



International
Labour
Organization



Sustainable supply chains to build forward better

► Project results

January 2021 - June 2023





Towards decent work in global supply chains

▶ The COVID-19 crisis amplified the need for **more resilient, inclusive and sustainable global supply chains**. In 2021, the International Labour Organization and the European Union Programme for Employment and Social Innovation embarked on a joint project that uses global supply chains of considerable importance to the European market as an entry point for advancing decent work.

The project engaged governments, employers' and workers' organizations and other associated parties in five countries and equipped them with the knowledge, tools, technical assistance and policy advice to **better mitigate the decent work challenges and embrace the opportunities in five supply chains: coffee, textiles, rubber gloves, fisheries and electronics**.



Why does decent work in global supply chains matter?

Global supply chains create millions of jobs and contribute to **economic growth and poverty reduction**. Combined with cross-border trade and investment, they also create a **wealth of opportunities for enterprises to access new markets, technology and knowledge**.

Global supply chains can lead to a path of inclusive growth and decent work when economic, environmental and social upgrading are aligned and mutually reinforcing. However, the expansion of global supply chains is also associated with significant governance gaps and downward pressure on working conditions and the respect for rights at work, particularly in countries with weak labour market institutions and a large informal economy.

In an interconnected and interdependent world, **supply chains are an issue of global interest, relevance and concern**. Climate change, technological advances, demographic shifts and a new era of globalization characterized by geopolitical conflict and trade turbulence are rapidly reshaping supply chains. So are labour provisions in free trade agreements and expanding human rights due diligence requirements. This brings new opportunities as well as more challenges for governments, employers and workers everywhere to attain decent work and social justice for all parties in the global and domestic supply chains.



It is important to acknowledge that global supply chains generate jobs and opportunities for decent work and also for sustainable development. But at the same time, there are important governance gaps that must be addressed.

Alette Van Leur,
Director of the ILO
Sectoral Policies
Department

- ▶ The ILO is mandated to promoting social justice and peace. The Organization brings together governments, employers and workers' representatives within its 187 Member States to set international labour standards, develop policies and establish programmes that promote decent work for all women and men.

The tripartite constituents of the ILO first discussed decent work in global supply chains at the [International Labour Conference in June 2016](#). Then in March 2023, the ILO Governing Body adopted a [new strategy on decent work in supply chains](#). The strategy promotes a smart mix of national and international mandatory and voluntary measures to optimize the impact of the ILO's efforts to ensure decent work in supply chains, build on its tripartite structure and standards system and use all available ILO means of action.

