

**AGREEMENT ON
DOMESTIC WORKERS RECRUITMENT
BETWEEN
THE GOVERNMENT OF THE KINGDOM OF CAMBODIA
AND
THE GOVERNMENT OF THE KINGDOM OF SAUDI ARABIA**

The Government of the Kingdom of Cambodia represented by the Ministry of Labour and Vocational Training and the Government of the Kingdom of Saudi Arabia represented by the Ministry of Labor, hereinafter referred to as the parties;

Desiring to enhance cooperation on domestic worker recruitment in a manner that realizes the interest of both countries, maintain their sovereignty, secure the rights of both the worker and the employer; and

Realizing the importance of promoting cooperation between both countries in this field, have agreed as follows:

**Article 1
PARTIES**

Parties to the Agreement are:

First Party: Ministry of Labor of the Kingdom of Saudi Arabia;

Second Party: Ministry of Labour and Vocational Training of the Kingdom of Cambodia.

**Article 2
PURPOSE**

This Agreement aims to recruit domestic worker from Cambodia to legally work in Saudi Arabia and to protect the rights of both the employers and domestic workers and regulate the contractual relation between them.

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Article 3
AREAS OF COOPERATION

The Parties shall:

1. Work towards a mutually acceptable recruitment, deployment and repatriation system for Cambodian domestic workers for employment in the Kingdom of Saudi Arabia, pursuant to the applicable laws, rules and regulations;
2. Adopt a standard employment contract for domestic workers, the text of which shall have been accepted by the competent authorities of the two countries, which shall be binding among the contracting parties (Employer, Domestic Worker, Saudi Recruitment Office and Cambodian Recruitment Agency);
3. Ensure the recruitment of domestic workers through recruitment offices, companies or agencies that practice ethical recruitment and are licensed by their respective governments;
4. Regulate or endeavor to control recruitment costs in both countries;
5. Ensure that recruitment offices, companies or agencies of both countries and the employer shall not charge or deduct from the salary of the domestic worker any cost attendant to his/her recruitment and deployment or impose any kind of unauthorized salary deductions;
6. Grant to the contractual parties the right of recourse to competent authorities in case of contractual dispute, in accordance with applicable laws, rules and regulations;
7. Take legal measures against the recruitment offices, companies or agencies for any violation of applicable laws, rules and regulations; and
8. Resolve any issue arising from the implementation and enforcement of any provision of this agreement.

Article 4
RESPONSIBILITIES OF THE FIRST PARTY

The First Party shall:



1. Ensure that the recruitment, hiring and placement of domestic workers under this Agreement shall be in accordance with the relevant laws, rules and regulations;
2. Ensure that the welfare and rights of domestic workers employed in the Kingdom of Saudi Arabia are promoted and protected in accordance with applicable laws, rules and regulations;
3. Ensure the implementation of the employment contract between the employer and the domestic worker;
4. Facilitate the opening by the employer of a bank account under the name of the domestic worker for the deposit of his/her monthly salary as provided in the employment contract;
5. Endeavor to establish a mechanism which will provide 24-hour assistance to the domestic workers;
6. Endeavor to facilitate the expeditious settlement of employment contract violation cases and other cases filed before appropriate Saudi authorities/courts; and
7. Facilitate the issuance of exit visas for the repatriation of domestic workers upon contract completion, emergency situations or as the need arises

Article 5
RESPONSIBILITIES OF THE SECOND PARTY

The Second Party shall:

1. Provide qualified and medically fit domestic workers needed by the First Party according to job specification requirements;
2. Ensure that prospective domestic workers have no derogatory record;
3. Ensure that prospective domestic workers are trained on housework in specialized institutes or training center and have received orientation on Saudi customs and traditions and the terms and conditions of the employment contract;
4. Require prospective domestic workers to observe Saudi laws, morals, ethics and customs while residing in the Kingdom of Saudi Arabia ;
5. Ensure that prospective domestic workers complete their contract duration;

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6. Take necessary action towards facilitating transport of prospective domestic workers to the Kingdom Saudi Arabia within a period not exceeding one month from the date of receipt of visa; and
7. Repatriate domestic workers in violation of contractual terms.

Article 6
JOINT TECHNICAL COMMITTEE

A Joint Technical Committee shall be composed of the representatives led by Senior Officials of the Parties which shall perform the following;

1. Periodic review, assessment and monitoring of the implementation of this Agreement;
2. Conduct consultative meetings in the Kingdom of Cambodia and the Kingdom of Saudi Arabia alternately on a date and place mutually agreed by both Parties; and
3. Make necessary recommendations to resolve disputes arising from the implementation and the interpretation of the provisions of this Agreement or amendment/s to this Agreement, as may be necessary.

Article 7
SETTLEMENT OF DISPUTES

Any dispute arising out of the interpretation or implementation of this Agreement shall be settled by both Parties amicably through diplomatic channels.

Article 8
AMENDMENT

Any amendment or revision to any provision of this Agreement shall be done by mutual consent and shall take effect on the date agreed upon by the Parties.

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Article 9
ENTRY INTO FORCE

This Agreement shall enter into force on the date of later written notification by the parties, through diplomatic channels, indicating that the domestic requirements for its entry into force have been complied with.

Article 10
VALIDITY AND DURATION

1. This Agreement shall be valid for five years and automatically renewable for a similar period(s), unless either Party notifies the other Party – in writing – of its intent to terminate it two months prior to the expiry date of this Agreement.

2. Notwithstanding termination of this Agreement, its provisions shall remain in force with regard to agreements and contracts concluded during validity of this Agreement.

This Agreement is done in the City of Riyadh on 27/04/1437 H corresponding to 11/02/2016, in two originals; English, Arabic, and Khmer. All texts being equally authentic, and in case of divergence in interpretation, the English text shall prevail. *MS*

**FOR THE GOVERNMENT OF THE
KINGDOM OF SAUDI ARABIA**



Muffrig Saad Al Huqbani
Minister of Labor

**FOR THE GOVERNMENT OF THE
KINGDOM OF CAMBODIA**



Ith Samheng
Minister of Labour and Vocational Training