

KINGDOM OF CAMBODIA

Nation Religion King

Ministry of Interior

Ministry of Labor and Vocational Training

No. 719 រក្សា

INTER-MINISTERIAL PRAKAS

On

CAMBODIA FOREIGN WORKER INSPECTION ENHANCEMENT

Deputy Prime Minister

Minister

Minister of Interior

Ministry of Labor and Vocational Training

HEREBY DECIDES

Article-1 The Prakas is to regulate and impose legal conditions upon foreign worker inspection for the owner or director of establishment, casino and entertainment club, foreigner investing or doing any business in the Kingdom of Cambodia;

Article-2 Only the Joined Foreign Worker Inspecting Group is authorized to inspect foreign worker at enterprise, establishment, casino, and entertainment club, foreigner investing or doing business in Cambodia, with the Letter of Inspection Order, jointly issued by the General Department of Immigration and the General Department of Labor, and prior notice or, if necessary, without prior notice.

Article-3 When the Joined Foreign Worker Inspecting Group conducts its inspection, the owner or director of enterprise, establishment, casino, entertainment club, foreigner investing or doing business in Cambodia shall firmly cooperate with the Joined Foreign Worker Inspecting Group and show necessary documents as follows:

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| 1-Company/Enterprise MAA (original) | 01 set; |
| 2-MoC Certificate of Incorporation/or equivalent letter | 01 set; |
| 3-Staff declaration (original) | 01 set; |
| 4-Staff In-Out Movement Declaration (original) | All sets; |
| 5-Quota approval letter (original) | 01 set; |

- 6- Foreign worker Khmer-written labor contract registered at municipal/provincial Ministry of Labor and Vocational Training or Department of Labor and Vocational Training (original) All foreign staff;
- 7-Foreign worker passport (original and copy) and 4x6 sized photos 02 sets; All foreign staff;
- 8-Stamp-in visa and the last extended visa available for foreign worker's employment (original and copy) All foreign staff;
- 9-Work permit and employment card of foreign worker (original and copy) All foreign staff;
- 10-Labor and Immigration Law Books 01 set each;

Article-4 Foreigner running small-sized business, sub-business, unnamed business, mobile business, night business, water-based business or other businesses, shall hold business permit issued by competent authorities so as to fulfill the formalities to apply for the work permit and employment card.

Article-5 To employ foreign worker, the owner or director of enterprise, establishment, casino, and entertainment club, foreigner investing or running business in Cambodia shall firmly adhere to Cambodian Laws on Immigration and Labor. None of foreigners is allowed to run any business in Cambodia without the work permit and employment card issued by the Ministry of Labor and Vocational Training.

Article-6 In case the owner or director of enterprise, establishment, casino, and entertainment club, employs any foreign worker or foreigner working or running business without the work permit and employment card, they shall be fined and punished in accordance with the regulations of Chapter 16 of the Labor Law and the regulations of Chapter 5 and the Expulsion of Chapter 6 of the Immigration Law.

Article-7 The General Department of Immigration, the General Department of Labor shall request for a guidance from the royal prosecutor attached to municipal/provincial courts of first instance to inspect foreign worker at enterprise, establishment, casino, entertainment club in case of being suspicious of illegal workforce concealment.

