

# Technical update

May 2025



## EXTENSION OF DEADLINE FOR 2025 FOREIGN WORK PERMITS AND EMPLOYMENT CARDS (POSTPONED TO 31 MAY 2025)

*Ministry of Labour and Vocational Training (MLVT) – Notification No. 015/25 on Postponement of Work Permit Issuance (5 May 2025)*

The Ministry of Labour and Vocational Training (MLVT) has issued **Notification No. 015/25**, further extending the deadline for submission of 2025 Foreign Work Permit and Employment Card applications to **31 May 2025**. This is the **second extension** following **Notification dated 21 March 2025**, which had initially postponed the deadline to 30 April 2025.

This additional time is granted to support enterprises and foreign employees in completing their applications in a timely and compliant manner.

### Key Updates

#### 1. Extended Deadline

- Applications for 2025 work permits and employment cards must now be submitted via the Foreign Workers Centralized Management System (FWCMS) at [www.fwcms.mlvt.gov.kh](http://www.fwcms.mlvt.gov.kh) by 31 May 2025.
- Failure to comply will result in monetary fines under Chapter 16 of the Labour Law and Inter-Ministerial Prakas No. 498 (31 July 2023).

#### 2. Connection to Foreign Manpower Quota (FMQ) Requirement

- As highlighted in our previous update (**MLVT Notification No. 026/24, 11 September 2024**), companies must first secure their **2025 FMQ approval** before applying for work permits.
- The 2025 FMQ application deadline was **30 November 2024**, and non-compliance carried penalties under **Article 369 of the Labour Law** (fines of **KHR 12.2 million –18 million/ ~USD 3,050–4,500**).
- **Reminder:** Work permit applications cannot proceed without an approved FMQ.

#### 3. Penalties for Unlicensed Employment

- Per **Joint Prakas No. 498 (31 July 2023)** on monetary fines, any foreign national—whether employed or self-employed—operating in Cambodia without a valid work permit faces a fine of **KHR 50.4 million** (approximately **USD 12,600**).

#### 4. Action Required

- Companies that have secured their **2025 FMQ** should proceed with their work permit applications before the new **31 May 2025** deadline.
- Newly established businesses must ensure they have both an approved FMQ and submitted work permit applications.

## Commentary

This second extension gives you extra time, but we recommend you apply as early as possible to avoid system slow-downs or last-minute issues. Please remember that fines for missing the FMQ deadline (Article 369) and for working without a valid permit (Joint Prakas 498) are still in force. Acting quickly will help you stay compliant and avoid penalties.

Should you require further information on the work-permit application process or assistance with preparing and submitting your 2025 applications via the FWCMS or guidance on the FMQ application, including how to request additional quota beyond the 10% cap on foreign employees, please let us know. We would be pleased to discuss your specific needs and guide you through the MLVT procedures.

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