

**ASEAN AGREEMENT ON
THE MOVEMENT OF NATURAL PERSONS**

ANNEX 1

**SCHEDULE OF COMMITMENTS FOR THE TEMPORARY ENTRY OR
TEMPORARY STAY OF NATURAL PERSONS**

CAMBODIA

1. This Schedule sets out the commitments of Cambodia and the general conditions and limitations governing those commitments in accordance with Article 6 (Schedules of Commitments for the Temporary Entry and Temporary Stay of Natural Persons) of the MNP Agreement in relation to the temporary entry and temporary stay of a natural person of another Member State, which apply only in relation to the categories of natural persons set out in this Schedule.
2. A natural person of a Member State shall be granted temporary entry or temporary stay in Cambodia in accordance with paragraph 1 of Article 4 (Grant of Temporary Entry or Temporary Stay) of the MNP Agreement.
3. For greater certainty, in accordance with paragraph 3 of Article 4 (Grant of Temporary Entry or Temporary Stay) of the MNP Agreement, Cambodia may deny temporary entry or temporary stay to natural persons of another Member State who do not comply with paragraphs 1(a) and 1(b) of Article 4 (Grant of Temporary Entry or Temporary Stay) of the MNP Agreement.
4. References to Central Product Classification (CPC) in this Schedule refer to the CPC codes as used in the Provisional Central Product Classification (Statistical Papers Series M No.77, Department of International Economic and Social Affairs, Statistical Office of the United Nations, New York, 1991).
5. The use of (**) against individual CPC codes indicates that the specific commitments for that code shall not extend to total range of services covered under that code.
6. Section I refers to horizontal commitments and Section II refers to sector specific commitments. An empty (blank) conditions and limitations in Section II means that the general conditions and limitations of the horizontal section, including the length of stay, shall apply and could be read as “unbound, except as indicated in Section I”.
7. The Schedules of other Member States shall not be used to interpret Cambodia’s commitments or obligations under the MNP Agreement.

Additional Notes for Cambodia

8. Cambodia reserves the right to adopt or maintain any measures in relation to National Treatment applicable to subsidies, including for Research and development services.
9. For greater certainty, in accordance with paragraph 3 of Article 2 (Scope) of the MNP Agreement, Cambodia reserves the right to adopt or maintain any measures in respect of requirements of requisite visa and the conditions attached to temporary entry and temporary stay

under such visa for each of the categories of persons set out in this schedule.

SECTION I: HORIZONTAL COMMITMENTS

Categories of Natural Persons	General Conditions and Limitations, including the length of stay
A. Business Visitor	
<p>Natural persons who:</p> <ul style="list-style-type: none"> • enter Cambodia for the purposes of participating in business meetings, establishing business contacts including negotiations for the sale of services or other similar activities; • stay in Cambodia without receiving income from sources within Cambodia; and • do not engage in making direct sales to the general public or supplying services. 	<p>Entry visa for business visitors shall be valid for a period of 90 days for an initial stay of 30 days, which may be extended.</p>
B. Persons Responsible for Setting up of a Commercial Establishment	
<p>Natural persons working in an executive or managerial position, receiving remuneration from a juridical person, as defined below, who are responsible for the setting up, in Cambodia, of a commercial presence of a service provider of a Member State, that will support employment of persons described in categories (i), (ii), and (iii) of the Intra-Corporate Transferees definition.</p>	<p>The natural persons responsible for setting up of a commercial establishment are not subject to a maximum duration of stay.</p>
C. Intra-Corporate Transferee	
<p>Natural persons who have been employed by a juridical person of another Member State for a period of not less than one year and who seek temporary entry to provide services through a branch, subsidiary, or affiliate in Cambodia and who are:</p> <p>(i) Executives: without requiring compliance with labour market tests, natural persons within an</p>	<p>Temporary residency and work permit are required for the natural persons in the categories defined under the Intra-Corporate Transferees. Such permits are issued for two years and may be renewed annually up to maximum of five years in total.</p>

