

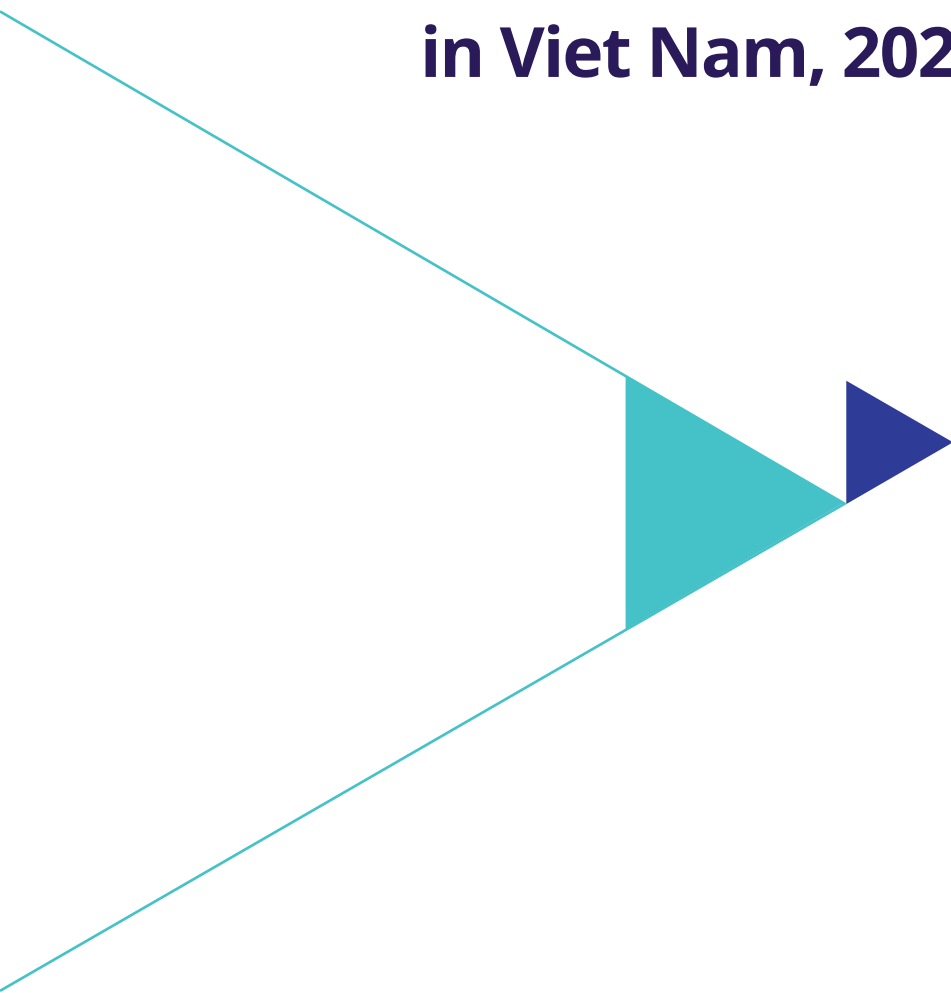


International
Labour
Organization



► Normative Stock-taking for Decent Work in Viet Nam, 2020

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This document sets out the context for engaging the ILO's tripartite constituents – the Government of Viet Nam, employers' and workers organizations – and development partners and stakeholders in deciding Decent Work priorities that are well informed and anchored in the use and application of international standards.

Concluding synopsis: Referring to the presentation and analysis set out in this normative stocktaking, a compelling case based on national circumstances can be made for the following areas of international labour standards to be considered for the normative work of domestic integration and implementation through policy, law and operations of the government, with the social and development partners in Viet Nam, and ultimately ratification by the Government of Viet Nam.

	Significant current policy and development work	UN UPR/Treaty Bodies recommended	ILO SRM recommended	Risk reduction	Subject driven by normative interest
Forced Labour (P.29)	✓		✓	✓	✓
	The GoV has not set ratification as target, but trade agreements call for promotion of fundamental labour principles, labour law reforms have been made. Combatting of trafficking and other forms of forced labour is a high domestic priority.				
Freedom of Association (C.087)	✓	✓	✓	✓	✓
	The GoV has set ratification as target for 2023, trade agreements call for promotion of freedom of association, labour law reforms have been made and are foreseen to align with international standards.				
Sectoral standards (Domestic, home, and fishers (C.189/R.201, C.177/R.184, C.188/R.199)	✓	✓		✓	
	Development of Viet Nam's labour market in these sectors, suggests formalized use of the standards. CEDAW recommends ratification of C189. C188 is consistent with the high policy profile taken to combat IUU fishing.				
Standards for the agricultural sector (Labour inspection, health and safety) (C.129/R.133, C.184/R.192)	✓		✓	✓	
	Considering the large proportion of workers in agriculture, consideration of the formal use of relevant standards as a guide to policy and action is suggested. Address risk of deterioration of working conditions as national policy pursues increased employment in industry and services.				
Migration and employment agency standards (C.97/R.86, C.143/R.151, C.181/R.188))	✓		✓	✓	
	Revision of Law on Contract-based Vietnamese Overseas Workers suggests formalized use of the standards would be advantageous.				

	Significant current policy and development work	UN UPR/Treaty Bodies recommended	ILO SRM recommended	Risk reduction	Subject driven by normative interest
Social security and protection standards (C.102/R.202)	✓			✓	
	Substantial national policy, implementation and expansion of social protection. Consistency and support from international standards may be useful.				
Minimum wage fixing (C.131/R.135)	✓			✓	
	Substantial national policy, implementation and improvement of wage fixing mechanisms. Consistency and support from international standards may be useful.				
Formalizing the informal and promoting small and medium sized enterprises (R.189 and R.204)	✓			✓	
	Consistent with policy approaches to employment generation, urban/rural integration, and sustainable trade promotion. The scope of the revised Labour Code includes workers without labour relations, i.e. informal economy workers.				
Labour statistics (C.160/R.170)	✓			✓	
	Substantial national institutional capacity in GSO; development work is ongoing. Alignment with C.160 would strengthen domestic development.				
Vocational training and human resource development (C.142)	✓				
	Ongoing development cooperation aligned with established national policies would benefit from alignment with international standards.				

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Table of acronyms and abbreviations

ASEAN	Association of Southeast Asian Nations
C	Convention
CEDAW	Convention on Discrimination Against Women
CERD	Committee/Convention on the Elimination of Racial Discrimination
COVID	Coronavirus disease
CPTPP	Comprehensive and Progressive Agreement for Trans-Pacific Partnership
EUVFTA	Europe Viet Nam Free Trade Agreement
GDP	Gross Domestic Product
GoV	Government of Viet Nam
GSO	General Statistics Office
IUU	Illegal, unreported, unregulated (fishing)
NTP	National Target Programmes
OECD	Organisation for Economic Co-operation and Development
PISA	Programme for International Student Assessment
P	Protocol
R	Recommendation
SDGS	Sustainable Development Goals Strategy
SEAFDEC	Southeast Asian Fisheries Development Center
SEDP	Socio-Economic Development Plan
SEDS	Socio-Economic Development Strategy
SRM	Standards Review Mechanism (of ILO)
TPP	Trans-Pacific Partnership (trade agreement)
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNTOC	United Nations Convention against Transnational Organized Crime
UPR	Universal Periodic Review
USD	United States dollar
VCA	Viet Nam Cooperative Alliance
VCCI	Viet Nam Chamber of Commerce and Industry
VGCL	Viet Nam General Confederation of Labour
VSDG	Viet Nam Sustainable Development Goals

1

Country context



Our normative stocktaking is grounded in the condition of Viet Nam, its people and institutions, practices and economy, today. We look briefly at salient features in this part.

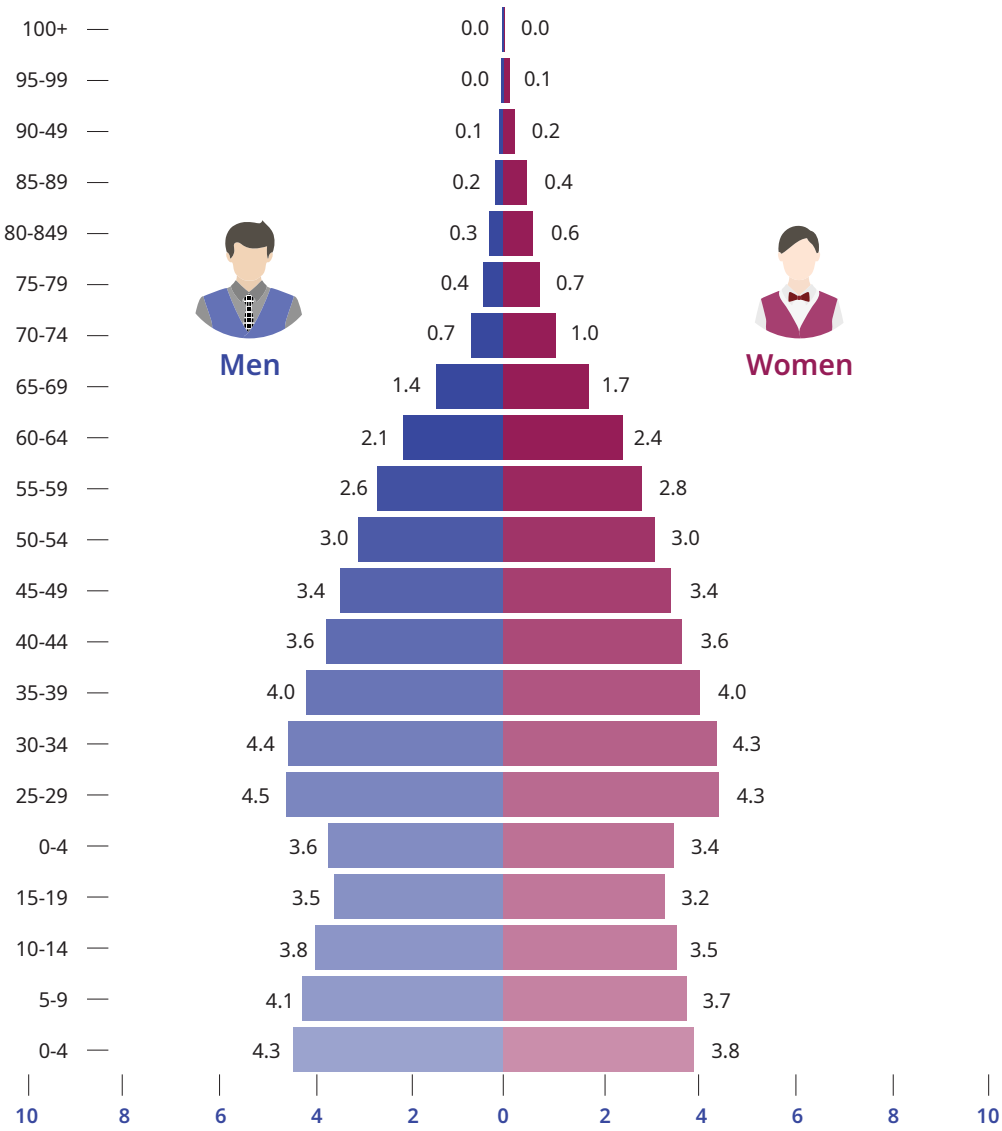
- ▶ **1. Viet Nam is experiencing rapid demographic and social change, anchored in strong social development fundamentals.** Viet Nam's population is almost 100 million, with about 70 per cent under 35 years of age. See Figure 1. At the same time, it is one of the most rapidly aging countries; the 65+ age group is expected to increase 2.5 times by 2050. Educational performance is high, exceeding PISA scores of many OECD countries. The country ranks 48 out of 157 countries on the human capital index, second in ASEAN behind Singapore, and is highest among middle-income countries.¹ Health has improved in the past decades along with living standards. Since the early 1990's infant mortality has decreased and life expectancy has increased dramatically.² Eighty-seven per cent (87 per cent) of the population has health coverage, higher than regional and global averages.³

1. World Bank. 2020. The World Bank In Vietnam [Online]. Available at: <https://www.worldbank.org/en/country/vietnam/overview> [Accessed 11 August 2020].

2. From 1993 to 2017, the infant mortality rate decreased from 32.6 to 16.7. Between 1990 and 2016, life expectancy increased from 70.5 to 76.3 years, and is the highest in the region for countries at a similar income level. Ibid.

3. The World Bank's universal health coverage index stands at 73. Ibid.

Figure 1: Population pyramid

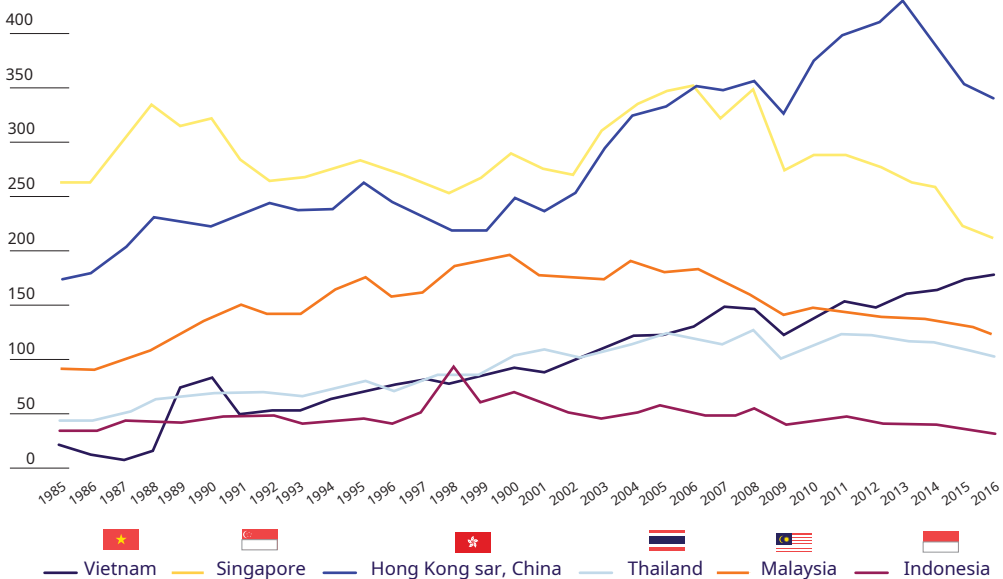


Unit: %
Source: <https://www.populationpyramid.net/cite-nam/2020/>

Viet Nam - 2020
Population: 97,338,582

- **2. Change flows from Viet Nam's rapid shift into a market economy, having made tremendous efforts in integrating into the global economy, attracting investments, exploiting domestic and international market opportunities to promote economic growth.** Implementing the socio-economic development strategy for 2011-20, Viet Nam has achieved stable growth with an annual average GDP growth rate during the last two years above 6 per cent. International trade and integration has been a significant driver of economic success (see Figure 2),⁴ although improvements are needed to strengthen and increase linkages into the domestic economy.⁵ The economic structure continues shifting towards industrialization and modernization. In this context, the skills of the Vietnamese workforce need to improve to enable productive jobs at a large scale in the future. With a GDP per capita at about US\$2,200, Viet Nam is now a lower-middle income group country. Its middle class is expected to grow to 26 per cent by 2026.⁶

Figure 2: Merchandise trade with selected countries, 1985-2016. % GDP



Source: World bank, World Development Indicators, <https://data.worldbank.org/data-catalog/world-development-indicators>

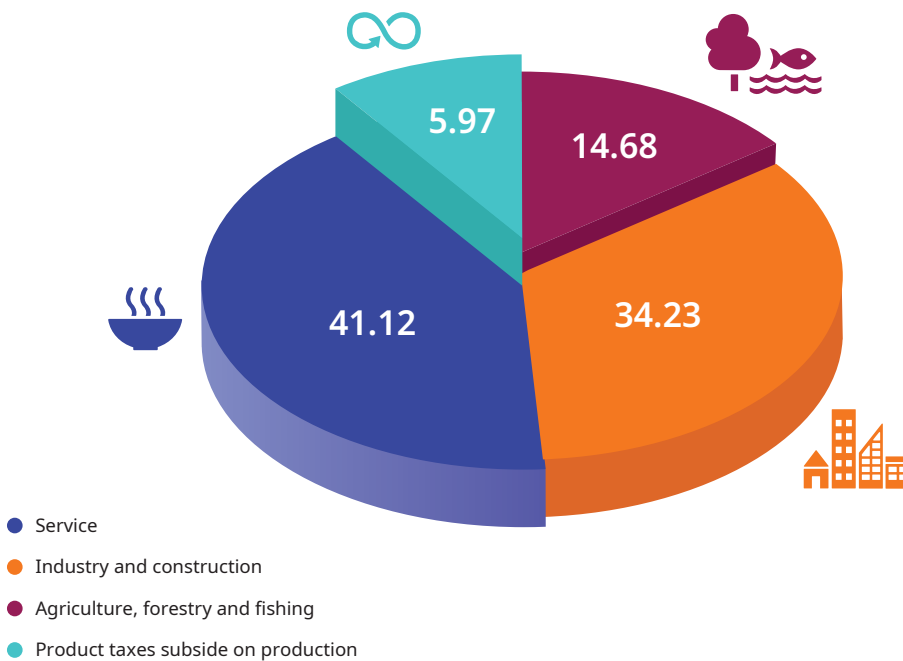
- ▶ **3. Strong economic growth, industrialization and urbanization pose challenges for the environment and natural assets.** Strong demand for electricity in Viet Nam is met with fossil fuels; water and other resources are unsustainably exploited. Waste and air pollution costs productivity and human health.⁷

1.1. The economic development trajectory in Viet Nam and the world of work

Viet Nam has is a socialist-oriented market economy with well-educated, young population, and urban/rural segregated labour force in need of international and domestic markets for demonstrated productive capacity.

