

**Kingdom of Cambodia
Nation Religion King**

Ministry of Economy and Finance

No. 659 MoEF

**Joint Prakas
Fines for Violators of the Labour Law**

**Senior Minister, Minister of
Economy and Finance**

**Minister
Labour and Vocational Training**

- Having seen the Constitution of the Kingdom of Cambodia
- Having seen Royal Decree No. NS/RKT/0913/903 dated 24 September on Appointment of the Royal Government of Cambodia
- Having seen Royal Decree NS/RKT/1213/1393 dated 21 December 2013 on Adjustment to the Composition of the Royal Government of Cambodia
- Having seen Royal Decree NS/RKT/0416/368 dated 04 April 2016 on Adjustment to the Composition of the Royal Government of Cambodia
- Having seen Royal Code 02/NS/94 dated 20 July 1994 promulgating the Law on Organization and Functioning of the Council of Ministers
- Having seen Royal Code NS/RKM/0196 dated 24 January 1996 promulgating the Law on Establishment of Ministry of Economy and Finance
- Having seen Royal Code NS/RKM/0105/003 dated 17 January 2005 promulgating the Law on Establishment of Ministry of Labour and Vocational Training
- Having seen Royal Code NS/RKM/0608/016 dated 13 May 2008 promulgating the Law on Public Financial System
- Having seen Royal Code NS/RKM/0397/01 dated 13 March 1997 promulgating the Labour Law
- Having seen Sub-decree 488 OrN.Kr.BK dated 16 October 2013 on Organization and Functioning of the Ministry of Economy and Finance
- Having seen Sub-decree 283 OrN.Kr.BK dated 14 November 2014 on Organization and Functioning of Ministry of Labour and Vocational Training
- Having seen Sub-decree 82 OrN.Kr.BK dated 16 November 1995 on General Regulation of Public Accounting
- Having seen Regulation 04 BB. dated 15 November 2006 of the Royal Government on Strengthening of the Management of Non-tax Revenue
- Inter-ministerial Prakas 377 B.K/Br.K dated 14 September 2015 on Adjustment to Base Daily Wage of the Ministry of Labour and Vocational Training and Ministry of Justice
- Prakas 272 MoEF.BK dated 17 March 2011 of Ministry of Economy and Finance on Introduction of Payment Receipt Use
- Circular 005 MoEF dated 17 March 2011 of Ministry of Economy and Finance on Payment Receipt Management
- Circular 001 MoEF dated 26 February 2013 on Guideline and Procedures of Incentives for Public Service Provision

- According to the necessity of the Ministry of Labour and Vocational Training and Ministry of Economy and Finance

Decide

Article 1:

Allow the Ministry of Labour and Vocational Training to collect the revenue from fines for those violating the Labour Law as the national revenue.

Article 2:

The level of fine for the violator of the Labour Law shall be set based on the aggravating circumstance of the offence and shall be divided into two levels: the level of fine under the jurisdiction of the Ministry of Labour and Vocational Training and the level of fine in accordance with the decision of the tribunal as stipulated in detail in the annex of this Joint Prakas.

The amount of fine of each offense shall be calculated based on the base daily wage and the number of days to be fined. The base daily wage shall be in accordance with the determination of the Inter-ministerial Prakas 377 B.K/Br.K dated 14 September 2015 on Adjustment to Base Daily Wage of the Ministry of Labour and Vocational Training and the Ministry of Justice or based on the Inter-ministerial Prakas between the Ministry of Labour and Vocational Training and the Ministry of Justice on Adjustment to Base Daily Wage in case there is an adjustment to the Inter-ministerial Prakas 377 B.K/Br.K above.

Article 3

The Ministry of Labour and Vocational Training shall publicly post up the Joint Prakas as well as the Annex of this Joint Prakas.

Article 4

The Ministry of Labour and Vocational Training shall determine the procedures for implementing the fine by the Ministry of Labour and Vocational Training, especially shall give an appropriate time for the payment of fine by the violator of the Labour Law.

Article 5

The allocation of roles for the management and collection of revenue between the central administration of the Ministry of Labour and Vocational Training and Municipal/Provincial Department of Labour and Vocational Training shall be set by the Prakas of the Ministry of Labour and Vocational Training. The Ministry of Labour and Vocational Training shall send a copy of this Prakas to the Ministry of Economy and Finance for information and for monitoring the collection of revenue.

