

**KINGDOM OF CAMBODIA**  
**NATION RELIGION KING**  
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**MINISTRY OF LABOUR AND VOCATIONAL TRAINING**

No. 110/23 K.B/S.Ch.N.Kh.L

**NOTIFICATION**  
**ON**  
**PROVISION OF FOREIGN WORK PERMITS TO FOREIGN EMPLOYERS**

Based on the Law on Labor and Prakas no. 195 dated 20 August 2014 on the employment card and foreign work permits, the Ministry of Labor and Vocational Training would like to instruct to owner or director of the enterprise as follows:

1. Foreign employers whose names are specified on the patent certificate must obtain foreign work permits. The application for foreign work permits shall be implemented through [www.fwcms.mlv.gov.kh](http://www.fwcms.mlv.gov.kh) by attaching documents as follows:
  - a. Valid passport
  - b. Latest year patent certificate
  - c. a certificate of physical check-up
  - d. a photograph 4x6cm
2. Foreigners who are employees who stand on the patent tax certificate or are self-employed must obtain an employment card and foreign work permit.
3. 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.

The Ministry of Labor and Vocational Training strongly hope that owner or director of the enterprise implement properly in accordance with this instruction effectively.

Phnom Penh, 23 December 2023

**Minister**  
[signed and stamped]  
**Heng Sour**

**CC:**

- Council of Ministers
- Cabinet of Prime Minister
- Cabinet of Deputy Prime Ministers
- Relevant ministries/institutions
- Municipal/Provincial Departments of Labor and Vocational Training
- Documents-Archived