

**VIETNAM NATIONAL UNION OF WORKERS  
IN INDUSTRY AND TRADE (VUIT)**

**Development and strengthen the  
membership of the VUIT**

---

*Presenter: Mrs. Do Thi Thuy Huong, M.P.P.*

*Member of Executive Board - Viettronics Labor Union, under VUIT*

*Board of Directors of Viettronics Corporation*



# Main Contents



CÔNG ĐOÀN CÔNG THƯƠNG VIỆT NAM  
VIETNAM NATIONAL UNION OF WORKERS IN INDUSTRY AND TRADE

No.	Content	Slice No.
1	Current situation of membership of VUIT	3 - 6
2	Union Activities and Wage	7 - 14
3	Environment and Safety at ICT EE workplace	15 - 25







**CÔNG ĐOÀN CÔNG THƯƠNG VIỆT NAM**  
VIETNAM NATIONAL UNION OF WORKERS IN INDUSTRY AND TRADE

## Part I

# CURRENT SITUATION OF MEMBERSHIP OF VUIT



*IndustriALL Global Union Steering Committee Meeting  
on ICT, EE, 6-7 April 2016, Tokyo, Japan*



# 1. Current Situation of membership of VUIT



CÔNG ĐOÀN CÔNG THƯƠNG VIỆT NAM  
VIETNAM NATIONAL UNION OF WORKERS IN INDUSTRY AND TRADE

- **Membership of VUIT as of Dec. 2015:**
  - 16 Foundation Units of Union of Workers directly under VUIT. In which, there are 427 units belonged to the 16 foundation units). 14 out of 16 foundation units are Union of Workers of big groups or corporations.
  - 151 Units of Union of Workers directly under VUIT. This makes a great number (578 units) of the Units of of Union of Workers belonged to VUIT.
  - Total number of employment labor (as of 31 Dec. 2015) is 174,928. In which, number of femal labour is 58,251, cover 33.3% of the Total Number of labour belonged to the industry that membeship of VUIT.
  - Total number of VUIT membership is 163,841 cover 93.66% total number of employment labour.

*Source: Report of the half operation term of VUIT (2013-2015)*



# 1. Current Situation of membership of VUIT (continue...)



CÔNG ĐOÀN CÔNG THƯƠNG VIỆT NAM  
VIETNAM NATIONAL UNION OF WORKERS IN INDUSTRY AND TRADE

- **Job situation:**
  - Job situation of the Industry and Trade in Vietnam almost stable, but some companies works inefficiency. Some of the companies are in transistion period from the SOE to the privatisation that causes lack of jobs and lots of workers are under-employment.
- **Wage:**
  - In 2015 the average income throughout industry and trade is 5.870.000VND/person/month;
  - Housing : 10 453 cadres sector had arranged housing for its members
  - Most of the woker's union units implemented fully the provisions of the legislation on labor law, social insurance schemes, health insurance, unemployment insurance for workers.



*IndustriALL Global Union Steering Committee Meeting  
on ICT, EE, 6-7 April 2016, Tokyo, Japan*



Source: Report of the half-operation term of VUIT (2013-2015)

## 2. Strengthening worker's union of VUIT (from 2013 to 2015)



CÔNG ĐOÀN CÔNG THƯƠNG VIỆT NAM  
VIETNAM NATIONAL UNION OF WORKERS IN INDUSTRY AND TRADE

No.	Description	Unit	Year 2013	Year 2014	Year 2015
1	Employment	person	186,915	176,171	174,928
2	VUIT membership	person	172,375	164,913	163,841
3	VUIT membership's development	person	2,345	2,148	2,372
4	Newly formation of the Units of Worker's union	num. of unit	03	04	04
5	Percentage of strong union base	%	510/582 (87,6%)	496/580 (85,5%)	472/578 (81,7%)

*Source: Report of the first half operation term of VUIT (2013-2015)*





**CÔNG ĐOÀN CÔNG THƯƠNG VIỆT NAM**  
VIETNAM NATIONAL UNION OF WORKERS IN INDUSTRY AND TRADE

## Part II

# VUIT UNION ACTIVITIES & WAGE

# 1. VUIT Union's Activities



CÔNG ĐOÀN CÔNG THƯƠNG VIỆT NAM  
VIETNAM NATIONAL UNION OF WORKERS IN INDUSTRY AND TRADE

## Unions take care of life, represent and protect the rights and legitimate interests, the legitimacy of union members and workers:

- Union **participation in drafting of laws**, decrees and circulars guiding the implementation of the law, especially the policies relating to the rights and interests of workers.
- Negotiations, signing and supervising the implementation of the **collective labor agreement** and the quality of the collective labor agreement.
- By the end of 2015, a total of 515 enterprises in industry and trade (including 33 FDI ) has 487 businesses signed a collective labor agreement, reached 94.56 %, of which approximately 60 % agreement collective have more favorable terms for employees than those prescribed by law as the minimum income, 13th month salary, tour mode, resort, equipped with labor safety and hygiene and many other benefits.



