



International
Labour
Organization



Responsible
Electronics

Enabling responsible labour practices towards
a more sustainable electronics sector in Viet Nam



THE COMPLIANCE EDGE LAB 2026-27

Fair labour. Responsible manufacturing. Improved productivity.

Fair labour and responsible practices? These might have become too familiar for those concerned with productivity to take no notice of – especially when you work in one of Viet Nam's fastest-growing industries like electronics. While often associated with compliance, it goes beyond meeting the minimum requirements: it's about building resilience and embedding practices which enhance productivity and sustain growth. Are you curious to know how? Register to The Compliance Edge Lab!!

The Lab is co-organised by VCCI and the ILO, and builds on the well-known Advisory Programme for Electronics Industry in Viet Nam (APEV) encouraging workplace cooperation and compliance in 2022-24. This time, aside from training and other conventional activities, the two-year programme brings an extra element of connection to support electronics enterprises in strengthening responsible labour practices as a driver of compliance for productivity and business growth. Specifically, the Lab works towards:

- ▶ Enhancing enterprises' understanding of responsible business conduct, supporting enterprises in developing adaptation strategies to evolving challenges in the sector, ultimately advancing productivity and strengthening the enterprises' capabilities to meet with RBC requirements.
- ▶ Engaging enterprises in multi-stakeholder dialogues over issues of strategic and sustainable development, setting the tone for the enterprises' integral roles in discussions related to sector development.
- ▶ Keeping the electronics enterprise community up to date with latest trends and developments through regular communication channels.



✓ WHAT IS THERE FOR ENTERPRISES TO EXPLORE?

Training, seminars, dialogues and forums – all at no cost!

Participation to the Lab is free of charge¹ and includes access to a wide range of activities designed to help enterprise in meeting with responsible business conduct requirements through risk identification and management strategies. Across the Lab spaces are the opportunities to connect and exchange with industry stakeholders such as labour administrators, representatives from sectoral associations, sectoral unions and brands.

Specifically, the Lab includes:



Seven training credited courses, which supports the factories towards improved labour compliance to national law and International Labour Standards

Individual and joint **advisory sessions** on topics tailored to enterprises' requests



Three sectoral dialogues where enterprises can raise their concern and be a part of the negotiation for policy shaping to address sector-specific issues.

Five industry seminars which foster factory – professionals – industry stakeholders connection, where the factories can stay updated on and exchange about new developments and best practices in the industry



Multi-stakeholder forums where enterprises can gain insights into national-level priorities for the sector, the operating environment and related coordination mechanism

Quarterly **newsletters**, The Electronics Connect, so enterprises can stay informed of regulatory updates, industry developments, global trends in the sector and RBC good practices.



¹ This covers fee for training programs, seminars and workshops, advisory services, and subscription to a quarterly newsletter.

✓ WHO THE LAB BENEFITS MOST?

Register today if you are:

- ▶ operating in the electronics sector, whether as FDI or SME entity.
- ▶ curious about how going beyond conventional compliance can help boost your business growth.

The selection process for participating enterprises will be based on the level of needs for assistance and the enterprises' commitment to completion of activities designed in the Lab. Though the enterprises' information such as workforce size, geographic location, type of production/services or ownership will not be the criteria for selection, these items will be required at registration for reference to assess the diversity of participating enterprises.

Some preference will be given to previous members/participants to similar initiatives rolled out by ILO/VCCI in the past. That said, this year the Lab expands its outreach by increasing more participation opportunities - so, we encourage all electronics suppliers nationwide to apply. The Lab expects to enrol up to 50 enterprises nationwide, with a higher allocation of seatings for those located in the North. Selected enterprises are expected to span different tiers of the electronics supply chain; so, the selection process will also reflect this.

✓ REGISTRATION

The interested enterprises shall complete registration by EOD 9 June 2026 through [ĐĂNG KÝ THAM GIA/REGISTRATION – Fill in form](#).

