

Kingdom of Cambodia

Nation Religion and King

Ministry of Economics and Finance

No. 659 MoEF

Joint Prakas

On

Monetary Fines for Those who Violate the labour law

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

**Minister of Labour and
Vocational Training**

- Having seen the constitution of Kingdom of Cambodia
- Having seen Preah Reach Krit NS/RKT/0913/903 dated 24 September 2013 on Nomination Royal Government of Kingdom of Cambodia
- Having seen Preah Reach Krit NS/RKT/1213/ dated 13 December 2013 on Changing and additional the composition of Royal Government of Cambodia
- Having seen Preah Reach Krit NS/RKT/0416/368 dated 04 April 2016 on Amendment and Nomination the Composition of Royal Government of Cambodia
- Having seen Preah Reach Kram 02/NS/94 dated 20 July 1994 Promulgating Law on Organization and Functioning of Council of Ministers
- Having seen Preah Reach Kram NS/RKM/0196/18 dated 24 January 1996 Promulgating Law on Establishment of Ministry of Economy and Finance
- Having seen Preah Reach Kram NS/RKM/0105/003 dated 17 January 2005 Promulgating Law on Establishment of Ministry of Labour and Vocational Training
- Having seen Preah Reach Kram NS/RKM/0508/016 dated 13 May 2008 Promulgating Law on Public Financial System
- Having seen Preah Reach Kram NS/RKM/0397/01 dated 13 March 1997 Promulgating Law on Labour
- Having seen Anukrit 488 OrNKR.BK dated 16 October 2013 On Organization and Functioning of Ministry of Economy and Finance
- Having seen Anukrit 283 OrNKR.BK dated 14 November 2014 on Organization and Functioning of Ministry of Labour Law and Vocational Training
- Having seen Anukrit 82 OrNKR.BK dated 16 November 1995 on General Rule of Public Accounting
- Having seen Directive 04 dated 15 November 2006 of The Royal Government on Strengthening Non-Tax Revenue Management and Control
- Joint Prakas 377 B.K/BrK dated 14 September 2015 Amendment on Daily Wage of Ministry of Labour and Vocational Training and Ministry of Justice

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- Prakas 272 MoEF.BrK dated 17 March 2011 of The Ministry of Economy and Finance on Using of Payment Receipt
- Circulation No 005 MoEF dated 17 March 2011 of The Ministry of Economy and Finance on Managing of Payment Receipt
- Circulation No 001 MoEF.ᄡᄢᄣ dated 26 February 2013 Principle and The Procedure of Giving Motivate Gift on Providing Public Service
- According to the Necessity of Ministry of Labour and Vocational Training and Ministry of Economy and Finance

Decision

Article 1._

Ministry of Labour and Vocational Training shall implement on collection revenues from monetary for those who violate the labour law for the interests of national budgets.

Article 2._

The determine of monetary fine any person who violate the labour law shall be determined based on aggravating circumstances and separated into two levels are determined the monetary fines under the competence of Ministry of Labour and Vocational Training and the determinately of monetary fine undertaken the decision of tribunal as detail stipulated in the annex of this joint Prakas.

Amount of monetary fines based on the case of offends shall be calculated based on daily wage and number day that is subject for fine. For, daily wage shall be complied with the determination of joint Prakas No. 377 B.K/BrK dated 14 September 2015 on amendment of daily wages of Ministry of Labour and Vocational Training and Ministry of Justice or follow joint Prakas between Ministry of Labour and Vocational Training and Ministry of Justice on amendment of daily wage in the case of amend on the Prakas of Inter-Ministries No. 377 B.K/BrK above.

Article 3._

Ministry of Labour and Vocational Training shall public announce of the joint Prakas and annex of this joint Prakas.

Article 4._

Ministry of Labour and Vocational Training shall determine the procedure to implement on fine by Ministry of Labour and Vocational Training regarding to an appropriate timeframe to pay the monetary fine for the perpetrator who violate the Labour Law.

