HOW TO PURSUAD
AN EMPLOYEE TO
JOIN A GRASSROOTS
TRADE UNION

The employee is free to join Trade Unions. Joining a Trade Union is at the employee’s own discretion and nobody has right to enforce such participation. This leads to a situation where although the enterprise wishes to establish a Grassroots Trade Union (“GTU”), it cannot do so if all the employees are not willing to join the GTU. In other cases, an enterprise has established its GTU, but a number of employees are not willing to join, and therefore, there are employee members and non-members of the GTU in such enterprise. One reason for this reluctance to join is that the employees do not realize the benefits of being a Member of the GTU. In addition, they have to pay an additional monthly amount for trade union fees. Further, the fact that many GTU members have lower positions than the employers, and even completely side with the employers over some issues, makes it appear that some GTU’s fail to protect the rights of the employees. There are many other reasons why employees turn away from a GTU: the GTU may be inactive, only organizing impractical activities to follow the crowd that are not helpful to the employees; or if the GTU is either too distant from the employees’ collectives or there is no cohesion and mutual understanding between the employees’ collectives and the GTU, etc.

Therefore, an enterprise needs to help the employee recognize the material and spiritual benefits of joining a GTU. In short, the enterprise has to provide an answer to the employee’s question: “Why should I join a GTU?”.

1. Helping the employee recognize his/her own personal benefits upon becoming a Member of the GTU

1.1. Besides the basic rights of an ordinary employee, an employee joining the GTU shall have the following additional rights and benefits:

a. Firstly, the employee shall enhance his/her role in the enterprise, which shall balance the interests and status of such employee with the employer.

As a Member of the GTU, the employee shall have very important rights such as (i) participating in the drafting, the giving of opinions, and approving or disapproving of regulations affecting the rights and interests of the employee’s collective (such as internal labor regulations, collective bargaining agreements, bonus regulations, salary scales) and (ii) giving opinions, organizing and leading strikes at the enterprise. Joining and developing the GTU means that the employees shall collectively fight to bring about greater benefits to each employee. In case the employee fights for his/her individual interests alone, such employee is completely vulnerable to the employer.
Joining Trade Unions is a trend all over the world, especially in developed countries. According to the 2016 data of the Bureau of Labor Statistics (the United States Department of Labor), the rate of employees joining Trade Unions was quite high, especially in fields involving skilled human resources, such as education and training (34.6%) and library services (34.5%). The employees joining Trade Unions also have a 20% higher average income than the employees who do not join the Trade Unions. In European countries, Trade Union participation rates have always led the world (91% in Iceland, 67% in Sweden, 55.1% in Belgium). Therefore, the Trade Union movements in these countries are very strong and the employee benefits are always guaranteed.

b. Secondly, the employee shall be protected and supported by the Trade Unions when his/her legitimate rights and interests are violated, e.g. the Trade Unions shall provide free legal advice and legal aid relating to labor laws and trade union regulations, as well as represent the employee in proceedings related to labor matters.

c. Thirdly, the employee shall be supported by the Trade Unions in both materially and spiritually:

When a GTU is established, it is allowed to retain 67% of the trade union fund (contributed by the enterprise), 60% of the trade union fee (contributed by the Members of the GTU) and 100% of other revenues in order to develop its own and the employees’ activities. These retained amounts shall be used for providing financial support to the employee, such as:

(i) Support activities involving representing and protecting the legitimate rights and interests of the Members of the GTU and the employee’s collective: Expenditures on hiring lawyers to protect GTU officials in representing the employees while protecting their legitimate interests upon unlawful contract termination, being dismissed or being transferred to other jobs with reduced income by the owner of the enterprise; expenditures on organization of strikes under the law; expenditures on court fees and other litigation costs of lawsuits filed by the Trade Union, etc.

(ii) Supporting leave and providing allowances: Expenditures for assisting in obtaining leave and benefits for the Members of the GTU and employees (i) suffering from sickness, accident or for maternity, (ii) having a funeral of biological parents, parents-in-law, spouses, or children, (iii) on wedding occasions; to visit family and give gifts to employees on the lunar new year; to give birthday presents to the Members of the GTU; to provide allowance to the Members of the GTU and employees facing difficulties due to occupational accidents, incidents, natural disasters, fires, and serious illnesses affecting their health or property, etc.

