

Cambodia: No Late Penalties for 2020 Foreign Work Permit Renewal Amid COVID-19

On April 8, 2020, Cambodia's Ministry of Labor and Vocational Training (MLVT) issued an instruction to its staff not to impose any late penalties on non-Cambodian workers who want to renew their 2019 foreign work permits, but have failed to meet the initial renewal deadline, effective until further notice. The MLVT states that the instruction is intended to assist non-Cambodian workers that may not have been able to return to Cambodia to continue their work due to the global COVID-19 situation.

The timeframe for renewing work permits for non-Cambodian workers is usually between January 1 to March 31 each year. Any late renewal applications are subject to fines unless the MLVT formally announces an extension of the deadline.

The instruction does not indicate any specific date by which this penalty exemption will expire, and the MLVT will update the expiration date in due course. Therefore, we recommend that non-Cambodian workers who have not yet renewed their foreign work permits take advantage of this penalty-free late submission period as soon as possible.

For more information on employment law in Cambodia, or any aspect of COVID-19's impact on doing business in the jurisdiction, please contact Tilleke & Gibbins' Phnom Penh office at cambodia@tilleke.com or +855 23 964 210.

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Our Commitment to Continuous Client Service

During the COVID-19 outbreak, we are focused on maintaining high-quality client services while ensuring the safety and wellbeing of our team. Over the past several weeks, Tilleke & Gibbins has implemented our Business Continuity Plan across our offices in Cambodia, Indonesia, Laos, Myanmar, Thailand, and Vietnam. The vast majority of our team members are now working remotely, and based on our robust technology infrastructure, we are providing our full range of services as usual. We are now carrying out all client meetings through the use of technology, and, as many of you will have already experienced, this is proving to be a highly effective solution. By implementing a range of technology and agile working measures, we will ensure that you continue to receive the highest quality services with the fastest possible response times from our team. We know that you are facing complex business challenges during this crisis, and we have put together a bank of practical resources tracking the legal developments in the region as they happen—[you can access them all at this link](#). In addition, we want to assure you that our team will be continuously available to help you navigate these issues across Southeast Asia. If you have any queries about these measures, please contact your usual client service partner, or email communications@tilleke.com.

Stay well, safe, and healthy.