

BIPO TIMES



Amendments to Vietnam's Labour Code

With Vietnam's entry into several new-generation Free Trade Agreements (FTAs) and in preparation for the country's aging population, revisions were recently made to the Labour Code.

To take effect on **1 January 2021**, some of the amendments include :

1. Addition of one Public Holiday

Employees will be entitled to an additional Public Holiday with full-day pay following or preceding Vietnam's Independence Day Holiday (September 2). This was previously observed as a one-day holiday.

2. Working hour

Working hours remain unchanged and will not exceed 48 hours per week. Although not a regulation at this this, the State recommends that employers implement a 40-hour workweek.

3. Overtime

- Employers can only use workers for overtime when employees agree to it.
- Overtime hours must not exceed :
 - a. 50% of an employee's normal working day in a normal workweek
 - b. 12 hours a day
 - c. 40 hours a month
 - d. 200 hours a year

- However, several industries have been given a reprieve and will instead see the overtime cap extended to 300 hours a year. Such exceptions include :
 - a. Industries in the production of textile and clothing, foot ware, electronics, agro-forestry-fishery, oil refining and power supply where seasonal orders result in more intensive workloads.
 - b. Limited high-quality and skilled human resources
 - c. In cases of emergencies that cannot be delayed due to unforeseen circumstances (eg: natural disasters, power shortages and other causes as determined by the Government).

4. Retirement Age

	Men	Women
Currently	60 years	55 years
From Year 2021	60 years and 3 months	55 years and 4 months
Annually thereafter	Increasing annually by 3 months to 62 years by year 2028	Increasing annually by 4 months to 60 years by year 2035

The retirement age may be amended under these special circumstances :

- a. Those working in heavy, hazardous and dangerous jobs may retire earlier than the prescribed age by a maximum of five (5) years.
- b. Highly-skilled workers and other special circumstances will be allowed to continue working five years (maximum) past the retirement age.

5. Independent Unions

For the first time, employers and enterprises will be allowed to set-up a representative organization or join one of their own choice, independent from the State-run Vietnam General Confederation of Labour (VGCL).

Such labour representative organizations will only be considered legal when a license is obtained from the relevant, competent authority.

These amendments are part of Vietnam’s efforts to conform to international labour standards that will likely result in improvements to Vietnam’s employment and industrial relations.

4 November | Beijing, China Airbus China Global Supplier Conference 2019

One of the highlights in November was the invitation by Airbus China to participate in their Global Supplier Conference, held in Beijing. With the aim of seeking open dialogue and communication among its suppliers, the conference provided a platform for Airbus to enhance its regional strategies. It was also an opportunity for Airbus to interact with its suppliers, and better improve procurement practices across China and East Asia, promoting the growth and progression of its suppliers from domestic operations to global development.

In attendance was BIPO’s Florence Mok (MD, North Asia) who also shared with Airbus’ Head of Global Purchasing the flexibility of BIPO’s platform, and how the simplicity of its integrated solutions benefits HR professionals in facing today’s challenges in a highly VUCA (Volatile, Uncertain, Complex and Ambiguous) environment.



5 November | Shanghai, China

BIPO Heralds a “New Era, Shared Future” at the China International Import Expo (CIIE) 2019

The second China International Import Expo was attended by over 3,000 business enterprises representing 150 countries. Mr. Chan Chun Seng, Singapore’s Minister for Trade and Industry who graced the event, also highlighted the importance of connectivity and how it needs to go beyond hardware to include finance and technology when he spoke at the Singapore-China Trade and Investment Forum.

At the invitation of the Singapore Business Federation (SBF), BIPO participated at this year’s event with a booth at the dedicated “Service & Commerce” area within the Business Exhibition. SBF led a delegation of 84 prominent Singaporean companies in this year’s event that also drew keen interest in BIPO’s “Overseas Landing Service”. The service was particularly well-received and drew queries from organisations keen to expand beyond China (and vice versa). Through individual one-to-one dialogues with various businesses, BIPO was also able to better understand and anticipate the HR needs of potential customers.



