

AGENDA

Viet Nam Industrial Relations Forum

RENOVATION OF VIETNAM'S INDUSTRIAL RELATIONS IN THE PROCESS OF GLOBAL INTEGRATION

Date: 19 April 2016

Venue: Melia Hotel, Hanoi Vietnam

- 8.00-8.30: Registration
- 8.30-8.40: Introduction of participants: Mr Nguyen Manh Cuong, Director of CIRD, MoLISA
- 8.40-9.00: Welcome speech
- Mr Pham Minh Huan, Vice Minister, MoLISA
 - Mrs. Nguyen Thi Thu Hong, Vice President, VGCL
 - Mr Hoang Quang Phong, Vice President, VCCI
 - Mr Chang Hee Lee, Director, ILO Country Office for Viet Nam

9:00-12:00 PART I: VIET NAM HIGH-LEVEL MULTI-STAKEHOLDERS FORUM ON INDUSTRIAL RELATIONS RENOVATION IN THE CONTEXT OF INTERNATIONAL INTEGRATION

Chair: Mr Pham Minh Huan, Vice Minister, MOLISA

Questions

- What are the challenges ahead of tripartite partners in Vietnam for industrial relations and labour market governance renovation in the context of deeper international integration?
- What are suggestions and views of stakeholders – government, trade union, employers, in Vietnam as well as major trading partners and international experts?

- 9.00-9.20: Keynote speech 1: '*Globalization, international labour standards and inclusive growth*' - Mr Maurizio Bussi, Director DWT ILO Bangkok
- 09:20-09:40: Keynote speech 2: '*Vietnam's international integration, and implementation of fundamental principles and rights at work*' – Mr Pham Minh Huan, Vice Minister MOLISA
- 09:40 – 10:15 Tea break

10:15 – 11:45 High Level Panel Discussion

Moderator: Ms Thu Ha - Journalist VTV1

Panel members: Mr Pham Minh Huan Vice Minister MOLISA, Mrs. Nguyen Thi Thu Hong Vice President of VGCL, Mr Hoang Quang Phong Vice President of VCCI, Mr Chang-Hee Lee Director ILO CO Hanoi, Ms Alison Tate Director of Economic and Social Policy International Trade Union Confederation ITUC, Ms Virginia Foote Chair AmCham Viet Nam, Mr Le Dinh Quang Deputy Director IR Department VGCL.

11:45-12:00 Key points emerging from the first IR Forum and announcement of the joint statement, Mr Pham Minh Huan, Vice Minister, MOLISA

12:00 -13:30: Lunch

13:30-17:00 PART II: THEMATIC SESSIONS

(There are 3 meeting rooms with 3 different topics concurrently. The participants should choose one topic and go to that room)

Topic 1. Renovation of industrial relations - Strengthening the representative role and capacity of the trade union in Viet Nam

Venue: Ballroom 1, Melia Hotel

Co-Chair: Ms Hoang Thi Thanh, Director, International Cooperation Department, VGCL and Ms Sushil Jotika Goundea, ILO ACTRAV Bangkok

Questions to be addressed

- What are the current challenges for the trade union in representing workers, organising GTU's, collective bargaining and resolving disputes in Vietnam? How has the bottom-up approach been applied in organising and collective bargaining at GTUs so far?
- How should the VGCL at different levels be renovated in terms of its organisation, functions and relations with workers and management and with upper level unions to best meet the challenges of global integration, the needs of workers and likely cooperation with and competition from labour unions outside VGCL's system when Vietnam joins TPP?

Panel 1 – Some current perspectives

- 13:30-13:50 Opening presentation - Renovation of the trade union movement: Vietnam seen from international experience (Professor Gregor Murray, School of Industrial Relations, Montreal University)
- 13:50-14:05 Voice from bottom 1: case study of trade union organizing (Mrs Pham Thi Hang, Hai Phong EZ Union President)
- 14:05-14:20 Voice from bottom 2: case study of multi-employer bargaining process (Mr Nguyen Van Thang, Dong Nai IZU President)
- 14:20-15:00 Discussion Q&A – How important are new bottom up approaches like these to meeting needs of workers and supporting sound and harmonious industrial relations in the Viet Nam context? What needs to be done to expand this approach?
- 15:00-15:15 Tea Break

Panel 2 – Preparing for Future Challenges and Opportunities

- 15:15-15:30 Perspective of international organisation - issues for consideration for Vietnam trade unions including likely registered 'worker organisations', to meet IR challenges in the coming decade (Mr Erwin Schweissheim, Director FES Vietnam)
- 15:30-15:50 TPP challenges and opportunities for VGCL and its Renovation Plan (Mr Nguyen Ngoc Son, Deputy Director Organising Dept, VGCL)
- 15:50-16:30 Q&A and discussion with both panels – The future of strong, representative trade unions in Vietnam challenges and opportunities
- 16:30-16:45 Summary of discussions and next steps for the forum (Mr Phillip Hazelton, CTA IR Project)
- 16:45-17:00 Conclusions and closing