-
4. Government of Vietnam 2016. Overall strategy for international integration through 2020, vision to 2030. Available at: <http://www.chinhphu.vn/portal/page/portal/English/strategies/strategiesdetails?categoryId=30&articleId=10056863>.
 5. See, for example, analysis and data in Busch, M. 2017. The missing middle: A political economy of economic restructuring in Vietnam, (Victoria, Australia, Lowy Institute). Available at: https://www.lowyinstitute.org/sites/default/files/documents/Busch_A%20political%20economy%20of%20economic%20restrucuring%20in%20Vietnam_WEB.pdf.
 6. See Government of Vietnam 2019. Viet Nam Initial State Report on the Implementation of the United Nationsl Convention on the Rights of Persons with Disabilities, Available at: https://tbinternet.ohchr.org/Treaties/CRPD/Shared%20Documents/VNM/CRPD_C_VNM_1_8348_E.pdf.
 7. World Bank. 2020. The World Bank In Vietnam [Online]. Available at: <https://www.worldbank.org/en/country/vietnam/overview> [Accessed 11 August 2020].

Figure 3: GDP by economic sector, 2018



- **4. Viet Nam is a regional leader and strives for global, international integration.** As suggested above, Viet Nam's regional leadership can be observed in respect of many measures. Strong socio-economic results arise thanks to consolidated planning efforts and implementation. The same approach is taken to environmental challenges. Major targets set in Five-Year Socio-Economic Development Plan, 2016-20 have largely been achieved.⁸ An appreciation for norms can well be implied, consistent with actual standards-related practices described here. Aim is focused on balancing economic prosperity with environmental sustainability.⁹

8. National Assembly of Viet Nam 2016. Resolution of Five-Year Socio-Economic Development Plan From 2016-2020. Hanoi, Available at: <http://www.chinhphu.vn/portal/page/portal/English/strategies/strategiesdetails?categoryId=30&articleId=10057712>.

9. See various strategies at <http://www.chinhphu.vn/portal/page/portal/English/strategies>

- **5. Agriculture provides more than one-third of all employment, but only 15 per cent of GDP; employment in services adds substantial value and contribution to GDP.** Development plans have been met and bettered, as employment in agriculture has declined significantly.¹⁰ See Figure 4. Important value-adding industrial and service sectors do not appear to yet account for the targeted 85 per cent of GDP; 75 per cent was achieved in 2018 as seen in Figure 3. These factors are relevant for consideration of sectoral standards for decent work.

Figure 4: Annual population employed in agriculture, 2005-18



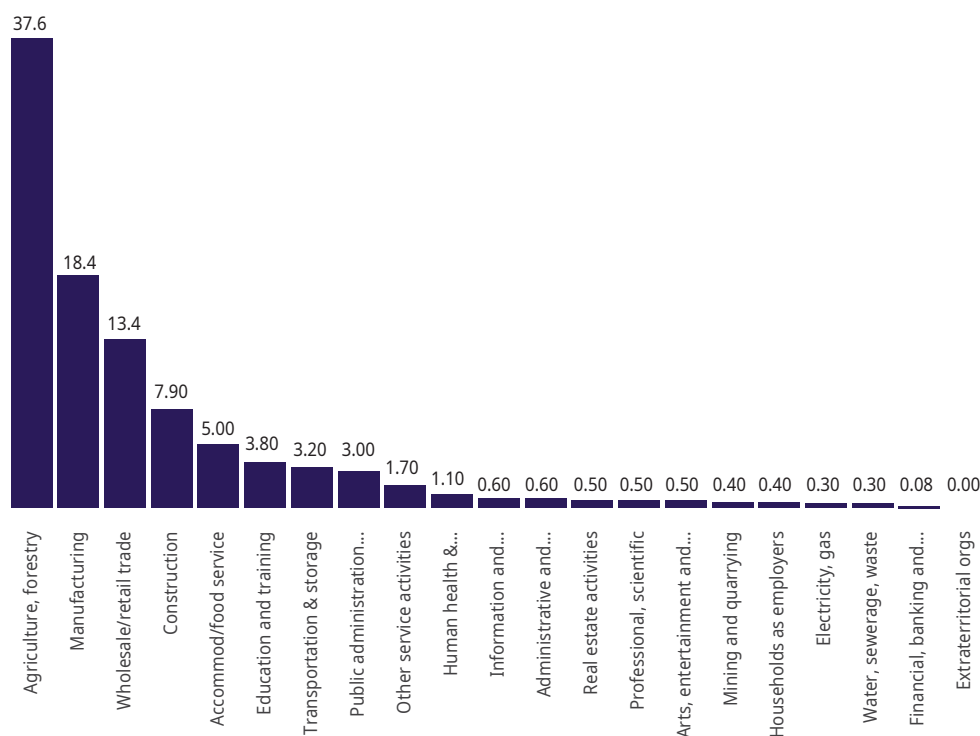
Unit: %

Source: General Statistics Office of Viet Nam ¹¹

10. SEDP set target at "around 40 per cent"; 37.6 per cent was reached in 2018. See Figure 5.

11. https://www.gso.gov.vn/default_en.aspx?tabid=774

Figure 5: Employment by economic sectors, 2018



Unit: %

Source: General Statistics Office of Viet Nam ¹²

1.2. National plans and development cooperation strategy for Decent Work

Viet Nam uses national plans, laws and implementing regulations a lot to steer economic and social development. Government, social partners, stakeholders and development partners – including the ILO – actively draws on these in planning for Decent Work.

12. https://www.gso.gov.vn/default_en.aspx?tabid=774

- **6. Viet Nam makes significant use of development planning in domains central to decent work.** These include the following broad and sectoral based plans, most of which are being reviewed and renewed.
- a. The Socio-Economic Development Strategy 2011-20 and two Plans, most recently for 2016-20, sets the overall objectives. SEDS 2021-30 is being drafted now and the SEDP 2021-25 will follow.
 - b. The National Target Programmes (NTP) on Sustainable Poverty Reduction (2016-20) and on New Rural Development (2010-20) are major policies related to poverty reduction.
 - c. The Law on Education, Education Development Strategy (2011-20) and Vocational Training Development Strategy (2011-20) orient development of education and training opportunities and institutions.
 - d. In respect of health and social protection, Viet Nam has the Law on Social Insurance, Law on Medical Examination and Treatment, National Strategy to Protect, Care, and Improve Public Health in 2011-20 and Vision to 2030.
 - e. There is a National Strategy on Gender Equality 2011-20.
 - f. The Law on Contract-Based Vietnamese Overseas Workers (Law 72) is being revised, and should be adopted by the National Assembly in October 2020.¹³

13. The ILO has provided DC in respect of revision.

https://www.ilo.org/hanoi/Informationresources/Publicinformation/Pressreleases/WCMS_747465/lang--en/index.htm

- ▶ **7. The SDGs and selected indicators in the country, as they relate to the decent work agenda.** The 17 global SDGs have been nationalized into 115 Viet Nam SDG (VSDG) in the National Action Plan for Implementation of the 2030 Agenda for Sustainable Development. They are reflected in Annex VII.¹⁴

1.3. Risk factors to socio-economic growth trajectory

- ▶ **8. Strong economic fundamentals, domestic demand, and export-oriented manufacturing counter risk factors.** The risks posed by external volatilities that otherwise are inherent for economies that are highly open for trade – as is Viet Nam’s – are dampened by the country’s otherwise strong socio-economic fundamentals.¹⁵
- ▶ **9. Norms compliant industrial relations reforms carry risk.** The GoV has analysed risks inherent in enabling freer associational rights. These include proliferation of representative organizations, potentially making industrial relations difficult to manage; the potential over flow of industrial demands into the political domain; and the involvement of non-national influences on domestic actors. The GoV has considered them in light of a functional need for reform to modernize and improve representation in industrial relations,¹⁶ flow-on trade-related benefits, and similar.

14. The nationalized goals are as stated in Annex VII; they serve also as indicators. Government of Vietnam 2018. Viet Nam’s Voluntary National Review on the Implementation of the Sustainable Development Goals (Ha Noi), Available at:

https://sustainabledevelopment.un.org/content/documents/19967VNR_of_Viet_Nam.pdf, p. 11.

Government of Vietnam 2017. National Action Plan for the Implementation of the 2030 Sustainable Development Agenda. Ha Noi, Available at:

https://southeastasia.hss.de/fileadmin/user_upload/Projects_HSS/South_East_Asia/documents/2017/Vietnam_-_170505-01-vietnam-national-action-plan-english.pdf.

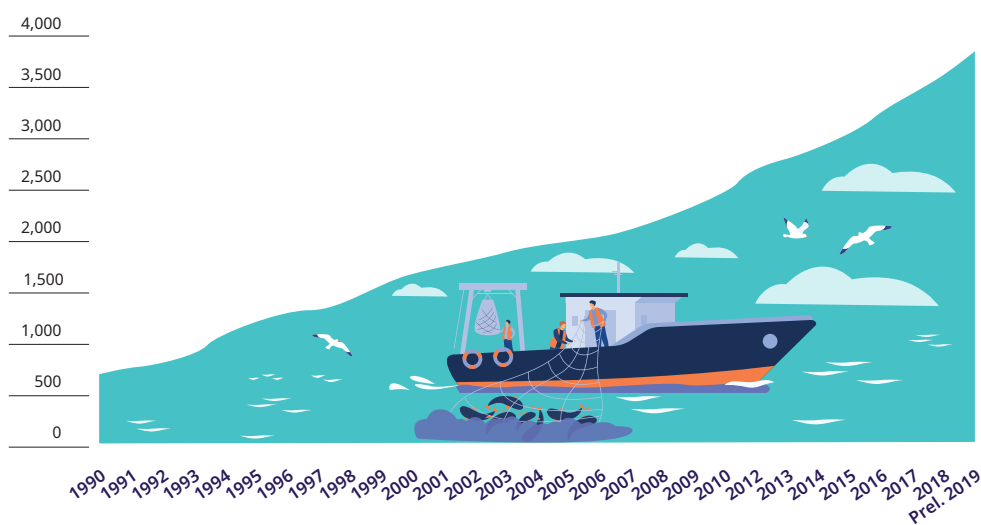
15. World Bank. 2018. Vietnam’s economy grows robustly, but risks intensify [Online]. Available at:

<https://www.worldbank.org/en/news/press-release/2018/12/12/vietnams-economy-grows-robustly-but-risks-intensify> [Accessed 10 August 2020].

16. See statement of Bui Van Cuong, Workers’ Representative from Viet Nam, Statement to the 108th ILC Plenary, 17 June 2019.

- ▶ **10. Assuring equitable distribution of returns from economic growth and development will counter stresses arising from the alternative.** Labour standards' consistent policies typically work favourably for distribution objectives.
- ▶ **11. Fishing sector employment and trade under IUU pressure.** Labour standards' consistent policies will support efforts to reduce risks to trade and employment¹⁷ in the fishing sector arising from illegal, unreported and unregulated (IUU) fishing.¹⁸

Figure 6: Fishery Catch, 1990-2019



Catch, (Thous. Ton)

17. Uyen, N. T. 2017. Fisheries country profile: Viet Nam, (SEAFDEC, Southeast Asian Fisheries Development Center). Available at: <http://www.seafdec.org/fisheries-country-profile-viet-nam/>.

18. Angela, M. 2020. Vietnam joins ASEAN effort to combat IUU fishing. The ASEAN Post. Available at: <https://theaseanpost.com/article/vietnam-joins-asean-effort-combat-iuu-fishing>

- ▶ **12. The direct impacts of COVID 19 on the economy and human capital formation pose a risk for Viet Nam, as other countries.** Efforts to contain the COVID-19 pandemic can only help counter threats to production posed by lock-downs, and to assuring a workforce that is healthy, educated, and well-trained going forward.



2

Normative and social dialogue landscape

In addition to making and promoting international labour standards, the ILO is mandated to promote tripartism and social dialogue within its member States based on respect for freedom of association as set out in its norms. All these norms reinforce UN human rights standards and in almost all, elaborate and detail binding guidance. We look at this landscape in this part.

2.1. Social dialogue and tripartism

Social dialogue is defined by the ILO to include all types of negotiation, consultation or simply exchange of information between, or among, representatives of governments, employers and workers, on issues of common interest relating to economic and social policy. ILO is duty bound to promote social dialogue in its DC and in its promotion of Decent Work.

- ▶ **13. The key VGCL, VCCI, and VCA have legislated mandates.** The VGCL is entrusted with the representation of the interests of workers. It is a sole and unified trade union organization made up of 18 national industrial unions and Federations of Labour in all 63 cities and provinces under the Central Government. The VCCI's important role is to represent the business community (private, public and foreign companies) as employers. The VCA is another employers' organizations, with a nation-wide membership of 17,000 cooperatives and small enterprises.

- ▶ **14. Viet Nam has been moving towards mechanisms of social dialogue that permit workers' and employers' organizations that are representative and independent.** The ILO's vision of representation free and independent from each other and government has become a policy objective for Viet Nam, broadly in line with CPTPP and EUVFTA trade agreements.¹⁹ Independence has not yet been fully established, but is expected. Domestic labour law has been amended, international obligations have been undertaken, implementing regulations are being made, and policy orientations have been announced that will lead to independent organizations within the next few years; social dialogue should be strengthened as a result.
- ▶ **15. Convention No. 144 was ratified in 2008.** International supervision has requested ongoing detailed information on the operation and results of consultations. The organic integration of the VGCL with the Party, and hence the GoV assures exchange of views among officials with representative responsibilities.
- ▶ **16. Reforms should broaden consultation.** The possibility for workers' representatives organized at enterprise level provided for in the revised Labour Code should improve consultative opportunities.

2.2. Current ratifications, and recommendations of the ILO's Standards Review Mechanism (SRM) and UN treaty bodies

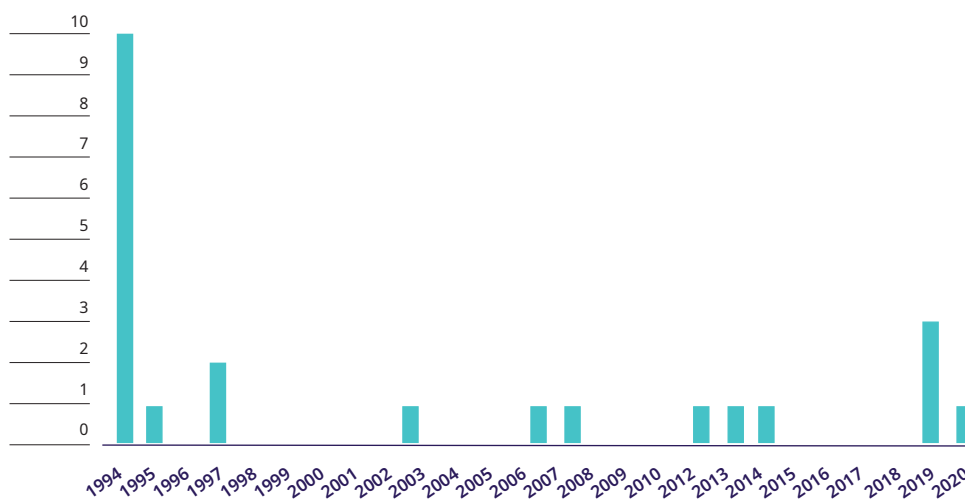
The state of binding ratifications of normative treaties is a very important part of the context of a normative stocktaking for Decent Work in Viet Nam.