5 & 6 November | Bandung, Indonesia

Acara Knowledge Management Summit 2019

Team BIPO Indonesia recently attended the Knowledge Management Summit Indonesia in Bandung.

This year’s theme on “Innovative Learning to Re-use Knowledge Assets on Corporate and Public Services in the Society 5.0 Era” enabled participants to network and interact with industry colleagues from around the region.

Organised by the Knowledge Management Society Indonesia (KMSI), the event aims to provide a platform for HR practitioners, government and academics in Asia Pacific to discuss topics on the next generation of Knowledge Management and Learning.



5 & 6 November | Taipei, Taiwan

ATD Asia Pacific Conference & Exhibition 2019

Connecting with the HR community at the recent ATD Asia Pacific Conference & Exhibition held at the Taipei Nangang Exhibition Centre was Team BIPO Taiwan.

Attended by over 1,000 HR professionals and 40 Exhibitors, over 25 international speakers presented topics central in line with the theme, “Talent Transformation for a Digital-First Future”. Participants gained insights on creating a culture of learning, future talent trends, learning analytics and learning innovation.



12 November | Shanghai, China China Business Law Journal Conference 2019

Following the success of its conference held in Beijing in April, the China Business Law Journal (CBLJ) hosted the Shanghai edition of its 2019 Forum at the Grand Hyatt Shanghai, attended by Chinese and International business leaders, decision-makers of listed companies and leading financial institutions.

Michael Chen (Founder & CEO) was specially invited by CBLJ to share his perspectives on a wide range of topics, including the widely trending subject of GDPR. With key insights and a wealth of information, Michael's session also touched on designing a global layout for businesses, business opportunities, risk management and compliance as more companies push towards globalization. Expanding on the "Belt and Road" initiative, Michael also stressed the importance of data security. Given China's rising prominence among the international community as a business hub for the region, data security (from the collection, storage and amendment of personal data) covers every aspect of an employee's life cycle, hence the importance of GDPR in today's business context.



12 & 13 November | Manila, Philippines Philippines SME Business Expo & Conference 2019

Sharing her thoughts on "Re-modelling SMEs through HR Technology and Outsourcing" at the recent 9th Philippines SME Business Expo & Conference was BIPO's Jefri-Ann Santiago (Country Manager, Philippines).

As one of the country's largest B2B events dedicated to SMEs, the two-day interactive program featured over 250 smart business solutions, 20 product and business presentations as well as an interactive SME business conference with over 20 industry talks.



13 November | Shanghai, China Michael Chen Awarded Top 100 Influencers by HRTech China

A stellar moment for Michael Chen (Founder & CEO) on being awarded "Top 100 Influencers" by HRTech China (a leading HR Tech medium and platform in China). Michael was recognised for his leadership and outstanding contributions in innovation, HR and HR Tech. Expressing his appreciation, Michael shared that the award is more than a personal honour, it also solidifies BIPO's key standing within the business community, particularly in innovation and technology. Our heartiest congratulations once again to Michael on this achievement and in staying true to his personal mission of being a travelling adventurer, and a model of Chinese service excellence for businesses to emulate.



20 November | Shanghai, China BIPO Honoured with “China Compensation & Benefits Solution Provider Value Awards”

BIPO's slew of honours in 2019 continues as it garners another award, “China Compensation & Benefits Solution Provider Value Awards” including a listing as one of the top 10 payroll management and outsourcing solution providers in 2019. Held at the Shanghai Marriott Hotel Greenland, the 21st Compensation & Benefits Exhibition was organised by the HR Excellence Centre.

