

## USAID's Industrial Relations Promotion Project – May 2011 Report

### Activities:

In the first week of May, Katie Quan, a collective bargaining specialist from the UC Berkeley Center for Labor Research and Education, continued her technical assistance work. This included a two-day CBA training workshop for the VCA in HCMC. This workshop was one of the two trainings for employers' representatives following a training for the VCCI in the previous week. The training format was mostly in the form presentation, followed by simulations with different negotiation role-plays and participants had the opportunities to design their own training curriculum. Next, she and the project director, met with the HCMC's Federation of Labor Director of CBAs and the staff of US Consulate and from the Better Work Program.

In the second week of May, staff from the project met with the Labor Wage Department of MOLISA, and discussed future activities for June, such as strike task dispute resolution training and how upcoming consultants such as Lance Compa could assist in the development of the model of the National Industrial Relations Committee (NIRC) and the Provincial IR Committee (PIRC). In addition project staff met with the FES, and the ILO to discuss about the current revision of the Labor Code. The project also met with the Labor Inspectorate to discuss preparations for the July trip of a labor specialist from the US Department of Labor and to try to plan out the rest of the activities under Labor Inspectorate project areas.

In addition, the project met with leaders of the Vietnam Trade Union University, to follow up on their contributions to the industrial relations textbook and inform them on the schedules of upcoming visits of professors from USF and Cornell in June who would be assisting the VTU's legal labor law clinic, and organize a training at VTU on developing labor law case materials. The project deputy director had meetings in HCMC with the DoLISA and VCCI and attended a workshop on the revision of the Labor Code in HCMC.

Project staff met with faculty from ULSA to discuss the overall progress of the industrial relations textbook since ULSA has been the focal point of this activity. ULSA reported that three universities were working on their designated chapters, and that students and lecturers would be surveyed in June for their feedback on the first edition of the textbook, followed by an assessment workshop. The project staff also communicated to ULSA about future international resource persons who are willing to share their experiences, including on CBA, dispute resolution, and curriculum development to give presentations and talks at the university.

Throughout May project staff also worked with main the project stakeholders (MoLISA, VCCI and VGCL) in other on-going activity areas:

- Legal Capacity survey – on-going translation and review (Legal Department)
- Labor Law Education – planning for upcoming activities (Legal Department)
- Legal Aid Services – finalizing and translating the overall report and planning with the consultant – Victor Narro - on his trip in July or August (VGCL )
- Industrial Relations Policy – planning activities and developing recommendations for NIRC and PIRC models (LWD)

- IR in-depth IPZ Survey – designing questionnaire and methodology and follow on data from FDI survey (LWD)
- DR/ADR – finalizing and translating training curricula, revising consultant reports, development of education materials, planning for next phases (LWD, Legal Department)

### **Upcoming in June:**

In June, there will be three groups of consultants coming out to provide technical assistance under the project.

1. Dean Jeff Brand and Prof. John Adler from USF Law School: Major activities include a labor mediation training workshop and technical assistance for the VTU legal labor clinic.
2. Jan Sunoo from FMCS: Major activities include CBA trainings for VCCI and LWD strike-task force training and technical assistance for the Binh Duong pilot Textile CBA
3. Lance Compa from Cornell University: Major activities include meeting with ULSA on CBA and IR textbook, meeting with PIRC about their structure, VTU training on curricula building (especially in the use of labor cases and trade), new approaches to collective bargaining and tripartite strategic planning workshop on IR Strategies with LWD.
4. Prof. Mark Anner from Penn State University is also scheduled to return to Vietnam to conduct research on CSR. He is also scheduled to be a resource person for a collective bargaining training and a couple other potential activities for the project.

Other follow up activities with the following counterparts will be carried out:

- LWD: Two tentative workshops in Hanoi and HCMC on the model of National Industrial Relations Committee and Provincial IR Committee to potentially be held before Lance Compa will arrive.
- Universities: A tentative workshop for university faculty on developing international education curricula will be conducted with resource person, Lance Compa, Cornell University.
- Labor Inspectorate: Preparations for July trip of two specialists from U.S Department of Labor will be lined up.