19. See Trang, T. T. K. 2019. Vietnam - Ratification of Convention 98: an opportunity for institutional reform in Vietnam. Labor and Employment Law Section. International Committee Newsletter: American Bar Association, Available at: https://www.americanbar.org/groups/labor_law/publications/ilelc_newsletters/issue-september-2019/ratification-of-convention-98/.

- **17. Viet Nam has ratified and is currently bound by 23 ILO Conventions and is a party to 9 UN human rights instruments.** See lists in Annex I and Annex II and further discussion below.

- a. Seven out of eight Fundamental Conventions have now been ratified by Viet Nam. Most recently ratified Convention No. 105 will come into force in July 2021. Convention No. 87 remains to be ratified.
- b. Of the ILO's Governance Conventions, Convention No. 81, Convention No. 122 and Convention No. 144 are ratified. The remaining Convention No. 129 has yet to be ratified.
- c. The most recent ratification – of Convention No. 105 – was done in 2020; those for Convention No. 88, Convention No. 98, and Convention No. 159, were done in 2019. The government has targeted ratification of Convention No. 87 in one of the next 3 years.²⁰

Figure 7: Ratifications by year (1994-2020)



- **18. The regular periodicity of ratifications shown in Figure 7 reflects a willingness to undertake international obligations.**²¹ Government has administrative processes in place that systematically identifies, reviews and sets timelines for ratification.

20. As set out in Party resolutions and plans.

21. Chan, A. 2019. "Vietnam has ratified ILO C. 98. How about China?", in International Union Rights, Vol. 26, pp. 4-5. Available at: www.jstor.org/stable/10.14213/inteuniorigh.26.3.0004.

- ▶ **19. The ILO's SRM has suggested up-dating international commitments.** The SRM has brought the GoV's attention to the ILO's general ratification campaigns of 10 up-to-date instruments, and the remaining Fundamental and Governance instruments of the ILO, Convention No. 87, Convention No. 129, and Protocol No. 29. See Annex V. In terms of updating current Viet Nam's obligations, the SRM has suggested the ratification of three OSH-related instruments²² in the light of the expected abrogation in 2024 of ratified Convention No. 45.

- ▶ **20. UN supervisory bodies have recommended the ratification of several ILO Conventions.** They are as follows:
 - The Committee on the Rights of the Child urged ratification of the Convention against Torture and its Optional Protocol,²³ recommended consideration to ratify the UNCTOC and its Protocol on trafficking²⁴ and the UNESCO Convention against Discrimination in Education.²⁵
 - The Committee on the Elimination of Discrimination against Women recommended that it ratify the ILO Domestic Workers Convention, 2011 (No. 189)²⁶, and the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, and the International Convention for the protection of All Persons from Enforced Disappearance.²⁷
 - The Economic and Social Council recommended that it ratify Conventions Nos. 87 and 98, the latter of which the Government did in 2019.²⁸ The Council as well as the Committee on the Elimination of Racial Discrimination (CERD)

22. P. 155, C. 161, C. 176.

23. Committee on the Rights of the Child 2012. Consideration of reports submitted by States parties under article 44 of the Convention. Available at: https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CRC/C/VNM/CO/3-4&Lang=En. para. 44(e)

24. Ibid. para. 72(e).

25. Ibid. para. 68(h).

26. Committee on the Elimination of Discrimination against Women 2015. Concluding observations on the combined seventh and eighth periodic reports of Viet Nam. Available at: https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW/C/VNM/CO/7-8&Lang=En. para. 31(d).

27. Ibid. para. 48.

recommended consideration of ratification of Convention No. 169 on Indigenous and Tribal Peoples.²⁹

- The CERD also recommended ratification of the Convention on the Right of Migrant Workers, and the Convention against Torture.³⁰

2.3. Application issues for legally binding norms

Regular periodic supervision and allegation-based special supervision of ILO Conventions, as well as the supervision of UN instruments that have substantive relation to the promotion of Decent Work has identified a noteworthy and specific list of questions about and lapses in effect given to ratified instruments.

- ▶ **21. The ILO's Committee on the Application of Conventions and Recommendations (CEACR) has commented on the application of many ILO Conventions legally binding on Viet Nam.** A list of current comments is provided in Annex III. The full texts of all can be found in the ILO's normative database, NORMLEX. Development cooperation initiatives in the substantive areas of the Conventions commented on should take those comments into consideration as relevant to their efforts.

28. Committee on Economic, Social and Cultural Rights, 2014. Concluding observations on the second to fourth periodic reports of Viet Nam. Available at: https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolNo=E/C.12/VNM/CO/2-4&Lang=En. para. 21.

29. Ibid. para. 31. Committee on the Elimination of Racial Discrimination 2012. Consideration of reports submitted by States parties under article 9 of the Convention. Available at: https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolNo=CERD/C/VNM/CO/10-14&Lang=En. para. 12.

30. Committee on the Elimination of Racial Discrimination 2012. Consideration of reports submitted by States parties under article 9 of the Convention. Available at: https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolNo=CERD/C/VNM/CO/10-14&Lang=En. para. 20.

Subjects/instruments	Main issues raised	Last CEACR comments / Level ³¹	CEACR comments < 20 years	CAS discussions < 20 yrs ³²
Forced Labour Convention, 1930 (No. 29)	Assuring work under military service is of a military nature. Supporting and strengthening measures to prevent, prosecute and penalizing trafficking involving forced labour.	2019/Obs, DR	4 Obs/6 DR	
Minimum Age Convention, 1973 (No. 138)	Need to intensify efforts for elimination of child labour, improve engagement of labour inspection and in the informal economy, and continue provision of information on application.	2019/Obs, DR	4 Obs/8 DR	
Worst Forms of Child Labour Convention, 1999 (No. 182)	Measures taken in respect of eliminating use of children in production of pornography, in the sexual exploitation of children, and progress in those respects; removal of children from commercial sexual exploitation and integration through jobs and training. Measures taken to adopt national programme for the elimination of the WFCL.	2019/Obs, DR	4 Obs/10 DR	
Equal Remuneration Convention, 1951 (No. 100)	Provision of information related to application and promotion, coverage of the principle of equal pay for work of equal value to payments in kind.	2017/Ob, DR	5 Obs/8 DR	

31. The comments of the CEACR on the fulfilment by member States of their standards-related obligations take the form of either observations or direct requests. Observations are generally used in more serious or long-standing cases of failure to fulfil obligations. They are reproduced in the annual report of the CEACR, which is then submitted to the Conference Committee on the Application of Standards (CAS) in June every year. Direct requests are not published in the report of the Committee of Experts, but are communicated directly to the government concerned and are available online.

32. The CAS selects every year 24 cases for discussion among the observations published by the CEACR.

Subjects/instruments	Main issues raised	Last CEACR comments / Level ³¹	CEACR comments < 20 years	CAS discussions < 20 yrs ³²
Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	Provision of information on enforcement and implementation, in particular in relation to discrimination on the basis of colour, political opinion and national extraction, "social class" and social origin, and the Code of Conduct on Sexual Harassment; restrictions related to pregnancy/breastfeeding, the holding of certain posts; access of women to highly compensated occupations; promotion through labour inspection; implementation in respect of people with disabilities.	2017/Obs, DR	5 Obs/5 DR	
Labour Inspection Convention, 1947 (No. 81)	Adequacy of resources for effective operations, inter-institutional cooperation for workplace registration, operations in IPZ, provision of specific and ongoing information on application.	2016/Obs, DR	6 Obs/9 DR	
Employment Policy Convention, 1964 (No. 122)	Provision of indicated information related to active labour market policies and results.	2019/DR	3 DR	

Subjects/instruments	Main issues raised	Last CEACR comments / Level ^{B1}	CEACR comments < 20 years	CAS discussions < 20 yrs ^{B2}
Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	Provision of information on consultation content and outcomes, specifically related to ratifications.	2018/DR	4 DR	
Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27)	Ongoing provision of information on application.	2019/DR	4 DR	
Hygiene (Commerce and Offices) Convention, 1964 (No. 120)	Provision of information on labour inspection and regulations.	2019/DR	7 DR	
Medical Examination of Young Persons (Underground Work) Convention, 1965 (No. 124)	Provision of information on infringements recorded.	2018/DR	6 DR	
Occupational Safety and Health Convention, 1981 (No. 155)	Provision of various specific pieces of information on application.	2019/DR	4 DR	
MLC 2006	Provide a range of technical information on application of the Convention.	2017/DR	-	

- ▶ **22. Important issues related to fundamental ILO Conventions have been identified through international supervision.** As seen in Table 1 above, challenges remain in the implementation of ratified ILO Conventions. The willingness of the GoV to engage in international supervision is admirable and support is being given to move toward improved implementation.
- ▶ **23. Viet Nam supported many recommendations made during 3rd cycle Universal Periodic Review in 2019.** Viet Nam was reviewed by the 32nd UPR WG, in January 2019. It received 291 recommendations and supported 220 at the adoption of its UPR outcome at the 41st session of the Human Rights Council in July 2019.³³ A summary of recommendations broadly related to the promotion of decent work, and organized by those supported and those noted, is found in Annex VIII. They reflect the policy orientations and commitments – a reconfirmation of adherence – to particular norms following on supervisory comment.

2.4. DC experiences and opportunities

ILO and UN norms are intended to guide and reinforce sustainable development cooperation. There are innumerable opportunities to take them concretely into account in every country. This is done by relying on them in policy making and implementation, and their ratification and supervision in the name of sustainability. Where are those opportunities best in Viet Nam?

33. This represented an increase of 13 per cent with respect to the 2nd cycle.

https://lib.ohchr.org/HRBodies/UPR/Documents/Session32/VN/Infographic_VietNam.pdf

► **24. In Viet Nam's highly normative environment, ILO development cooperation has brought attention to international standards relevant to national circumstances and development.** These include:

- domestic workers, where there is a growing trend of Vietnamese domestic workers migrating for employment (C. 189);³⁴
- migrant workers generally and related to their recruitment and placement (C.97, C.143, C.181);³⁵
- homeworkers playing important roles domestically and in international supply chains (C.177);³⁶
- industrial relations and the roles of employers and worker organizations and government under a reformed industrial relations system that is more compliant with international standards (C.87);
- social protection schemes (C.102);
- minimum wage fixing (C.131);
- collection and dissemination of national statistics, including labour market statistics (C.160);³⁷ and
- vocational training and human resource development (C.142).

34. International Labour Office 2015. The growing trend of Vietnamese migrant domestic workers. Available at: https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-hanoi/documents/publication/wcms_376172.pdf.

35. Harkins, B., Lindgren, D. & Suravoranon, T. 2018. Risks and rewards: Outcomes of labour migration in South-East Asia - Key findings in Viet Nam, International Labour Office). Available at: https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-hanoi/documents/publication/wcms_630870.pdf. The UN has provided GCM-focused support, with ILO and UN Women collaborations. United Nations Development Programme 2019. One UN Results Report 2019, Viet Nam, Available at: <https://vietnam.un.org/en/52299-one-un-results-report-2019>. p. 16.

36. For example, Joint Programme on Green Production and Trade to Increase Income and Employment Opportunities for the Rural Poor. Hieu, T. T. & Elligmann, A. 2010. Value chain study for bamboo and rattan in Phu Tho, Hoa Binh, Thanh Hoa and Nghe An, Viet Nam, Available at: http://www.value-chains.org/dyn/bds/docs/792/rattan_bamboo_final.pdf, David Tajzman (ed.) 2011. Labour conditions in the Green Production Joint Programme Value Chain: Labour standards in 5 handicraft value chains in northern provinces of Vietnam, Available at: Not available.

- ▶ **25. Consolidation of development cooperation in terms of international standards would require detailed technical work and give stronger institutional results.** Looking to make the most of international standards would require close analysis to see that all elements enumerated in relevant norms are addressed. Policies and activities otherwise driven largely by domestic perspectives will benefit from the resulting rounding out of initiatives and filling in of gaps. The purpose driven effort is often detailed and technical.

37. "The UN has a long history of support to the national statistical system. More broadly, the UN in Viet Nam has been providing significant support to statistical development at both a systemic overarching level and in thematic statistics areas such as the development of the Viet Nam Statistical Development Strategy, the Law on Statistics, different surveys including Viet Nam Living Standard Survey, the Enterprise Survey, the population census and women, children and disability related surveys." Remarks By Kamal Malhotra, United Nations Resident Coordinator, 13 December 2019, GDP Revision Launch, at <https://vietnam.un.org/en/28242-gdp-revision-launch>. Also, Staff. 2019. Italy supports Viet Nam in improving statistics system. *Việt Nam News*. Available at: <https://vietnamnews.vn/society/538191/italy-supports-viet-nam-in-improving-statistics-system.html>, Statistics Denmark 2019. Press release: Statistics Denmark will contribute to strengthening the National Statistical Systems in Ghana, Morocco and Vietnam. Copenhagen: Statistics Denmark, Available at: <https://www.dst.dk/en/consulting/projects/ghana-morocco-and-vietnam-2019-2022#>.



3

**Drivers of
normative
interest**

The ILO was the first international organization mandated by its members to promote international normative action that would influence how individual states treat their own citizens. This function – unique at its inception in 1919 – operates in national contexts that drive the willingness of states to use the international standards as intended. This can be called “normative interest.” What motivates action for development that benefits from the use of internationally approved qualitative standards? These can be called “drivers of normative interest”. The observed drivers in Viet Nam are elaborated below.

- ▶ **26. Legal obligations undertaken.** Accession to and ratification of normative instruments creates obligations in international law. These should drive normative interest. ILO Conventions and UN instruments ratified by Viet Nam are listed in Annex I and Annex II. We have noted above in this stocktaking aspects of international supervision of the results of Viet Nam’s normative interest in fully meeting these legal obligations.
- ▶ **27. The government of Viet Nam has demonstrated experience in prioritizing and planning for the ratification of ILO Conventions and their implementation in law.** Recent ratifications have been made following plan, with the adoption of implementing laws and regulations likewise being planned. Current plans are for ratification of Convention No. 87 in one of the next 3 years.
- ▶ **28. Securing and maintaining favourable bilateral trade relations.** Arrangements for favourable bilateral trade are more and more today conditioned on respect in law and practice of international human rights and labour standards. While the impetus generated by the now-defunct TPP clearly started a momentum for standard-compliant reforms and undertakings, developments continue in line the CPTPP and the EVFTA.

- ▶ **29. Social partners' new advocative voice.** As very recent reforms start to make independent grass roots' workers' representative organizations possible, it may be expected that they will advocate for the use of standards alongside government plans.
- ▶ **30. Domestic labour related policies.** Viet Nam's highly coordinated policy development and national actions are mandated to be readily – and often systematically – coordinated with the international standards.³⁸ This creates a domestically driven normative interest.
- ▶ **31. More general domestic policies.** There may be interest in using norms where they are consistency with more general domestic plans, that is, those not specifically driven in advance by normative interest. Here the attention is on more general political pronouncements that may be used as tools by non-governmental actors for advocacy.
- ▶ **32. The operations of international supervisory mechanisms.** The ILO maintains several mechanisms by which allegations of non-conformity with ratified Conventions and freedom of association principles can be brought against member States. Allegations can be made by other governments as well as workers' and employers' organizations. The operation of these mechanism can motivate governments to take normative action. In the respect of Viet Nam, these mechanisms were last used in 1973.