Article 6

All collections and receiving of revenue in cash or by cheque for the fine on the violator of the Labour Law as stipulated in the Annex of this Joint Prakas shall use the receipt provided by the Ministry of Economy and Finance in accordance with Prakas 272 MoEF.Br.K dated 17 March 2011 on Introduction of Payment Receipt and Circular 005 MoEF dated 17 March 2011 on Management of Payment Receipt issued by the Ministry of Economy and Finance.

Article 7

The central administration of the Ministry of Labour and Vocational Training and Municipal/Provincial Department of Labour and Vocational Training shall be responsible for the money collected, pay revenue and make a receipt the national revenue as well as register the accounting on the revenue transaction and record the revenue in the Chapter, account, sub-account of the content of national revenue.

Article 8

The revenue collected from the fine on the violator of the Labour Law shall be divided as follows:

1- Fine in cash by the Ministry of Labour and Vocational Training:

A. Allocation for the central administration

- Pay 30% of the collected fines to the national revenue
- Provide 69% of the collected fines as an incentive for the Ministry of Labour and Vocational Training
- Provide 1% of the collected fines as an incentive for the Ministry of Economy and Finance

B. Allocation for Municipal/Provincial Department

- Pay 30% of the collected fines to the national revenue
- Provide 69% of the collected fines as an incentive for Municipal/Provincial Department of Labour and Vocational Training
- Provide 1% of the collected fines as an incentive for the Municipal/Provincial Department of Economy and Finance

2- Fine in accordance with the decision of the tribunal

A. Allocation for the central administration

- Pay 26% of the collected fines to the national revenue
- Provide 49% of the collected fines as an incentive for the Ministry of Labour and Vocational Training
- Provide 24% of the collected fines as a total incentive for the relevant tribunal
- Provide 1% of the collected fines as an incentive for the Ministry of Economy and Finance.

B. Allocation for Municipal/Provincial Department

- Pay 26% of the collected fines to the national revenue
- Provide 49% of the collected fines as an incentive for the Municipal/Provincial Department of Labour and Vocational Training
- Provide 24% of the collected fines as a total incentive for the relevant tribunal
- Provide 1% of the collected fines as an incentive for the Municipal/Provincial Department of Economy and Finance.

Article 9

Allow the central administration of the Ministry of Labour and Vocational Training and Municipal/Provincial Department of Labour and Vocational Training to withhold the incentive portion from the fines collected respectively in order to allocate it for their units as stipulated in this Joint Prakas. The withholding of this revenue shall be considered that the central administration of the Ministry of Labour and Vocational Training and Department of Labour and Vocational Training get pre-paid from the national revenue.

Article 10

The central administration of the Ministry of Labour and Vocational Training and Municipal/Provincial Department of Labour and Vocational Training shall plan the total revenues and expenses for providing incentives in the revenue and expense plan of its annual budget separately. The central administration of the Ministry of Labour and Vocational Training shall plan the credit of incentive including the credit for spending on the incentive of the central administration of the Ministry of Economy and Finance and incentives of the tribunal. The credit planned for spending on incentives is subject to setting times to get the money in order to offset the amount that is considered to be pre-paid from the national revenue (the incentives that have been withheld).

All these revenue and expense transactions shall be recorded to reflect the national revenue like other operations of revenues and expenses of the central administration and Municipal/Provincial Department of Labour and Vocational Training of the Ministry of Labour and Vocational Training.

Article 11

The calculation, withholding, use, and offsetting of incentives shall be in accordance with Circular 001 MoEF dated 26 February 2013 on Principle and Procedures of Providing Incentives on Public Service.

Article 12

The Ministry of Labour and Vocational Training shall make a report on the implementation of monthly and annual revenue and send them to the Ministry of Economy and Finance before the 10th of the following month for the monthly report and before the 15th of January of the following year for the annual report.

The Municipal/Provincial Department of Labour and Vocational Training shall make a report on the implementation of monthly and annual revenue and send them to the Ministry of Labour and Vocational Training and to the Municipal/Provincial Department of Economy and Finance before the 10th of the following month for the monthly report and before the 15th of January of the following year for the annual report.

The report on the implementation of revenues from fines on the violator of the Labour Law is part of the joint report on the implementation of revenues of the central administration of the Ministry of Labour and Vocational Training and Municipal/Provincial Department of Labour and Vocational Training.

