



المؤسسة العامة للتأمينات الاجتماعية
General Organization for Social Insurance

Rules for assessing and imposing fines for violations

First: Register A Contributor Without A Real Labour Relationship.

Class	Violation type	Establishment size	Payment of compensation to one of the Contributors	The number of Contributors subjected to the violation	First time	second time	third time or more
First	Register A Contributor Without A Real Labour Relationship.	1-10	No	1-3	Imposing a fine equal to the amount of contributions +300 SR per contributor	Imposing a fine equal to the amount of contributions +500 SR per contributor	Imposing a fine equal to the amount of contributions +1000 SR per contributor
Second	Register A Contributor Without A Real Labour Relationship.	1-10	Yes	1-3	Imposing a fine equal to the amount of contributions +1,000 per contributor	Imposing a fine equal to the amount of contributions +2,000 per contributor	Imposing a fine equal to the amount of contributions 4,000 per contributor
Third	Register A Contributor Without A Real Labour Relationship.	1-10	No	More than 3	Imposing a fine equal to the amount of contributions +1,000 per contributor	Imposing a fine equal to the amount of contributions +2,000 per contributor	Imposing a fine equal to the amount of contributions +4,000 per contributor
Fourth	Register A Contributor Without A Real Labour Relationship.	1-10	Yes	More than 3	Imposing a fine equal to the amount of contributions +2,000 per contributor	Imposing a fine equal to the amount of contributions +4,000 per contributor	Imposing a fine equal to the amount of contributions +8,000 per contributor
Fifth	Register A Contributor Without A Real Labour Relationship.	1-50	No	1-3	Imposing a fine equal to the amount of contributions +500 per contributor	Imposing a fine equal to the amount of contributions +1,000 per contributor	Imposing a fine equal to the amount of contributions +2,000 per contributor
Sixth	Register A Contributor Without A Real Labour Relationship.	1-50	Yes	1-3	Imposing a fine equal to the amount of contributions +2,000 per contributor	Imposing a fine equal to the amount of contributions +4,000 per contributor	Imposing a fine equal to the amount of contributions +8,000 per contributor

First: Register A Contributor Without A Real Labour Relationship.

Class	Violation type	Establishment size	Payment of compensation to one of the Contributors	The number of Contributors subjected to the violation	First time	second time	third time or more
Seventh	Register A Contributor Without A Real Labour Relationship.	1-50	No	More than 3	Imposing a fine equal to the amount of contributions +2,000 per contributor	Imposing a fine equal to the amount of contributions +4,000 per contributor	Imposing a fine equal to the amount of contributions +8,000 per contributor
Eighth	Register A Contributor Without A Real Labour Relationship.	1-50	Yes	More than 3	Imposing a fine equal to the amount of contributions +3,000 per contributor	Imposing a fine equal to the amount of contributions +6,000 per contributor	Imposing a fine equal to the amount of contributions +12,000 per contributor
Ninth	Register A Contributor Without A Real Labour Relationship.	51 and more	No	1-3	Imposing a fine equal to the amount of contributions +1,000 per contributor	Imposing a fine equal to the amount of contributions +6,000 per contributor	imposing a fine equal to double the contribution amount or 12,000 whichever is higher per contributor
Tenth	Register A Contributor Without A Real Labour Relationship.	51 and more	Yes	1-3	Imposing a fine equal to the amount of contributions +4,000 per contributor	Imposing a fine equal to the amount of contributions +8,000 per contributor	imposing a fine equal to double the contribution amount or 16000 whichever is higher per contributor
Eleventh	Register A Contributor Without A Real Labour Relationship.	51 and more	No	More than 3	Imposing a fine equal to the amount of contributions +4,000 per contributor	Imposing a fine equal to the amount of contributions +8,000 per contributor	imposing a fine equal to double the contribution amount or 16,000 whichever is higher per contributor
Twelfth	Register A Contributor Without A Real Labour Relationship.	51 and more	Yes	More than 3	Imposing a fine equal to the amount of contributions +5000 per contributor	Imposing a fine equal to the amount of contributions +10,000 per contributor	imposing a fine equal to double the contribution amount or 20,000 whichever is higher per contributor

Second: Providing leave Reason That Does Not Correspond To Actual Reason

04

Violation type	Establishment size	Does it affects SANED eligibility	First time	Second time	Third time or more
Providing leave Reason That Does Not Correspond To Actual Reason	1-10	No	Correct the violation without imposing a fine.	Imposing a fine of 500 SR for each contributor	Imposing a fine of 1,000 SR for each contributor
Providing leave Reason That Does Not Correspond To Actual Reason	1-10	Yes	Imposing a fine of 1,000 SR for each contributor	Imposing a fine of 2,000 SR for each contributor	Imposing a fine of 4,000 SR for each contributor
Providing leave Reason That Does Not Correspond To Actual Reason	11-50	No	Give a deadline to correct the violation without imposing a fine.	Imposing a fine of 1,000 SR for each contributor	Imposing a fine of 2,000 SR for each contributor
Providing leave Reason That Does Not Correspond To Actual Reason	11-50	Yes	Imposing a fine of 1,000 SR for each contributor	Imposing a fine of 2,000 SR for each contributor	Imposing a fine of 4,000 SR for each contributor
Providing leave Reason That Does Not Correspond To Actual Reason	51 and more	No	Give a deadline to correct the violation without imposing a fine.	Imposing a fine of 2,000 SR for each contributor	Imposing a fine of 4,000 SR for each contributor
Providing leave Reason That Does Not Correspond To Actual Reason	51 and more	Yes	Imposing a fine of 2,000 SR for each contributor	Imposing a fine of 3,000 SR for each contributor	Imposing a fine of 6,000 SR for each contributor

If Providing leave Reason That Does Not Correspond To Actual Reason violation resulted in payment of unlawful benefits, then the imposed fine will be in accordance with the rules specified for receiving unlawful benefits

Third: Failure To Register The Actual Contributory Wage Of A Contributor.