38. The GoV explicitly supported this idea in a UPR recommendation to “[a]ssess its labour laws and consider introducing the appropriate amendments, based on applicable ILO and human rights standards, to ensure better working conditions and protection of workers, ...” Human Rights Council 2019. Report of the Working Group on the Universal Periodic Review - Viet Nam, Addendum, Views on conclusions and/or recommendations, voluntary commitments and replies presented by the State under review. Available at: <https://documents-dds-ny.un.org/doc/UNDOC/GEN/G19/189/46/PDF/G1918946.pdf?para.38.235>

- **33. Achievement of SDGs.** Seventeen global SDGs have been nationalized into 115 Viet Nam SDG targets based on Viet Nam's development context and priorities.³⁹ The ILO has mapped the relationship between its work and the SDGs in its DW4SD Resource Platform. Viet Nam has taken a position on SDGs and would likely be happy to use the normative work of development partners in supporting achievement of SDGs. It is, of course, normative implementation work that actually leads to achievement of goals, not only the endorsement of the standards.
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39. Government of Vietnam 2018. Viet Nam's Voluntary National Review on the Implementation of the Sustainable Development Goals, (Ha Noi, Available at: https://sustainabledevelopment.un.org/content/documents/19967VNR_of_Viet_Nam.pdf, p. 11.

4

Follow up



As normative organizations, the ILO and UN actors a mandate-bound to pursue the use of relevant norms with sustainable development counterparts. On the basis of the drivers of normative interest, these are the areas where this can be credibly done.

- ▶ **34. This stocktaking is offered to the Government and social partners for their consideration in deciding priorities in the soon to come DWCP, as well as the UNSDCF.** The table below attempts to capture the main thrust of the stocktaking relative to standards within the four Decent Work pillars.
 - ▶ **35. For the specific reasons outlined in this stocktaking, the ILO standards below should be strongly considered for continued use by government, the social partners, and development partners as guidance in implementing relevant national policies, law-making and DC in Viet Nam.** In addition to consideration of instruments that are the subject of the ILO's general ratification campaigns, identified in Annex V, ratification – and use with a view to ultimate ratification – of the relevant instruments (Conventions) would follow on developments and should be considered.
-

	Significant current policy and development work	UN UPR/Treaty Bodies recommended	ILO SRM recommended	Risk reduction	Subject driven by normative interest
Forced Labour (P.29)	✓		✓	✓	✓
Freedom of Association (C.87)	✓	✓	✓	✓	✓
Sectoral standards (Domestic, home, and fishers (C.189/R.201, C.177/R.184, C.188/R.199)	✓	✓		✓	
Standards for the agricultural sector (Labour inspection, health and safety) (C.129/R.133, C.184/R.192)	✓		✓	✓	
Migration and employment agency standards (C.97/R.86, C.143/R.151, C.181/R.188)	✓		✓	✓	
Social security and protection standards (C.102/R.202)	✓			✓	
Minimum wage fixing (C.131/R.135)	✓		✓	✓	
Formalizing the informal and promoting small and medium sized enterprises (R.189 and R.204)	✓			✓	
Labour statistics (C.160/R.170)	✓				
Vocational training and human resource development (C.142)	✓				



A photograph of a person climbing a tall palm tree. The person is positioned high up on the trunk, facing away from the camera. They are wearing a patterned sarong and have a large, light-colored collection bag hanging from their waist. The tree trunk is thick and textured. The background is a clear sky with some light clouds. The image is partially obscured by a large, dark blue diagonal shape on the left side, which contains the text 'Technical annexes'.

Technical annexes

Annex I. List of substantive ILO Conventions ratified by Viet Nam & in force

Freedom of association, collective bargaining, and industrial relations

Convention	Date
C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	5 July 2019

Forced labour

Convention	Date
C029 - Forced Labour Convention, 1930 (No. 29)	5 March 2007
C105 - Abolition of Forced Labour Convention, 1957 (No. 105)	14 July 2020 ⁴⁰

Elimination of child labour and protection of children and young persons

Convention	Date
C006 - Night Work of Young Persons (Industry) Convention, 1919 (No. 6)	3 October 1994
C123 - Minimum Age (Underground Work) Convention, 1965 (No. 123)	20 February 1995
C124 - Medical Examination of Young Persons (Underground Work) Convention, 1965 (No. 124)	3 October 1994
C138 - Minimum Age Convention, 1973 (No. 138)	24 June 2003
C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)	19 December 2000

Equality of opportunity and treatment

Convention	Date
C100 - Equal Remuneration Convention, 1951 (No. 100)	7 October 1997
C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	7 October 1997

Tripartite consultation

Convention	Date
C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	9 June 2008

Labour administration and inspection

Convention	Date
C081 - Labour Inspection Convention, 1947 (No. 81)	3 October 1994

40. The Abolition of Forced Labour Convention, 1957 (No. 105) was ratified on 14 July 2020. It will come into force for Viet Nam on 14 July 2021.

Employment policy and promotion

Convention	Date
C088 - Employment Service Convention, 1948 (No.88)	23 January 2019
C122 - Employment Policy Convention, 1964 (No.122)	11 June 2012
C159 - Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No.159)	25 March 2019

Working time

Convention	Date
C014 - Weekly Rest (Industry) Convention, 1921 (No. 14)	3 October 1994

Occupational safety and health

Convention	Date
C045 - Underground Work (Women) Convention, 1935 (No. 45)	3 October 1994
C120 - Hygiene (Commerce and Offices) Convention, 1964 (No.120)	3 October 1994
C155 - Occupational Safety and Health Convention, 1981 (No.155)	3 October 1994
C187 - Promotional Framework for Occupational Safety and Health Convention, 2006 (No.187)	16 May 2014

Seafarers

Convention	Date
MLC, 2006 - Maritime Labour Convention, 2006 (MLC, 2006) In accordance with Standard A4.5 (2) and (10), the Government has specified the following branches of social security: medical care; old age benefit and employment injury benefit.	8 May 2013
Amendments of 2014 to the MLC, 2006	18 January 2017
Amendments of 2016 to the MLC, 2006	8 January 2019

Dockworkers

Convention	Date
C027 - Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27)	3 October 1994

Annex II. List of UN Human Rights Instruments currently in force for Viet Nam & most recent concluding observations

Instrument	Ratification Date, Accession Date (a)	Most recent concluding observations
CAT - Convention against Torture and Other Cruel Inhuman or Degrading Treatment or Punishment	5 Feb. 2015	Concluding observations (2018)
CCPR - International Covenant on Civil and Political Rights	24 Sep. 1982 (a)	Concluding observations (2019)
CEDAW - Convention on the Elimination of All Forms of Discrimination against Women	17 Feb. 1982	Concluding observations (2015)
CERD - International Convention on the Elimination of All Forms of Racial Discrimination	9 June 1982 (a)	Concluding observations (2012)
CESCR - International Covenant on Economic, Social and Cultural Rights	24 Sep. 1982 (a)	Concluding observations (2014)
CRC - Convention on the Rights of the Child CRC-OP-AC - Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict	28 Feb. 1990 20 Dec. 2001	Concluding observations (2012)
CRC-OP-SC - Optional Protocol to the Convention on the Rights of the Child on the sale of children child prostitution and child pornography	20 Dec. 2001	Concluding observations (2006)
CRPD - Convention on the Rights of Persons with Disabilities	5 Feb. 2015	Concluding observations (2006)

Annex III. List of current pending CEACR comments

C027

Marking of Weight (Packages Transported by Vessels) Convention, 1929

Direct request 2019

- Summary:** The Government is asked:
- to continue providing information on the application of the Convention.

C029

Forced Labour Convention, 1930

Observation 2019

Direct Request 2019

- Summary:** The Government is asked:
- to take measures to ensure that persons in compulsory military service only engage in work of a military nature.

The Government is asked to provide:

- information on the number of persons serving in the militia and self-defence forces and information on the number of investigations, prosecutions, convictions and specific penalties imposed under section 297 of the Criminal Code of 2015.

The Government is asked to provide information on:

- application of section 119 of the Penal Code, and the Law on the Prevention and Suppression of Human Trafficking, including the number of prosecutions, convictions and the specific penalties imposed;
- measures to ensure victims of trafficking are provided with appropriate protection and services, as well as on the number of persons benefiting from these services;
- implementation of the Action Programme to Prevent and Combat Human Trafficking for 2016–20, including the measures undertaken and the results achieved;
- application of section 27 of Decree No. 136/2016/ND-CP, including the number of persons sent to drug rehabilitation centres and the work performed there;
- application of section 4(1) of Decree No. 46/2010 and section 36 of Decree No.29/2012/ND-CP, indicating the cases in which resignations were refused;
- the types of organizations and enterprises where such persons are subject to suspended sentences work and the number of persons who work there; and
- information on the application of section 107 of the Labour Code, and further detailed information on the exaction of minor communal services.

The Government is asked to:

- indicate if persons serving non-custodial reform sentences are obliged to work and, if so, to indicate the type of organizations and enterprises they work for.

C081

Labour Inspection Convention, 1947**Observation 2016**

Summary: The Government is asked:

- to provide a copy of the MOLISA plan once approved, and to keep the Office informed of its implementation;
- to continue to take measures to ensure that the labour inspectorate is provided with resources for the effective discharge of its duties, and to keep the Office informed of developments; and
- to indicate measures taken to promote inter-institutional cooperation for the establishment of a register of workplaces liable to inspection and the workers employed therein, with a view to ensuring publication and transmission to the ILO of an annual report.

Direct Request 2016

The Government is asked:

- take measures to ensure that any duties entrusted to labour inspectors in addition to their primary duties shall not be such as to interfere with the latter;
- indicate the manner in which IPZ management boards report to MOLISA and clarify the extent to which they are subject to legally binding guidance given by the MOLISA in the field of labour, including on labour inspection;
- indicate the powers and obligations of IPZ management boards and to indicate the abovementioned state tasks in the management of labour that they discharge;
- provide information on collaboration between labour inspection services and employers' and workers' organizations, and on their impact;
- indicate the provisions of the Decree No. 07/2012/ND-CP giving effect to the specified articles of the Convention and to communicate a copy of the text;
- provide information on inspection visits carried out without giving advance notice and on the nature of problems addressed during unannounced visits;
- explain the reasons for lack of compliance with self-inspection and self-assessment and lack of follow-up from the Government and measures taken to address them;
- provide statistical information on the nature of identified labour law violations, contents of advice given by labour inspectors, preventive measures ordered, sanctions imposed and legal proceedings instituted;
- indicate any functions performed by labour inspectors on the following up on violations when planning inspection visits;

C081**Labour Inspection Convention, 1947****Observation 2016****Direct Request 2016**

- provide statistical information on the number of cases of industrial accidents and cases of occupational disease, and to take measures to ensure that the labour inspectorate is notified of industrial accidents and cases of occupational disease, regardless of their seriousness;
- to keep the Office informed newly proposed labour laws sanctioning administrative violations for implementation in the revised Penal Code); and
- indicate penalties for obstructing labour inspectors in the performance of their duties, and provide statistical information on the number and type of violations reported and sanctions imposed.

C100**Equal Remuneration Convention, 1951****Observation 2017****Direct Request 2017**

Summary: The Government is asked to:

- indicate whether payment in kind is covered by section 9(3) of the new Labour Code and provide information on its implementation and enforcement;
- to provide information on any measures to raise awareness among workers, employers, their respective organizations and enforcement public officials, as well as any administrative or judicial cases in this respect;

The Government is asked:

- to indicate measures taken to ensure that wage determination by private employers takes the principle of the Convention into account and especially how in practice it is ensured that the criteria used by employers to determine wage scales are objective and free from gender bias;
- to provide information on the development and use of any gender-neutral job evaluation methods during the process of wage scales determination; and
- to continue to provide detailed specified information on the implementation and enforcement of section 72 of the Labour Code of 2012.

C100**Equal Remuneration Convention, 1951****Observation 2017**

- how measures have an impact on reducing the persistent gender wage gap and to provide specific information on any measures taken or envisaged to address underlying causes;
- collect and provide more specific sex disaggregated statistical data on the distribution of men and women in different public and private sectors of economic activity, occupational categories and positions and their corresponding earnings;
- to continue to provide information on the training offered to judges, inspectors and other labour officials, as well as awareness-raising measures provided to social partners; and
- to provide information on any violations of the principle of the Convention detected by, or brought to the attention of, the labour inspectorate services, the sanctions imposed and the remedies provided.

Direct Request 2017**C111****Discrimination (Employment and Occupation) Convention, 1958****Observation 2017**

Summary: The Government is asked to provide:

- detailed specified information on the implementation and enforcement of the grounds of discrimination set out in section 8(1) of the amended Labour Code;

Direct Request 2017

The Government is asked to provide:

- more specified information on measures taken or envisaged to provide women with equal access to higher compensated occupations and professions in the formal sector;
- specific information on progress made and outcomes achieved through mentioned policy and programme measures;

C111

Discrimination (Employment and Occupation) Convention, 1958**Observation 2017**

- information on the application of Decree No. 95/2013/ND-CP of 2013 with regard to acts of discrimination on the basis of colour, as well as any other measures taken to ensure equality of opportunity and treatment irrespective of colour;
- information on practical measures taken to ensure the full application of the Convention in relation to equality of opportunity and treatment irrespective of political opinion and national extraction;
- information on the application in practice of Ordinance No. 21/2004/PL-UBTVQH11, Directive No. 01/2005/CT-TTg and Decree No. 2/2012/ND-CP;
- information on the implementation and enforcement of sections 8(2), 37, 182 and 183 of the Labour Code of 2012, including any awareness raising measures.
- specific information on the measures taken or envisaged, and progress to facilitate the application of the Code of Conduct on Sexual Harassment in the Workplace by workers and employers in both the public and private sectors; and
- information on application of section 160 of the Labour Code of 2012, including a list of occupations prohibited under section 160(2) and (3), in addition to the occupations designated in Circular No. 26/2013/TT BLDTBXH of 2013.

Direct Request 2017

- information regarding the application of sections 13 and 14 of the Law on gender equality, any violations detected by, or brought to the attention of, the labour inspection services, the sanctions imposed and the remedies provided;
- information regarding measures to ensure implementation of section 12(2) of the Labour Code of 2012 so that most disadvantaged minority groups benefit;
- information on measures to ensure that Programmes 134, 135, 143 and other programmes targeting minority groups regarding employment and occupation are implemented so that the most disadvantaged ethnic minority groups are ensured equality of opportunity and treatment in employment and occupation;
- to take measures to ensure that specified initiatives are sufficiently monitored, and provide detailed statistics of their impacts; and
- information regarding measures taken to implement section 8(1) of the Labour Code of 2012, the 2010 Law on persons with disabilities and the National Action Plan to Support People with Disabilities 2012–20 to ensure equality of opportunity and treatment in employment and occupation, including measures taken to allocate resources towards accessibility and the provision of reasonable accommodation in rural areas, and actively recruit persons with disabilities in the public sector and reinstate the quota system, including in the private sector.

C111**Discrimination (Employment and Occupation) Convention, 1958****Observation 2017****Direct Request 2017**

The Government is also asked to:

- take measures to ensure that future revisions of specified Circular limits its restrictions to women who are pregnant or breastfeeding, on the implementation and enforcement of sections 8(1), 153 and 154 of the Labour Code of 2012, as supplemented by Decree No. 85/2015/ND-CP of 2015;
- provide detailed statistical information on the application of sections of the Decree No. 95/2013/ND-CP of 2013, and any administrative or judicial complaints submitted to the relevant authorities in this respect; and
- provide information related to rulings banning persons from holding certain posts, practising certain occupations or doing certain jobs, the offences in connection with which such bans have been imposed, and the number and nature of the appeals lodged and their outcomes.

The Government is asked to:

- to clarify how it interprets the term “social class”, and whether in its view this term is consistent with the term “social origin” as provided for in the Convention.

C120**Hygiene (Commerce and Offices) Convention, 1964****Direct Request 2019**

The Government is asked to provide information:

- on labour inspections carried out on workplaces covered by the Convention and results;
- on any amendment or revision of Decision No. 3733/2002/QĐ-BYT; and
- on measures to ensure sufficient and suitable seating for persons not working for state agencies and the civil service.

C122**Employment Policy Convention, 1964****Direct Request 2019**

Summary: The Government is asked to:

- report on measures taken within the framework of the amendment of Decision No. 1956/QĐ TTg and their impact on employment in rural areas; and
- provide detailed information on the implementation of tasks of the employment service centres and their impact on access to lasting employment, especially with regard to young people, people with disabilities and ethnic minorities.