Article 5._

The delegation on managerial competence and revenues collection between central administrations of Ministry of Labour and Vocational Training and Department of Labour and Vocational Training of municipal/province shall be determined by Prakas of Minister of Labour and Vocational Training. Ministry of Labour Vocational Training shall send this Prakas for one copy to the Ministry of Economy and Finance for the information and keep on tracking of implement revenue.

Article 6._

All any collections or receiving cashes or cheques on fine for the offenders who violate the labour law as stipulated in the Annex of this joint Prakas shall be used official payment receipt that provided by the Ministry of Economy and Finance to comply with the Prakas No. 272 SHV.BrK dated 17 March 2011 on Implementation of Using Official Payment Receipt and Circulation no. 005 SHV dated 17 March 2011 on Managing Payment Receipt that issued by the Ministry of Economy and Finance.

Article 7._

Central administration of Ministry of Labour and Vocational Training and Department of Labour and Vocational Training Municipal/Province shall be responsible for income, pay income and prepare voucher on income for national budget and register accounting on income transaction and keep take note on interest base on chapter account and sub-account of the content of national interest.

Article 8._

The incomes that collecting from monetary fine for perpetrator who violate the labour law shall be divided as the following:

1- Fine as monetary by Ministry of Labour and Vocational Training:

a. Separation for central administration

- Pay to national budget 30% of collecting monetary fine
- Give bonuses to Ministry of Labour and Vocational Training 69% of collecting monetary fine
- Give bonuses to Ministry of Economy and Finance 1% of collecting monetary fine

b. Separation for Skill Department of Municipal/Provincial

- Pay to national budget 30% of collecting monetary fine
- Give bonuses to Department of Labour and Vocational Training Municipal/Provincial 69% of collecting monetary fine
- Give bonuses to Department of Economy and Finance Municipal/Provincial 1% of collecting monetary fine

2- Fine as Monetary by the decision of Tribunal

a. Separation for central administration

- Pay to national budget 26% of collecting monetary fine
- Give bonuses to Ministry of Labour and Vocational Training 49% of collecting monetary fine
- Give bonuses in total to relevant tribunal 24% of collecting monetary fine
- Give bonuses to the Ministry of Economy and Finance 1% of collecting monetary fine

b. Separation for Skill Department of Municipal/Provincial

- Pay to national budget 26% of collecting monetary fine
- Give bonuses to Department of Labour and Vocational Training of Municipal/Provincial 49% of collecting monetary fine
- Give bonuses in total to the relevant tribunal 24% of collecting monetary fine

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- Give bonuses to the Department of Economy and Finance Municipal/Province 1% of collecting monetary fine

Article 9._

Ministry of Labour and Vocational Training and Department of Labour and Vocational Training of Municipal/ Provincial shall withhold the part of total bonuses by taking from monetary fined respectively to manage the payment to the organizations as defined in article 8 of this Prakas. The withholding income shall be considered as the central administration of Ministry of Labour and Vocational Training and Department of Labour and Vocational Training of municipal / provincial have advanced payment from national budget.

Article 10._

Central administration of Ministry of Labour and Vocational Training and Department of Labour and Vocational Training of Municipal /Provincial shall plan on the total income and expense for providing bonuses in the income plan and expense of the annual budget respectively. The central administration of Ministry of Labour and Vocational Training shall plan the credit award by including all credits for expense on bonuses of central administration of Ministry of Economy and Finance and the tribunal. The Department of Labour and Vocational Training of Municipal/ Provincial shall plan the credit award by including all credits for expense on bonus of the Department of Economy and Finance of Municipal /Provincial and tribunal. The credit that is planned to expense for bonus, it is an objective of payroll term in order to calculate with monetary that considered as advance payment form national budget (withholding bonus).

All operations of income and expense shall note for reflex to the national budget as the operations of other income and expense of central administration of Department of Labour and Vocational Training of Municipal/Provincial of Ministry of Labour and Vocational Training.

Article 11._

Calculation of withholding, Using and payment of the bonus shall comply with the determination of Circulation No. 001 SHV. dated 26 February 2013 on Principle and the Procedure of Providing Bonus on Public Service.