Article 13

The level of fine on the violator of the Labour Law and the rate of the incentives for the Ministry of Labour and Vocational Training may be revised if necessary by a Joint Prakas of the Minister of Economy and Finance and Minister of Labour and Vocational Training.

Article 14

Any provision contrary to this Joint Prakas shall be abrogated.

Article 15

Secretary General, Cabinet Director, Director General, General Inspector, Department Director, and relevant units under the supervision of the Ministry of Economy and Finance and under the supervision of the Ministry of Labour and Vocational Training as well as all levels of tribunal shall be in charge of implementing this Joint Prakas respectively from the date of signature.

Senior Minister, Minister
Ministry of Economy and Finance
(signed and stamped)
Dr. Aun Pornmoniroth

Phnom Penh, 06 June 2016
Minister
Ministry of Labour and Vocational Training
(signed and stamped)
Ith Sam Heng

Place to receive:

- Office of the Council of Ministers
- Secretary General of the Royal Government
- Cabinet of Samdech Akka Moha Sena Padei Techo Prime Minister
- Cabinet of Samdech, Excellency, Lok Chumteav Deputy Prime Minister
- National Audit Authority
- Anti-Corruption Unit
- Municipal/Provincial Halls
- As in Article 15
- Official Gazette
- Archives

**Annex
of Joint Prakas 659 dated 06 June 2016
on Fine for Violator of the Labour Law**

| No. | Description | Based daily wage (Riel) | Fine by Ministry of Labour and Vocational Training | | Fine in accordance with the decision of the tribunal | |
|-----|--|-------------------------|--|---------------------------|--|-----------------------------|
| | | | Number of days to be fined | Amount to be fined (Riel) | Number of days to be fined | Amount to be fined (Riel) |
| | | 1 | 2 | $3 = 1 \times 2$ | 4 | $5 = 1 \times 4$ |
| 1 | Discrimination (Article 12) | 40,000 | 63 | 2,520,000 | from 61 to 90 | from 2,440,000 to 3,600,000 |
| 2 | Have no Labour Law filed in the enterprise/establishment (Article 14) | 40,000 | 21 | 840,000 | from 10 to 30 | from 400,000 to 1,200,000 |
| 3 | Forced labour (Article 15) | 40,000 | 63 | 2,520,000 | from 61 to 90 | from 2,440,000 to 3,600,000 |
| 4 | Hiring people to work to pay off debts (Article 16) | 40,000 | 63 | 2,520,000 | from 61 to 90 | from 2,440,000 to 3,600,000 |
| 5 | Have no declaration of the opening or closing of enterprise/establishment (Article 17 and 18) | 40,000 | 63 | 2,520,000 | from 61 to 90 | from 2,440,000 to 3,600,000 |
| 6 | Have no register of establishment (Article 20) | 40,000 | 21 | 840,000 | from 10 to 30 | from 400,000 to 1,200,000 |
| 7 | Have no declaration of movement of workers (Article 21) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 8 | Have no internal regulation of enterprise (Article 22) | 40,000 | 21 | 840,000 | from 10 to 30 | from 400,000 to 1,200,000 |
| 9 | Fail to formulate internal regulation in the enterprise within 3 month following the opening of the enterprise or internal regulation of enterprise is implemented without being certified by the labour inspector. (Article 24) | 40,000 | 21 | 840,000 | from 10 to 30 | from 400,000 to 1,200,000 |
| 10 | The employer imposes a fine on workers by deducting their wage that is usually provided. (Article 28) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 11 | Fail to post up the enterprise's internal | 40,000 | 21 | 840,000 | from 10 to 30 | from 400,000 to 1,200,000 |

