

PRACTICAL LABOR LAW ISSUES



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PROBLEM SOLVING

18 MARCH 2010

09:00 - 17:00

SHERATON SAIGON HOTEL

HO CHI MINH CITY

FOR ENTERPRISES IN VIETNAM



PRACTICAL LABOR LAW ISSUES & PROBLEM SOLVING FOR ENTERPRISES IN VIETNAM

Bullet Points

This conference addresses the following practical issues :

- ↪ Outsourcing in practice
- ↪ What are the new upcoming rules on outsourcing?
- ↪ How to draft internal employment regulations or employee handbook?
- ↪ Avoiding disputes when terminating employment agreements:
- ↪ Which clauses should be avoided in contracts and employment regulations?
- ↪ How to calculate the compensation for terminating an employment contract?
- ↪ Anti-competition and confidentiality clauses
- ↪ What are acceptable grounds for dismissal?
- ↪ The social security system: contributions by employees and employers

In Vietnam, the legislation and regulation of employment is probably one of the most developed and extensive of all branches of law in force at this time. With the acute historical awareness of rights for workers, trade-unions and the international labor organization, a good understanding of your rights and duties as an employer is essential for a successful enterprise in Vietnam. Whether your enterprise employs 1 or 1000 employees, the legal situation is often very much the same. When it comes to concluding employment contracts, firing employees, disputes on wages and benefits, workplace safety and labor inspections, enterprises must know the practical aspects of the labor law system.

On a daily basis, companies are confronted with practical questions. How to draft the Internal Working Regulations? Which issues should be covered? Which rules are illegal or not enforceable? Or how to draft the employment contract? Which are the important clauses? What about fixed duration contract? Can we use independent service contracts? How to terminate employment contracts? Which forms are to be respected in terms of notice period calculation, damages and compensation calculation? What is acceptable as a serious offence for dismissal? And how to settle labor disputes?



This two day in-depth conference focuses on the practical legal issues of employment contracts, human resources and labor law. The explanations are clear and practical, and specifically designed to meet the needs of the sector.