

Monthly Report in November 2011

USAID Vietnam IRPP

In November 2011, the Project Office (PO) conducted number of activities as scheduled focusing on providing technical support to the Vietnamese counterparts. The main formal activities centered on preparing for and conducting workshops at the end of the month with and international consultant.

1. Legal Department (LD) - MOLISA:

The PO supported the LD to hold a Labour Law Education Workshop on November 30, 2011 in Ho Chi Minh City. 60 participants from MOLISA, DOLISAs, IPZ Management Board, employers and trade unions from 12 Southern provinces were attending. The Workshop was co chaired by Mr. Dang Duc San, Director General for Legal Affairs and Mr. William Conklin, COP and moderated by Ms. Katie Quan, from Labor Center of UC Berkeley – US (who had provided a technical support in this area about 14 months ago). The workshop was to review the progress various DoLISAs in the south, where manufacturing centers are based, in implementing the government’s program on labor law education, Project 31. The US consultant presented on ways to evaluation and measure impact as well as provided assessment on each province’s progress on implementing Project 31.

2. Legal Affairs Division – VGCL:

The PO supported the Legal Affairs Division of the VGCL in conducting a 3-day Training Workshop on Multi Employer pilot CBA from December 1- 3, 2011 in Ho Chi Minh City. The workshop was split into two parts. The first day consisted of a review of the progress and lessons learned from the implementation of the multi-employer model pilot in the Binh Duong Industrial Process Zone. A total of 60 bi-partite participants attended, who were a mixture of union officials and managerial staff from selected enterprises, including 9 of 12 enterprises who had been the signatories of the Binh Duong Textile CBA. There were also representatives from the Federations of Labor from other provinces and from MoLISA.

This was followed by a two-day an advanced training for 20 participants – union leaders and official from Federations of Labor and IPZs. The training focused on how to these leaders could implement a similar multi-employer collective bargaining process with their unions. Most participants either had some experience in collective bargaining or had undergone basic training or both. The leader trainer for this workshop was Ms. Katie Quan (who also was a resource person at the review workshop on the first day. As an outcome to the workshop, there may be similar types of multi-employer CBAs conducted in Dong Nai and Long An provinces, based on this model. In the remaining months, the project may be in a position to support the initial efforts.

With the Legal Division, the PO and VGCL are jointly finalizing the Proposal on development of Handbook for VGCL’s LACs and LAOs. A national consultant has been identified and contracted and will start work on this handbook.

3. Labor and Wage Department (LWD):

The PO has coordinated with the LWD in developing strategic plan and work plan for the PIRC model. A workshop is planned for December for Hanoi, which will be a follow up to an earlier workshop held in HCMC on the PIRC model.

The PO also identified and contracted a national consultant to conduct the survey of IPZs for strategic baseline information and then to develop a report for policy development for industrial relations strategies for the LWD.

4. Labour Inspectorate:

The PO has been working closely with the LI on conducting the pilot self-assessment activity which is on-going and for the possible upcoming visit of the USDOL official on labour inspection.

In addition there is planning with the LI on developing the manual and handbook.

5. Vietnam Chamber of Commerce and Industry (VCCI)

The PO has communicated with the Bureau of Employers' Activities to prepare for upcoming training workshops on labour dispute resolution and plan for labour arbitration center under VCCI.

There is at least one pending activity on the development of a legal aid service for employers – which is awaiting for the VCCI to set a date and location (the BEA team is currently in Japan). The project is planning to bring Dick Fincher, a dispute resolution specialist, to Vietnam January 9 – 18 to conduct model bi-partite trainings on dispute resolution within the workplace, with the VCCI as host agency. Once the BEA is back in country, these plans will be finalized. The PO continues to liaison with VCCI/BEA partnership for future cooperation and exchange in this area.

7. 03 Universities:

The International Voluntary Visitor Program (IVVP) on labor education took place from Nov. 13-23 with ten participants (including 6 from the universities the program is working with: Vietnam Trade Union, University of Labour and Social Affairs, and Ton Duc Thang University). Significant amounts of time were spent by the PO on the logistical, administration and program parts of preparation for this IVVP program. The PO has followed up with individual members of the IVVP study tour on their return, including a meeting with TDT participants down in HCMC. A possible debriefing meeting is planned for December to discuss follow up.

The PO has also coordinated with Vietnam Trade Union, University of Labour and Social Affairs, and Ton Duc Thang University to finalize the IR textbooks and curriculum development. And is looking for possible capacity building options for university faculty on collective bargaining and dispute resolution.

8. USAID:

The Regional Contracts Office officially appointed a new COTR and Alternate COTR for the project. The PO briefed the new USAID COTR team at the USAID's Office on workplan of the Project Extension from now on until March 2012 and had a follow up meeting to go over

9. Planning and Development for Project

Lastly, the PO has focused resources for preparatory work for the upcoming technical visits and exchange of US Specialists with Vietnamese counterparts:

- Katie Quan from UC Berkeley to give technical supports to labour education and collective bargaining;
- Mark Anner from Penn State University to develop IR textbook and supplemental materials for 3 universities in Vietnam;
- Richard Fincher from Cornell University, ADR specialist,
- Mr. Jeff Wheeler, USDOL/ILAB Official on labour inspection;

- Ms. Nancy Miller, Senior Specialist on Collective Bargaining and Negotiation;

Besides, the PO has communicated relevant information, agenda of 5th Asia Pacific Leader Summit on Labor Conciliation /Mediation, December 4 – 6, 2011 in Bangkok – Thailand;

10. Follows up activities in December 2011

- i. Arrangements for Jeff Wheeler's working schedule in Vietnam with the Labor Inspectorate on Pilot Self Assessment and holding the Workshop on ILO C.81 on Labour Inspection compliance, December 14 – 22 2011 (however this trip has not been confirmed yet)
- ii. Consultation on labour inspection visit handbook;
- iii. Organization of Workshop on Legal Aids and Counseling (VCCI)
- iv. Organization of PIRC Workshop on December 13 2011 (LWD);
- v. Conducting IR review study in IPZs in Hanoi, HCMC and Binh Duong (LWD)
- vi. Drafting IR facts and findings study for development of National Industrial Relations Strategy Development (LWD);
- vii. Conducting consultations on IR analysis framework and indicators development;
- viii. Finalizing the IR textbooks developed for the 03 Universities;
- ix. Identifying IR textbooks' supplemental materials (Mark Anner);
- x. Developing Feasibility study on conciliation/mediation projects proposal (with FMCS)
- xi. Finalizing work agenda for the US dispute resolution specialists in Vietnam (Nancy Miller);
- xii. Finalizing work agenda for US CBA specialists in Vietnam (Nancy Miller)
- xiii. Year II Annual Review finalization;
- xiv. Conducting debriefing session on the VOLVIS IR Study visits findings;