



► ILO Viet Nam's 2022 Second-Half Update on the implementation of the EU-funded projects in Viet Nam

Time period covered by this update: Second Half of 2022 (June - December 2022)

Report date: 17 May 2023

Recipient organization: International Labour Organization (ILO) Country Office for Viet Nam

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I. Brief country information and developments

- According to a report of the Ministry of Labour, War Invalids and Social Affairs (MOLISA), as of 30 November 2022, the support package for COVID-19 recovery under Resolution No. 11/NQ-CP dated 30 January 2022, has disbursed about 3.74 trillion Viet Nam dong, supporting nearly 123 thousand turns of enterprises with nearly 5.3 million turns of employees. In addition, to prevent people from going hungry, from the beginning of the year until now, the Government has issued a total of 24.8 thousand tons of rice to support 492.5 thousand households with 1.6 million people. During the first quarter of 2023, employed workers aged 15 and over were estimated to increase by 1.1 million people over the same period of 2022; unemployment rate in working age is estimated 1.94 per cent in 2023 in comparison with 2.21 per cent in 2022; and the average monthly income of salaried workers was at 7.9 million dong/month, an increase of 578,000 dong with previous year.
- According to the General Statistic Office, the economy achieved a growth rate of 3.32 per cent during the first quarter of 2023, lower than expected, mainly due to the reduction of industries, especially the manufacturing and processing industries. Exports of manufacturing and processing industrial products such as electronic components, textiles, leather, and footwear declined, in comparison with the same period in 2022.
- On 28 March 2023, the fourth Decent Work Country Programme (2022-26) between the ILO and tripartite constituents (the Government, the workers' and employers' organizations) was launched. The Programme sets the framework for the co-operation between the International Labour Organization (ILO) and Viet Nam's tripartite constituents until 2026 and is aimed at progressing towards achieving social justice and decent work for all in the country. The three priority areas in the Programme include decent work for economic transformation, social protection and safety & health for inclusive development and governance for decent work. The Programme is aligned with and will contribute to the UN Sustainable Development Cooperation Framework 2022-26. [Programme can be found [here](#)]
- On 14 September 2022, at the Decision by the Prime Minister No. 1077/QĐ-TTg on approving the scheme for Preventing illegal, unreported and unregulated fishing until 2025, ratification of the ILO Work in Fishing Convention, 2007 (No. 188) is among the measures to prevent illegal, unreported and unregulated fishing by 2025.

II. Highlights of projects funded by the EU

1. Trade for Decent Work project

The “Trade for Decent Work” project supports the effective implementation of the Trade and Sustainable Development Chapter of the EU- Viet Nam free trade agreement (EVFTA), contributing to sustainable global trade with social justice. This is part of a global project of the same name supporting several target countries, including Viet Nam.

See the [project web page](#) for more information.

Project details	Highlights
Project period: from 1 January 2019 to 31 December 2023 Budget: Approximately €1,700,000 Focal point: Ms Do Thi Thu Huong, National Project Coordinator dohuong@ilo.org	Key output 1: Sustainable business practices are promoted in parallel with the improvement of business alliances' capacity and approach to engage their members • Two-year review Forum on EVFTA implementation ○ Time & location: 24 August 2022 – Ho Chi Minh City ○ Brief description: Discussion centered around how EVFTA had impacted three sectors including garments, footwear, and wood processing, the challenges ahead in expanding the markets within the EU zone, and ways for partners at national level to improve the implementation of and compliance with labour laws, while respecting FTA commitments. With key speakers, including experts, researchers and resource persons from CIEM¹, MoLISA², social partners, EU Delegation in Ha Noi and ILO, the forum received special attention from (i)local authorities of the 7 provinces in the South including HCM city, Binh Duong, Dong Nai, Long An, Tay Ninh, Binh Phuoc and Lam Dong; (ii)VCCI and businesses from the three key export industries; (iii)VGCL³ and FOLs of the 7 provinces; and (iv)mass media. • Support to VCCI's branch in Da Nang on providing technical assistance to HR club members ○ Time & location: 04 counselling and coaching sessions during December 2022 ○ Brief description: The sessions, which attracted the participation of 214 personnel (of which 87 per cent were women), helped HR club members to learn, practice and internalize new LC2019 requirements into policies

¹ Central Institute of Economic Management

² Ministry of Labour Invalids and Social Affairs

³ Viet Nam General Confederation of Labour



and regulations in term of labour contracts, internal work rules, wage polices, and consultation and dialogue mechanisms at workplace. The four first sessions focused on the following topics:

- Topic #1: labour contracts – review the legal provisions induced by LC2019 and standards
- Topic #2: internal work rules- review the legal provisions induced by LC2019 and standards
- Topic #3: wages policies and pay scale – review the legal provisions induced by LC2019 and standard
- Topic #4: Workplace dialogue- new regulations; and issues on social insurance

Key output 2: The pilot of improved Labour Dispute Resolution system is co-supported by the project in Dong Nai, Binh Duong and HCM city

The Labour Dispute Resolution pilot [LDR] co-funded by this EU project and NIRF/USDOL, in partnership with DIRWA and DoLISA at three provinces [Binh Duong, Dong Nai and HCM city], continue to progress well.

- **Third quarter of 2022:** The project co-supported many key activities to help the provinces/city to review their existing system and regulations and discuss about roadmap and measures for improvement, including:
 - a consultation meeting with experts on training design for mediators and arbitrators [11 July];
 - on-going consultation process conducted by the three provinces to finalize their operation regulations for Labour Arbitration Council (LAC), for mediators and for focal point unit; and
 - sharing workshops hosted by DIRWA to share the technical guidance and lessons of the LDR pilot with other 25 provinces in the North [25-26 August] and the South [8-9 September].

This is considered as the first step for replication process at national level.