An impactful partnership to advance decent work in global supply chains



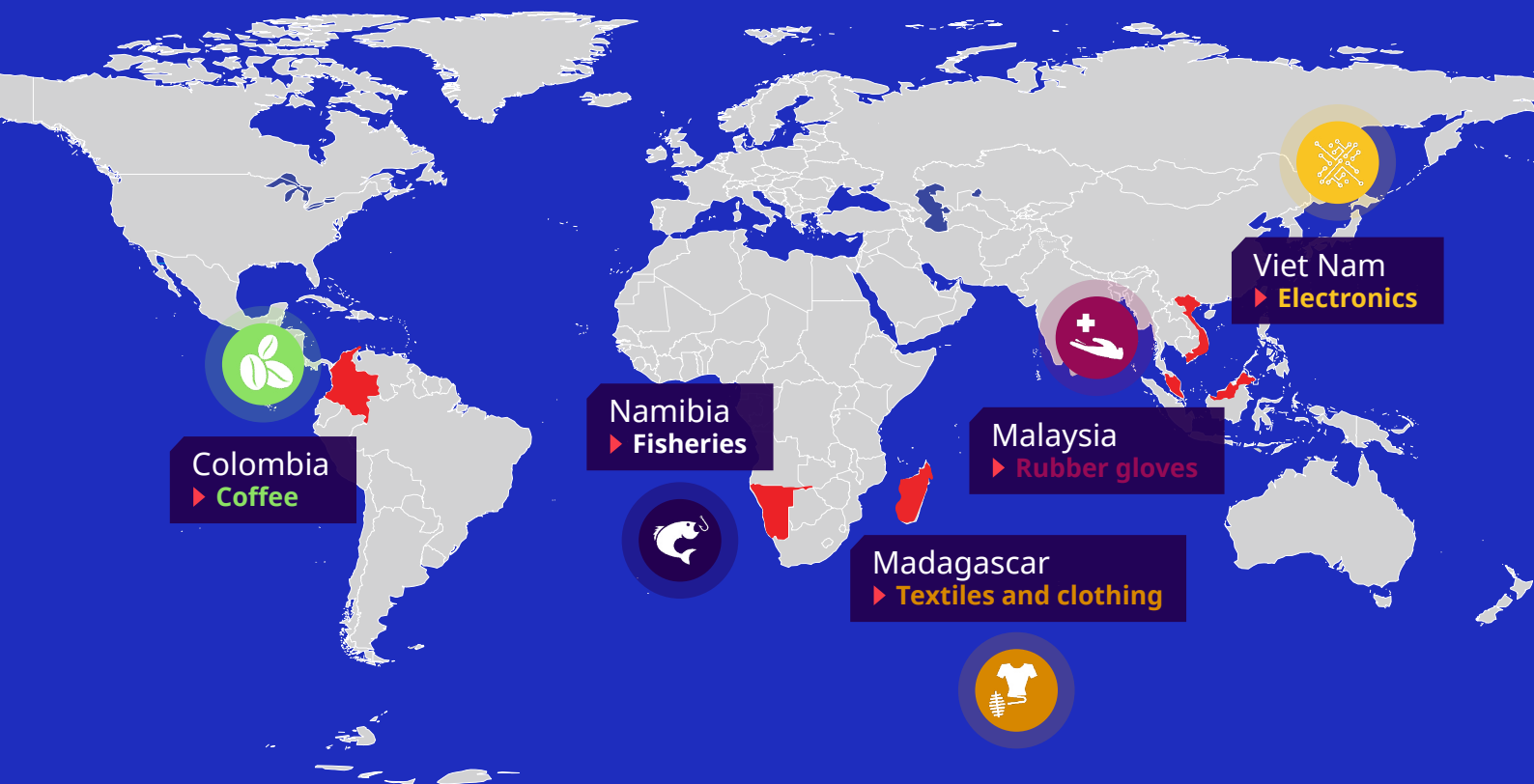
► Sustainable Supply Chains to Build Forward Better



was a joint initiative of the ILO and European Union that helped advance **decent work in five global supply chains**.

With €1.6 million in funding from the European Union's Programme for Employment and Social Innovation and other funding as well as technical assistance from the ILO, the nearly three-year project has equipped governments, employers, workers, their organizations and other associated actors with the knowledge, tools, guidance and advice to foster **more resilient, inclusive and sustainable supply chains** in five sectors in **five countries** that produce goods and commodities of importance for the European market.

「Advancing decent work through a sectoral approach.」



► The project promoted:



Research

The project conducted research in the **five countries and supply chains**. This helped constituents and supply chain stakeholders **better understand the challenges and opportunities** in each sector and will help ensure that future interventions by the ILO and its constituents are based on reliable data and information.



Social dialogue

National tripartite steering committees were established in the five countries of intervention. They were strengthened during the project so that governments and employers' and workers' organizations have regular **social dialogue platforms** to address challenges and opportunities in the five supply chains.



Capacity building

The project proactively engaged ILO constituents and other important stakeholders in the five countries and **strengthened their capacities to develop and implement policies** and other measures that will advance decent work and tackle specific issues.



A framework for lasting results



01. Supply chain research and analysis

- **Enhanced knowledge and understanding of decent work deficits and opportunities in five supply chains among policymakers, social partners and other stakeholders to facilitate the development of evidence-based and gender-sensitive policies and measures that will advance decent work.**
 - ▶ Tripartite constituents and stakeholders are better informed about the impact of the COVID-19 pandemic on the decent work challenges and opportunities in the five supply chains.
 - ▶ Increased awareness among the tripartite constituents and stakeholders about the impact of the COVID-19 pandemic on the decent work challenges and opportunities in the five global supply chains.



02. Tools, policy advice and training

- **Tripartite constituents and stakeholders are better equipped to advance decent work in more resilient, inclusive and sustainable supply chains.**
 - ▶ New and existing ILO tools and guidance are produced and adapted to the context of each country and supply chain.
 - ▶ Policy advice and technical assistance are provided, including on the application of the international labour standards as well as compliance with national laws and regulations.
 - ▶ Training for tripartite constituents and stakeholders to promote decent work in more resilient, inclusive and sustainable supply chains.



