

## Concept Note

# Fair and Ethical Recruitment Training in Viet Nam

Dates: 30 September – 01 October 2024

## Hybrid Format

### *Background*

The importance of addressing challenges in the recruitment process as it concerns migrant workers is well established in international law. Several international legal instruments outline the obligations of states as they relate to fair and safe recruitment. Furthermore, the inclusion of the topic in Agenda 2030 and its Sustainable Development Goals (SDGs) and the Global Compact for Safe, Orderly and Regular Migration (GCM) underlines the importance of the topic within the bigger field of international labour migration.

Vietnam is one of many countries committed to implement GCM. Contributing to the big effort of Vietnamese government in ensuring safe and regular migration in general and implement the Objective 6 of the GCM 'facilitate fair and ethical recruitment and safeguard conditions that ensure decent work', German Development Cooperation Organization (GIZ) in cooperation with UNU-MERIT, Maastricht University organized a successful Spring School on fair and ethical recruitment for representatives from MOLISA, DOLAB, 3 DOLISA (Nghe An province, Ha Tinh province and Phu Tho province) and their MRC/ESC, VAMAS and CSO in Berlin (Germany) in April, 2024. Following the successful Spring School, GIZ in cooperation with ILO and DOLISA Ha Tinh as well as UNU-MERIT, Maastricht University are jointly offering a further training with similar contents to DOLISAs, MRCs/ESCs from 11 provinces, CSO and VAMAS in Viet Nam that could not take part in the Spring School.

### *Objectives of the training course:*

Through the training course, the participants will

- *Understand:*
  - What fair and ethical recruitment means and why it is important.
  - How to consider fair and ethical recruitment throughout the recruitment process.
- *Have knowledge of:*
  - Global norms and key principles on fair and ethical recruitment.
- *Be able to:*
  - Identify and understand the roles, interests and challenges of different stakeholders in ensuring fair and ethical recruitment.

- Provide support for migrant workers during migration process to assess fair and ethical recruitment through MRC services in Vietnam (information and legal support), incl possibility of collaboration with MRCs in Germany
- Collaborate between MRCs and DOLISA as well as DOLAB in monitoring fair and ethical recruitment and handling with migrant workers' complaints

### ***Training Modality***

The training lasts 2 days and will be organized in hybrid form for 52 participants will join in-person and up to 8 participants will join virtually, while the foreign trainers will be joining through an online platform, Vietnamese speakers will join offline.

The training methodology will be based on Problem-Based Learning (PBL). PBL is a learner-centered, participatory training methodology that has been developed to promote deeper learning than can be achieved through traditional teaching methods. Participants work in small groups, use practical cases and exercises and (significantly) fewer lectures are given. Case studies and exercises will be focused on the context of Viet Nam, jointly with good practices from other countries, so that participants can relate the training directly to their daily work.

### ***Agenda***

Time	Topic	Resource person
Day 1, Monday, 30/09/2024		
08.30-08:50	Registration and technical test	Organizing team
08:50 – 09:00	Welcome participants Objectives and Agenda	Moderator
09:00-09:30	Opening Remarks	Mr Dinh Huu Cong, Vice Director of DOLISA Ha Tinh  Ms Ingrid Christensen, Country Director - ILO  Ms Beate Dippmar, Cluster Coordinator TVET, Labour Market Information and Labour Migration - GIZ
09:30- 09:50	ILO Fair Recruitment Principles and Guidelines - Definition and global norms	Ms Anna Engblom, Chief Technical Advisor, TRIANGLE in ASEAN Programme, ILO

09:50 – 10:00	- Principles for Fair and Ethical Recruitment Q & A	
10:00 – 10:20 10:20 – 10:30	Overview on Fair and Ethical Recruitment via Vietnamese Law Q & A	Ms Pham Thi Thuy, Specialist Division of Taiwan, Europe and America DOLAB
10:30 – 10:45	Coffee break	
10:45-11:05  11:05 – 11:15	Monitoring recruitment processes and establishing effective inspection; ILO report and overview  Q&A	Ms Anna Engblom, Chief Technical Advisor, TRIANGLE in ASEAN Programme, ILO
11:15 – 11:45  11:45 – 11:55	Sharing of Sri Lanka (15') and Philippine(15') (tbc) experiences  Q&A 10'	Madam Padmini Ratnayake, Former Additional Secretary – Ministry of Labour & Labour Relations, Sri Lanka  Sir Jerome Alcantara, Assistant Secretary, The Department of Migrant Workers, Republic of the Philippines.
11:55 – 12:00	Group photo	All participants
12:00-13:30	Lunch break	
13.30-15.00	Multi-stakeholder Perspective: Interests and roles (Groupwork)	Dr. Talitha Dubow and Dr. Katrin Marchand UNU-MERIT, Maastricht University
15.00-15.15	Coffee break	
15.15-16.45	Multi-Stakeholder Perspective: Coordination and Collaboration (Interactive lecture and Groupwork)	Dr. Talitha Dubow and Dr. Katrin Marchand UNU-MERIT, Maastricht University
16.45-17.00	Closing of Day 1	
18:30 – 20:00	Dinner	All participants

Day 2, Tuesday, 01/10/2024		
08:30-08:50	Exchange of information on inspection practices	Mr Nguyen Xuan Thai, Head of Employment and Labour Division DOLISA Ha Tinh
08:50 – 09:00	Q&A	
09:00 – 09:50	Groupwork (cooperation between MRC and DOLISA (inspector) in monitoring recruitment: opportunities, challenges and recommendations	Participants
09:50 – 10:00	Coffee break	Participants
10:00 – 10:30	Presentation on group work results	Representative of each group
10:30 – 10:45	Acting complains Overview, Vietnamese guidelines and practices (15')	Ms Trinh Thi Bich Thuy, Specialist Inspection Division DOLAB
10:45 – 10:55	Q&A (10')	
10:55 – 11:10	Sharing of Philippine experience (15')	Sir Jerome Alcantara, Assistant Secretary, The Department of Migrant Workers, Republic of the Philippines.
11:10 – 11:20	Q&A (10')	
11:20 – 11:35	Sharing Sri Lanka Experience (15')	Madam Padmini Ratnayake, Former Additional Secretary – Ministry of Labour & Labour Relations, Sri Lanka
11:35 – 11:45	Q&A (10')	
11:45 – 13:00	Lunch time	
13.00-14.15	Migrant worker preparation and awareness (Interactive lecture and groupwork)	Dr. Talitha Dubow and Dr. Katrin Marchand UNU-MERIT, Maastricht University
14.15-14.30	Return and Reintegration (Interactive lecture and groupwork)	Dr. Talitha Dubow and Dr. Katrin Marchand UNU-MERIT, Maastricht University
14:30 -14:45	Coffee break	
14:45 – 15:30	Return and Reintegration (Interactive lecture and groupwork) – (Cont.)	Dr. Talitha Dubow and Dr. Katrin Marchand UNU-MERIT, Maastricht University
15:30 – 16:45	SWOT analysis	Participants

16.45-17.00	Closing of training	Representative of DOLISA Ha Tinh & GIZ
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