

**ILO - VIET NAM DECENT WORK COUNTRY PROGRAMME
2012-2016**

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List of Abbreviations

ACTEMP	ILO Bureau for Employers' Activities
ACTRAV	ILO Bureau for Workers' Activities
ASEAN	Association of Southeast Asian Nations
CEDAW	UN Convention on Elimination of All forms of Discrimination against Women
DWCP	Decent Work Country Programme
EO	Employers' Organisation
ESC	Employment Service Centre
FDI	Foreign Direct Investment
GDP	Gross Domestic Product
HCS	Hanoi Core Statement
ILO	International Labour Organization
ILS	International Labour Standards
LED	Local Economic Development
LMI	Labour Market Information
MDG	Millennium Development Goals
MOLISA	Ministry of Labour, Invalids and Social Affairs
MOET	Ministry of Education and Training
NIRC	National Industrial Relations Committee
GDVT	General Department of Vocational Training
MSME	Micro, small and medium-sized enterprise
MOU	Memorandum of Understanding
MPI	Ministry of Planning and Investment
NQF	National Qualification Framework
OSH	Occupational Safety and Health
P&B	Programme and Budget
PES	Public Employment Services
SEDS	Social Economic Development Strategy
SEDP	Social Economic Development Plan
SPF	Strategic Policy Framework
SME	Small and medium sized enterprise
TOT	Training of Trainers
TVET	Technical and Vocational Education and Training
VCCI	Vietnam Chamber of Commerce and Industry
VGCL	Vietnam General Confederation of Labour
VCA	Vietnam Cooperative Alliance
UN	United Nations
UNDG	United Nations Development Group
UNCT	United Nations Country Team
UNICEF	United Nations Children Fund
UNDAF	United Nations Development Assistance Framework
WTO	World Trade Organization

1. The Country Context

Progress and development challenges

1. **Viet Nam's economic and social progress has been one of the world's success stories**, with an average annual real GDP growth rate of 6.7 per cent during 2007-2010. It attained lower middle income country status in 2010.¹ Following World Trade Organization (WTO) accession in 2007, Viet Nam's pace of integration into the global economy has accelerated, and the private sector has been increasingly driving growth. The country has also already achieved or is on track to achieve most of the Millennium Development Goals (MDGs). The country has demonstrated its active role as a responsible member in participating and implementing commitments and initiatives to advance MDGs and Decent Work.
2. **Viet Nam weathered the global financial crisis better than most other countries but its vulnerability to external shocks as well as macroeconomic instability has become increasingly apparent.** The Government's Socio-Economic Development Plan (SEDP) 2011-2015 emphasizes that "the country's economic weaknesses and the influence of the global financial crisis and economic decline, certainly, will still influence the development of the country in the first years of the five-year plan" and implementation of the plan will be "in the context of a fast changing, complex and unpredictable global economy". A major challenge in the coming years is to reduce vulnerability, in particular in the labour market, while at the same time to enhance Viet Nam's role in the global economy.
3. **The impressive rate of growth has not been matched by the quality of growth.** The Socio-Economic Development Strategy (SEDS) 2011-2020 notes that "economic development is not yet sustainable, quality of growth, productivity, efficiency and competitiveness of the economy remains low and macroeconomic balances not yet really steady. Economic growth relies much on extensive development factors and the shift to intensive development remains slow". In the Global Competitiveness Index for 2010-2011² Viet Nam ranked 59 out of 139 countries, but is still in the first stage of factor-driven development with exports dominated by natural resource-based commodities and low value-added manufactured goods and competitiveness based mainly on cheap, unskilled labour. A comparison of output per worker showed Viet Nam at the bottom of a list of countries.³
4. **To move from factor-driven to efficiency-driven development that is inclusive and sustainable, the country will have to overcome its structural weaknesses, modernize its institutions and governance, in particular for the labour market, and improve the productivity of its human resources.** The goal of the SEDS is to make Viet Nam a "modern-oriented industrialized nation" with "quality, productivity, efficiency and competitiveness as first priorities".

Poverty, inequalities, vulnerability and social protection

¹ Based on Viet Nam's 2009 GNI per capita of US\$1,010, according to the World Bank Atlas methodology.

² World Economic Forum, *Global Competitiveness Report 2010-2011*.

³ ILO Regional Office for Asia and the Pacific, *Asian Decent Work Decade Resource Kit: Competitiveness, Productivity and Jobs* (Bangkok, 2008).

5. **Viet Nam has done well in terms of reducing absolute poverty but the rate of poverty reduction has slowed and income inequalities have been growing.** The overall poverty rate has dropped but nearly half of ethnic minority households were still living below the poverty line in 2008. The pace of poverty reduction has declined over the years and has become more “costly” in the sense that higher growth is required for each percentage point poverty reduction. The group of persons just above the poverty line is now larger than the group just below – implying that protecting the “near poor” from falling back into poverty is increasingly crucial.
6. **The gender gap persists.** The female-male poverty gap has not narrowed in rural areas or in some ethnic groups. The disparities are especially serious in the labour market. In 2009, 69 per cent of employed women were in vulnerable forms of employment as compared to 54 per cent of men. While the wage gap in formal employment has steadily narrowed and is now at 12 per cent nationally, estimates suggest that women in the informal economy earn 50 per cent of male incomes. It remains a big challenge to effectively implement the 2007 Gender Equality Law and the Law on Domestic Violence Prevention and Control. Gender-based violence including sexual harassment is a growing problem. The National Strategy for Gender Equality (NSGE) as component of SEDS, has set up a specific objective to narrow the gender gap in the economic, labour and employment domains; to increase access of rural poor women and ethnic minority women to economic resources and labour market.
7. **Poverty is closely linked to vulnerable employment.** 61 per cent of all workers in Viet Nam were in vulnerable forms of employment as contributing family workers and own account workers – they lack social protection and safety nets to guard against risks such as ill health and occupational accidents and vulnerabilities such as economic shocks and climate change. Women especially are less likely to have formal work arrangements. In 2009, the share of vulnerable employment among all females in employment was 69.1 per cent, 14.7 percentage points higher than the share for men which stands at 54.4 per cent⁴. Other vulnerable and high potential groups include ethnic minorities, persons living with HIV/AIDS and persons with disabilities.
8. **Viet Nam’s existing provisions do not offer a basic floor of social protection** covering essential health care services for all residents, income security for children to ensure access to nutrition, education and care, minimum income security for all those of active age who cannot earn a basic income, and income security at least to the poverty level through pensions for old age and disability. An assessment-based national dialogue exercise conducted by the ILO at the request of the Government in January-April 2011 found that there is no clear strategy for extending health insurance to informal workers; children in poor regions and from ethnic minorities are inadequately covered; the unemployment insurance scheme which was introduced in 2009 does not cover informal workers; the linkages between social protection provisions and labour market policies are weak; only 9 per cent of the population above retirement age receive compulsory pension insurance; and 30 per cent of eligible elderly are not covered by social pensions. The assessment also identified

⁴National Centre for Labour Market Forecast and Information, *Vietnam Employment Trends 2009* (ILO Hanoi Office, August 2009).

what would be needed to provide a social protection floor for the entire population and a rapid costing exercise estimated the cost of introducing the additional provisions.

Structural weaknesses

9. **A major structural weakness is that while the agricultural sector contributes about one-fifth of GDP, it still accounts for about half the total labour force.** Underemployment in the agricultural sector remains persistent and substantial; and agricultural productivity is one-quarter that in industry and construction and one-third that in services. The objective of economic structural transformation in the SEDP 2011-2015 will be achievable only if the labour force is equipped with appropriate skills to move out of agriculture to take up jobs in industry, construction and services. At the same time, of course, productivity and living standards need to be improved for those remaining in agriculture.
10. **Significant disparities in regional development pose a major challenge.** The SEDP 2011-2015 notes that “the development capacity of regions is relatively different from each other, hence there is great difference between regions in development standard, infrastructure and living standards; and the rich-poor gap between regions tends to expand”.
11. **Rapid urbanization presents both opportunities and challenges for Viet Nam.** The dramatic increase in rural-urban migration has supplied the labour for the country’s impressive rate of industrialization and development. However, the internal migration flows have exacerbated the disparities between rural and urban areas and placed tremendous pressure on urban facilities. The lack of policies to address internal migration has meant that the majority of migrants face serious difficulties in housing, education, health care and other social infrastructure and services.
12. **Imbalances between the state-owned and private sectors are hampering entrepreneurship and productive employment.** Ninety per cent of job creation and 70 per cent of industrial output is generated by the private and non-state sectors. Some 65 per cent of the enterprises are micro or small although they account for about 39 million out of the total 46 million employed. But Viet Nam still has limited experience of effective support for the private sector and in particular for domestic small and medium enterprises (SMEs) and for household businesses; in the past the bulk of attention has been on the large state-owned enterprises (SOEs). Many enterprises are low in productivity, low in competitiveness, low in efficiency and low in value-added products. Women entrepreneurs keep facing additional challenges in setting up and growing their business, and it has been estimated that only about 30% of the small and medium enterprises in 2009 were owned by women (GSO 2009)

Environmental sustainability

13. **Viet Nam is expected to be one of the countries most affected by climate change and environmental degradation.** The country’s geography, topography, demography and evolving patterns of economic development expose large numbers of people and an increasing array of economic assets and activities to risks posed by extreme weather events. Furthermore, population growth, industrialization and urbanization

have significantly increased air and water pollution. The growing pressures on natural resources – agricultural land, natural forests, fisheries and mineral resources – are threatening Viet Nam’s biodiversity. Viet Nam’s SEDS strongly emphasizes that the orientation cannot be based on a “grow first, clean up later” development path; rather, the emphasis is to “protect the environment, improve its quality, respond proactively and efficiently to climate change”.

The human resources challenge

14. **To benefit from its “demographic dividend”, Viet Nam has to be able to create sufficient more and better jobs especially for the large number of young women and men entering the labour force each year.** The birth rate has been falling and the ratio of economically active in the total population has been improving. Between 2007 and 2015, Viet Nam’s labour force is projected to increase by 15.8 per cent as compared to the overall ASEAN rate of 14.2 per cent.⁵ However, this window of opportunity from the demographic gift is limited because by 2015, the youth labour force will start to decline in both absolute and relative terms.
15. **The poor quality of human resources has been a major constraint; the lack of skilled and qualified labourers is causing increasing bottlenecks in Viet Nam’s development.** The review of implementation of the SEDP 2006-2010 acknowledged that the poor quality of education has not met the requirements of development and that vocational training has not met labour market demands, especially for more highly skilled workers. The SEDP 2011-2015, therefore, places emphasis on “making high quality human resources become Viet Nam’s main and long-term competitive advantage”. Similarly, NSGE mentions the importance “to raise the quality of female human resources, gradually ensuring equal participation between men and women in the education and training domain.”