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| | regulation in a place that is easy to be seen by workers (Article 29) | | | | | |
| 12 | Revise the enterprise's internal regulation without complying with the regulations of the Ministry of Labour and Vocational Training being in effect. (Article 30) | 40,000 | 21 | 840,000 | from 10 to 30 | from 400,000 to 1,200,000 |
| 13 | Use the employment card of Cambodian workers against the law (Article 34) | 40,000 | 21 | 840,000 | from 10 to 30 | from 400,000 to 1,200,000 |
| 14 | The employment or resignation of Cambodian workers is not certified in the employment card (Article 37) | 40,000 | 21 | 840,000 | from 10 to 30 | from 400,000 to 1,200,000 |
| 15 | Have no payroll ledger (Article 39) | 40,000 | 63 | 2,520,000 | from 61 to 90 | from 2,440,000 to 3,600,000 |
| 16 | The company store is opened without complying with the conditions set (Article 42) | 40,000 | 21 | 840,000 | from 10 to 30 | from 400,000 to 1,200,000 |
| 17 | The opening of the company store fails to comply with the Prakas of the Ministry of Labour and Vocational Training (Article 43) | 40,000 | 21 | 840,000 | from 10 to 30 | from 400,000 to 1,200,000 |
| 18 | The employer requires a cash guarantee or bond in signing an employment contract or maintaining an employment contract (Article 44) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 19 | Have no employment contract in writing (Article 45) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 20 | The exploitation by the labor contractor (Article 46) | 40,000 | 63 | 2,520,000 | from 61 to 90 | from 2,440,000 to 3,600,000 |
| 21 | The labor contractor fails to post up the declaration of status, the name and address of the entrepreneur (Article 49) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 22 | The entrepreneur fails to send the list of labor contractors to the labor inspector (Article 50) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |

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| 23 | Have no apprentice training or the number of apprentices is fewer than the required number. (Article 57) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 24 | Have no fulfillment of obligation of the instructor in facilitating and teaching apprentices and have no issuance of certificate (Article 59) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 25 | Incorrectly implement the procedures of suspending the employment contract (Article 72) | 40,000 | 21 | 840,000 | from 10 to 30 | from 400,000 to 1,200,000 |
| 26 | Refuse to issue the certificate of employment upon the expiration of the employment contract. (Article 93) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 27 | Mass layoff without complying with the procedures in effect (Article 95) | 40,000 | 63 | 2,520,000 | from 61 to 90 | from 2,440,000 to 3,600,000 |
| 28 | Provide minimum wage for workers inappropriately. (Article 104) | 40,000 | 63 | 2,520,000 | from 61 to 90 | from 2,440,000 to 3,600,000 |
| 29 | Provide wages unequally for workers for the work that they produce the same amount and result. (Article 106) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 30 | Fail to give notice to workers about the conditions of wages and the period of paying wages (Article 112) | 40,000 | 21 | 840,000 | from 10 to 30 | from 400,000 to 1,200,000 |
| 31 | Not pay wages to workers directly or pay wages through other methods without consent from the workers/employees (Article 113) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 32 | Restrict the freedom of workers in using their own wage (Article 114) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 33 | Pay wages to workers incorrectly or at a prohibited place or at an inappropriate time (Article 115) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 34 | Pay wages to workers late or fail to | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |

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| | comply with the number of times set (Article 116) | | | | | |
| 35 | Wage deductions for the purpose of job placement that are provided directly or indirectly (Article 126) | 40,000 | 63 | 2,520,000 | from 61 to 90 | from 2,440,000 to 3,600,000 |
| 36 | Deduct worker's wage to pay off debts, any deduction affecting any necessary portion of the wage to feed themselves and family (Article 127) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 37 | Deduction for installment and deduction of wage against the procedures (Article 128) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 38 | Any withholding or deduction of worker's wage against the legal principle (Article 129) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 39 | Fail to review and pay the tips duly (Article 134) | 40,000 | 21 | 840,000 | from 10 to 30 | from 400,000 to 1,200,000 |
| 40 | Require workers to work more than the daily and weekly limit (Article 137) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 41 | Fail to divide work shift or allocate daily work more than two shifts (Article 138) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 42 | Pay overtime wage to workers incorrectly (Article 139) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 43 | Force workers to do compensation work or require workers to do compensation work or extend the compensation work against the legal procedures (Article 140) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 44 | Fail to comply with the working hours stipulated by the law (Article 141) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 45 | Set the working hours and rate of wage of night shift work incorrectly (Article 144) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 46 | Fail to allow workers to have another day off when the public holiday falls on Sunday (Article 162) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |