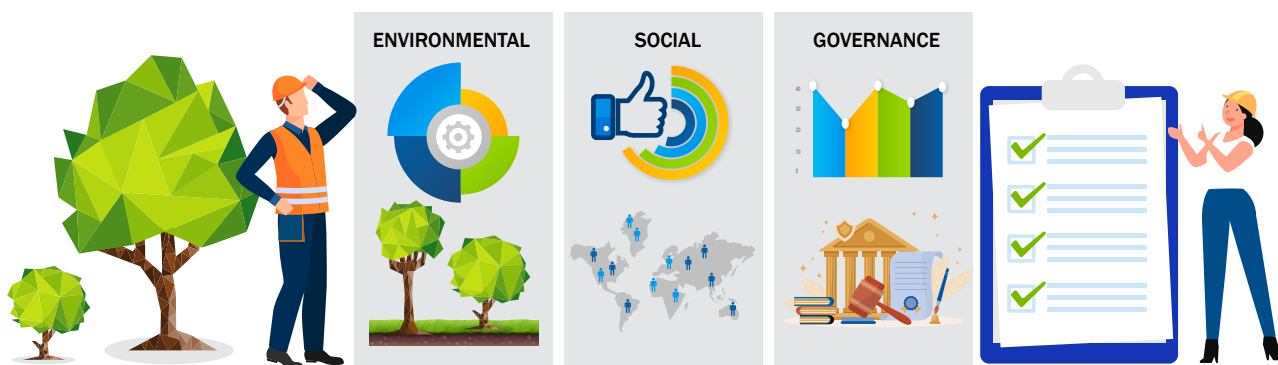
To facilitate fair opportunities to the Lab, registrations will be processed on a first-come, first-served basis. The Lab organizers may require additional information for verification purposes.

Complete registration does not guarantee admission. If selected, the enterprise may be requested to indicate, in writing, the level of willingness to advisory service for improvement. The advisory service offerings will be determined at a later stage, but prior confirmation from the enterprises will help the organizers better plan the necessary arrangements.



ACTIVITY PLANNER 2026-27

Training credits ²	Sectoral Dialogues	Industry Seminars	Sectoral Forum
Activity	Tentative Date ³	# seats available	Target audience
2026			
Training: Workplace Cooperation 	June, Ha Noi September, Ho Chi Minh City	40	Officers in charge of negotiation and collective bargaining, middle level managers (production and HR), union representatives
Training: Supervisory Skills for line leaders 	July, Bac Ninh October, Ho Chi Minh City	40	HR managers/officers, middle-level managers and trade union representatives
Training of trainers: Anti Workplace Sexual Harassment	August, Bac Ninh	40	Supervisors, team leaders, other middle-level managers
Industry Seminar - Wages, including living wages	July, Ha Noi	50	HR and Compliance officers
Industry Seminar – Risk Assessment, including in occupational safety and health (OSH)	August, Ha Noi	50	OSH and Compliance officers
Sectoral Dialogue	October, Ha Noi	3	
Sectoral Forum	November, Ha Noi	20	



² This only includes standard offsite events. Other on-site and needs-based events may be provided upon discussion with the factories.

³ This is a tentative timeline. The Organizers will inform participating enterprises of the change if any.

 Technically supported by Better Work Viet Nam.

Activity	Tentative Date ³	# seats available	Target audience
2027			
Training: Gender Equality and Gender-responsive strategies at the workplace 📍	January, Ha Noi/Bac Ninh January, Ho Chi Minh City	40	HR officers, team leaders, union representatives
Training: Management skills for middle-level managers 📍	March, Ha Noi	40	Middle-level managers, heads of divisions, union representatives, production leaders
Training: Supervisory Skills for line leaders 📍	April, Da Nang	40	HR managers/staff, middle-level managers and trade union representatives
Training: Occupational Safety and Health and Chemical Risk Management	May, Hai Phong May, Ho Chi Minh City	40	OSH and Compliance officers
Training: Workplace Cooperation 📍	June, Nghe An	40	Officers in charge of negotiation and collective bargaining, middle level managers (production and HR), union representatives
Training: Responsible Business Conduct and ESG Reporting Requirements	July, Hai Phong	40	HR and Compliance officers, and other designated officers
Industry Seminar – Fair Labour Practices <i>Subleasing practices/use of temporary workers, fair recruitment practices, and electronic labour contracts</i>	February, Ha Noi	50	HR and Compliance officers
Industry Seminar – Social Insurance Policy	July, Ha Noi	50	HR and Compliance officers
Industry Seminar – Worker Facilities and Living Space Strategies	October, Ha Noi	50	HR and Compliance officers, and other designated officers
Sectoral Dialogue	April, Ha Noi	6	
Sectoral Dialogue	August, Ha Noi	6	
Sectoral Forum	March 2028, Ha Noi		



Annex 1 – Factory-level activities: Training course information

The training courses listed herein are for standardized, off-site offerings within sight. Other offerings on topics of enterprises' concern might be arranged upon further discussion over the needs.