*IndustriALL Global Union Steering Committee Meeting  
on ICT, EE, 6-7 April 2016, Tokyo, Japan*





# 1. VUIT Union's Activities (Cont.)



CÔNG ĐOÀN CÔNG THƯƠNG VIỆT NAM  
VIETNAM NATIONAL UNION OF WORKERS IN INDUSTRY AND TRADE

**Unions take care of life, represent and protect the rights and legitimate interests , the legitimacy of union members and workers:**

- Union participation in drafting of laws, decrees and circulars guiding the implementation of the law, especially the policies relating to the rights and interests of workers.
- Negotiations, signing and supervising the implementation of the collective labor agreement and the quality of the collective labor agreement.
- By the end of 2015, a total of 515 enterprises in industry and trade (including 33 FDI ) has 487 businesses signed a collective labor agreement, reached 94.56 %, of which approximately 60 % agreement collective have more favorable terms for employees than those prescribed by law as the minimum income, 13th month salary, tour mode, resort, equipped with labor safety and hygiene and many other benefits.



*IndustriALL Global Union Steering Committee Meeting  
on ICT, EE, 6-7 April 2016, Tokyo, Japan*



# 1. VUIT Union's Activities (continue...)



CÔNG ĐOÀN CÔNG THƯƠNG VIỆT NAM  
VIETNAM NATIONAL UNION OF WORKERS IN INDUSTRY AND TRADE

- Union annual coordinated **inspection and supervision** of the implementation of regimes and **policies on labor laws**, unions law, settlement rights and legitimate interests, legitimate and labor union members when abused, building harmonious labor relations, stability, progress in business.
- VUIT annual collaboration with the Ministry of Industry and Trade issued joint documents **guiding the implementation of democratic regulations** in industry and trade. As a result, most of the units issued regulations on democracy, 89.6% of the units held conference of workers and employees and workers conference.
- Since then **boost dialogue at work, exchanged directly between employers and employees** or representatives of labor collectives are useful means to ensure the implementation of democratic regulations at work place.



*IndustriALL Global Union Steering Committee Meeting  
on ICT, EE, 6-7 April 2016, Tokyo, Japan*





## 2. VUIT Union's Activities (continue...)



CÔNG ĐOÀN CÔNG THƯƠNG VIỆT NAM  
VIETNAM NATIONAL UNION OF WORKERS IN INDUSTRY AND TRADE

### 2.2 Activities in response to the National Week on labor safety and hygiene and improve the working conditions of workers:

- In the past half-term, VUIT has implemented and directed summarizing 10 years of implementation of the resolutions and 20 years **5B movement "Green - Clean - Nice"**. Distributed 1,430 leaflets and 1,220 posters and documents of the General Federation of Labour for the union at all levels, and provide 85 information, writing articles on the **work of labor safety and hygiene** posted on website and Bulletin Vietnam trade union trade, Industry and trade Journal and other newspapers.
- 99 % of the base unions held periodic **health examination for employees** , actively addressing the rehabilitation regimen difficult for workers declining health , suffering from occupational diseases. Laborers are fully allocated puhuong personal protective equipment such as clothing, shoes, hats, gloves, mask , goggles, etc.



*IndustriALL Global Union Steering Committee Meeting  
on ICT, EE, 6-7 April 2016, Tokyo, Japan*



## 2. VUIT Union's Activities (continue...)



CÔNG ĐOÀN CÔNG THƯƠNG VIỆT NAM  
VIETNAM NATIONAL UNION OF WORKERS IN INDUSTRY AND TRADE

### 2.3 Social Activities:

- VUIT and trade unions at all levels have **supported** tens of billions and tens of thousands of gifts in kind and cash whenever **holidays** , directly visit and encourage the units and production workers do not stay on the occasion Tet holiday (the National holiday of the Vietnamese).
- VUIT organized several **activities towards fellow flood zone , affected by natural disasters** in the amount contributed billions to support people and damaged units stabilize life and production.
- The affiliated unions VUIT has implemented the campaign "Day for the Poor", "peak month for the poor", the activities towards the sea and remote islands and Social Security programs in the amount of hundreds of billions.



