



# TỔNG LIÊN ĐOÀN LAO ĐỘNG VIỆT NAM (TLĐ)

Vietnam General Confederation of Labour (VGCL)

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VIET NAM GENERAL  
CONFEDERATION OF LABOUR

THE SOCIALIST REPUBLIC OF VIET NAM  
Independence - Freedom - Happiness

*Ha Noi, July 11 2018*

## REPORT

### **On protection and promotion of human rights, in particular labors' rights in Viet Nam**

As contributions to the summary of information prepared by the Office of the United Nations High Commissioner for Human Rights for the 3<sup>rd</sup> cycle Universal Periodic Review on Viet Nam, the Viet Nam General Confederation of Labour (VGCL) reports as follows:

#### **I. MAJOR ACHIEVEMENTS**

The view of the Viet Nam on human right is based on the ideologies of the nations' founding fathers, traditional and cultural values of the nations, and, as appropriate, on international human right standards and codified into the 2013 Constitution of Viet Nam. The first and foremost right of citizens and working people is the right to improved living condition and safe working condition.

With such priority in mind and based on the functions and tasks of the Trade union, the VGCL keeps working tirelessly and robustly to protect and promote the legal and legitimate rights and interests of union members, workers, and laborers. In particular:

##### **1. Thorough implementing and promoting human rights**

The VGCL provides guidance for trade unions at all levels to promote thorough understandings of the rights and responsibilities of citizens, human rights and labors' rights as enshrined by the Constitution, laws and international treaties to which Viet Nam is a party.

##### **2. Representing the legal and legitimate rights and interest of union members, workers and public workers, contributing to the protection of human rights**

VGCL and trade unions at all levels consistently and effectively perform the central role as an organization for laborers; actively participate in providing recommendations for and drafting of laws and policies directly relevant to Trade union and laborers, including instruments of special importance such as the 2013 Constitution, the 2013 Labor Code, the 2012 Law on Trade Union, etc.

At the same time, the VGCL also actively studies and works with the National Wage Council to make adjustments on raising regional minimum wages for workers in the business sectors. The VGCL issued Guidance for Trade union on civil litigations in cases of individual or collective industrial disputes and intensified its participation in inspection, examination and surveillance of production and trade activities of businesses, in order to timely discover issues on the rights of laborers and request for solutions from authorities.

Trade unions at all levels also coordinate to implement the Democracy Regulation, timely solving differences in labor relations and challenges in businesses, contributing to providing stable work and income for laborers. They actively organize dialogues among all stakeholders, which is of significance in reducing strikes. Trade unions at grassroots levels performed well their representative role in negotiations and signing of collective bargaining agreements with more favorable conditions for laborers.

### **3. Actively contributing to ensuring social security, which is crucial for human rights and labors' rights.**

Unions at all levels effectively participated and had made significant contributions to the eradication of hunger and poverty, implementation of social security, and ensuring human rights in Viet Nam.

- A highlight in the activities of trade unions is the expansion and successful organization of the “Tet sum vay” (Reunion for Lunar New Year) Project. From their own budgets and donations from businesses, trade unions at all levels in the nation has organized visits, giving presents and travel tickets for workers and public workers to enjoy Tet holidays, encouraging them to return to work in accordance with regulations.

- The “Benefits for trade union members” Program continues to be broadly implemented with concerns to the practical interests of union members, contributing to further consolidating the relationships between members and trade unions. Trade unions at all levels actively negotiated and signed 337 new agreements with partners, which have been implemented to union members and workers of 70,070 grassroots unions; there have been 1,260,053 members and workers using the products and services of unions’ partners with a 449.1 billion VND value of benefits for union members participating in the Program.

The VGCL also actively implemented the Project on investment on union institutions. In which, the VGCL coordinated with the Ministries of Constructions, Natural Resources and Environment and local authorities to timely solve problems in investment for housings, kindergartens, supermarkets, cultural and sport institutions, medical institutions, etc. for laborers. The VGCL worked with 20 local authorities to identify the sites for investment, implement market researches and assessment of investment conditions in 12 areas. The projects on construction of union institutions in Quang Nam, Tien Giang and the Dong Van II industrial zone of Ha Nam have been kick-started.

