

## TENTATIVE AGENDA

### NATIONAL CONFERENCE

#### Towards Better Industrial Relations under the Revised Labour Code and Trade Union Law

31 May 2013

*Melia Hotel – 44B Ly Thuong Kiet Street, Hanoi*

<b>8:00 – 8:30</b>	<b>Registration</b>
<b>8:30 – 9:00</b>	<p><i>Overall Facilitator of the Conference: Mr. Nguyen Manh Cuong, Director, CIRDA, MoLISA</i></p> <p><b>Opening session</b></p> <p><i>Opening remarks</i></p> <ul style="list-style-type: none"><li>- <b>Mr. Pham Minh Huan</b>, Vice Minister, Ministry of Labour Invalids &amp; Social Affairs (MOLISA) (5')</li><li>- <b>Mr. Mai Duc Chinh</b>, Vice President, Vietnam General Confederation of Labour (VGCL) (5')</li><li>- <b>Mr. Pham Gia Tuc</b>, Vice President, Vietnam Chamber of Commerce and Industry (VCCI, on behalf of employers' organisations and business associations) (5')</li><li>- <b>Mr. Gyorgy Sziraczki</b>, Director of the International Labour Office in Vietnam (ILO) (5')</li></ul>
<b>9:00 – 10:00</b>	<p><b>Plenary Session 1:</b></p> <p><b><i>“Why did we revise the Labour Code and the Trade Union Law?”</i></b></p> <p><b>Chair:</b> <b>Mr. Pham Minh Huan</b>, Vice Minister, Ministry of Labour Invalids &amp; Social Affairs (MOLISA)</p> <p><b>Speakers:</b> <b>Mr. Dang Duc San</b>, Director, Legal Department, MoLISA / Head of Editors Group for Labour Code Revision (10')</p> <p><b>Mr. Nguyen Duy Vy</b>, Deputy Director, Policy and Law Department, VGCL / Head of Editors Group for Trade Union Law Revision (10')</p> <p><b>Mr. Phung Quang Huy</b>, Director General, Bureau for Employers Activities, VCCI (10')</p>

	<p><b>Discussants</b> (comments from the law appraisal institution, 10’):</p> <p><b>Mr. Bui Sy Loi</b>, Vice-Chairperson, Social Affairs Committee, National Assembly (5’)</p> <p><b>Mr. Dang Dinh Luyen</b>, Vice-Chairperson, Legal Affairs Committee, National Assembly (5’)</p> <p><b>Questions and comments from the floor</b></p>
<p><i>This session will recall the needs and the motivation – especially in the area of industrial relations -- that led to the revision of the Labour Code and Trade Union Law to highlight the challenges the industrial relations Vietnam faces and aim to address. It will also examine the major changes actually achieved in the conclusion of the revision process in view of these challenges and vision for the future, both in terms of modernising the industrial relations and the labour market.</i></p> <p><i>Mandatory social dialogue mechanism at workplace level, clearer provisions for collective bargaining, strengthening of the rights of the upper-level trade unions to represent workers and participate in collective bargaining, stronger provisions on the rights of workers to organise unions and to engage in trade union activities, strengthening the role of the Government, and especially the mediation work, to promote substantial collective bargaining and engage in dispute settlement, establishment of a tripartite National Wage Council as the central minimum wage setting institution, introducing new regulations and extension of protection towards new practices and new groups of workers, such as, dispatched labour, part-time work, and domestic workers, and insertion of concepts of discrimination and sexual harassment at work are just few examples of the key changes, which will have profound impact both for the labour market and industrial relations.</i></p>	
<p><b>10:00 – 10:15</b></p>	<p><b>Coffee break</b></p>
<p><b>10:15 – 11:00</b></p>	<p><b>Special Session: Signing of the Vietnam-ILO Industrial Relations Project</b></p> <p>Introduction: Review of the first phase of IR Project and some main areas of work of the second phase of IR Project.</p> <p><b>Mr. Nguyen Manh Cuong</b>, Head of PMU, IR Project (5’)</p> <p>Overview of the new IR Project, including partners, the Project Steering Committee, etc.</p> <p><b>Mr. Yoon Youngmo</b>, Chief Technical Advisor, IR Project (5’)</p> <p>The procedures undertaken towards the official launch of the Project.</p> <p><b>Ms. Le Kim Dung</b>, Director, International Cooperation Department, MOLISA (5’)</p> <p>Signing: <b>Mr. Gyorgy Sziraczki</b>, Director, ILO Vietnam <b>Mr. Pham Minh Huan</b>, Vice Minister, MOLISA</p>
<p><b>11:30 – 13:30</b></p>	<p><b>Lunch</b></p>

13:30 – 14:30

**Plenary Session 2:**

***“What challenges do we face now in giving effect to the changes made in the Labour Code and Trade Union Law in the area of industrial relations?”***

