

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

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

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I. BRIEF COUNTRY INFORMATION AND DEVELOPMENTS

- The Director-General of the International Labour Organization (ILO), Gilbert F. Houngbo, had an official visit to Viet Nam's capital city, Hanoi from 29 to 30 June. The visit was an opportunity for the Director-General to discuss prominent issues in the world of work and to present his initiative on the Global Coalition for Social Justice. During his visit, Houngbo met with the Vietnamese Prime Minister, leaders of the National Assembly, and the Ministry of Labour, Invalids and Social Affairs as well as social partners, Employers' and Workers' Organizations and the United Nations Country Team. A number of priorities related to the World of Work including advancing social justice and promoting decent work as well as the ILO support to Viet Nam in implementing the Decent Work Country Programme 2022-26 were discussed [\[more details\]](#).
- According to the Viet Nam GSO [report](#), the labour force and employed population in the second quarter of 2023 increased compared to the previous quarter and compared to the same period last year. However, the labour market is still facing many difficulties and challenges, including as a result of a slowdown in business production orders. The unemployment rate among the working-age population increased marginally compared to the previous quarter but decreased slightly compared to the same period last year. With a contraction in business activity and employment in the industrial sector in the second quarter of 2023, the labour market witnessed an increase in employment in the informal services sector, reflecting an incomplete and uneven recovery.

II. HIGHLIGHTS OF PROJECTS FUNDED BY THE EU DURING Q1/2023

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	UPCOMING ACTIVITIES
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: [Support for sustainable business development] • Time & location: One 3-day training seminar on developing companies’ wage and remuneration policies organized by VCCI Da Nang from 24th to 26th May 2023 • Brief description: The project funded one training seminar in May for 56 HR managers [38 female and 18 male], who are members of the HR club of VCCI, to build their skills in developing wage scale and remuneration policies at enterprise level in selected industries. The seminar was designed in a way that (i)reminded related HR managers about new legal requirements regarding wage and remuneration packages and its development process, (ii)introduced theories on HR development and pay scale, (iii) practiced basic tools for developing wage scale in selected industries. • Key results: <i>How did this output contribute to the project’s goals and outcomes?</i> This activity directly contributed to enhance the internalisation process of the LC2019 into enterprises’ policies, at the same time, promoted good practices in HR development in connection with the wage/pay policy. Key output 2: [Improving labour dispute resolution system] • Time & location: A two-day training seminar on labour arbitration skills organized on 1st -2nd June for labour arbitrators of Ho Chi Minh city • Brief description: The project co-funded a training seminar for 18 labour arbitrators of HCM city on arbitration process and skills. In addition, the trainees also had exchanges with Da Nang’s Department of Labour, Invalid and Social Affairs about how to develop LDR system as a whole, and how to accelerate the access of disputing parties to the Labour Arbitration Council. • Key results: <i>How did this output contribute to the project’s goals and outcomes?</i>	Technical consultation meetings on draft national reports on C29 and C81 to be organized in August

This activity was conducted under the logframe of improving LDR system in Viet Nam and contributed to improve the institutional and individual capacity of labour arbitrators in processing arbitration cases using the established procedures.

Key output 3: [Capacity building for trade union officers on collective bargaining on wages]

- **Time & location:** A two-day training seminar on knowledge and skills for collective bargaining on wages organized on 14th -15th April for trade union officers of piloted enterprises in Que Vo Industrial Zones, Bac Ninh province
- **Brief description:** · The project co-funded a training seminar for grassroots trade union officers of 15 piloted enterprises in Bac Ninh and some neighbouring localities.
- **Key results:** *How did this output contribute to the project's goals and outcomes?*

This activity supported union officers from Bac Ninh, Bac Giang, Vinh Phuc, Thai Nguyen to get better skills and experiences in collective bargaining on wages, especially in electronic sector. After the training, the trainees in Que Vo IZ have identified the issues related to wages to be negotiated with employers in the electronic sector for upcoming bargaining sessions. This is also an opportunity for VGCL to pilot the training program and training materials for other upcoming similar classes to be organized by VGCL.

Key output 4: [Preparation work for the ratification of C87 has been conducted continuously in a comprehensive way]

- **Time & location:** Two technical meetings have been conducted on 27 April and 28 April with two consultants in charge of developing 1) 8 thematic papers on C87 and 2) report on the assessment of the conformity of the provisions of Viet Nam's legislation with Convention No. 87
- **Brief description:** The purpose of the consultancy is to finalize these papers to contribute to the dossier for ratification of C87 and support for advocacy work.
- **Key results:** How did this output contribute to the project's goals and outcomes?

