

雇主不得以疫情為由 限制移工放假或自由外出

提醒您

雇主應同意移工放假或外出



不得因疫情、接種疫苗情形
限制移工放假或自由外出



可以協調移工避免
於同一日集中放假

- 雇主或任何人以非法方法剝奪移工行動自由或以強暴脅迫妨害人行使權利，將有違犯刑法妨礙自由及強制罪之規定，最高可處5年以下有期徒刑。
- 雇主對移工之管理措施如有侵害移工休假及外出之自由，將以雇主違反保護勞工法令情節重大，廢止招募及聘僱許可。

如有相關問題請致電1955專線



ห้ามนายจ้างอ้างเหตุผลสถานการณ์โควิด-19 จำกัดแรงงานต่างชาติหยุดพักหรือออกนอกหอพักโดยอิสระ

ขอแจ้งว่า

นายจ้างต้องอนุญาตให้แรงงานต่างชาติหยุดพักหรือออกนอกสถานที่ได้



ห้ามอ้างสถานการณ์โควิด-19
หรือสภาพการฉีดวัคซีน จำกัดการพักผ่อน
ออกนอกหอพักโดยอิสระของแรงงานต่างชาติ



สามารถหารือแรงงานต่างชาติ
หลีกเลี่ยงหยุดพักพร้อมกันในวันเดียว

- นายจ้างหรือผู้ใดก็ตามใช้วิธีที่ผิดกฎหมาย ลิดรอนเสรีภาพในการเคลื่อนไหว หรือบังคับกักกันผู้อื่นใช้สิทธิ์ตามประมวลกฎหมายอาญา มีความผิดฐานกีดกันเสรีภาพและบังคับขู่เข็ญ ต้องระวางโทษไม่เกิน 5 ปี
- มาตรการดูแลบริหารของนายจ้าง หากคุกคามการพักผ่อนและการออกนอกหอพักโดยอิสระของแรงงานต่างชาติ จะถูกเพิกถอนใบอนุญาตรับสมัคร นำเข้าและว่าจ้างแรงงานต่างชาติ ฐานฝ่าฝืนกฎหมายคุ้มครองแรงงานในลักษณะร้ายแรง

หากมีปัญหาที่เกี่ยวข้อง สอบถามได้ที่สายด่วน 1955



Majikan Tidak Boleh Dengan Alasan Pandemi Membatasi Kebebasan Keluar atau Libur dari Pekerja Migran

Mengingatkan Anda

Majikan seharusnya menyetujui pekerja migran untuk libur atau keluar



Tidak karena alasan pandemi, situasi penyuntikan vaksinasi sehingga membatasi kebebasan keluar atau libur dari pekerja migran



Dapat mengkoordinasikan dengan pekerja migran agar menghindari libur bersama di hari yang sama

- Majikan atau siapapun yang secara ilegal merampas kebebasan gerak atau menghalangi hak gerak dengan kekerasan dan paksaan dari pekerja migran, maka pelanggaran hukum pidana menghalangi kebebasan dan pemaksaan ini **dapat dikenakan hukuman penjara maksimal 5 tahun.**
- Majikan dalam penerapan manajemen terhadap pekerja migran terdapat tindakan seperti merugikan kebebasan keluar dan libur dari pekerja migran, maka majikan telah melanggar undang-undang perlindungan tenaga kerja secara serius, untuk itu **akan dicabut izin kerja dan perekrutannya.**

Jika ada pertanyaan terkait,
silakan menghubungi Saluran Khusus 1955



Chủ thuê không được dùng lý do dịch bệnh hạn chế lao động nhập cư nghỉ phép hoặc tự do đi lại

NHẮC NHỞ BẠN

Chủ thuê nên đồng ý cho lao động nhập cư
nghỉ phép đi hoặc ra ngoài



Không được vì dịch bệnh, tiêm chủng vắc-xin,
hạn chế người lao động nghỉ phép
hoặc tự do đi lại



Có thể bàn bạc với người lao động
tránh nghỉ phép
trong cùng một ngày

- Chủ thuê hoặc bất kỳ ai tước quyền tự do đi lại của người lao động nhập cư bằng các biện pháp bất hợp pháp hoặc đe dọa, ép buộc để cản trở việc thực hiện quyền con người, sẽ vi phạm quy định của Luật Hình sự về tội cưỡng bức và cản trở tự do, **mức phạt tù tối đa 5 năm**.
- Nếu các biện pháp quản lý của chủ thuê đối với người lao động nhập cư vi phạm quyền nghỉ phép và tự do đi lại của người lao động, chủ thuê sẽ bị coi là đã vi phạm Luật Bảo vệ Lao động trong những trường hợp nghiêm trọng, **giấy phép tuyển dụng lao động sẽ bị thu hồi**.

Nếu có thắc mắc
có thể gọi đến đường dây nóng 1955



Hindi maaaring gamiting dahilan ng employer ang pandemya upang limitahan ang pag-alis o pag-labas ng migranteng manggagawa

Paalala

Dapat payagan ng employer ang migranteng manggagawa mag-leave o lumabas



Hindi maaaring limitahan ang bakasyon o paglabas ng migranteng manggagawa nang dahil sa pandemya o bakuna



Maaaring makipag-usap sa mga migranteng manggagawa upang maiwasan ang sabay-sabay na pagbabakasyon sa parehong araw

- Ang employer o sinumang nag-aalis ng kalayaan sa paggalaw ng mga migranteng manggagawa sa pamamagitan ng ilegal na paraan o humahadlang sa kanilang karapatan gamit ng marahas na paraan ay lalabag sa mga probisyon ng Criminal Law of Obstruction of Freedom and Coercion at **mapaparusahan ng pagkakulong ng hindi hihigit sa 5 taon.**
- Kung ang paraan ng pamamahala ng mga employer sa mga migranteng manggagawa ay lumalabag sa kanilang kalayaang umalis at lumabas, ang employer ay ituturing na lumalabag sa Labor Protection Act. **Ang recruitment at employment permit ay babawiin.**

Kung mayroon kang anumang mga katanungan, mangyaring tumawag sa 1955 hotline



Employers **must not** use the pandemic as a pretext to **restrict the right of foreign workers to take leave or go freely outdoors**

Remember

Employers must allow foreign workers to take leave and go outdoors



The pandemic or vaccination situation cannot be used as a pretext to limit the right of foreign workers to take leave or go outdoors as and when they want.



However, arrangements should be made to ensure large numbers of foreign workers do not take leave on the same day

- If an employer or any other party uses illegal methods to take away a foreign worker's freedom of movement or prevent them from exercising their rights, such actions constitute an offense against personal liberty and coercion, and **can result in a maximum sentence of not more than five years in prison.**
- If the management measures for foreign workers adopted by an employer violate their right to take leave or go outdoors, that constitutes a serious violation of labor protection laws and **can result in employers having their enrollment and employment permits revoked.**

☎ If you have any questions call the 1955 Hotline

