

Complaint – VAUDE – Vietnam

Status: New Complaint

FWF is responsible for setting up a complaints procedure in production countries where FWF is active. The complaints procedure allows third parties to make complaints about the working conditions or the way the Code of Labour Practices is implemented in factories which supply FWF members.

The responsibility of FWF includes investigating the complaint, verifying whether the agreed corrective action plan is implemented and public reporting. This complaint report gives an overview of a complaint filed to FWF, the investigation and agreed corrective action plan as well as how the outcome is verified. For more information on the complaints procedure see the FWF website. FWF also publishes an overview of complaints received in its annual reports.

1. Member company involved

VAUDE

2. Accused party

A factory located in Vietnam supplying VAUDE.

3. Date of receiving complaint

16 April 2017

4. Filing party

A worker that was employed by the factory until February 2017.

5. The complaint

The complaint is related to the unused annual leave payment for 2015 and 2016. The employee took maternity leave for 6 months from 25 February 2016. In addition she took unpaid leave for 3 months after which she resumed work in December 2016. After that, she has applied a resignation letter with giving prior notice of 45 days before ending of contract. She resigned on 12 February 2017. According to the employee she did not receive the unused annual leave payment in 2015 and 2016. The factory paid the unused annual leave for 2015 at end of April 2016 while she was on maternity leave so she could not receive it. According to the employee, she worked 3 months in 2016, so she should be entitled to at least 3 days of unused annual leave.



6. Admissibility

FWF decided that the case is admissible on 19 April 2017.

The factory is an active supplier of VAUDE, a member of FWF.

The case is relevant to the following labour standards of FWF's Code of Labour Practices:

- Payment of a living wage

7. Investigation

The authenticity of the complaint is still under investigation.

8. Findings and conclusions

The authenticity of the complaint is still under investigation.

9. Remediation

The authenticity of the complaint is still under investigation.

10. Verification

The authenticity of the complaint is still under investigation.

11. Evaluation by the complainant

The authenticity of the complaint is still under investigation.