
Labour Law

Register for National Social Security Fund

On 10 November 2017, the Ministry of Labour and Vocational Training ("**MLVT**") issued Prakas No. 448 on the Register of Enterprises, Establishments, and Workers in the National Social Security Fund ("**NSSF**") for Persons Falling under the Scope of the Labour Law ("**Prakas**"). The Prakas aims to amend the registration requirements with the NSSF for enterprises, establishments, and workers who are under the Law on National Social Security Scheme for Persons under the Scope of Labour Law in the NSSF for work-related accident and healthcare schemes. The Prakas is applicable to these enterprises, establishments, and workers including those with just one worker, and whether they are created for public, semi-public, or private interests.

Before the adoption of this Prakas, the obligation of registering with the NSSF is imposed only on employers / owners of enterprises / establishments employing at least eight employees. From the date of this Prakas and going forward, all employers or owners of enterprises / establishments covered by the Prakas, employing at least one employee, must register with the NSSF and pay monthly contribution to the NSSF on behalf of their employees. Existing enterprises that have not done so must register with the NSSF within 30 days from the date of this Prakas. For new enterprises established after 10 November 2017, they must register with the NSSF within 30 days after their establishment date. Those who have already registered need not re-register.

Employers or owners of enterprises / establishments must register their workers / employees with the NSSF within three days from the date of the commencement of their employment, save for workers / employees who have already obtained the NSSF membership cards.

The Prakas also requires employers to submit to the NSSF a monthly report on the total number of all their workers. This must be submitted by the 20th of the following month. Such report can be accomplished on paper or electronically. They must also report to the NSSF when there is suspension or cessation of their business activities, a change of employers, owners or representatives, a change of address, or a change of the enterprise's name.

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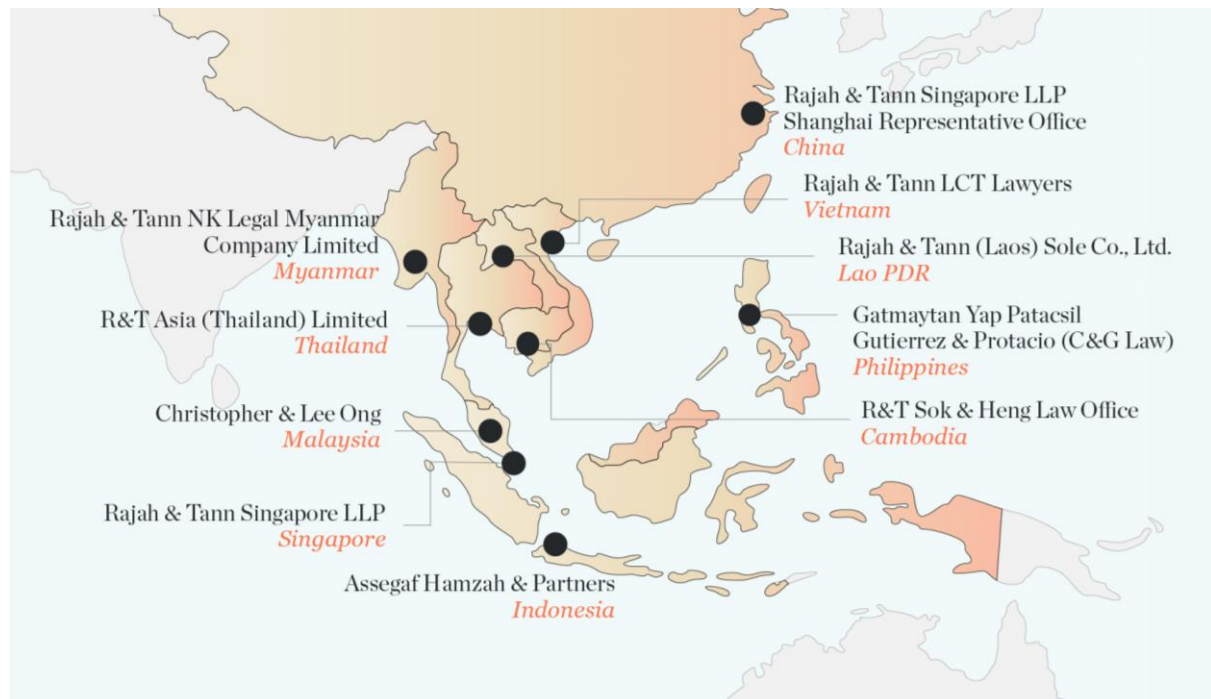
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