

**MINISTRY OF SOCIAL WELFARE AND LABOR
PROVISIONAL NATIONAL GOVERNMENT OF CAMBODIA**

DECLARATION (PRAKAS)

DECLARATION NO. 15 ON THE PAYROLL BOOK

Phnom Penh, August 12, 1993

- Seen the Inauguration of the Constitutional Assembly dated June 14, 1993;
- Seen the decision of the Constitutional Assembly No 03, dated July 1, 1993;
- Seen the Decree of the President of Cambodia, Samdech Preah NORODOM SIHANOUK, dated July 2 , 1993, on the Appointment of the Provisional National Government of Cambodia; and
- Seen the Labor Law

IT IS HEREBY DECIDED

ARTICLE 1:

The managing director or the owner of any enterprises and establishments specified in Article 14 of the Labor Law shall maintain a payroll book the sample of which is in the annex of this declaration.

ARTICLE 2:

The payroll book shall be certified as correct only if it is numbered and initialized on each page by the labor inspector.

All establishments who would like to use different payroll books as specified in Article 1 may apply to the General Inspector Department of the Ministry of Social Affairs and Labor, or the Inspector Department of Social Affairs and Labor of the provinces and towns concerned, if their locations are respectively in Phnom Penh or in other provinces or towns

ARTICLE 3:

For all establishments already opened, their payroll books shall be readied no later than October 31, 1993. The payroll book shall be kept in the treasurer office or the business office in order to facilitate the inspection. When the payroll book is complete, employers are required to keep it for the next 3 years. The labor inspector or administrator may at any time demand to inspect the payroll book.

ARTICLE 4:

Violations of this regulation shall be punished according to Article 288 of the Labor Law.

ARTICLE 5:

This declaration shall enter into force from the date of its signature.

Deputy Minister of Social Welfare and Labor

Signature and Seal
KANN MORN