1. Workplace Cooperation

Effective workplace cooperation enables a positive rapport between workers and managers and a productive environment for businesses to prosper.

In this course, participants will learn about:

- ▶ What is workplace cooperation and why is it so important?
- ▶ Key features of effective workplace cooperation
- ▶ Communication as the foundation of good cooperation:
- ▶ Common communication styles
- ▶ What content should be communicated by workers and managers?
- ▶ Communication barriers in the factory
- ▶ Can communication effect productivity?
- ▶ Building effective communication at workplace
- ▶ How to get started with effective communication: approaches and top tips.

Further information at: https://www.ilo.org/sites/default/files/2026-05/Training_flyer_Workplace_Cooperation_Final.pdf

2. Supervisory Skills for line leaders

The course is specially designed for supervisors, team leaders and other middle-level managers of the enterprises. It provides knowledge and skills on effective supervision in the workplace and how best to manage and support workers for mutual gain.

It aims at equipping supervisors with knowledge and adeptness in performing their supervision duties across a range of areas. The course objectives are to:

- ▶ Describe the roles and responsibilities of a supervisor
- ▶ Demonstrate professionalism in exercising the roles
- ▶ Develop effective interpersonal relations
- ▶ Help workers improve their performance
- ▶ Create an effective and friendly working environment

To that end, it covers:

- ▶ Being a professional supervisor
- ▶ Developing multiple skills for trainees, including: building good relationships with and motivating workers, delegating tasks and providing instruction, maintaining disciplines professionally, handling conflicts and giving feedbacks
- ▶ Managing workers
- ▶ Practice

Further information at: https://www.ilo.org/sites/default/files/2026-05/Training_flyer_SST_Final.pdf

3. Anti-Sexual Harassment at the Workplace

Aiming to benefit those responsible for and those whose work is closely linked to human resource management at enterprises such as HR managers/staff, middle-level managers and trade union representatives, this course is specifically designed to help participants understand why sexual harassment prevails and recognize different forms of sexual harassment in the workplace, its impacts on the working environment and especially the factory's productivity.

The training course covers exercises and assignments that help participants develop strategies to address and prevent sexual harassment, as well as steps in dealing with harassment cases at the factory. During the training programme, participants will engage with visual materials and by the end of the session, participants will receive informational materials and takeaway resources useful for relevant activities at their facilities to help reinforce key messages on gender and harassment issues.

In completing the course, participants will be able to:

- ▶ Know how to identify forms of sexual harassment
- ▶ Understand why sexual harassment is prevalent in the workplace, and how electronics workplaces can increase vulnerability if not properly managed
- ▶ Understand how sexual harassment impacts workers and factory's productivity
- ▶ Know how to deal with cases and develop prevention measures
- ▶ Structure thinking to develop anti-sexual harassment policy/tool in the workplace

Further information at : https://www.ilo.org/sites/default/files/2026-05/Training_Flyer_Anti_Harassment_Final.pdf

4. Gender Equality and Gender-responsive strategies at the workplace

Awareness of gender issues and how to promote gender equality in the workplace is fundamental in improving working conditions at enterprises, especially in electronics enterprises, where women make up almost 60 percent of the workforce. Participating enterprises will be assisted in integrating gender equality considerations in all policies and practices, achievable through accumulating:

- ▶ Differences between sex/gender
- ▶ Differences between gender equity and gender equality
- ▶ Barriers to gender equality and inclusive hiring in the workplace
- ▶ Promoting gender awareness at the workplace
- ▶ Roles/responsibilities of management, worker representatives in gender awareness promotion at enterprises.
- ▶ What “gender-responsive” means in practice: inclusive recruitment and promotion practices, equal pay and benefits, flexible work arrangements and parental leave, and safe and inclusive facilities (e.g., sanitation, lighting, transportation).