Eight thematic papers have been finalized while the report on the assessment of the conformity of the provisions of Viet Nam's legislation with Convention No. 87 is under final revision.

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/](https://vzf.ilo.org/) for more information.

PROJECT DETAILS	HIGHLIGHTS	UPCOMING ACTIVITIES
Project period: October 2020 to 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)) Focal point: Ms Kristina Kurths	Key output 1: High-level dialogue meeting of the national OSH Council on the occasion of the national OSH month and the World Day for Safety and Health at Work • Time & location: 27 April 2023, Hanoi • Brief description: The high-level dialogue meeting of the national OSH Council, chaired by the MOLISA Safe Work Department, was organised with the technical and financial support of the Vision Zero Fund project. In total, 175 representatives from government agencies, employer and worker organisations and businesses attended the meeting. The meeting focused on 1) a stocktaking of OSH promotion activities implemented between May 2022 (when the last national OSH Council meeting was held) and April 2023, and 2) the discussion of new issues raised by the participants during the meeting on 27 April 2023. Topics included, among others, machine safety, clarification of OSH-related decrees and circulars, and occupational health services for employees. • Key results: <i>How did this output contribute to the project's goals and outcomes?</i> The meeting succeeded in promoting tripartite plus dialogue on OSH matters, taking note of OSH needs voiced by participating organisations, and developing an action plan for the period May 2023 – April 2024 to address those needs. This supports the project's overall development objective which aims to reduce the occurrence of occupational accidents and diseases through improved OSH practices and dialogue at national and workplace level. Key output 2: Campaign planning workshop to promote OSH as a fundamental principle and right at work in the coffee sector Viet Nam held • Time & location: 31 May 2023, Hanoi • Brief description: ILO VZF Vietnam organised a campaign planning workshop in Vietnam to start preparations for a localized campaign to promote OSH as FPRW in the Vietnam coffee supply chain. The workshop was facilitated by the ITC Turin. It was attended by 53 people (24 female, 29 male) from the public and private sector, INGOs and community organisations, including: MOLISA, the Ministry of Agriculture and Rural Development (MARD), Vietnam	

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Cooperative Alliance (VCA), the Vietnam National OSH Institute (VN NIOSH), the Vietnam Chamber of Industry and Commerce (VCCI), Vietnam Coffee and Cocoa Association (VICOFA), the Vietnam Women's Union, Nestle, JDE, SUDCEN Coffee (private companies), as well as the Global Coffee Platform (GCP) VN, the International Women Coffee Alliance (IWCA) VN, IDH, and Rainforest Alliance.

- **Key results:** *How did this output contribute to the project's goals and outcomes?*
 - Workshop participants gained knowledge on the campaign concept and possible communication activities (social media-based and other) they could carry out to support the campaign objective;
 - Through a mapping exercise they identified relevant stakeholders to join and support the campaign;
 - They developed suggestions to engage influencers in the campaign;
 - They strengthened their networks during the workshop as all key coffee supply chain stakeholders were represented;
 - They strengthened their commitment to improve OSH as FPRW in the coffee supply chain and to reach vulnerable workers in the informal economy in particular;
 - The workshop was successful in creating the spirit and motivation among participants to join the campaign.

Key output 3: Training workshop held for DOLISA staff from Lam Dong and Dak Lak provinces on OSH in agriculture and OSH accident investigation

- **Time & location:** Dalat, Lam Dong province, 23-24 May 2023
- **Brief description:** On 23 and 24 May 2023, in cooperation with the MOLISA Safe Work Department (SWD), the project organised a 2-days training on general OSH in agriculture and OSH accident investigation. It was the purpose of this training to increase among MOLISA and DOLISA staff awareness and knowledge on OSH hazards and risks found in agriculture. (In Vietnam work in agriculture is regarded as being of low risk, and therefore the promotion of OSH risk control measures in agricultural workplaces are not a MOLISA/DOLISA priority.) The training audience included representatives from MOLISA Hanoi, MARD, DOLISAs Lam Dong and Dak Lak, and VCA (in total 27 participants, 11 women and 16 men). The training was facilitated by the senior ILO OSH specialist, based in Bangkok. Additional technical input was provided by the MOLISA SWD and a resource person from the Ministry of Manpower (MoM), Singapore, who shared with the audience OSH accident investigation practices as applied by MoM accident investigators.
- **Key results:** *How did this output contribute to the project's goals and outcomes?*
 - Participants increased their knowledge on OSH in agriculture in general, including using an action checklist to identify need for OSH improvement in the workplace;
 - They have improved knowledge on the roles and responsibilities of national and provincial-level organisations

- organisations involved in OSH accident investigation as per Vietnam OSH Law;
- They have increased appreciation of the need to investigate OSH accidents thoroughly as the knowledge they gain through the investigation process will help them design effective OSH policies and OSH risk control measures;
- They learned about OSH accident investigation practices in Singapore;
- As participants came from different organisations, the training also promoted inter-organisational cooperation.

