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**VCCI: THE VIETNAMESE BUSINESS SOCIAL
RESPONSIBILITY AND SETTLEMENT AGAINST
HIV/AIDS**

Submitted by: Viet Nam

**APEC SEMINAR ON SOCIAL POLICIES FOR MIGRANTS TO
PREVENT THE TRANSMISSION OF HIV/AIDS**

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HIV/AIDS
nơi
làm việc


VCCI

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VCCI: THE VIETNAMESE BUSINESS SOCIAL RESPONSIBILITY AND SETTLEMENT AGAINST HIV/AIDS

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VCCI

VCCI: MAJOR ROLE OF ORGANIZATION REPRESENTING EMPLOYERS

- Play the role as the representative for employers at central level, participate in tripartite mechanism with representative of the Government (MOLISA) and employee.
- Together with Ministry of Labors, the make an annual report to the Government on advantages, difficulties and complaints on issues related to labor relations.
- Serve as an representative to create favorable business environment for employers and encourage them to develop their businesses.

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VCCI'S SUPPORTING ACTIVITIES FOR EMPLOYERS IN VIETNAM (1)

- Provide consulting and supporting services on labor relations.
- Provide employers with knowledge and skills given the regional integration and globalization.
- Disseminate new regulations of Vietnam's labor law and update of regulations on international labor to employers etc.



VCCI'S SUPPORTING ACTIVITIES FOR EMPLOYERS IN VIETNAM (2)

- Set up an information system on the labor market, provide employers with necessary and accurate figures.
- Establish a flexible mechanism for salary payment in businesses.
- Provide trainings and improve awareness for employers on human resource management, negotiations between employers and Labor Union and employees in their own enterprise, management of industrial safety and hygiene, social insurance...



SUPPORTING ACTIVITIES TO EXECUTE SOCIAL RESPONSIBILITY IN BUSINESSES

- The Vietnamese business's reaction to HIV/AIDS
- The Vietnamese business with the disabled
- The Vietnamese business with activities related to children and woman trafficking.
- Etc.



SOME COMMENTS ON VIETNAM'S EMPLOYERS GIVEN THE HIV PANDEMIC

- It is believed that HIV/AIDS is a social evil and an issue required solutions by the Government and the Health branch.
- Not aware of the pandemic's impacts on labor force, only focus on business.
- Behavior discrimination remains severe, particularly for employees.
- Though hoping to carry out AIDS preventive measures in working places, some businesses do not know how to implement them.
- Do not know the Government's legal documents on HIV/AIDS.



SOME COMMENTS ON VIETNAM'S EMPLOYEES GIVEN THE HIV PANDEMIC

- It is believed that HIV/AIDS could only be found in drug injectors, prostitutes and in cities.
- Prevent transmission by keeping themselves away from HIV-infected people. There is a lack of basic knowledge on HIV.
- Indifference or excessive worry of the pandemic results in behavior discrimination with HIV-infected people, majorly in employees.



SOME COMMENTS ON THE VIETNAMESE GOVERNEMENT'S REACTION GIVEN THE HIV PANDEMIC

- Various documents have been issued, especially the Law on AIDS prevention, however these documents have not been known by businesses.
- Steps to check implementation in accordance with the law and by-law documents remain weak.
- There is no guiding and instructing documents for businesses to implement AIDS prevention.
- Pay special attention to those who are vulnerable to AIDS.



SOME COMMENTS ON MIGRANT LABOR WITH BUSINESSES GIVEN THE HIV PANDEMIC

- Businesses have not been aware of HIV risks for themselves from migrant labors and when exporting employees.
- In programs for vocational training, HIV prevention programs and living skills to help employees protect themselves from HIV have not been included.
- Employers in industrial zones have not been aware of responsibility and interests for their business when carrying out AIDS prevention in working places.



WHAT CAN BUSINESSES DO TO CONTRIBUTE TO REACHING THE NATIONAL TARGET ON HIV/AIDS PREVENTION?

