#### PL & PARTNERS

# 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.

O HIÊM XÃ HỘI VIỆT NẠI

SÔ BẢO HIỆM XÃ HỘ



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 20 – 40 MILLION

## **VND 15 – 30 MILLION**



Committing acts of sexual harassment in the workplace.

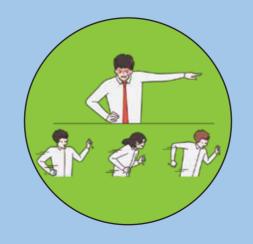


Applying monetary fines or deducting the employee's salary wage instead of disciplinary measures.

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

#### **VND 50 – 75 MILLION**





BẢO HIỆM XÃ HỘI VIỆT NAM	
só	
BẢO HIÈM XÃ HỘI	
www.baohiensahsl.gov.vn	

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/NĐ-CP.



## **PL & PARTNERS**

Hotline: 0931.111.060

🔄 Email: info@pl-partners.vn

"OUR MISSION, Your Success"