Key output 4: Training workshop organised for employers on reporting, recording & notification of occupational accidents and diseases

- **Time & location:** 26 May 2023, HCMC
- **Brief description:** On 26 May 2023, the project, in cooperation with the VCCI-HCM, organised a pilot (hybrid) training on reporting, recording and notification of occupational accident and diseases for employers and managers (by using the Guide on “Reporting, recording and notification of occupational accidents and diseases” for employers/managers as main reference material, developed by LABADMIN/OSH). Training participants included technical staff of VCCI-HCM, OSH service providers (trainers) from the private sector (who conduct OSH training for VCCI-HCM member companies), and member companies (from the manufacturing and agricultural sectors). The training was facilitated by the ILO senior OSH specialist, based in Bangkok, and a technical expert of the MOLISA Safe Work Department who introduced OSH accident and diseases reporting and notification requirements as per national OSH Law. The training was attended by 12 people in person (5 women, 7 men) and more than 90 companies online.
- **Key results:** How did this output contribute to the project’s goals and outcomes?
 - Participants improved their knowledge on OSH accident and disease reporting, recording and notification (as presented in the ILO Guide, incl. good practices from other countries), in line with national requirements;
 - They had an opportunity to get clarified their questions (questions were mostly related to employers’ reporting and notification responsibilities);
 - Given the interest by participating member companies in this topic, VCCI-HCM aims to incorporate training on OSH accident and disease reporting, recording and notification into its regular OSH training programme for member companies.

Key output 5: Training workshop on OSH, gender and workers' well-being organised for coffee shop owners/managers and workers

- **Time & location:** 10 May 2023, Hanoi
- **Brief description:** On 10 May, the project supported the International Women Coffee Association (IWCA) in Vietnam to organize an innovative training on OSH and workers' well-being for coffee shops in Hanoi who are part of the IWCA Vietnam member network. The training target group consisted of coffee shop owners/managers and coffee shop workers (baristas, service staff) (30 in total: 22 women and 8 men). They were trained on 1) general OSH knowledge as per Vietnam OSH Law, 2) OSH risk assessment, 3) gender equality, 4) workplace violence and harassment, 5) stress management. Additionally, two coffee shop owners engaged in a discussion with workshop participants on the topic 'What makes a good workplace' to exchange views and experiences. Training sessions were facilitated by trainers from MOLISA and the private sector.
- **Key results:** *How did this output contribute to the project's goals and outcomes?*
 - Participants improved their knowledge on OSH (including OSH requirements as per national OSH Law and OSH risk assessment techniques);
 - They gained knowledge on the concept of gender equality, workplace violence and harassment, and stress management;
 - They appreciated the opportunity to share their views and experiences related to OSH and workplace well-being with their peers;
 - They valued that the training contents was practical, and the training conducted in a participatory manner;
 - The training motivated participants to develop OSH policies and OSH action plans for their shops in line with national OSH requirements and international good practices (IWCA will follow up with the shops on this point).
 - <https://drive.google.com/file/d/1UJPhEyanFIDLpdzUc-XYMBcpiDoOeyZc/view> (training documentation video)

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	UPCOMING ACTIVITIES
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: Information Dissemination on Fair Recruitment and Labour Rights Event organized for migrant fishers going to or considering going to Korea • Time & location: 28 April, Thanh Hoa • Brief description: ILO supported the Department of Labour, Invalids and Social Affairs to conduct an outreach activity for 182 potential migrant workers. The event was organized by the Thanh Hoa Migrant Worker Resource Centre (MRC) for Vietnamese migrant workers who are planning to work in the fishing sector under Korea's Employment Permit System. The participants were provided with essential information about safe migration and labour rights in the fishing sector, including occupational safety and health and the availability of support services. The event also provided an opportunity for potential migrants to ask questions to six return migrant workers, who shared their work experiences in the industry and provided information and advice • Key results: <i>How did this output contribute to the project's goals and outcomes?</i> • 182 potential migrant fishers to Korea improved knowledge on OSH and labour rights which help them to better preparation for working in Korea as fishers Key output 2: Information materials on International Labour Standards in fishing made available for policy makers to support for the Government ratification plan of the ILO Convention 188 on work in fishing. • Time & location: May-June, Ha Noi • Brief description: ILO translated and printed the Work in Fishing Convention, 2007 (No.188) and Recommendation, 2007 (No. 199) and the publication "Decent Working Conditions, Safety and Social Protection – Work in Fishing Convention No. 188 and Recommendation No. 199" in Vietnamese. The materials will provide policymakers, social partners and related stakeholders with more information on international labour standards for the fishing sector. Further awareness raising among stakeholders is particularly important as Viet Nam is currently taking steps towards the ratification of the convention. • Key results: How did this output contribute to the project's goals and outcomes? • Increasing the awareness of policy makers from different ministries including MOLISA, MARD, MOFA, as well as VGCL and Syndicate for Fisheries involved in study for Vietnam to ratify the ILO Convention enhanced.	2 August: Workshop on good practices and lessons learned for migrant worker resource centers in Hanoi Activity 5-9 September: Field mission to Viet Nam for workshop on IEC materials on labour rights and occupational safety and health for fishers in Binh Dinh September-December: comparative analysis of Viet Nam's legislative framework in relation to the Work in Fishing Convention, 2007 (No. 188) and Recommendation (No. 199). 8 September: Information Dissemination event for migrant fishers to Korea in Quang Ngai

