



Introduction of the Learning Forum and Overview of “ Redundancy and Layoff”

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Introduction of the Learning Forum

- **Why we selected this topic today (Your Voices and HRWG)**
- **Understanding of some terminologies or words used in Labour Law and Your Org. that relevant to this topic**
- **Relevant articles to this topic you should be aware off**
- **Understanding of conditions, procedures in Labour Law vs. Your Org policies and procedures**

Relevant Terminologies/Words used in the Labour Law

- **Termination of labour contract**
- **Mass Layoff**
- **Labour Contracts of Specified Duration**
- **Labour Contracts of Unspecified Duration**
- **Serious offenses**
- **Indemnity for dismissal**
- **Damage**

Relevant Articles in Labour Law

- Article 73 (Labour Contracts of Specific Duration)
- Article 74 (Labour Contracts of Unspecified Duration)
- Article 75 (The minimum period of a prior notice)
- Article 89 (Indemnity for Dismissal)
- Article 91 (Damage)
- Article 95 (Mass Layoff)
- Article 284 (Shop Steward) Their involvements

MASS LAYOFF

Any layoff resulting from a reduction in an establishment's activity or an internal re-organisation that is foreseen by the employer is subject to the following procedures:

- *The employer establishes the order of the layoffs in light of professional qualifications, seniority within the establishment, and family burdens of the workers.*
- *The employer must inform the workers' representatives in writing in order to solicit their suggestions, primarily, on the measures for a prior announcement of the reduction in staff and the measures taken to minimize the effects of the reduction on the affected workers.*

MASS LAYOFF (continue)

- The first workers to be laid off will be those with the least professional ability, then the workers with the least seniority. The seniority has to be increased by one year for a married worker and by an additional year for each dependent child.

Thank You

