

Abstract of Workplace Dispute Resolution in Vietnam

Better Work Vietnam. (2011). *Guide to Vietnamese labor law for the garment industry*. Ho Chi Minh City, Vietnam: Ho Chi Minh City General Publishing House. Retrieved from http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-hanoi/documents/publication/wcms_159391.pdf

Abstract:

The objective of this report is to provide an easy-to-read overview of local labor law. Better Work Vietnam is a partnership between the International Labour Organization (ILO) and the International Finance Corporation (IFC). The Better Work program began conducting assessment and advisory services in December 2009. The purpose of this program is to promote competitiveness in Vietnam's garment industry by enhancing economic performance at the enterprise level and improving compliance with Vietnam labor law and international conventions on Fundamental Principles and Rights at work.

“Better Work Vietnam has produced this Guide with the aim of helping employers, employees, international buyers, and other stakeholders better understand the obligations and rights stipulated under Vietnamese labour law. The guide integrates every major source of Vietnam labour law into one easy-to-use booklet.

For each subject area the key elements of the law are explained-not in technical legal language, but in plain language that is more easily understood. The sources of the law that are relevant to each area are listed so that actual legal texts can be referred to if desired. The Guide covers all major areas of Vietnam labour law, derived from the Labour Code itself, the laws on Trade Unions and Social Insurance, governmental regulations, international labour standards that have been ratified by Vietnam, and the Vietnamese Constitution.

This Guide reflects the standards set by national law. However, for the fundamental rights at work (freedom of association and collective bargaining, the elimination of forced labour, the abolition of child labour, and the elimination of employment discrimination), Better Work Vietnam assesses compliance in accordance with international labour standards. Accordingly, Better Work Vietnam's assessment standards for fundamental rights vary from the Guide in areas where national law differs from international standards.”

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