■ ***In our areas of mandate and work...***

**Chair:** **Mr. Mai Duc Chinh**, Vice President, Vietnam General Confederation of Labour (VGCL)

**Speakers:** **Ms. Tong Thi Minh**, Director, Labour and Wage Department, MoLISA (10’)

**Mr. Tran Van Ly**, Director, Organizing Department, VGCL (10’)

**Mr. Tran Chi Dung**, Deputy Director General, Bureau for Employers Activities, VCCI (10’)

**Mr. Nguyen Van Bien**, Vice Chairperson, Vietnam Alliance of Cooperatives (10’)

**Discussants:** (perspectives and views from near the ground)

**Ms. Nguyen Thi Dan**, Chief, Labour and Wage Division, DoLISA, HCMC (5’)

**Ms. Dang Phuong Dung**, Vice Chairperson, Vietnam Garment and Textile Association (5’)

**Mr. Nguyen Van Thang**, President, Bien Hoa Industrial Zone Trade Union, Dong Nai (5’)

**Questions and comments from the floor**

*In this session, tripartite constituents of industrial relations present their plans and strategies to put into practice and take advantage of the revised Labour Code and the Trade Union Law.*

*Each speaker, coming from the Government, trade union, and employers, will explain what his/her organisation sees as difficulties and challenges in implementing the changes of the revised laws, in terms of institutions, readiness and commitment, and capacity. They will also present the vision, strategy, innovations, and decisions his/her organisation intends to adopt to overcome these difficulties.*

*Issues of organisational capacity, effective representation and coordination, and awareness among the officials and cadres through the organisation are some of the challenges. At the same time, dialogue, collective bargaining, wild-cat strikes, and mediation work are the key areas that require greater efforts, both through self-initiative and cooperation by all the industrial relations actors.*

<p><b>14:30 – 15:30</b></p>	<p><b>Plenary Session 3:</b></p> <p><b><i>“What lessons can we draw from the efforts carried out so far for our work under the revised Labour Code and Trade Union Law?”</i></b></p> <p>■ <b><i>A Panel Discussion on the innovative initiatives at the local level</i></b></p> <p><b>Chair:</b>           <b>Mr. Pham Gia Tuc</b>, Vice President, VCCI</p> <p><b>Speakers:</b></p> <p><i>Master Plan for Industrial Relations Development in HCMC/Plans for improvement of mediation work based on the revised Labour Code in HCMC, <b>Mr. Ho Xuan Dung</b>, Deputy Chief, Labour &amp; Wage Division, DoLISA, HCMC (10’)</i></p> <p><i>Carrying out “bottom-up” organizing of trade unions, <b>Mr. Bui Huy Thang</b>, Vice President Hai Phong Economic Zones Union (10’)</i></p> <p><i>Strengthening the coordination of employers on industrial relations challenges in the South, <b>Ms. Nguyen Hong Ha</b>, Deputy General Director, VCCI-HCMC (10’)</i></p> <p><i>Organising wage negotiation efforts of the trade unions, <b>Ms. Truong Thi Bich Hanh</b>, President, Binh Duong IZ Union (10’)</i></p> <p><i>Organising coordinated efforts of employers in setting minimum wage, <b>Mr. Nguyen Duc Thuan</b>, Chairperson, Vietnam Leather and Footwear and Leather Association (10’)</i></p> <p><b>Questions and comments from the floor</b></p>
<p><i>This session will examine various innovative initiative developed and carried out by various industrial relations actors at the local level.</i></p> <p><i>In some cases, the experience of these initiatives has helped to shape some of the important changes in the revised Labour Code and Trade Union Law.</i></p> <p><i>These initiatives are still continuing or are in the early stages of development, and the revision of the two laws may help them to become more effective. They can provide ideas, inspiration, or guidance for others. They are source of valuable lessons – both for their their success or shortcomings --\ for developing the strategies and programmes for implementing the changes introduced in the revised Labour Code and Trade Union Law.</i></p>	
<p><b>15:30 – 15:45</b></p>	<p><b>Coffee Break</b></p>

<p><b>15:45 – 16:15</b></p>	<p><b>Special case study</b></p> <p><i>“The efforts and innovations of the IR actors in China”</i></p> <p>Mr. Changhee Lee, Senior Industrial Relations Specialist, ILO</p>
<p><b>16:15 – 17:15</b></p>	<p><b>Plenary Session 4:</b></p> <p><b><i>The roadmap for implementing the changes in the Labour Code and Trade Union Law -- and the role of IR Project in supporting these efforts</i></b></p> <p><b>Co-Chair:</b>    <b>Mr. Bui Sy Loi</b>, Vice-Chairperson, Social Affairs Committee, National Assembly</p> <p>                         <b>Mr. Gyorgy Sziraczki</b>, Director, ILO Vietnam</p> <p><b>Speaker:</b>     <b>Mr. Nguyen Manh Cuong</b>, Director, CIRD, MoLISA (15’)</p> <p><b>High-Level Panel Discussion:</b></p> <p>                         <b>Mr. Pham Minh Huan</b>, Vice Minister, MoLISA (5’)</p> <p>                         <b>Mr. Mai Duc Chinh</b>, Vice President, VGCL (5’)</p> <p>                         <b>Mr. Hoang Van Dung</b>, Vice President, VCCI (5’)</p> <p>                         <b>Mr. Changhee Lee</b>, Senior Industrial Relations Specialist, ILO (5’)</p>
<p><i>This session will present a roadmap for the implementation of the revised Labour Code and Trade Union Law towards developing better industrial relations, taking into consideration the challenges identified by industrial relations actors.</i></p> <p><i>It will identify some major shared challenges and initiatives – regarding institutional innovations, awareness raising, and capacity building -- which would require the joint efforts of all the industrial relations actors.</i></p> <p><i>It will highlight how the “Vietnam-ILO Industrial Relations Project” can support each and all of the industrial relations partners in addressing the challenges for building better industrial relations under the revised Labour Code and Trade Union Law.</i></p>	