(iii) Supporting employee achievement and providing rewards: Expenditures on rewards for employees who have accomplished outstanding achievements in their work; expenditures on rewards for children of the Members of the GTU and employees who have accomplished outstanding achievements in their studies; expenditures on coordination and organization of activities on the occasion of Children’s Day, Mid-Autumn Festival, etc.

(iv) Supporting cultural, sport and tourism activities: Expenditures for employees who take part in cultural and artistic activities; expenditures on rewards for collectives or individuals achieving prizes for performance and sports day organized by the GTU; expenditures on coordination with agencies, organizations, and enterprises in organizing tours for the Members of the GTU and employees, etc.

(v) Supporting activities on gender and gender equality: Expenditures on purchasing equipment and facilities for the enterprise’s kindergarten (if any); supporting the Members of the GTU and employees whose children attend nurseries or kindergartens; expenditures on promoting and organizing activities on the occasions of Women’s Day (March 8), Vietnamese Women’s Day (October 20), Vietnamese Family Day (June 28), International Day of Happiness (March 20) and Population Day (December 26); etc.

1. News release titled “Union Members Summary”, published on web portal of Bureau of Labor Statistics (the United States Department of Labor) on January 26, 2017. Click here to see the full content (in English).

2. Article titled “Which countries have the highest levels of Labor Union Membership?” (Niall McCarthy), published on web portal of Forbes Magazine on June 20, 2017. Click here to see the full content (in English).
1.2. Earlier this year, on March 09, 2017, the Vietnam General Confederation of Labor issued Guidance No.284/HD-TLD on implementing the theme of 2017 being “Year for promoting the interests of the Members of Trade Unions”. Accordingly, the Vietnam General Confederation of Labor has focused its attention on practical benefit programs for the employees who are Members of a Trade Union, for example:

a. The signing of cooperative agreements between Trade Unions and commercial groups, corporations, or companies shall be based on the following principles: Members of the GTU are a potential group of customers for the enterprise. Therefore, when the Trade Union directs such potential group of customers to use the products and services of the enterprise, the enterprise must provide a discount on the price for Members of the GTU. The agreements shall focus on products and services essential for Members of the GTU such as food products; consumer utility products, household and electronic products; traveling and recreation services, medical treatment, physical training and sport, culture, learning equipment and materials for the children of Members of the GTU.

b. Tourism, culture, sport and vocational training facilities of the Vietnam Trade Union shall give more preferential treatment to Members of the GTU than non-members, specifically:
   (i) Hotels and guest houses of the Trade Union must provide discounts for Members of the GTU;
   (ii) Universities, colleges, vocational training schools, and vocational training centers of the Trade Union shall research ways to provide support to Members of the GTU, or their children, who are studying at schools;
   (iii) Legal consultancy centers and offices shall explore options to provide free legal consultancy and initiation of lawsuits at the request of a Member of the GTU, if such cases relate to labor and Trade Union matters;
   (iv) Kindergartens and nurseries of the Trade Union shall research and implement the early and late pick-up/transportation of children of the Members of the GTU to match with the working hours of Member employees at industrial zones and export processing zones. Further, the Trade Union shall implement a policy for reducing the cost of childcare for Members of the GTU.

c. If the agencies of the Trade Union organize cultural activities, physical training and sports activities, or activities involving sightseeing, relaxation, recreation and entertainment, Members of the GTU and their spouses or children shall be given priority to join, and Members of the GTU are entitled to a reduction or exemption from the participation fees.

d. Additional activities of Trade Union include (i) providing for the housing Program “Union Home”, (ii) providing loans for the creation of jobs by the National Fund, for employment loans, and for the Capital Supporting Fund for poor self-employed workers; (iii) supporting activities for employees‘ children through the Child Protection Fund of the Vietnam Trade Union; (iv) visiting and providing support to Social Charity Funds and the Golden Heart Fund of the Trade Union. These activities and organizations shall give priority to Members of the GTU and their dependents.
To overcome the above reality and encourage employees to actively participate in the GTU, the GTU shall properly perform its role in representing and protecting the best interests of its members in particular, and of the employees in general, when negotiating or in dialogue with the employer concerning collective agreements. The GTU can promote the benefits to employees if they become Members of the GTU. At the same time, there should be practical and beneficial activities such as visiting and seeking leave for employees who are sick, assisting Members of the GTU who are in financial distress, as well as other useful and positive activities such as recreation and entertainment. The goal is for employees to believe and understand that participating in a Trade Union is not a meaningless waste of time but instead will bring them material and spiritual benefits, as well as serving as a helpful resource when they encounter difficulties.