Support activities for union members and laborers in difficult situations or with fatal diseases continue to be carried out with many major achievements: a total of 563.9 billion VND has been raised for 1,272,640 people. Loans from the National Employment Fund were effectively and timely disbursed for workers to create more jobs and increase income for workers' families. A total of 35.9 billion VND was loaned to 9,911 people. Capital funding for poor workers has created job opportunities, increased income for many union members' families and workers, and provided a 1,376.4 billion VND loan to 108,228 people. The activities under the "Union Family" ("Mai am cong doan") Project continue to be practical, contributing to enhancing the role and position of Trade Unions. Trade unions at all levels have granted 47.3 billion VND to 1,434 union families and helped in reparation of 279 houses with a fund of 4.5 billion VND.

#### **4. Participating in settlement of collective industrial disputes and labor strikes.**

Collective industrial disputes leading to strikes have a tendency to decrease but show some complex developments. When industrial disputes occur, trade unions at all levels actively visit businesses to understand the will of union members and workers, identify precise reasons for disputes and work with relevant authorities to organize dialogues with workers for solutions.

Collective labor strikes affected the lives, employment and livelihood of participating workers and others. The VGCL actively worked with workers to raise awareness against illegal and wrongful incitements, thus protect their livelihood, the businesses' legitimate interests and the public order.

#### **5. Enhancing the effectiveness and quality of media and publication work of the Trade union in order to effectively promote and ensure human rights**

The media and publication system of the trade union also made significant developments with 01 publishing house, 05 newspaper, over 60 journals and newsletters, over 70 electronic newspapers and information sites of unions at all levels.

The President Board of the VGCL has adopted Decision no. 690/QĐ-TLĐ dated May 20, 2015 on "Establishment of Leading Committee of the Project on Planning for the Development of press and publications of Viet Nam trade unions until 2025"; Plan no. 33/KH-TLĐ dated June 3, 2015 on "Plan to implement the Project on Planning for the Development of press and publications of Viet Nam trade unions until 2025".

On July 28, 2016, the VGCL officially opened the VGCL information portal connecting the provision of information of trade unions at all levels, in order to implement public service activities and contribute to build a virtual connection between the VGCL and members and workers.

#### **6. Enhancing management and foreign relations of trade unions, contributing to the promotion and effective implementation of workers' legal and legitimate rights**

To this date, Viet Nam has ratified 21 conventions of the International Labor Organization (ILO), including 5/8 core conventions. The VGCL also sends representatives to

participate in the International Labor Conferences annually, as well as actively participate in other ILO activities in and outside of Viet Nam; frequently joins in making proposals on the ratification of ILO conventions.

Labors' rights and trade union issues are also discussed in the negotiation of a series of new generation free trade agreements. The VGCL also provided its opinion in the process, for the legitimate rights and interests of its members and the labours in Viet Nam, in general.

Additionally, through participation in international forums, conferences, conventions, dialogues and bilateral engagement, the VGCL also enhanced the understanding and cooperation from international partners for the benefits of Viet Nam trade unions and its members.

## **II. DIRECTIONS FOR UPCOMING ACTIVITIES**

1. The VGCL would further organize campaigns through participation in international forums, conferences and conventions to elevate the role of the Viet Nam trade union in the international labor and labor union movement, actively contributing to and supervising the implementation of international human rights treaties to which Viet Nam is a party and fully and responsibly participating in the activities of the ILO and other human rights mechanisms.

2. The VGCL would continue to contribute to the reform of legal and policy system on labors and labors' rights in accordance with the economic, cultural and social conditions of Viet Nam, as well as other international treaties to which Viet Nam is a member.

3. The VGCL would intensify its focus on protecting the legitimate rights and benefits of its members and labors in Viet Nam, providing effective solutions to employers and employees' disputes; fostering harmonized, stable and progressive industrial relations; contributing to economic, cultural and social developments and to improvement of the physical and spiritual condition and of union members and workers; contributing to ensuring the social security and rights of labors, especially in strategic and key regions, regions with major workforces, industrial and manufacturing zones.

4. The VGCL would effectively contribute to the settlement of strikes in accordance with the laws, actively contributing to prevention of illegal incitements, the stabilisation and improvement of the well-being and livelihoods of its members and labors in Viet Nam.

**PP. PRESIDENT BOARD  
STANDING VICE PRESIDENT**

**Tran Thanh Hai**