*IndustriALL Global Union Steering Committee Meeting  
on ICT, EE, 6-7 April 2016, Tokyo, Japan*





## 2. VUIT Union's Activities (continue...)



CÔNG ĐOÀN CÔNG THƯƠNG VIỆT NAM  
VIETNAM NATIONAL UNION OF WORKERS IN INDUSTRY AND TRADE

**2.4 VUIT propaganda and mobilize union members and employees on policies and laws of the State of the Unions**

**2.5 VUIT held the patriotic emulation movement of union members and workers , contributing to successful completion of the task of the country's economic development**

**2.6 Developed members , build strong trade unions . Improving the quality and efficiency of the staff union**

- With the efforts of trade unions at all levels , by various forms of advocacy workers, half of last term, the newly developed VUIT 6865 union members, the newly established base 11 unions, union rate union members reached 93.7 % of the total labor.
- Currently, there are 147 VUIT union full-time officials, including at the agency 's VUIT 42 people, at union level on the basis of 61 people, in union base is 44 people. 137 people have college degrees or more (accounting for 93.8 % ). Most full-time trade union officials have been trained on the work of professional unions



*IndustriALL Global Union Steering Committee Meeting  
on ICT, EE, 6-7 April 2016, Tokyo, Japan*



### 3. VUIT labour's Wage and Job



CÔNG ĐOÀN CÔNG THƯƠNG VIỆT NAM  
VIETNAM NATIONAL UNION OF WORKERS IN INDUSTRY AND TRADE

No.	Description	Unit	Year 2013	Year 2014	Year 2015
1	Employment	person	186,915	176,171	174,928
2	Job				
	- Number of underemployment	person	2,460	3,048	3,150
	+ Account of total employment	%	1.32	1.73	1.80
	- Number of female underemployment	person	1,156	1,454	1,452
3	Wage				
	Average monthly wage/person	VND	5,469,000	5,820,000	5,870,000
4	Number of companies unpaid wage	Company	01	01	01
5	Total amount of unpaid wage	VND	5.5 bil.	11,2 bil.	8 bil.

*Source: Report of the first half operation term of VUIT (2013-2015)*

*IndustriALL Global Union Steering Committee Meeting  
on ICT, EE, 6-7 April 2016, Tokyo, Japan*







**CÔNG ĐOÀN CÔNG THƯƠNG VIỆT NAM**  
VIETNAM NATIONAL UNION OF WORKERS IN INDUSTRY AND TRADE

# Part III: ENVIRONMENT AND SAFETY AT ICT EE WORKPLACE

## Situation, Challenges, Opportunities & Solutions



# 1. Current Situation

- At first glance, the work environment always thought of worker electronic assembly seems ideal for the absolute hygiene. Their workplace is the "clean room", closed with the air conditioning system, always difference compared to the outside temperature 5-12 degrees Celsius, on hot summer days, the gap is increasing. Microclimate in the environment such differences, the impact of changes in the human body temperature is inevitable.
- Labor safety issues, issues of health hazards and occupational diseases are latent day and can appear at any time for the direct production workers.
- In the survey, many employees frequently reflect the bone and joint discomfort due to working posture, tinnitus, even impaired vision from 10/10 to 5/10 ...







# 1. Current Situation (cont.)

- Currently 50 % of electronic products are manufactured in Asia and many electronics companies here still uses toxic chemicals have been banned in Europe . Thomas H. TS.BS Gassert (Faculty of Public Health, Harvard University) said , there are about 68,000 kinds of chemicals including many acids, alkalis, frozen gases, cyanide , additives , fillers , metal , oxidant , semiconductors, solvents ... are used in electronic industry but never proven impact on humans and even tested on animals is also very little.
- The toxic chemicals in the long run can cause cancer, reproductive -related diseases and the immediate cause of the disease is stress, discomfort the body, reducing the visual, auditory sense .





