

Support to Development in Industrial Relations, Wage Fixing and Labour Law Implementation Institutions and Capacity in Viet Nam



AT A GLANCE

→ Partners

Ministry of Labour, Invalids and Social Affairs, Vietnam General Confederation of Labour, Vietnam Chamber of Commerce and Industry, Vietnam Cooperatives Association, Social Affairs Committee of National Assembly, National Wage Council

→ Donors

US Dept of Labor, One UN among others

→ Duration

2012-2016

→ Target beneficiaries

Policy makers, MOLISA, trade unions at central, provincial, industrial zone and enterprise levels, employer organizations at National and provincial level and their constituent members, workers and managers.

→ Geographical focus

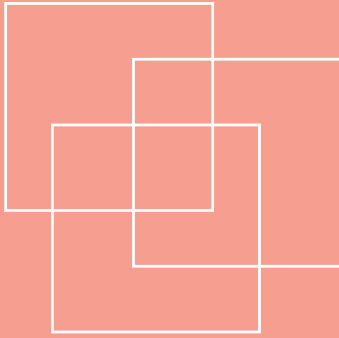
Hai Phong, Da Nang, Binh Duong, Dong Nai provinces, Ho Chi Minh City and Hanoi



PROJECT CONTEXT

Viet Nam's rapid economic transition – to achieve middle income country status in 2010 and its goal to become a modern-oriented industrialized country by 2020 – necessitates the development of sound and effective industrial relations system and institutions. The industrial relations system has been evolving to meet new market economy demands, but in many areas remains unable to respond adequately and in a timely way to the changing industrial and economic environment. A sharp rise in the private sector including foreign-owned enterprises and rapid expansion of the manufacturing sector, brought new challenges and a wave of workplace disputes and strikes to Viet Nam since 2006.

The development of sound labour relations is critical for the effective governance of complex interactions in an advanced labour market, as well as for ensuring the continued improvement of the lives of workers in Viet Nam, particularly as the country deepens its integration into international markets by joining ASEAN, AFTA, WTO and other trade agreements.



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PROJECT OBJECTIVES

- Support effective implementation of the new Labour Code and Trade Union Law, including the adoption of decrees and guidelines and any revisions for the new laws, promoting consistency with international labour standards. This also includes raising awareness on these new laws to improve their enforcement.
- Support an effective and sustainable minimum wage system, including support to establish the National Wage Council, provision of technical advice and support to evidence-based decisions.
- Improve trade union capacity to effectively and democratically represent workers. This includes expanding pilot initiatives aimed at fostering 'bottom-up' trade union organization and operation at enterprise level and increasing the capacity of immediate upper-level unions to support effective and genuine social dialogue and collective bargaining at grassroots level.
- Promote the use of genuine and effective collective bargaining and social dialogue through pilots with trade unions and employer organizations including cooperatives.
- Support to the Government in improving industrial relations services including longer term provincial industrial relations planning, piloting more effective coordination and management of mediation services and labour market analysis.

PROJECT OUTCOMES

- Workers and employer organizations are more representative, influential and provide improved services to members.
- Institutions and mechanisms for effective collective bargaining and social dialogue are in place.
- Government institutions for industrial relations and decrees and regulations related to industrial relations are strengthened.
- National Wage Council operating according to international standards and social partners are effectively participating in minimum wage fixing.
- Capacity for tripartite partners is improved to support international integration, ratification and implementation of major ILO conventions and compliance with international labour standards.

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