

## INDEX

### A

abuse  
accidents on factory floor, 140  
    regression analysis, 292  
    treatment of workers, 291–95  
Adidas, 138  
agricultural collectivization, 112  
agriculture, income from, 98  
All-China Federation of Trade Unions  
    (ACFTU), 212  
American Chamber of Commerce, 244  
annual bonus, 290  
    perfect attendance, 136  
    incremental wage system policy, 217  
    Tet-bonus (fight to get), 143  
annual  
    village festival, 99  
    workers' congress, 48  
anti-sweatshop campaigns, 125  
apprentice system, 109  
Arbitration Law, China, 238  
Asian Financial Crisis, 263, 268–69,  
    271  
Asian market-socialism development  
    model, 2–3  
Australia, collective strike action, 235

### B

Bai Bang Paper, 59–62  
    expansion, 59

    people's inspection board, 61  
    sports and entertainment facilities, 62  
    work conditions, 60  
    workers, 60  
Bai Bang Pulp, 58  
Bao Dai, 18  
Battle of Saigon, 20  
Beijing Consensus, 2  
Belanger, Daniele, 9  
Beresford, Melanie, 33  
Binh Duong Province, 24  
Blum, Leong, 16  
brand names  
    as clients, 6  
    as corporate buyers, 139  
    companies, 4  
    wages stagnant, 244  
Buddhist Institute of Secular Affairs, 23  
Bui Luong, 23  
Buu, Tran Quoc, *see also* Tran Quoc  
    Buu

### C

Cai-Da mines, 19  
Can Lao Party, 19  
capitalist relations, modern globalized, 3  
capitalistic factory regime, 268  
carpenters, 106–7  
carvers, 103  
Cathedral of Saigon, 17

- Centre for Asia Pacific Social Transformation Studies, 148
- Chae, Suhong, 7, 8
- China
- Arbitration Law, 238
  - collective actions, violence, 241
  - Contract Law, 242
  - exercise of state power, 241
  - Labour law
    - no mention of strikes, 232
    - no provision for collective disputes, 233
  - labour dispute conciliation, 238
  - minimum wage, 246
  - Trade Union Law, 229
  - workers' protest, rights-based, 239
  - workers' protest, interest-based, 239
- China Labour News Translations, 247
- Chinese Enterprise Management Association, 231
- Chinese workers, perception of State, 227
- Cholon
- gambling house
    - closure, 17
    - shoemakers in, 18
- Christian Trade Union, 14
- Citroen, employees of, 17
- citizen agents, 242
- collective actions, use of mobile phones, 174
- collective bargaining
- agreements, 121, 133, 141
  - trade unions' weaknesses, 143
- collective industrial disputes, regulation of, 242
- collective labour agreements, 48, 54
- collective labour disputes, 233
- lack of Chinese legislative provision, 233
- colonialism, Marxist-Leninist interpretation of, 16
- Communist Party of Vietnam (CPV), 46, 167
- Political Bureau, 169
  - conflicts, reduction, utilization of formal rules and regulations, 263
- Cong-Nong Party, 28
- pressing for reforms, 29
- contract factories, 124
- double, triple book-keeping on work hours, 138
  - incentive to implement codes of conduct, 139
  - Sambu Vina, case study, 142–43
- contract labourers, 109
- employment, 100
  - long-term, 110
- Contract Law, China, 242, 248
- corporate codes of conduct, 6
- challenges in monitoring, 137
  - compliance, 131
  - consequences for workers, 140
  - cost sharing scheme, 139
  - definition, 121
  - discrepancies with Vietnamese labour code, 122
  - remediation, 138
- corporate social responsibility, 121–24
- consequences for workers, 140
  - monitoring, 137–40
  - monitoring expenses, 139
  - case study of contract factory, Sambu Vina, 142–43
  - effect of global supply chain, 133–41
  - local and international initiatives, 143–45
  - management's perspective, 125
  - Ministry of Labour, Invalids, and Social Affairs (MOLISA), 127–28
  - MNCs' perspective, 125, 126
  - multi-level manufacturing, 133, 134
  - public perspective, 124, 125
  - trade unions' perspective, 126
  - training programmes, 10
  - tripartite proposed, 126–27
  - tripartite negotiations, challenges, 141–42
  - unauthorized subcontracting, 133–34

Vietnamese Chamber of Commerce and Industry, 128–30  
 workers' pay and benefits, 134  
 Council for Mutual Assistance (Comecon), 313  
 Council for Mutual Economic Assistance, 50  
 craft industry workers, 3  
 craft villages, 95  
   revival and development, 116  
 craftmaking, 112  
 credit unions, informal, 264  
 cultural constraints, 94  
 CVTC-affiliated unions, 21

**D**

Dalian Development Zone, 227  
 Dang Ngoc Tung, 31  
 decollectivization, (1980s), 91  
 Democracy Party, 29  
 Democratic Republic of Vietnam (DRV), 16  
 demographic transformations, 311  
 Department of Overseas Labour Management, 317  
 Directive 22 (Central Committee), 143, 155  
 discrimination, gender, 94  
 district-level governments, 229  
 division of labour, 102  
   concept, 92–93  
   livelihood articulation, 101–2  
 domestic management, 283  
 domestic workers, Taiwan, 315  
 Doi Moi  
   earlier period, 2  
   industrial relations policy under, 228  
 domestic enterprises, 9  
 domestic-private companies  
   wage system, 284  
   workers' average monthly earnings, 285  
 Dong Nai Province, labour conflicts, 252

