

Technical Update

January 2024



Labour – Renewal of Foreign Work Permits for the year 2024 and Provision of Foreign Work Permits to Foreign Employers

(Ministry of Labour and Vocational Training (MLVT) – Notification No. 038/23 dated 28 December 2023 on the Application and Extension of the Deadline for the Renewal of Foreign Work Permits for the year 2024 and Instruction No. 110/23 on the Provision of Foreign Work Permits to Foreign Employers.

On 28 December 2023, the MLVT issued Notification No. 038 to inform the owners or directors of enterprises employing foreign labour and all foreigners doing business in Cambodia that those foreigners who have employment cards and workbooks **must apply for a work permit renewal before March 31, 2024**. Furthermore, those who have recently been employed or conducting business in Cambodia must file an application in line with the labour law and regulations in force.

Failure to apply for a work permit for the year 2024 within the deadline shall result in factories and enterprises being subject to a penalty of KHR 12,600,000 (approx. US\$3,150) per person, in accordance with Annex of Inter-Ministerial Prakas No. 498 dated 31 July 2023 on the Monetary Fine for Those who Violate the Labour Law.

Additionally, on 28 December 2023, the MLVT has issued Instruction No. 110 to inform all business owners, enterprises, factories, and companies that **foreigners who are employers** whose names are on the patent tax certificate must have foreign work permits. Such applications shall be submitted via the website www.fwcms.mlvt.gov.kh, along with a passport, the latest Patent Tax Certificate, health checkup certificate and a photograph (4x6cm).

Foreigners who are employees who stand on the patent tax certificate **or are self-employed** must obtain a foreign work permit.

In addition, **foreigners who are shareholders** and **members of the board of directors** whose names appear in the Memorandum and Articles of Association or Articles of Incorporation who do not have a resident visa in the Kingdom of Cambodia are not required to have a foreign work permit.

Please contact us if you require any assistance or support in applying for a new or renewed foreign work permit with the MLVT.

Contact us

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