

# Technical Update

September 2023

## Application for Foreign Manpower Quota for 2024

*(Ministry of Labor and Vocational Training (MLVT) – Notification No. 023/23 dated 30 August 2023 on the Application for Foreign Manpower Quota for the year 2024)*

Those factories and enterprises that currently employ any foreign employees (or intend to do so next year) shall apply for the annual Foreign Manpower Quota (“FMQ”) to continue employing foreign employees for the upcoming year (for the year 2024). The MLVT’s online portal ([www.fwcms.mlvt.gov.kh](http://www.fwcms.mlvt.gov.kh)) will be open from 1 September 2023 **until 30 November 2023** for all factories and enterprises to apply for the FMQ for the year 2024.

Failure to apply for the FMQ for the year 2024 within the deadline shall result in factories and enterprises being subject to penalties ranging from 61 to 90 days of base daily wage, equivalent to financial penalties ranging from KHR 12.2 million (approx. US\$3,050) to KHR 18 million (approx. US\$4,500) from the MLVT, in accordance with Article 369 of Cambodian Labor Law and Prakas No. 326 on the Base Daily Wage for the Calculation of Penalty Fees.

### Commentary

We strongly recommend that the 2024 FMQ application be submitted as soon as possible, since approval normally takes several weeks. Without valid approval of FMQ, enterprises will be unable to apply for foreign work permits on behalf of their foreign employees for 2024.

If you seek further information regarding the FMQ (including the possibility to request an additional FMQ to enable employment of foreign nationals in excess of the standard quota (under which foreign employees cannot exceed 10% of the total number of Cambodian employees), we would be glad to discuss with you and provide support in applying for the 2024 FMQ with the MLVT.

## Contact us

### Phnom Penh

PO Box 2352  
35<sup>th</sup> Floor, GIA Tower,  
Sopheak Mongkul Street, Diamond Island,  
Sangkat Tonle Bassac, Khan Chomkarmon,  
Phnom Penh, Kingdom of Cambodia  
T +855 (17) 666 537 | +855 (81) 533 999

Scan to visit our website: [kpmg.com.kh](http://kpmg.com.kh)  
Email: [kpmg@kpmg.com.kh](mailto:kpmg@kpmg.com.kh)



**Michael Gordon**  
Senior Advisor,  
Partner

T +855 17 666 537  
E [mgordon@kpmg.com.kh](mailto:mgordon@kpmg.com.kh)

**Neou Seyla**  
Manager

T +855 17 666 537  
E [nseyla@kpmg.com.kh](mailto:nseyla@kpmg.com.kh)

**So Dary**  
Partner

T +855 17 666 537  
E [daryso@kpmg.com.kh](mailto:daryso@kpmg.com.kh)

**Richard Nuttall**  
Director

T +855 17 666 537  
E [richardjosephnuttall@kpmg.com.kh](mailto:richardjosephnuttall@kpmg.com.kh)

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