Key output 3: Information material on OSH and Labour Rights of fishers developed

- **Time & location:** May-June, Ha Noi
- **Brief description:**
 - ILO and the Vietnam Institute of Fisheries Economics and Planning (VIFEP) organized a consultation to obtain inputs on two informational materials being developed on labour rights and workplace safety for Vietnamese fishers on 19 May. The meeting of experts discussed the content of the materials, which will be disseminated to fishers and vessel owners under an agreement between the ILO and VIFEP. In attendance at the consultation were 20 representatives of tripartite stakeholders and international organizations, including the Directorate of Fisheries, Vietnam Fishing Syndicate and trade unions. To inform the discussions, the ILO provided a presentation on the key contents of the Work in Fishing Convention, 2007 (No. 188) and Recommendation (No. 199) (Activity 3.2.1).
 - ILO provided several rounds of technical comments to VIFEP and the National Syndicate of Workers in Fishing to improve the IEC material they are developing on labour rights and occupational safety and health for fishers. It is expected that the materials will be finalized in September after consultations are held with fishers and vessel owners in Bin Dinh to review the drafts (Activity 3.2.1)
- **Key results:** *How did this output contribute to the project's goals and outcomes?*
 - Material on Labour Rights and OSH for fishers improved to respond to the needs of fishers and labour standards.

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	UPCOMING ACTIVITIES
Project period: 2018 to 2023 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. • Activity 1: Finalization of gender sensitive pre-departure orientation training materials which are ready for use. • Time & location: Ha Noi, during April-June 2023 • Brief description: After multiple rounds of consultation especially in consideration of technical comments & inputs provided by ILO and UN women experts, DOLAB has finalized the gender sensitive pre-departure training materials which includes 4 modules: Module 1 on rights and obligations of migrant workers especially women as per the updated legal provisions; Module 2 on understanding about sex, gender, gender equality and gender based violence; Module 3 on gender issues in labour migration; and Module 4 on prevention and response to gender-based violence. • Key results: The gender sensitive pre-departure orientation training materials are considered as important tool for enhancing the capacity of service enterprises and other stakeholders involved in conducting predeparture orientation in providing better protection and support to migrant workers especially women in different stages of labour migration. • Activity 2: Finalisation of the TOT training manual on Financial Literacy Towards Economic Empowerment of Women Migrant Workers. • Time & location: May-June 2023 • Brief description: Based on the training need assessment and consultation with key labour migration experts, financial literacy training materials have been finalized and ready for use in Viet Nam. The training manual includes 6 modules: Module 1: Preparing Yourself and Your Family for Work Abroad; Module 2: Realities of Working Abroad; Module 3: Migration Cost and financing Migration Cost; Module 4: Stock Taking of Resources; Module 5: Financial Planning; Module 6: Gender Equality and Sharing of Family and Financial Responsibilities in Managing Family and Finances. • Key results: The TOT training manual on Financial Literacy Towards Economic Empowerment of Women Migrant Workers is expected to be used by labour migration counselors, service enterprises and other stakeholders in efforts to promote women's economic empowerment, enhance safe migration and reduce risks to labour exploitation and abuse.	1. Organise the TOT training manual on financial literacy Towards Economic Empowerment of Women Migrant Workers. 2. Organize community training on Financial literacy training for WMW in Thai Binh province 3. Organize a launching workshop on gender sensitive investigation guidelines and SOP in providing coordinated services for front line public security officers. And facilitate the application of the guidelines among criminal police officers in 63 provinces. Organize TOT training on gender sensitive

Key output 2: Women migrant workers are less vulnerable to violence and trafficking and benefit from responsive quality services.