Categories of Natural Persons	General Conditions and Limitations, including the length of stay
<p>organisation who primarily direct the management of the organisation, exercise wide latitude in decision-making, and receive only general supervision or direction from higher-level executives, the board of directors, or shareholders of the business. Executives would not directly perform tasks related to the actual supply of a service or services of the organisation;</p> <p>(ii) Managers: without requiring compliance with labour market tests, natural persons employed by a juridical person and who possess knowledge at an advanced level of expertise or proprietary knowledge of a juridical person's product, service, research, equipment, techniques, or management, and who primarily direct the organisation or a department of the organisation; supervise and control the work of other supervisory, professional or managerial employees; have the authority to hire and fire or recommend hiring, firing or other personnel actions; and exercise discretionary authority over day-to-day operations. They do not include first-line supervisors, unless the employees supervised are professionals, nor do they include employees who primarily perform tasks necessary for the supply of the service; or</p> <p>(iii) Specialists: natural persons within an organisation who possess knowledge at an advanced level of continued expertise and who possess proprietary knowledge of the organisation's services, research equipment, techniques, or management.</p>	

Categories of Natural Persons	General Conditions and Limitations, including the length of stay
D. Contractual Service Suppliers	
<p>Contractual Service Supplier means a natural person who is an employee of a juridical person established in the territory of a Member State which has no commercial presence in the territory of the other Member State where the services will be provided, who:</p> <ul style="list-style-type: none"> (i) enters the territory of that other Member State temporarily in order to supply a service pursuant to a contract(s) between his or her employer and service consumer(s) in the territory of the other Member State; (ii) is either an executive, manager, or specialist as defined in subparagraph e(i), e(ii) and e(iii) of Article 3 (Definitions), who receives remuneration from his or her employer; (iii) must possess the appropriate educational and professional qualifications relevant to the service to be provided; and (iv) as may be applicable, has been an employee of the juridical person for a period as may be specified in this Schedule. 	<p>Temporary residency and work permit are required for the natural persons who are contractual service suppliers. Such permits are issued for two years and may be renewed annually up to maximum of total five years.</p>

SECTION II: SECTOR-SPECIFIC COMMITMENTS

Sector or Subsector	Conditions and Limitations
BUSINESS SERVICES	
A. Professional Services	
Legal Services (CPC 861)	
Foreign legal consultancy on law of jurisdiction where service supplier is qualified as a lawyer (including home country law, third country law, and international law)	
Auditing (CPC 86211)	
Accounting (CPC 86212)	
Bookkeeping (CPC 86220)	
Taxation Services (CPC 8630)	
Architectural Services (CPC 8671)	
Engineering Services (CPC 8672)	
Integrated Engineering Services (CPC 8673)	
Urban Planning and Landscape Architectural Services (CPC 8674)	
B. Computer and Related Services	
Consultancy Services Related to the Installation of Computer Hardware (CPC 841)	
Software Implementation Services (CPC 842)	
Data Processing Services (CPC 843)	
Data Base Services (CPC 844)	
Other (CPC 845+849)	

Sector or Subsector	Conditions and Limitations
E. Rental or Leasing Services without Operators	
Leasing or Rental Services Concerning Construction Machinery and Equipment without Operator (CPC 83107)	
Renting and leasing of studio recording equipment (CPC 83109**)	
F. Other Business Services	
Advertising Services (CPC 871)	
Market Research Services (CPC 86401)	
Management Consulting Services (CPC 865)	
Services Related to Management Consulting (CPC 866)	
Technical Testing and Analysis Services (CPC 8676)	
Services Incidental to Energy Distribution (887**) exclusively covers only consultancy services related to the transmission and distribution on a fee or contract basis of electricity, gaseous fuels and steam and hot water to household, industrial, commercial, and other users	
Placement and Supply Services of Personnel (CPC 872)	
Engineering Related Scientific and Technical Consulting Services (CPC 8675)	
Packaging Services (CPC 876)	
Convention centre with more than 3000 people's capacity (87909**)	
Translation and Interpretation Services (CPC 87905)	

