

COMPLETION REPORT

Studying on Current Strikes in Japanese Companies in Vietnam, Compared with Taiwanese and Korean Companies

Dung Duy Nguyen(+3)

Former Director of ISEAS Senior Researcher

The Institute for Southeast Asian Studies (ISEAS)

Vietnam Academy of Social Sciences

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The strikes are a recent phenomenon and always a topical issue in Vietnam, especially in FDI companies. Disputes and conflicts, strikes have been quite common in countries even though no one wishes. However, that reflects the state of labor relations and the resolution of strikes is extremely difficult and complicated, etc. leaving many worrisome consequences. Thus, on the basis of research on the strikes in Japanese companies in Vietnam recently (compared with Korean, Taiwanese companies), the project clarifies the nature, situation, and causes to make assessments and recommend solutions. As a result, some conclusions can be drawn:

1. Since opening economic reform, up to now, Vietnam has achieved remarkable achievements, changing the face of the country and national position in the region and the world. In particular, labor relations have formed a new model with stakeholders, participants, diversity, abundance and complexity.
2. The strikes in Vietnam, including Japanese, Korean and Taiwanese FDI companies, have recently tended to decrease sharply and not spread to many localities as before. It reflects the labor relations in companies which have been improved in a positive way and shown an increasingly attractive investment environment. The main reason for the strikes is due to economic benefits. In addition, there are reasons on the legal awareness and the behavior of the participants (employers, employees, relevant organizations). In addition, the reasons for political security and especially the agitation of Vietnamese anti-state organizations at many times have made the situation more complicated.
3. The number of strikes in Japanese companies in Vietnam is usually small in number and mainly requires different economic arrangements than those of Korea and Taiwan. This shows that Japanese companies have effectively localized their business activities in Vietnam, especially in labor relations.
4. The international and regional context is going to take place very complicatedly unpredictable. That will affect production and business in global and including Vietnam. This will also be a factor affecting labor relations in FDI companies including Japan.

On the basis of the research results on strikes in FDI companies, especially Japan, South Korea, and Taiwan in Vietnam in particular, to improve labor relations and minimize strikes, some solutions and recommendations can be provided as follows:

Solutions for the state and local regulatory agencies: It is necessary to continue to improve policies and laws on industrial relations, especially to adjust more specific guidance on the Labor Law, including strikes and collective work stoppages

Solutions for employers: In order to build a good relationship between employers and employees, comply with contractual commitments is needed

Solutions for employees: In order to harmonize the labor relations in the company and minimize strikes, workers themselves also need adjustments and changes.

Solutions for FDI companies: FDI companies need to cooperate to improve efficiency and support to solve conflicts in and outside the business. Accordingly, FDI companies in general, Japanese, Korean and Taiwanese companies in Vietnam in particular need to organize forums, seminars, etc. in order to exchange ideas, share information, experiences and support each other to solve production and business issues, especially the strikes situation in Vietnam now and in the future.

Publication of the Results of Research Project:

Article:

Studying on Current Strikes in Japanese Companies in Vietnam: Compared with Taiwanese and Korean Companies

Name of the Journal: Journal of Northeast Asian Studies

Date: ongoing