03. Support to ILO constituents and stakeholders along the five supply chains to take steps that will advance decent work as part of their response to the COVID-19 crisis

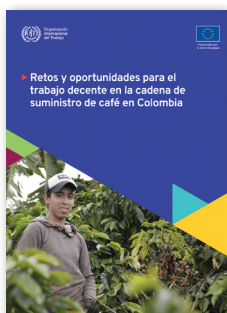
- **Tripartite constituents and stakeholders further develop and implement policies and measures to build more resilient, inclusive and sustainable global supply chains in the aftermath of the COVID-19 crisis.**
 - ▶ Policies and measures to build more resilient, inclusive and sustainable global supply chains are developed by tripartite constituents and stakeholders.
 - ▶ Social dialogue mechanisms are in place to support the development of policies and measures that will advance decent work in supply chains.

Overview of global results

The [Sustainable Supply Chains to Build Forward Better](#) project equipped governments and employers' and workers' organizations in the five countries and supply chains with **knowledge, tools, guidance, policy advice, technical assistance and training** to take on the decent work challenges and opportunities.

The project's results, tools and research findings can be used by the ILO's tripartite constituents and supply chain stakeholders in other countries to develop and refine their policies and strategies to advance responsible business conduct and decent work, including respect for the principles of the international labour standards. The achievements of the project can also be used to improve human rights due diligence and promote the fundamental principles and rights at work.

► Publications and events



As the main and only tripartite global organization in this field, the ILO must play a leading role in bringing together its tripartite constituents and other key stakeholders to advance decent work in supply chains.

Stan Kaatee, Director-General, Dutch Ministry of Social Affairs and Employment

The project published a [synthesis report](#) that summarizes the **findings from five rapid assessments and deep-dive reports** on the decent work challenges and opportunities in the five countries and the supply chains operating in them. The synthesis report enhances the evidence base for ILO tripartite constituents and other supply chain stakeholders to develop and refine policies and strategies that will advance decent work.

The synthesis report was [launched](#) during an [event in The Hague](#), the Netherlands (17 April 2023) that 90 representatives from the Dutch Government, employers' and workers' organizations, multinational enterprises and multistakeholder initiatives attended. The panel discussion and three thematic sessions were hosted by the Dutch Social and Economic Council and co-organized by the ILO and the Dutch Ministry of Social Affairs and Employment.

The culmination of the project was another event organized with the European Union in Brussels (in June 2023) that explored the challenges and opportunities to advance responsible business conduct and decent work in more resilient, inclusive and sustainable supply chains. The [event](#) provided a unique opportunity for ILO Member States, employers' and workers' organizations and other associated supply chain actors to discuss new developments in responsible business conduct and the drivers of change that can impact the configuration and functioning of supply chains. **The gathering allowed for an open exchange of views and debates on ways to create more resilient, inclusive and sustainable supply chains**, including through sectoral social dialogue at the European level and beyond.

The sectoral social dialogue platforms that the ILO helped set up or reinforce in the five countries as part of the project are already proving successful in addressing the challenges and exploring the opportunities in selected supply chains.



Harvesting decent work in Colombia

The project helped advance **decent work in the coffee sector** by creating more and better job opportunities and dignified conditions for the workers who harvest coffee in Colombia.



- Coffee is the most important agricultural commodity in Colombia and generates **US\$2.6 billion annually in exports**.
- Colombia is the **third-largest coffee producer in the world**.
- The coffee industry **employs an estimated 2 million workers** and accounts for 40 per cent of the country's rural labour force.
- Some **85 per cent of coffee production occurs in the informal economy**.

“

Today I feel proud to be the first woman to be recognized as a coffee picker in Colombia ... Initiatives like this are important because they recognize us and they give us the courage to work and move forward.

Hony Avilez,
The first certificated woman to be recognized as a coffee picker

Watch her full story [here](#).

Areas of intervention

Throughout the project, the ILO created and promoted **tripartite dialogue spaces to take on the decent work issues in the coffee sector** and search for ways to deepen the resiliency, inclusivity and sustainability of the coffee supply chain.

The project worked closely with the Ministry of Labour, the Ministry of Agriculture and Rural Development, the National Training Service, the National Business Association of Colombia, the Colombian Coffee Growers Federation, the Central Union of Workers, the Confederation of Workers of Colombia, the General Confederation of Labour, the Rainforest Alliance Colombia and other actors in the sector.