- **Activity 1:** Organize training for Women Union leaders to facilitate wider application of SOP in providing coordinated services for survivors of gender-based violence including human trafficking.
 - **Time & location:** 9 districts of Thanh Hoa, Lao Cai and Nghe An provinces on 05–07 April; 24–26 May 13–15 June 2023 respectively.
 - **Brief description:** SAF, in collaboration with Viet Nam Women's Union organised 9 extensive technical training workshops for leaders of the women union from communes with high labour migration in the above mentioned 3 provinces. The training provided hands-on support for them on handling cases of GBV including human trafficking and facilitating their access to adequate essential services for recovery and reintegration.
 - **Key results:** For the first time, 360 commune women union leaders enhanced their knowledge and skills to handle cases of gender-based violence including human trafficking with a focus on the process and actions to be taken for better protection of the victims. This initiative contributed to strengthening the capacity of the Viet Nam women's union which is an important stakeholder to provide adequate support for women experiencing GBV/human trafficking.
- **Activity 2:** Organise a consultation workshop on Standard Operating Procedures (SOP) for hotline staff in providing protection and coordinated services for survivors of Gender-based violence (GBV)/human trafficking overseas.
 - **Time & location:** 2 June 2023 in Ha Noi
 - **Brief description:** Together with SAF, starting from the beginning of 2023, the Centre for Women and Development (CWD) initiated an inclusive process to prepare SOP in providing support and referral to essential services for survivors of violence and human trafficking overseas which is expected to be used by hotline staff nationwide as the primary users of this SOP. On 02 June, SAF and CWD organised a consultation workshop to obtain feedback from wider stakeholders on how to further improve the SOP ensuring it guides practical steps and actions to provide adequate support to survivors of violence and human trafficking overseas in line with international standards. Participating in the consultation workshop were officials from several government ministries, (such as Ministry of Labour, Ministry of Foreign Affairs, Ministry of Public Security, Border Guard authorities) and hotline staff from CSOs such as CSAGA, and NGOs such as Blue Dragon and Hagar, especially representatives from selected Vietnamese overseas agencies based in South Korea and Japan where there is a high number of women migrant workers.
 - **Key results:** The consultation workshop was an important step to obtain feedback from wider stakeholders for finalisation of the SOP. Several important recommendations were documented especially with regards to maximisation of overseas based likeminded networks on labour migration, how to build trust and undertake effective communication with victims.

pre-departure orientation among service enterprises.

- **Activity 3:** Organise a launching workshop for wider dissemination of the SOP in providing support and referral to essential services for survivors of violence and human trafficking overseas.
 - **Time & location:** 28 June 2023 in Ha Noi
 - **Brief description:** The Centre for Women and Development (CWD), in collaboration with SAF, organised a launching workshop for wider dissemination of the SOP in providing support and referral to essential services for survivors of violence and human trafficking overseas. The workshop engaged about 50 participants from line ministries and agencies especially CSOs running hotlines and counselling services hotlines, one stop shops, temporary houses based in 10 provinces and cities (Hà Nội, Quảng Bình, Thanh Hoá, Lào Cai, Quảng Ninh, Hà Tĩnh, Đà Nẵng, Cần Thơ, Hải Dương, TPHCM). Part of the Launch is a policy dialogue about the current situation of labour migration situation, challenges women migrant workers are facing and how to provide best support for them in case of violence/human trafficking. Panellists of the dialogue was leaders from ASEAN ACT- an INGO working in the area of cross border labour migration and human trafficking, Ha Noi Bar association, a representative from Vietnamese overseas based in Japan and a national Hotline being run by the Farmers Union. The launching was well covered in national media. A social media post is saved in this [link](#). Following the national launching workshop.
 - **Key results:** The development of this SOP is considered as an important effort to bridge the institutional gaps in providing support services for victims of violence overseas through facilitating access to timely, clear and accurate crisis information for any woman or girl who has, or is, experiencing physical, sexual or other forms of violence, wherever she is, at whatever time day or night.
- **Activity 4:** Organise a training workshop to facilitate the application of SOP in providing support and referral to essential services for survivors of violence and human trafficking overseas.
 - **Time & location:** 29 June 2023 in Ha Noi
 - **Brief description:** Following the launching workshop, a training workshop to facilitate the application of SOP in providing support and referral to essential services for survivors of violence and human trafficking overseas was organised on 29 June with engagement of 30 participants who are counsellors and hotline staff from 3 INGOs (World Vision, Plan, Child Fund) and 7 CSO currently running hotlines and counselling services, one stop shops, shelters based in 10 provinces and cities (Hà Nội, Quảng Bình, Thanh Hoá, Lào Cai, Quảng Ninh, Hà Tĩnh, Đà Nẵng, Cần Thơ, Hải Dương, TPHCM). Part of the training also focused on reporting requirements and promotion of EVAW admin data collection in line with international standards. The training provided a great opportunity for counsellors and hotline staff to learn about practical steps and actions to provide adequate support to survivors of violence and human trafficking overseas.