- **Fourth quarter of 2022:** The project continued its joint efforts to support the LDR pilot with the focus on strengthening the capacity of arbitrators and mediators, and their viability in the public. This quarter is marked by the following key events:
 - three trainings for mediators and arbitrators of three provinces/city during October-November 2022 with total of 191 participants of whom about 30 per cent were female.
 - Dong Nai in particular made a historical landmark of the country through processing the first ever dispute case by its Labour Arbitration Council during October-November 2022
 - The Labour Arbitration Council, Dong Nai, was formally launched on 11 November 2023⁴ to announce in public that the LAC's service is now ready for employers and workers who are on dispute to use. The launch received

⁴ Labour relations: New pillar within Viet Nam's labour dispute settlement system operational, expected to help workers and employers (ilo.org)



168 representatives from trade unions and employers' representatives, plus others representing government at province and district levels.

The key products/progress of the LDR pilot by 31st December 2022 can be summarized as follows:

**Products of all three piloting provinces/city co-supported EU Trade for decent work and NIRF/USDOL
- as of December 2022**

Name of provinces	Dong Nai	Binh Duong	HCM city
The operational regulation of the focal point	Approved on 26 August 2022 by DoLISA	Approved on 19 October 2022 by DoLISA	Finished consultation process and under appraisal
The decision to establish the LAC and appoint arbitrators	Approved on 17 May 2022 by Provincial People Committee	Approved on 19 September 2022 by Provincial People Committee	Approved on 10 May 2022 by Provincial People Committee
The operational regulation of the LAC	Approved on 26 August 2022 by LAC's Chairperson	Approved on 22 September 2022	Finished consultation process and under appraisal
The operational regulation of mediation	Approved on 29 June 2022 by Provincial People Committee	The draft is under consultation process	Finished consultation process and under appraisal
Launch of the Labour Arbitration Council	Launched on 11 November 2022	Not yet	Not yet

Key output 3: Three campaigns on ILS on ILO Facebook Viet Nam



- **Time & location:** July – August 2022
- **Brief description:** The three social media campaigns were on 1) Forced labour; 2) ILO Right to Organise and Collective Bargaining Convention, 1949 (No. 98); and 3) ILO Minimum Wage Fixing Convention, 1970 (No. 131). The channels used was ILO Facebook Viet Nam ([Tổ chức Lao động Quốc tế - International Labour Organization | Facebook](#)). The objective of the campaigns was not only for awareness raising and capacity building but also for advocating for the ratification of Convention No. 131 as well as the better application of other ILO Forced Labour Convention, 1930 (No. 29), Abolition of Forced Labour Convention, 1957 (No. 105), Convention No. 98, and in the future Convention No. 131.
- **Key results:** By the end of August 2022: 1) Campaign 1 reached 455,831 people with 128,200 views and 20,506 engagements; 2) Campaign 2 reached 1,023,192 people with 206,000 views and 77,519 engagements; 3) Campaign 3 reached 456,602 people with 138,496 views and 51,968 engagements (Meta Analytics tool on Facebook). The

Key output 4: Video clip on forced labour

- **Time & location:** July 2022
- **Brief description:** A video clip raising awareness on forced labour was completed and uploaded onto ILO and MOLISA websites [please view [here](#)]. The video gives brief introduction of forced or compulsory labour and indicators of forced labour, reasons for abolition of forced labour and relevant international standards. It also highlights Vietnamese laws to enforce these international standards.

Key output 5: A workshop on the role of Domestic Advisory Group (DAG) in promoting the implementation of labour commitments in EVFTA's Chapter 13-Trade and Sustainable Development

- **Time & location:** 25 – 26 August 2022
- **Brief description:** The workshop identified and reaffirmed the role of DAG in monitoring the implementation of Chapter 13 Trade and development of the EVFTA. Other contents shared during the workshop include:
 - 2-year evaluation of EVFTA implementation;
 - benefits of joining DAG VN (such as the opportunity of participating in a joint forum between DAG VN-EU, as well as the Vietnamese government and stakeholders);
 - DAG's international experiences; and
 - knowledge on ILS and new labour relations system in Viet Nam; and upcoming activities of DAG Vietnam and DAG member organizations have been discussed.

Key output 6: Support to the compilation of five national Convention reports to the Committee of Experts on the Application of Conventions and Recommendations, cf. ILO Constitution art. 22.



The project provided support to reporting work of ratified Conventions Nos 122, 144, and 98 (regular reports), and of the first report on Convention No.105 to ensure evidence-based reports that reflect the implementation in practice and tripartite partners' engagement and consultation. A series of technical meetings were organized with participation of senior specialists from Bangkok to support MOLISA and key stakeholders in better understanding the Direct Requests of CEACR as well as the requirements of Convention reports. These meetings also served the purpose of capacity building on the respective topics.

Key output 7: VGCL pilot training workshop

- **Time & location:** 16-17 September 2022, Que Vo Industrial Zone, Bac Ninh province
- **Brief description:** The workshop trained 15 GTUs on wages. This is considered the starting point that could help them engage in any kind of discussions/negotiation with confidence. After this 1st session, there would be follow-up training so that they could practice some dialogue/negotiation on wages at their enterprises.

Key output 8: Seven classes on wages and collective bargaining on wages for FoLs/Industrial Zone Trade Unions (IZTU) (knowledge transferring package)

- **Time & location:** November – December 2022
- **Brief description:** The project supported VGCL in conducting the training courses on collective bargaining on wages. Module 1 of the guideline on wages, and the system of wages & remuneration in enterprises were delivered to 137 FoLs/IZTUs/Sectoral TUs with 176 trainees. The training was also used to pilot test training materials developed on collective bargaining.

Key output 9: Preparation work for the ratification of Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) has been done in a comprehensive way

- **Time & location:** July – December 2022
- **Brief description:** As part of plan for study and preparation for ratification of Convention No. 87, a Q&A booklet on ILO Convention No. 87 has been developed and gone through a consultation workshop in March 2022. A second revision of the present version is expected later 2023 to include further Q&As, as issues/questions emerge during this preparatory phase. The follow-up work related to Convention No. 87 has been discussed and agreed with direct participation and advice of ILO in late July. Two first pieces of this follow-up support include: 1) developing thematic reports on the basic contents of Convention No. 87 and 2) developing Report on the assessment of the conformity of the provisions of Viet Nam's legislation with Conventions Nos 87 and 3) outline and assessment of Viet Nam's commitment related to Freedom of Association and Collective Bargaining in other international treaties. Several meetings have been conducted with the consultants and MOLISA to guarantee the quality of the products which are expected to be

finalized in the first half of 2023. In parallel, the ILO have been providing technical inputs related to Chapter 13 of the Labour Code 2019 on Worker Representative Organisation at the Grassroot Level.