The labour market challenges

16. **Viet Nam’s economic performance has not been matched by decent employment.** The key labour market challenges are:
 - The SEDP 2011-2015 targets the creation of 8 million jobs, with emphasis on both quantity and quality. But the employment growth associated with 1 percentage point of GDP growth in Viet Nam was 0.28 for the period 2000-2008, much lower than the employment elasticity of several other countries in the region;
 - Labour supply-demand imbalances are serious. There is a shortage of decent jobs, but enterprises in need of workers are not able to recruit because of the lack of appropriate skills. The poor quality of the labour force, low labour productivity and the lack of skilled and qualified workers have caused serious bottlenecks;
 - Open unemployment has been relatively low. But six out of every ten workers, among whom clear majority were female (see para 6), were in own-account or unpaid family employment – who can be described as “vulnerable” or at risk of lacking decent work;

⁵ National Centre for Labour Market Forecast and Information, *Vietnam Employment Trends 2009* (ILO Hanoi Office, August 2009).

- Unemployment of young women and men is an increasingly serious problem. In 2009, youth unemployment was 6.2 per cent as compared to 2.6 per cent for the total labour force;⁶
 - 70.5 per cent of workers in non-agriculture were in informal employment⁷ while the share of the employed in agricultural business households without business registration stood at 74 per cent in 2009;
 - Much still needs to be done to provide a conducive environment for enterprises, especially household businesses and micro, small and medium sized enterprises which are the main source of job creation.
17. **The concept of the labour market is relatively new in Viet Nam.** Not until “doimoi” did the country have a “labour market” in the sense of market determined employment levels and wage rates. Labour market institutions and infrastructure, importantly labour market information systems and services, are underdeveloped. The Government is preparing a Master Plan for Labour Market Development 2011-2020 to promote an effective, efficient and equitable labour market that will support and enhance achievement of the SEDP/SEDS objectives. The Government has also requested ILO assistance to develop an Employment Strategy 2011-2020 to address the labour market challenges and promote full and productive employment for the labour force.
18. **Labour market governance is weak.** The Labour Code, which provides basic standards for employment, was first adopted in 1994 and amended and supplemented in 2002, 2004, 2006 and 2007 but needs to be further reformed to take account of the rapidly growing role of the private sector in generating employment, to ensure conformity with ratified Conventions and international labour standards and to meet the needs of a modern industrialized economy. The wage policy, in particular minimum wage, needs to be reviewed to support the development of an efficient and fair labour market. Without an effective labour inspection system, there is weak compliance with the Labour Code which is unevenly applied to different types of enterprises.
19. **Social dialogue and collective bargaining suffer from the limited representation of workers and employers and weak industrial relations institutions.** The National Industrial Relations Committee (NIRC) was set up in 2007 as a tripartite social dialogue body in order to resolve labour disputes and discuss labour policies. The NIRC is not functioning effectively at the provincial level due to a lack of dialogue experience and representation, especially from small enterprises. The legal framework for collective bargaining is not well adapted to the maturity of the economy. Out of 318,270 enterprises (including 5,506 state enterprises, 7,222 FDI, 297,966 private firms and 7,576 cooperative ventures) only 29,075 enterprises were unionized as of November 2009. Almost two-thirds of foreign direct investment (FDI) enterprises and 85 per cent of all private enterprises do not have trade unions. Spontaneous industrial actions,

⁶There was no significant difference between the unemployment rates of men and women

⁷ The *Viet Nam Employment Trends 2010* report defines informal employment as unpaid family work and wage and salaried work without social security in non-agricultural sectors. There is currently no official sex-disaggregated data on the informal employment rates.

including wildcat strikes, have been increasing and affecting the country's productivity and investment climate.

2. The ILO - Vietnam Decent Work Country Programme

20. **The ILO operates within the One UN framework in Viet Nam.** Subsequent to the Paris Declaration on Aid Effectiveness in 2005, Viet Nam issued the Hanoi Core Statement (HCS) setting out how the Declaration would be implemented. The HCS is the basis for the One UN in Viet Nam, which has five areas for reform: One Programme, One Budget, One Leader, One House and One Management System. The One UN Plan 2012-2016 is based on and aligned with Viet Nam's ten-year SEDS 2011-2020 and five-year SEDP 2011-2015 and related national sector plans. The plan has identified, in line with the UNDG guidance, the promotion of gender equality as one of the key programming principals.
21. **The ILO - Vietnam Decent Work Country Programme (DWCP) builds on ILO's comparative advantage as tripartite standard setting agency and translates the ILO's mandate "to promote opportunities for all women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity" into the ILO's contribution at country level to the One UN Plan and thereby also to Viet Nam's development framework.** The ILO's role in delivering as One UN has been greatly strengthened by the global support for making full and productive employment and decent work for all a central objective of national policies, including the mandate given to the ILO to assist other UN agencies to do so.⁸ The past DWCP of Vietnam was delivered through three strategic areas of collaboration: 1) Labour Market Governance; 2) Employment and Sustainable Enterprise Creation; and 3) Social protection and Social Security. ILO has closely cooperated with other UN sister agencies to implement joint programmes on gender equality, OSH and Time-Bound Programme on child labour⁹. The DWCP 2012-2016¹⁰ further capitalises on the achievements to date enhances the sustainability of the results in these priority areas. It also underscores the ILO's comparative advantage within the One UN Plan for delivering coordinated support to address Viet Nam's key socio-economic priorities for equitable, inclusive and sustainable development. In addition, by promoting the inseparable, interrelated and mutually sustainable dimensions of the Decent Work Agenda, the DWCP aims to also contribute towards achieving the MDGs and Viet Nam's other international and regional commitments.¹¹

⁸ The UN General Assembly Resolution 60/1 of 16 September 2005 at the UN World Summit; UN Economic and Social Council (ECOSOC) Ministerial Declaration 2006 and the G20 Leaders Summit Statement on "Putting Quality Jobs at the Heart of Recovery" September 2009.

⁹ Appendix 5 summarizes with a list of ILO executed projects and programs

¹⁰ Appendix 2 covers more details of the linkages between DWCP, SEDS, SEDP and One UN Plan

¹¹ Including the UN ECOSOC Ministerial Declaration 2006, Second UN Decade for the Eradication of Poverty and the Asian Decent Work Decade.

22. **The ILO - Viet Nam DWCP has been developed in close cooperation and consultation with the ILO’s traditional tripartite constituents**, namely the Ministry of Labour, Invalids and Social Affairs (MOLISA), Viet Nam Chamber of Commerce and Industry (VCCI), Viet Nam Cooperative Alliance (VCA) and Viet Nam General Confederation of Labour (VCGL). In addition, the ILO consults and works closely with other national stakeholders, including the Ministry of Planning and Investment (MPI), Ministry of Education and Training (MOET), Ministry of Health (MOH), Viet Nam Women’s Union, Viet Nam Farmers and Youth Unions and also provincial authorities. A draft DWCP was presented to over 60 tripartite constituents at a whole day workshop in August 2011; the constituents worked intensively in three groups to discuss the DWCP priorities and outcomes and to identify the key strategic actions for implementation and outputs to be achieved. This version of the DWCP incorporates the results of the tripartite workshop.
23. **The DWCP takes into account the results of the UN Chief Executives Board for Coordination (UN CEB) Toolkit¹² assessments of the mainstreaming of employment and decent work in the Viet Nam SEDP 2006-2010, draft SEDP 2011-2015 and draft SEDS 2011-2020¹³**. The assessments provided a solid basis for identifying gaps and determining priorities; and the results and related recommendations were presented and discussed in several workshops and meetings with key government ministries, social partners and members of the UN Country Team (UNCT). The DWCP also responds to the issues raised in the consultations between ILO Hanoi and the Government on the formulation of the Master Plan for Viet Nam’s Labour Market Development 2011-2020 and the National Employment Strategy.

3. Country Priorities and Outcomes

24. **As part of the One UN in Viet Nam, the ILO’s DWCP priorities reflect the One UN Plan focus on contributing to the goals of the country’s SEDS/SEDP to achieve inclusive, equitable and sustainable growth, with emphasis on “quality, productivity, efficiency and competitiveness as first priorities”**. Taking into account the ILO’s comparative advantage within the UN Country Team (UNCT), the DWCP identifies three strategic areas and six major outcomes:

Country Priority 1: Improving the quality and sustainability of growth through high quality of human resources, decent employment and sustainable enterprise development

Outcome 1: Effective policies, strategies, data and analysis support labour market

¹² UN CEB, Toolkit for Mainstreaming Employment and Decent Work Country Level Application (Geneva, ILO, 2008).

¹³ ILO, *Mainstreaming Employment and Decent Work in the Socioeconomic Development Plan 2006-2010 Socialist Republic of Viet Nam* (Geneva, November 2008); *Mainstreaming Employment and Decent Work in the Socioeconomic Development Plan 2011-2015 Socialist Republic of Viet Nam* (Hanoi, January 2010); and *Mainstreaming Employment and Decent Work Socioeconomic Development Strategy 2011-2020 (draft) Socialist Republic of Viet Nam* (Hanoi, August 2010).

development and decent employment at national and provincial levels
Outcome 2: Enterprises, cooperatives and informal business establishments have an improved business environment, access to services and better working conditions for sustainable development
Country Priority 2: Promoting equitable and inclusive growth through social protection and addressing decent work needs of disadvantaged and vulnerable groups
Outcome 3: Social protection is effectively extended
Outcome 4: Disadvantaged and vulnerable groups have equitable access to decent work and are protected from discrimination and exploitation
Country Priority 3: Contributing to Viet Nam’s aim to become a “modern-oriented industrialized nation” through strengthening labour market institutions and governance
Outcome 5: Effective employers’ and workers’ organizations and social dialogue institutions and mechanisms strengthen industrial relations
Outcome 6: Tripartite constituents have strengthened capacity to apply international labour standards, including through strengthened labour administration, and to meet the challenges of international integration

25. **The DWCP priorities and related outcomes and their linkages to the SEDP/SEDS and One UN Plan** are set out in Appendix 2. **The DWCP outcomes are also linked to the ILO’s own Strategic Policy Framework (SPF)**(which provides the overall vision of how the ILO will give effect to its mandate) **and its Programme and Budget (P&B) Outcomes**; the linkages are shown in Appendix 3. As highlighted in the SPF “Gender equality and non-discrimination are critical to achieve decent work for all and are central to all four strategic objectives”. Similarly, Social dialogue, tripartism, gender equality, international labour standards and fundamental rights at work are core issues mainstreamed in each of these three priorities. The three priority areas themselves are closely interrelated and coherent implementation strategies will ensure that the synergies between outcomes are maximized.

