

LEGAL
ALERT

Cambodia
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Work Permit Requirement for Foreign Workers

The Ministry of Labor and Vocational Training (“MLVT”) has recently issued the Notification No. 272 MLVT/N/EM dated 31 August 2017 (“Notification”), which provides that the owners and directors of enterprises or establishments who wish to employ foreign staff must apply for a foreign workforce quota (“Annual Quota”). This is a permit issued by MLVT which sets out the maximum number of foreign workers such enterprises or establishments may employ. Applications for 2018 must be made between 1 September and 31 November 2017.

The MLVT also reiterated that all enterprises or establishments employing foreign workers must apply for the Foreign Work Permit and Employment Card for their foreign employees. Foreigners who are employers or self-employed in Cambodia must also apply for the Foreign Work Permit and Employment Card for themselves. The Work Permit and Employment Card must be extended each year, and the extension application for 2018 must be made between 1 January and 31 March 2018.

These applications must be made through the Foreign Workers Centralized Management System website at <https://www.fwcms.mlv.gov.kh>.

Enterprises, establishments and foreigners who do not comply with these requirements will either be fined between USD610 and USD900, or be imprisoned for up to 1 month.

It is likely that the government inspectors will soon begin inspecting workplaces to ensure compliance with these requirements.

If you have any questions regarding the above or require any assistance, please contact [Matthew Rendall](#), [Phirum Ol](#) or the ZICO Law partner you usually deal with.

This alert is for general information only and is not a substitute for legal advice.