2. Vision Zero Fund, Viet Nam: Improving Safety and Health in cooperation with the Public and Private Sector in the Coffee Supply Chain in Viet Nam

The project brings together public and private stakeholders in a development partnership to jointly advance towards the vision of achieving zero severe and fatal work-related accidents, injuries and diseases in global supply chains. In Viet Nam, it will specifically seek to reduce the exposure of women and men working in the coffee supply chain to occupational safety and health hazards (OSH) of workers.

See the project web page <https://vzf.ilo.org/> for more information.

Project details	Highlights
Project period: October 2020 – June 2023 Budget: €1,212,500 (€1 million from the Federal Ministry of Economic Cooperation and Development, BMZ (Germany) and €212,500 from the European Commission's Directorate-General for International Cooperation and Development (DG DEVCO))	Key output 1: Enhanced industry and/or global, regional, and/or country-wide commitment to improve compliance with OSH standards in targeted GSCs. • Time & location: 22 July 2022, Hanoi (German Embassy) • Brief description: In terms of promoting due diligence requirements under new legislation by Germany and the EU (upcoming), the ILO Vietnam (with key contributions by the VZF Vietnam project) co-hosted an event in July 2022 (together with the German Embassy and GIZ) to introduce the German Due Diligence Act and the upcoming EU Due Diligence directive to key national stakeholders. With respect to the project's mandate, the event was successful in increasing awareness of the implications of these new requirements for coffee sector stakeholders (as well as garment sector, noting Better Work's participation as well). • How did this output contribute to the project's goals and outcomes? The output contributed to project Outcome 1: Strengthened regional and national enabling environments for the promotion of safe and healthy working conditions in the coffee supply chain. ○ Coffee traders and roasters and coffee sustainability multi-stakeholder initiatives (as well as others partners) were informed about the contents and functioning of Germany's and the EU's due diligence laws/directives as well as their obligations in order to implement those;

Project details	Highlights
Focal point: Ms Kristina Kurths Chief Technical Advisor kurths@ilo.org	○ They are informed about ongoing projects and work priorities by the ILO and GIZ that support suppliers to implement the requirements of the respective law/directive. Key output 2: Enhanced industry and/or global, regional, and/or country-wide commitment to improve compliance with OSH standards in targeted GSCs. • Time & location: July – September 2022, Hanoi and Central Highlands provinces • Brief description: With the support of the project, MARD incorporated OSH in their ToT and Training-of-Farmer (ToF) training material under their National Sustainability Curriculum (NSC) for Robusta cultivation. The training materials received accreditation by the Technical Council of MARD in September 2022. • How did this output contribute to the project's goals and outcomes?: The output contributed to project Outcome 1: Strengthened regional and national enabling environments for the promotion of safe and healthy working conditions in the coffee supply chain. ○ OSH training material available under MARD to promote OSH awareness and OSH knowledge among coffee farmer communities at a large scale through the national agricultural extension workers. Key output 3: Improved capacity of employers, workers, and service providers to promote OSH at the workplace. • Time & location: November – December 2022, Son La province • Brief description: The project cooperated with the International Women Coffee Alliance (IWCA) Vietnam to conduct surveys: 1) on women coffee farmers' OSH needs and perceptions in Son La province, and 2) female coffee shop workers' OSH needs and perceptions, working in coffee shops in Hanoi. Quantitative and qualitative survey methods were applied. • How did this output contribute to the project's goals and outcomes?: The output contributed to project Outcome 3: Increased application of effective OSH protection, prevention and compensation mechanisms for women and men working in selected GSCs. ○ Survey data will inform 1) the development of OSH training material with a focus on women coffee farmers' OSH needs, 2) the development of OSH training material for coffee shop workers, and 3) the design of the training methodology for these target groups. Key output 4: Improved capacity of employers, workers, and service providers to promote OSH at the workplace. • Time & location: October – December 2022, Lam Dong and Dak Lak provinces

Project details	Highlights
	• Brief description: With the support of the project, TMT consulting (a consulting company based in Buon Ma Thuot, specialized in building the capacity of coffee farmers in coffee cultivation, livelihood improvement, child labour prevention and OSH) conducted a three-months pilot project in Lam Dong and Dak Lak provinces to rollout OSH knowledge to coffee farmers through the ILO's WIND training programme. • How did this output contribute to the project's goals and outcomes?: The output contributed to project Outcome 3: Increased application of effective OSH protection, prevention and compensation mechanisms for women and men working in selected GSCs. ○ A pool of skilled WIND trainers available (20), including from the private sector and community organizations) ○ 142 farmers trained on OSH in Dak Lak and Lam Dong provinces ○ 339 OSH improvements counted ○ Community organizations which could promote the sustainability of the WIND training programme, assessed. Key output 5: Improved capacity of policy makers and/or practitioners to enhance access of workers to compensation mechanisms. • Time & location: 18 November 2022, GOUNH • Brief description: The project conducted a high-level technical meeting (hybrid modality) for national stakeholder organisations to validate the findings of the study on "Coffee farmers' access to social protection and occupational health services". During the meeting, participants confirmed the relevance of the topic and agreed on the need to extend social protection coverage to the informal economy, including access to employment injury insurance (EII). Policy makers from MOLISA confirmed in the meeting that the findings of the study would be considered during the Social Insurance Law review process. • How did this output contribute to the project's goals and outcomes? The output contributed to project Outcome 2: Improved legal and policy frameworks to promote and enforce OSH protection, prevention, and compensation in selected GSCs. ○ Policy makers from MOLISA and the VSS, involved in the revision of the Social Insurance Law, informed about research results that highlight the vulnerability of workers in the informal economy in agriculture in the absence of social protection coverage

