

# SPECIAL PROTECTION FOR PREGNANT EMPLOYEES

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LEGAL UPDATE

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On 7 February 2025, the Ministry of Labour and Vocational Training (MLVT) issued Instruction No. 015/25 on Special Protection for Pregnant Employees (the “Instruction”). The Instruction aims to improve working conditions for pregnant employees during and after pregnancy in accordance with the Labour Law.

Pursuant to the Instruction, MLVT has instructed all owners, directors, and employees of Cambodian companies to implement the following measures:

1. Prohibit discrimination against pregnant employees in hiring, contract renewals, and increases in wages and benefits.
2. Provide all wages that a pregnant employee would be entitled to receive during her maternity leave prior to that employee actually taking the leave.
3. Avoid employment the suspension of employment contracts in relation to pregnant employees or those returning from maternity leave within nine months of delivery, unless such suspension affects the entire department/section of the company or all employees.
4. Encourage automatic renewal of employment contracts of pregnant employees or female employees within one-year post-delivery.
5. Prohibit the termination of employment contracts of pregnant employees or female employees within one-year post-delivery, except in cases of serious misconduct.
6. Obtain a prior review and approval from the labour inspector before termination of pregnant employees or female employees within one-year of delivery.

The Instruction provides that owners or directors of companies that fail to comply with the Instruction will be liable under applicable laws and regulations.

*Disclaimer: This article has been prepared for general information purposes only and it is not intended to be comprehensive. This article does not constitute, and must not be relied upon, as legal advice. Please contact us should you require any assistance.*

## AUTHOR'S PROFILE

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PAN Ponlork  
Associate

GIA Tower, 37th Floor, Sopheak Mongkul Rd, Diamond Island, Sangkat Tonle Basak, Khan Chamkar Mon, Phnom Penh, Cambodia (P.O.120101)

T: +855 (0) 85 555 777 / 16 555 777 | E: [info@hbslaw.asia](mailto:info@hbslaw.asia) | [www.hbslaw.asia](http://www.hbslaw.asia)