Sector or Subsector	Conditions and Limitations
COMMUNICATION SERVICES	
B. Courier Services	
Courier Services (CPC 7512)	
C. Telecommunication Services	
Voice telephone services (CPC 7521)	
Packet-switched data transmission services (CPC 7523**)	
Circuit-switched data transmission services (CPC 7523**)	
Telex services (CPC 7523**)	
Telegraph services (CPC 7522)	
Facsimile services (CPC 7521** + 7529**)	
Private leased circuit services (CPC 7522** + 7523**)	
Electronic mail (CPC 7523**)	
Voice mail (CPC 7523**)	
On-line information and database retrieval (CPC 7523**)	
Electronic data interchange (EDI) (CPC 7523**)	
Enhanced or value-added facsimile services, including store and forward, store and retrieve (CPC 7523**)	
Code and protocol conversion	
On-line information or data processing (including transaction processing) (CPC 843**)	
Paging Services (CPC 75291)	

Sector or Subsector	Conditions and Limitations
Internet services provision, excluding voice telephony and facsimile	
Mobile services	
CONSTRUCTION AND RELATED ENGINEERING SERVICES	
General construction work for buildings (CPC 512)	
General construction work for civil engineering (CPC 513)	
Installation and assembly work (CPC 514, CPC 516)	
Building Completion and Finishing Work (CPC 517)	
Other (CPC 511, 515, 518)	
DISTRIBUTION SERVICES	
A. Commission Agents' Services	
Commission Agents' Services (CPC 621)	
B. Wholesale Trade Services	
Wholesale Trade Services of Radio and Television Equipment, Musical Instruments and Records, Music Scores and Tapes (CPC 62244)	
Wholesale Trade Services of Motor Vehicles (CPC 61111)	
Sales of parts of motor vehicles (CPC 6113)	
Sales of motorcycles and related parts (CPC 6121)	
C. Retailing Services	
For supermarkets and large department stores with floor space no less than	

Sector or Subsector	Conditions and Limitations
2,000 m ² only: <ul style="list-style-type: none"> • Food and Non-Food Retailing Services (CPC 631+632), excluding Retail Sales of Pharmaceutical Goods, Medical, and Orthopaedic Goods (CPC 63211) • Retailing services of radio and television equipment, music instruments, music scores, and audio and video records and tapes (CPC 63234) • Retail Sales of Motor Vehicles (CPC 61112) • Sales of parts of motor vehicles (CPC 6113) • Sales of motorcycles and related parts (CPC 6121) 	
D. Franchising	
Franchising services (CPC 8929)	
E. Other	
Retail Sales of Motor Fuel (CPC 613)	
EDUCATIONAL SERVICES	
C. Higher Education Services	
Higher Education Services (CPC 923)	
D. Adult Education Services	
Adult Education Services (CPC 924)	
E. Other Education Services	
Other Education Services (CPC 929)	
ENVIRONMENTAL SERVICES	
A. Sewage Services	
Sewage Services (CPC 9401)	

Sector or Subsector	Conditions and Limitations
B. Refuse Disposal Services	
Refuse Disposal Services (CPC 9402)	
C. Sanitation and Similar Services	
Sanitation and Similar Services (CPC 9403)	
D. Other	
Cleaning Services of Exhaust Gases (CPC 9404)	
Noise Abatement Services (CPC 9405)	
Nature and Landscape Protection Services (CPC 9406)	
Other Environmental Services n.e.c. (CPC 9409)	
FINANCIAL SERVICES	
A. All Insurance and Insurance-Related Services	
Life Insurance Services (CPC 81211)	
Non-Life Insurance Services (8129)	
Reinsurance and retrocession (CPC 81299)	
Services auxiliary to insurance (including broking and agency services) (CPC 8140)	
B. Banking and Other Financial Services (excluding insurance)	
(a) Acceptance of deposits and other repayable funds from the public (CPC 81115-81119)	
(b) Lending of all types, including consumer credit, mortgage credit, factoring and financing of commercial transaction (CPC 8113)	