As part of the knowledge-sharing session during the exhibition, BIPO Senior Consultant (and well-known Key Opinion Leader), Kevin Zhou's session was not only one of the key highlights of the event but also attracted many loyal HR fans as he shared his perspectives on a wide range of topics, from the impact of tax amendments on corporate responsibility, the effects of “social security taxation” policies to interpreting policies regarding average wage.

A proud moment for Team BIPO China as it continues to lead the way in HR technology!



26 & 27 November | Hong Kong SAR HKIHRM Conference & Exhibition 2019

Team BIPO Hong Kong recently participated at the HKIHRM Conference & Exhibition 2019.

Held at the Hong Kong Convention & Exhibition Centre, the annual event organised by the Hong Kong Institute of Human Resource Management brought together HR professionals to exchange views on some of the most compelling issues facing the industry today, and focused on a central theme, “HR at the Crossroads: Disruptive Innovation. Workforce Dynamics”.



26 & 27 November | Kuala Lumpur, Malaysia HRDF Conference & Exhibition 2019

Now in its 19th year, the annual HRDF Conference & Exhibition 2019 held at the Kuala Lumpur Convention Centre was attended by Team BIPO Malaysia.

As one of the largest HR Conferences in South East Asia, delegates were presented with a unique opportunity to connect with industry colleagues as they delve into future trends and Best Practices in the world of HR at this two-day event, that brought together thought leaders from around the globe.



27 November | Jakarta, Indonesia Alibaba Cloud

As a panellist at the "Building NextGen Enterprise Software Applications" seminar with Alibaba Cloud was BIPO's Mario Widjaja (Country Manager, Indonesia). Held at the Westin Jakarta, this one-day event was attended by business leaders from across Jakarta representing various industries as they gathered to better understand enterprise and cloud solutions as part of their digital transformation journey.



2019 | Asia An incredible eight awards for BIPO at the HR Vendors of the Year 2019

An incredible haul of eight awards at the coveted HR Vendors of the Year 2019 (across Singapore, Malaysia and Hong Kong) and four from the popular HRM Asia Readers' Choice Awards 2019 brings our total to 12 awards this year!

HR Vendors of the Year 2019

Gold Award

- Best Payroll Outsourcing Partner – Singapore
- Best Payroll Outsourcing Partner – Malaysia
- Best HR Outsourcing Partner – Malaysia

Silver Award

- Best HR Outsourcing Partner – Singapore
- Best Payroll Software – Hong Kong
- Best HR Management System – Hong Kong
- Best HR Outsourcing Service Provider – Hong Kong

Bronze Award

- Best Payroll Outsourcing Partner – Hong Kong



Said Michael Chen (Founder & CEO), "These awards are a tremendous honour for BIPO. They spur us to continue with our R&D efforts as we strive to enhance our suite of products to meet the needs of Industry 4.0. Our sincere appreciation to our clients for their support, and to the judges and organizers for bringing together the region's best HR service providers."

Now in its 14th edition, the awards is organized annually by Human Resources Magazine, one of the most-read and respected HR publications in Singapore, Malaysia and Hong Kong. The HR Vendors of the Year is hailed as one of Asia's most prestigious HR awards, celebrating the region's best providers of HR products and services. Winners are selected by a panel of judges, comprising 24 senior regional heads of HR.

About Us

BIPO is a leading one-stop human resources provider in Asia Pacific, focused on providing organisations with innovative ways to manage complex end-to-end HR processes. Through our cloud and mobile-based Human Resources Management system as well as industry-leading solutions such as Payroll Outsourcing, Attendance Automation, Business Intelligence, HR Consulting, Recruitment & Business Process Outsourcing and Flexible Employee Management, we help companies transform their HR operations to and beyond their expectations, while achieving business goals related to cost and profitability.

Founded in 2004, our APAC headquarters is in Singapore and R&D centre in Indonesia. We have offices in Australia, China, Hong Kong, India, Japan, New Zealand, Philippines, Vietnam, Taiwan and Thailand with business links in over 10 countries and regions.

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