

Strategic plan Vietnam 2010

Introduction

Whereas much garment production takes place in Vietnam, FWF affiliates only source from around twenty-five factories. In September 2009 FWF had 7 affiliates sourcing from 17 factories in Vietnam. Most of these factories are located in or around the principal cities Hanoi and Ho Chi Minh City.

In Vietnam The Right to Freedom of Association and Collective Bargaining is virtually absent, which results in wildcat strikes which become more visible as they gain in frequency and size¹. There is a realistic risk of child labour in labour intensive industries in Vietnam, most often occurring in second and third tier factories which are taking subcontract orders from big manufacturers². Excessive overtime and payments below the legal minimum wage for piece rate workers are widespread.

For 2010 key steps will be to update the country study on Vietnam on the basis of stakeholder consultation and to train the audit team on the basis of the updated audit manual.

Country Study

For every country where FWF conducts verification activities, a country study with key indicators regarding the industry, labour law, the state of labour conditions and industrial relations is published.

The CS for Vietnam was last updated in April 2007.

Deliverables 2010:

- FWF publishes key indicators on Vietnamese from secondary sources on www.fairwear.org (January 2010).

Audit training and audits

FWF currently has an active relationship with 4 auditors who have been trained and are able to carry out FWF audits, which is sufficient for the current workload. 2 auditors work for labour NGOs, 2 auditors are employed by audit agency Global Standards. 3 auditors are based in Ho Chi Minh City, one auditor is based in Hanoi. Currently the number of auditors is sufficient for Vietnam.

Deliverables 2010:

- At least 1 factory audit is carried out by the FWF audit team in Vietnam.
- Current auditors have received on the job training to work with the updated audit manual.

Stakeholder consultation and engagement

In Vietnam FWF has active and practical relationships with a few labour NGOs in Hanoi and Ho Chi Minh City and involves these in its work in Vietnam where possible.

¹ <http://survey09.ituc-csi.org/survey.php?IDContinent=3&IDCountry=VNM&Lang=EN>

² <http://www.ilo.org/ipec/ChildlabourstatisticsSIMPOC/lang--en/index.htm>



Fair Wear Foundation

In 2008 FWF visited two grassroots labour NGOs to consult them on the labour situation in the garment industry.

Deliverables 2010

- Results from stakeholder consultation in Vietnam are published on www.fairwear.org
- The stakeholder section for reports of audits in Vietnamese factories is updated.

Complaints procedure

FWF has a complaints procedure, which can be used by workers and their representatives to file complaints about their working conditions and the way the Code of Labour Practices is implemented in factories, which supply members of FWF, if the internal grievance mechanism of the factory failed or is absent. Unions, NGOs, local authorities, companies, employers' organisations, and others who are concerned with the implementation of FWF labour standards also have access to this procedure.

FWF currently has two female complaints handlers who are based in Hanoi and Ho Chi Minh City.

Deliverables 2010

- Complaints handlers in Hanoi and Ho Chi Minh City are updated about the FWF complaints procedure.