Country Priority 1: Improving the quality and sustainability of growth through high quality of human resources, decent employment and sustainable enterprise development

Outcome 1: Effective policies, strategies, data and analysis support labour market development and decent employment at national and provincial levels

Rationale: Decent employment will improve productivity and raise living standards and help Viet Nam make the most of its demographic dividend during the limited window of opportunity and ensure that economic growth is sustainable and equitable by being pro-poor and job-rich. To promote decent work, Viet Nam needs legal and institutional frameworks and up-to-date and reliable sex-disaggregated labour market information and analysis to support the effective functioning of the labour market. The ILO has been

assisting the Government in strengthening the labour market information (LMI) system, including the collection of sex-disaggregated data; formulating the Master Plan for Labour Market Development 2011-2020 and the National Employment Strategy and reviewing labour laws and regulations. The ILO has also been emphasizing skills development to help improve the quality of Viet Nam's human resources, enhance employability of the labour force and raise labour productivity. ILO support needs to be upscaled for effective implementation, not only at the national level but also to promote balanced development among the provinces and districts in Viet Nam. The ILO's Local Economic Development (LED) tools and strategies would make valuable contributions, including broad participation of local stakeholders and opportunities for coherent actions by various UN and local agencies.

Brief description of DWCP Strategy:

- Technical assistance requested by the Government of Viet Nam to finalize and implement the Employment Law, Master Plan for Labour Market Development and the National Employment Strategy, ensuring coherence and maximizing synergies between these policy frameworks. One key action area will be to focus attention on enterprises and workers in the informal economy and to develop specific policies and programmes to promote progressive formalization;
- Advisory services to promote the ratification of ILO Conventions, in particular C122 on Employment Policy, C88 on Employment Service, C142 on Human Resources Development and C181 on Private Employment Agencies, and to ensure that national legislation, such as the Law on Employment Promotion, is in line with international standards;
- Technical assistance to strengthen national and local centres for gender-sensitive labour market forecasting and information – including much needed sex-disaggregated information on the informal economy. Key actions include annual publication of the Viet Nam Employment Trends report and awareness raising and capacity building to enhance the competency of national and local level officials to analyze and utilize sex-disaggregated labour market information for policy and planning purposes;
- Technical assistance to review the five-year implementation of the Vocational Training Law, thereby to make proposals for the revisions of the Vocational Training Law and develop a gender-responsive National Qualifications Framework (NQF) and structure that spells out skills competencies and standards in high demand areas and that gradually allows for a better interface of the TVET system with higher education. Key actions include drafting a review report of the Vocational Training Law implementation, drafting proposals for revisions of that Law and reviewing and revising skills standards and developing new ones in consultation with the private sector to better reflect the skills needs of employers; strengthening the skills testing and certification system to address different and rising qualification levels; and harmonizing Viet Nam's skills standards with regional/international standards. A related key action is capacity building for officials of the General Department of Vocational Training (GDVT) to enhance policy and legal development and sectoral planning, to address issues of quality and gender equitable access, to apply the NQF, and to identify and work with training institutions capable of developing more flexible curricula and delivering courses to meet these standards. The strategy will also ensure attention to vocational and skills training for rural workers, such

as in the Government's Project 1956;

- Capacity building and technical assistance to strengthen the network of employment service centres (labour exchanges) to facilitate entry of young women and men into the labour market through improved career guidance and counselling, updated database of jobseekers and job vacancies, job search assistance and job placement and matching, and also effective administration of unemployment insurance;
- Support selected provinces/districts to promote area-based development that is dynamic and equitable, environment friendly and creates sustainable enterprises and jobs for women and men. Key actions include compiling and disseminating good practices and lessons learned from LED models and building the capacity of a wide range of local stakeholders to replicate and expand LED programmes using ILO tools and methodologies; forging collaboration with local agencies and other UN organizations to ensure a coherent and integrated approach; and undertaking assessments of resource and market potentials to develop value chains.

Indicators and targets (by 2016):

1.1 Gender equitable frameworks for labour market development and employment promotion finalized and implemented

Baseline: 2011 Draft Employment Law, National Employment Strategy, Labour Market Master Plan

Target: i) Employment Law in line with gender equality law and adopted by 2013, ii) National Employment Strategy and Labour Market Master Plan implemented

Means of verification: Govt. Records (National Assembly, MOLISA, MPI); annual Tripartite Review Meetings; MDG reporting

1.2 Increase in the number of ILO Conventions ratified and implemented

Baseline: Current list of ratified Conventions (see Appendix 4)

Target: Employment Conventions (C122, C88, C142 and C181) ratified and key provisions implemented by 2016

Means of verification: Reports submitted on application of ratified Conventions

1.3 Policy makers make use of sex-disaggregated, up-to-date and reliable labour market information and analysis

Baseline: Current frequency and coverage of Labour Force Surveys and Enterprise Surveys

Target: Annual publication of Viet Nam Employment Trends report; Labour Force and Enterprise Surveys provide sex-disaggregated data at provincial level

Means of verification: User survey of Viet Nam Employment Trends reports; review of Labour Force and Enterprise Surveys

1.4 A gender-sensitive skills development system based on NQF and labour market needs developed and implemented

Baseline: Current qualification structure under the Vocational Training Law 2006

Target: NQF developed and implemented, with skills standards in high demand areas issued and harmonized

Means of verification: Reports from GDVT on implementation of Vocational Training Law; review of NQF

1.5 Increase in number of male and female job seekers finding jobs through employment services

Baseline: 16.4% of job placements (2010) and 1.1 million visitors for career guidance by employment service centres in 2011, of which 46% are female

Target: i) 30% increase (by 2015) in number of job placements and ii) two millions of young women and men (2015) provided career guidance. At least 50% of the stakeholders in both are female.

Means of verification: Records of employment service centres

1.6 ILO, together with its provincial partners implementing LED approach, will create and disseminate best practices on strengthening decent employment and income generation at local level.

Baseline: Five provinces implement LED approach and one of them has developed a model for provincial Labour Market Development Strategy.

Target: By 2013, five provinces have developed provincial policy instruments to implement national strategies to create decent employment; labour market data drawn from LED implementing provinces and best practises disseminated in national level.

Means of verification: Reports from LED Committees set up at local level; Evaluation of selected LED projects

Outcome 2: Enterprises, cooperatives and informal business establishments have an improved business environment, access to services and better working conditions for sustainable development

Rationale: Sustainable enterprise development with particular focus on micro and small enterprises will promote decent job creation, integration into the global economy and transition of informal enterprises and workers to the formal economy. The ILO has a wide range of globally tested tools, training packages and programmes to promote entrepreneurship, enterprise start-up and development, business development services, value chain development, such as GET Ahead, Start and Improve Your Business (SIYB), the June 2007 ILC Conclusions concerning the Promotion of Sustainable Enterprises and the Job Creation in Small and Medium-Sized Enterprises Recommendation (R189), and the "Better Work" Programme. To address low productivity and competitiveness, it is critical to enhance the quality of human resources (hence, the importance of skills development *Note links to strategy for Outcome 1*) and improve labour standards and working conditions.

Brief description of DWCP Strategy:

- Support constituents to implement the National SME Development Plan 2012-2016 and the Cooperative Development Plan 2012-2016;
- Provide technical support to ILO constituents, including VCCI, VCGL, VCA and GDVT, to implement ILO tools and training packages for entrepreneurship and enterprise development. These tools and training packages will incorporate gender equality promotion, environmental sustainability and green jobs issues. A key action is to work with these institutions and other stakeholders to expand relevant business development

support services, especially for micro, small and medium enterprises in the framework of the Government 1 Million Workers Programme;

- Work with the Ministry of Education and Training (MOET) to introduce entrepreneurship and business education, such as the ILO Know About Business (KAB) package, into the national education and vocational training curricula;
- Provide technical support to build the capacity of stakeholders in LED programmes at provincial/district levels so that they implement measures to improve the business environment for enterprises, cooperatives and informal business enterprises. Key actions would be to promote tools and methodologies for improving market access; raise awareness of gender and culturally sensitive value chain and cluster approaches; and foster dialogue between enterprise operators and local authorities to improve the business environment. One special focus area will be enhancing women's entrepreneurship. [Note links to strategy for Outcome 1];
- Introduce the "Better Work" and SCORE Programmes, including building the capacity of constituents and setting up a monitoring and evaluation system that will demonstrate that improving labour standards and working conditions enables enterprises to achieve higher productivity, higher quality outputs and enhanced competitiveness;
- Provide technical assistance to develop and implement the National OSH Law and OSH components in other laws, importantly the Labour Code. Train government and enterprise level male and female personnel to apply ILO tools and methodologies in the National Programme on Labour Protection, Occupational Safety and Health, focusing on vulnerable sectors such as chemicals, agriculture, mining and construction. Promote a work safety culture at enterprise level, develop and apply an OSH management (administration) system, and strengthen the capacity of labour inspectors to inspect application of OSH laws and regulations.

Indicators and targets:

2.1 Social partners and education institutions implement ILO entrepreneurship and enterprise development tools and training packages

Baseline: *VCCI and other business development providers have institutionalized SIYB at the national level and implement it in more than 10 provinces. KAB training curriculum has been introduced and implemented in 4 provinces.*

Target: *i) Under the One Million Rural Workers Programme, GDVT institutionalizes ILO BDS tools and training packages; ii) KAB integrated in secondary education curricula nationwide and introduced to vocational training institutions.*

Means of verification: *reports from these institutions on types of training and numbers trained*

2.2 LED programmes in selected provinces/districts establish measures to improve the local business environment in particular for SMEs, cooperatives and informal business enterprises

Baseline: *With ILO assistance, five provinces have started implementing LED approach, with the target to improve business environment for micro, small and medium size enterprises.*

Target: The five provinces have developed implementation plans for national level policy instruments and used LED approach to create decent jobs through improved MSME business environment, with active participation of stakeholders (at least 50% female) from at least 15 districts all together. The LED approach is introduced further to more provinces in the country.

Means of verification: Reports from LED Committees; evaluation of selected LED projects.

2.3 Constituents use ILO tools and methodologies to improve working conditions, productivity and competitiveness of enterprises

Baseline: Over 100 enterprises participating in Better Work in 2011 and 5 enterprises in SCORE Programme in 2011

Target: Over 700 enterprises participating the Better Work programme

Means of verification: M&E reports from the Better Work and SCORE Programmes; enterprise surveys

2.4 National laws and Programme on Labour Protection, Occupational Safety and Health (OSH) apply ILO tools and methodologies to improve OSH with a focus on vulnerable sectors and SMEs

Baseline: Extent of current implementation of OSH Law and OSH provisions

Target: National OSH Law and OSH provisions in Labour Code enforced and National Programme improves OSH in sectors such as chemicals, agriculture, mining and construction

Means of verification: reports from National Programme and implementation of OSH Law and Labour Code; survey of selected sectors

Country Priority 2: Promoting equitable and inclusive growth through social protection and addressing decent work needs of disadvantaged and vulnerable groups

Outcome 3: Social protection coverage is effectively extended

Rationale: In the context of Viet Nam's increasing global integration, mobility of the population and exposure to internal and external shocks, it is critical for the country to be able to assess the risks, to protect people against both traditional risks (such as ill health and sickness, unemployment, invalidity and old age) and new ones (pandemics, consequences of natural disasters and climate change), and to have policy-relevant knowledge of social protection needs and options. Social assistance, social insurance and social welfare and protection services represent critical elements of the social protection framework. On the one hand, Vietnam is interested in enhancing the current social security system through reforms to the current social insurance law, which would probably bring about changes in the pensions system, short-term schemes –sickness, maternity leave and occupational injury-, and the new unemployment insurance (which could be embedded under the employment law or under the social insurance law). The ILO has a clear added value within

the UN system to provide technical support on these reforms. Furthermore, it fits under Outcome 4 of the Programme and Budget 2012-2013 of the ILO. On the other hand, thanks to the Social Protection Floor and other contributions, the Government of Vietnam acknowledges the need to protect not only the formal sector, but also the informal sector and the poor and vulnerable. In that area, related to social assistance policies, there are more UN agencies and donors providing support to the government (i.e. World Bank on conditional-cash transfers, UNICEF on child benefits). Thus, the ILO would focus on two added value areas: public employment programs and social pensions. As a result, the ILO in Vietnam would apply the SPF framework for the employment population through a combination of public employment programs and unemployment insurance as well as a framework for the elderly through an enhanced social pension and the pension system. This emphasis on social insurance, social pensions and public employment schemes is coherent with a division of labour within the One UN (UNICEF is focused on protecting children; UNDP is focused in social assistance and the ILO would work together on public employment; WHO is focused on health insurance).

