



## NOTES

**Session: 10:00 – 12:00 a.m.  
Friday, September 9, 2005**

Areas for Action: Partnerships with Employers' and Workers' Organizations,  
and Learning from Civil Society

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**1) Presentation was made by Ms Duong Thi Xuan, Head, Department of Information Education, Vietnam Women's Union<sup>1</sup>.**

### **Q&A session followed as below:**

Q from China: What kind of training activities has been done with Employers' organization (VCCI)?

A: Ms Xuan: Development of training manuals on elimination of Child Labour, and provision of training at provincial level (not yet at central level).

Q from Cambodia: Interesting to know about the training and media campaign in border areas to China and Cambodia. What about receiving and transit areas?

A: Ms Xuan: The objective of the training and media campaign was to raise awareness within source communities to prevent trafficking through information dissemination and enhancing people's ability to identify criminals.

Q from Laos: Could you elaborate further on development fund, for example, whether it was assisted by ILO only, or is there any Government contribution?

A: Ms Xuan: Actually the assistance from international agencies was limited. In Viet Nam, we have a Social Policy Bank to provide small loans to the poor.

Q from Cambodia: In order to attract trainees' attention on TICW prevention through safer labour migration, case studies of real victims should be included in the training program. For example, some Vietnamese girls are trafficked to Cambodia, then rescued and deported back. Information from those victims is more real, concrete and reliable for training. Do you include that kind of information in your training package?

A: Ms Xuan: Yes we do. We actually invite some victims to come to the training to tell the true stories.

Comment from Cambodia: For cross-border training, mutual information sharing should be pursued, such as real situation in each country.

A: Ms Xuan: Actually there has been cross-border dialogue and information sharing with Cambodia. For future collaboration, we note the need to include representatives from W&E for such information sharing.

Q: Cambodia: How successful is your job creation program? Also, are those returned trafficked victims successfully reintegrated, or they go back to Cambodia again?

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<sup>1</sup> PPT and speech note are available.

A: Ms Xuan: Although some local jobs have been successfully created for some returned victims from Cambodia, for example, still unemployment rate in general is quite high in Viet Nam, which is a big challenge. In addition, due to the low educational background of most victims, there is a need to accommodate them at a center to provide life skills and education prior to provision of skills training.

## **2) Presentation was made by Mr Wu Chengjun, Vice Secretary, Kunming City Private Economy Association<sup>2</sup>.**

### **Q&A session followed as below:**

Comment from Viet Nam: Viet Nam Employers' representative briefly shared information on interventions/actions of Employers' organizations in Viet Nam such as:

- SIYB project on-going in Viet Nam in order to reduce poverty in Viet Nam, under the cooperation framework between VCCI and ILO;
- Under the public-private partnership, VCCI has been putting efforts to identify employers having good policies for employees as well as good relations with employees, so that national recognition is made on good policies/relations of employers with employees.

Comment from China: China delegate also briefly shared additional information on interventions/actions in China such as:

- SIYB project has been carried out by the Government (not by Employers' like in Viet Nam)
- About the public-private partnership, nowadays most members of employers' association are actually private enterprises (while members of employers' association used to consist of State enterprises), and issues such as corporate social responsibility and Global Compact have been advocated among the members. Efforts have been also made to establish good and harmonized relations between employers and employees.

Q from Viet Nam: Could you elaborate further on the training for employers to combat trafficking? We would like to learn more about the training and roles of trade unions of China to collaborate with Employers' in the efforts to combat trafficking.

A: Mr Wu Chengjun: The training covered:

- Issues to ensure good relations between employers and employees, and to ensure legal recruitment of employees so that employers avoid recruiting trafficked victims.
- Employers in cascade training on trafficking prevention.
- In the training, request was also made to employers to register employees and to contact employees' families about their lives and working situation.

## **3) Recommendations and inputs from ILO Workers' and Employers' Specialists were made as below:**

**Mr Raghwan Raghwan** (ILO Senior Specialist on Workers' Activities) started his remark by briefing key discussed points at the recent workshop on migrants' protection (held in Phuket<sup>3</sup>): "What unions can do?"

Unions can involve at 4 different levels:

- 1) At enterprise level, workers can be unionized and negotiate with employers (e.g. minimum wages).
- 2) At national level, unions can push governments in terms of policy enforcement, registration, education, etc. Unions can play a role as an activist to push international standards to be met.

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<sup>2</sup> PPT and speech note are available.

<sup>3</sup> The Phuket declaration was distributed among the participants.

- 3) At international level (between sending and receiving countries), international/cross-border cooperation can be pursued (e.g. between Cambodia TU and Thai TU).
- 4) At community level: unions can provide information for awareness raising of communities to prevent trafficking (e.g. who are the traffickers).

- However, it should be noted that unions are membership-based organizations, and decisions are made based on the whole membership, which makes sometimes difficult to mobilize them.
- Therefore, it is important to support unions, especially those making decisions to take actions (e.g. unions in Malaysia, Singapore and Hong Kong (those receiving areas of migrant workers); unions in Thailand, Laos and Cambodia (sending areas) – though some are not actively involved to provide support to migrant workers.
- Protection should be applied to local workers as well as migrant workers (e.g. rights for collective bargaining, negotiation with employers should be promoted so that all workers receive same protection).

**Ms Anne Knowles** (ILO Senior Specialist on Employers' Activities) made points of the following:

- Trafficking is an illegal act, and no illegal act should be carried out by employers.
- A series of seminars for Employers' have been conducted on Global Compact, and awareness has been raised among them not to employ child labour and not to have forced labour.
- Moral persuasion can be spread out in communities as well, and important messages can be conveyed, such as not to employ children.
- Making linkages between formal sector and informal sector is also useful. For example, activities with employers' organizations can be extended to small enterprises and women entrepreneurs. Such efforts have been made through ILO's GET Ahead training, workshop on Global Compact, bringing small enterprises in awareness raising activities, bringing tourism sector to prevent trafficking, for example, in Cambodia, etc.
- Making linkages with Government as well as Workers' organizations is of course beneficial, too.
- The crucial point is members accept that they can make contribution!