Project details	Highlights
	- Other key stakeholders from government, employer and worker agencies as well as the private sector have increased awareness on the need to improve access to social protection for workers in the informal economy and can support policy changes in this regard. Key output 6: Improved capacity of employers, workers, and service providers to promote OSH at the workplace. Time & location: 28 November 2022, Da Lat (Lam Dong province) Brief description: In cooperation with the Vietnam Cooperative Alliance (VCA), the project organized an experience sharing workshop in which coffee cooperatives, trained by the project on OSH, presented their improvements, and discussed implementation challenges and further support needs; number of participants: 16 (5 women/11 men).The output contributed to project Outcome 3: Increased application of effective OSH protection, prevention and compensation mechanisms for women and men working in selected GSCs. How did this output contribute to the project's goals and outcomes? - Improved knowledge on OSH and increased application of good OSH practices among coffee cooperatives in Lam Dong and Dak Lak provinces. - Action plan by VCA leadership available on how to rollout OSH knowledge to member coffee cooperative. Key output 7: Enhanced industry and/or global, regional, and/or country-wide commitment to improve compliance with OSH standards in targeted GSCs. Time & location: 16 December 2022, Hanoi Brief description: The VZF project, in cooperation with the project owner VCCI-HCM, organized an “Impact and Experience Sharing Workshop” (December 2022), to share project achievements and lessons learned with project stakeholders, with emphasis on achievements that promote sustainability; number of participants: 38 (17 women/21 men). Participants included representatives from: government, employers, workers, private sector businesses (national, international), farmer communities (farmers, community organizations), NGOs, multi-stakeholder coffee sustainability initiatives. How did this output contribute to the project's goals and outcomes? The output contributed to project Outcome 1: Strengthened regional and national enabling environments for the promotion of safe and healthy working conditions in the coffee supply chain. - Project achievements disseminated to and discussed with national and international project partners; - private sector activities to scale OSH knowledge in coffee supply chains are being implemented;and

Project details	Highlights
	○ achievements that have the potential to promote sustainability have been identified (such as the application of OSH training material by institutions and at workplace level in coffee farmer communities)

3. Ship to Shore Rights South East Asia – Viet Nam component (S2SR)

The project aims to promote regular and safe labour migration among South-East Asian countries (including Viet Nam), in particular in the fishing and seafood processing industry.

See [project web page](#) for more information.

Project details	Highlights
Project period: August 2020 to July 2024 Budget: €10 million for seven countries including Viet Nam Focal point: Ms Mi Zhou Chief Technical Advisor zhoumi@ilo.org Nguyen Thi Mai Thuy, National Project Coordinator for Viet Nam thuy@ilo.org	Key output 1: Training materials and handbooks on new legislative framework including employment in fishing vessels. • Time & location: July-September 2022, Ha Noi • Brief description: ILO supported the Department of Overseas Labour (DOLAB) in developing training materials and handbooks for recruitment agencies, local authorities and migrant workers on the changes to the legislative framework governing labour migration in Viet Nam (Law 69 and its five sub-law). These materials aim to support DOLAB institutionalize and roll out nationally. The content for the training covers working in fishing sectors regulated by the Law including working and living standards in the labour supply contract for migrant fishers (working time and rest time, OSH, salary and wage, food, accommodation, and travel during employment, social insurance and payment for transportation from and to Viet Nam). Recruitment agencies are not allowed to pay brokerage payment for foreign partners, service charge for migrant fishers are regulated to be lower than other workers. There is also standards for contract of recruitment fishers to work in Korea etc. • How did this output contribute to the project's goals and outcomes?: The training material and handbooks are the tools for DOLAB and other stakeholders to disseminate information on the new law regulating labour rights of migrant workers, including migrant fishers. The tools support the implementation of the new Law. It therefore contributed to output 1.3 of the Ship to Shore Right which is Strengthened capacities of governments to develop and promote rights-based policies and implement legislative reforms in favour of migrant workers, with a focus on the fishing and seafood processing sectors. Key output 2: Quang Ngai Migrant Workers Resource Center continues its operation to support migrant workers. • Time & location: July 2022 to June 2024, Quang Ngai

Project details	Highlights
	• Brief description: ILO has extended the implementation agreement with the Migrant Worker Resource Centre in Quang Ngai, the province having a large number of fishers working onboard Vietnamese vessels as well as migrant fishers. This implementation agreement is funded in partnership between S2SR and TRIANGLE in the ASEAN programme. • How did this output contribute to the project's goals and outcomes?: The support of the S2SR project helps to expanded opportunities for safe migration into decent work abroad and sustainable return and reintegration for women and men migrant workers, including migrant fishers from Quang Ngai province. Potential migrant workers and their families are better protected and make informed decisions. Access to justice is provided for migrant workers and their families, and disputes and complaints related to labour migration are resolved or referred and recorded. Information about local employment and livelihood options are provided for returned migrant workers. The support therefor helps to achieve the output 3.1 of the S2SR - Improved availability of accurate information, awareness and support on migration and labour rights to migrants, their families and communities throughout the migration process, from pre-departure to post-admission and reintegration Key output 3: Technical inputs to the new Party Directive on International Labour Migration • Time & location: 12 December 2022, Ha Noi • Brief description: ILO provided technical comments to the Central Economic Commission of Viet Nam (CeC) on Directive 20 on Labour Migration, which was adopted in December. The Directive will support the work of the Party committees, organizations and agencies working on labour migration governance during the next ten years. The Directive includes measures to protect Vietnamese migrant workers, including the most vulnerable groups such as domestic workers and migrant fishers during their time abroad, reduce recruitment fees and costs charged to migrant workers, enhance inspection of recruitment agencies and regularize migration flows. • How did this output contribute to the project's goals and outcomes?: By sharing international standards and best practices, providing technical inputs on the draft Directives as well as discussions at the technical meetings and workshop, this activity helps to achieve the output 1.3 of the Ship to Shore Right which is Strengthened capacities of governments to develop and promote rights-based policies and implement legislative reforms in favour of migrant workers, with a focus on the fishing and seafood processing sectors. Key output 4: Enhanced capacity to implementation of the Law 69 and its sub-law of local labour authorities and recruitment agencies • Time & location: 9 and 24 November 2022 and 10 and 25 November in Ha Noi and HCMC • Brief description: ILO S2SR and TRIANGLE in ASEAN programmes supported DOLAB to organize two trainings on the recent changes to the legislative framework governing labour migration for 180 recruitment agency staff and two