The Government is asked to provide:

- statistical data on the number of beneficiaries in relation to obtaining access to lasting employment;
- detailed information on the involvement of the social partners in the design and delivery of education and training programmes;
- detailed information on labour market measures implemented to promote Convention-compliant employment;
- information on the procedures for deciding employment measures implemented within the framework of an overall economic and social policy;
- updated information on policies aimed at promoting decent employment for specific groups of workers;
- information on measures to ensure equal access of women to vocational guidance, education relevant to all economic sectors and all levels of responsibility, and their impact;
- information on the implementation and results of measures undertaken within the scope of the Vocational Training Strategy for the period 2011–2020, in particular their impact on employment creation for young people in rural areas;
- information on the implementation and results of activities by the Employment Policy Drafting Board regarding development, implementation and review of employment policies and programmes; and
- information on consultations held with the representatives of rural workers and workers in the informal economy.

C122**Employment Policy Convention, 1964****Direct Request 2019**

- Summary:** The Government is asked to continue to provide updated detailed:
- labour market information on the situation, level and trends of employment, unemployment and visible underemployment;
 - information on rates of informality in the country;
 - information on measures to facilitate the transition of workers from the informal to the formal economy;
 - information on the impact of the project Vocational Training for Rural Workers by 2020; and
 - information on the implementation and results of the Targeted Program on Vocational Education–Employment and Occupational Safety for the period of 2016–2020.

C124**Medical Examination of Young Persons (Underground Work) Convention, 1965****Direct Request 2018**

- Summary:** The Government is asked:
- to provide specific information on any infringements recorded relating to the employment of young workers under 21 years of age in underground work.

C138**Minimum Age Convention, 1973****Observation 2019**

- Summary:** The Government is asked:
- to intensify its efforts to ensure the effective elimination of child labour;
 - to take necessary measures to strengthen the capacity and expand the reach of the labour inspectorate to prevent and combat child labour, in particular in the informal economy and to provide information on the measures taken in this regard; and
 - to continue to provide detailed information on the way the Convention is applied.

Observation 2019

- The Government is asked:
- to provide information on the implementation of the Programme to Prevent and Reduce Child Labour for the period of 2016–20 and its results; and
 - to indicate whether children under 13 years of age who participate in artistic and sport performances are allowed to do so following permits issued by the competent authority in individual cases, and if not to establish such a system and to specify the hours and conditions in which such work is allowed.

C144**Tripartite Consultation (International Labour Standards) Convention, 1976****Direct Request 2018**

Summary: The Government is asked:

- to provide information on the content and outcome of tripartite consultations held on all matters concerning international labour standards covered by the Convention and other enumerated matters concerning the activities of the ILO; and
- to provide information on progress made towards the ratification of specified Conventions.

C155**Occupational Safety and Health Convention, 1981****Direct Request 2019**

Summary: The Government is asked to continue to provide:

- information on legislative measures relating to application of the Convention and copies of relevant legislation adopted during the reporting period;
- information on measures to address the issue of workers in the construction sector unwilling to use protective gear and seasonal and manual workers not complying with OSH rules; and
- detailed information on the application of the Convention in practice.

The Government is asked to provide:

- information on how the national OSH policy is reviewed, its outcome and the consultations held in this regard;
- information on the way not only workers but also their representatives, are protected from disciplinary measures as a result of actions taken in conformity with the national policy; and
- further information on measures to ensure effect is given to subparagraphs (b), (c) and (e) of Article 19 in all undertakings, including those with no trade unions and those employing less than 1,000 workers.

The Government is asked to:

- supply a copy of Circular No. 06/2014/TT-BLDTBXH and provide information on measures which give full effect to Article 11(a);
- indicate technical standards and procedures for machinery, equipment and materials that must be inspected before put into use;
- provide information on measures, which give effect to each paragraph of Article 12; and
- take measures to ensure collaboration in applying Convention requirements whenever two or more undertakings engage in activities simultaneously at one workplace.

C182**Worst Forms of Child Labour Convention, 1999**

	Observation 2019	Direct Request 2019
Summary:	The Government is asked: • to take measures to ensure that the use, procuring or offering of a child under 18 years for the production of pornography or for pornographic performances is prohibited, and to provide information on any progress made in this regard; • to provide information on measures taken to combat the commercial sexual exploitation of children under 18 years of age, and their results; and • to provide information on measures taken to remove children from commercial sexual exploitation and provide them with assistance for social integration through education, vocational training or jobs.	The Government is asked: • to take the necessary measures to ensure that the National Programme on the Elimination of the WFCL is adopted in the near future, and provide information on its implementation and results; and • to provide detailed information on application of the 2016 Children law regarding the protection of street children from the WFCL, including the number of children living on the street detected and provided with direct assistance for their rehabilitation and social integration.

MLC, 2006**Maritime Labour Convention, 2006**

	Direct Request 2017
Summary:	The Government is asked to provide detailed technical information. See comment.

Annex IV. Standards Review Mechanism Recommendations

One of the ILO Conventions currently binding on Viet Nam is the subject of a recommendation for the ratification of more up-to-date instruments.

	Suggested ratification of up-to-date ILO Convention	Implication for denunciation of out-of-date Convention	Current ratified out-of-date Convention
1	The Protocol of 2002 to the Occupational Safety and Health Convention, 1981 (No. 155) , the Occupational Health Services Convention, 1985 (No. 161) , and Safety and Health in Mines Convention, 1995 (No. 176) ...	, the ratifications of which would involve the substance of ...	... the Underground Work (Women) Convention, 1935 (No. 45), which is set for consideration of abrogation at the 2024 ILC.

Annex V. SRM Pyramid



Annex VI. Indices

Index of Conventions and Recommendations

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Cited ILO instruments

- C006** Night Work of Young Persons (Industry) Convention, 1919 (No. 6)
- C027** Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27)
- C014** Weekly Rest (Industry) Convention, 1921 (No. 14)
- C029** Forced Labour Convention, 1930 (No. 29)
- C045** Underground Work (Women) Convention, 1935 (No. 45)
- C081** Labour Inspection Convention, 1947 (No. 81)
- C087** Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- C088** Employment Service Convention, 1948 (No. 88)
- C097** Migration for Employment Convention (Revised), 1949 (No. 97)
- C098** Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
- C100** Equal Remuneration Convention, 1951 (No. 100)
- C102** Social Security (Minimum Standards) Convention, 1952 (No. 102)
- C105** Abolition of Forced Labour Convention, 1957 (No. 105)
- C111** Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- C120** Hygiene (Commerce and Offices) Convention, 1964 (No. 120)
- C122** Employment Policy, 1964 (No. 122)
- C123** Minimum Age (Underground Work) Convention, 1965 (No. 123)
- C124** Medical Examination of Young Persons (Underground Work) Convention, 1965 (No. 124)
- C129** Labour Inspection (Agriculture) Convention, 1969 (No. 129)
- C131** Minimum Wage Fixing Convention, 1970 (No. 131)
- C138** Minimum Age Convention, 1973 (No. 138)
- C142** Human Resources Development Convention, 1975 (No. 142)
- C143** Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)
- C144** Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)
- C155** Occupational Safety and Health Convention, 1981 (No. 155)
- C159** Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)
- C160** Labour Statistics Convention, 1985 (No. 160)
- C161** Occupational Health Services Convention, 1985 (No. 161)

- C169** Indigenous and Tribal Peoples Convention, 1989 (No. 169)
- C176** Safety and Health in Mines Convention, 1995 (No. 176)
- C177** Home Work Convention, 1996 (No. 177)
- C181** Private Employment Agencies Convention, 1997 (No. 181)
- C182** Worst Forms of Child Labour Convention, 1999 (No. 182)
- C184** Safety and Health in Agriculture Convention, 2001 (No. 184)
- C187** Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)
- C188** Work in Fishing Convention, 2007 (No. 188)
- C189** Domestic Workers Convention, 2011 (No. 189)
- MLC, 2006** Maritime Labour Convention, 2006 (MLC, 2006)
- P029** Protocol of 2014 to the Forced Labour Convention, 1930
- P155** Protocol of 2002 to the Occupational Safety and Health Convention, 1981
- R086** Migration for Employment Recommendation (Revised), 1949 (No. 86)
- R133** Labour Inspection (Agriculture) Recommendation, 1969 (No. 133)
- R135** Minimum Wage Fixing Recommendation, 1970 (No. 135)
- R151** Migrant Workers Recommendation, 1975 (No. 151)
- R170** Labour Statistics Recommendation, 1985 (No. 170)
- R184** Home Work Recommendation, 1996 (No. 184)
- R188** Private Employment Agencies Recommendation, 1997 (No. 188)
- R189** Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998 (No. 189)
- R192** Safety and Health in Agriculture Recommendation, 2001 (No. 192)
- R199** Work in Fishing Recommendation, 2007 (No. 199)
- R201** Domestic Workers Recommendation, 2011 (No. 201)
- R202** Social Protection Floors Recommendation, 2012 (No. 202)
- R204** Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204)

Annex VII. Nationally prioritized SDG indicators and related norms

- ▶ 36. The table below is derived⁴¹ from a comparison of the national SDG targets announced by Viet Nam related to relevant ILS instruments appearing in the stocktaking. The objective of the table is to demonstrate the linkage between use of cited instruments and the SDG, as adapted by Viet Nam. Targets marked with **DWR** are decent work related. Linkages may be deep and broad, or shallow and limited; relationships are present in all instances.

	Viet Nam's nationally prioritized SDG indicators	International labour standards
	SDG 1: End poverty in all its forms everywhere • Target 1.1: By 2020, eliminate extreme poverty for all citizens everywhere, using the poverty line with per capita income below \$1.25/day in Purchasing Power Parity (in 2005 constant price); by 2030, reduce poverty at least by a half, using the national multi-dimensional poverty criteria (International targets 1.1 and 1.2). (DWR) • Target 1.2: Implement appropriate social protection systems, measures for all citizens across the country, including floors and, by 2030, achieve substantial coverage for the poor and the vulnerable (International target 1.3). (DWR) • Target 1.3: By 2030, ensure that all citizens, particularly the poor and the vulnerable, have equal rights to access economic resources and basic services, the right to use land and natural resources, the right to own and control over other forms of property, to access appropriate new technologies and financial services, including micro finance (International target 1.4). (DWR)	C029 @ pages 10, 18, 21 C081 @ pages 21 C087 @ pages i, 7, 8, 13, 14, 16, 54 C088 @ pages 7, 18 C098 @ pages 7, 8, 18, 54 C100 @ pages 10, 18, 22 C102 @ pages ii, 13, 16 C105 @ pages 7, 18 C111 @ pages 10, 18, 23 C120 @ pages 19, 25 C122 @ pages 7, 10, 18, 25 C124 @ pages 25 C129 @ pages i, 7, 16 C131 @ pages ii, 13, 16 C138 @ pages 10, 26 C142 @ pages ii, 13, 16 C144 @ pages 26 C155 @ pages 19, 26 C159 @ pages 7, 18 C169 @ pages 8 C181 @ pages 12 C182 @ pages 10, 27 C184 @ pages i, 16 C187 @ pages 19 C189 @ pages i, 8, 12, 16 P029 @ pages 7

41. Government of Vietnam 2017. National Action Plan for the Implementation of the 2030 Sustainable Development Agenda. Ha Noi, Available at: https://southeastasia.hss.de/fileadmin/user_upload/Projects_HSS/South_East_Asia/documents/2017/Vietnam_-_170505-01-vietnam-national-action-plan-english.pdf.

Viet Nam's nationally prioritized SDG indicators	International labour standards
Target 1.4: By 2030, improve the resilience of the poor and the vulnerable and, at the same time, reduce their exposure and vulnerability to climate-related extreme weather events and other economic, social, environmental shocks and disasters (International target 1.5). <i>(DWR)</i>	P029 @ pages i P029 @ pages 16 R133 @ pages i, 16 R135 @ pages ii, 16 R189 @ pages ii, 16 R192 @ pages i, 16 R201 @ pages i, 16 R202 @ pages ii, 16 R204 @ pages ii, 16



SDG 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture

None

- Target 2.1: By 2030, eliminate hunger and ensure access by all citizens, particularly the poor and the vulnerable including the elderly and infants, to safe, nutritious and sufficient food throughout the year (International target 2.1).
- Target 2.2: By 2030, reduce all forms of malnutrition and meet the nutritional needs for all target groups who are children, adolescent girls, pregnant women, lactating mothers and elderly people (International target 2.2) *(DWR)*
- Target 2.3: By 2030, increase by 1.5 times agricultural productivity and income of agricultural labour (International target 2.3). *(DWR)*
- Target 2.4: By 2030, ensure sustainable food/foodstuff production and apply resilient agricultural production modalities, increasing productivity and output that help maintain eco-systems, and strengthen the capacity for adaptation to climate change and other disasters and progressively improve land and soil quality (International target 2.4).

Viet Nam's nationally prioritized SDG indicators

International labour standards

- Target 2.5: By 2020, maintain the genetic diversity of seeds, cultivated plants and farmed and domesticated animals; promote access to genetic resources and a fair and equitable sharing of benefits arising from the utilization of genetic resources and relevant native knowledge in accordance with the country's international commitments (International target 2.5).



SDG 3: Ensure healthy lives and promote well-being for all at all ages

- Target 3.1: By 2030, reduce by a half the maternal mortality rate to below 45 per 100,000 live births; reduce the under-one child mortality rate to below 10 per 1,000 live births and the under-five child mortality rate to below 15 per 1,000 live births (International targets 3.1 and 3.2).
- Target 3.2: By 2030, end the of AIDS, tuberculosis, malaria epidemics and neglected tropical diseases; and prevent and combat hepatitis, water-borne diseases and other communicable diseases (International target 3.3).
- Target 3.3: By 2030, reduce by 20-25 per cent the death rate before 70 years of age as a result of non-communicable diseases, through prevention and treatment measures as well as the promotion of mental health and well-being (International target 3.4).
- Target 3.4: Increase efforts in preventing and treating the abuse of addictive substances, including narcotic drug abuse and harmful use of alcohol (International target 3.5).