2. The GTU itself shall have effective and practical working plans to assist employees in recognizing the important role played by the GTU

Due to issues mentioned earlier in this section, the recent operations of the GTU have not been overly effective. Many GTUs are still very weak and often stand on the side of the employers, failing to protect the interests of the employees. Their operations consist only of crowd-following activities and are not practical, leaving the employees with little trust in the GTU and deterring workers from joining. The current ineffectiveness of the GTU can be most clearly seen in the statistics for illegal strikes in Vietnam over the years. According to data gathered from the Vietnam General Confederation of Labor in the short period between 2013 until the end of June 2016, there were more than 1,000 strikes throughout the country, but none of them complied with the regulations of the 2012 Labor Code.

To legally strike (Bao Duy), published on web portal of Vietnam General Confederation of Labor on September 13, 2016. Click here to the full content (in Vietnamese).
From January 01, 2018, Criminal Code No.100/2015/QH13 dated November 27, 2015 and Law No.12/2017/QH14 dated June 20, 2017 amending and supplementing some articles of Criminal Code No.100/2015/QH13 (referred to as the “2015 Criminal Code”) shall come into effect. Accordingly, some violations of the labor law shall be subject to criminal liability, typically:
1. Crime of forcing a civil servant or a public employee to resign or dismissing an employee illegally

This crime is provided in Article 162 of the 2015 Criminal Code and applies to the following acts: (i) issuing an illegal decision on resignation towards a civil servant or a public employee; (ii) dismissing an employee illegally, or (iii) forcing or threatening a civil servant or public employee causing an employee to resign.

Any individual committing the above acts for self-seeking purposes or other private motives and causing serious consequences shall be liable for a fine of between VND10 Million to VND100 Million and face a penalty of up to 01 year of community sentence or 03 months to 01 year of imprisonment. In cases where the offence is committed against more than 01 person; a woman whose pregnancy is known by the offender; a woman who is raising a child under 12 months of age; the offence resulting in the suicide of the person who was illegally dismissed or forced to resign; or other very serious or extremely serious consequences, shall be liable for a fine of up to VND200 Million or a penalty of up to 03 years of imprisonment.

Such crime was previously provided in Criminal Code No.15/1999/QH10 dated December 21, 1999 (the “1999 Criminal Code”) but with lower penalties, including a penalty in the form of a warning, a penalty of up to 01 year of community sentence or 03 months to 01 year of imprisonment.

2. Crimes of fraud and evading contribution of social insurance (“SI”), health insurance (“HI”), or unemployment insurance (“UI”) for employees

These crimes appeared for the first time in the 2015 Criminal Code (they did not exist in the 1999 Criminal Code). They are promulgated in Article 214, 215 and 216 of the 2015 Criminal Code.

2.1. The crime of SI, HI, UI fraud:

a. For SI, UI: This crime is applied to the following acts: (i) forging or falsifying SI or UI documents to deceive SI authorities; or (ii) using forged or falsified documents to deceive SI authorities into providing SI or UI benefits.

b. For HI: This crime is applied to the following acts: (i) forging medical records or prescriptions, falsely increasing the quantity or types of medicines, medical equipment, services, treatment costs and other costs that have not been incurred by the patient; or (ii) forging documents, HI cards or using bogus, fake, revoked, falsified HI cards, or HI cards of other people for illegal HI benefit entitlements.

c. The applicable penalties include:

(i) A fine ranging from VND20 Million to VND100 Million, 02 years of community sentence or 03 months to 02 years of imprisonment shall be applied in the case of illegally obtaining SI, HI, UI payouts of between VND10 Million to under VND100 Million or causing damages of between VND20 Million to under VND200 Million (except for cases considered as obtaining property by fraud, embezzlement or the abuse of position and power for appropriation of property).

(ii) A fine of up to VND200 Million or 05 years of imprisonment shall be applied in the case of illegally obtaining SI, HI, UI payouts of between VND100 Million to under VND500 Million.

(iii) A penalty of up to 10 years of imprisonment shall be applied in the case of illegally obtaining SI, HI, UI payouts of over VND500 Million.

2.2. The crime of evading payment of SI, HI, UI:

Those who are responsible for paying SI, HI, and UI for their employees but are cheating or using other tricks in order not to pay or has insufficiently paid these amounts for over 06 months, although he/she has incurred an administrative sanction for the same offence, shall be responsible for criminal liability in the following cases:
a. In the case of (i) evading insurance payments of between VND50 Million to under VND300 Million, or (ii) evading insurance payments for 10 to under 50 employees:

(i) If the violating party is an individual: a fine of between VND50 Million to VND200 Million, 01 year of community sentence or 03 months up to 01 year of imprisonment shall be applied.