- Offer vocational training and jobs for infected people.
- Create favorable condition, communicate and provide knowledge for employees on HIV/AIDS.
- Reduce discrimination with infected people.
- Set up fund or give financial assistance for HIV/AIDS related activities in enterprises and community.
- ...



THE CONSULTING COUNCIL FOR EMPLOYERS ON JOBS FOR THE DISABLED (BREC)

- The project is sponsored by USAID and VNAH in the 2006-2008 period, chaired by VCCI
- Current members:
 - Domestic and international businesses (27)
 - Partners
- Partners:
 - VCCI (VCCI)
 - The coordination office for assisting activities for the disabled. (NCCD).
 - AmCham
 - ILO



BREC'S TARGETS

Create a joint effort at national level to:

- Improve awareness for employers of the benefit of employing the disabled.
- Study and give feedback and give technical assistance for employers in employing the disabled.
- Create a forum for experience sharing in employing the disabled.
- Improve awareness of demands and requirements of the current and future labor market.
- Promote employment of the disabled in Vietnam.
- Give consultation for vocational training centers on skills and qualifications required by employers.



BENEFIT OF EMPLOYING THE DISABLED

- Use the talent and skillful workforce that has not been exploited.
- Improve the operational effectiveness – the disabled often goes to work on a regular basis and is loyal to their enterprises while saving the employing and training cost.
- The working spirit of businesses will be intensified, thus increasing employees' devotion and businesses' prestige.
- Bring into play ideas, creativeness and ability to tackle issues arisen. To overcome challenges in life, the disabled is creative and skillful to tackle their issues. These qualities are beneficial to their working environment.
- Businesses will reach out new markets thanks to a diversified workforce, reflecting consumers' demands.



BREC'S ACTION PLAN

- Evaluate employers' demands
- Set up a system for information exchange (BREC web site) between the employer and the disabled.
- Improve the awareness of the employer and community on the benefit of employing the disabled.
- Promote job opportunity for the disabled
 - Job fair
 - Training programs for employers
 - Organization of events and presentation of certificate of merit
 - Communication
- Make suggestions on the labor law and working policy.



VCCI'S ACTIVITIES IN HUMAN TRAFFICKING PREVENTION (HTP)



WHY DOES VCCI PARTICIPATE IN AREA OF HUMAN TRAFFICKING PREVENTION?

- Initiative of the Vietnamese Government and the ILO-IPEC have mobilized the participation of the employers association (VCCI), the employee association in the program for human trafficking prevention in Mekong sub-region.
- Improve the current situation of labor relations in small and medium enterprises, especially those that use a big number of female employees.
- VCCI and its members can participate in activities of prevention and remote assistance: offer job opportunities, training for business owners and give assistance to establish a healthy labor relationship.



AREAS WITH VCCI'S PARTICIPATION FOR HUMAN TRAFFICKING PREVENTION

VCCI and its members participate in remote human trafficking prevention:

- Provide job opportunities for labor, especially woman.
- Promote “stable job” in enterprises with good working conditions and higher income for employees;
- Promote the establishment of harmonious labor relations in enterprises;
- Exercise gender equality in enterprises
- Pay attention to the life “outside the fence” of labor;
- Establish an union of true employers to condemn and boycott business owners with illegal labor use.



TARGETED GROUP THAT VCCI WILL GIVE ASSISTANCE TO WITHIN THE FRAMEWORK OF ILO/IPEC PROGRAM

Businesses in general

- Small and medium businesses
- Businesses using a big number of labors, especially female and immigrated labors
- Businesses operating in area of labor export



VCCI'S IMPLEMENTED ACTIVITIES (ILO - IPEC)

- Survey the situation of employment and use of immigrated labors in industrial zones
- Organize trainings, workshops and documentation building
- Work out and sign common commitment on not using illegal labors and preventing human trafficking.



VCCI – BINDING VIETNAMESE BUSINESSES.