Topic 2: Renovation of industrial relations – Global supply chain management for decent work in Viet Nam

Venue: Ballroom 2, Melia Hotel

Co-Chair: Ms Tran Thi Lan Anh, Deputy Director of Bureau for Employers' Activities, VCCI and Mr Gary Rynhart ILO ACTEMP Bangkok

Questions to be addressed

- What are the likely impacts of the FTAs (TPP and EU-Vietnam FTA) on competitiveness of domestic private businesses?
- What are the roles and responsibilities of multinational lead firms of global supply chains in ensuring decent work for all, with a particular focus on their purchasing practices? What are the best practices in MNCs purchasing practice
- What are industrial relations capacity challenges of major local employers and business associations in the context of their multi-faceted relations with MNC lead firms, government and workers? How can representatives of business engage in the policy and legislative process?
- What could be a potential platform for representatives of various business/employer actors to contribute to full realization of FPRW in Vietnam under TPP and Viet Nam-EU FTA? (VCCI, local sectoral business associations, Chamber of Commerce of various investors, MNC lead firms, various CSR initiatives, etc.)

- 13.30-13:50: Opening presentation: Challenges of global supply chains and roles of private firms and their associations in ensuring FPRW and decent work for all (Ms Katie Quan, University of California, Berkeley)
- 13:50-14:10 VCCI's perspective on competitiveness and IR challengers under TPP and Vietnam-EU FTA – (Mr Tran Chi Dung, Deputy Director of Bureau for Employers' Activities VCCI)
- 14.10-14:30 Discussion
- 14:30-14:45 Voice of suppliers 1: perspective of local business association (Mr Truong Van Cam, Vice Chairman VITAS)
- 14:45-15:00 Voice of suppliers 2: sandwiched between lead firms and workers (Mr Hobeom Ryu General Director of Poongshin Company Hanoi)
- 15:00-15:15 Sharing good practice: **"Sustainability for Decent Work"**: the case of IndiTex (Mr Kevin Bui Vietnam Sustainability Manager IndiTex)
- 15:15 – 15:30 Tea Break
- 15:30-16:40 Panel Discussion: Making FPRW a reality throughout global supply chains
Panel members: Mr Truong Van Cam Vice Chairman VITAS, Ms Virginia Foote previous Co-Chair Vietnam Business Forum, Mr Peter Anderson previous Employer representative of ILO Governing Body, Ms Alison Tate Director of Economic and Social Policy ITUC, **Mr Hobeom Ryu General Director of Poongshin Company Hanoi**
- 16.40-16:50: Summary and next steps for the forum (Ms Nguyen Hong Ha BW Vietnam)
- 16:50-17:00 Conclusion and closing

Topic 3: Renovation of industrial relations - Role of government in sound industrial relations

Venue: Function Room 7, Melia Hotel

Co-Chair: Mdm Tong Thi Minh, Director Labour & Wage Department, MOLISA and Mr Yoon Youngmo, Senior Specialist on Social Dialogue and Industrial Relations, ILO Beijing

Questions to be addressed

- What are the key challenges of global integration in regard law renovation and labour administration to Vietnam? How to innovate the roles of the government in industrial relations?
- Why have the gaps between the law and IR practices persisted for so long and how to narrow the gaps?
- How to address lack of good coordination between central and provincial labour administration?

- 13.30-13:50: Opening presentation: Improving labour administration's industrial relations and labour inspection functions: Lessons and suggestions (Mr Roger Lecourt, International Consultant on Labour Administration and Industrial Relations, Canada)
- 13:50-14:10 Impacts of labour commitments in TPP on industrial relations with respect to legal and institutional adjustments (Mr Nguyen Manh Cuong, Director CIRD, MoLISA)
- 14:10-14:40 Discussion
- 14:40-15:00 Tea Break
- 15:00-15:20 What role do other governments play in industrial relations in a market economy? Findings of a 9 country comparative study (Mr David Tajgman, ILO Consultant)
- 15:20-15:40 Q&A and discussion
- 15:40-16:40 Panel discussion: how to adjust the IR legal system and narrow gaps between law and practice in Vietnam?
- Panel members: Chief of Inspectorate MOLISA Mr Nguyen Tien Tung, Dr Nguyen Huu Chi Hanoi Law University, Mr Le Dinh Quang Deputy Director IR Department VGCL, Mr Nguyen Xuan Duong Hung Yen Business Association, Mr Roger Lecourt International Specialist Canada, Mr Chang-Hee Lee Director ILO CO Hanoi
- 16.40-16.50: Summary of the session and next steps for the forum – (Mr Nguyen Manh Cuong, Director of CIRD, MoLISA)
- 16:50-17:00 Conclusions and closing