(ii) If the violating party is a corporate legal entity: a fine of between VND200 Million to VND500 Million shall be applied.

b. In the case of (i) committing the crime 02 times or more; or (ii) evading insurance payments of between VND300 Million to under VND01 Billion; or (iii) evading insurance payments for 50 to under 200 employees; or (iv) not paying the collected or discounted insurance amounts of the employees stated in Item 2.2.(a) above:

(i) If the violating party is an individual: a fine of between VND200 Million to VND500 Million or 06 months to 03 years of imprisonment shall be applied.

(ii) If the violating party is a corporate legal entity: a fine of between VND500 Million to VND1 Billion shall be applied.

c. In the case of (i) evading insurance payments amounting to VND1 Billion or more; or (ii) evading insurance payments for 200 employees or more; or (iii) not paying the collected or discounted insurance amounts of the employees stated in Item 2.2.(b) above:

(i) If the violating party is an individual: a fine of between VND500 Million to VND1 Billion, or 02 years to 07 years of imprisonment shall be applied.

(ii) If the violating party is a corporate legal entity: a fine of between VND1 Billion to VND3 Billion shall be applied.
SHOULD AN EMPLOYEE OPT FOR A LUMP-SUM SOCIAL INSURANCE PAYMENT OR A PENSION?

Recently, according to factual statistics, the number of employees requesting a lump-sum SI payment has strongly increased. This is the result of many factors, but the main reason is that the employee does not comprehend the provisions of SI policies as well as his/her confusion and worry about the stability of the SI policies due to changes occurring on January 01, 2018. Adding to the employee’s feeling of insecurity, several social network websites have posted incomplete and inaccurate information when comparing the benefits of those participating in commercial insurance and depositing money in a bank with those participating in SI. Therefore, on August 24, 2017, Vietnam Social Security issued Official Letter No.3758/BHXH-TT to strengthen the official message on SI policies. Accordingly, the Official Letter provides a comparison of the benefits of pension entitlement with those of life insurance (commercial insurance), depositing money in a bank and receiving a lump-sum SI payment. [Please see the full content of the Official Letter here (in Vietnamese).]

To more clearly comprehend the benefits and drawbacks of lump-sum SI payments and pensions (both benefits that an employee working for an enterprise under a labor contract is entitled to), it is necessary to compare the two options:

1. Conditions for being entitled to pension and lump-sum SI

1.1. To be entitled to pension, the employee shall satisfy 02 conditions:

a. Age: the employee must reach the retirement age, i.e. 60 years old for men and 55 years old for women, except for special cases in which the age requirement may be lower (e.g. employees doing heavy, hazardous or dangerous jobs; employees working as coal miners in pits or being exposed to HIV/AIDS due to occupational accidents).

b. SI contribution period: the employee must have participated in SI for the full 20-year term, except for special cases in which the time requirement may be shorter (e.g. female employees working full-time or part-time for State agencies in communes, wards and townships).

If the above conditions are not satisfied, the employee shall have 02 options: (1) continuing the SI contribution to satisfy the conditions for pension entitlement or (2) requesting a lump-sum SI payment.

1.2. The employee may make a request for lump-sum SI entitlement in the following cases:

a. The employee has reached retirement age, but his/her SI contribution period is not sufficient (i.e. less than 20 years);

b. After one year of leaving his/her job, the employee discontinues the SI contribution and his/her SI contribution period has not reached 20 years;

c. The employee resides in a foreign country; or

d. The employee is suffering from a life-threatening disease such as cancer, polio, liver fibrosis, leprosy, severe tuberculosis, an HIV infection that has transitioned to AIDS or other diseases as prescribed by the Ministry of Health.
2. When requesting a lump-sum SI payment, the employee’s benefits shall be more limited than in the case of requesting a pension entitlement

2.1. When comparing the monetary value of a pension with that of a lump-sum SI payment, the total amount per year of a pension is higher, specifically:

a. For instance, if the average monthly salary\(^4\) of an employee is 100, the total amount contributed by the employee (8%) and by his/her employer (14%) to the retirement and survivorship fund per year shall be \([100 \times 22\% \times 12 \text{ months}] = 264\).

b. In the case of a pension entitlement:

The monthly pension amount is calculated at 45% to 75% of the average monthly salary. Accordingly, the total pension per year calculated at the **lowest amount** is \([100 \times 45\% \times 12 \text{ months}] = 540 (> 264)\).  