Project details	Highlights
	trainings were organized for 64 government officials from the Department of Labour, Invalids and Social Affairs representing 34 provinces of Viet Nam. The training content focused on the new regulations enacted under Law 69 and its five sub-laws. • How did this output contribute to the project's goals and outcomes?: ○ Legislative training for key stakeholders is essential to ensure the new legislative framework to be implemented and checked effectively and ensure better migration outcomes for migrant workers, employers, recruitment agencies, Governments and countries of origin and destination. ○ The implementation of a strong protective labour migration framework will have longstanding effects in the prevention of migration-related abuse, exploitation, sexual harassment, gender-based violence, forced labour and human trafficking for migrant workers. ○ The content for the training is covered working in fishing sectors regulated by the Law including working and living standards in the labour supply contract for migrant fishers (working time and rest time, OSH, Salary and wage, food, accommodation, and travel during employment, social insurance and payment for transportation from and to Viet Nam). ○ Recruitment agencies are not allowed to pay brokerage payment for foreign partners, service charge for migrant fishers are regulated to be lower than other workers. There is also standards for contract of recruitment fishers to work in Koreas and so on. This activity therefore helps to achieve the output 1.3 of the Ship to Shore Right which is Strengthened capacities of governments to develop and promote rights-based policies and implement legislative reforms in favour of migrant workers, with a focus on the fishing and seafood processing Key output 5: Enhanced partnership with Department of Fisheries and social partners to promote labour rights and Occupational Safety and Health for fishers • Time & location: August 2022 and ongoing, Can Tho and Ha Noi. • Brief description: ILO held a number of meetings with the Viet Nam Fishing Syndicate and the Viet Nam Institute of Fisheries Economics and Planning to develop an implementation agreement on the improvement of labour standards on fishing vessels. The agreement will support awareness raising for fishers and fishing vessel owners on the labour rights of fishers, comparative analysis of Vietnamese Law with international standard on employment of fishers, study and research on as well as develop and introduce a standard employment contract for fishers. • ILO delivered a presentation on occupational safety and health standards at a dialogue organized by the International Collaborating Centre for Aquaculture and Fisheries Sustainability on 21-22 December. During the dialogue, members of civil society proposed actions to improve occupational safety and health for fishers. The participants agreed that

Project details	Highlights
	insufficient attention has been paid to the issue – both in policy and in practice – and that more needs to be done to ensure the safety of workers on-board fishing vessels. • How did this output contribute to the project's goals and outcomes?: The meetings between the ILO and various stakeholders aimed to exchange information relating to current situation of employment of fishers, stakeholders' priorities, gaps of policies and practices compared to international labour standards and good practice and discuss on how can the ILO provide support both in term of policy and practices. The activity hence contributed to the Output 1.3: strengthened capacities of governments to develop and promote rights-based policies and implement legislative reforms in favor of migrant workers, with a focus on the fishing and seafood processing sectors.

4. Safe and Fair: Realizing women migrant workers' rights and opportunities in the ASEAN region (Joint ILO-UNWOMEN project)

The programme is part of the global EU-UN Spotlight Initiative to eliminate violence against women and girls. Implemented through a partnership between ILO and UN Women, it aims to better protect women migrant workers through rights-based and gender-sensitive labour migration governance frameworks and improved access to information and services.

Project details	Highlights
Project period: 2018 to 2022 Budget: US\$1,447,830 (for Viet Nam) Focal point: Ms Pham Lan National Project Coordinator pham.lan@unwomen.org	Key output 1: Women migrant workers are better protected by gender sensitive labour migration governance frameworks. • A high-level expert meeting on "The future for Vietnamese workers working abroad: Lessons from international experience" ○ Time & location: 9 August 2022 in Ha Noi ○ Brief description: The event was jointly organized by ILO and the Central Economic Commission of the Party in Ha Noi under the leading technical support from the SAF team in collaboration with other migration teams in ILO. This was an in-door meeting for CEC to deeply understand the challenges and ways forward on the protection of rights of migrant workers especially women, and the promotion of their access to quality vocational training and decent work. • A National Science Conference on Vietnamese workers and experts working abroad: current situation and solutions

Project details	Highlights
	○ Time & location: 13 August 2022 in Ha Noi ○ Brief description: The event was jointly organized by ILO, CEC and MOLISA as part of synergies among three migration projects in ILO-including SAF, TRIANGLE in ASEAN and S2SR. The conference engaged nearly 200 senior members from government ministries and agencies, provincial people's committees, and line departments as well as international development partners and national social organisations. The conference was well covered by national media and served as an important platform for raising public awareness on the importance of international labour migration, the challenges facing migrant workers, especially women, and how these could be overcome to maximize the benefit of labour migration. This is part of the consensus building process for developing a new party directive on sending Vietnamese workers for work abroad. ● Two study visits to the Philippines and Japan ○ Times & locations: The Philippines (17 – 21 October 2022) and Japan (25 – 30 October 2022) ○ Brief description: To inform the Party's new direction in labour migration governance in Viet Nam, the SAF team collaborated with the TRIANGLE in ASEAN project team to organise two study visits to the Philippines (a large departure country) and Japan (a main country of destination). The study visits aimed to enhance understanding of key drafting members about the risks to different forms of violence against migrant workers, especially women and discuss solutions to overcome those problems. Given that the Philippines is a major sending country in the ASEAN region, the study also focused on policies and actions to support and protect the rights of migrant workers. ● Provincial workshops on lessons learned from the Ecommerce Training for women migrant workers in the provinces of Thanh Hoa, Lao Cai and Ha Tinh ○ Times & locations: Thanh Hoa (16 September 2022), Lao Cai (23 September 2022) and Ha Tinh (30 September 2022) ○ Brief description: In response to the need for women migrant workers to diversify their income sources, especially in the context of the COVID-19 pandemic while maximizing the benefit of Industry 4.0, ILO collaborated with NIVET to provide e-commerce training for women migrant workers in the three provinces. ○ Key metrics: ▪ 210 women migrant workers (returnees and potentials) from these provinces increased their knowledge and understanding on e-commerce legal frameworks, tools, and detailed guidance on how to sell a local product via e-platforms such as Facebook, Zalo, and e-commerce floors such as Shopee, as well as key online protection skills.