The project focused on strengthened the capacity of constituents and other coffee supply chain stakeholders through enhancing knowledge of the decent work challenges and opportunities in the coffee sector through the development and dissemination of **research, tools, training programmes and skills certification**.

Results

#COSECHANDO
TRABAJO DECENTE

- ▶ The project published the [Decent Work Challenges and Opportunities in the Coffee Supply Chain in Colombia](#) report. The recommendations of that report include strengthening the labour inspection system for the coffee supply chain, creating a road map for the formalization of work and recognizing the unique challenges of the temporary, seasonal and migrant workforce. **The findings and recommendations were positively received by the constituents and other stakeholders in Colombia** and used as guiding principles for delivering the various activities of the project, including the development of the labour competency certification programme for coffee pickers.



- ▶ A [rapid assessment on opportunities, challenges and needs for promoting decent work in the cocoa value chain](#) was commissioned to strengthen constituents' knowledge about this increasingly important sector. That assessment led to a new ILO project in the cocoa supply chain in Colombia.
- ▶ In Huila Department, the project supported the establishment and operationalization of the [Mesa Ejecutiva tripartite social dialogue platform](#), which has the capacity to launch pilot projects.
- ▶ The **International Coffee Sector Roundtable was established** as a dedicated dialogue space for tripartite constituents and other stakeholders and development partners in the sector and is led by the Ministry of Labour. The Roundtable contributed towards a stronger National Development Plan for the coffee sector by firmly embedding a decent work perspective.

- ▶ The project developed a [toolkit](#) for advancing decent work in the coffee sector that consists of 26 ILO tools, guides and instruments to better equip constituents and stakeholders to create a more resilient, inclusive and sustainable coffee supply chain. The kit includes tools on safety and health at work, labour inspection in the informal economy and fundamental principles and rights at work, especially those concerning the elimination of child labour.
- ▶ The project developed a [Training of Trainers Programme](#) on fundamental principles and rights at work in the coffee sector. Thirty-one representatives from ILO constituents, authorities and other actors in Huila Department were certified by the ILO as trainers on fundamental labour rights and safety and health at work. They have subsequently **trained 197 coffee workers on these same topics**.
- ▶ The project promoted decent work in national conferences, events and fairs, including the **first International Fair of Coffee, Cocoa and Agrotourism Exhibition** and the [tripartite dialogue with exporters and traders](#) to promote decent work in the coffee sector.
- ▶ Together with the National Training Service, the project created the **first certification programme of labour skills and competencies among coffee harvesting workers**. A total of [426 coffee farmers and collectors](#) had their skills and competencies certified according to unified technical standards. The programme will be replicated in other municipalities of the country. Skills certification is a game-changing step towards improving working conditions and the productivity and competitiveness of the sector. Hony Avilez became the first woman coffee picker to receive a certificate.

197 coffee workers
trained

26 ILO
tools



426 coffee workers
certified

▶ Learn more about the project results in Colombia [here](#).



Laying the foundation for advancing decent work in the textile and clothing supply chain in Madagascar

The project strengthened the **knowledge base and understanding of decent work challenges and opportunities in the textile and clothing supply chain in Madagascar** while providing inputs for the development of the first sustainable industrial policy for the sector.

The project benefited ILO constituents in the country's cotton, textile and manufacturing industries by increasing their awareness of the potential for **creating decent jobs, with a focus on the situation of women**. It also contributed to the development of **an industrial policy to improve working conditions and the competitiveness of the industry in the global market**.

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- Madagascar is the **second-largest garment exporter** in sub-Saharan Africa.
 - The textile and clothing supply chain **creates around 180,000 jobs** and accounts for **25 per cent of the country's exports**.
 - **Women make up 64 per cent of all workers** in the textile and clothing supply chain.
 - Some **43 per cent** of all workers operate in the **informal economy**.



Although the actors in the supply chain face different obstacles in the development of activities for the promotion of decent work, the determination is there to move towards the common goals for a sustainable supply chain.

Coffi Agossou,
Resident
Representative
of the ILO in
Madagascar

Areas of intervention

In Madagascar, the project worked with ILO constituents and stakeholders in the sector, including the Ministry of Public Service, Labour and Social Legislation, the National Office for Employment and Training, the Madagascar Chamber of Commerce, the Madagascar Export Processing Companies and Partners Association and the Confederation of Malagasy Workers, to **promote decent work in a more resilient, inclusive and sustainable textile and clothing supply chain**.

