

LEGAL ALERT

Cambodia
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REMINDER – Deadline of Applications for Extension of Work Permits Fast Approaching

All current work permits for foreigners need to be renewed (before 30 November 2019)

Notification No. 028/18/K.B/S.Ch.N.M.H issued by the Ministry of Labor and Vocational Training (“MLVT”) dated 20 August 2018 on Foreign Workers Quota and Work Permit Extension Applications (2019) (“**Notification No. 028**”), requires owners and directors of enterprises or establishments employing foreign employees to apply for a foreign workforce quota permit (“**Annual Quota**”). This permit issued by MLVT sets out the maximum number of foreign employees an enterprise or establishment may employ each year. Although the deadline for Annual Quota applications in Notification No. 028 is for the year 2018, it is anticipated that the MLVT will require enterprises and establishments to complete their respective Annual Quota applications for 2019 between 1 September and 30 November 2019.

In addition to Notification No.028/18, the MLVT has issued Notification No. 012 MLVT/K.B/S.Ch.N.M.H dated 20 April 2019 (“**Notification No. 012**”), informing owners and directors of enterprises or establishments that, effective from 1 May 2019, foreign work permits will be created in a new format contained in the annex of Notification No. 012. Notification No. 012, also reiterates that that foreign work permit applications must be made through the Foreign Workers Centralized Management System website at <https://www.fwcms.mlvt.gov.kh>.

Enterprises, establishments and foreigners who do not comply with these requirements will be fined between USD610 and USD900.

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.