- **Key results:** Almost 100% of participants who completed the post training showed significant improvement in knowledge and skills to support victims of gender-based violence and human trafficking as highlighted in the training report. Regarding the training component on ERAW admin data collection, most of the hotlines have been collecting minimum data in line with international standards. However, a next step would be to work with a government agency to advocate for official guidelines on ERAW data collection. This will be an important tool for collection, reporting and use of admin data being collected among hotline services.

Key output 3: Knowledge and attitudes on the rights, experiences and contributions of women migrant workers are improved.

- **Activity 1:** Organise a Policy Forum on “Labour Migration: Opportunities and Challenges for women migrant workers.”
 - **Time & location:** 9 May 2023 in Ha Noi
 - **Brief description:** SAF, in collaboration with Viet Nam Women Union (VWU) organised a Policy Forum on “Labour Migration: Opportunities and Challenges for women migrant workers” engaging nearly 100 participants from different ministries and agencies, including representatives from provinces with a high flow of international labour migration – to discuss achievements, challenges and ways forward in the existing Policy frameworks to support migrant workers and protection of women migrant workers as well as solutions to further promote safe migration for women migrant workers. The workshop amplified voices of two women migrant workers from the community-based networks on safe migration, who spoke up and shared their migration stories to mobilize public support on how to make migration safe and fair for all women, especially those from communities.
 - **Key results:** The workshop was an important effort to call for public attention and actions to tackle their challenges and maximise the opportunities that can bring about by labour migration. In Viet Nam, despite the availability of a relatively enabling environment with the law on sending Vietnamese workers working abroad on contract basis and 5 sub-laws guiding the implementation of the law in place, there is still a big policy gap in the area of protecting people, especially women engaged in undocumented migration. Women who are irregular migrants are more vulnerable to different forms of gender-based violence and have limited access to essential service due to their gender, migration status and other barriers.

5. 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	UPCOMING ACTIVITIES
Project period: 14 March 2022 to 30 June 2023 Budget: €199,705 Focal point: Mr André Gama Social Protection Project Manager Email: dasilvagama@ilo.org	Key output 1: Survey: Situation of paid maternity benefits in Viet Nam • Time & location: Nation-wide, Thanh Hoa, Da Nang, Ho Chi Minh city, Can Tho: March-June 2023 • Brief description: Joint ILO-VWU survey on status of the paid maternity benefit in the social security system in Viet Nam • Specific objectives include: • Gather information on key coverage gaps of the maternity benefit for women in Viet Nam • To understand the overall working trajectory of women during the maternity, the limitations and constraints they are facing during the maternity period. • To assess how taking paid maternity leave influences employment and social insurance affiliation. • To identify the motivations, choices and constraints underlying labour force participation of women with maternity and care responsibilities, as well as their social insurance affiliation. • To get a sense of women expectations about maternity benefits and plans to cope without maternity benefits in case of experiencing childbirth. • To identify the possible options for expanding maternity protection towards universal coverage. • Key results: <i>How did this output contribute to the project's goals and outcomes?</i> • Results from the survey will be the key inputs for ILO-VWU joint report on situation of maternity protection in the Vietnam social security system and policy options for reforming maternity benefit towards universality Key output 2: Training on Social Protection and Public Finance Management: • Time & location: Hanoi 6-9 June 2023 • Brief description: The Ministry of Labour, Invalids and Social Affairs (MOLISA) of Viet Nam in partnership with the International Labour Organization (ILO) and United Nation Children's Fund (UNICEF) – organized a regional training workshop on public finance management for social protection. • Specific objectives include: • Build public finance management capacity of government, employers and workers representatives from Bangladesh, Cambodia, Lao People's Democratic Republic, Nepal, Sri Lanka and Viet Nam • Foster dialogue and exchange by bringing together officials responsible for public finance management (PFM) rules and those dealing with social protection policies from different countries.	Joint ILO-VWU synthesis report on the evidence on the situation of maternity protection in the Vietnam social security system Training on gender responsive social protection system in Vietnam

- **Key results:** This capacity building event contribute to build an improved environment of rules and regulations managing social protection resources will contribute to an improvement of the delivery and service quality, leading to greater trust between ILO constituents, as well as of the general population towards institutions and Government. Enhanced budgeting processes and management of resources will lead to better social protection coverage and higher satisfaction among beneficiaries (including workers and enterprises).