In the context of the Social Protection Floor Initiative, the ILO has been responding to the Government's request to design relevant policy, targeting and financing options for the expansion of these social protection pillars. The task is also to strengthen the currently weak linkages between these various pillars and to promote coherence between the social protection framework and relevant other policy frameworks, including for the labour market and poverty reduction strategies. Given the concentration of the labour force in the informal and rural sectors, it is critical to introduce innovative measures for their social protection.

Brief description of DWCP Strategy:

- Technical support to assist Viet Nam to develop the components of a basic package of social protection coherent with a Social Protection Floor and identified during the assessment-based national dialogue conducted in January-April 2011. The support will include research on specific issues related to resilience, needs, access and use of social protection services by vulnerable and disadvantaged groups; and development of policy and financing options and advocacy for universal targeting and increased social expenditures. Awareness raising on the linkages between social protection and other relevant policy frameworks, importantly for the labour market and poverty reduction; and technical advisory services to ensure coherence and consistency between the Master Plan for Labour Market Development, National Employment Strategy and Social Protection Strategy. Provide technical support to build the capacity of national stakeholders to understand and implement measures to balance flexibility and security for both employers and workers, including an appropriate mix of passive and active labour market policies that combines income replacement for the unemployed with measures to assist the unemployed to re-join the labour market. *[Note links in particular to the strategies for Outcome 1];*
- Technical support to provide alternative legal, policy, targeting and financing options for social insurance law reform. The support will include impact and effectiveness analysis of the pension system –including advice on gender equality and the pension system- and other short term insurance schemes, with an emphasis on maternity leave and

occupational injury benefits; capacity building for actuarial valuation; and awareness raising and policy dialogue to expand social insurance, in particular social pensions for those in the informal economy;

- Technical support to provide alternative legal, policy, targeting and financing options for the operation and expansion of unemployment insurance. The technical assistance will include impact and effectiveness analysis of unemployment insurance and awareness raising and policy dialogue on entitlements and options for expanding unemployment insurance;
- Support to the design and costing of policy and programme options and legal reforms for extending social protection to workers, in particular women, in the informal and rural sectors. These options will be presented and discussed at appropriate fora with the tripartite constituents. At the same time, appropriate partner organizations will have capacity building and guidance to use ILO microfinance and ILO STEP¹⁴ good practices, tools and methodologies to extend micro insurance to women and men in the informal and rural sectors. Linkages will be explored with national social protection strategies to make sure that these community-based schemes can channel public subsidies to facilitate membership of the near-poor target groups.

Indicators and targets:

3.1 Government operationalizes a gender responsive national social protection strategy coherent with the Social Protection Floor and linked with labour market policies

Baseline: Current Social Protection Strategy

Target: National Social Protection Strategy incorporates gender equality principles and four main components of a Social Protection Floor and coherently incorporates both active and passive labour market policies

Means of verification: Review of National Social Protection Strategy 2011-2020; including regulations regarding unemployment insurance and access to training and employment services

1.2. Social Insurance Law reform incorporates proposals for alternative, gender responsive, legal, policy, targeting and financing options

Baseline: Current Social Insurance Law

Target: Social insurance, including social pensions, implemented incorporating proposals

Means of verification: Review of revised social insurance law and related policy and legal documents

3.3. Implementation of unemployment insurance incorporates proposals for alternative legal, policy, targeting and financing options

Baseline: Current unemployment insurance system; current numbers covered

Target: Revised unemployment insurance policy adopted and implemented

Means of verification: Review of unemployment insurance policy and legal documents; records of numbers covered

3.4 Number of women and men working in the informal and rural sectors have improved

¹⁴ The ILO STEP programme has developed methodologies and tools for the design, management, monitoring and evaluation of micro-insurance schemes.

access to microfinance/micro insurance

Baseline: Current accessibility of women and men in the informal and rural sectors;
Current number accessed

Target: i) Improved access of male and female beneficiaries to the services; ii)
Products for microfinance/micro insurance.

Means of verification: Evaluation of microfinance/micro insurance scheme.

3.5 Implementation of a public employment programme that integrate rights, skills development, social protection and social dialogue

Baseline: Ad-hoc initiatives under Program 135 and 61 districts

Target: a pilot employment-intensive program is designed and implemented

Means of verification: program design document and budget allocation

Outcome 4: Disadvantaged and vulnerable groups have equitable access to decent work and are protected from discrimination and exploitation

Rationale: To ensure inclusive, equitable and sustainable growth, Viet Nam has to give particular attention to the disadvantaged and vulnerable groups who face various constraints and decent work deficits in the labour market. The contribution of the DWCP is to assist Viet Nam to meet its obligations to effectively implement international conventions relating to non-discrimination and equality of opportunity and treatment and achieve more equitable labour market outcomes for discriminated groups. Key actions will benefit from the results achieved during the past DWCP such as the adapted GEMS toolkit, improved gender-specific policies, research, information and sex-disaggregated data, increased stakeholder capacities on addressing discrimination and existence of the newly established Include Agency to address the needs of persons with disabilities. The work during the 2012-2016 will also draw upon other ILO tools and good practices for equality promotion and support to specific disadvantaged and vulnerable groups in both rural and urban areas.

Brief description of DWCP strategy:

- Support the collection and use of sex-disaggregated data and provide capacity building for ILO constituents to use gender mainstreaming tools. Meet the growing demand from both the social partners and agencies in the UNCT for training in the use of the ILO Gender Audit Tool. Other key actions are to work with constituents to apply ratified ILO Conventions C100 and C111 and the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and more effectively implement the national Law on **Gender Equality**; develop and implement sexual harassment guidelines; and promote application of the recent Domestic Workers Convention No.189 in Vietnamese law and practice;
- Strengthen the knowledge base of the government and social partners of the barriers and actions needed to help **persons with disabilities** obtain decent work and a better life. Work with the constituents to incorporate disability issues (rights, non-discrimination, inclusion, accessibility and accommodation) in national labour market statistics, policies and laws; and develop and implement an action plan based on the

principles of equal opportunity, equal treatment, mainstreaming into vocational rehabilitation and employment service programmes and community involvement. Provide technical support for the ratification and implementation of C159 on Vocational Rehabilitation (Disabled Persons);

- Raise awareness of and build constituent capacity on the ILO Code of Practice on HIV/AIDS and the World of Work and ILO Recommendation R200, and work with tripartite partners to establish national guidelines for employment rights protection of **persons living with HIV/AIDS**. Another key action is to work with employers and trade unions to establish workplace policies and programmes for HIV prevention, empowerment and vocational and entrepreneurship training targeting segments of the population most at risk of being infected by HIV/AIDS, such as transportation, tourism and the entertainment sector and ensuring dissemination and utilization of the ILO developed tools relating to implementing of R200;
- Provide technical assistance to the government and social partners to implement the core Conventions that Viet Nam has ratified on Minimum Age (C138) and the Worst Forms of **Child Labour** (C182). Key actions include enhancing the knowledge base and raising awareness of child labour issues in Viet Nam and assisting national stakeholders to apply the tools and methodologies under the ILO Time-Bound Programme to Combat the Worst Forms of Child Labour and implement a national plan of action;
- Awareness raising and capacity development to assist the government to formulate and implement a gender-responsive programme for managing labour migration so as to maximize benefits to the **migrant workers**, their families and the country. The key actions will include: technical support to develop sub-laws and amend other relevant policies and laws in line with international standards to facilitate implementation of the Law on Contract-Based Overseas Workers; and establishment of measures to better protect migrant workers including pre-departure training and information campaigns for safe migration and rights awareness and regulating recruitment practices (including monitoring a code of conduct for recruitment agencies);
- Technical support to tripartite constituents to identify the decent work deficits of other disadvantaged and vulnerable groups, such as domestic workers, internal migrants and farmers who lose their land; and assistance to develop and implement action plans to address these decent work deficits. Particular attention will be given to the possible ratification and implementation of C189 on Domestic Workers.

Indicators and targets:

4.1. Tripartite policy makers apply sex disaggregated data and gender mainstreaming tools in their policy and programming work to promote gender equality

Baseline: Current Gender Equality Law

Target: At least 80% of major ILO-supported policies and programmes are gender-responsive and address gender-gaps

Means of verification: Gender audit of key partner organizations; MDG reports; reports on ratified Conventions

4.2 Tripartite constituents adopt laws, policies and programmes to promote the labour market inclusion of persons with disabilities

Baseline: No Action Plan

Target: Ratification of C159 and employers' and workers' organizations raised their awareness for inclusion of persons with disabilities in the labour market

Means of verification: Progress reports on implementation of the Action Plan

4.3 Tripartite constituents adopt policies and programmes to increase access of persons living with HIV/AIDS to decent employment

Baseline: Number of workplace programmes in 2011

Target: Enterprises in selected sectors have established HIV/AIDS policies/programmes

Means of verification: MDG reports

4.4 Significant reduction in the worst forms of child labour

Baseline: National plan of action developed by Vietnam

Target: Child labour survey in 2016 reports reduction in the incidence of the worst forms of child labour

Means of verification: Sex-disaggregated Information from Time-Bound Programme and surveys

4.5 Male and female overseas migrant workers have improved access to information and services for safe migration and protection of their rights

Baseline: Guiding documents for the Law on contract-based Vietnamese overseas workers and programmes to implement that Law not sufficient; Code of Conduct for recruitment agents not monitored

Target: Law on Contract-Based Overseas Workers effectively implemented; Monitoring mechanism for Code of Conduct functions effectively

Means of verification: Monitoring mechanism for Code of Conduct for recruitment agents; reports of training provided for migrant workers

4.6 Tripartite constituents are aware of and develop policies and programmes to address the decent work deficits of other disadvantaged and vulnerable groups

Baseline: Limited number of seminars organized by social partners

Target: Action Plan developed and implemented by tripartite partners to promote decent employment for internal migrants; Action Plan developed and implemented by tripartite partners to promote decent employment for farmers who lose their land

Means of verification: Reports of awareness raising conducted and review of policies/action plans developed

Country Priority 3: Contributing to Viet Nam's aim to become a "modern-oriented industrialized nation" through strengthening labour market institutions and governance

Outcome 5: Effective employers' and workers' organizations and social dialogue institutions and mechanisms strengthen industrial relations

Rationale: Democratic governance in the labour market, with effective representation and

voice of the key actors, is essential to Viet Nam's goal to becoming a modern industrialized nation by 2020. Effective representation and voice depends on strong employers' and workers' organizations, hence capacity building is necessary – both to provide improved and new services for their members and to participate effectively and be more influential in public policy dialogues and decision-making. In the case of Viet Nam, one challenge is to expand representation to the provincial level and in the private sector, including of informal workers and ensuring women's access to equal participation and representation. It is also critical to develop the legal framework, institutions and mechanisms for sound industrial relations – Viet Nam still lacks effective structures and mechanisms for negotiations, collective bargaining and dispute resolution.

