

## Ministry of Labour and Vocational Training

No: 040/26 K.B/S.Nor.N.Kh.L

Instruction  
On**The Prohibition of the Use, Possession, Production, and Storage of Electronic Devices and Chemical Substances for Smoking and Shisha at Enterprises/Companies/Factories**

According to the Royal Government Order No. 02 BB, dated October 21, 2025, on the issuance of measures prohibiting the import, distribution, sale, advertising, use, possession, production, and storage of electronic devices and chemical substances for smoking and shisha, the Ministry of Labour and Vocational Training would like to instruct the owner or director of enterprises/companies/factories, and fellow workers/employees within the scope of the Labour Law to prohibit all use, possession, production, and storage of electronic devices and chemical substances for smoking and shisha to contribute to maintaining social order, protecting public health, and promoting occupational safety and health, by implementing the following:

**A - Owner or Director of Enterprise/Company/Factory**

1. Prepare and promote dissemination about the prohibition of the use, possession, production, and storage of electronic devices and chemical substances for smoking and shisha of all types, in all forms, and by all means at enterprises/companies/factories through the mechanism of the occupational safety and health committee/working group at the enterprise, company, and factory.
2. Increase regular inspections of workers/employees regarding the prohibition of the use of, or involvement with, electronic devices and chemical substances for smoking and shisha.
3. Stop and confiscate immediately, in case of the use, possession, production, and storage of electronic devices and chemical substances for smoking and shisha of all types within the enterprise/company/factory.
4. Take written warning measures against workers/employees who have used or been involved with the use, possession, production, and storage of electronic devices and chemical substances for smoking and shisha. In case of relapse, it shall be considered a serious misconduct violating occupational safety and health measures.

**B - Fellow Workers/Employees**

1. Absolutely avoid using, distributing, or selling electronic devices and chemical substances for smoking and shisha of all types, in all forms, and by all means.
2. Participate in disseminating information about the prohibition of the use, possession, production, and storage of electronic devices and chemical substances for smoking and shisha of all types, in all forms, and by all means.
3. Participate in monitoring the implementation of measures prohibiting the use, possession, production, and storage of electronic devices and chemical substances for smoking and shisha by reporting immediately to the employer or the Ministry of Labour and Vocational Training for timely intervention.

*UNOFFICIAL TRANSLATION*

4. Face dismissal from employment due to serious misconduct in the event that they are found to have used, distributed, or sold electronic devices and chemical substances for smoking and shisha.

In case of suspicion or discovery of the use, possession, production, and storage of electronic devices and chemical substances for smoking and shisha of all types, in all forms, and by all means at enterprises/companies/factories, please report to the Ministry of Labour and Vocational Training via the Hotline number "1297" or scan the QR Code below.

The Ministry strongly hopes that all owners or directors of enterprises/companies/factories and all fellow workers/employees will participate in effectively implementing the contents of this instruction.

**Phnom Penh, 29<sup>th</sup> April 2026**

**Minister**

*(signed and stamped)*

**HENG SOUR**

"For Employer"



"For Workers/Employees"



"Anonymous Complaint"



**CAMFEBA**  
*Unofficial Translation*

**Place of receipt:**

- Office of the Council of Ministers
- Relevant Ministries/Institutions
- Cabinet of Samdech Moha Borvor Thipadei, Prime Minister
- Cabinet of the Deputy Prime Ministers
- Municipal/Provincial Department of Labour and Vocational Training
- Document/Chronology

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