Article 12._

Ministry of Labour and Vocational Training shall prepare the report on implementation of annual and monthly income to submit for Ministry of Economy and Finance before the 10th of the following month for monthly reports and before the 15th of January of the following year for annual reports.

Department of Labour and Vocational Training of Municipal/Provincial shall prepare the report on implementation of annual and monthly income to submit for Ministry of Labour and Vocational Training and the Department of Economy and Finance of Municipal/Provincial before the 10th of the following month for monthly report and before the 15th of January of the following year for annual report.

The reporting on the implementation of income from fine as monetary for the perpetrators who violate the labour law as the part of joint report on Implementation of income of central administration of Ministry of Labour and Vocational Training of Municipal/Provincial.

Article 13._

The determination of monetary fine to the perpetrators who violate the labour law and providing the rate of bonus to the Ministry of Labour and Vocational Training may be amended by the necessity of joint Prakas of Minter of Economy and Finance and Ministry of Labour and Vocational Training.

Article 14._

The provisions that are contrary to this law shall be deemed to be abrogated.

Article 15._

The General Secretariat, Director of Cabinet, General Director, General Secretary, Director Department and Director relevant Unit under ultimatum of Ministry of Economy and Finance and Ministry of Labour and Vocational Training include all level of tribunal shall responsible for implementation the Prakas respectively from the date of signature onward.

Phnom Penh, 06 June, 2016

**Senior Minister, Minister
Ministry of Economy and finance
(Sign and Stamp)**

**Minister
Ministry of Labor and Vocational Training
(Sign and Stamp)**

H.E AUN PORNMONIROTH

ITH SOMHENG

CC:

- The Council of Minister
- The General Secretariat of Royal Government
- The Cabinet of Samdech Akka Moha Sena Padei Tech, Prime Minister
- Cabinet of Samdech , H.E, Lok Chumtea, Deputy Prome Minister
- National Authority Audition
- Anti-Corruption Unit
- Department of Municipal/Provincial
- As the article15
- Royal Gazette
- Doc/Archive

ANNEX

**Attached to the Joint Prakas No. 659 Dated 06 June 2016
On Monetary Fine for those Who Violate the Labour Law**

No.	Description	Daily Wage (Khmer Riels)	Fine by Ministry of Labor and Vocational Training		Fine to Comply by the Court Decision	
			Number of Days for Fine	Amount of Fines (Khmer Riels)	Number of Days for Fine	Amount of Fine (Khmer Riels)
			1	2	3 = 1 × 2	4
1	Discrimination (Article 12)	40 000	63	2 520 000	From 61 To 90	From 2 440 000 To 3 600 000
2	Not having the Labor Law at workplace in enterprise (Article 14)	40 000	21	840 000	From 10 To 30	Form 400 000 To 1 200 000
3	Forced labor (Article 15)	40 000	63	2 520 000	From 61 To 90	From 2 440 000 To 3 600 000
4	Hiring people for work to pay off debt (Article 16)	40 000	63	2 520 000	From 61 To 90	From 2 440 000 To 3 600 000
5	Not having declaration of the opening and closing of the enterprise (Article 18)	40 000	63	2 520 000	From 61 To 90	From 2 440 000 To 3 600 000
6	Not having registration of enterprise book (Article 20)	40 000	21	840 000	From 10 To 30	From 400 000 To 1 200 000
7	Not having declaration on movement of personnel (Article 21)	40 000	42	1 680 000	From 31 To 60	From 1 240 000 To 2 400 000
8	No having internal regulations of the enterprise (Article 22)	40 000	21	840 000	From 10 To 30	From 400 000 To 1 200 000