Sector or Subsector	Conditions and Limitations
(c) Financial leasing (CPC 8112)	
(d) All payment and money transmission service, including credit, charge and debit cards, traveler cheques, and bankers drafts (CPC 81339)	
(e) Guarantees and commitments (CPC 81199**)	
<p>(f) Trading for own account or for account of customers, whether on an exchange, in an over-the-counter market or otherwise, the following:</p> <ul style="list-style-type: none"> • money market instruments (including cheques, bills, certificates of deposits) • foreign exchange • derivative products including but not limited to, futures and options • exchange rate and interest rate instruments, including products such as swaps, forward rate agreements • transferable securities • other negotiable instruments and financial assets, including bullion 	
(g) Participation in issues of all kinds of securities, including underwriting and placement as agency (whether publicly or privately) and provision of services related to such issues (CPC 8132)	
(h) Money broking (CPC 81339**)	
(i) Asset management, such as cash or portfolio management, all forms of collective investment management pension fund management, custodial, depository and trust services (CPC 8119+**)	
(j) Settlement and clearing services for	

Sector or Subsector	Conditions and Limitations
financial assets, including securities, derivative products, and other negotiable instruments (CPC 81339** or CPC 81319**)	
(k) Provision of financial information, and financial data processing and related software by supplier of other financial services (CPC 8131)	
(l) Advisory, intermediation and other auxiliary financial services on all the activities listed in subparagraph (a) through (k), including credit reference and analysis, investment and portfolio research and advice, advice on acquisitions and on corporate restructuring and strategy (CPC 8131 or CPC 8133)	
HEALTH RELATED AND SOCIAL SERVICES	
Hospital Services (CPC 93110) Ownership and management of private hospitals and clinics only.	
Specialised Medical Services (CPC 93122)	
Dental Services (CPC 93123**) These services are limited only to orthodontic services, oral surgery, and other specialised dental services.	
TOURISM AND TRAVEL RELATED SERVICES	
A. Hotels and Restaurants (including catering)	
Hotels (CPC 64110) Only for 3 stars hotel or higher.	
B. Travel Agencies and Tour Operators Services	
Travel Agency and Tour Operator Services (CPC 7471)	

Sector or Subsector	Conditions and Limitations
C. Tourist Guides Services	
Tourist Guide Services (CPC 7472)	
RECREATIONAL, CULTURAL AND SPORTING SERVICES	
A. Entertainment Services	
Other Entertainment Services n.e.c. (CPC 96199) Cinema theatre services, including cinema projection services	
Golf course (CPC 96413)	Only for resort manager.
TRANSPORT SERVICES	
A. Maritime Transport Services	
International transport (freight and passengers) (CPC 7211 and 7212), excluding cabotage	
Rental vessels with crew (CPC 7213)	
Maintenance and repair of vessels (CPC 8868**)	
Towing and Pushing Services (CPC 7214)	
Supporting services for maritime transport (CPC 745**)	
B. Internal Waterways Transport	
Passenger Transportation (CPC 7221), excluding cabotage	
Freight Transportation (CPC 7222), excluding cabotage	
Rental vessels with crew (CPC 7223)	
Maintenance and repair of vessels (CPC 8868**)	

Sector or Subsector	Conditions and Limitations
Towing and Pushing Services (CPC 7224)	
Supporting services for internal waterway transport (CPC 745*)	
C. Air Transport Services	
Aircraft repair and maintenance services (CPC 8868)	
Aircraft leasing with crew (CPC 734)	
Aircraft Leasing without crew (CPC 83104)	
Air freight forwarding services	
Aircraft catering services	
Selling and marketing of air transport services	
Computer reservation system services (CPC 7523)	
E. Rail Transport Services	
Passenger Transportation (CPC 7111), excluding cabotage	
Freight Transportation (CPC 7112), excluding cabotage	
Pushing and Towing Services (CPC 7113)	
F. Road Transport Services	
Passenger transportation (CPC 7121 + 7122)	
Freight Transportation (CPC 7123)	
Rental of commercial vehicles with operator (CPC 7124)	
Maintenance and repair of road	

Sector or Subsector	Conditions and Limitations
transport equipment (CPC 6112+8867)	
Supporting Services for Road Transport (CPC 744)	
G. Pipeline Transport	
Transport of fuels (CPC 7131)	
Transport of Other Goods (CPC 7139)	
H. Services Auxiliary to All Modes of Transport	
Storage and Warehousing Services (CPC 742)	