Notice:

(i) Prior to January 01, 2018: The rate of 45% corresponds to 15 years of SI contribution, and for each year afterwards there shall be an addition of 2% for men and 3% for women. The maximum rate is 75%.

(ii) As of January 01, 2018: The rate of 45% shall correspond to the number of years of SI contribution, as follows:

- For male employees: to be entitled to the rate of 45%, it shall require 16 years of SI contribution (retiring in 2018); 17 years of SI contribution (retiring in 2019); 18 years of SI contribution (retiring in 2020); 19 years of SI contribution (retiring in 2021); and from 2022 onwards, it shall require 20 years of SI contribution.

- For female employees: from 2018 onwards, it shall require 15 years of SI contribution to be entitled to the rate of 45%.

For each year afterwards, there shall be an addition of 2% to the total rate. The maximum rate will be 75%.

c. In the case of a lump-sum SI entitlement: For each year of SI contribution, the employee shall be entitled to the amount equivalent to 1.5 to 2 times of the average monthly salary. Accordingly, the total lump-sum SI at the **highest amount** is \([100 \times 02 \times 1 \text{ year}] = 200 (< 264)\).  

Notice:

(i) Prior to 2014; for each year of SI contribution, the employee shall be entitled to the amount equivalent to 1.5 times the average monthly salary.

(ii) From 2014 onwards: for each year of SI contribution, the employee shall be entitled to the amount equivalent to 02 times the average monthly salary.

In the event that the SI contribution period is less than one year, the SI entitlement amount is equivalent to the contributed amount, and the maximum amount is equivalent to 02 times the average monthly salary.

4. The average monthly salary is calculated by taking the average of all monthly income, which is used for calculating SI premiums.
2.2. **Upon choosing a lump-sum SI entitlement payment, the employee shall no longer be entitled to the benefits of a pension, including:**

a. Funeral allowance for the family/a person who buries the employee in case the employee dies: this amount is calculated at 10 times the basic salary.

b. The survivorship allowance for an employee’s relatives in case the employee dies: depending on each case, the survivorship allowance shall be provided per month or by a lump-sum payment.
   - The monthly survivorship allowance for each relative shall be 50% to 70% of the basic salary. The number of relatives entitled to monthly death allowance shall not exceed 04 persons. In case there are 02 or more employees dying, the relatives of these employees shall be entitled to 02 times the monthly survivorship amount.
   - The amount of lump-sum survivorship allowance for relatives of the employee shall be calculated by the same method as the lump-sum SI (i.e. it is calculated by the years that the employee made the SI contribution):
     + Prior to 2014, for each year of the employee’s SI contribution, the entitlement amount was 1.5 times the average monthly salary used for calculating premiums.
     + From 2014 onwards, for each year of the employee’s SI contribution, the entitlement amount is 02 times the average monthly salary used for calculating premiums.

   However, the lowest amount of lump-sum survivorship allowance is equivalent to 03 times the average monthly salary used for calculating premiums.

c. The SI Fund shall pay the employee’s HI and medical expenses in accordance with HI regulations.
Decree No.110/2017/ND-CP of the Government regulating the organization and operation of specialized inspection in Labor – Invalids and Social Affairs.

Contents:

1. According to the Decree, the competent authorities performing specialized inspection in Labor – Invalids and Social Affairs are:

1.1. State inspection agencies:
   a. Inspection of Ministry of Labor – Invalids and Social Affairs;
   b. Inspection of Department of Labor – Invalids and Social Affairs of provinces and cities under the central government.

1.2. Authorized agencies to perform specialized inspection:
   a. Directorate of Vocational Education;
   b. Department of Overseas Labor;
   c. Department of Work Safety.

2. In addition, the Decree provides several noteworthy highlights regarding specialized inspection as follows:

2.1. Specialized inspection in labor and occupational hygiene and safety:
   a. Inspecting compliance with the labor regulations, such as: the performance of (i) the employee and employer’s obligations; (ii) labor contracts, vocational training, apprenticeship; (iii) workplace dialogue, collective bargaining, collective bargaining agreement; (iv) salary; (v) working time and rest time; (vi) labor discipline; (vii) material responsibility; (viii) specific provisions regarding female employees, minor employees, etc.

   b. Inspecting compliance with occupational safety and hygiene regulations, such as: The performance of (i) measures to prevent and resist dangerous and harmful elements to the employee; (ii) measures to handle technical issues causing unsafe and unhygienic conditions, occupational accidents and occupational diseases to the employee; (iii) ensuring the occupational safety and hygiene of a number of specific employees; (iv) ensuring the occupational safety and hygiene at production and business establishments; (v) operation of organizations providing occupational safety and hygiene services, etc.

