



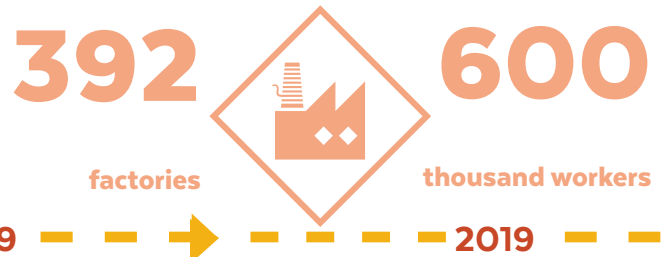
BetterWork Vietnam

2009 to 2019

Celebrating 10 years of contributing to better working and living conditions in Vietnam's garment sector.

1. GROWING ENGAGEMENT

Since its inception in Vietnam in 2009, BWV has increased its footprint in the industry. The total number of active factories reaches 392, which employ almost 600 thousand workers



2. A THRIVING INDUSTRY

In the last decade, the industry has seen remarkable development, with many years of double-digit growth in export revenue. In 2019, the textile and garment industry is expected to contribute USD 40 billion to the Vietnamese economy.



3. WAGES GROWTH

Minimum wages have nearly tripled since 2011. Despite double digit increases in the minimum wage, almost all of the factories under the programme has paid workers equal or higher than the minimum wage. Workers were less concerned with low pay and more likely to perceive their pay as sufficient after five years



4. A NARROWER GENDER GAP

As firms spend more time with Better Work Vietnam, independent research finds a strong and persistent pattern of reduced pay differences based on gender. After four years (cycles of engagement), the gender pay gap had decreased by 85%.

Source: [Discussion Paper 30: An Impact Evaluation of Better Work from a Gender Perspective](#)



5. STRENGTHENED SOCIAL DIALOGUE

From the outset, Better Work Vietnam worked to introduce worker-management committees to promote social dialogue and improve compliance in the factories. In 2012, this initiative was modelled in the national labour code to make bipartite dialogue mandatory in all of the country's industries, covering up to 10 million workers.



Better Work Vietnam has tracked a group of fifty factories that have participated in the programme for eight years from 2011 to 2018. In line with their business sustainability, the compliance performance of these factories also shows significant improvements.

6. BETTER FACILITIES

As the industry has grown, factories have also invested in welfare facilities for workers (such as canteens, toilets, access to clean drinking water, washing rooms, etc). Factories are doing a better job meeting labour law requirements on facilities.



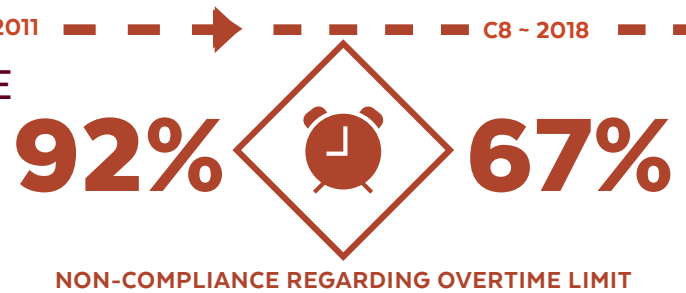
7. MORE ACCURATE PAYROLLS

Better Work Vietnam has supported factories to improve supply-chain transparency, a critical requirement of international brands, including keeping accurate payroll records. Factories that have been with Better Work for 8 or more years have seen non-compliance this issue drop from around 40% to 12%.



8. REDUCED EXCESSIVE OVERTIME

Our data shows that factories with a long engagement with Better Work Vietnam and holding close partnerships with brands have shown a significant decrease in violations of overtime limits.



9. SOCIAL INSURANCE

Almost all Better Work factories have ensured that workers are covered by compulsory social insurance, and are entitled to benefits such as maternity, paternity, sickness, prenatal care benefits. We support compliance with changes to the law on social insurance even when there are increases on employers' contributions.



10. REDUCED MANAGEMENT INTERFERENCE WITH TRADE UNION

Better Work Vietnam has trained workers and managers on the importance of workers' voice and representation. The 50 factories which joined BWV from 2011 to 2018 have seen a dramatic decrease of management interference in the union decision making processes. Their noncompliance rate dropped from 74% to 4%.