6. 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	UPCOMING ACTIVITIES
Project period: January 2022 to June 2025 Budget: USD 391,549 Focal point: Ms Nguyen Ngoc Duyen, National Project Coordinator duyen@ilo.org	Key output 1: Completion of the stock-taking report on textile and garment sector. • Time & location: March – June 2023 • Brief description: A stock-taking report on the trends affecting development, employment and skills needs in the textiles and garment industry in Viet Nam was developed and completed. It highlighted the current sector situation and described the sectoral strategy for the industry to 2030 and a vision to 2035. It also analyzed the main impacts of the megatrends on skills needs, identified skills gaps, and drew recommendations on methodologies for the upcoming main research. • Key results: <i>How did this output contribute to the project's goals and outcomes?</i> • The report is an important basis for developing a skills demand and supply analysis and a skills strategy report for the textiles and garment sector to be conducted in the second half of 2023. Key output 2: Development of project factsheets • Time & location: April – May 2023 • Brief description: The project developed a project <u>Factsheet</u> (in English and Vietnamese languages) and other communication materials (e.g., notebooks). In addition, the project <u>Webpage</u> was published in the ILO website. • Key results: <i>How did this output contribute to the project's goals and outcomes?</i> • The development of the project communication materials and project webpage enables to facilitate the project's visibility and the dissemination of project's knowledge sharing products.	• A seminar on skills needs for greening the textiles and garment sector in Viet Nam will be organized in collaboration with VITAS and DVET/MOLISA in August 2023. • Kick-off a skills-needs assessment in the textiles and garment sector under consultation with tripartite partners. • Partnership with UNDP to organize the International Youth Day Celebration Event and

	Key output 3: Project extension • Time & location: April – May 2023 • Brief description: The project successfully secured a no-cost extension till end of June 2025, noting that the Project is still under Government Approval. • Key results: <i>How did this output contribute to the project's goals and outcomes?</i> • A no-cost extension allows the project to have more time to enable the delivery of all project activities at the highest quality and to ensure the achievement of the expected outcomes after a delayed start-up due to the changes and intensifications of the approval process of the project document under Vietnamese Government's new regulations on ODA management.	Youth Leaders Camp with the themes of green skills, and green jobs.
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7. IrishAid/ILO Partnership Programme “Accelerating the Achievement of Universal Social Protection to Leave No One Behind”

The new IrishAid/ILO Partnership Programme “Accelerating the Achievement of Universal Social Protection to Leave No One Behind” builds on the foundation laid by the 2017-2022 partnership

PROJECT DETAILS	HIGHLIGHTS	UPCOMING ACTIVITIES
Project period: 1 Jan 2023 to 31 December 2025 Budget: €531,460 Focal point: Mr André Gama Social Protection Programme Manager Email: dasilvagama@ilo.org	• The new IrishAid/ILO Partnership Programme “Accelerating the Achievement of Universal Social Protection to Leave No One Behind” has been approved and operationalized. Submission for Government approval is in process. The programme, being implemented between Jan 2023-December 2025, builds on the foundation laid by the 2017-2022 partnership (The Programme "Inclusive Growth, Social Protection and Jobs"). • The programme component in Viet Nam aims at 3 specific objectives: • Outcome 1 (Viet Nam): Social protection coverage in Viet Nam is extended and enhanced with the aim to increase inclusiveness, adequacy of benefits and fiscal space. • Outcome 2 (Viet Nam): The governance of the social protection system is improved to strengthen its administrative, operational, and financial capacity in Viet Nam. • Outcome 3 (Viet Nam): An inclusive culture of social protection is promoted in Viet Nam, ensuring that the capacity of leaders and practitioners is strengthened and that vulnerable groups are informed about social protection rights and services. • The project is now under the inception phase until end of Q2 2023. • Early March 2023, MOLISA released the 1st draft of the Social Insurance Law (amended) for public consultation. The ILO will continue to be the focal and lead agency within the UN to provide support for the revision of several ongoing policy reforms, including, the Social Insurance Law Revision.	Consultation workshops on the Draft Social Insurance Law (amended) Technical note on Lump-sum Social Insurance in Viet Nam Technical Note on Multi-tiered pension in Viet Nam

8. Setting Adequate Wages (SAW)

The 'Setting Adequate Wages' project seeks to promote higher living standards for workers and their families. The Project's Viet Nam component is part of the ILO's global project [Setting Adequate Wages](#) supported and funded by the Ministry of Foreign Affairs of the Netherlands.

