

Increasing Workplace Compliance through Labour Inspection



AT A GLANCE

→ Main Partners

Ministry of Labour, Invalids and Social Affairs

→ Donors

Government of the Netherlands

→ Duration

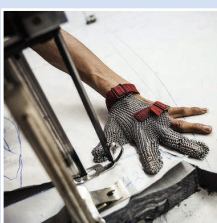
30 months (2014-2016)

→ Target beneficiaries

Vietnamese Labour Inspection.

→ Geographical focus

National

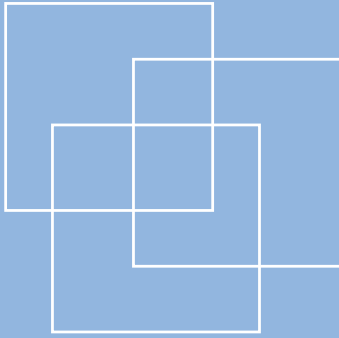


PROJECT CONTEXT

For many years, the ILO has been working alongside Viet Nam's Ministry of Labour, Invalids and Social Affairs (MoLISA) to help strengthen its ability to secure labour law compliance for working women and men. In 2012, at MoLISA request, the ILO carried out a needs assessment of Viet Nam's Labour Inspection System (LIS) and suggested an overall compliance strategy that identified several areas for improvement to broaden the impact of the LIS towards application of the labour law.

The Master Plan prepared by MoLISA for building the capacity of its LIS (2012-2020) draws on the assessment and related priorities such as to strengthen labour inspection structure and staff allocation, develop a capacity building system for labour inspectors, reform its compliance methodologies and reinforce its management system.

The ILO considers that the time is right to carry out this project which will not only support the objectives of MoLISA's Master Plan but also integrates and builds on the complementary work of several ILO projects in the areas of industrial relations, occupational safety and health and Better Work (compliance in garment and footwear industries) and also embodies one of the ILO Areas of Critical Importance namely "Strengthening workplace compliance through labour inspection".



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PROJECT OBJECTIVES

The project aims to strengthen workplace compliance in Viet Nam through labour inspection. Its immediate objectives include:

- Improving MOLISA's institutional and technical capacity to effectively operationalize labour inspection activities.
- Strengthening workplace compliance by reinforcing the complementary measures of enforcement, prevention and industrial relations.

PROJECT OUTCOMES

- A national training strategy is developed for labour inspectorate staff, managerial and support staff at all career stages, including competency standards.
- The knowledge and skills of labour inspectors are improved.
- Technical tools used by the labour inspectors are revised in accordance with international good practice.
- A regular and meaningful mechanism for exchanging information is developed between the MoLISA and provincial Departments of Labour, Invalids and Social Affairs.
- The performance management system is improved to facilitate continued improvement in institutional and individual achievement.
- A working conditions risk mapping is carried out in selected enterprises as a basis for planning targeted campaigns and advisory services.
- On the basis of the risk mapping, promotional and inspection campaigns are designed and implemented related to specific enterprise risks.
- The knowledge and skills of employers and workers on workplace compliance strategies are improved, including through the use of social dialogue.
- Collaboration between Better Work enterprise advisors and labour inspectors is improved.

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