Project details	Highlights
	▪ After 5 months of practicing e-commerce skills, they were tracked to draw out lessons learned from providing vocational training for vulnerable groups, especially how the training has helped them to improve their lives. ▪ Among those tracked (78 per cent), 37.6 per cent of them have become active in undertaking e-commerce activities. Before the training, their jobs were factory workers, houseworkers and small-scale traders. According to all those who were tracked, e-commerce training has helped them to diversify their employment opportunities, enhance the income, and better protect themselves online. • Community social dialogues on safe migration in three provinces of Lao Cai, Thai Binh and Nghe An: ○ Times & locations: Lao Cai (26-28 October 2022), Thai Binh (1-3 November 2022) and Nghe An (29-31 October 2022) with SAF support. ○ Brief description: SAF in collaboration with DOLABs supported the dialogues. Nearly 500 potential migrants, most of them were women had opportunities to participate in interactive dialogues. As a result of open discussion, they had a better understanding on the rights and obligations of migrant workers, the potential risks involved and job opportunities from overseas labour markets. • A training workshop on introducing the ASEAN Guidelines on Gender Mainstreaming into Labour and Employment Policies among important private sector actors especially those engaged in international migration ○ Time & location: 4 October 2022 in Ho Chi Minh City ○ Brief description: The project collaborated with the ICD of MOLISA to carry out the training workshop, aimed at facilitating the application of ASEAN guidelines on mainstreaming gender into practice of service enterprises that are engaged in international labour migration. • A second NPAC meeting ○ Time & location: 14 November 2022 ○ Brief description: In collaboration with ICD of MOLISA, the project organized the meeting with 22 participants from line ministries and agencies and development partners working in the area of high migration in Viet Nam. SAF partners had an opportunity to take stock on the key achievement of the programme in 2022 and discuss ways for sustaining the achieved results. Key pending priorities to be undertaken in 2023 for sustaining the achieved results include: introducing pre-departure training among service enterprises; further capacity strengthening for MRC coordinators, finalization, and promotion of the SOP for CSOs on support to GBV abroad; launching of SOP for justice officials, public security officials as well as women union cadres at community level.

Project details	Highlights
	A consultation workshop on draft guidelines on gender-sensitive investigations and SOP for front-line public security officials on providing coordinated services for survivors of violence and human trafficking Time & location: 28 July 2022 Brief description: In collaboration with MPS, SAF supported the consultation workshop, which attracted more than 30 participants from different ministries, different departments of the Ministry of Public Security, and selected provinces. While there was positive feedback from participants on the guidelines and SOP, participants also suggested areas for further improvement of those guiding documents, especially in terms of ensuring they are user-friendly guidelines with clear stages and tools as well as a simple language for all. Key output 2: Women migrant workers are less vulnerable to violence and trafficking and benefit from responsive quality services. An advocacy workshop on the amendment of the Law on Prevention and Control of Domestic Violence Time & location: 24 August 2022 Brief description: In collaboration with Viet Nam Women's Union, the workshop was co-chaired by Vice Minister the Ministry of Culture, Sport and Tourist-coordinating the government's drafting team, Vice Chairperson of the National Committee of Social Affairs-coordinating the National Assembly's appraisal team on amendment of the Law on Prevention and Response to Domestic violence and Vice President of Viet Nam Women's Union. More than 60 participants who are gender experts and representatives from CSOs and research institutions were invited to share their feedback about the latest version of the DV law amendment. A consultation workshop for finalization of the SOP for women's union carders in providing coordinated support to survivors of violence Time & location: 25 August 2022 Brief description: SAF supported the workshop with the collaboration of Viet Nam Women's Union. More than 30 participants including gender experts, representatives from the district, commune and hamlet women's unions, members from CSOs and research institutions were invited. This is SAF support in response to the need for enhancing the capacity of VWU carders in addressing violence against women at the community level, ensuring they have adequate knowledge and skills to protect the rights of their members who experience any form of violence. Training on application of SOP for women's union carders in providing coordinated support to survivors of violence Time & location: 8 December 2022 in Lao Cai

Project details	Highlights
	○ Brief description: SAF Project supported this training with collaboration of the Viet Nam Women's Union. The training was aimed at key provincial and district members of women's union. While the SOP proved to be a practical guidance for women union cadres, the training also offers the next steps toward institutionalisation of the SOD among the VWU system in Viet Nam. ● A national workshop on launching of SOP for diplomates in providing coordinated services for survivors of violence and human trafficking ○ Time & location: 12 December 2022 ○ Brief description: For the first time, the MOFA develop detailed guidance for diplomats on concrete steps and culturally appropriate and gender-sensitive actions to take when dealing with cases of gender-based violence/human trafficking. The SOP follows international standards and best practices on providing support to survivors of violence. Output 3: Knowledge and attitudes on the rights, experiences and contributions of women migrant workers are improved. ● A national launching workshop to disseminate key findings of two reports: (1) a report for measuring SGD 10.7.1 on migration costs; and (2) a report on labour migration data gap analysis. Link to these reports: https://www.ilo.org/asia/media-centre/news/WCMS_864763/lang--en/index.htm ○ Brief description: Over the last three years 2020-22, ILO has been working with GSO to integrate labour migration data into labour force survey and undertake data collection and analysis. A final report on sex-disaggregated data on migration costs was finalised after multiple rounds of consultations with ILO experts as well as government ministries. ○ First report: While outlining the basic characteristics of Vietnamese workers overseas within the last three years, the first report has shown that, on average, Vietnamese workers going to work abroad had to use the equivalent of 7.4 months of their first-month salary to pay for or cover recruitment costs for getting their job abroad in the first place. This is critical to call for further state actions to reduce labour migration costs and charges. ○ Second report: The second report provides an outline of the current status of international labour migration statistics in Viet Nam, using the ASEAN International Labour Migration Statistics database as a basis for the identification of core indicators and as a benchmark of coverage through comparison with other ASEAN Member States. Importantly, it provides actionable steps for the improvement of international labour migration statistics for effective and evidence-based policymaking on labour migration