# 1. Current Situation (Cont.)

- Report to incomplete statistics of the Ministry of Health said that 28,000 workers suffer from occupational diseases of which approximately 10 % related to chemicals. Greater concern , out of more than 200,000 workers in this sector, with over 90% of female workers aged 18 - 30 years. These workers are in the reproductive age should be required to ensure the safety of labor is even more urgent.
- According to the World Labor Organization (ILO), 160 million people every year from occupational diseases, about 438,000 people died due to dangerous chemicals cause.
- According to the World Health Organization (WHO), more than 9 % of lung cancer cases derived from chemical products, 800,000 children poisoned chemicals.





# 1. Current Situation (Cont.)

- A significant impact on the health of employees working longer posture and work intensity. Workers mainly sit or stand in static posture throughout the approximately 12-hour work shift. Monotonous level of manipulation makes people act like a machine, regardless of the speed of ultra-fast operation making them highly concentrated. "There are details of the printer needs 500-600 movements / hour. The tiny chip, mounted with a microscope, working onscreen visual strain for the operator. Eyes pulled tight in a distance fixed cause eye strain."
- In the coming time, Vietnam will continue to be the investment attractions of the big electronics corporations in the world. Businesses want to protect their workforce and demonstrate social responsibility, they must publish a list of chemicals used in the production stage, our risk and guidance to employees about measures protection.



## 2. Challenges



- Vietnam's integration into the international economy to meet the requirements of the labor, social and environmental with the CoC and different standards, sometimes there is a conflict between the CoC;
- Vietnam enterprises in general, especially SMEs in particular have limited resources to implement environmental issues & occupational safety, as part of the CSR;
- There are many systems with qualified audit, awareness and content inspection, along with high cost increases the initial cost of the business.



## 2. Challenges (continue...)



CÔNG ĐOÀN CÔNG THƯƠNG VIỆT NAM  
VIETNAM NATIONAL UNION OF WORKERS IN INDUSTRY AND TRADE

- **The characteristics of the electronics industry is using high-tech, but the product's life cycle short.**
  - That causes initial investment costs high, costs for skilled labor, require accelerated depreciation, rapid capital recovery.
  - Need rapid technological innovation, product innovation and should be involved in the production chain and the global supply of the electronics industry to ensure long-term production development.
  - Risk waste is difficult to handle the increasing Vietnam currently lacks skilled labor in the electronics industry, the Environment and Health and Safety awareness of most unskilled workers are limited.
  - Proportion of Labor to re-train in large enterprises;





## 2. Challenges (continue...)

- **Being dependent on partners on orders, materials supply and delivery schedules should cause problems overtime period lasts.**
- **Auxiliary industry for the electronics industry in underdeveloped countries detrimental to businesses when looking for sources of raw materials, increase domestic value added.**
- **The investment cost for the environment, safety and occupational health large increase general costs of enterprises, reduce profits.**
- **System State documents are not specific, making it difficult to synchronize companies perform environmental issues and labor safety.**



### 3. Opportunities



- **Provide jobs for businesses and employees: Develop brand, expand the market;**
- **Formation of corporate culture: creating good relations between employees and employers, retain skilled labor;**
- **Increased productivity and business efficiency, professionalism in industrial production;**
- **Create beautiful images with partners, communities and consumers;**



### 3. Opportunities (Cont.)

- **Sustainable development: environmental protection, energy saving, preserving natural resources;**
- **Mitigate risk and processing costs of complying with good result national regulations and international.**

**Summary: Ensure environmental and occupational safety is one of the criteria of the standards set forth in ISO CSR 2600. This will improve competitiveness and help business development and sustainable integration.**

 **Vitual Growth Cycle!**



## 4. Solution



- There should be a **supervisory system** fully effective, fully trained, are present at the enterprise, in other words, representatives of the employees within the medical committee of the factory. This team must be trained, adequate training. It is also the duty of trade unions. Trade union organizations need timely information and propaganda to the workers in the electronics industry to understand their risks.
- **Enhanced dissemination** to businesses themselves understand the importance of openness and transparency of toxic chemicals in the manufacture of electronic products.
- **The legal system of occupational safety** should be further strengthened, strengthen inspection of manufacturing plants and electronics assembly to appropriate sanctions immediately handle cases of non-disclosure of toxic chemicals too.



Thank you for your kind attention!



CÔNG ĐOÀN CÔNG THƯƠNG VIỆT NAM  
VIETNAM NATIONAL UNION OF WORKERS IN INDUSTRY AND TRADE



*IndustriALL Global Union Steering Committee Meeting  
on ICT, EE, 6-7 April 2016, Tokyo, Japan*

