

COMMON VIOLATIONS RELATED TO LABOUR, SOCIAL INSURANCE AND THEIR FINES



VND 01 – 03 MILLION



Failing to give written notifications to employees when terminating labor contracts.



Failing to close the social insurance book.

VND 05 – 10 MILLION



Failing to publicize the pay scale, payroll, bonus regulations before implementation.

VND 10 – 20 MILLION



Not allowing female workers to rest an additional 30 minutes / day during menstruation.



Forging or falsifying social insurance records for the purpose of profiteering.



Violating regulations on regular days off, public holidays, and tet holidays.

VND 15 – 30 MILLION



Committing acts of sexual harassment in the workplace.

VND 20 – 40 MILLION



Applying monetary fines or deducting the employee's salary wage instead of disciplinary measures.



Imposing disciplinary measures against the employee who is ill, being held under temporary detention

VND 50 – 75 MILLION



Forcing the employee to keep performing the labor contract to pay debt to the employer.



Exploiting labor, maltreating, coercing employees.



Evading paying compulsory social insurance and unemployment insurance premiums.

According to Decree No. 12/2022/ND-CP.