The project was implemented as part of the ILO textiles cluster established by the ILO Office in Antananarivo, which combines the experience and expertise of Better Work Madagascar, the Vision Zero Fund Madagascar, the Trade for Decent Work project and other ILO programmes. These programmes work extensively with the Malagasy labour administration to increase its capacity **to improve safety and health in the industry**; support **implementation of the international labour standards** and strengthen **governance and institutional development in the sector**.

Results



- ▶ The project published the rapid assessment report [Study on Decent Work in the Textile and Clothing Industry in Madagascar](#), which provides comprehensive analysis of **employment and working conditions, social protection, social dialogue and the fundamental principles and rights at work** (elimination of child and forced labour; freedom of association and collective bargaining; gender equality and non-discrimination; and the right to a safe and healthy working environment). The assessment also looked into the **impact of the COVID-19 pandemic** in the sector and identified strategic actions that need to be taken in the near future to promote decent work opportunities and redress the labour challenges in the supply chain. A road map on those actions was adopted at the launch of the rapid assessment report. A total of 53 textile companies and 502 workers took part in the qualitative and quantitative rapid assessment.
- ▶ A [toolkit](#) of existing ILO guidelines, instruments and training material was compiled and published to assist constituents and the supply chain stakeholders to respond to the challenges and opportunities highlighted in the rapid assessment. A **capacity-building and awareness-raising workshop** was organized for journalists to support them in more thoroughly reporting on employment and working conditions in the sector. Other communication

materials, including a [video](#), were produced to expand awareness on the challenges and opportunities that the industry faces.

- ▶ The [ILO Business Forum](#) was organized by the ILO textiles cluster to discuss ways to increase the participation of Madagascar in the global garment market and the benefits from the trade agreements that the country has entered into with the European Union and the United States. **More than 600 people attended the forum, including the prime minister of Madagascar and several government ministers.**
- ▶ The ILO report ***Sustainable Industrial Policies and Strategies for Textiles, Clothing, Leather and Footwear: A Comparative Analysis of Four Strategies and Recommendations for Good Practice*** was presented during the ILO Business Forum as a contribution to the development of a sustainable industrial policy for the sector.

53 textile companies

502 workers



Illustration of the global textile and garment supply chain. Source: ILO.



Raw material
supply networks

Component supply
networks

Production
networks

Exporting
networks

Retailers


Natural fibres
(cotton, wool, silk, etc.),
synthetic fibres
(petroleum, natural gas)

Yarns, fabrics,
petrochemical
products,
synthetic fibres

Manufacturing
enterprises,
garment enterprises,
national and foreign
subcontractors

Ready-to-wear brands,
purchasing office
abroad, trading
enterprises

▶ Learn more about the project results in Madagascar [here](#).



Addressing forced labour and advancing decent work in the rubber glove supply chain in Malaysia

The project assisted ILO constituents in Malaysia in effectively targeting forced labour and **investing in decent and sustainable work opportunities** to help the rubber glove industry reach its full potential.

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- Malaysia is the **world's biggest producer of rubber gloves** and the world's seventh-largest rubber grower.
 - Malaysia **exports rubber products to more than 190 countries** and holds a share of 62 per cent of the global market for rubber gloves.
 - Demand for surgical and other types of rubber gloves increased significantly during the COVID-19 pandemic. **Around 70,000 workers are employed in the rubber glove industry**, of which 30,000 are Malaysians. The remaining 40,000 are foreign migrant workers.



I believe that with the engagement with the employers, employees, government and ILO, we can have more awareness about the freedom of association. The Malaysian Trades Union Congress welcomes the capacity-building activities to strengthen the capacity of workers in social dialogue and collective bargaining under this project.

Effendy Abdul Ghani,
President,
Malaysian Trades
Union Congress

Areas of intervention

The project in Malaysia supported constituents to **implement the Government's national action plan to address forced labour and to harness new opportunities for decent work in the industry**. It engaged all stakeholders and promoted social dialogue throughout the supply chain **to keep decent work at the forefront of new policies and action**.

Foreign migrant workers were a priority during the project because they constitute a significant proportion of the industry workforce and are vulnerable to **unfair recruitment practices and discrimination at work**.

