



More and better
jobs through
socially responsible
labour practices



International
Labour
Organization



Electronics Business Coalition in Viet Nam To Promote Socially Responsible Labour Practices

What is the Electronics Business Coalition?

The Electronics Business Coalition is an initiative of the Vietnam Chamber of Commerce and Industry (VCCI) together with the Viet Nam Electronics Industry Association (VEIA) to promote socially responsible labour practices. It is being developed with technical assistance from the International Labour Organization (ILO), with support from the Government of Japan.

The Coalition is meant for Multi-National Enterprises, their suppliers, business associations and other key actors with a stake in Viet Nam's electronics sector (including Government, workers' and employers' organizations).

The purpose of the Coalition is to: (i) provide a safe space for dialogue amongst business and (ii) collect and represent the voices of the electronics industry in a broader policy dialogue involving other stakeholders and (iii) provoke joint action in addressing common challenges facing the industry.

The ultimate goal of the Coalition is to contribute to more and better jobs while improving industrial relations in the electronics industry. This will help ensure the long term viability of Viet Nam's electronics sector and its continued contribution to the country's social and economic progress.



What are Socially Responsible Labour Practices?

Socially responsible labour practices are a core part of corporate social responsibility. This is not worker charity, but rather business practices that focus on improving employment opportunities, worker training, conditions of work and life, and industrial relations.

These practices are based on longstanding and widely endorsed international labour standards. They are also reflected in the ILO's Tripartite Declaration of Principle concerning Multinational Enterprises

and Social Policy (MNE Declaration, most recently revised in 2017), which provides direct guidance to enterprises on social policy and inclusive, responsible and sustainable workplace practices.

Socially responsible labour practices are not only a way to ensure that employers are in compliance with national labour laws, but that the impact of their business operations have a positive social impact on their workers and Vietnamese society as a whole.

Socially responsible employers work to improve these aspects of their business because they recognize that decent working conditions and good workplace relations are not only their social responsibility but also contribute to better business.

Competitiveness enhancing business strategies can at the same time be 'socially responsible' and generate more and better jobs. Such business and labour practices are in line with the ILO MNE Declaration.

What are the Coalition's Benefits for Employers?

Joining the Coalition will help electronics companies in Viet Nam improve their labour practices in line with national law and international labour standards and industry best practice. In doing so, employers can expect to benefit in the following ways:

Improve Productivity

Strengthening relations between management and workers in an company, including through better social dialogue, can contribute to improving quality and productivity by promoting team work as well as joint problem identification and problem solving.

Reduce Business Risk

Better workplace dialogue can also help anticipate and resolve worker grievances before they turn into industrial disputes. In addition, ensuring decent working conditions in line with national and international labour standards contributes to greater job satisfaction among workers, which can help reduce turnover and improve a firm's ability to recruit on the local job market and develop internal talent. This is true not only for lead firms but across a company's production network to ensure harmonious industrial relations and improved labour management throughout the supply chain.

Enhance Brand Reputation and Competitiveness

In today's global marketplace, trading partners, corporate clients and consumers demand that their electronics goods are produced in conditions that do not exploit workers. Firms that can practice decent working conditions free of child labour, forced labour and discrimination and that meet the basic needs of their workers have a competitive advantage by strengthening their socially responsible brand.

Strengthen Sectorial Collaboration on Labour Issues

Working together at the sectorial level, electronics companies, in dialogue with Government and the trade union can improve the understanding of labour trends and challenges in the industry, helping to shape policies in the mutual interests of electronics manufacturers and workers to ensure long term sustainability and industrial harmony of the sector.

How can you join?

The Business Coalition is a voluntary forum. There are no fees or formal enrolment requirements. Periodic events will be organized and open to all interested parties.

To find out more on how to get involved and to learn about upcoming events, contact the VCCI Bureau for Employers' Activities at the following contact details:

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