9	Not having the preparation of internal regulation of the enterprise within three months following the opening of enterprise or using the existing internal regulation without visaed of Labour Inspector (Article 24)	40 000	21	840 000	From 10 To 30	From 400 000 To 1 200 000
10	Employer impose fine to worker by reduction of the remuneration being normally due for the performance of work provided (Article 28)	40 000	42	840 000	From 31 To 60	From 1 240 000 To 2 400 000
11	Not having post the internal regulation of the enterprise at the suitable place that worker can access easily (Article 29)	40 000	21	840 000	From 10 To 30	Form 400 000 To 1 200 000
12	Modification the internal regulation of enterprise without complying with effectively of legal provisions of MoVLT (Article 30)	40 000	21	840 000	From 10 To 30	Form 400 000 To 1 200 000
13	Using Khmer employment book in contrast to the legal principle (Article 34)	40 000	21	840 000	From 10 To 30	Form 400 000 To 1 200 000
14	Not having visa of labour inspector for entry or departure in Khmer employment book (Article 37)	40 000	21	840 000	From 10 To 30	Form 400 000 To 1 200 000
15	Not having payroll leger (Article 39)	40 000	63	2 520 000	From 61 To 90	From 2 440 000 To 3 600 000
16	The company store which sale without implement to all the conditions as defined (Article 42)	40 000	21	840 000	From 10 To 30	Form 400 000 To 1 200 000
17	Opening the company store doesn't comply to the Prakas of MoLVT (Article 43)	40 000	21	840 000	From 10 To 30	Form 400 000 To 1 200 000
18	Employer shall guarantee as a cash or bond of any form to sign or maintaining employment contract (Article 44)	40 000	42	840 000	From 31 To 60	From 1 240 000 To 2 400 000

19	Not having labour contractor as a written letter (Article45)		42	840 000	From 31 To 60	From 1 240 000 To 2 400 000
20	Exploitation by labor contractor (Article 46)	40 000	63	2 520 000	From 61 to 90	From 2 440 000 to 3 600 000
21	Labor contractor not indicate the status, name, 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 not submit the list of labor contractors who sign contract to L about Inspector (Article 50)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
23	Not having apprenticeship or apprentices not enough base on rate defined (Article 57)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
24	Not enforce obligation of instructor in instruction to apprenticeships or not issue apprenticeship certificate (Article 59)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
25	Not follow correctly on legal procedures of employment contract suspension (Article 72)	40 000	21	840 000	From 10 to 30	From 400 000 to 1 200 000
26	Not issue the employment certificate when termination of 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 not follow the effective of legal procedures (Article 95)	40 000	63	2 520 000	From 61 to 90	From 2 440 000 to 3 600 000
28	Pay minimum wage incorrectly to worker (Article 104)	40 000	63	2 520 000	From 61 to 90	From 2 440 000 to 3 600 000

29	Provide unequal wage to equal conditions of work and output (Article 106)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
30	Not having the notification to worker on wage condition and the period of wage paid (Article 112)	40 000	21	840 000	From 10 to 30	Form 400 000 to 1 200 000
31	Not paid wage directly or paid wage by other forms without agreement from worker (Article 113)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
32	Restricting worker's freedom in the purpose of using her wage (Article 114)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
33	Pay wage to worker incorrect manner or paid at prohibition places or paid at inappropriate time (Article 115)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
34	Pay wage to worker over the determination date or not follow to moving date determination (Article 116)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
35	Deductions of worker's wage for the purpose of labour recruiters by directly or indirectly (Article 126)	40 000	63	2 520 000	From 61 to 90	From 2 440 000 to 3 600 000
36	Wage deduction for payoff of debt affects to the portion deemed necessary to provide the basic living for the worker and his family (Article 127)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
37	The deduction of installment and wage not follow legal procedures determination (Article 128)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
38	Deductions or worker's wage deduction in contrast to the legal principle. (Article 129)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000

39	Not check and pay for service charge incorrectly (Article 134)	40 000	21	840 000	From 10 to 30	Form 400 000 to 1 200 000
40	Require for the workers work over time for normal working day and weekly day off as defined (Article 137)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
41	Not separate the time to follow working shifts or separate daily working hours into more than two shift (Article 138)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
42	Pay overtime wage incorrectly to worker (Article 139)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
43	Force to work for pay off, define working hour to pay off or delay working hour in contrast to the principles (Article 140)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
44	Not completely implement to working hours as defined (Article 141)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
45	Define incorrectly for working hour and rate of wage for working on night shift (Article 144)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
46	Not entitle the workers to have a leave for following day in case of Public Holiday fail on Sunday (Article 162)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
47	Not pay indemnity equal to wage for Public Holiday (Article 163)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
48	Not pay indemnity of working on Public Holiday that is entitled indemnity as additional wage (Article 164)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
49	Not entitle to have Annual Leave (Article 166)		42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
50	Calculate payment in Lieu of existing Annual Leave Paid (Article 167)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000

