

Monthly Report in January 2012

USAID Vietnam IRPP

Summary

Although project work slowed down in the lead up to the annual Tet holiday period and with the office being closed for a week, the Project Office (PO) managed to conduct the planned activities as scheduled including 10 training workshops/consultations/talks for a total of over 250 participants from Vietnamese tripartite counterparts. These activities centered on technical assistance from the following two international consultants:

- Prof. Richard Fincher, a US Senior Dispute Resolution (DR) Specialist associated with Cornell University, came to Vietnam for the third time to engage in DR capacity building and policy option development. This round of training focused on developing bi-partite workplace communications and negotiations in order to promote dispute management procedures. He worked with VCCI, MoLISA and VGCL as well as delivering specific trainings for VCCI and presentations at three partner universities;
- Ms. Nancy Mills, a former US Senior Collective Bargaining Agreement (CBA) Specialist from the AFL-CIO and Solidarity Center, was a resource person for Project Office in order to promote best practices in collective bargaining. She met with the main project stakeholders as well as gave presentations on the process of developing CBA to faculty and students of the three partner universities.

In addition, the PO contacted to work with STTA based in the US:

- Prof. Mark Anner of the Penn State University continued to refine his analysis of the industrial relations data from VNCI's FDI survey. He submitted his second draft report to the PO. In addition the PO finished translating four of five chapters of the draft IR textbook developed by the three partner universities. He is reviewing these and developing supplemental materials.

Partner Activities

1. Vietnam General Confederation of Labor (VGCL)

Ms. Nancy Mills and Mr. Richard Fincher met the senior representatives of VGCL and HCMC Federation of Labor to share best practices and new approaches to promote roles of the labor movements, collective bargaining, dispute resolution, and workplace communication and negotiations. Also, to build capacity of the VGCL's Legal Aid Centers/ Legal Aid Offices (LAC/LAO), the PO and the VGCL Legal Affairs Division are jointly reviewing the LAC/LAO operation manual.

3. Ministry of Labor, Invalids and Social Affairs (MoLISA)

Dick Fincher and the project staff met with H.E Mr. Pham Minh Huan, Deputy Minister of Labor, Invalids and Social Affairs. In the meeting, the Deputy Minister reiterated the request to the Project for further assistance to assist Vietnamese labor administration authorities to strengthen mediation /conciliation/arbitration processes to address growing need for effective processes.

4. The Labor Inspectorate (LI)

The PO supported the LI in (i) developing labor inspection manuals; and (ii) reviewing self assessment survey on labor law compliance on pilot enterprises. The PO worked with the LI to plan an on online

self- assessment model demonstration with a pilot data collection system developed a by US-based IT Specialist.

5. The Labor and Wage Department (LWD)

The national consultant completed the survey of IR issues in targeted industrial areas and in the process of refining his draft findings. In addition he submitted his draft report on IR policy development options to both the PO and LWD for comment. The LWD also requested the PO's assistance in replicating the multi-employer CBA model in the rubber industry.

6. The Center of Industrial Relations Development (CIRD)

The PO arranged a technical consultation between Dick Fincher and Mr. Nguyen Manh Cuong, CIRD's Director for in-depth IR perspectives, trends and assessment studies exchange on dispute resolution, especially on wild cat strikes as inputs for the labor legislation revision process in Vietnam.

7. The Vietnam Chamber of Commerce and Industry (VCCI)

Dick Fincher trained over 100 bi-partite participants including human resource managers and enterprise union leaders, VCCI HQ staff, and IPZ Management Board Management officials in two training workshops on developing bi-partite workplace communications and negotiations in order to promote dispute management procedures. The PO also facilitated the VCCI/Cornell (represented by Dick Fincher) dialogue on development of a labor dispute resolution education partnership program.

8. Partner Universities

The two US IR Specialists gave presentations to audiences of administrators, educators/instructors and students at the three universities on preparing for collective bargaining, labor movement promotion, and workplace communication/dispute resolution skills.

To through on the US Vietnam IR educational institutions partnerships initiated, the PO (through Kent Wong of UCLA Labor Center) has identified an US IR Education Partnership Development Specialist to assess the IR education needs of the universities and work to developing a long term IR faculty exchange program.

Planning and development for the Project Activities

Lastly, the PO prepared for following US Specialists with to work Vietnamese counterparts:

- Mr. Tac Tacosky, US IT Specialist; (through purchase order)
- Ms. Van Nguyen, US IR Education Partnership Development Specialist; (non-STTA);

9. Follow up activities in February 2012

- i. Arrangement of visit and working agenda for Tac Tacosky, US IT Specialist with LI and MIS members on online self assessment software, as of 13 – 20 February 2012. (LI)
- ii. National Review Workshop on Labor Inspection Self Assessment Scheme, 16 February 2012, Ho Chi Minh city; (LI)
- iii. National Workshop on Enhancing Capacity on International Commitments on Labor Inspection, 17 February 2012, Ho Chi Minh city; (ICD)

- iv. National Review Workshop on NIRC's Operations, 2nd Week (date to be determined) (LWD)
- v. Two IR Fundamentals and Development Consultative Meetings in Hanoi and Ho Chi Minh City, 2nd week of February 2012 (date to be determined); (LWD)
- vi. National Workshop on IR Strategy Development, February 29 2012, Ho Chi Minh City (LWD)
- vii. Finalization of IR Textbook and supplemental materials for three universities; (Mark Anner)
- viii. Finalization of Labor Inspection Visit Manual; (LI)
- ix. IR Education Need Assessment of 03 universities; (Van Nguyen);