1

Sector	:	All sectors
Subsector	:	-
Industry Classification	:	-
Level of Government	:	National Administration and Sub-National Administration
Type of Obligation	:	National Treatment (Article 10.3) Most-Favoured-Nation Treatment (Article 10.4)
Description of Measure	:	National Treatment and Most-Favoured-Nation Treatment shall not apply to any measure relating to land ownership within the constitutional law, land law, and related laws and regulations. A foreigner has ownership rights over the private part of the co-owned building only from the first floor up. The ground floor and under-ground floors shall not be owned by the foreigners. A foreigner is not permitted to have ownership rights over the private parts of the co-owned buildings situated within 30 kilometres distance from land border, and other areas defined by the Royal Government of Cambodia, except the co-owned buildings located in the Special Economic Zones, for important public meeting, and other areas defined by the Royal Government of Cambodia. Land along the border cannot be leased to a national or legal person of a bordering country.
Source of Measure	:	- Constitution of the Kingdom of Cambodia, Article 44 - *Land Law* (2001) - *The Law on Providing Foreigners with Ownership Rights Over Private Part of the Co-Owned Buildings* (2010) - *Code of Civil Procedure* (2006) - *Civil Code* (2007) - Sub-Decree No. 114 ANKR.BK dated 29 August 2007 on the Mortgage and Transfer of the Rights over a Long-term lease or an Economic Land Concession - Government circular No. 08 SR dated 17 November 2015

2

Sector	:	All sectors
Subsector	:	-
Industry Classification	:	-
Level of Government	:	National Administration and Sub-National Administration
Type of Obligation	:	National Treatment (Article 10.3) Prohibition of Performance Requirements (Article 10.6) Senior Management and Board of Directors (Article 10.7)
Description of Measure	:	National Treatment, Prohibition of Performance Requirements and Senior Management and Board of Directors shall not apply to any measure regarding the hiring of employment policies and obligation of an investor. Employers must give preference to Cambodians when hiring a worker (Article 263 of *Labor Law* (1997)). Investors shall be obliged to promote Cambodian staff to a senior management level, and this shall be made over time. The maximum percentage of foreigners who may be allowed to be employed in each of the enterprises shall not exceed 10 per cent of the total number of Cambodian employees. This rate of 10 per cent is divided into three categories of employees: 1. Office employees: three per cent 2. Employees or skilled workers: six per cent 3. Employees or Non-skilled workers: one per cent For the establishment and operation of factory, the factory owner shall give priority to Cambodian engineers and technicians.
Source of Measure	:	– *Law on Investment of the Kingdom of Cambodia* (1994) – *Law on the Amendment of the Law on Investment of the Kingdom of Cambodia* (2003) – *Law on Administration of Factory and Handicraft* (2006 and amendment 2014), Article 10