Further information at: https://www.ilo.org/sites/default/files/2026-05/Training_Flyer_Gender_Final.pdf

5. Management skills for mid-level managers

This course helps factory managers understand more about their roles and responsibilities and how to strengthen their influence and impact through better leadership. The course will help improve confidence and professionalism through practical instruction and guidance in important areas such as management styles and techniques, effective managerial communication, coaching skills, managing conflict, listening, and providing feedback through the following modules:

- ▶ Management: what, why, and how?
- ▶ Leadership styles
- ▶ Situational leadership
- ▶ Management: what, why, and how?
- ▶ Leadership styles
- ▶ Situational leadership

Further information at: https://www.ilo.org/sites/default/files/2026-05/Training_flyer_Middle_Managers_Final.pdf

6. Occupational Safety and Health and Chemicals Management in electronics factories

This introductory course builds essential knowledge and practical skills to manage workplace safety and hazardous chemicals in electronics manufacturing environments which ultimately contributes to the building of a preventive culture at electronics workplaces.

In completing the course, participants will gain fundamental competencies to improve safety practices, ensure compliance, and reduce chemical-related risks in electronics factories, specifically:

- ▶ An understanding of basic OSH principles, legal requirements and compliance standards
- ▶ Ability to identify common chemical hazards in electronics production or chemical risks (solvents, heavy metals, cleaning agents)
- ▶ Capturing good practices in safe storage, handling, and disposal of chemicals

- ▶ Strengthening emergency preparedness and incident responses
- ▶ Improving workplace cooperation and engaging employers in chemicals management
- ▶ Knowing how to apply risk assessment and control measures, thereby improving workplace monitoring and reporting practices.

Further information at: https://www.ilo.org/sites/default/files/2026-05/Training_flyer_OSH_Final.pdf

7. Responsible Business Practices and ESG reporting requirements

This course introduces core concepts of responsible business conduct (RBC) and equips participants with practical knowledge to meet emerging environment – social – governance (ESG) reporting requirements in recent years. In the course, participants will gain foundational knowledge in RBC and ESG, systemized to cover fundamentals to RBC and ESG, human right due diligence in the supply chain, key ESG indicators, or existing global reporting frameworks (such as GRI, ISSB). In completing the course, the participants will possess:

- ▶ Understanding of RBC principles and international frameworks (e.g. UNGPs, OECD, ILO MNED)
- ▶ Ability to identify key ESG topics relevant to their business operations and supply chains
- ▶ Understanding of common ESG reporting standards and disclosures, with an ability to pro-actively respond to increasingly strict reporting requirements from stakeholders, investors and competent authorities
- ▶ Improved capacity in data collection, report development and information transparency
- ▶ Ability to align company policies with regulatory and stakeholder expectations

Further information at: https://www.ilo.org/sites/default/files/2026-05/Training_flyer_RBC_Final.pdf





Annex 2 – Inter-factory activities: Background information



Industry Seminars

The industry seminars are an integral part of the Lab, providing a platform for businesses to connect and learn from each other, as well as networking opportunities with professionals and industry actors. These seminars utilize participatory methods while promoting peer-to-peer knowledge exchanges, including experience and best practices, trends in the sector and updates of the sector's operating environment.

Each seminar will be delivered as a one-day event, specific topics of which will be determined upon examining the enterprises' interests and concerns. The enterprises will assign representatives to the event, ideally the designated officers for the area/topic of work of the seminar.



Sectoral Dialogues

Sectoral dialogues are the chance for enterprises to interact on a deeper level with key actors in the sector who shape policies and solutions to challenges in the sector. This is where enterprises can raise their concern and become a party in the negotiation with policy makers, sectoral unions and associations so that better regulations can take shape and serve as inputs for policy drafting. The enterprise will collect issues from the workplace, reflect them with the actors and propose solutions to respective actors who they think can contribute to addressing them.



Sectoral Forums

A high-level platform for dialogue and knowledge exchange on the trends that may affect operation of the supply chain, the Forum brings together esteemed industry stakeholders, i.e., policy makers, researchers, buyer and development partners to strengthen understanding of key risks arising out of the trends, emerging expectations to the stakeholders, and reflecting them in concrete (joint) action plans that promote more sustainable practices in the sector. The Forum is designed with a view to supporting enterprises in foreseeing and strategizing to align their operation with global compliance and RBC frameworks and buyers' requirements at a greater degree, ultimately building the chain's agility under circumstances and promoting long-term resilience in the sector.



[REGISTRATION Link](#)

The deadline for registration for the Lab is 11.00 p.m. on 9 June 2026. For more information, please contact the Organisers via email at thaoptp@vcci.com.vn or thanhthao@ilo.org.

The Compliance Edge Lab 2026-27

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