

# COMPARE TEMPORARY SUSPENSION OF LABOR CONTRACTS WITH UNPAID LEAVE

## SIMILARITIES



Employees temporarily stop working.



Employers do not have to pay wages.

## DIFFERENCES

### TEMPORARY SUSPENSION OF LABOR CONTRACTS

### UNPAID LEAVE

#### APPLICABLE CASES



The employee performs military service, or services in militia and self-defense force;



The employee is held in custody or detention in accordance with the criminal procedure law;



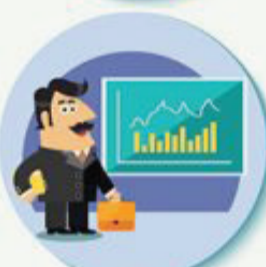
The employee is sent to a reformatory school, drug rehabilitation center or compulsory education centre;



Pregnant female employee, if confirmed by a competent medical facility, that continuing to work will adversely affect the fetus.



The employee is designated as the executive of a state-owned single-member limited liability company;



The employee is authorized to represent the state's capital contribution in enterprises;



The employee is authorized to represent the enterprise's capital contribution invested in other enterprises;



Other circumstances as agreed by both parties.

*Legal basis: Article 30 Labor Code 2019.*



The death of employee's grandparent or biological sibling.



Marriage of employee's parent or biological sibling.



Other cases as agreed.

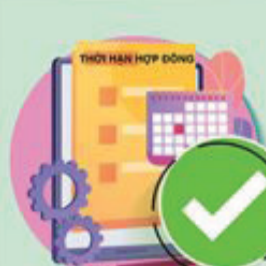
*Notice: Employees are entitled to take 01 day of unpaid leave and shall notify the employer.*

*Legal basis: Article 115 Labor Code 2019.*

#### CONSEQUENCES TO THE TERM OF LABOR CONTRACT



The period of temporary suspension of labor contract shall not be included in its term.



The period of unpaid leave shall be included in the term of the signed labor contract.

#### FINE RANGE APPLIED FOR VIOLATING ENTERPRISE



A fine of between VND 03 – 07 million if the employer does not let the employee get back to work after the



A fine of between VND 02 – 05 million if the employer does not allow the employee to take unpaid leave in

