

20 August 2026

Implementation of the Law on Compulsory Military Service

On 12 August 2026, the Royal Government of Cambodia ("RGC") issued Sub-Decree No. 176 on Implementation of the Law on Compulsory Military Service (the "**Sub-Decree**"). This Sub-Decree sets out the procedures and requirements for the implementation of compulsory military service include the following:

The selection of citizens for military service will be conducted through two methods: voluntary enlistment and lottery draw. Military registration applies to Cambodian male citizens aged 17 to 25 years as of December 31 each year. Cambodian citizens aged 18 to 25 years are subject to compulsory military service for a period of 24 months. Selected citizens will be notified based on actual number of persons required and report for military service within 30 (thirty) days from the date of notification.

Cambodian citizens who are students studying abroad, migrant workers, civil servants carrying out mission overseas may be eligible for deferment of military service for one year at a time, for a maximum of four times. Any period of deferment will be added to the age limit of compulsory military service. Application for deferment must state the reasons and be supported by verification from the competent authorities. Eligibility for deferment will be determined by the National Committee of Military Service.

Upon completion of compulsory military service, citizens are entitled to return to their previous employment with a public establishment, private or public enterprise, and civil society organization and resume their previous position. If the former employer does not accept the citizen back to employment and reinstate the citizen to the same position prior to the military service, the employer must provide termination payment and damages in accordance with Cambodian Labor Law.

Following completion of military service, citizens may resume their education. The Sub-Decree also sets out allowances and benefits to citizens undertaking compulsory military service.

For further details, a copy of this Sub-Decree in Khmer language can be downloaded from the link below. Should you have any queries, please contact us at info@sxhlaw.com.

[SUB-DECREE](#)

Key Contact:**SOK Lor**

Managing Director, Sok Xing & Hwang
T: +855 12 212 515
E: lor.sok@sxhlaw.com

**SUN Neakputhkun**

Associate, Sok Xing & Hwang
T: +855 11 466 701
E: neakputhkun.sun@sxhlaw.com

Further information

Sok Xing & Hwang is a law and policy firm committed to the highest standards of integrity and excellence. Based in Phnom Penh, we understand the needs and challenges of working and doing business in emerging market contexts. Our insight, international credentials and proven track record give us the ability to facilitate strategic investments in the region's labor-intensive industries and provide policy consultation on labor market governance and investment promotion. Our legal professionals are leaders in labor and employment law, project finance, M&A, real estate, restructuring and commercial transactions.

***Disclaimer:** Sok Xing & Hwang's Legal Updates and Law & Policy Insights are provided for information only, and does not constitute legal advice or opinions of any kind. Legal advice should be obtained from qualified legal counsel.*

www.sxhlaw.cominfo@sxhlaw.com

+855 23 885 115