The project developed and implemented **responsive strategies and actions** in collaboration with the Ministry of Human Resources, the Malaysian Rubber Council, the Malaysian Rubber Glove Manufacturers Association, the Malaysian Employers Federation and the Malaysian Trades Union Congress.

Results



- ▶ The project published a [deep-dive research report](#) that will help constituents and stakeholders better understand the decent work challenges and opportunities in Malaysia's rubber glove supply chain.
- ▶ An **Action Plan on the Promotion of Decent Work in Malaysia's Rubber Glove Supply Chain** was validated by all national and sectoral stakeholders.
- ▶ In collaboration with the Malaysian Rubber Council, the project **supported implementation of Malaysia's National Action Plan on Forced Labour**. The ILO published [Addressing, Preventing and Eliminating Forced Labour in the Rubber Industry in Malaysia: A Practical Guide for Malaysian Employers](#). A [video](#) and a [poster](#) were developed to promote the guide and increase awareness on forced labour and ways to tackle unfair recruitment practices in the industry. The guide was launched by the Minister of Plantation and Commodities, and 500 copies were printed and distributed to government agencies, companies and workers. The guide was also exhibited at the Malaysia [Human Rights Day Forum 2022](#).
- ▶ Together with the Malaysian Rubber Council, the project organized a [Training for Employers on Addressing, Preventing and Eliminating Forced Labour in the Rubber Industry](#), which was attended by 82 persons from 26 rubber glove companies, five rubber industry companies, two industry associations and the Department of Labour.
- ▶ In collaboration with the Malaysian Rubber Glove Manufacturers Association, the project organized a **series of workshops for rubber glove company personnel and webinars on preventing forced labour** in the rubber glove manufacturing industry.
- ▶ A [Workshop on International Labour Standards and Labour Laws in Malaysia](#) was organized and, **for the first time, the Malaysian Trade Union Congress was invited to discuss decent work challenges and opportunities in the sector**.
- ▶ The project worked with the Malaysian Trade Union Congress to develop a **network of trade unions among rubber glove supply chain enterprises** and to [strengthen the capacity of workers' representatives in the sector](#).
- ▶ In preparation for the European Union's Corporate Sustainability Due Diligence requirements, the project provided **technical advice** to the Malaysian Rubber Council, the Malaysian Rubber Glove Manufacturers Association and the Malaysian Rubber Products Manufacturers Association on cross-border dialogue.
- ▶ The project published a [compilation of ILO resources](#) relevant to decent work in the rubber glove supply chain in Malaysia.
- ▶ Through the [ILO Helpdesk for Business on International Labour Standards](#), the project provided **technical advice to the Malaysian Rubber Glove Manufacturers Association on the drafting of their code of conduct**. This code of conduct is expected to influence changes among the Association's members and will help advance decent work in the sector once it is published.
- ▶ Discussions with the Ministry of Human Resources and the Department of Labour Peninsular Malaysia are ongoing to expand the Task Force on Compliance on Labour Laws and Policy for Rubber Manufacturing Sector to include trade unions and become a broader forum for tripartite and sectoral stakeholders. The task force is expected to become a social dialogue mechanism for the Government and employers' and workers' organizations to devise and implement action plans that advance decent work in the rubber glove supply chain.

82 participants




26 companies



2 industry associations



▶ Learn more about the project results in Malaysia [here](#).



Building forward better in the fisheries supply chain in Namibia

The project in Namibia **enhanced the understanding of decent work challenges and opportunities in the fisheries supply chain** among policymakers, employers and workers. Because of the project, they now come together to strengthen inspection of working conditions in the industry and have decided to establish a National Commission on Decent Work in the Namibian Fisheries Sector.

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- The industry **exports more than 90 per cent of its total unprocessed and manufactured fish products.**
 - The industry is **one of the largest contributors to the country's gross domestic product.**
 - Some **16,300 workers**, of which **40 per cent work at sea and 60 per cent onshore**, are directly employed in fishing and fish-processing activities and logistics.



The training has done a great deal of improvement in inspectors' performance and gave them the knowledge and skills that are required to perform their job and understand the fisheries sector deeper than before.