51	Not pay wage and benefits before Annual Leave (Article 168)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
52	Not calculate Annual Leave (Article 169)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
53	Not follow the legal procedure of Annual Leave (Article 170)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
54	Not follow the determine on types of work that are hazardous or too strenuous for children aged less than eighteen years old (Article 173)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
55	Employ minors aged less than eighteen years old to work underground mines or quarries and did not comply with Prakas on determine the special conditions of working and training skill to minors who employing underground (Article 174)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
56	No need to provide night work to children aged less than eighteen years old (Article 175)	40 000	42	1 80 000	From 31 to 60	From 1 240 000 to 2 400 000
57	Granting to have the night-time break for children not follow time determine correctly (Article 176)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
58	Usage incorrectly of child labor as the determination (Article 177)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
59	Usage of children worker to work over their physical capacity (Article 178)		42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
60	Not having the registration book of children's name aged less than 18 years old (Article 179)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000

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61	Not having the registration book of children aged less than 14 years old (Article 180)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
62	Not implement incorrectly to the maternity leave (Article 182)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
63	Not granting to have the time for having breast-feed during working hours (Article 184)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
64	Not having nursing rooms and days care centers (Article 187)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
65	Not determine the number of working hours for plantation worker incorrectly (Article 194)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
66	Force worker to work for receiving the partial payment of wage (Article 198)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
67	Not provide the thing to the family of worker who work regularly in plantation (Article 200)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
68	No housing for the worker who working in plantation (Article 204)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
69	Provide housing with minimum size for worker who is working in plantation (Article 205)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
70	The housing construction incorrectly not follow to the public health and hygiene regulation as define (Article 206)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
71	Not supply the water for basic needs to worker who working in the plantation (Article 210)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
72	The installation of latrines are not sufficient number and not follow to the regulation define (Article 214)	40 000	21	840 000	From 10 to 30	From 400 000 to 1 200 000

73	No primary school for the children study as defining rate “Plantation work” (Article 222)	40 000	21	840 000	From 10 to 30	From 400 000 to 1 200 000
74	Not implement to hygiene conditions and safety of worker that is defined by Prakas [proclamation] of MoLVT. (Article 229, 230 and 231)	40 000	84	3 360 000	From 30 to 120	From 1 200 000 to 4 800 000
75	Not having infirmary and the labour health service for the primary health care and physical examination for new staff recruitment or re-recruitment (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 response to work-related accidents of worker (Article 249)	40 000	84	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
77	Not pay or pay late for the compensation or supplementary compensation to the worker who have fatal accidents or accidents causing permanent disability (Article 253)	40 000	21	840 000	From 10 to 30	From 400 000 to 1 200 000
78	Not implement to the agreement between the parties in case of the victims of work-related accident can benefit from more favorable conditions (Article 255)	40 000	21	840 000	From 10 to 30	From 400 000 to 1 200 000
79	Personnel of placement office demanding for any pay from the placement of a worker (Article 260)	40 000	63	2 520 000	From 61 to 90	From 2 440 000 to 3 600 000
80	Not having permission letter on employment of foreign labour (Article 264)	40 000	63	2 520 000	From 61 to 90	From 2 440 000 to 3 600 000
81	The prohibition of right to form professional organizations and trade union or any associations that include both employers and workers into once trade union or association (Article 266)	40 000	63	2 520 000	From 61 to 90	From 2 440 000 to 3 600 000

