

THE DEADLINE FOR ISSUANCE OF FOREIGN WORK PERMITS FOR 2024 IS APPROACHING!

MARCH 2024 LABOR ALERT

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We would like to remind clients that the final date on which applications for the issuance of Foreign Work Permits for 2024 can be lodged is **31 March 2024**. Owners or directors of enterprises who employ foreign employees without a work permit or fail to renew work permits on time could face administrative liability and/or criminal sanction imposed by the Ministry of Labor and Vocational Training (“MLVT”) and/or court.

For clarity, under Article 372 of the Labor Law “*any person who hires or keeps in his/her service a foreigner, who does not possess a work permit authorizing him/her to carry out a paid job in the Kingdom of Cambodia, is liable to a fine of 61 to 90 days of the base daily wage or imprisonment of 6 days to 1 month. In the event of a subsequent offense, such person is liable on conviction to imprisonment of 1 to 3 months.*” Further to this provision, Guideline no. 517 on the Penalty Imposed on Owners and Directors of Enterprises who Hire Foreign Employees Without a Work Permit dated 17 January 2023 imposes a fine of between KHR12,600,000 to KHR63,000,000 (approx. US\$3,150 to US\$15,750), depending on the number of foreign employees without a work permit, may be imposed by the MLVT and a fine of up to KHR18,000,000 (approx. US\$4,500) may be imposed by the court.

Applications for issuance of foreign work permits for 2024 must be made through the online system of the Foreign Workers Centralized Management System (<https://fwcms.mlvt.gov.kh/>).

Should you need further information or legal support for applying for the renewal of work permits, please feel free to contact us at: info@hbslaw.asia.

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