Project details	Highlights
	and provides overarching recommendations. • Interactive training for community-based network members and influencers on peer education, network coordination and safe migration ○ Times & locations: Thanh Hoa (25-27 October), Nghe An (on 29 September 2022) and Lao Cai (6-7 December 2022) ○ Brief description: This is part of SAF efforts in collaboration with Viet Nam Women's Union to raise community awareness on safe migration and promote community engagement in tackling gender-based violence and discrimination against women migrant workers.

5. Sustainable supply chains to build forward better

The project is part of an EU – ILO joint intervention entitled “Sustainable Supply Chains to Build Forward Better” to advance decent work in five selected global supply chains, including electronics manufacturing in Viet Nam, for a fair, resilient, and sustainable COVID-19 crisis recovery.

See [project web page](#) for more information.

Project details	Highlights
Project period: from 1 January 2021 to 31 March 2023 Budget: €1.546 million (for global intervention including Viet Nam) Focal point: Ms Vu Kim Hue National Project Coordinator	Key output 1: Sectoral Forum for the electronics sector • Time & location: 15 July 2022 • Brief description: In July 2022, the project took the lead in organizing a Sectoral Forum for the electronics sector in collaboration with the Vietnam Chamber of Commerce and Industry (VCCI) to discuss the opportunities and challenges facing this important industry together with the tripartite partners and other key stakeholders. • How did this output contribute to the project's goals and outcomes? ○ This tripartite Forum of the electronics sector is expected to contribute to the development of an ongoing social dialogue of stakeholders and tangible channel of mutual support to promote social dialogue and efforts for productivity improvement in the sector to advance foster inclusive, sustainable, and resilient electronics industry in Viet Nam. Key output 2: Better Work Advisory Programme for the electronics sector

Project details	Highlights
Email: kimhue@ilo.org	• Time & location: April - December 2022 • Brief description: ILO/IFC Better Work programme coordinated with ILO's Improved Compliance and Social dialogue in Global Supply Chains in Vietnam Project to expand its support to the electronics sector. • The review and mapping of relevant tools, guidance and training materials has started in close consultation with the Better Work Viet Nam programme to adapt selected tools for the garment sector to the electronics industry, including self-assessment, advisory and remediation, and training tools. These have formed the basis for the development of the Advisory Programme for the electronics industry with the coordination of different ILO Projects and Departments. The above-mentioned tools were piloted in 25 factories (including 15 core factories and 10 extended factories) in the framework of the Better Work Advisory Programme for the electronics sector, with direct guidance from the Better Work's Enterprise Advisors. Building on 14 years of Better Work in Viet Nam, the training materials developed for garment and footwear factories were successfully adapted to fit the electronics supply chain audience and were considered highly useful by both employers and workers in the factories targeted. In collaboration with other ILO projects, the SSCBFB project furthermore supported the national partners in Viet Nam to conduct 14 training programmes for employers and businesses representatives in the electronics industry. 347 participants from electronics manufacturers attended these programmes, 62 per cent of them were women. Topics included soft skills, industrial relations, freedom of association and collective bargaining as well as occupational safety and health among others. • How did this output contribute to the project's goals and outcomes? The programme supports the improvement of compliance, workplace cooperation and social dialogue.

6. Strengthening gender-sensitive social protection in Viet Nam through a multi-tiered child benefit

The project is part of the EU-funded Global Programme on Improving Synergies between Social Protection and Public Finance Management.

Project details	Highlights
Project period: 14 March 2022 to 31 March 2023 Budget: €199,705	Key output 1: MOLISA-ILO report on social expenditure in Viet Nam, including the projection of expenditure for social protection and social policies in Viet Nam to 2030 and 2045 • Time & location: September-December 2022 • Brief description: This report aims to address the Government request for support in the development of an accounting system for social protection and social policies, which enables a better measurement and projection of social budgets

Project details	Highlights
Focal point: Mr Andre Gama Social Protection Programme Manager Email: dasilvagama@ilo.org	in the country, thus equipping social protection policy makers with stronger tools to advocate for increased fiscal space for social protection with other stakeholders • How did this output contribute to the project's goals and outcomes? The output has a strong intervention on public finance management. The report provides evidence-based analysis and capacity building on social budgeting and development of a framework for the measurement of expenditure in social protection programmes and social policies in Viet Nam. These outputs are essential to enable stakeholders in Viet Nam to advocate for increased fiscal space for social protection which is one of core outcomes of the Project. Key output 2: training package on gender perspectives in social protection in Viet Nam • Time & location: August - December 2022 • Brief description: This training package focus on strengthening general knowledge of ILS on social protection and gender issues. The package also presents suggestions regarding the role Women's Union staff at all levels can play in advocating for gender sensitive and gender responsive social protection. • How did this output contribute to the project's goals and outcomes? ○ This output has a strong impact on promoting gender equality of the Social protection system in Vietnam, which is the core outcomes of the Project. The Gender training package for policy advocacy in Social Protection will be institutionalized by the Viet Nam Women Union, which will reach full impacts when it is used in the VWU's internal capacity building system, benefiting thousands of VWU staff at central and local level. This will in turn contribute to improve the quality of policy advocacy towards gender-responsive social protection policy in Viet Nam in the sector.

7. Future of Work in Textiles and Clothing: Forecasting and Developing Skills in Viet Nam to Advance Decent Work and Productivity in the sector (Future of Work and Skills in Viet Nam)

The project's goal is to support the Government and social partners of Viet Nam in advancing decent work and productivity in the textiles and clothing sector through skills needs anticipation and skills development in line with priorities established in the national VET development strategy and the industry development strategy.

