

CHAPTER 4: IMMIGRATION AND EMPLOYMENT

Relevant Laws:

- Law on Labour 1997 (as amended in 2007, 2018 and 2021)
- Law on Trade Unions 2016 (as amended in 2020)
- Law on Social Security Schemes 2019
- Law on Minimum Wage 2018
- Law on Nationality 2018
- Law on Immigration 1994
- Various sectoral laws and many regulations for implementing the above laws

I. IMMIGRATION

Name of Institution	Key Functions and Services
MFAIC	<ul style="list-style-type: none">• Issuing and renewing/extending visa types A, B and C• Managing E-Visas for tourist purposes
MOI	<ul style="list-style-type: none">• Issuing and renewing/extending visa types T, D, E and K• Approving applications for immigrant aliens as non-investors and immigrant aliens as investors and their dependent family members• Issuing resident permits• Approving applications for naturalization or requests for Cambodian citizenship

The 1994 Law on Immigration allows a non-Cambodian national (alien) to stay or live in Cambodia on a short-term, long-term or permanent basis, while the 2018 Law on Nationality provides for naturalization to be a Khmer (Cambodian) citizen when specified conditions are met by the alien who applies for naturalization.

A. Visa Requirements

Except for tourists from ASEAN countries, to stay in Cambodia legally, any alien, immigrant or non-immigrant, is required to have a valid visa for entering and staying in Cambodia whether for short-term or long-term.

1. Non-Immigrant Aliens

Non-immigrant aliens may apply for a visa for a specified purpose at a Cambodian embassy or consulate overseas, or at an international border point of entry before entering Cambodia. There are several types of non-immigrant visas.

A diplomatic visa (type A) is issued to non-immigrant aliens and their family members who hold diplomatic passports and come to Cambodia for a diplomatic mission or private visit. This type of visa is also issued to other non-immigrant aliens as determined by the MFAIC.

An official visa (type B) is issued to non-immigrant aliens who come to Cambodia for a governmental mission or to perform the work of an international organization registered with the MFAIC. This visa is also issued to aliens who hold official passports and come to Cambodia for a private visit.

A courtesy visa (type C) is issued to non-immigrant aliens and their family members, whom the MFAIC and other Ministries consider appropriate to provide the person(s) a courtesy.

These three types of visa (A, B and C) are issued under exclusive authority of the MFAIC.

A transit visa (type D) is issued to non-immigrant aliens who transit through Cambodia, such as a captain or pilot, crews or workers of ships, vessels, or planes.

A tourist visa (type T) is issued to non-immigrant aliens who enter Cambodia purely for tourist purposes and have no qualification for other types of visa. An “e-Visa” for tourists may be applied for online under the system operated by the MFAIC.

An ordinary/business visa (type E) is issued to non-immigrant aliens who do not fall in any of the previous categories.

The last type of visa called “special visa” (type K) is issued to a person of Cambodian origin who holds a foreign passport or other travel documents. This type of visa is issued free of charge and for multiple entries with permanent stay authorization.

The last four types of visa (D, T, E and K), except tourism e-Visa, are issued under the authority of the MOI.