Brief description of DWCP strategy:

- Capacity building for representative organizations of employers and workers, including cooperatives, to promote their legitimacy, expand their membership and more effectively represent their male and female members. A key action is to support the pilot initiatives of employers' and workers' organizations to expand membership through innovative ways of organizing using bottom-up approaches and to offer gender-responsive products and services which members demand. On the basis of successful pilots, nationwide strategies will be developed and implemented;
- Support the pilot initiatives to improve the networking and coordination of employers' organizations with business organizations and private companies and to expand trade union representation of formal and informal workers in the private sector;
- Capacity building for representative organizations of employers and workers, including cooperatives, so that they have the knowledge and tools to participate effectively in bipartite/tripartite dialogue at national, local and enterprise levels to define the public policies and market mechanisms that will promote sustainable development and decent work in a modern industrial country;
- Technical support to government and the social partners to establish the laws, institutions and mechanisms for social dialogue, collective bargaining and dispute settlement at national and local levels. A key action is to support implementation of the Convention on Tripartite Consultation (C144) which Viet Nam has ratified – the support will ensure that men and women from employers' and workers' organizations and the business community participate in the policy discussions and law making processes for more robust social dialogue on labour and employment issues. Other important actions are to support the establishment and effective functioning of the National Labour Relations Committee (NLRC) at national and local levels; and to strengthen labour courts and advisory, conciliation and arbitration services.

Indicators and targets:

5.1 Organizations of employers and workers, including cooperatives, are more influential and representative and provide improved and new services to respond to the needs of existing and potential members

Baseline: *Membership in trade unions, employers' organizations and cooperatives in 2011*

Target: *i) Employers' and workers' organizations participate in decision-making with government or other key partners and have their views reflected in adopted legislation*

or policy; ii) More effective services for their members

Means of verification: Service records (training, participation in policy dialogues, information systems, consulting services, etc.) of employers' and workers' organizations

5.2 Institutions, including the workers and employers organizations, and mechanisms for industrial relations strengthened

Baseline: C144 on Tripartite Consultation ratified; NLRC does not have infrastructure or work plan at national and local levels

Target: C144 applied, including through more effective functioning of the NLRC at national and local levels and implementation of advisory, conciliation and arbitration services

Means of verification: Reports from NLRC and its local branches; reports on implementation of C144

Outcome 6: Tripartite constituents have strengthened capacity to apply international labour standards, including through strengthened labour administration, and to meet the challenges of international integration

Rationale: Viet Nam has sought assistance from the ILO to bring national legislation in line with the Conventions it has ratified, to give effect to fundamental principles and rights at work, and also to conduct feasibility studies of other instruments it may find useful to ratify and apply (see Appendix 4). A strong labour administration is essential for effective implementation of labour laws and regulations in both the formal and informal sectors and urban and rural areas. It is also important to promote legal literacy - the men and women for whom the law is intended must know the law, know what their rights are and how to claim these rights and know how to seek recourse in the case of violation of these rights. As Viet Nam is increasingly integrated into the global economy and takes its place in the international arena, it is crucial that the tripartite constituents are able to identify and address the implications especially for employment and social protection. They also need assistance to negotiate and implement relevant international commitments. Vietnam's commitments in advancing the goal of decent work, enforcing international conventions on labour administration within the context of ASEAN regional integration is increasingly broader and higher.

Brief description of DWCP strategy:

- Provide technical assistance to review the Labour Code and other relevant existing laws and regulations, including the Trade Union Law, to ensure conformity with international labour standards and the ILO Conventions that Viet Nam has ratified and to meet the needs of a modern industrial economy. In conducting the reviews, support extensive consultation with the social partners. Also provide technical assistance to meet reporting obligations under these ratified Conventions;
- Support feasibility studies of ILO Conventions that Viet Nam may find useful to ratify, including C87 on Freedom of Association and Protection of the Right to Organize, C98 on

Collective Bargaining, C122 on Employment Policy, C131 on Minimum Wage Fixing, C159 on Vocational Rehabilitation (Disabled Persons) and C187 on the Promotional Framework for OSH;

- Technical support to build up labour inspection so as to strengthen and modernize the labour law enforcement machinery, including extending coverage to formal and informal enterprises and workers including those in rural agriculture;
- Awareness raising and information campaigns to promote legal literacy especially among vulnerable and disadvantaged groups. A key action is to provide technical support for the development of an information package on labour rights and standards that can be included as a component in various training offered by the tripartite constituents;
- Technical support to tripartite constituents to assess the implications of international integration, including Viet Nam's international commitments, for the labour market, decent work and social protection, and to develop, implement and report on appropriate responses.
- Technical support to strengthen partnerships between national stakeholders and international partners in the field of labour market, decent work and social protection. Capacity building for national constituents in participating in regional and global initiatives in labour market, decent work and social protection.

Indicators and targets:

6.1 Laws relating to social dialogue and industrial relations finalized and effectively implemented

Baseline: Extent of adoption of the amendments of the Labour code and Trade Union law. Current status of Industrial Relations Law and minimum Wage Law development

Target: i) Amendments to Labour Code and Law on Trade Unions adopted applied ;ii) Minimum Wage Law finalized and implemented

Means of verification: National Assembly records and reports from implementing agencies

6.2 Tripartite constituents consider relevant ILO Conventions to ratify and apply

Baseline: Current capacity of the tripartite constituents

Target: Conditions and preparedness of tripartite constituents improved to consider C87, C98, C122, C131, C159, C187 for possible ratification

Means of verification: Feasibility studies conducted of relevant Conventions and reports of tripartite dialogue

6.3. The labour administration system more effectively applies labour law and provides gender-responsive services at national and local levels, including to workers and enterprises in the informal economy

Baseline: Extent of the coverage of the labour inspection system

Target: The labour inspection system extends coverage to workers and enterprises in selected segments of the informal economy both in female and male dominated sectors

Means of verification: Labour inspection reports; enterprise survey

6.4. Tripartite constituents effectively respond to regional and international commitments and the challenges of international integration and fair globalization

Baseline: Current status and quality of Vietnam's representation in the ILO Governing body

Target: Viet Nam effectively participates as Titular Member in the ILO Governing Body 2011- 2014; Tripartite constituents develop, implement and report on policies and programmes specifically responding to regional and international commitments;

Means of verification: ILO Governing Body records; reports of relevant international commitments, such as ratified Conventions and MDG report

4. Management and implementation framework

26. The DWCP will be implemented building on the past work and results achieved in close collaboration with other UN sister agencies in Vietnam, and on ILO's comparative advantages within the One UN framework and its own global experience as well as its International Training Centre in Turin. It has been streamlined with the One Plan 3 for the 2012-2016 (ref. Appendix 3), and in which ILO has been identified as lead agency in supporting the development of labour market governance; gender responsive employment, labour market and social protection policies and local economic development. ILO's has particular comparative advantage in supporting the achievement of the Outcome 1.2; "By 2016, institutions create opportunities for decent work for people of working age, particularly the most vulnerable and disadvantaged, to benefit in the process of socio-economic transformation."
27. As with the previous DWCP, ILO's assistance will be delivered through research and analysis, advocacy and awareness raising, advisory services, technical cooperation projects, fellowships and study tours and training - carried out locally and at the regional, national and international levels.
28. As a framework to support and assist Viet Nam to achieve its development priorities and meet its international commitments, the successful implementation of the DWCP rests on the following:
 - Working effectively and efficiently within the One UN in Viet Nam – there must be strategic division of responsibilities (and related funding) and strategic collaboration based on respect for respective agency mandates and competencies and scope for coherent and mutually supporting multidisciplinary and multisectoral approaches for the ILO to effectively deliver as One UN;
 - While the ILO Hanoi Office has overall responsibility, the DWCP will be implemented in cooperation with and with the full participation of the ILO constituents at national and local levels. Success will depend in particular on the support and commitment of MOLISA, VGCL, VCCI and VCA and also other key stakeholders such as MPI and MOET in integrating the inseparable, interrelated and mutually supportive elements of the Decent Work Agenda in policies and programmes;
 - In addition to being beneficiaries of the DWCP, ILO constituents will also be implementing partners in all priority areas and will participate in governance mechanisms, such as project advisory and steering committees;

- The DWCP will support institutional development and capacity building of the ILO constituents, responding to their specific needs at national and local levels and also strengthening tripartite institutions and mechanisms for social dialogue;
 - In implementing the DWCP, the ILO will also develop partnerships in appropriate specific activities with civil society organizations, the media and local research institutions;
 - Gender, tripartism, social dialogue and normative action will be mainstreamed across all interventions and programmes.
29. The implementation framework calls for memoranda of understanding to be signed with the Government and social partners, who will be involved in technical cooperation on project implementation, oversight, steering committees, reviews and evaluations. The governance structure of the ILO also mandates reporting on both the implementation of the DWCP and an assessment of its impact. Monitoring of progress in implementation is a natural part of the ILO's biannual programming and budgeting process. The ILO will also convene tripartite consultations with constituents on at least an annual basis to review progress and raise issues of concern.
30. The ILO is also subject to annual review under the One UN and reports to the Government and the Programme Coordinating Groups (PCGs) on the ILO contribution to national development priorities and its activities with other UN agencies.
31. The mobilization, management and use of development assistance to implement any programme, project or activity under this Decent Work Country Programme shall comply with prevailing regulations of the Government of Vietnam on the management and use of official development assistance, in harmony with donors' and ILO's rules and procedures.

5. Risk Management

Assumptions: ILO Hanoi receives full support and resources for implementation under One UN Plan and the Government agencies, not just MOLISA and social partners, support and implement coherent, integrated approach to the DWCP.

As titular member of the ILO, Viet Nam more effectively commits to ratification and implementation of labour standards.