C006 @ pages 18
C014 @ pages 18
C027 @ pages 11, 19, 21
C045 @ pages 8
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C045 @ pages 28
C102 @ pages ii, 13, 16
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Viet Nam's nationally prioritized SDG indicators	International labour standards
• Target 3.5: By 2030, continue to control and annually reduce traffic accidents based on three criteria: the number of accidents, the number of deaths and the number of injuries (International target 3.6). • Target 3.6: By 2030, ensure universal access to reproductive and sexual healthcare services, including family planning, information and education, and the integration of reproductive health into relevant national strategies, programmes (International target 3.7). • Target 3.7: Achieve universal health coverage, including financial risk protection, access to essential healthcare services and access to safe, effective, quality and affordable essential medicines and vaccines for all citizens (International target 3.8). <i>(DWR)</i> • Target 3.8: By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water, soil pollution and contamination (International target 3.9). <i>(DWR)</i> • Target 3.9: Strengthen the implementation of whose Framework Convention on Tobacco Control (International target 3.a).	
 <i>SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</i> • Target 4.1: By 2030, ensure that all girls and boys complete free, equitable and quality primary education and lower secondary education (International target 4.1). <i>(DWR)</i> • Target 4.2: By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they become ready for primary education (International target 4.2).	C088 @ pages 7 C100 @ pages 10, 18 C111 @ pages 10, 18 C122 @ pages 7, 10 C138 @ pages 10 C142 @ pages ii, 13, 16 C159 @ pages 7 C181 @ pages i, 12, 16 C182 @ pages 10 C189 @ pages i, 8, 12, 16 R188 @ pages i, 16 R201 @ pages i, 16 R202 @ pages ii, 16

Viet Nam's nationally prioritized SDG indicators	International labour standards
• Target 4.3: By 2030, ensure that all men and women have equal access to quality and affordable technical, vocational training and tertiary education, including university education (International target 4.3). <i>(DWR)</i> • Target 4.4: By 2030, substantially increase the number of workers who have relevant skills as required by labour markets, in order for them to have decent jobs and become business owners (International target 4.4). <i>(DWR)</i> • Target 4.5: By 2030, ensure equal access to education and training and vocational training for the vulnerable, including persons with disabilities, ethnic minority people and children in vulnerable situations (International target 4.5). <i>(DWR)</i> • Target 4.6: By 2030, ensure that all youth and a substantial proportion of adults, both male and female, achieve literacy and numeracy (International target 4.6). <i>(DWR)</i> • Target 4.7: By 2030, ensure that all learners acquire necessary knowledge and skills to promote sustainable development (International target 4.7). <i>(DWR)</i> • Target 4.8: Build and upgrade education facilities that are child-, disability- and gender-sensitive and provide a safe, non-violent, inclusive and effective learning environment for all (International target 4.a). <i>(DWR)</i>	



SDG 5: Achieve gender equality and empower all women and girls

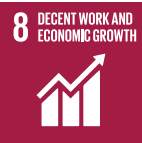
- Target 5.1: Minimize and gradually move towards ending all forms of discrimination against women and girls in all sectors/fields and everywhere (International target 5.1). *(DWR)*

C029 @ pages 10, 18
 C081 @ pages 7, 10, 18, 21
 C088 @ pages 7
 C100 @ pages 10, 18, 22
 C102 @ pages ii, 13, 16
 C105 @ pages 7, 18
 C111 @ pages 10, 18, 23

Viet Nam's nationally prioritized SDG indicators	International labour standards
• Target 5.2: Substantially reduce all forms of violence against women and girls in public and private spheres, including trafficking, sexual exploitation and all other types of exploitation (International target 5.2). <i>(DWR)</i> • Target 5.3: Reduce and gradually move towards eliminating backward practices/customs such as child marriage, early marriage, forced marriage (International target 5.3) • Target 5.4: Ensure equality in domestic work and family care; recognize various forms of unpaid care and domestic work; improve the provision of public services, infrastructures, social protection policies, family support services, child care services (International target 5.4). <i>(DWR)</i> • Target 5.5: Ensure women's full, effective participation in and equal opportunities for leadership at all policy-making levels in the political, economic and social life (International target 5.5). • Target 5.6: Ensure universal access to reproductive and sexual health services and reproductive rights as unanimously specified in the Programme of Action of the International Conference on Population and Development, the Beijing Platform for Action and outcome documents of their review conferences (International target 5.6). • Target 5.7: Ensure that all women, particularly poor women in rural areas and women from ethnic minority groups, have equal rights to economic resources and equal rights to use land and own other forms of property, inheritance, financial services and natural resources as provided for by national law (International target 5.a). <i>(DWR)</i>	C122 @ pages 7 C138 @ pages 26 C142 @ pages ii, 13, 16 C159 @ pages 7, 18 C177 @ pages i, 13, 16 C181 @ pages i, 12, 16 C182 @ pages 27 C189 @ pages i, 8, 12, 16 R188 @ pages i, 16 R189 @ pages ii, 16 R201 @ pages i, 16 R204 @ pages ii, 16

Viet Nam's nationally prioritized SDG indicators	International labour standards
Target 5.8: Promote the use of enabling technologies, particularly information and communication technologies (ICT), in order to promote the empowerment of women. Create enabling conditions for women to access and utilize ICTs (International target 5.b).	
 SDG 6: Ensure availability and sustainable management of water and sanitation for all - Target 6.1: By 2030, ensure full and equitable access to safe and affordable water for all citizens (International target 6.1). - Target 6.2: By 2030, ensure access to adequate and equitable sanitation facilities and conditions for all citizens, with particular attention paid to the needs of women, girls, persons with disabilities and other vulnerable groups; end open-air defecation practices; 100 per cent of households have hygienic toilets (International target 6.2). - Target 6.3: By 2030, improve water quality and successfully control sources of pollution; end the use of hazardous chemicals in agricultural, industrial and aquatic production that pollutes water sources and degrades biodiversity; treat 100 per cent of hazardous waste water; halve untreated urban waste water; increase the safe reuse of water (International target 6.3). <i>(DWR)</i> - Target 6.4: By 2030, substantially increase water use efficiency across all fields/sectors and ensure a sustainable supply of clean water in order to address water scarcity, and substantially reduce the number of people suffering from water scarcity. Ensure that water exploitation does not exceed the exploitation thresholds for rivers and exploitable reserves of water layers (International target 6).	None

	Viet Nam's nationally prioritized SDG indicators	International labour standards
	• Target 6.5: By 2030, implement integrated water resources management by river basin, including trans-boundary water sources, through international cooperation (International target 6.5). • Target 6.6: By 2030, protect and restore water-related eco-systems (International target 6.6).	
 7 AFFORDABLE AND CLEAN ENERGY	<i>SDG 7: Ensure access to affordable, reliable, sustainable and modern energy for all</i> • Target 7.1: By 2030, fundamentally, 100 per cent households have access to electricity; by 2025, fully 100 per cent households have access to electricity; by 2030, ensure universal access to affordable, reliable and modern energy services (International target 7.1). • Target 7.2: By 2030, substantially increase the share of renewable energies in the total national consumption of primary energies, more specifically to reach 31 per cent by 2020 and 32.3 per cent by 2030 (International target 7.2). • Target 7.3: By 2030, double the national rate of improvement in energy use efficiency. Reduce the rate of power utilization by 10 per cent compared to the baseline scenario (International target 7.3). • Target 7.4: By 2030, expand infrastructure and upgrade technology for supplying modern and sustainable energy services to all citizens, particularly in less developed regions, isolated and remote regions, mountainous and island regions (International target 7.b).	<i>None</i>

	Viet Nam's nationally prioritized SDG indicators	International labour standards
	<i>SDG 8 : Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</i> • Target 8.1: Sustain per capita GDP growth rate of 4 - 4.5 per cent/year and annual GDP growth rate of 5 - 6 per cent on average (International target 8.1). • Target 8.2: Increase productivity through accelerating economic restructuring, transforming the economic growth model, upgrading and renovating technology, through a focus on high value-added and labour-intensive sectors (International target 8.2). (DWR) • Target 8.3: Promote development-related policies that support productive activities, create decent jobs creation, entrepreneurship, creativity and innovation; encourage the formalization and growth of micro-, small- and medium-sized enterprises (MSMEs), including through improving access to financial services (International target 8.3). (DWR) • Target 8.4: By 2030, increase the efficiency of resource use in production and consumption, minimize the impacts of economic growth on environmental degradation, in accordance with the 10-year framework of programmes on sustainable production and consumption of Viet Nam (International target 8.4). • Target 8.5: By 2030, achieve full and productive employment and decent work for all men and women, including for young people and persons with disabilities, and ensure equal pay for work of equal value (International target 8.5). (DWR) • Target 8.6: By 2030, substantially reduce the proportion of young people not in employment, education or training; make proactive efforts in effectively implementing ILO's Global Jobs Pact (International targets 8.6 and 8.b). (DWR)	C006 @ pages 18 C014 @ pages 18 C027 @ pages 11, 19, 21 C029 @ pages 10, 18, 21 C045 @ pages 8 C045 @ pages 19 C045 @ pages 28 C081 @ pages 7, 10, 18, 21 C087 @ pages i, 7, 8, 13, 14, 16, 54 C088 @ pages 7, 18 C097 @ pages i, 12, 16 C098 @ pages 7, 8, 18, 54 C100 @ pages 10, 22 C102 @ pages ii, 13, 16 C105 @ pages 7, 18 C111 @ pages 10, 23 C120 @ pages 11, 19, 25 C122 @ pages 7, 10, 18, 25 C123 @ pages 18 C124 @ pages 11, 18, 25 C129 @ pages i, 7, 16 C131 @ pages ii, 13, 16 C138 @ pages 10, 18, 26 C142 @ pages ii, 13, 16 C143 @ pages i, 12, 16 C144 @ pages 7, 10, 18, 26 C155 @ pages 11, 19, 26 C159 @ pages 7, 18 C160 @ pages ii, 13, 16 C161 @ pages 28 C169 @ pages 8 C176 @ pages 28 C177 @ pages i, 13, 16 C181 @ pages i, 12, 16 C182 @ pages 10, 18, 27 C184 @ pages i, 16 C187 @ pages 19 C188 @ pages i, 16 C189 @ pages i, 8, 12, 16 MLC @ pages 11 P029 @ pages 7 P029 @ pages i P029 @ pages 16

Viet Nam's nationally prioritized SDG indicators	International labour standards
• Target 8.7: Take timely and effective measures to eradicate forced labour, end modern slavery and human trafficking, and prevent and abolish child labour in all its forms (International target 8.7). (DWR) • Target 8.8: Protect labour rights and promote safe and secure working environments for all workers, particularly female migrant workers and workers in the informal sector (International target 8.8). (DWR) • Target 8.9: By 2030, develop sustainable tourism, creates jobs and turns out products/ services that are competitive with countries in the region and the world; and promote local cultures and products (International target 8.9). (DWR) • Target 8.10: Strengthen the capacity of domestic financial institutions to encourage and expand access to financial, banking and insurance services for all citizens (International target 8.10).	P155 @ pages 28 R086 @ pages i, 16 R133 @ pages i, 16 R135 @ pages ii, 16 R151 @ pages i, 16 R170 @ pages ii, 16 R189 @ pages ii, 16 R192 @ pages i, 16 R199 @ pages i, 16 R201 @ pages i, 16 R202 @ pages ii, 16 R204 @ pages ii, 16
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE <i>SDG 9 : Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</i> • Target 9.1: Develop a synchronous, quality, reliable, resilient and sustainable system of transportation infrastructure, including inter-regional and trans-border infrastructure, to support socio-economic development and improve human well-being, with a focus on equitable and affordable access for all citizens (International target 9.1).	C122 @ pages 7 C159 @ pages 18 C160 @ pages ii, 13, 16 R170 @ pages ii, 16 R189 @ pages ii, 16

Viet Nam's nationally prioritized SDG indicators

International labour standards

- Target 9.2: By 2030, promote inclusive and sustainable industrialization; upgrade industrial infrastructures and supportive industries with a view to ensure that these are sustainable, improve resources use efficiency and promote the application of clean, environmentally-sound technologies and production processes; substantially increase the share of employment and GDP of the industrial sector (International targets 9.2 and 9.4). *(DWR)*
- Target 9.3: Improve the access by businesses and enterprises, particularly SMEs, to affordable banking services, including credit services; increase their integration into markets and value chains (International target 9.3). *(DWR)*
- Target 9.4: Enhance scientific research and improve technological capacity of industrial sub-sectors; encourage innovation and invention; by 2030, substantially increase the number of R & D workers; and increase R & D spending (International target 9.5).
- Target 9.5: By 2030, ensure that ICT infrastructures are developed in all territorial regions of the country, particularly in isolated, remote, border, mountainous and island regions. Ensure that 100 per cent of households have access to the ICT systems (International target 9.c).



SDG 10 : Reduce inequality within and among countries

- Target 10.1: By 2030, progressively achieve and sustain income growth of the bottom 40 per cent of the population at a rate higher than the national average (International target 10.1).

C029 @ pages 10, 18

C081 @ pages 7, 10, 18

C087 @ pages i, 7, 8, 13, 14, 16, 54

C088 @ pages 7, 18

C097 @ pages i, 12, 16

C098 @ pages 7, 8, 18, 54

Viet Nam's nationally prioritized SDG indicators	International labour standards
• Objective 10.2: By 2030, empower and promote the political, economic and political inclusion of all citizens, irrespective of age, sex, disability, ethnic origin, nationality, religion, economic status or other conditions (International target 10.2). <i>(DWR)</i> • Target 10.3: Ensure equal opportunities and reduce inequalities of benefits for all citizens (International target 10.3). <i>(DWR)</i> • Target 10.4: Formulate, adopt and implement policies, especially fiscal, salary/ wages and social protection policies, in order to progressively achieve greater equality (International target 10.4). <i>(DWR)</i> • Target 10.5: Ensure enhanced representation and voice of developing countries in decision-making processes of prestigious international organizations, in order to safeguard the benefits afforded to developing countries and create enabling conditions for narrowing development gaps between countries (International target 10.6). • Target 10.6: Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of well-planned, well-managed migration policies (International target 10.7). <i>(DWR)</i>	C100 @ pages 10, 18 C102 @ pages ii, 13, 16 C105 @ pages 7, 18 C111 @ pages 10, 18 C120 @ pages 19, 25 C122 @ pages 7, 10, 18, 25 C124 @ pages 25 C131 @ pages ii, 13, 16 C138 @ pages 10 C142 @ pages ii, 13, 16 C143 @ pages i, 12, 16 C144 @ pages 7, 10, 18, 26 C155 @ pages 19, 26 C159 @ pages 7, 18 C169 @ pages 8 C177 @ pages i, 13, 16 C181 @ pages i, 12, 16 C182 @ pages 10 C187 @ pages 19 C189 @ pages i, 8, 12, 16 P029 @ pages 7 P029 @ pages i P029 @ pages 16 R086 @ pages i, 16 R135 @ pages ii, 16 R151 @ pages i, 16 R188 @ pages i, 16 R189 @ pages ii, 16 R201 @ pages i, 16 R204 @ pages ii, 16



SDG 11 : Make cities and human settlements inclusive, safe, resilient and sustainable

None

- Target 11.1: By 2030, ensure access for all citizens to adequate, safe and affordable basic services and housing; abolish slums; build, upgrade, improve sub-standard housing areas (International target 11.1).

Viet Nam's nationally prioritized SDG indicators	International labour standards
• Target 11.2: By 2030, ensure access for all citizens to safe, affordable, convenient and sustainable transport systems; improve traffic safety, notably by expanding public transport with special attention paid to the needs of women, children, persons with disabilities and elderly people (International target 11.2). • Target 11.3: By 2030, enhance national capacity for inclusive, sustainable urban planning and development with the participation of communities (International target 11.3). • Target 11.4: Strengthen efforts to protect and safeguard world cultural and natural heritage and intangible cultural heritage that have been recognized by the United Nations' Educational, Scientific and Cultural Organization (UNESCO) (International target 11.4). • Target 11.5: By 2030, significantly reduce the number of deaths and the number of people affected, and substantially decrease the direct economic losses relative to GDP, caused by natural and other disasters, with due attention paid to the protection of the poor and vulnerable (International target 11.5). • Target 11.6: Reduce adverse environmental impacts on people in urban areas, including by strengthening the management of air quality, urban waste and other sources of waste (International target 11.6). • Target 11.7: By 2039, ensure universal access to green, safe and friendly public spaces for all citizens, particularly women, children, elderly people and people with disabilities (International target 11.7).	

Viet Nam's nationally prioritized SDG indicators	International labour standards
• Target 11.8: Support effective economic, social and environmental linkages between urban, peri-urban and rural areas by strengthening regional and national development planning work (International target 11.a). • Target 11.9: By 2030, substantially increase the number of urban centres and human settlements adopting and implementing integrated planning schemes and policies towards inclusion, resource efficiency, mitigation and adaptation to climate change and resilience to disasters (International target 11.b). • Target 11.10: Develop sustainable rural areas and ensure harmony between economic development, urbanization, inclusion, environmental and ecological protection; develop technical infrastructure and improve the quality of life for rural people from economic, cultural, social, environmental and democratic perspectives (an additional target for Viet Nam).	



SDG 12 : Ensure sustainable consumption and production patterns **None**

- Target 12.1: Implement a 10-year framework of programmes on sustainable production and consumption in accordance with international commitments (International target 12.1).
- Target 12.2: By 2030, achieve the sustainable management and efficient use of natural resources; reasonably exploit and economically, sustainably utilize mineral resources (International target 12.2).

Viet Nam's nationally prioritized SDG indicators	International labour standards
• Target 12.3: By 2030, halve per capita amount of food waste and reduce food losses along the production and supply chains, including by minimizing post-harvest losses (International target 12.3). • Target 12.4: By 2020, adopt and implement a lifecycle management approach to chemicals and wastes in accordance with international commitments that Viet Nam has signed, in order to reduce soil, water, air pollution and their adverse impacts on human health and the environment (International target 12.4). • Target 12.5: By 2030, substantially reduce waste generation and increase the economic value of waste resources through prevention, reduction, recycling, reuse, and recovery of energies from waste treatment (International target 12.5). • Target 12.6: Encourage the business community to adopt sustainable practices, including the use of cleaner production technologies, effective use of natural resources and environmental protection; implement social accountabilities with regards to the to the poor and the vulnerable; and integrate sustainability information into periodical reports (International target 12.6). • Target 12.7: Ensure sustainable public procurement practices (International target 12.7). • Target 12.8: By 2030, ensure that citizens everywhere have relevant information on and proper awareness of sustainable development and lifestyles in harmony with nature (International target 12.8). • Target 12.9: Improve taxation and pricing policies on fossil fuels and, at the same time, adopt appropriate policies to protect the poor and other individuals and groups who are vulnerable to likely negative impacts (International target 12.c).	