2.2. Specialized inspection of employment, SI, HI and UI:
   a. Inspecting compliance with employment regulations by the employee and the employer, such as: Organizing and operating of an employment service; UI and labor market information, etc.

   b. Inspecting compliance with SI, HI regulations by the employer and the employee.
2.3. Specialized inspection of Vietnamese employees working overseas under labor contracts:

a. Inspecting compliance with regulations on organizing the specialist mechanism of enterprises sending Vietnamese employees to work overseas under labor contracts.

b. Inspecting compliance with regulations on signing contracts to send Vietnamese employees to work overseas; recruiting employees; providing vocational training, teaching foreign languages to employees working overseas; organizing to develop essential knowledge for employees before working overseas; performing contracts related to sending employees to work overseas; managing and protecting the legitimate rights and interests of Vietnamese employees working overseas, as well as implementing regimes and policies on Vietnamese employees working overseas; liquidating contracts between the enterprise and the employees working overseas; implementing financial regimes in sending Vietnamese employees to work overseas under the contracts, etc.

ISSUANCE DATE: OCTOBER 04, 2017
EFFECTIVE DATE: NOVEMBER 20, 2017

2. Circular No.242/2017/TT-BQP of the Ministry of National Defense guiding the adjustment of monthly allowance for soldiers and cipher workers who earn the same income as demobilized soldiers.

* Contents:

From July 01, 2017, the allowance rate applied to soldiers and cipher workers who earn the same income as demobilized soldiers has been adjusted with an addition of 7.44% in comparison with the monthly allowance rate of June 2017, specifically:

<table>
<thead>
<tr>
<th>Duration of service commitment of soldiers and cipher workers who earn the same income as demobilized soldiers</th>
<th>Allowance amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>From fully 15 years to under 16 years</td>
<td>VND1,650,000 per month</td>
</tr>
<tr>
<td>From fully 16 years to under 17 years</td>
<td>VND1,725,000 per month</td>
</tr>
<tr>
<td>From fully 17 years to under 18 years</td>
<td>VND1,800,000 per month</td>
</tr>
<tr>
<td>From fully 18 years to under 19 years</td>
<td>VND1,875,000 per month</td>
</tr>
<tr>
<td>From fully 19 years to under 20 years</td>
<td>VND1,950,000 per month</td>
</tr>
</tbody>
</table>

ISSUANCE DATE: OCTOBER 05, 2017
EFFECTIVE DATE: NOVEMBER 20, 2017
Circular No.07/2017/TT-BNV of the Ministry of Home Affairs guiding the implementation of the salary regime for workers in the cipher organization earning income and allowance from the State budget.

Contents:
The Circular guides the implementation of salary regime, including: (i) principle for the salary range, (ii) salary scale, (iii) salary level incremental regime, (iv) allowance regime, (v) salary range upon job change, (vi) competence to decide the salary range and salary level increment.

This Circular is applied to regular cipher workers earning salary from the State budget, including:

- The cipher workers who are soldiers or people’s public security.
- The cipher workers who are not soldiers or people’s public security.
- The workers performing other kinds of jobs in cipher organizations.
- The cipher trainees.

This Circular does not apply to:

- Workers performing specific jobs in cipher organizations under temporary labor contracts whose salaries are not determined upon the salary scale as prescribed by the State.
- The workers who are demobilized or retired.

Issuance date: October 10, 2017
Effective date: December 01, 2017

A cipher organization performs especially confidential activities in the field of national security, involving the use of coding skills and techniques and relevant solutions for protecting the State’s secret information, which are carried out by a specialized force.
1. 4th Draft Circular of the Ministry of Agriculture and Rural Development providing the working time and relaxation time for the employees in charge of specific work in natural disaster prevention.

Cogents:
The Draft Circular provides the working time, overtime, and relaxation time for employees in charge of specific work in natural disaster prevention.

Status: THE TIME FOR COLLECTING COMMENTS HAS EXPIRED.
Click HERE to see full content of the draft (in Vietnamese).
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