

MINOR WORKERS



A minor worker is a worker who is less than 18 years of age.

A person from 15 years of age to less than 18 years of age shall not perform work or work at workplaces stipulated in Article 147 of this Code.

A person from 13 years of age to less than 15 years of age may only perform light work as regulated in the list issued by the Minister of Labour, Invalids and Social Affairs.

A person who is less than 13 years of age may only perform work in the areas of arts and sports.



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Employers are prohibited from employing workers who are from 15 years of age to less than 18 years of age to perform the following work:

- ▶ Carrying and lifting heavy objects that are over the physical capacity of minors;
- ▶ Producing and trading alcohol, liquor, beer, cigarettes, psychoactive or other addictive substances;
- ▶ Producing, using or transporting chemicals, gases or explosives;
- ▶ Carrying out maintenance for equipment or machines;
- ▶ Demolishing construction works;
- ▶ Boiling, blowing, casting, rolling, stamping or welding metals;
- ▶ Marine diving or offshore fishing;
- ▶ Other work that is harmful for the physical, intellectual and personality development of minors.

Employers are prohibited from employing workers who are from 15 years of age to less than 18 years of age to work at the following places:

- ▶ Underwater, underground, in caves or in tunnels;
- ▶ Construction sites;
- ▶ Slaughter houses;
- ▶ Casinos, bars, discotheques, karaoke rooms, hotels, guesthouses, saunas, massage establishments, lottery business points, or video gaming establishments;
- ▶ Other workplaces that are harmful for the physical, intellectual and personality development of minors.

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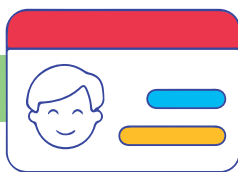
Principles for the employment of minors

- ▶ A minor worker may only perform work suitable to their health in order to ensure their physical, intellectual and personality development;
- ▶ Employers employing minor workers are responsible for taking care of their work, health and study during the course of their employment;
- ▶ When employing a minor worker, the employer must have the consent of their father, mother or guardian, and must establish an individual monitoring book that records the full name, date of birth, assigned work and results of periodic health check-up of the minor worker, which shall be presented upon request by authorised authorities;
- ▶ Employers must create opportunities for minor workers to attend school and vocational education and to participate in training to improve their vocational skills.



Requirements for employing minors under 15 of age:

- ▶ Sign written employment contract with persons who are less than 15 years of age and with their legal representatives;
- ▶ Arrange working hours so as not to affect their school hours;
- ▶ Have a health certificate from an authorised health care institution confirming that their health is suitable for the work, and organize health check-ups every six months;
- ▶ Ensure that the working conditions, occupational safety and health are suitable for the age of the worker.



Working hours of minors

- ▶ The working hours of persons less than 15 years of age shall not exceed 04 hours per day or 20 hours per week. Overtime work and night work are not allowed;
- ▶ The working hours of persons from 15 years of age to less than 18 years of age shall not exceed 08 hours per day and 40 hours per week. Persons from 15 years of age to less than 18 years of age may undertake overtime work and night work in certain occupations and work stipulated in the list issued by the Minister of Labour, Invalids and Social Affairs.



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