

Developing a New Industrial Relations Framework in Respect of the ILO Declaration on Fundamental Principles and Rights at Work (NIRF/USDOL Project)



PROJECT AT A GLANCE

→ Partners

Ministry of Labour, Invalids and Social Affairs (MoLISA);
Viet Nam Chamber of Commerce and Industry (VCCI);
Viet Nam General Confederation of Labour (VGCL);
National Assembly;

→ Beneficiaries

Labour law and policy making agencies and labour administration;
Workers and employers' organizations;

→ Duration

1 October 2016 – 30 March 2020

→ Funding for this project was provided by the United States Department of Labor



PROJECT CONTEXT

As a Member State of the ILO, Viet Nam has committed to respecting and implementing fundamental principles and rights at work (FPRW) as set out in the ILO's 1998 Declaration. The signing of the Comprehensive and Progressive Agreement for Trans-Pacific Partnership (CPTPP) and advanced plans for signing the EU-Viet Nam Free Trade Agreement (FTA), both of which include labour provisions, are further public confirmations of this. They also reflect the country's determination to ensure inclusive growth, development and increased international integration, through a strategy that harnesses trade and investment opportunities.

With these commitments and ambitions in mind, Viet Nam is enacting reforms in the areas of industrial relations and labour law, in order to update and strengthen its' industrial relations framework and align labour laws with International Labour Standards, on freedom of association, collective bargaining, forced labour, child labour and non-discrimination. The New Industrial Relations Framework project, funded by USDOL, has been established to provide technical support to Viet Nam, as it undertakes these reforms.



Developing a New Industrial Relations Framework in Respect of the ILO Declaration on Fundamental Principles and Rights at Work (NIRF/USDOL Project)



PROJECT OBJECTIVE AND APPROACHES

In order to support the development of a new industrial relations framework that respects of the ILO's 1998 Declaration on FPRW, the NIRF project focuses on three objectives:

- National labour laws and legal instruments are consistent with the ILO Declaration on FPRW.
- The labour administration develops effective national industrial relations policy.
- The labour inspectorate effectively enforces and promotes compliance with national labour laws.

ILO works closely with a number of departments within the MoLISA, at national and provincial levels, as well as with VGCL and VCCI to facilitate achievement of these objectives. Collaboration with the MoLISA Departments - Department of Industrial Relations and Wages (DIRWA) and the Legal Affairs Department and the Inspectorate – is particularly important for this.

The project adopts a mix of approaches to achieve the objectives.

Technical research on labour issues, impact analyses, consultative workshops, and direct legal drafting support, are designed to help MoLISA prepare the revised Labour Code that is appropriate to the conditions in Viet Nam, drafted with clarity, and in line the FPRW.

To improve the administration of the industrial relations system, the project is technically supports DIRWA in evaluating existing industrial relation mechanisms, including dispute settlement processes, and identifying more effective systems. In addition, the project supports the review and development of national regulations and guidelines in order to promote collective bargaining and social dialogue.

Finally, to improve the planning and enforcement capacity of the inspectorate, the project engages in training and capacity building activities, support for the application of strategic planning approaches, and the development of new tools for inspection, including an electronic labour inspection case management system.



Contact information:

Kimberly Sayers Fay (Ms)

Project Manager

ILO Country Office for Viet Nam, 304 Kim Ma, Ba Dinh, Hanoi

Email: sayersfay@ilo.org