

**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**THE MINISTRY OF LABOUR AND VOCATIONAL TRAINING OF THE**  
**KINGDOM OF CAMBODIA**  
**AND**  
**THE MINISTRY OF LABOUR, INVALIDS AND SOCIAL AFFAIRS OF**  
**THE SOCIALIST REPUBLIC OF VIET NAM**  
**CONCERNING**  
**THE COOPERATION IN THE FIELD OF LABOUR**

The Ministry of Labour and Vocational Training of the Kingdom of Cambodia, and the Ministry of Labour, Invalids and Social Affairs of the Socialist Republic of Viet Nam (hereinafter referred to jointly as “Parties” and individually as “Party”);

- RESPECTING the principle of equity and mutual benefits;
- DESIRING to establish and enhance the distinguished relations between the Parties and to promote their cooperation for the national interest in strengthening economic growth of the two countries;
- SHARING a common aspiration to promote sound labour policies and practices, to improve the capacities and capabilities of both countries in improving working conditions, enhancing skills of manpower, improving social security, efficiently managing the migration for employment and preventing as well as combating the labour trafficking between the two countries,
- Have agreed as follows:

**Article 1**

For the purpose of this Memorandum of Understanding (hereinafter referred to as “MOU”) the competent authorities shall be:

- a) Ministry of Labour and Vocational Training of the Kingdom of Cambodia;
- b) Ministry of Labour, Invalids and Social Affairs of the Socialist Republic of Viet Nam.



## **Article 2**

The Parties shall work towards the encouragement of the technical cooperation between the two countries in the field of labour including the following:

- a. Exchange of systems, studies, expertise, research and information on different areas including (but not limited to) comparative study on labour, employment and vocational training as well as labour administration, e.g. collective bargaining, laws enforcement and compliance, labour inspection, labour dispute resolution, social security, labour protection, freedom of association, occupational safety and health, management of foreign workers; and the exchange of information on the enhancement of the productivity;
- b. Encouragement of the exchange of visits of personnel in charge of and experts;
- c. Management of migration for employment among the countries;
- d. Exchange of information for preventing the illegal recruitment and employment of workers as well as to prevent and combat the labour exploitation and trafficking in person; and
- e. Any other areas of cooperation in the field of labour agreed upon between the Parties.

## **Article 3**

The Parties shall cooperate on skill development, knowledge and technical sharing in order to upgrade skill of manpower and enhance labour productivity.

## **Article 4**

The activities under article 2 and article 3 may be implemented through a variety of means, such as the exchange of best practices, information, manuals and expertise, joint projects, workshops and dialogue.

The arrangements shall be agreed upon by the Parties subject to the national interest and available resources and on the case-by-case basis.

The Parties may agree to conclude separate agreements on any specific areas for the activities undertaken under Article 2 and Article 3.

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## **Article 5**

Both Parties agree to cooperate in the management of migrant workers who migrate for employment between the two countries. The cooperation would be through regular exchange of information on the labor situation of the two countries, who are working on the territory of the other country.

Both sides will facilitate the workers in border areas in applying legal documents required by laws and regulations, as well as to create favorable conditions for the those who have been granted legal working papers to continue working and staying legally. The Cambodian side would consider the request by Vietnamese companies to increase the quota for Vietnamese workers in Vietnamese foreign-invested enterprises in case unable to recruit local workforce.

## **Article 6**

Each competent authority shall designate a national focal point at senior official level to facilitate the communication between the Parties.

## **Article 7**

In order to support the implementation of this MOU, the competent authorities of the Parties shall appoint officers to constitute a Technical Working Group of each of the Parties.

Through the consultations between the Parties, the Technical Working Groups, which were appointed in accordance with this article, may study, assist, monitor and advise on the process and the procedures of the implementation of this MOU.

## **Article 8**

Each party shall be responsible for the travel, accommodation and subsistence costs of its delegation and personnel resulting from the implementation of this MOU, including the Technical Working Group meetings.

The host Party shall facilitate the required local transportation for visiting delegations and for the logistic and secretarial costs pertaining to the meetings necessary for the implementation of this MOU.

### Article 9

Any difference arising out of the interpretation or implementation of this MOU shall be settled amicably by consultations and/or negotiations between the Parties.

### Article 10

This MOU shall enter into force on the date of the signature by the Parties.

This MOU shall remain in effect for 5 (five) years and may be renewed upon mutual consent. However, this MOU may be suspended or terminated by either Party if there is any justifiable reason and the termination shall take effect 60 (sixty) days following the date of written notice to the other Party.

This MOU shall remain effective during its ongoing renewal process unless one of the Parties requests for its termination.


Any amendment of this MOU may be made as agreed upon by the Parties through the diplomatic channels.

### Article 11

The termination of this MOU shall not affect the validity and duration of any ongoing action plans, projects and programmes until the completion of such projects and programmes.


IN WITNESS WHEREOF, the undersigned, being duly authorized by their respective Governments, have signed this MOU.

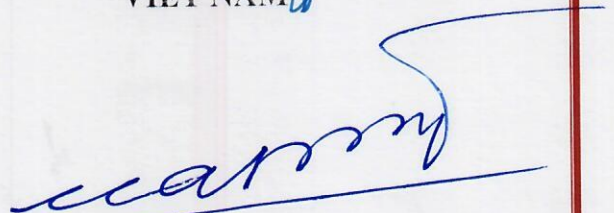
Done in Ha Noi on the 22<sup>nd</sup> March 2017, in two originals, in Khmer, Vietnamese and English languages, all texts being equally authentic. In case of divergence in interpretation, the English text shall prevail.

FOR THE MINISTRY OF LABOUR AND  
VOCATIONAL TRAINING OF  
COMBODIA 



ITH SAMHENG  
MINISTER

FOR THE MINISTRY OF LABOUR,  
INVALIDS AND SOCIAL AFFAIRS OF  
VIET NAM 



DAO NGOC DUNG  
MINISTER