Risks: The country highly vulnerable to effects of climate change and natural disasters. With growing integration into the global economy, Viet Nam is also increasingly vulnerable to external shocks. There is still limited capacity (knowledge, experience, data, and networks) to promote local economic development. The full implementation of the DWCP will depend on the three major factors as follows:

5.1 *Political commitment from ILO constituents*

The DWCP requires strong support from ILO tripartite constituents. Once the document has been endorsed, it shall be the responsibility of the key actors to lead joint efforts at awareness raising, capacity building for support for the programme within government agencies and among development partners. The constituents shall assume full ownership of the decent work country programme and alongside ILO, will be held accountable for its deliverables. While ILO will provide technical and financial support toward the achievement of its objectives, the success of the programme will only be possible with the strong political commitment and practical actions of the government, workers and employers.

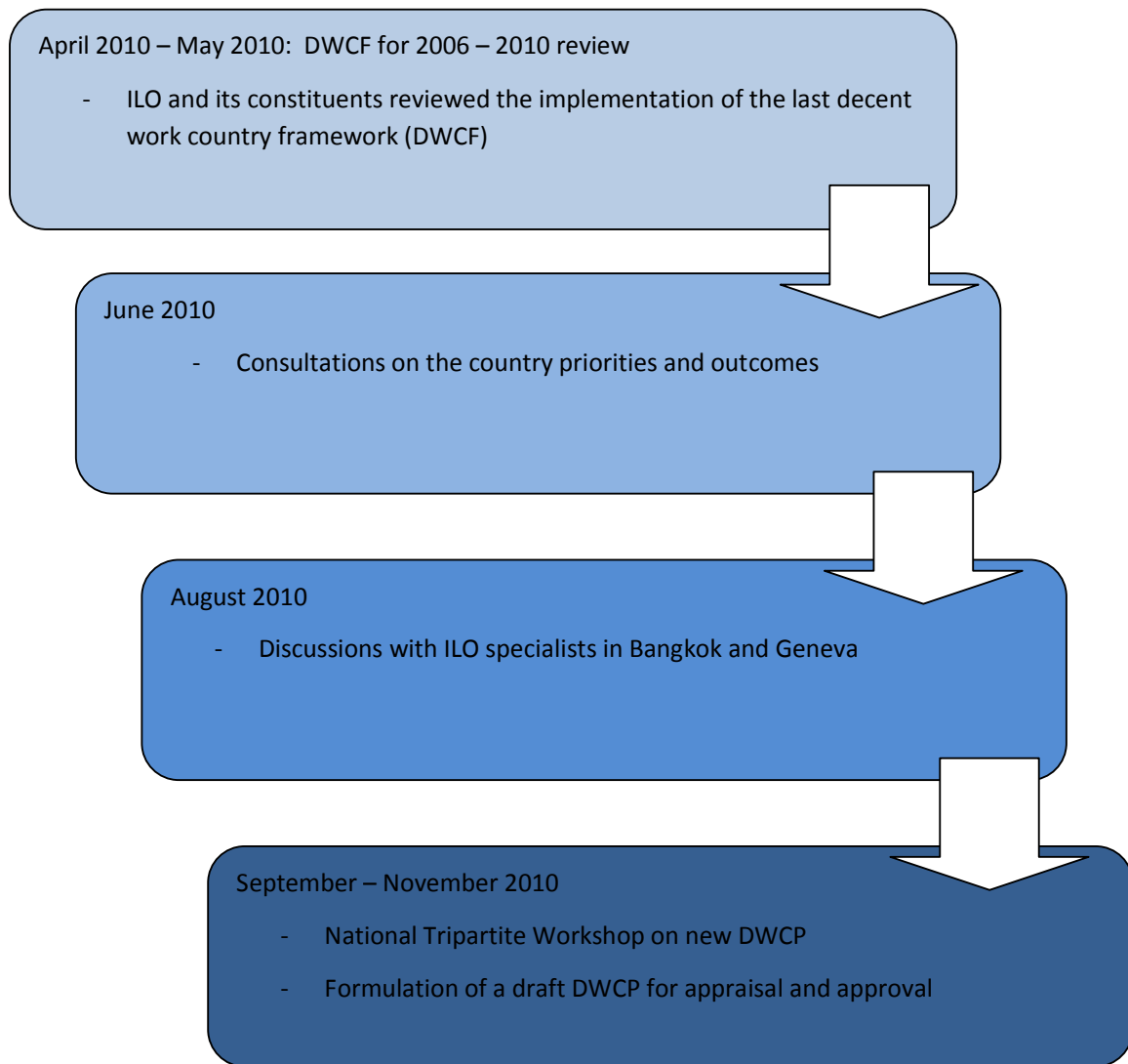
5.2 *Capacity of the constituents to implement, monitor and evaluate*

It is important to note that effective implementation and monitoring and evaluation of the DWCP will be heavily influenced by the ability of constituents to establish organisational or administrative structures to oversee all the components of these tasks. The constituents will be responsible for outreach with all stakeholders of DWCP activities and accountable for the programme's deliverables.

5.3 *Resource mobilization*

Resource mobilisation is a clear risk to the full and effective implementation of the DWCP, since a large proportion of planned activities are contingent on as yet unsecured funding. To help mobilise funds for the programme, the ILO will work closely with the Resident Coordinator Office under the One UN framework as well as with other technical departments in the Regional Office and Headquarters to mobilize resources nationally, regionally and globally. Should sufficient resources not be forthcoming in the first biennium of the programme (2012 to 2013), the DWCP mid-term review will provide an opportunity to review resource mobilisation strategies with constituents, and where necessary revise outcomes and re-programme assistance to best reflect the prevailing financial constraints.

Appendix 1: Timeline of the DWCP formulation



Appendix 2: Links between the DWCP 2012-2016, SEDS 2011-2020, SEDP 2011-2015 and One UN Plan 2012-2016

SEDS Development Viewpoints:		
<p>“Rapid development in close combination with sustainable development, with the latter being a cross-cutting requirement for the entire strategy”;</p> <p>“Synchronized and appropriate economic and political innovation aiming at building a Socialist Viet Nam with prosperous people, and strong, democratic, equitable and civilized nation”;</p> <p>“Exercise of democracy and maximum promotion of the human factor, regarding it as the subject, main resource and objective of development”;</p> <p>“Vigorous development of productive forces at increasingly higher scientific and technological levels while improving production relations and the socialist oriented market economy institutions”;</p> <p>“Shaping of an increasingly independent and autonomous economy in the context of ever far-reaching international integration.</p>		
SEDP 2011-2015	One UN Plan 2012-2016	DWCP 2012-2016
<p>General Objectives and Targets:</p> <p>Economic: “Create economic and social environment as well as legal framework for enterprises to develop and enhance quality and efficiency of business operations”;</p> <p>Social: “Create jobs for 8 million including overseas employment for 450,000. Make high quality human resources become Viet Nam’s main and long-term comparative advantage; Focus on poverty alleviation measures in areas and provinces which have the biggest number of poor”.</p>	<p>Focus Area 1: Inclusive, Equitable and Sustainable Growth</p> <p>Outcome 1.1: By 2016, key national institutions formulate and monitor people-centred, green and evidence-based socio-economic development policies to ensure quality of growth as a Middle Income Country.</p> <p>Outcome 1.2: By 2016, institutions create opportunities for decent work for people of working age, particularly the most vulnerable and disadvantaged, to benefit in the process of socio-economic transformation.</p>	<p>Country Priority 1: Improving the quality and sustainability of growth through enhancing the quality of human resources, decent employment and sustainable enterprise development</p>
<p>“Finalizing the legal system, creating a proper environment for developing the labour market towards labour supply-demand matching; diversifying employment transaction forms to positively promote and ensure workers’ rights to select jobs.... Enhancing labour market information and statistical system”;</p> <p>“Improving and supplementing institutions and policies to create more jobs, especially focusing on policies for improvement of labour’s professional skills”.</p>	<p>Output 1.1.1: Strengthened capacities of data producers, providers and users for evidence-based socio-economic development planning and monitoring</p> <p>Output 1.1.2: Strategic options for development policies defined and considered by policy-makers to promote inclusive, people-centred and equitable development</p> <p>Output 1.1.3: A multi-dimensional and human development approach is adopted in the poverty reduction components of socio-economic development plans at national and sub-national levels to effectively address chronic and emerging forms of poverty</p> <p>Output 1.2.2: Vocational training and specialized skills development</p>	<p>Outcome 1: Effective policies, strategies, data and analysis support labour market development and decent employment at national and provincial levels</p> <p>Indicators/Outputs:</p> <ol style="list-style-type: none"> 1. The policy frameworks for labour market development and employment promotion finalized and implemented. 2. Viet Nam ratifies and applies international labour standards. 3. Policy-makers make use of up-to-date and reliable labour market information and analysis for policy and planning processes. 4. A gender-sensitive skills development system based on a NQF and labour market needs developed and implemented. 5. Employment services improve entry into the labour market for young women and men.

	<p>policies and support programmes of a high standards are formulated in response to market needs and accessible in particular to vulnerable groups and the informal economy.</p>	<p>6. ILO, together with its provincial partners implementing LED approach, create and disseminate best practices on strengthening decent employment and income generation at local level</p>
<p>“Creating Equal and Competitive Environment, Improving Business Environment”; “To harmoniously develop all economic components and forms of business. To create the favourable conditions for private sector to develop rapidly in compliance with the law, and therefore become an impulse for the development of the whole economy”.</p> <p>“The economy of our country will have to face up to new challenges, especially from the pressure of competition and the weakness in human resources qualifications and technology.... productivity of social labour in 2015 shall reach 1.5 times as much as that in 2010”.</p> <p>“Promoting the Government’s management capacity and performance over labour protection; improving working conditions, minimizing the number of workplace accidents; making an effort to prevent workplace accidents, creating a safe and healthy working environment, building workplace accident and occupational disease funds”.</p>	<p>Output 1.2.1: Inclusive policies and support programmes for sustainable enterprise development are formulated and implemented with particular focus on micro and small enterprises, for decent job creation and progressive formalization of the informal sector.</p> <p>Output 1.2.3: Formal and informal sector businesses improve their competitiveness and market access in compliance with recognized standards, based on advanced knowledge, approaches and supporting services in the areas of trade, investment and technology.</p>	<p>Outcome 2: Enterprises, cooperatives and informal business establishments have an improved business environment, access to services and better working conditions for sustainable development</p> <p>Indicators/Outputs:</p> <ol style="list-style-type: none"> 1. Improved capacity of ILO constituents and education institutions to provide quality entrepreneurship, business and enterprise development and training services. 2. LED initiatives in selected provinces/districts improve the business environment and support services in particular for SMEs, cooperatives and informal business establishments 3. Constituents use ILO tools and methodologies to improve working conditions, productivity and competitiveness of enterprises 4. National laws and Programme on Labour Protection, Occupational Safety and Health apply ILO tools and methodologies to improve OSH with a focus on vulnerable sectors and SMEs
<p>General objectives and targets: Social: “Improve the material and spiritual life of the people”; “Build and develop a diverse social security system which is able to provide support for every member of society”; “Promoting the Government’s management capacity and performance over labour protection including creating a safe and healthy working</p>	<p>Focus Area 2: By 2016, a more effective national and social protection system provides increased coverage, quality and equitable access for the most vulnerable and disadvantaged groups.</p>	<p>Country Priority 2: Promoting equitable and inclusive growth through social protection and addressing decent work needs of disadvantaged and vulnerable groups.</p>

