

WORKPLACE DIALOGUE, COLLECTIVE BARGAINING



When to organize workplace dialogue?

- a) Periodic dialogues at least once per year;
- b) Upon the request of either or both parties;
- c) When the employer unilaterally terminates the employment contract because the worker repeatedly fails to fulfil their work; when there are changes in the organizational structure due to technology or economic reasons; when developing the labour utilization plan, wage scales, wage tables and work norms, the regulations on bonuses, internal work regulations; where a violation is of a complicated nature and where the continued presence of the worker at the workplace is deemed likely to cause difficulties for the investigation.

Issues for workplace dialogue

01 The compulsory issues for dialogue are those listed above in point **c** of When to organize workplace dialogue.

02 The parties may also select one or more of the following issues for dialogue:

- ▶ The production and business situation of the employer;
- ▶ Implementation of employment contracts, collective bargaining agreements, internal work regulations or other regulations, commitments and agreements at the workplace;
- ▶ Working conditions;
- ▶ Requests from workers and workers' representative organization to the employer;
- ▶ Employers' requests to workers and workers' representative organization;
- ▶ Other issues of concern to one or both parties.

Workplace dialogue:

is the sharing of information, consultation, discussion and exchange of opinions between employers and workers or workers' representative organization on issues related to the rights, interests, and concerns of the parties at the workplace in order to strengthen understanding, cooperation and joint efforts to reach mutually beneficial solutions.



Collective bargaining

is the negotiation between one side comprised of one or more workers' representative organizations and one side comprised of one or more employers or employers' representative organizations in order to establish working conditions, to regulate the relations between the parties, and to develop progressive, harmonious and stable labour relations.



Issues for collective bargaining

The bargaining parties may choose one or more of the following issues for collective bargaining:

- ▶ Wages, allowances, wage increases, bonuses, meals and other conditions;
- ▶ Work norms, working times, rest periods, overtime work and breaks during shifts;
- ▶ Worker's employment security;
- ▶ Ensuring occupational safety and health, and the implementation of internal work regulations;
- ▶ Conditions and facilities for activities of workers' representative organization, and relations between employers and workers' representative organization;
- ▶ Mechanisms and measures to prevent and settle labour disputes;
- ▶ Ensuring gender equality, parental protection and annual leave, and preventing violence and sexual harassment at the workplace;
- ▶ Other issues of concern to one or both parties.

A collective bargaining agreement

is an agreement reached through collective bargaining, has legitimate validity between employer (or group of employers) and one or more worker's representative organizations

- Enterprise-level collective bargaining agreement
- Multi-enterprise collective bargaining agreement
- Sectoral collective bargaining agreement.



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