82	The interruption or prohibition to form worker union or employer association and statutes preparation and administrative regulation, freely election for representative and to formulate their work program (Article 267)	40 000	63	2 520 000	From 61 to 90	From 2 440 000 to 3 600 000
83	The registered professional organization did not make the copy of statutes and list of name of those responsible for management and administrative work for submit to Labour Inspectorate, the Council of Minister, the 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	The determination of the conditions for professional organization leader incorrectly (Article 269)	40 000	84	3 360 000	From 61 to 120	From 2 440 000 to 4 800 000
85	The determination of the conditions for foreign professional organization leader incorrectly (Article 270)	40 000	84	3 360 000	From 61 to 60	From 2 440 000 to 4 800 000
86	The interruption or prohibition on freedom of joining or withdrawing from professional organization (Article 273)	40 000	63	2 520 000	From 61 to 90	From 2 440 000 to 3 600 000
87	Not having appoint the shop steward (Article 278)	40 000	63	2 520 000	From 61 to 90	From 2 440 000 to 3 600 000
88	Employer get involve with the members of union or get involve into the activities of union on decision making that concerning to recruitment, management... and dismissal (Article 279)	40 000	63	2 520 000	From 61 to 90	From 2 440 000 to 3 600 000
89	Employer commits the interfere acts on the union worker (Article 280)	40 000	63	2 520 000	From 61 to 90	From 2 440 000 to 3 600 000

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90	Employers deduct the wages of their worker to pay for union dues or to pay dues instead of worker (Article 281)	40 000	63	2 520 000	From 61 to 90	From 2 440 000 to 3 600 000
91	Not having provide the right of interest to shop steward or former shop steward who relinquished their position or changing position (Article 282)	40 000	63	2 520 000	From 61 to 90	From 2 440 000 to 3 600 000
92	Not having conduct the election of shop steward or the election of shop steward not follow the procedures as defined (Article 283)	40 000	63	2 520 000	From 61 to 90	From 2 440 000 to 3 600 000
93	The reject to the right to vote and right to vote as shop steward (Article 286)	40 000	63	2 520 000	From 61 to 90	From 2 440 000 to 3 600 000
94	The election for official shop steward and assistant shop steward not follow the procedures as defined (Article 287)	40 000	63	2 520 000	From 61 to 90	From 2 440 000 to 3 600 000
95	Non recognize to assistant shop steward replacement by an official shop steward leave office or temporarily absent (Article 291)	40 000	63	2 520 000	From 61 to 90	From 2 440 000 to 3 600 000
96	Did not organize the shop steward election as the continuing mandate (Article 292)	40 000	63	2 520 000	From 61 to 90	From 2 440 000 to 3 600 000
97	Employer not prepare the official report on shop steward election to the Labour Inspector within eight days following the elections and not post the official report in the establishment for information (Article 296)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
98	Not join for collective dispute conciliation (Article 306)	40 000	42	1 680 000	From 31 to 60	From 1 240 000 to 2 400 000
99	Not protect to the freedom of worker who is non-striker (Article 331)	40 000	63	2 520 000	From 61 to 90	From 2 440 000 to 3 600 000
100	Imposing any sanction on striker (Article 333)	40 000	63	2 520 000	From 61 to 90	From 2 440 000 to 3 600 000

101	Recruiting new workers for a replacement the striker during the strike (334)	40 000	63	2 520 000	From 61 to 90	From 2 440 000 to 3 600 000
102	Lockout not follow the legal procedures (Article 335)	40 000	63	2 520 000	From 61 to 90	From 2 440 000 to 3 600 000
103	Hiring the foreign worker without employment book (Article 372)	40 000	63	2 520 000	From 61 to 90	From 2 440 000 to 3 600 000
104	The leader or administrators of a professional organization who induce these organization to engage in activities extraneous to its exclusive objective (Article 378)	40 000	63	2 520 000	From 61 to 90	From 2 440 000 to 3 600 000
105	Anyone who prevent or attempt to prevent the labour inspectors or controller as well as the medical inspectors from carrying out their functions or from exercising their power (Article 382)	40 000	252	10 080 000	From 120 to 360	From 4 800 000 to 14 400 000