Class	Violation type	Establishment size	The number of contributors subjected to the violation	First time	second time	Third time or more
First	Failure To Register The Actual Contributory Wage Of A Contributor.	1-10	1-3	Give a deadline to correct the violation without imposing a fine.	Imposing a fine of 500 SR for each contributor	Imposing a fine of 1,000 SR for each contributor
Second	Failure To Register The Actual Contributory Wage Of A Contributor.	1-10	More than 3	Imposing a fine of 500 SR for each contributor	Imposing a fine of 1,000 SR for each contributor	Imposing a fine of 2,000 SR for each contributor
Third	Failure To Register The Actual Contributory Wage Of A Contributor.	11-50	1-3	Give a deadline to correct the violation without imposing a fine.	Imposing a fine of 2,000 SR for each contributor	Imposing a fine of 4,000 SR for each contributor
Fourth	Failure To Register The Actual Contributory Wage Of A Contributor.	11-50	More than 3	Imposing a fine of 2,000 SR for each contributor	Imposing a fine of 4,000 SR for each contributor	Imposing a fine of 8,000 SR for each contributor
Fifth	Failure To Register The Actual Contributory Wage Of A Contributor.	51 and more	1-3	Give a deadline to correct the violation	Imposing a fine of 5,000 SR for each contributor	Imposing a fine of 10,000 SR for each contributor
Sixth	Failure To Register The Actual Contributory Wage Of A Contributor.	51 and more	More than 3	Imposing a fine of 3,000 SR for each contributor	Imposing a fine of 6,000 SR for each contributor	Imposing a fine of 12,000 SR for each contributor

If Failure To Register The Actual Contributory Wage Of A Contributor. violation resulted in payment of unlawful benefits, then the imposed fine will be in accordance with the rules specified for receiving unlawful benefits

Fourth: Failure To Register A Contributor With A Real Labour Relationship.

Class	Violation type	Establishment size	The number of Contributors subjected to the violation	Was the period or part of it registered in accordance with the provisions of Article 15?	First time	second time	Third time or more
First	Failure To Register A Contributor With A Real Labour Relationship.	1-10	1-3	Yes	Give a deadline to correct the violation without imposing a fine.	Imposing a fine of 1,000 SR for each contributor	Imposing a fine of 2,000 SR for each contributor
Second	Failure To Register A Contributor With A Real Labour Relationship.	1-10	More than 3	Yes	Imposing a fine of 1,000 SR for each contributor	Imposing a fine of 2,000 SR for each contributor	Imposing a fine of 4,000 SR for each contributor
Third	Failure To Register A Contributor With A Real Labour Relationship.	11-50	1-3	Yes	Give a deadline to correct the violation	Imposing a fine of 2,000 SR for each contributor	Imposing a fine of 4,000 SR for each contributor

If Failure To Register A Contributor With A Real Labour Relationship. violation resulted in payment of unlawful benefits, then the imposed fine will be in accordance with the rules specified for receiving unlawful benefits

Fourth: Failure To Register A Contributor With A Real Labour Relationship.

Class	Violation type	Establishment size	The number of Contributors subjected to the violation	part of it registered in accordance with the provisions of Article 15?	First time	second time	Third time or more
Fourth	Failure To Register A Contributor With A Real Labour Relationship.	11-50	More than 3	Yes	Imposing a fine of 2,000 SR for each contributor	Imposing a fine of 4,000 SR for each contributor	Imposing a fine of 8,000 SR for each contributor
Fifth	Failure To Register A Contributor With A Real Labour Relationship.	51 and more	1-3	Yes	Give a deadline to correct the violation without imposing a fine.	Imposing a fine of 3,000 SR for each contributor	Imposing a fine of 6,000 SR for each contributor
Sixth	Failure To Register A Contributor With A Real Labour Relationship.	51 and more	More than 3	Yes	Imposing a fine of 3,000 SR for each contributor	Imposing a fine of 6,000 SR for each contributor	Imposing a fine of 12,000 SR for each contributor
Seventh	Failure To Register A Contributor With A Real Labour Relationship.	-	-	No	Imposing a fine of 10,000 SR for each contributor	Imposing a fine of 20,000SR for each contributor	Imposing a fine of 20,000 SR for each contributor

If Failure To Register A Contributor With A Real Labour Relationship. violation resulted in payment of unlawful benefits, then the imposed fine will be in accordance with the rules specified for receiving unlawful benefits

Fifth: Violating the provisions of the law and its regulations by providing incorrect information or failing to provide information that results in the payment of unlawful benefits.

Class	Violation type	Violation period	The action against the subscriber	Fine amount on the business owner	In case of recurrence from business owner
First	Violating the provisions of the law and its regulations by providing incorrect information or failing to provide information that results in the payment of unlawful benefits.	Three months or less	return the paid benefit	30% of the paid money up to 50,000 SR maximum	60% of the paid money up to 100,000 SR maximum
Second	Violating the provisions of the law and its regulations by providing incorrect information or failing to provide information that results in the payment of unlawful benefits.	More than three months	return the paid benefit	60% of the paid money up to 100,000 SR maximum	90% of the paid money up to 200,000 SR maximum

شكراً لكم



المؤسسة العامة للتأمينات الاجتماعية
General Organization for Social Insurance