Project details	Highlights
Project period: January 2022 – December 2023 Budget: US\$391,549 Focal point: Ms Nguyen Ngoc Duyen, National Project Coordinator duyen@ilo.org	Key output 1: Consultations and stakeholder engagement • Time & location: October - November 2022 in Hanoi • Brief description: The project has undertaken a series of individual consultations with key partners (MOLISA, VCCI, and VGCL) and relevant partners in the textiles and garment sector (VITAS, textiles and garment companies, and VET schools), and collaborated with MOLISA/DVET to organize a stakeholders' meeting in November 2022 in Hanoi (Link: A just transition: Forecasting and developing skills to advance decent work and productivity in Viet Nam's textiles and garment sector (ilo.org)). Through the consultations, the project initially identified the needs, expectations, and aspirations of tripartite partners and relevant stakeholders on skills needs to support the industry to build back better after the COVID-19 crisis. The workshop, which was attended by 72 participants (35 females) was also an opportunity to update project constituents with issues and challenges faced the textiles and garment sector and the skills needed now and in the future in the context of the increased megatrends. Project partners and stakeholders had chance to increase their knowledge of the ILO's approach on skills needs anticipation and provide comments and inputs to finalisation of the project document. • How did this output contribute to the project's goals and outcomes? ○ Consultation results serve as important inputs to the development of a future skills-needs assessment and a skills strategy for the textiles and garment sector. ○ Through the consultations, the project established a network of relevant agencies, organizations and skills experts, as well as textiles and garment enterprises and VET schools, and promoted the synergies with other relevant projects, which play an important role in ensuring the success of the project implementation among others. Key output 2: Development of a skills development strategy • Time & location: July 2022 in Ha Noi and Ha Long

- **Brief description:** At request by the MOLISA, the project supported the development of the Skilling-up Master Plan which is an initiative of the Government of Viet Nam to standardize and improve skills for Vietnamese workers toward developing the high-quality human resources in line with the socio-economic development, digital evolution, and international integration. The project provided technical comments and recommendations on the draft Master Plan and collaborated with the MOLISA to co-organize a technical workshop in July 2022 in Ha Long to facilitate exchanges, consultation, and inputs from tripartite partners and international experts on the draft. Final draft of the Master Plan is disseminating for wide comments before it is submitted for official approval by the Prime Minister.
- **How did this output contribute to the project's goals and outcomes?**
 - The support of the development of the Master Plan contributes to the development of an overall skills development strategy for the country. And this momentum will enable to facilitate the development of a skills development strategy for the textiles and clothing industries.

Key output 3: Legal support to the sector-based approach

- **Time & location:** October – December 2022
- **Brief description:** The project, upon request by the MOLISA, collaborated with other ILO projects to support the development of the proposal for the revision and amendment of the Employment Law which should be reformed to meet the rapid change of the labour market. The project focused its support on skills development and skills recognition. In particular, the project supported the MOLISA/DVET to develop justifications on the necessity and importance of having Sector Skills Councils (SSCs) and Skills Development Fund (SDF) in the law by providing the DVET with technical comments and recommendations on the appropriate models of SSCs and SDF applied for Viet Nam to ensure the sector-based approach to be feasible and applicable to the country to address skills mismatches.
- **How did this output contribute to the project's goals and outcomes?**
 - SSCs and/or SDF if being included in the Employment Law will provide officially legal basis for the development of sub-laws on SSCs and/or SDF, and for the institutionalisation of the sector-based approaches on skills development, which allow for a policy uptake of industries' needs, including the textiles and garment sector. A Sector Skills Council for the textiles and clothing industries will be instrumental to ensure that the skills strategy for this sector is further taken into future skills policies and programmes.

8. Better Work Viet Nam

The programme is a unique partnership between the ILO and the International Finance Corporation, a member of the World Bank Group, aiming to improve working conditions and promote competitiveness in Viet Nam's apparel and footwear industry.

Project details	Highlights
Focal point: Ms Nguyen Hong Ha Country Programme Manager, Better Work Viet Nam hongha@ilo.org	Overview: Better Work Viet Nam (BWV) has expanded its coverage with 5 new provinces including Nghe An, Tuyen Quang, Soc Trang, Can Tho, and Vinh Long. This geographical expansion opens opportunities for factories located in these provinces, which resulted in the increase of active participating factories from 410 in June 2022 to 452 factories in December 2022. - The programme successfully delivered core services to the participating factories with 2,478 advisory visits and 442 assessments by the end of December 2022. In addition, BWV has continuously provided training and industry workshop for participating factories with a focus on critical issues such as Occupational safety and health, labour plan options, young labour management and child labour prevention, etc. In the late 6 months of 2022, BWV successfully organized 56 on-site and virtual training courses and 2 industry seminars for the participating factories. - BWV successfully launched its new strategy, Sustaining Impact 2023-27 in November 2022. The event focused on how Better Work's approach reflects our future vision for the global garment industry – and beyond – to create long-term, progressive change for workers and businesses that can be managed outside of the immediate scope of Better Work whether at the factory, sectoral, national or global level. The MoU for BWV programme for phase IV (2023-27) was also signed off by five partner organizations: MoLISA, VGCL, VCCI, ILO and IFC in November 2022. In the same month, BWV held the Business Forum to gather and exchange opinions among the brand representatives, manufacturing groups, key industry stakeholders and the Better Work Global and Viet Nam teams. - BWV has expanded to its support to the electronics sector. Particularly, since June 2022, BWV has piloted the advisory program for a group of 15 factories located in the North, according to which BWV offers training and in-depth advisory activities to the participating factories over the period between 6-8 months. The training was delivered, focused on topics suitable for labour-intensive factories, including negotiation skills, management skills for middle managers, occupational safety and health, and sexual harassment prevention in the workplace. The participant's feedback was positive. Many of them expressed their desire to continue learning about other topics provided by BWV. - In late 2022, BWV produced a movie clip with the focus on promoting gender equality and empowering women in factories in Viet Nam, and a 360 clip to discover what goes on behind the scenes in a garment factory to feature at events of the programme.

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