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| 47 | Fail to pay indemnity equal to the wage lost as a result of public holiday (Article 163) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 48 | Fail to pay indemnity for the work done on public holiday in addition to the worker's wage. | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 49 | Fail to provide annual leave (Article 166) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 50 | Payment instead of annual leave (Article 167) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 51 | Fail to provide wage and other benefits before the worker departs on leave (Article 168) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 52 | Fail to calculate the annual leave (Article 169) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 53 | Fail to comply with the procedures for annual leave (Article 170) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 54 | Fail to classify correctly the category of work that is hazardous or overweight for children aged less than 18 (Article 173) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 55 | Hiring minor aged less than 18 to work in underground mines or quarries and fail to follow the Prakas that specify the special feature of the work and vocational training for minors who work underground (Article 174) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 56 | Must not provide night time work for children aged less than 18. (Article 175) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 57 | Provide night-time break incorrectly for children (Article 176) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 58 | Employ young workers incorrectly (Article 177) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 59 | Employ young workers to work excessively (Article 178) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |

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| 60 | Fail to have a register of the name of young workers aged less than 18 (Article 179) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 61 | Fail to have a register of the name of young workers aged less than 14 (Article 180) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 62 | Fail to comply with the procedures for maternity leave (Article 182) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 63 | Fail to provide time for breastfeeding during working hours (Article 184) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 64 | Fail to have breastfeeding room and baby day care center (Article 187) | 40,000 | 21 | 840,000 | from 10 to 30 | from 400,000 to 1,200,000 |
| 65 | Fail to set working hours correctly for plantation work (Article 194) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 66 | Force workers to accept partial payment of wages in kind (Article 198) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 67 | Fail to provide rice for regular plantation workers (Article 200) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 68 | Fail to provide free housing for plantation workers (Article 204) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 69 | Provide housing with its size less than the minimum size for plantation workers (Article 205) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 70 | The housing fails to comply with the hygiene and health standard set by the law (Article 206) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 71 | Fail to provide potable water for plantation workers to use (Article 210) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 72 | Fail to have enough toilets that is appropriate and correctly in accordance with the standard set (Article 214) | 40,000 | 21 | 840,000 | from 10 to 30 | from 400,000 to 1,200,000 |
| 73 | Have no primary school for children according to the rate set “plantation work” | 40,000 | 21 | 840,000 | from 10 to 30 | from 400,000 to 1,200,000 |

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| | (Article 222) | | | | | |
| 74 | Fail to comply with the hygiene and security conditions for workers set by the Prakas of the Ministry of Labour and Vocational Training (Article 229, 230 and 231) | 40,000 | 84 | 3,360,000 | from 30 to 120 | from 1,200,000 to 4,800,000 |
| 75 | Fail to have infirmary and physicians for first aid treatment and physical check-up when recruiting new workers or re-employment (Article 240, 241, 242, 243, 244, 245, 246 and 247) | 40,000 | 252 | 10,080,000 | from 120 to 360 | from 4,800,000 to 14,400,000 |
| 76 | Not responsible for work-related accident of workers (Article 249) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 77 | Fail to provide or provide indemnity or additional indemnity late for workers who die or permanently disabled (Article 253) | 40,000 | 21 | 840,000 | from 10 to 30 | from 400,000 to 1,200,000 |
| 78 | Fail to comply with the agreement by the two parties in the case that the victim of the work-related accident may receive the benefit above the law. (Article 255) | 40,000 | 21 | 840,000 | from 10 to 30 | from 400,000 to 1,200,000 |
| 79 | Staff of the personnel department require the job applicants to pay for job application (Article 260) | 40,000 | 63 | 2,520,000 | from 61 to 90 | from 2,440,000 to 3,600,000 |
| 80 | Fail to have a permit for employing foreign workforce (Article 264) | 40,000 | 63 | 2,520,000 | from 61 to 90 | from 2,440,000 to 3,600,000 |
| 81 | Block the right to forming a professional organization and forming a union or association that include employer and workers in the union or association together (Article 266) | 40,000 | 63 | 2,520,000 | from 61 to 90 | from 2,440,000 to 3,600,000 |
| 82 | Prevent or block the formation of workers' union or employers' association and the formulation of statute and administrative | 40,000 | 63 | 2,520,000 | from 61 to 90 | from 2,440,000 to 3,600,000 |

