

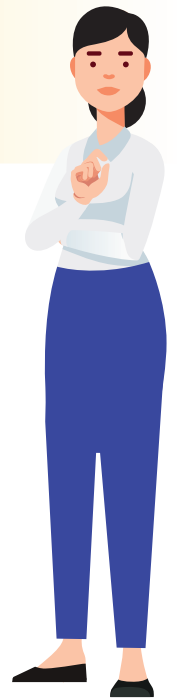
WORKERS' REPRESENTATIVE ORGANIZATIONS AT THE GRASSROOTS LEVEL



▶ Worker's representative organizations at the grassroots level

Grassroots
trade unions

Workers'
organizations
at enterprises



- 01** Workers can establish, join and operate grassroots trade unions that comply with the provisions of the Trade Union Law.
- 02** Workers can establish, join and operate Workers' organization at enterprises (which are established and operate lawfully in accordance with the Labour Code).
- 03** Grassroots trade unions and Workers' organizations have equal rights and obligations in protecting the lawful and legitimate rights and interests of workers in labour relations.

▶ Rights and obligations of workers' representative organizations at the grassroots level in labour relations

- 01** To conduct collective bargaining with employers in accordance with the Labour Code
- 02** To conduct dialogue at the workplace in accordance with the Labour Code.
- 03** To be consulted during the development of wage scales, wage tables, work norms, regulations on payments and bonuses, internal work regulations and issues relating to rights and interests of workers who are their members.
- 04** To represent workers in the resolution of individual complaints and labour disputes when authorised by the workers.
- 05** To organize and lead strikes in accordance with the Labour Code.
- 06** To receive the technical assistance from agencies or organization which are registered to legally operate in Viet Nam in order to understand labour law, and on the sequence and procedures for establishing workers' representative organization and performing their representative activities in labour relations after registration is issued.
- 07** To have employers arrange a work space and provide information and ensure the necessary conditions for the operations of the workers' representative organization at the grassroots level.
- 08** To have other rights and obligations in accordance with the law.



► Rights of members of leadership committees of workers' representative organizations at the grassroots level

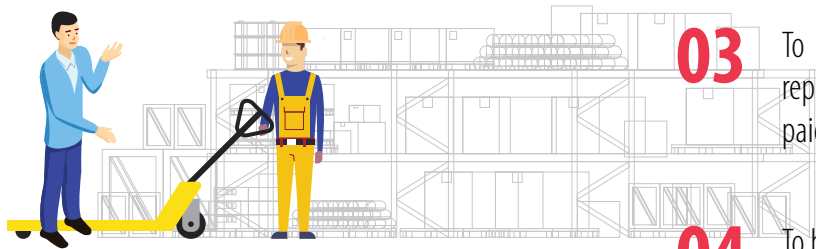


01

To have access to workers at the workplace while carrying out the activities of the workers' representative organization at the grassroots level. The performance of such tasks must not affect the normal operations of the employers.

02

To have access to employers in order to carry out the representative activities of workers' representative organization at the grassroots level.



03

To spend working time to perform the activities of workers' representative organization at the grassroots level while being paid by the employer.

04

To benefit from other protections in labour relations and in carrying out representative functions in line with the law.

► Obligations of employers in relation to workers' representative organization at the grassroots level

01 To refrain from creating obstructions or difficulties when workers conduct lawful activities in order to establish, join and participate in the activities of workers' representative organizations at the grassroots level.

02 To recognize and respect the rights of legally established workers' representative organizations at the grassroots level.

03 To reach written agreements with the leadership committees of workers' representative organizations at the grassroots level whenever unilaterally terminating employment contracts or transferring workers to perform other work or applying disciplinary dismissal for workers who are members of leadership committees of workers' representative organizations at the grassroots level.

04 To extend the employment contracts until the end of their terms of office for workers whose contracts expire while they are incumbent members of the leadership committees of workers' representative organizations at the grassroots level.

05 Other obligations in accordance with the law.





Prohibited acts by employer in relation to the establishment, join and operation of workers' representative organization at the grassroots level

01 Discriminating among the workers' representative organization at the grassroots level



- ◆ Requesting to join, not join or leave a workers' representative organization at the grassroots level as a requirement for recruitment or concluding or extending employment contracts.

- ◆ Dismissing, disciplining, unilaterally terminating an employment contract, not renewing or extending an employment contract or transferring workers to perform other work.

- ◆ Discriminating in relation to wages, working hours or other rights and obligations in labour relations.

- ◆ Impeding or obstructing employment in order to undermine the activities of workers' representative organization at the grassroots level.

02 Interfering in or manipulating the processes for establishment, elections, development, finance or others to neutralize or undermine the representative function of workers' representative organization at the grassroots level



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