

**Kingdom of Cambodia
Nation Religion King**

Ministry of Interior
No: 719 Br.K

Ministry of Labour and Vocational Training

**Inter-ministerial Prakas
On**

Strengthening of Inspection of Foreign Workforce in the Kingdom of Cambodia

**Deputy Prime Minister, Minister of
Ministry of Interior**

**Minister of
Ministry of Labour and Vocational Training**

- Having seen the Constitution of the Kingdom of Cambodia
- Having seen Royal Decree NS/RKT/0913/903 dated 24 September 2013 on Appointment of Royal Government of the Kingdom of Cambodia
- Having seen Royal Decree NS/RKT/1213/1393 dated 21 December 2013 on Adjustment to the Composition of the Royal Government of the Kingdom of Cambodia
- Having seen Royal Code 02/NS/94 dated 20 July 1994 promulgating the Law on Organization and Functioning of the Council of Ministers
- Having seen Royal Code 05/NS/RKM/94 dated 22 September 1994 promulgating the Law on Law on Immigration
- Royal Code NS/RKT/0196 dated 24 January 1996 promulgating the Law on Establishment of Ministry of Interior
- Having seen Royal Code Ch.S/RKM/0397/01 dated 13 March 1997 promulgating the Labour Law
- Having seen Royal Code NS/RKM/0105/003 dated 17 January 2005 promulgating the Law on Establishment of Ministry of Labour and Vocational Training
- Having seen Sub-decree 283 OrNKr.BK dated 14 November 2014 on Organization and Functioning of the Ministry of Labour and Vocational Training
- Having seen Sub-decree 109 OrNKr.BK dated 19 August 2015 on Organization and Functioning of the Ministry of Interior
- Having seen Letter 123 SChN.OrV dated 26 January 2018 of the Council of Ministers
- According to the necessity of the Ministry of Interior and Ministry of Labour and Vocational Training

Decide

Article 1

This Prakas aims to impose regulations and legal conditions on inspection of foreign workforce for owners or directors of enterprises, establishments, casinos, entertainment clubs, foreigners who come to invest or carry out any occupation in the Kingdom of Cambodia.

Article 2

Only the Joint Foreign Workforce Inspection Team has a duty to inspect foreign workforce at enterprises, establishments, casinos, entertainment clubs, foreigners who come to invest or carry out any occupation in the Kingdom of Cambodia by using a joint designation letter issued by the General Department of Immigration and General Department of Labour with prior notice or without prior notice if necessary.

Article 3

When the Joint Foreign Workforce Inspection Team conducts an inspection, the owner or director of enterprise, establishment, casino, entertainment club, foreigners who come to invest or carry out any occupation in the Kingdom of Cambodia shall cooperate with the Joint Foreign Workforce Inspection Team in presenting the following necessary documents:

- | | |
|---|-----------------|
| 1- Statute of the company/enterprise/establishment (original) | One copy |
| 2- Certificate of Registration issued by the Ministry of Commerce or equivalent letter | One copy |
| 3- Declaration on staff (original) | One copy |
| 4- Declaration on staff movement (original) | Complete |
| 5- Permit for the use of foreign workforce (quota) (original) | One copy |
| 6- Employment contract of foreigners in Khmer language registered with the Ministry of Labour and Vocational Training or Municipal/Provincial Department of Labour and Vocational Training (original) | Every foreigner |
| 7- Passport of foreigner (original or copy) and two 4 x 6 Photos | Every foreigner |
| 8- Foreigner's entry visa and last visa extension allowing for the job (original and copy) | Every foreigner |
| 9- Work permit and employment card of foreigner (original and copy) | Every foreigner |
| 10- Labour Law book and Law on Immigration book | One copy |

Article 4

Any foreigner carrying out a small scale business, sub-business, business without name, mobile business, night time business, floating business or other businesses shall have a permit for carrying out the business issued by competent authorities to fulfill the formalities of making a work permit and employment card.

Article 5

For employment of foreigners, the owners or directors of enterprises, establishments, casinos, entertainment clubs, foreigners who come to invest or carry out any occupation in the Kingdom of Cambodia shall duly comply with the Law on Immigration and Labour Law of the Kingdom of Cambodia. No foreigner can carry out any occupation in the Kingdom of Cambodia without a work permit and employment card issued by the Ministry of Labour and Vocational Training.

Article 6

Any owner or director of enterprise, establishment, casino, entertainment club employing foreigners or any foreigner working or carrying out any business without a work permit and employment card shall be fined and punished in accordance with Chapter 16 of the Labour Law and punished in accordance with the penalty of Chapter 5 and expulsion of Chapter 6 of the Law on Immigration.

Article 7

The General Department of Immigration, the General Department of Labour shall report to ask for an operation led by the prosecutor of Municipal/Provincial Court to inspect foreign workforce at enterprises, establishments, casinos, entertainment clubs in case they suspect that there is a foreign workforce being illegally hidden.

Article 8

The General Department of Immigration, the General Department of Labour shall report to ask for an operation led by the prosecutor of Municipal/Provincial Court to inspect foreign workforce at night time businesses.

Article 9

Foreign workers living along the borders who enter Cambodia in the morning for the purpose of carrying out any business and leave in the evening or stay for a short period of time shall comply with the formalities of the Kingdom of Cambodia or comply with the bilateral agreement with Cambodia, shall have a work permit and employment card.

Article 10

For any owner or director of enterprise, establishment, casino, entertainment club who has duly complied with the Law on Immigration and Labour Law, the Ministry of Interior and Ministry of Labour and Vocational Training will reward them with a Letter or Certificate of Appreciation.

Article 11

The Joint Prakas 2703 Br.K dated 10 March 2016 on Strengthening of Inspection of Foreign Workforce in the Kingdom of Cambodia or Prakas or any decision contrary to this Joint Prakas shall be abrogated.

Article 12

Secretary Generals, Cabinet Directors, General Commissariat of National Police, Director Generals, Department Directors and Director of all relevant units under the supervision of the Ministry of Interior and under the supervision of the Ministry of Labour and Vocational Training, Municipal/Provincial Administration shall implement this joint Prakas in a highly effective manner from the date of signature herein.

Phnom Penh, 19 February 2018

Deputy Prime Minister, Minister of Interior
(Signed and stamped)
Samdech Kralahom Sar Kheng

Minister of Labour and Vocational Training
(Signed and stamped)
Ith Sam Heng

Recipients:

- Office of the Council of Ministers
- Cabinet of Samdech Akka Moha Sena Padei Techo Prime Minister
- Ministry of Interior
- Relevant Ministries/institutions
- As in Article 12
- Archives