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| | rule, election of representatives and preparation of their work program (Article 267) | | | | | |
| 83 | Professional organization that has already been registered fail to make a copy of the statute and name list of those responsible for leadership and administration to the labour inspector, Council of Ministers, Ministry of Justice, and Ministry of Interior (Article 268) | 40,000 | 84 | 3,360,000 | from 61 to 120 | from 2,440,000 to 4,800,000 |
| 84 | Incorrectly set out the conditions of leaders of professional organizations (Article 269) | 40,000 | 84 | 3,360,000 | from 61 to 120 | from 2,440,000 to 4,800,000 |
| 85 | Incorrectly set out the conditions of foreign leaders of professional organizations (Article 270) | 40,000 | 84 | 3,360,000 | from 61 to 120 | from 2,440,000 to 4,800,000 |
| 86 | Prevent the rights and freedom to joining or withdrawing from a professional organization (Article 273) | 40,000 | 63 | 2,520,000 | from 61 to 90 | from 2,440,000 to 3,600,000 |
| 87 | Fail to appoint a union delegate (Article 278) | 40,000 | 63 | 2,520,000 | from 61 to 90 | from 2,440,000 to 3,600,000 |
| 88 | The employer takes into account the activity of joining a union or being a member of union when recruiting the worker, leading and allocating work ... and dismissal (Article 279) | 40,000 | 63 | 2,520,000 | from 61 to 90 | from 2,440,000 to 3,600,000 |
| 89 | The employer interferes with the workers' union (Article 280) | 40,000 | 63 | 2,520,000 | from 61 to 90 | from 2,440,000 to 3,600,000 |
| 90 | The employer deducts wages to pay for union dues or pay contribution instead of workers. (Article 281) | 40,000 | 63 | 2,520,000 | from 61 to 90 | from 2,440,000 to 3,600,000 |
| 91 | Fail to provide rights for the union delegate or former union delegate who has resigned or change position (Article 282) | 40,000 | 63 | 2,520,000 | from 61 to 90 | from 2,440,000 to 3,600,000 |

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| 92 | Fail to hold a shop steward election or the shop steward election fails to comply with the legal procedures (Article 283) | 40,000 | 63 | 2,520,000 | from 61 to 90 | from 2,440,000 to 3,600,000 |
| 93 | Object to the right to holding the election or the right to standing for the shop steward election (Article 286) | 40,000 | 63 | 2,520,000 | from 61 to 90 | from 2,440,000 to 3,600,000 |
| 94 | Organize the election of shop steward and assistant shop steward against the procedures (Article 287) | 40,000 | 63 | 2,520,000 | from 61 to 90 | from 2,440,000 to 3,600,000 |
| 95 | Fail to recognize the assistant shop steward who is qualified to replace the shop steward who resigns or is absent for a period of time (Article 291) | 40,000 | 63 | 2,520,000 | from 61 to 90 | from 2,440,000 to 3,600,000 |
| 96 | Fail to organize the election of shop steward for the next term. (Article 292) | 40,000 | 63 | 2,520,000 | from 61 to 90 | from 2,440,000 to 3,600,000 |
| 97 | The employer fails to make the minutes of the shop steward election and send it to the labour inspection department within 8 days after the election and fail to post up the minutes in the enterprise (Article 296) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 98 | Fail to join the conciliation of resolving a collective labour dispute (Article 306) | 40,000 | 42 | 1,680,000 | from 31 to 60 | from 1,240,000 to 2,400,000 |
| 99 | Fail to protect the freedom of workers who are not strikers (Article 331) | 40,000 | 63 | 2,520,000 | from 61 to 90 | from 2,440,000 to 3,600,000 |
| 100 | Impose punishment on strikers (Article 333) | 40,000 | 63 | 2,520,000 | from 61 to 90 | from 2,440,000 to 3,600,000 |
| 101 | Employ other workers to replace the strikers during the strike. (Article 334) | 40,000 | 63 | 2,520,000 | from 61 to 90 | from 2,440,000 to 3,600,000 |
| 102 | Lockout against the procedures (Article 335) | 40,000 | 63 | 2,520,000 | from 61 to 90 | from 2,440,000 to 3,600,000 |
| 103 | Employ foreigner without employment card (Article 372) | 40,000 | 63 | 2,520,000 | from 61 to 90 | from 2,440,000 to 3,600,000 |
| 104 | Leaders or governor of a professional | 40,000 | 63 | 2,520,000 | from 61 to 90 | from 2,440,000 to 3,600,000 |

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| | organization who lead the organization to conduct any activity against its goal (Article 378) | | | | | |
| 105 | Prevent or attempt to prevent the labor inspectors or controller as well as the labor medical inspectors from carrying out their functions or from exercising their powers (Article 382) | 40,000 | 252 | 10,080,000 | from 120 to 360 | from 4,800,000 to 14,400,000 |