



Foreign worker applications to take leave in their home country



I would like to take leave and return to my home country to deal with some family affairs, but my employer said that is not possible, is that right?

The Employment Service Act clearly states:

- Employers should agree when a foreign worker files a request to take leave in his or her home country during the period of employment.
- ✗ However, based on business operations or the urgent needs of a care recipient, the employer is required to hold talks with the foreign worker and adjust the date on which he or she goes on leave.



What sort of leave should I apply for?

Workers covered by the Labor Standards Act

Can apply for annual leave as provided for by the Labor Standards Act

Workers not covered by the Labor Standards Act

Can apply for annual leave as detailed in the labor contract and arrange leave to return to their home country while the employment contract is still valid or to return before the employment permit expires.



If you encounter any difficulties call the 1955 Hotline for assistance



Pengajuan Cuti untuk Pekerja Migran Pulang Kampung



Belakangan ini saya ada urusan keluarga dan ingin mengambil cuti untuk pulang ke kampung halaman, tetapi majikan saya tidak mengizinkannya. Apakah ini diperkenankan?

Berdasarkan Undang-Undang Ketenagakerjaan:

- Pekerja migran berhak mengambil cuti untuk pulang kampung selama masa kontrak kerja, dan majikan wajib mengizinkannya.
- ✗ Namun, berdasarkan kebutuhan mendesak dari perusahaan atau pasien yang dirawat, maka majikan dapat berdiskusi dengan pekerja migran untuk menyesuaikan tanggal jadwal kepulangan.



Jenis cuti apa yang harus saya ajukan?

Pekerja yang menggunakan Undang-Undang Standar Ketenagakerjaan

dapat mengambil cuti khusus (cuti tahunan) sesuai dengan Undang-Undang Standar Ketenagakerjaan untuk pulang kampung.

Pekerja yang tidak menggunakan Undang-Undang Standar Ketenagakerjaan

dapat mengambil cuti khusus (cuti tahunan) yang diatur dalam perjanjian kontrak kerja untuk pulang kampung selama masa berlaku izin kerja, atau pulang kampung menjelang masa berlaku izin kerja berakhir.



**Jika ada pertanyaan, silakan hubungi saluran khusus 1955.
Akan ada petugas kami yang siap melayani Anda.**



Lao động nhập cư xin nghỉ phép về quê



Người lao động nhập cư: Gần đây tôi muốn nghỉ phép để về nước vì việc gia đình, nhưng chủ của tôi không đồng ý. Xin hỏi chủ thuê có được phép làm như vậy không?

Luật Dịch vụ việc làm quy định rõ ràng:

- Người lao động nhập cư có thể nghỉ phép để về nước thăm gia đình trong thời gian được tuyển dụng, chủ thuê phải đồng ý với điều này.
- ✗ Tuy nhiên, căn cứ vào nhu cầu cấp thiết của hoạt động kinh doanh hoặc của người được chăm sóc, chủ thuê có thể thương lượng với người lao động nhập cư để điều chỉnh ngày về nước theo lịch trình.



Người lao động nhập cư: Tôi nên xin loại nghỉ phép nào?

Những người được bảo vệ bởi Luật Tiêu chuẩn Lao động

sẽ được quyền nghỉ phép năm theo Luật Tiêu chuẩn Lao động.

Những người không được bảo vệ bởi Luật Tiêu chuẩn Lao động

có thể được nghỉ phép năm theo hợp đồng lao động, sắp xếp kỳ nghỉ phép năm để trở về nước trong thời hạn hiệu lực của giấy phép lao động hoặc trở về trước khi hết hạn hợp đồng.



Nếu bạn có bất kỳ thắc mắc nào, vui lòng gọi đến đường dây nóng 1955, sẽ có người phục vụ bạn.



การลากลับไปพักร้อนที่ภูมิลำเนาเดิม ของแรงงานต่างชาติ



ระยะนี้มีฐานะที่บ้านอยากขอลาพักร้อนกลับประเทศ
แต่นายจ้างบอกว่าไม่ได้ นายจ้างทำแบบนี้ถูกต้องหรือไม่?

กฎหมายการจ้างงานกำหนดชัดเจนว่า

- ในระหว่างการจ้างงานตามสัญญาจ้าง
นายจ้างต้องอนุญาตให้แรงงานลากลับ
ไปพักร้อนที่ประเทศของตนได้
- ✗ แต่กรณีนายจ้างมีความจำเป็นในการ
ประกอบกิจการหรือจำเป็นต้องมีคน
ดูแลผู้ป่วย ต้องตกลงกับแรงงานต่าง
ชาติให้เลื่อนวันลากลับประเทศออก
ไปก่อน



แล้วฉันจะใช้วันลาประเภทไหนล่ะ?

ผู้ที่อยู่ในขอบข่ายการบังคับใช้กฎหมายมาตรฐานแรงงาน
ตามกฎหมายมาตรฐานแรงงานจะได้รับวัน
หยุดพักพิเศษ

ผู้ที่ไม่อยู่ในขอบข่ายการบังคับใช้กฎหมายมาตรฐานแรงงาน
ได้รับวันหยุดพักพิเศษตามข้อกำหนดใน
สัญญาจ้าง สามารถใช้วันหยุดพักพิเศษลากลับ
ไปพักร้อนที่ประเทศของตนในระหว่างสัญญา
หรือเดินทางกลับประเทศก่อนครบกำหนด
สัญญา



หากมีข้อสงสัย โปรดโทรสายด่วน 1955
จะมีเจ้าหน้าที่คอยให้บริการท่าน



移工申請返鄉休假



我最近因為家裡面有事情想請假回國，可是我的雇主說不行，請問這樣是可以的嗎？

就業服務法明訂：

- 移工於聘僱許可期間得請假返國，雇主應予以同意。
- ✗ 但雇主基於企業經營或被照顧者之急迫需求，得與移工協商調整已排定之返國日期。



那我要請什麼假呢？

適用勞動基準法者

就可依勞動基準法取得之特別休假。

不適用勞動基準法者

可依勞動契約約定取得之特別休假，於聘僱許可有效期間內，安排特別休假回國或於聘僱許可期間屆滿前返國。



有任何問題請撥打1955，有專人為您服務。