	Viet Nam's nationally prioritized SDG indicators	International labour standards
	<i>SDG 13 : Take urgent action to combat climate change and its impacts</i> • Target 13.1: Strengthen resilience and adaptive capacity to climate-related hazards and capacity in responding to natural and other disasters (International target 13.1). • Target 13.2: Integrate climate change measures into national development policies, strategies, planning schemes and plans (International target 13.2). • Target 13.3: Improve educate, raise awareness, and strengthen-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning (International target 13.3).	<i>None</i>
	<i>SDG 14 : Conserve and sustainably use the oceans, seas and marine resources for sustainable development</i> • Target 14.1: By 2030, prevent, significantly reduce and successfully control marine pollution of various forms, particularly pollution from land-based activities, including solid waste, waste water and organic substances pollution (International target 14.1). • Target 14.2: By 2030, strengthen the management and protection of marine and coastal and island ecosystems in order to avoid adverse impacts on and improve the health and resilience of oceans (International target 14.2). • Target 14.3: Minimize and address the impacts of ocean acidification, including through enhanced scientific cooperation at all levels, in the context of climate change (International target 14.3).	<i>None</i>

Viet Nam's nationally prioritized SDG indicators	International labour standards
• Target 14.4: By 2020, effectively manage harvesting, and end excessive exploitation, as well as over fishing, illegal, unreported and unregulated (IUU) and destructive fishing practices according to existing regulations; implement science-based management plans in order to restore marine reserves in the shortest time feasible, and at least to levels that can produce maximum sustainable yields, as determined by their biological characteristics (International target 14.4). • Target 14.5: By 2030, ensure that the area of marine and coastal reservation zones reaches 3 - 5 per cent of the total natural area, based on available scientific information and in line with national and international laws (International target 14.5). • Target 14.6: By 2030, strictly prohibit all forms of fisheries subsidies that may lead to overfishing or that may contribute to illegal, unreported, unregulated (IUU) fishing, and create enabling conditions for WTO's fisheries subsidies negotiations (International target 14.6).	



SDG 15 : Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

None

- Target 15.1: By 2030, ensure the conservation, restoration and sustainable use of important wetland eco-systems, eco-system services, particularly forest eco-systems and drylands in keeping with obligations under international agreements (International target 15.1).

Viet Nam's nationally prioritized SDG indicators	International labour standards
• Target 15.2: By 2020, fundamentally reduce the transfer of forest lands to other usages; by 2030, strengthen the implementation of sustainable management of forests of various types, halt deforestation, restore degraded forests, promote afforestation and reforestation, increase the forest cover to approximately 44 – 45 per cent of the country's land area (International target 15.2). • Target 15.3: By 2030, strengthen the prevention and control of desertification, restore degraded land and soil, including land and soil affected by desertification, drought, flood, and other causes (International target 15.3). • Target 15.4: By 2030, ensure the conservation of forest eco-systems of national and international importance, including their biodiversity and eco-system services, in order to support sustainable development (International target 15.4). • Target 15.5: By 2030, take urgent actions to reduce and gradually halt the degradation of natural habitats, protect and prevent the extinction of threatened animal, plant species (International target 15.5). • Target 15.6: Ensure the fair and equitable sharing of benefits arising from the utilization of genetic resources and promote appropriate access to such genetic resources in line with international agreements (International target 15.6). • Target 15.7: Prevent and address the illegal exploitation, trafficking and consumption of protected flora and fauna under extinction threats and their products (International target 15.7).	

Viet Nam's nationally prioritized SDG indicators	International labour standards
Target 15.8: By 2020, take effective measures to prevent, control and abolish the invasion of alien organisms in national land and water eco-systems; and strengthen the management of biological safety relating to genetically modified organisms (International target 15.8).	
 <i>SDG 16 : Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</i> - Target 16.1: Significantly reduce all forms of violence and violence-related death rates everywhere (International target 16.1). (DWR) - Target 16.2: Prevent and substantially reduce abuse, exploitation, trafficking and all forms of violence and torture against children and adolescents (International target 16.2). (DW related) - Target 16.3: Promote the rule of law, and ensure equal access to justice for all citizens (International target 16.3). (DWR) - Target 16.4: By 2030, significantly reduce the trade in illicit arms and financial flows; strengthen the recovery and return of stolen assets; and combat all forms of organized crime (International target 16.4). - Target 16.5: Substantially reduce corruption and bribery in all their forms (International target 16.5). - Target 16.6: Develop transparent, effective and accountable institutions at all levels (International target 16.6). - Target 16.7: Ensure that decision-making processes are responsive, inclusive, participatory and representative at all levels (International target 16.7).	C081 @ pages 7, 10, 18, 21 C087 @ pages i, 7, 8, 13, 14, 16, 54 C088 @ pages 7, 18 C097 @ pages i, 12, 16 C098 @ pages 7, 8, 18, 54 C100 @ pages 18, 22 C102 @ pages ii, 13, 16 C111 @ pages 18, 23 C120 @ pages 25 C122 @ pages 7, 10, 18, 25 C123 @ pages 18 C124 @ pages 18, 25 C129 @ pages i, 7, 16 C131 @ pages ii, 13, 16 C138 @ pages 10, 18, 26 C142 @ pages ii, 13, 16 C143 @ pages i, 12, 16 C144 @ pages 7, 10, 18, 26 C155 @ pages 11, 26 C159 @ pages 7, 18 C160 @ pages ii, 13, 16 C161 @ pages 28 C169 @ pages 8 C176 @ pages 28 C181 @ pages i, 12, 16 C182 @ pages 10, 18, 27 C184 @ pages i, 16 C189 @ pages i, 8, 12, 16 MLC @ pages 11 P155 @ pages 28 R086 @ pages i, 16 R133 @ pages i, 16 R135 @ pages ii, 16

Viet Nam's nationally prioritized SDG indicators	International labour standards
• Target 16.8: By 2030, provide legal identity for all citizens, including birth registration (International target 16.9). • Target 16.9: Ensure that all citizens have access to information and protect their fundamental freedoms as provided for by Vietnamese legislation and international treaties to which Viet Nam is a party (International target 16.10). <i>(DWR)</i>	R151 @ pages i, 16 R170 @ pages ii, 16 R188 @ pages i, 16 R189 @ pages ii, 16 R192 @ pages i, 16 R201 @ pages i, 16 R204 @ pages ii, 16
 <i>SDG 17 : Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development</i> • Target 17.1: Promote an open, non-discriminatory, fair and rules-based multilateral trade system within the framework of the World Trade Organization, including through the successful conclusion of the negotiations on the Doha Development Agenda (International target 17.10). • Target 17.2: Improve the quality and value-added- of the exports. Strive to reach an export growth rate of over 10 per cent per annum (International target 17.11). • Target 17.3: Increase policy coherence for sustainable development (International target 17.14). • Target 17.4: Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technologies and financial resources, to support the achievement of sustainable development goals in Viet Nam (International target 17.16). • Target 17.5: Encourage and promote public partnerships and public-private partnerships, building on the experiences and resource strategies of past partnerships (International target 17.17).	C088 @ pages 18 C097 @ pages i, 12, 16 C122 @ pages 10, 18 C143 @ pages i, 12, 16 C159 @ pages 18 C181 @ pages i, 12, 16 C189 @ pages i, 8, 12, 16 MLC @ pages 11 P029 @ pages i, 16 R086 @ pages i, 16 R151 @ pages i, 16 R188 @ pages i, 16 R201 @ pages i, 16

Annex VIII. UPR of Viet Nam (3rd Cycle – 32nd session) Thematic list of Decent Work-related recommendations supported and noted by the Government

Theme: A12 Acceptance of international norms

38.135 Organize awareness-raising activities in business sectors and among employers on the conventions of ILO and labour commitments in the new generation of trade agreements to which Viet Nam has acceded (Syrian Arab Republic);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.33 Consider ratifying the main international human rights instruments that have not yet been acceded to, among them: the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families; the International Convention for the Protection of All Persons against Enforced Disappearance; and the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women (Uruguay);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.26 Consider ratification of the International Convention on the Protection of All Migrant Workers and Members of Their Families and the International Convention for the Protection of All Persons from Enforced Disappearance (Sri Lanka);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.45 Continue to improve its legal framework on labour and consider the possibility of ratifying other ILO fundamental conventions (Mauritius);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.10 Continue efforts to effectively implement the Convention on the Rights of Persons with Disabilities to better guarantee the rights of persons with disabilities (Indonesia);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.19 Consider the possibility of accession to the International Convention on the Rights of All Migrant Workers and Members of Their Families (Mozambique);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: A41 Constitutional and legislative framework

38.36 Fully incorporate in domestic law the provisions of the International Covenant on Economic, Social and Cultural Rights (Zambia);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.53 Continue legislative reforms and improvements of the institutional framework in conformity with the commitments and obligations of Viet Nam in the area of human rights (Djibouti);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.62 Continue to promote legal reforms concerning human rights in line with the 2013 Constitution (Nicaragua);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.72 Strengthen the institutional and legal framework for the protection of human rights (Sudan);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.81 Continue to strengthen the legal, institutional and policy frameworks in order to enhance the protection of human rights (Zimbabwe);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.89 Continue to improve the legal framework and the national labour policy (Chad);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.165 Share its experiences on the implementation of the law on special reprieve and the reintegration of former convicts into the community (Cuba);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.285 Pursue efforts undertaken to review legislation, particularly with respect to access to transport for persons with disabilities (Saudi Arabia);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.151 Guarantee the People's Procuracy's role in protecting human rights, in accordance with the 2015 Law on Administrative Procedure (Lao People's Democratic Republic);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: A41 Constitutional and legislative framework

38.156 Pursue judicial and institutional reforms to bring the legal and institutional framework into line with international human rights standards (Senegal);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.96 Continue to conduct studies with a view to amending existing or introducing new legal instruments to eliminate all forms of discrimination against people living with HIV (Malaysia);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.109 Develop legislation against discrimination on the grounds of sexual orientation and gender identity (Chile);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.153 Set up a robust legislative framework prohibiting and sanctioning all discriminatory practices, enabling victims to have access to justice (Madagascar);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.225 Ensure all forms of trafficking in persons are criminalized according to international standards, including a legal amendment to define children as persons under 18 (United Kingdom of Great Britain and Northern Ireland);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.217 Revise the Penal Code and the Criminal Procedure Code and criminalize all forms of violence against women, raise public awareness on gender equality and combating discrimination against women and girls, and enhance efforts and measures to prevent and combat human trafficking, especially of women and children (Hungary);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.173 Fully implement the recently enacted law on freedom of religion or belief (Greece);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.182 Continue with measures aimed at fully implementing the recent law on freedom of religion or belief in order to guarantee its effectiveness (Malta);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: A41 Constitutional and legislative framework

38.174 Consider revising national legislation, including the law on belief and religion and the media laws, in order to harmonize it with international standards regarding the right to freedom of expression and of religion (Brazil);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.168 Take steps to guarantee freedom of opinion and freedom of expression, including on the Internet, in the context of the adoption of the law on cybersecurity (France);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.197 Review and amend national legislation in order to enable the effective exercise of the rights to freedom of expression and peaceful assembly in line with the standards enshrined in the International Covenant on Civil and Political Rights (Seychelles);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.203 Improve protection of the rights to freedom of peaceful assembly and expression by reviewing existing legislation, and publishing and implementing clear, transparent guidelines on security personnel conduct in managing peaceful demonstrations (United Kingdom of Great Britain and Northern Ireland);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.200 Adopt legislative changes to guarantee the protection and free exercise of freedom of expression, association and peaceful assembly (Spain);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.207 Enact laws to provide for freedom of assembly and peaceful demonstration in line with the International Covenant on Civil and Political Rights (Australia);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.234 Strengthen information dissemination and awareness-raising activities for workers on labour legislation and improve occupational safety and health conditions (Myanmar);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.253 Strengthen actions to reduce illiteracy and dropout among girls belonging to ethnic minorities and increase their access to secondary and tertiary education (Mexico);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: A41 Constitutional and legislative framework

38.288 Pursue efforts to adopt national legislation to further ensure respect for the rights of migrants and to prepare the ground for the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (Egypt);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: A42 Institutions & policies - General

38.103 Ensure that its policies are people-centred, especially in terms of supporting vulnerable groups (Zimbabwe);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.262 Adopt a national plan of action to prevent all forms of violence against women and assign sufficient resources for its implementation (Spain);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: B31 Equality & non-discrimination

38.95 Strengthen efforts deployed to combat and eliminate discrimination against vulnerable groups (Madagascar);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.237 Continue its efforts to expand social benefits to all social groups, particularly to farmers (Gabon);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: B32 Racial discrimination

38.170 Take measures to combat violence and harassment motivated by religious belief, ethnic discrimination and inequality (Brazil);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: B41 Right to development

38.133 Continue to promote the participation of the population, businesses and non-governmental organizations in the development and implementation of policies aimed at reducing inequalities (Haiti);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: B51 Right to an effective remedy

38.260 Prohibit all forms of violence against women and strengthen women's access to justice (Iceland);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: D1 Civil & political rights - general measures of implementation

38.192 Continue to strengthen efforts to protect the fundamental freedoms and rights guaranteed under the International Covenant on Civil and Political Rights (Poland);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: D27 Prohibition of slavery, trafficking

38.218 Continue its efforts to combat human trafficking (India);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.219 Continue to strengthen measures to combat trafficking in persons, particularly women and children (Maldives);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.220 Intensify efforts to combat trafficking in persons (Iraq);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.222 Continue with its strategy on preventing and combating human trafficking (Nigeria);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.223 Continue its implementation of measures to protect and assist victims of trafficking in recovery and rehabilitation, and to share experiences in this regard (Philippines);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.226 Strengthen efforts and measures aimed at prohibiting and combating trafficking in persons (Yemen);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: D27 Prohibition of slavery, trafficking

38.228 Improve efforts to prevent and combat human trafficking, particularly of women and girls at the cross-border areas of the country (Chile);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.235 Assess its labour laws and consider introducing the appropriate amendments, based on applicable ILO and human rights standards, to ensure better working conditions and protection of workers, including against threats of forced labour (Thailand);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.224 Continue to carry out policies on the protection and promotion of the human rights of vulnerable groups, such as women, children and persons with disabilities, also in order to prevent and combat human trafficking, child labour and child, early and forced marriage, as well as other forms of violence and discrimination (Italy);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.221 Continue taking strong measures to combat human trafficking, with a special focus on protecting and promoting the rights of vulnerable women and children (Nepal);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.276 Continue its efforts to protect all children from sexual exploitation and trafficking, including through public awareness-raising (Islamic Republic of Iran);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: D29 Domestic violence

38.264 Continue efforts to combat domestic violence and violence against women (Tunisia);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: D32 Enforced disappearances

38.16 Consider adhering to the International Convention for the Protection of All Persons from Enforced Disappearance and the International Convention on the Rights of All Migrant Workers and Members of Their Families (Mexico);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: D42 Freedom of thought, conscience and religion

38.169 Take steps to preserve and promote vibrant and diverse religions and beliefs in Viet Nam (Lao People's Democratic Republic);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.199 Enhance efforts to guarantee freedom of religion or belief, also by further reducing administrative obstacles to peaceful religious activities and by combating violence and discrimination on religious grounds (Italy);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.210 Safeguard freedom of religion and belief for all in Viet Nam (Kenya);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.277 Protect religious and ethnic minorities, and refrain from imposing legal restrictions on them (Luxembourg);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: D43 Freedom of opinion and expression

38.42 Enhance efforts to comply with the recommendations accepted during the second universal periodic review cycle on guaranteeing the right to freedom of expression (Chile);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.172 Develop measures to protect reporters and journalists from all forms of discrimination and violence (Greece);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: D43 Freedom of opinion and expression