Aune Mudjanima,
Director of
Labour Services,
Ministry of Labour,
Industrial Relations
and Employment
Creation of Namibia

Areas of intervention

Recognizing that workers onshore and at sea face different challenges that need to be managed jointly with all actors involved, the project engaged the Directorate of Labour Services of the Ministry of Labour, Industrial Relations and Employment Creation, the Directorate of Maritime Affairs of the Ministry of Works and Transport, the Directorate of Operations (Division of Monitoring, Control and Surveillance) of the Ministry of Fisheries and Marine Resources, the Namibian Employers' Federation, the Confederation of Namibian Fishing Associations, the National Union of Namibian Workers, the Trade Union Congress of Namibia, the Namibia Seaman and Allied Workers Union, the Namibia Food and Allied Workers Union, the Namibia Fishing Industries & Fishermen Workers Union and the Namibia Public Workers Union.

Results



- ▶ A [deep-dive research report on the decent work challenges and opportunities in Namibia's fisheries supply chain](#) was published with information on employment trends and working conditions in the industry after the COVID-19 pandemic.
- ▶ A National Tripartite Advisory Committee was created with stakeholders to **determine opportunities for collaboration, provide guidance for implementation, discuss issues in the sector and find solutions through social dialogue**. The Committee provided technical and strategic guidance to ensure that the project's action and activities aligned with the national priorities and frameworks and responded to relevant changes in policy and politics.
- ▶ ILO constituents converted the National Tripartite Advisory Committee into a standing National Commission on Decent Work in the Namibian Fisheries Sector. This will become the first tripartite body to address decent work challenges and opportunities in the supply chain and to ensure coordination between all stakeholders. Such coordination is called for in the ILO Work in Fishing Convention, 2007 (No. 188), which Namibia ratified in 2018.
- ▶ The project organized a workshop with the Ministry of Labour, Industrial Relations and Employment Creation to **improve coordination among the relevant authorities** and to strengthen their ability to apply a [strategic compliance planning approach](#) to inspection in the fishing sector. As a result of the workshop, a Strategic Compliance Taskforce was created with 12 members from the Government and from workers' and employers' organizations.
- ▶ A [toolkit](#) on the fisheries supply chain was developed. It contains **tools, instruments and guidelines** on the fundamental principles and rights at work, the relevant international labour standards, the inspection of labour conditions on board fishing vessels and responsible business conduct.
- ▶ A [Namibia Field Guide on Labour Inspection On Board Fishing Vessels](#) was developed and published, along with two leaflets, "[Basic Employment Conditions for Decent Work](#)" and "[How to Stay Safe While Working On a Fishing Vessel At Sea](#)". National inspectors were trained on the use of this material in their work to improve conditions in the industry.
- ▶ A [training programme on occupational safety and health provisions](#) on fishing vessels concluded with certification of 42 labour inspectors, shop stewards, fisheries inspectors and fisheries observers from the harbour of Walvis Bay and Lüderitz.
- ▶ A [Sensitization and Training Workshop](#) on ILO Convention No. 188 for fisheries stakeholders in Namibia was organized.
- ▶ Within the framework of strategic compliance planning, the project developed [standardized employment contract templates for workers in the industry](#) that align with national laws and ILO Convention No. 188.
- ▶ A [Basic Safety and Familiarization training](#) was organized for 15 labour and industry inspectors from the Ministry of Labour, Industrial Relations and Employment Creation **to equip them with the necessary skills and certification to conduct inspections on board vessels**. The training lasted one month and was conducted by the Namibian Maritime and Fisheries Institute.
- ▶ The first joint [labour inspection campaign](#) was successfully implemented by the Ministry of Labour, Industrial Relations and Employment Creation, the Ministry of Fisheries and Marine Resources and the Ministry of Works and Transport, directly benefiting 306 fishermen on board fishing vessels, 294 workers employed by fishing companies and 12 vessel managers.

306 fishermen

294 workers employed

12 vessel managers



▶ Learn more about the project results in Namibia [here](#).



Fostering decent work in Viet Nam's electronics supply chain

In Viet Nam, the project generated new knowledge, tools, guidance, policy advice, technical assistance and training that are now helping ILO constituents advance decent work **in electronics manufacturing within a broader context of labour law reform.**

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- The electronics industry is the country's **largest exporting sector.**
 - The industry is **one of the largest employers in the country.**
 - During the COVID-19 pandemic, Viet Nam was one of just a few countries that recorded extensive growth in electronics output and exports.
 - In recent years, multinational enterprises have shifted **production to Viet Nam.**



We believe the project will be the next step towards reaching decent work goals for electronics supply chains, contributing to Viet Nam's sustainable and inclusive development through compliance and social dialogue improvement in the sector, while setting the tone for better labour practices.

