chapter 3 of the Labor Law.
- It is an obligation of an employer with more than sixty (60) workers to have 10% of the workforce as apprentice within his/her enterprise or establishment.
- An enterprise which fails to provide apprentice training will be required to pay additional tax as substitution. Additional tax will be levied at a rate of 1% of the total amount of the annual wages for its workers.

Enabling condition

- Apprentice training has been made possible thanks to the Labor Law, rules, regulations, and Prakas that interpret the content of the law for easy implementation. Prakas is a procedure for lawful implementation, accompanied by elaboration of the Law's articles that are relevant to the practical situation of each enterprise and establishment.

- We have officials who are responsible for overseeing apprentice. We provide newly recruited staff with training and regularly follow it up with upgrade on technical and legal aspects for them, as well as for the long-serving staff at both capital and provincial offices, to improve their capacity and quality. Workshop is organized at the end of each year for all staff to meet and exchange experiences in their work.

Work results

- Training of apprentice is provided every year to 250 to 280 enterprises that employ 10,000 to 15,000 workers. The training is conducted for all sectors – agriculture, industry, trade, transport, construction, and service. Garment and shoe manufacturing sector has received the highest number of such training.

Challenges

- Shortage of staff with expertise to carry out job inspection.
- Shortage of means and allowance to support staff to carry out inspection.
- Several enterprises and establishments are uncooperative and hide real number of their employees.
- Limited effectiveness in enforcement of Labor Law partly due to refusal by some enterprises and establishments to comply with it.

- Some enterprises and establishments have not registered their businesses as full legal entities and continue to operate on subcontract, which makes it easy for them to close and move on to open at another location.
- Frequent changes of managers of enterprises and establishments (Administrative/HR issue).

Recommendation

- Increase communication about the Labor Law to the wider public, especially to employees and employers, in order to enhance clearer understanding among them of its provisions and objective.
- Employers shall fully comply with the Labor Law and its relevant Prakas.
- Cambodian Federation of Employers and Business Associations (CAMFEBA) and Garment Manufacturers Association in Cambodia (GMAC) shall further encourage their members to fulfill their obligations in providing apprentice training to their employees every year.

- Employers and private sector should take part in providing training to enhance pool of human resource with skills and up-to-date with technology.
- Additional training and capacity upgrade should be done for the staff overseeing implementation of this aspect of the Labor Law to ensure full compliance.



**Thank you for your
attention!**