38.176 Invest resources through national programmes and plans to develop and provide access to the Internet in remote areas (Indonesia);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.181 Promote access to information in accordance with Viet Nam's national law (Malaysia);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.184 Lift restrictions on freedom of expression, and particularly online freedom, in line with Viet Nam's obligations under international law (Ireland);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.189 Strengthen efforts to ensure freedom of expression, including in the digital environment (Peru);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.195 Ensure freedom of expression, including online, and promote actions to ensure the freedom and independence of the media (Japan);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.213 Increase and ensure Vietnamese citizens' access to information, including by increasing radio and television coverage in all parts of the country (Cyprus);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.179 Protect civil and political rights, especially freedom of expression, peaceful assembly and association (Luxembourg);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.186 Review regulations impeding the operation of civil society organizations, to enable a more open space and ensure that national security provisions are not used to prevent peaceful debate and dissent (Ireland);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: D45 Freedom of association

38.215 Create an enabling environment for independent civil society and ensure that the law on association facilitates the registration, work and funding of NGOs free from undue State interference and restrictions (Czechia);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: D51 Administration of justice & fair trial

38.60 Expedite the legal reform process and the process to establish the rule of law in order to consolidate the institutional, legal and political framework in line with human rights (Mali);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.64 Continue its efforts to ensure the independence of the courts of adjudication (Pakistan);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.159 Continue building the rule of law through pursuing legal reforms in order to consolidate its human rights institutional, legal and policy framework (Slovakia);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.160 Further enhance the rule of law and legal reform aimed at consolidating the institutional, legal and policy foundation for the protection and promotion of human rights (Turkmenistan);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.122 Continue efforts to implement Sustainable Development Goal 9 on building resilient infrastructure, promoting inclusive and sustainable industrialization and fostering innovation in order to secure and promote access to and the enjoyment of economic development progress for everyone (Qatar);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: E1 Economic, social & cultural rights - general measures of implementation

38.128 Continue to set up programmes and national plans aimed at supporting economic and social development, in particular in disadvantaged areas (Morocco);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: E21 Right to an adequate standard of living - general

38.90 Continue efforts to eliminate inequalities in access to public services (China);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.104 Take adequate measures to improve citizens' access to public services, especially in rural areas (Albania);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.106 Improve the quality and accessibility of services, in particular in favour of vulnerable groups (Algeria);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.110 Prioritize resources for the implementation of the national target programme for sustainable poverty reduction to 2020 and beyond (Kyrgyzstan);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.111 Encourage effective multiplication of multidimensional poverty alleviation models and share experience in this field (Democratic People's Republic of Korea);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.113 Continue its efforts in realizing the Sustainable Development Goals by emphasizing sustainable and multidimensional reduction of poverty and socioeconomic inequalities (Gabon);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.115 Continue ongoing efforts and reforms to reduce poverty, improve quality of life and promote sustainable development (Lebanon);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.118 Promote application of information and communication technologies for socioeconomic development to ensure that no one is left behind (Mongolia);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.119 Sustain its efforts in ensuring economic development and social equality among its people (Nigeria);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: E21 Right to an adequate standard of living - general

38.123 Strengthen efforts to address uneven regional development and new forms of urban poverty (Republic of Korea);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.126 Continue to focus on ensuring sustainable livelihoods and improving the quality and accessibility of services especially for vulnerable groups (State of Palestine);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.127 Continue efforts to combat extreme poverty, particularly absolute poverty, which affects vulnerable groups such as women, children, the elderly and persons with disabilities (Tunisia);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.129 Share Viet Nam's experience in eliminating long-standing poverty (Yemen);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.131 Further promote sustainable development with a focus on a multidimensional approach to reducing poverty and to protecting vulnerable groups (Bahrain);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.102 Continue efforts to close gaps in income, employment and living conditions between urban, rural and remote areas (Bolivarian Republic of Venezuela);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.114 Strengthen measures so that the national target programme for sustainable poverty reduction is accessible to all vulnerable groups, including ethnic minorities (India);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.241 Continue to promote measures to strengthen livelihoods, increase people's incomes and improve living conditions and access to essential services (Bolivarian Republic of Venezuela);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: E22 Right to food

38.243 Continue efforts to improve access to human rights-related services, in particular services related to the rights to health, education, food and clean water (Cuba);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: E24 Right to social security

38.269 Continue to consolidate the progress and achievements made in promoting the rights and welfare of children and adolescents (Dominican Republic);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.248 Continue to implement social policies for the welfare of the population, including when it comes to social and health-care insurance (Cuba);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: E32 Right to just and favourable conditions of work

38.50 Share experience in implementing ILO conventions to which Viet Nam is a party (Jordan);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.233 Strengthen its Labour Code to ensure consistency with its international commitments on labour rights, including ILO conventions to which Viet Nam is a party (Indonesia);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: E33 Trade union rights

38.236 Allow for the establishment of independent trade unions and recognize the right to organize (Canada);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: E41 Right to health - General

38.239 Pursue its efforts to improve public services, such as education and health care, especially for vulnerable groups, as well as people in remote and rural areas (Mauritius);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: E41 Right to health - General

38.247 Continue efforts to expand health coverage to all workers in the informal economy and those living in remote areas (Kenya);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.250 Promote and multiply existing models for the elderly to easily access public services, especially health-care services (Kyrgyzstan);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.257 Continue to invest in health-care services for women (China);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: E51 Right to education - General

38.287 Strengthen policies to promote the communication skills, education and capacity-building of law enforcement officers in order to better observe the rights of persons with disabilities (Islamic Republic of Iran);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.28 Further mainstream the provisions of the Convention on the Rights of the Child, the Convention on the Elimination of All Forms of Discrimination against Women and the Convention on the Rights of Persons with Disabilities into school textbooks (Jordan);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.280 Continue to invest resources in building schools dedicated to ethnic minorities (Jordan);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.251 Continue and strengthen measures to ensure equality of access to quality education for all, in particular preschool and primary school (Djibouti);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.254 Continue accelerating access to quality education, especially for people from disadvantaged and vulnerable backgrounds (Nepal);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: E51 Right to education - General

38.255 Continue efforts to improve the quality of education, especially in rural and mountainous regions (Qatar);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.256 Continue its efforts in ensuring people's access to education and culture, including in rural areas and remote regions (State of Palestine);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: F Specific persons or groups

38.232 Improve access to vocational training – regardless of gender – through the creation of stable finance mechanisms in particular for vulnerable groups (Germany);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: F1 Women

38.258 Continue to consolidate the headway made in promoting the rights and well-being of women (Dominican Republic);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: F11 Advancement of women

38.266 Continue steps towards women's empowerment and guaranteeing equal opportunities (Armenia);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.263 Further invest in women's economic empowerment and promote decent work for women in partnership with relevant international organizations (Thailand);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: F12 Discrimination against women

38.57 Continue its efforts to promote the rights of women, children, the elderly and persons with disabilities (India);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.101 Strengthen implementation of the national gender equality strategy

2011–2020 at all national levels (Turkey);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.105 Allocate the resources necessary for the effective implementation of the national strategy on gender equality (Albania);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.267 Raise public awareness on gender equality and combating discrimination against women and girls (Cambodia);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.91 Continue steps towards promoting gender equality and preventing gender-based violence (Georgia);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.108 Review the Labour Code and the law on gender equality to include a detailed definition of sexual harassment (Canada);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.107 Take further measures to reduce inequalities and enhance access to services, especially for vulnerable persons, including women, children and persons with disabilities (Bhutan);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.268 Implement the policy on promoting gender equality and bridging the gender gap, which focuses on enhancing the role and participation of women in the political, economic and social spheres (Cambodia);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: F13 Violence against women

38.92 Increase efforts to address discrimination, in line with its international obligations, and to improve its legal framework against gender-based violence (Greece);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.265 Effectively implement policies for the prevention and elimination of all forms of violence against women and girls (Albania);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: F14 Participation of women in political and public life

38.259 Step up efforts for the participation of woman in political and public life and their representation in decision-making bodies (Ethiopia);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: F31 Children: definition; general principles; protection

38.271 Take further measures to strengthen the implementation of the rights of the child and consider the establishment of an independent child rights monitoring mechanism (Poland);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.272 Change the definition of the child to all persons under 18 years of age, in line with the Convention on the Rights of the Child (Slovenia);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.273 Continue effective implementation of projects and programmes on the prevention of child accidents and injuries (Syrian Arab Republic);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.275 Take further measures to promote and protect the rights of children, especially those in vulnerable situations (Kazakhstan);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: F33 Children: protection against exploitation

38.227 Put specific measures in place to facilitate the social reintegration of girls who are victims of prostitution (Angola);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.270 Undertake efforts to eliminate child prostitution and child labour, as well as to ensure that girls in prostitution are treated as victims (Montenegro);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: F4 Persons with disabilities

38.283 Educate, train and build capacity for officers working in areas related to the protection of the rights of person with disabilities (Democratic People's Republic of Korea);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.286 Continue to improve the quality and accessibility of services for persons with disabilities, in particular for children with disabilities, to allow them to better integrate into society (Singapore);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.136 Continue to address the vulnerabilities and needs of women, children, persons with disabilities and marginalized groups in the effective implementation of the 2016–2020 target programme for climate change adaptation and green growth, and the 2016–2020 target programme for sustainable forestry development (Fiji);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: G1 Members of minorities

38.282 Continue implementing envisaged measures aimed at creating favourable conditions for ethnic minorities (Islamic Republic of Iran);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: S08 SDG 8 - economic growth, employment, decent work

38.120 Promote investments in rural areas and improve infrastructure, particularly in these regions (Oman);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: S08 SDG 8 - economic growth, employment, decent work

38.132 Optimize policies and measures to encourage investment in agriculture and rural areas, improving people's livelihoods and increasing their income (Plurinational State of Bolivia);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.1 Promote genuine dialogue between Viet Nam and other countries to enhance mutual understanding and to address issues which are of common interest related to human rights (China);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

Theme: A12 Acceptance of international norms

38.9 Continue efforts to adhere to international human rights instruments to which it is not party, including the ILO Indigenous and Tribal Peoples Convention, 1989 (No. 169), the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, the Convention relating to the Status of Stateless Persons, the Rome Statute of the International Criminal Court and the United Nations Educational, Scientific and Cultural Organization (UNESCO) Convention against Discrimination in Education, among others (Honduras);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported/Noted

38.44 Reinforce protection of workers by ratifying and implementing the ILO Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the ILO Right to Organise and Collective Bargaining Convention, 1949 (No. 98) and the ILO Abolition of Forced Labour Convention, 1957 (No. 105) (France);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported/Noted

Supported

38.52 Ratify the ILO Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the ILO Right to Organise and Collective Bargaining Convention, 1949 (No. 98) and the ILO Abolition of Forced Labour Convention, 1957 (No. 105) (Belgium);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported

38.47 Complete the required ratification procedure of ILO conventions No. 87, No. 98 and No. 105 as soon as possible (New Zealand);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported/Noted

Theme: A12 Acceptance of international norms

38.48 Ratify ILO core conventions No. 87, No. 98 and No. 105 (Norway);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported/Noted

38.51 Ratify the remaining core ILO conventions with the aim to improve the protection of worker's rights (Austria);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported/Noted

Theme: A41 Constitutional and legislative framework

38.193 Ensure full implementation of its international human rights obligations regarding freedom of religion and belief by reviewing the law on belief and religion to bring it into line with article 18 of the International Covenant on Civil and Political Rights (Poland);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported/Noted

Theme: D43 Freedom of opinion and expression

38.194 Abolish prior censorship in all fields of cultural creation and other forms of expression, both online and offline, including by bringing the restriction on freedom of expression under the 2016 press law into line with international standards and by fostering a pluralistic and independent media environment (Portugal);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported/Noted

38.202 Guarantee fully freedom of speech, the rights of peaceful assembly and association as well as the safety of journalists, and review cases of persons convicted for having freely expressed their opinion, including human rights defenders (Switzerland);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported/Noted

38.198 Adopt measures in line with international standards to guarantee freedom of association, opinion and expression, including online, and to ensure that journalists, human rights defenders and NGOs can operate freely (Italy);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported/Noted

Theme: E32 Right to just and favourable conditions of work

38.49 Adopt ILO conventions No. 87, No. 98 and No. 105 (Spain);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Supported/Noted

Theme: A12 Acceptance of international norms

38.46 Ensure the freedom of association of workers by ratifying ILO Convention No. 87 within one year (Netherlands);

Source of position: A/HRC/41/7/Add.1 - Para. 15
Noted

38.14 Ratify the Convention against Discrimination in Education (Madagascar);

Source of position: A/HRC/41/7/Add.1 - Para. 15
Noted

38.29 Ratify the UNESCO Convention against Discrimination in Education (Togo);

Source of position: A/HRC/41/7/Add.1 - Para. 15
Noted

38.38 Ratify the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women (Benin);

Source of position: A/HRC/41/7/Add.1 - Para. 15
Noted

38.4 Accede to the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (El Salvador);

Source of position: A/HRC/41/7/Add.1 - Para. 15
Noted

38.39 Ratify the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (Benin);

Source of position: A/HRC/41/7/Add.1 - Para. 15
Noted

Theme: A24 Cooperation with special procedures

38.17 Respond positively to requests from the Special Rapporteur on the promotion and protection of the right to freedom of opinion and expression (Mexico);

Source of position: A/HRC/41/7/Add.1 - Para. 15
Noted

Theme: D43 Freedom of opinion and expression

38.166 Authorize the publication of independent newspapers and cease legal sanctions against and harassment of journalists and citizens peacefully expressing views through print media, the Internet and radio (Denmark);

Source of position: A/HRC/41/7/Add.1 - Para. 15
Noted

Theme: D43 Freedom of opinion and expression

38.196 Continue the measures aimed at lifting all restrictions on the right to freedom of opinion and expression and to allow bloggers, journalists and other Internet users to promote and protect human rights (Romania);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Noted

Theme: D7 Right to participation in public affairs and right to vote

38.99 Explicitly include “sexual orientation” and “gender identity” as forbidden grounds of discrimination in the revised Labour Code and other relevant laws (Norway);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Noted

38.134 Develop, enact and implement, in dialogue with business and civil society, an action plan to implement the Guiding Principles on Business and Human Rights (Sweden);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Noted

38.167 Repeal or amend the Penal Code and the cybersecurity law so that provisions relating to national security are clearly defined or removed, to ensure that they cannot be applied in an arbitrary manner to endanger any forms of freedom of expression, including Internet freedom (Finland);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Noted

38.171 Review all convictions based on laws restricting freedom of expression and opinion, in particular articles 79 and 88 of the Penal Code, according to the revised penalty ranges (Germany);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Noted

38.187 Ensure that the legal framework protects freedom of expression both offline and online and accordingly amend the penal law and the law on cybersecurity to ensure consistency with international human rights law, including the International Covenant on Civil and Political Rights (New Zealand); Ensure that freedom of expression is protected online and offline by amending national security provisions in the Penal Code, the cybersecurity law and its implementing decree so as to comply with article 19 of the International Covenant on Civil and Political Rights and other commitments (Sweden); Guarantee the rights to freedom of expression and freedom of assembly and amend the Penal Code and the cybersecurity law to make sure that the limitations on the right to freedom of expression are in line with the International Covenant on Civil and Political Rights (Austria); Review the Penal Code and the law on cybersecurity to harmonize them with international standards related to the freedom of expression, association and assembly (Canada);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Noted

Theme: D43 Freedom of opinion and expression

38.183 Amend, within one year, the 2015 Penal Code, Decree 174/2013, Decree 72/2013, Decree 27/2018, the 2018 law on cybersecurity and articles 4, 9, 14 and 15 of the 2016 press law to guarantee offline and online freedom of the press and expression, and the right to privacy, in line with articles 17 and 19 of the International Covenant on Civil and Political Rights (Netherlands);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Noted

Theme: G1 Members of minorities

38.278 Strengthen efforts so that elderly women and women belonging to minorities, particularly the Jarai people and the Khmer Krom, have access to vocational training and financial resources (Peru);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Noted

Theme: H1 Human rights defenders

38.180 Protect human rights defenders and prosecute all persons guilty of violence or intimidation against them (Luxembourg);

Source of position: A/HRC/41/7/Add.1 - Para. 15

Noted

38.211 Publicly recognize human rights defenders and provide an environment in which they can carry out their human rights work safely (Belgium);

Source of position: A/HRC/41/7/Add.1 - Para. 15

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