<p>environment”.</p> <p>“Building and developing a diverse social security system which is able to provide support for every member in the society in overcoming the difficulties resulting from market economy risks and other social risks, especially for the vulnerable ones”.</p>	<p>Output 2.1.1: High quality evidence is available for use by decision-makers to inform the formulation, monitoring and evaluation of social protection related legislation and policy</p> <p>Output 2.1.2: Policy advice and technical support provided and considered by the Government to enhance the effectiveness of the social protection system, with a particular focus on coherence between different pillars and with other relevant policy frameworks.</p> <p>Output 2.1.3: Alternative legal, policy, targeting and financing options are available and considered by the Government for the expansion of integrated and adequate social assistance, social insurance and social welfare and protection services.</p> <p>Output 2.1.4: Institutional and human resource capacity to design and deliver social assistance, social insurance and social welfare and protection services.</p>	<p>Outcome 3: Social protection is effectively extended.</p> <p>Indicators/Outputs:</p> <ol style="list-style-type: none"> 1. Government operationalizes a national social protection strategy coherent with the Social Protection Floor and linked with labour market policies 2. Social Insurance Law reform incorporates proposals for alternative legal, policy, targeting and financing options 3. Implementation of unemployment insurance incorporates proposals for alternative legal, policy, targeting and financing options <ol style="list-style-type: none"> 4. Number of women and men working in the informal and rural sectors have improved access to microfinance/micro insurance 5. Implementation of a public employment programme that integrate rights, skills development, social protection and social dialogue
<p>The SEDP is aimed at improving the position and well-being of vulnerable and disadvantaged groups in the country, in particular ethnic minorities and the poor in mountainous and remote areas. Specific sections of the Plan are devoted to the care and protection of children, youth development and the promotion of gender equality. NSGE, as a component of the SEDP specifically mentions women’s empowerment in labour and economical life.</p>	<p>Output 1.2.4: Employment policies are strengthened to prevent and address discrimination and exploitation of internal and external migrant workers, and other disadvantaged groups in the labour market due to their sex, HIV status or disability.</p> <p>Output 2.1.4: Institutional and human resource capacity strengthened to design and deliver social assistance, social insurance and social welfare and protection services.</p> <p>Output 2.4.1: National HIV legal and policy frameworks strengthened to guide evidence-informed responses that effectively address stigma, discrimination, inequality and inequity.</p> <p>Output 2.4.3: Gender related legal and policy frameworks programmes and practices strengthened to effectively address gender inequality and inequity, gender discrimination and gender-based violence</p>	<p>Outcome 4: Disadvantaged and vulnerable groups have equitable access to decent work and are protected from discrimination and exploitation</p> <p>Indicators/Outputs:</p> <ol style="list-style-type: none"> 1. Tripartite constituents apply sex disaggregated data and gender mainstreaming tools to promote gender equality 2. Persons with disabilities have increased access to decent employment. 3. Tripartite constituents adopt policies and programmes to increase access of persons living with HIV/AIDS to decent employment 4. Significant reduction in the worst forms of child labour 5. Male and female overseas migrant workers have improved access to information and services for safe migration and protection of their rights 6. Tripartite constituents are aware of and develop policies and programmes to address the decent work deficits of other vulnerable and disadvantaged groups

<p>“Finalizing the legal system, creating a proper environment for developing the labour market towards labour supply-demand matching; diversifying employment transaction forms to positively promote and ensure workers’ rights to select jobs. Widely applying labour contract in employing workers; ensuring legitimate rights and interests of both employers and employees”.</p>	<p>Outcome 3.2: By 2016, all citizens, particularly the most vulnerable and disadvantaged groups, benefit from strengthened legal and judicial reform and increased access to justice, enhanced capacity of legal and judicial professionals, and strengthened national legal frameworks to support the implementation of international conventions ratified by Viet Nam.</p> <p>Output 3.4: By 2016, PSPMOs participate effectively in policy discussion and decision-making processes for the benefit of the most vulnerable and disadvantaged groups.</p>	<p>Country Priority 3: Contributing to Viet Nam’s aim to become a “modern-oriented industrialized nation” through strengthening labour market institutions and governance</p>
<p>“Strengthening the State management and supervision over activities in the labour market”; “Improving the effect and performance of the Labour Court to settle disputes and ensure employees’ and employers’ rights”.</p>	<p>Output 3.4.1: Enabling legal, policy and institutional framework and dialogue mechanism available for PSPMOs to participate in policy discussion and decision-making processes</p> <p>Output 3.4.2: PSPMOs’ human resources and organization capacities strengthened to provide significant contributions in the development of policies in the best interests of the most vulnerable groups</p> <p>Output 3.2.2: Law enforcement and judicial institutions strengthened to better protect rights and provide increased access to justice to all people, particularly the most vulnerable groups.</p>	<p>Outcome 5: Effective employers’ and workers’ organizations and laws, institutions and mechanisms strengthen industrial relations.</p> <p>Indicators/Outputs:</p> <ol style="list-style-type: none"> 1. Organizations of employers and workers, including cooperatives, are more influential and representative and provide improved and new services to respond to the needs of existing and potential members 2. Institutions and mechanisms for industrial relations strengthened
<p>“Finalizing the legal system, creating a proper environment for developing the labour market”.</p> <p>“Develop a sustainable economy at a high growth rate; improve competitiveness of the economy and be active in global integration</p>	<p>Output 3.2.1: Policy, legal and regulatory framework strengthened to better reflect the rights of the most vulnerable groups and increase their access to justice.</p> <p>Output 3.2.2: Law enforcement and judicial institutions strengthened to better protect rights and provide increased access to justice to all people, particularly the most vulnerable groups.</p> <p>Output 3.2.3: Legal, law enforcement and judicial personnel have enhanced knowledge and skills to carry out their obligations under Viet Nam’s Constitution and laws as well as ratified</p>	<p>Outcome 6: Tripartite constituents have strengthened capacity to apply international labour standards, including through strengthened labour administration, and to meet the challenges of international integration</p> <p>Indicators/Outputs:</p> <ol style="list-style-type: none"> 1. Laws relating to social dialogue and industrial relations finalized and effectively implemented 2. Tripartite constituents consider relevant ILO Conventions to ratify and apply 3. The labour administration system more effectively applies labour law and provides services at national and local levels, including to workers and enterprises in the informal economy

	Conventions.	4. Tripartite constituents effectively respond to international commitments and the challenges of international integration
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Appendix 3: Links between DWCP Outcomes and the ILO's Programme and Budget 2012-13 Outcomes

DWCP Outcomes	ILO P&B Outcomes
Outcome 1: Effective policies, strategies, data and analysis support labour market development and decent employment at national and local levels	Outcome 1: Employment Promotion: More women and men have access to productive employment, decent work and income opportunities
	Outcome 2: Skills development: Skills development increases the employability of workers, the competitiveness of enterprises and the inclusiveness of growth
Outcome 2: Enterprises, cooperatives and informal business establishments have an improved business environment, access to services and better working conditions for sustainable development	Outcome 3: Sustainable Enterprises: Sustainable Enterprises create productive and decent jobs
	Outcome 5: Working Conditions: Women and men have improved and more equitable working conditions
	Outcome 6: Occupational Safety and Health: Workers and enterprises benefit from improved safety and health conditions at work
Outcome 3: Social protection is effectively extended	Outcome 4: Social Security: More people have access to better managed and more gender equitable social security benefits
Outcome 4: Disadvantaged and vulnerable groups have equitable access to decent work and are protected from discrimination and exploitation	Outcome 7: Labour Migration: More migrant workers are protected and more migrant workers have access to productive employment and decent work
	Outcome 8: HIV/AIDS: The world of work responds effectively to the HIV/AIDS epidemic
	Outcome 16: Child Labour: Child labour is eliminated, with priority given to the worst forms
	Outcome 17: Discrimination at work: Discrimination in employment and occupation is eliminated
Outcome 5: Effective employers' and workers' organizations and social dialogue institutions and mechanisms strengthen industrial relations	Outcome 9: Employers' organizations: Employers have strong, independent and representative organizations
	Outcome 10: Workers' organizations: Workers have strong, independent and representative organizations
	Outcome 12: Social Dialogue and industrial relations: Tripartism and strengthened labour market governance contribute to effective social dialogue and sound industrial relations
	Outcome 14: Freedom of Association and Collective Bargaining: The right to freedom of association and collective bargaining is widely known and exercised
Outcome 6: Tripartite constituents have strengthened capacity to apply international	Outcome 11: Labour administration and labour law: Labour administrations apply up-to-date labour

labour standards, including through strengthened labour administration, and to meet the challenges of international integration	legislation and provide effective services
	Outcome 12: Social Dialogue and industrial relations Outcome 18: International labour standards: International labour standards are ratified and applied
	Outcome 19: Mainstreaming decent work: Member States place an integrated approach to decent work at the heart of their economic and social policies, supported by key UN and other multi-lateral agencies

Appendix 4:List of Conventions ratified and under review

Core Conventions		
C. 29	Forced Labour Convention, 1930 (No. 29)	5.03.2007
C. 100	Equal Remuneration Convention, 1951 (No. 100)	7.10.1997
C. 111	Discrimination (Employment and Occupation Convention, 1958 (No. 111)	7.10.1997
C. 138	Minimum Age Convention, 1973 (No. 138)	24.06.1994
C. 182	Worst Forms of Child Labour Convention, 1999 (No. 182)	19.12.2000
C.87	Freedom of Association and Protection of Right to Organize (No.87)	
C.98	Right to organize and Collective Bargaining, 1949 (No. 98)	
C. 105	Elimination of Forced Labour Convention, 1957 (No. 105)	
Governance Conventions		
C. 81	Labour Inspection Convention, 1947 (N. 81)	3.10.1994
C. 122	Employment Policy, 1964 (No. 122)	
C. 129	Labour Inspection (Agriculture) Convention, 1969 (No.129)	
C. 144	Tripartite Consultation Convention, 1976 (No. 144)	9.06.2008
Other Conventions (ratified and under review)		
C. 6	Night Work of Young Persons (Industry) Convention, 1919 (No. 6)	3.10.1994
C. 14	Weekly Rest (Industry) Convention, 1921 (No. 14)	3.10.1994
C. 27	Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27)	3.10.1994
C. 45	Underground Work (Women) Convention, 1935 (No. 45)	3.10.1994
C. 80	Final Articles Revision Convention , 1946 (No. 80)	3.10.1994