PROJECT DETAILS	HIGHLIGHTS	UPCOMING ACTIVITIES
Project period: 1 October 2022 - 30 September 2026 Budget: US\$ 5'000'000 (for the whole Global Project) Focal point: Ms Vu Kim Hue National Project Coordinator Email: kimhue@ilo.org	Key output 1: National Wage Report of Viet Nam • Time & location: June 2023 • Brief description: With partial support from the Government of the Netherlands, the ILO provided support to the development of the 1st ever National Wage Report of Viet Nam published by MOLISA recently. • The Report reflects the overview of wage policies of Viet Nam for both the public and private sectors. It highlights the role of the National Wage Council in setting minimum wage regularly based on the tripartite bargaining principles in line with the International Labour Standards. • The Report provided an overview of the trends in average wages within the labour market and addressed the issues of wage inequality, labour productivity and minimum wage in the context of Viet Nam, based on collected statistics and other features of the labour market. Specifically, the Report shared the determination of the minimum living standards of Viet Nam, This is the inputs for the National Wage Council in its tripartite discussion on minimum wages setting regularly. This could be a good example for evidence based policy making based on tripartism. • The report was published in Q2 2023 and received good feedback from the national partners.	National stakeholders Planning meeting in August 2023 National Wage Council Meeting in August 2023 10 – year Anniversary of the National Wage Council in August 2023

9. 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	UPCOMING ACTIVITIES
Focal point: Ms Nguyen Hong Ha Country Programme Manager, Better Work Viet Nam hongha@ilo.org	• Better Work Viet Nam's factory engagement model witnessed an expansion in its geographical reach, leading to an increase in active participating factories from 470 in late March 2023 to 491 by August 2023. The programme aimed to reach 510 factories by the end of 2023. Additionally, the number of high-performance factories (HPF) within the program increased from 22 in late March 2023 to 27 HPF by August 2023. A factory earns the distinction of being "high-performing" by consistently upholding legal requirements, demonstrating mature social dialogue, effective management systems, and a dedication to continuous improvement.	• Continuing supporting employers and workers in improving sustainable compliance and working conditions through hybrid modality of service delivery

- Throughout the second quarter of 2023, Better Work Viet Nam undertook a series of initiatives to foster collaboration and enhance capabilities among its tripartite partners. These activities included:
 1. **Collaboration with tripartite partners:** Better Work Viet Nam introduced Module 5 of the Building Bridges program. This module provided a comprehensive overview of compliance to the Labour Code 2019 and international labor standards of BWV participating factories. The training introduced Labour Inspectors' self-assessment requirements and the Better Work approach along with a self-assessment tool designed to improve factory compliance to international labor standards and national laws. BWV also shared its experiences using GOPY application which can be adopted to facilitate self-assessment implementation. Building Bridge Program served as a platform to strengthen public and private partnership for improved compliance through building capacity and giving more ownership to the national constituents and the participating factories.
 2. **Collaboration with VCCI:** As followed up from BWV's Module 4 on "Promoting Gender Equality through strengthening compliance at the workplace", Better Work Viet Nam collaborated with the ILO/Global Supply Chain Project and VCCI to develop the Guidance on "Mainstreaming gender in Human Resources (HR) policies of enterprises". The project then delivered a training session to introduce and guide participating factories how to use the Guidance. Participants engaged in discussions about the significance of integrating gender considerations into HR policies, sharing best practices in gender mainstreaming within HR policies, and strategizing the development of gender-related policies in work environments.
 3. **Collaboration with VGCL:** Better Work held a workshop centered on "Sharing experiences in promoting labor law compliance through self-assessment and monitoring toolkit for Trade union officials." Attendees gained insights into Better Work's sustainable compliance approach, the programme's internal factory self-assessment methodology, practical application of internal self-assessment for occupational health and safety, and collaborative tactics for promoting self-assessment in factories. Better Work also collaborated with the ILO/Global Supply Chain project to deliver the Training of Trainers (ToT) on Sexual Harassment Prevention for VGCL officials at national and provincial level, which is aligned with the VGCL's plan to promote for this topic at the upper and grassroots level.
 4. **Collaboration with VITAS:** Regular meetings between Better Work and VITAS were held to keep both parties updated on their respective activities. Discussions encompassed the state of the global textile and garment industry supply chain, the due diligence law, and opportunities and challenges for Vietnamese enterprises. The sessions also examined synergies between VITAS, the Better Work programme, and manufacturing factories in advancing the textile industry amidst present conditions. Additionally, VITAS and Better Work jointly organized two workshops addressing the establishment of an effective grievance mechanism in the workplaces.
- Strengthening the capacity of national stakeholders through the Building Bridge Programme and collaborating with them in supporting enterprises and workers
- Implementing thematic priorities as identified in the BWV's fourth phase strategic documents (OSH, Social Dialogue, Gender, Data)
- Developing transition plan toward sustainability roadmap for the programme, in close consultation with national partners