

Kingdom of Cambodia

Nation Religion King

Ministry of Labour and Vocational Training

No. 277/20 K.B/Br.K.K.L

Prakas

On

The Use of Foreign Worker in Special Condition

Minister of Labour and Vocational Training

-Having seen the Constitution of Kingdom of Cambodia

-Having seen Preah Reach Krit NS/RKT/0928/925 dated 06 September 2018 on Nomination Royal Government of Kingdom of Cambodia

-Having seen Preah Reach Krit NS/RKT/0320/421 dated on 30 March 2020 on Amendment and Nomination the Composition of Royal Government of Cambodia

-Having seen Preah Reach Kram NS/RKT/0618/012 dated on 28 March 2018 Promulgating Law on Organization and Functioning of Council of Ministers

-Having seen Preah Reach Kram NS/RKM/0105/003 dated 17 January 2005 Promulgating Law on Establishment of Ministry of Labour and Vocational Training

-Having seen Preah Reach Kram Chs/RKM/0391/001 dated 13 March 1997 Promulgating the Labour Law

-Having seen Anukrit 283 OrNkr.BK dated 14 November 2014 on Organization and Functioning of Ministry of Labour and Vocational Training

Decision

Article 1._

Owner or Director of enterprise operate under Article 1 of Labour Law that require additional use of Labour force but unable to find or lack of number of Cambodian employee to fulfil any workplace or any type of work or any shift, the enterprise are able to request for additional foreign worker in special condition for over 10% of total Cambodian employees.

Article 2._

To use additional foreign worker in special condition owner or director of enterprise shall:

1. Letter request for approval of the use of foreign worker from Minister of Labour and Vocational Training attach with written employment contract of each foreign worker.

2. Fill in requesting form of employment book/card for foreigner on data controlling system of foreign worker through online system (FWCMS) via webpage www.fwcms.mlv.gov.kh.

3. Pay the taxes on service fee of employment book/card for foreigner that stated in Joint Prakas of Ministry of Labour and Vocational Training and Ministry of Economy and Finance.

4. Visa/Legal residency permit.

Article 3._

Owner or Director of enterprise or individual that violate any provisions in this Prakas shall be punish in accordance to Chapter 16 of Labour Law.

Article 4._

Any provision contrary to this Prakas shall be abrogated.

Article 5._

Chief of Cabinet, Director of General Department of Administration and Finance, Director of General Department of Labour and relevant Director of Department of Ministry of Labour and Vocational Training shall be in charge of implementing this Prakas as their respective role from the date of signature.

Phnom Penh, 14 August 2020

Minister

(signed and sealed)

ITH Samheng

Receiving Places:

- Office of the Council Ministers
- Cabinet of Samdech Akka Moha Sena Padei Techo Prime Minister
- Cabinet of Samdech, Excellency, Lok Chumteav Deputy of Prime Minister
- Ministry of Economy and Finance
- Ministry of Interior
- Ministry of Foreign Affair and International Cooperation
- “To be informed”
- As in article 5 “To implement”
- Royal Gazette
- Document/Archive