C. 116	Final Articles Revision Convention, 1961 (No. 116)	3.10.1994
C. 120	Hygiene (Commerce and Offices) Convention, 1964 (No. 120)	3.10.1994
C. 123	Minimum Age (Underground Work) Convention, 1965 (No. 123)	20.02.1995
C. 124	Medical Examination of Young Persons (Underground Work) Convention, 1965, (No. 124)	3.10.1994
C. 155	Occupational Safety and Health Convention, 1981 (No. 155)	3.10.1994
C. 159	Vocational Rehabilitation and Employment for Disabled Persons, 1983 (No. 159)	
C. 184	Safety and Health in Agriculture, 2001 (No. 184)	
C. 187	Promotional Framework for OSH, 2006 (No. 187)	

Appendix 5: List of ILO executed projects and programmes

PROJECT CODE	DONOR	PROJECT TITLE	PROJECT DURATION	BUDGET	DESCRIPTION	COMMENTS
COMPLETED						
	Joint Team on AIDS (ILO and UNAIDS)	Support to establish of a National Business Coalition on HIV	2008-2009	\$50,000	To strengthen the workplace responses to HIV/AIDS through a National Business Coalition	completed
	ILO	Preparations for Time-bound Programme on Child Labour	2008-2009	100000 + (RBTC 15,000)	i) To prepare ground works for the implementation of TBP, including support to Vietnamese partners in the implementation of Decision no.19; ii) To finalise the UCW draft report on child labour.	completed
-	Spanish (MDG Fund)	Joint programme on Gender Equality and Women Empowerment	2008-2010	\$656,517 (ILO budget)	The joint programme aims to tackle gender equality issues in Vietnam by : i) capacity building for duty bearers, ii) improving coordination and partnerships within and between government, development agencies, NGOs and mass organizations and iii) strengthening research, data and information on gender equality for monitoring	completed
VIE/07/02/EEC	EC	Labour Market Project	2008-2010	Euros 10,000,000	The 3.5-year-project supports the development of human resources in Viet Nam in line with its market-oriented development strategy. The purpose is to strengthen the design and development of a labour market information system (LMIS) in key provinces and to improve the institutional capacity for human resources development planning at the provincial and central level. It aims to support the improved quality	completed

					and relevance of skills training in order to satisfy the emerging demands for skilled workers in a market economy.	
RAS0850MIRL	Irish AID (Global)	Women Entrepreneurship Development and Gender Equality -WEDGE	2008-2011	\$426,524	Inter-regional programme aims to enable environment for women entrepreneurship development and to build capacity of business service providers to deliver services to women entrepreneurs	completed
INT/08/69/IRL	Irish AID (Global)	Promoting Employability and employment of People with disabilities through Effective Legislation (PEPDEL) - phase 3	2008 - 2011	\$217,164	ILO Headquarters based inter-regional programme intended to strengthen the capacity of national Governments and other stakeholders to develop a focus on disability related issues in training and employment through legislation	completed
INT/08/70/IRL	Irish AID (Global)	Promoting Decent Work for People with Disabilities through a Disability Inclusion Support Service (INCLUDE)	2008 - 2011	\$371,174	ILO Headquarters based inter-regional programme for greater inclusion of women and men with disabilities in mainstream small enterprise development, micro-finance, vocational training, employment promotion, poverty reduction and rural development programmes.	completed
VIE/10/02M/COR	CORDAID	Microfinance Support Program	2010-2011	\$375,840 (CORDAID \$349,596 + ILO \$26,244)	The project aims at improving low income household's access to microfinance services, including savings facilities and microinsurance. The project focuses on microfinance sector development through initiating new savings and microinsurance products, and at the same time strengthening institutional capacity of MPIs across of Vietnam.	completed

VIE0604MCOR	CORDAID	Reducing vulnerability of low income households through microfinance services	7/2007-9/2008	\$ 172,487	The project will contribute to strengthening the capacities of Vietnamese microfinance institutions to offer appropriate and sustainable financial services (credit, savings, microinsurance) to low income households in order to reduce their vulnerability.	completed
	Korea	ILO/Korea Partnership programme on unemployment insurance	2008 - 2009	\$22,500	To support unemployment insurance scheme	completed
VIE/08/50M/DAN	DANIDA	Project on Balancing Security and Flexibility	2008-2010	\$203,616	Major outputs are (1) a national strategy for balancing security with flexibility developed, based upon needs assessment and social dialogue, (2) a national strategy for the revision of the Labour Code, (3) a plan for linking employment services and vocational training to cash benefits under the new unemployment scheme, and (4) the trainings on balancing security and flexibility to relevant officials in Viet Nam.	completed

ON-GOING AND PIPELINE

VIE/09/03M/OUF	One UN fund	Support to Industrial Relations and Labour Code Reform in Vietnam	2009-2012	\$2,000,000	Sound industrial relations established through improved representational capacity of the social partners based on democratic principles, improved social dialogue process, and industrial relations support services which are used and effective, and an up-dated legal framework for minimum labour standards providing workers income security and employers operational flexibility.	On-going
VIE/08/06/SPA	Spanish (Global)	Time-bound Programme to combat Child Labour	2009-2012	3,700,000	To create a knowledge base on child labour and to harmonize policy and legislation as well as to develop models of interventions aiming at developing a roadmap for Vietnam to eliminate child labour by 2020.	On-going

VIE/09/55/IFC	IFC (Global)	ILO/IFC Better work	2009-2014	\$6,000,000	In 2008, <i>Better Work Vietnam</i> will be launched in the apparel industry in the greater Ho Chi Minh City area. It will work with 700 factories employing 700,000 workers. This project will be a pilot for the global <i>Better Work</i> program. The tools developed will be adapted in other <i>Better Work</i> country projects such as Jordan, Haiti, Indonesia and countries in Africa. <i>Better Work</i> aims to improve enterprise-level compliance with labour standards and to promote competitiveness in global supply chains	IFC global funding - ongoing
	Norway	SCORE	2010-2012	\$500,000	The purpose is to support "SMEs to be more sustainable through being cleaner, more productive and competitive and provide more sustainable and decent employment."	On-going
RAS/09/M	AusAID	Tripartite Action to Protect Migrants within and from the GMS from Labour Exploitation (TRIANGLE project)	2010-2015	\$1,533,300	The project aims to significantly reduce the exploitation of labour migrants through increased legal and safe migration and improved labour protection. In the six participating countries (Cambodia, China (primarily Yunnan and Guangxi provinces), Lao PDR, Malaysia, Thailand and Viet Nam), the project will address a number of factors that contribute to the limited implementation of migrant recruitment and protection policies. Each of the following objectives relates to a specific target group: policy makers, practitioners and migrants themselves.	On-going
VIE/09/02/OUF	One UN	Local Economic Development	2009-2012	\$1,017,333	The development object of the project is to "improve the employability of and employment opportunities especially for young women and men by upgrading vocational and entrepreneurial skills and improving job opportunities in Quang Nam through enhanced business enabling environment, business development services and overall market access".	On- going

VIE/09/52M/UND	Spanish MDG	Joint Programme on Gender Equality	2009-2012	\$424,960	To improve the capacity of relevant national and provincial authorities and institutions to effectively implement, monitor, evaluate and report on the Law on Gender Equality and the Law on Domestic Violence Prevention and Control.	On- going
VIE/09/53/UND	Spanish MDG	Green Production and Trade to Increase Income and Employment Opportunities for the Rural Poor	2010-2012	US\$ 683,730	The ultimate aim of the Joint Programme is to contribute to pro-poor-growth by providing better income generation opportunities for rural poor households in remote areas. This ultimate aim shall be reached by improving the overall competitiveness of the five selected value chains in the four provinces (Phu Tho, Nghe An, Hoa Binh, Thanh Hoa)	On- going
	One UN	Towards an Employment Strategy for Viet Nam: Strengthening dialogue for effective implementation.	2011 - 2012	US\$400,000		On- going
	RBSA	Pro-poor employment intensive economics & sustainable business	2011 - 2012	US\$80,000		On- going

	RBSA	Employment creation and labour market management	2011-2012	\$120,000		On- going
VIE/10/01/LUX	LUX	Strengthening mechanisms of in-land tourism in Quang Nam, Vietnam	2010-2012	\$1,350,000	The purpose of the project is to support pro-poor development of the hospitality and travel industry for inland tourism in Quang Nam province, Vietnam.	On- going
VIE/10/03M/OUF	One UN Fund	Strengthening mechanisms for Implementation of Unemployment Insurance Law	2010-2012	\$ 400,000	The project aims to i) review and recommend to the different stakeholders amendments to the UI Law, and any consequent changes needed to the SI Law and / or Labour Code; ad ii) deliver capacity building activities designed to strengthen the ability of institutions to implement the unemployment insurance scheme and ensure its financial sustainability	on-going
RAS0807M	Japan	Effective Implementation of National OSH Program for Improving safety and Health at the Workplace in Vietnam	2009-2012	\$891,156	The project aims at the realization of safe and healthy workplaces and communities, and productive workplace environment in small and medium-sized enterprises (SMEs)	On-going

	RBSA	Program on Minimum Wage and Public Pay Reform	2011-2012	\$400,000	ILO technical expertise has been sought by the Government of Vietnam to support the on-going reforms of the minimum wage fixing mechanism and the public pay system as Vietnam is in active transition to a socialist-oriented market economy. There are urgent needs to reform the areas to cope with the transitions. The purpose of minimum wage is to protect vulnerable low wage workers from exploitation and poverty. While Public pay reforms are considered as an important step forward to comprehensive reforms of the public service sector. ILO will recruit an international consultant to develop a programme concept note on both minimum wage and public pay reforms in the months to come.	On-going
	RBSA	Social Security policies and strategies in Vietnam	2011 - 2012	\$180,000		
	One UN	<i>Support to development in industrial relations, wage fixing, and labour law implementation institutions and capacity in Vietnam</i>	2012-2016	\$4,000,000		Pipeline

		<i>Promoting Rights and Opportunities for People with Disabilities - Equality through Legislation. (PROPEL – Vietnam) project proposal</i>	2012-2013	\$246,030		Pipeline
	Japan	Unemployment Insurance		\$490,000	The project aims to i) review and recommend to the different stakeholders amendments to the UI Law, and any consequent changes needed to the SI Law and / or Labour Code; ad ii) deliver capacity building activities designed to strengthen the ability of institutions to implement the unemployment insurance scheme and ensure its financial sustainability	under development
	Japan	Effective Implementation of 2nd National OSH Programme in Viet Nam and Cooperation with ASEAN Countries (OSH phase 2)	2012-2014	\$1,000,000	Viet Nam implemented its 1st National OSH Programme (2006 to 2010) successfully with the support of the ILO/Japan Multilateral Programme and will launch its 2nd OSH programme. The present project aims to support the effective implementation of the 2nd National OSH Programme and strengthen key elements of National OSH Systems such as legislation, inspection, injury reporting systems, and training. Special emphasis will be placed on promoting OSH standards and OSH inspection in the construction industry, which has high accident rates. Cooperation with ASEAN countries will be promoted for promoting ratification of ILO Promotional Framework for OSH Convention (No 187, 2006), sharing good practices in National OSH Programmes, and extending OSH protection.	Project Sprout submitted