

**Kingdom of Cambodia  
Nation Religion King**

**Ministry of Interior  
General Department of Immigration**

**Ministry of Labour and Vocational Training  
General Department of Labour**

No. 188 S.Ch.N.

Phnom Penh, 22 February 2018

**Notification  
On**

**Obligation to Make Work Permit and Employment Card for Foreigners of Owner of Enterprise/Establishment, Casino and Foreigners Who Come to Invest or Carry Out Any Occupation in the Kingdom of Cambodia**

The General Department of Immigration of the Ministry of Interior and the General Department of Labour of the Ministry of Labour and Vocational Training would like to inform the owner or director of enterprise/establishment and foreigners who come to invest or carry out any occupation in the Kingdom of Cambodia who are using foreign workforce and foreigners who have an obligation to implement the Law on Immigration, the Labour Law, Letter 123 SChN.OrV dated 26 January 2018 and Inter-ministerial Prakas 719 Br.K dated 19 February 2018 of the Ministry of Interior and Ministry of Labour and Vocational Training on Strengthening of Inspection of Foreign Workforce in the Kingdom of Cambodia that so far some owners or directors of enterprises/establishments and foreigners who come to invest or carry out any occupation in the Kingdom of Cambodia have failed to fulfill and continued to avoid the obligation by employing foreign workers without fulfilling the obligation of making a work permit and employment card for every foreigner as of the end of 2017.

In this regard, the owner or director of enterprise/establishment, construction site, casino, entertainment club, sub-business, online business, night time business, floating business or other businesses and foreigners who come to invest or carry out any occupation in the Kingdom of Cambodia who are employing foreign workers and foreigners who have failed to fulfill the obligation of making a work permit and employment card for 2017 must immediately fulfill the formalities of paying tax of work permit and employment card within 30 days after receiving this notification.

The Joint Foreign Workforce Inspection Team will conduct a visit to inspect enterprises, establishments, construction site, casino, entertainment club, sub-business, online business, night time business, floating business, or other businesses and foreigners who come to invest or carry out any occupation in the Kingdom of Cambodia who still continue to avoid and hide foreign workers to employ illegally and foreigners who have failed to comply with the above content. The General Department of Immigration and General Department of Labour will impose a fine and punishment in accordance with the provisions of Chapter 16 of the Labour Law and the provisions of the Law on Immigration.

The General Department of Immigration and General Department of Labour strongly hope that all owners or directors of enterprises/establishments who employ foreign workers and foreigners who carry out any occupation in the Kingdom of Cambodia will participate to implement this Notification in a highly responsible manner.

**Director General  
of General Department of Immigration**  
(Signed and stamped)  
**General Dr. Sok Phal**

**Delegate of the Royal Government in charge as  
Director General of General Department of Labour**  
(Signed and stamped)  
**Seng Sakda**