Hoang Quang Phong,
Vice President,
Vietnam Chamber
of Commerce and
Industry (VCCI)

Areas of intervention

The project worked with other ILO programmes, including Better Work Viet Nam, to develop a methodology to research and understand the **decent work challenges and opportunities in the electronics supply chain. It strengthened the working relationships with local and national government officials, workers' and employers' representatives in the industry, major electronics manufacturers and other stakeholders.**

The Vietnam Chamber of Commerce and Industry, the Ministry of Labour, Invalids and Social Affairs, the Vietnam General Confederation of Labour and the Vietnam Electronic Industries Association were implementing partners and contributed to improving working conditions in the industry.

Results



- ▶ The project published the [Viet Nam's Electronics Supply Chain: Decent Work Challenges and Opportunities](#) report, which explores opportunities to advance decent work as well as the challenges that may undermine the industry's continued growth.
- ▶ The project contributed to piloting a newly developed research methodology that combined mapping the electronics supply chain within Viet Nam with a new survey tool to measure the decent work challenges and opportunities. The pilot, which was implemented in collaboration with the General Statistics Office of Viet Nam, included the development of questionnaires for enterprises and workers to capture a variety of different decent work indicators, which were then paired with an **innovative sampling methodology for mapping supply chain tiers**.
- ▶ In the spring of 2022, the ILO and the Vietnam Chamber of Commerce and Industry launched the [Advisory Programme](#) themed "Towards a Sustainable and Resilient Electronics Industry in Viet Nam". Participating factories benefited from a package of services for comprehensive improvement, including targeted training courses and onsite compliance advisory services from ILO-trained enterprise advisers. A prominent feature of the programme is a series of industry seminars that take place throughout the year and cover compliance with national labour law and international labour standards, [working time and wage policies](#), gender equality and labour outsourcing policies and practices.
- ▶ The project reviewed and mapped relevant tools, guidance and training materials in consultation with the ILO Better Work Viet Nam programme to adapt selected items from the garment sector for application in the electronics industry, including self-assessment, advisory, remediation and training tools.
- ▶ The project worked closely with other ILO projects to nurture a newly established dialogue mechanism at the sector level. During 2022, four dialogues were organized with participation from the national tripartite partners, sector business associations and representatives of electronics businesses (from both the workers' and employers' sides).
- ▶ The [Sectoral Forum](#) for the electronics sector was organized in collaboration with the Viet Nam Chamber of Commerce and Industry to discuss the challenges and opportunities confronting the industry. Featuring representatives from employers' and workers' organizations in the industry, local and national government officials, major electronics manufacturers and other stakeholders, the Sectoral Forum opened a door **for regular social dialogue among stakeholders, which will be essential to fostering** a more resilient, inclusive and sustainable electronics industry in Viet Nam.
- ▶ With the support of the project, [frequently asked questions surrounding application of the Labour Code](#) were compiled in English and Vietnamese, with technical responses from legal experts within the Ministry of Labour, Invalids and Social Affairs. These questions and answers were uploaded to the Ministry's website to better help electronics enterprises in understanding and applying the rule of law appropriately.
- ▶ The project also supported the Ministry of Labour, Invalids and Social Affairs with **policy advice for the formulation of a new legal article on digital labour contracts, as stipulated in the Labour Code**. This is a recent change in the legal framework to take advantage of the process of digitalization in the country.
- ▶ In partnership with the Vietnam General Confederation of Labour, the project strengthened the **capacity of trade union networks in locations of high electronics enterprise density**. Several training courses were organized for trade union representatives from electronics factories on industrial relations, collective bargaining, workplace communication and strategic planning. **A stocktaking of electronics enterprises on the situation of trade unions and industrial relations was conducted** as a result of the training.
- ▶ The project partnered with the Health Environment Management Agency and the Ministry of Health to produce a report on the safety and health risks that electronics workers face as well as on the legal framework for controlling these health risks. **The report is expected to serve as the basis for developing guidelines**. It includes recommendations for national labour management agencies, enterprises and workers for improving working conditions in the electronics industry.

▶ Learn more about the project results in Viet Nam [here](#).

Sustainable supply chains to build forward better



To learn more about the project visit:

▶ ilo.org/SSCBFB



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