

# IN WHICH CASES THE EMPLOYER IS ELIGIBLE TO DEDUCT THE EMPLOYEE'S SALARY?

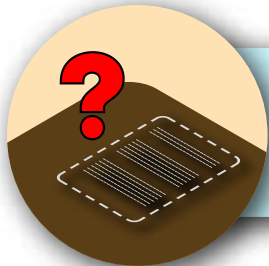


## CASES WHEN THE EMPLOYER IS ELIGIBLE TO DEDUCT THE EMPLOYEE'S SALARY

Pursuant to Articles 102, and 129 of the Labor Code 2019



The employee damages equipment, tools, or has other acts that cause damage to the employer's property.



The employee loses the employer's tools, equipment, assets, or other property handed over by the employer.



The employee consumes materials beyond the set limits.

**Note:** Employees are not required to compensate in case of natural disasters, fires, enemy sabotage, dangerous epidemics, disasters, objective events that cannot be foreseen and cannot be remedied even though they have taken all necessary and permissible measures.

## PENALTIES FOR ILLEGAL SALARY DEDUCTIONS.

Pursuant to Decree 12/2022/ND-CP



Fine ranging from **VND 40,000,000** to **VND 80,000,000**.



Forcible return of the collected money or paying full salaries to the employees.

