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**SOCIAL POLICY IN LABOUR MANAGEMENT
AND HIV/AIDS**

Submitted by: Viet Nam

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PREVENT THE TRANSMISSION OF HIV/AIDS**

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Social policy in labour management and HIV/AIDS

Major contents of the presentation

- Some statistics for discussion and approach.
- Approach to labour management and HIV/AIDS in businesses.
- Social policy in labour management and HIV/AIDS
- Lessons learned from some programs and projects should be applicable to implementation of provincial policies.
- Building a system of solutions and intervention programs in social policy.
- Some vacuums.
- Orientations and measures for implementation.

Some statistics for comparison

Some statistics on HIV/AIDS:

- 129.772 people infected with HIV/AIDS still alive (as of June 30);
- 26.840 AIDS patients still alive;
- 38.648 deaths due to AIDS.

Number of workers aged from 15 to 49 (as of 12/2006)

- 38 507 738 workers in enterprises and organisations.
- 7 336 019 students.
- 1 847 422 housewives

Labour management and HIV/AIDS

Overseas workers and experts in more than 40 countries and territories:

- Currently about 500,000 overseas workers in total, targeting 1 million overseas workers by 2015.
- Annual remittance of US\$1.7 billion
- Around 75,000 people go abroad to work each year (a five-fold increase against 5 years ago).

Labour management and HIV/AIDS

Enterprises and demand for vocational training:

- 240,000 enterprises attracting 9 million workers.
- By 2010 there will be about 500,000 enterprises generating a demand for 2.7 million new jobs.
- From 2008 to 2012 labour demand in economic groups and corporations will reach 80-90,000 workers.

These statistics tell nothing about the impact of HIV/AIDS without a perspective from labour management.

Labour management and HIV/AIDS

Expenses for 'clearance' management account for at least ¼ of total operational costs.

- As partners of enterprises, workers become the most valuable assets.
- Seeking every opportunity to improve and protect the enterprise.
- Devoting every effort to the enterprise.

Enterprises should create a sense of and truly bring about EQUAL opportunity to workers.

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Stigma and discrimination against a HIV/AIDS infected people will:

- Create an effect on degradation of a friendly environment
- Lower spirits of other workers; and
- It is very difficult for labour management.
- Representing the reason for imbalance between economic issues and social issues.

Labour management HIV/AIDS

The State promulgated Labour Code (1994) and the amended and revised Labour Code (2003)

- Protecting workers' right to work, legitimate interests and other rights
- Protecting legitimate rights and interests of employers
- Facilitating harmony and stability of industrial relations
- Contributing to the development of creativity and talents of workers and employers..."

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Gradually eliminating the lack of equality in formulation and implementation of policies.

- Policy equality for everyone:
Emigrant or non-emigrant;
Irregardless of occupational level
Gender, ethnicity,
The disabled,
Workers overseas (under contract).
- Supervision over law enforcement.
- Checking, inspecting and assessing the implementation of those legal documents with lower validity than laws.

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Revising and amending laws and other legal documents with lower validity than laws, especially during the period 2001-2008:

- Labour code
- Enterprise law
- Law on gender equality
- Law on residence
- Law on HIV/AIDS prevention
- Law on drug prevention
- Law on Vietnamese workers working abroad under contract...

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Some international programs and projects have many good lessons on best practices for mobility group policy:

- IOM programs and projects,
- Support activities by HIV/AIDS Program in Southeast Asia of Canada (Csearhap)
- HIV/AIDS prevention project in enterprises (SMARTWORK)
- Women and children trafficking prevention project in Mekong delta region (sponsored by ILO)
- Project “Expanding employment opportunities for women in Vietnam” sponsored by ILO/Japan ...

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Many real evidences on vulnerability and risks among mobility group:

- Little opportunity to get access to general policy
- Not able to find opportunity to get access to social services
- An implicit ill-founded belief
- Little opportunity to assert social status, thus resulting in inferiority complex and vulnerability to cheating

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Lessons learned from some programs and projects should be applicable to implementation of provincial policies:

1- Csearhap program:

- Access to macro-policy advocacy and social responsibility sharing by enterprises.
- Universalized active preventive education.
- Access to peer education model

2- SMARTWORK project:

- Model to build a '3 party' mechanism on supervision over implementation of 10 practical principles of ILO in relation to HIV/AIDS prevention

- Participative communication model

Methods of policy advocacy towards employers.

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3- Women and children trafficking prevention project:

- A community-based model to prevent human trafficking
- Participative approach to develop communication materials
- Methods to develop provincial project network.

4- Project “Expanding employment opportunities for women in Vietnam” (EEOV).

- Experience in incorporating gender issue into employment settlement
- Support model (824 women) for employment or to initiate a business
- Support experience (1,342 women) to increase income thanks to consecutive training;
- Capacity-building for organisations, mass organisations at various levels; support for gender land labour.

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Building a system of solutions and intervention programs in social policy:

1- National employment program 2006-2010:

- Budget funds: 5985 billion Vietnam dong
- Including new additional 2295 billion Vietnam dong in loans for generating employment.
- Support for 49.5 million workers and create new jobs for 8 million
- Soft loans for the unemployed and business households
- 1.7-1.8 million workers are youths and
- 400-500,000 workers abroad under definite term contract.

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2- National poverty reduction program 2006-2010:

- Loans from budget funds: 60,000 billion Vietnam dong
- Including support for labour export loans at 30 million dong for each person implemented by Social Policy Bank.

3- Vocational training network nationwide:

- 2182 schools, including 70 colleges.
- 2001-2006: vocational training for 6.6 million people (a 6.5% year-on-year increase)

4- UNDP support for Targeted poverty reduction program 2005-2010

- In 1850 communes (25,000 villages) in mountain provinces
- Investment of US\$5 million

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5- Many international projects in local communities allowed by the Government are running effectively.

- Csearhap program continues to build and develop education materials to prevent HIV/AIDS vulnerability towards workers before going to work abroad in enterprises licensed for labour export under laws to send Vietnamese workers to work abroad under contract.
- Some infrastructure development projects in central provinces...

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Some vacuums:

- Social responsibility of enterprises is only confined to regulations and warnings and has not been codified with a transparent mechanism.
- Education, Information and Communication are still general and not object targeted.
- Policies have not been concretized for beneficiaries like emigrant workers
- Policy inspection and assessment work at provincial level is still in appropriate.

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Orientations and measures for implementation.

- 1- Community-base active prevention in local communities will support labour management and HIV/AIDS prevention
 - Project proposal “Organisation and mechanism to direct the prevention of HIV/AIDS and social problems in communes and wards”)
 - National targeted poverty reduction program
 - National employment program...
- 2- Promoting education, information and communication activities
 - Under “Peer education” model
 - Attaching importance to information on risk elements and education and support for preventive skills.

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- 3- Stipulating social responsibility of enterprises in details along with enforcement mechanism and policies.
(financial mechanism; Agreement – labour contract...)
- 4- National HIV/AIDS prevention program 2006-2010 and Vision 2020
- 5- Drug prevention strategy until 2010 and orientation up to 2020.

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- 6- Linking labour management to improvement of vocational training network.
- 7- Sharing responsibility with networks of Civil Society Organisations on support for gender equality education...
- 8- Raising efficiency of law enforcement through a system of labour check and inspection. Thus, there needs a concrete training programs for inspectors.
- 9- Revising and amending legal documents along with more feasible mechanisms.