

Technical Update TU003/2024

Issued in March 2024

These articles covered the important regulations issued by

- Ministry of Labor and Vocational Training (MLVT)

The coverage of this newsletter are on the following areas:

1. NOTIFICATION NO. 038/23 ON THE RENEWAL OF THE FOREIGN WORK PERMIT VALIDATION FOR THE YEAR 2024
2. GUIDELINE NO. 110/23 ON PROVISION OF FOREIGN WORK PERMIT FOR FOREIGN EMPLOYERS

I. NOTIFICATION NO. 038/23 : ON THE RENEWAL OF THE FOREIGN WORK PERMIT VALIDATION FOR THE YEAR 2024

On December 28, 2023, Ministry of Labor and Vocational Training (MLVT) has issued a Notification no. 038/23 regarding the renewal of foreign work permits for the year 2024. The key points are:

1. Current work permit holders shall apply for renewal **before March 31, 2024**.
2. New employees or foreigners conducting business in Cambodia shall submit their applications in accord with labor laws and regulations.

Failure to apply for a foreign work permit within the specified deadline may result in legal action and penalties.

Enterprise owners and directors are strongly urged to comply with this notification.

II. GUIDELINE NO. 110/23 : ON PROVISION OF FOREIGN WORK PERMIT FOR FOREIGN EMPLOYERS

On December 28, 2023, Ministry of Labor and Vocational Training (MLVT) has provided a Guidelines no. 110/23 for the provision of foreign work permits for foreign employers. The key points are:

1. Foreign employers named on the Patent Tax Certificate shall obtain a foreign work permit. The application for a foreign work permit should be submitted through the MLVT online portal www.fwcms.mlvt.gov.kh, along with required documents such as a valid passport, latest patent tax certificate, physical examination certificate, and a 4x6 cm front photo.
2. Foreign employees named on the Patent Tax Certificate or who are self-employed must possess a foreign work permit card.
3. Shareholders and board members without a business visa in Cambodia are not required to obtain a foreign work permit card.

Enterprise owners and directors are strongly urged to implement these guidelines effectively.

Both the notification and guideline aim to regulate the application and extension of foreign work permits in Cambodia and ensure compliance with labor laws and regulations.

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Let us be of assistance to you.

For further information about how Baker Tilly Cambodia can assist you and your organisation, please contact us via below.

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