**E**

Easter Offensive, 29  
 Eastern Europe, 2  
 economic specialization, 93  
 Economist Intelligence Unit, assessment on equitization, 83  
 economic downturn  
   continuing stability, 269–71  
   effect on factory's internal social politics, 268  
 employment conditions, complaints, 178  
 enterprise, trade unions, 295–98  
 enterprise ownership, 279  
 enterprise-level trade union, by factory ownership type, 296  
 entrepreneurs, woodcraft industry, 113  
 equitization, 56, 69  
   criticism of, 72  
   holding up of, 70  
   slow speed of, 74  
   transformation of SOEs, 74  
 ethical sourcing program, 146  
 ethnic division, 267  
 export economy, income disparities, 4  
 export labour industry, 9  
 export processing zones, 74  
 export-oriented industrialization, 4–5

**F**

factories  
   characteristics by products and workforce size, 282  
   fashion  
     southern industrial centres, 279  
     footwear, 278–303, 279  
     increase in number of quota, 163  
   foreign-funded, 175  
 factory politics, 266  
 factory regime, hegemonic, 267  
 factory workers, average household income, 269  
 family labour, 109  
 family workshops, 96  
 farming, economic strategy, 100  
 fashion factories, 279

female migrant workers, 135  
 female workers, legal benefits, 122  
 female-centred informal politics, 267  
 FDI, export-sector workers, 5  
 FDI factory, Korean-managed, 7  
 FDI manufacturing economy, 4  
 Federation of Railroad Workers, 28  
 financial capital, 100  
 fluctuating market, 101  
 footwear factories, 278–303, 279  
   increase in number of quota, 163  
 Ford, Gerald, 30  
 foreign direct investment (FDI)  
   attractive destination, 1  
   legal minimum wage, 216  
 foreign labour diplomacy, 316  
 foreign-invested companies  
   wage system, 284  
   workers' monthly earnings, 285  
 foreign-invested enterprises (FIEs), 55,  
   166, 278  
   polarisation, 306  
 foreign-owned enterprises  
   number of strikes, 163  
 foreign-owned garment factory, 174  
 Four Reals Directive, 143  
 framers, 103  
 Freetrend company, 175  
 French colonial rule, 161  
 French Confederation of Christian  
   Workers, 13

**G**

garment factory, foreign-owned, 174  
 gender discrimination, 94  
 gender roles, 93  
 General Federation of Trade Unions, 36  
 general strike, 22  
 Geneva Accords, 18  
 Gifford, Kathie Lee, 119  
 Gini coefficient, 4, 11  
 global capitalism, 147  
 global economic crisis, labour disputes,  
   273  
 global market, competing in, 10

global production chain, 6  
 Global Standards, 138  
   monitoring of, 153  
 global supply chain, challenges,  
   133–41  
 grassroots unions, 56  
 government-union relations, 228–31  
 guest workers  
   charges paid, 323  
   control of employers, 327, 328  
 guest-worker scheme, 322  
 Greenfield, Gerard, 49  
 Gulf of Tonkin, 22

## H

HCMC Export Processing Zone  
 Authority (HEPZA), 129  
 formation of labour unions in, 130  
 labour strikes at, 213–27  
   differences with Pearl River Delta  
   factories, 220–27  
   peaceful, 225  
   pro-labour district-level governments,  
   229  
 HCMC Labour Federation, 131, 141,  
   144  
   healthcare benefits, 136  
 Ho Chi Minh City, 16, 31, 70  
   foreign-invested enterprises, 4  
   labour conflicts, 252  
 Hoa Hao religious sect, 27  
 Hoang Thach Cement Company, 58  
 Hoang Thach Cement Plant, 62–66, 63  
   factory premises, 62  
   welfare fund, 65  
 Honda strikes, 240  
 Hot Christmas Eve strike, 260  
 household registration system, 117  
 household income, 99  
 households, livelihood strategies, 97  
 housing, problems, 168  
 Hue Phong shoe factory, 132, 170, 177  
 hui credit system, 264, 265, 271  
 Human Resource Survival Guide, 144  
 human trafficking, 135

**I**

ILO-Better Work Project, 137  
 income disparities, 4  
 income taxes, rising, 28  
 illegal strike, 237  
 incentive payments, 288–90  
 income  
   source of, 96  
 Independent Trade Union of Vietnam, 173  
 Indochina, labour practices, 15  
 Indochina War, 16  
   second, 31  
 Indochinese Communist Party, 16  
 Indonesia, mass rallies by workers, 241  
 industrial disputes, three-stage formal proceeding, 232  
 industrial hygiene standards, 297  
 industrial peace, 8  
 industrial relations, patterns, 241–44  
 industrial zones, housing within, 168  
 industrialization, 1  
 inflation, 135  
   early (1970s), 31  
   effect on minimum wage, 240  
   outpacing wage increases, 244  
   South Vietnamese economy, 27  
 informal credit unions, 264  
 informal politics, female centred, 267  
 Institute for Labour and Social Science, 55  
 Institute of Labour Science and Social Affairs (ILSSA), 124  
 Interest-based disputes, 143, 235  
 International Federation of Christian Trade Unions, 18  
 International Finance Corporation (IFC), 127, 145  
 international labour export, complexities, 310  
 International Labour Organization (ILO), 7, 120  
   Human Resource Survival Guide, 144  
   Industrial Relations and Dispute Settlement in Vietnam, 234  
 International Monetary Fund, 55

**J**

Jean Lacouture, 22  
 Japanese investors, strikes at factories of, 180  
 Jouan, Gilbert, 13  
   Christian labour movement, 14

**K**

Karadjis, Michael, 1  
 Kennedy, Edward, 30  
 Kerkvliet, Ben, 5  
 Keyhing Toy factory, 164, 167  
 Kim Jee Young, 7  
 Kim Thieu, 92, 96  
 Kim Thieu Village, 95, 101  
   casual migrant labourers, 107–8  
   in-migrant labourers, 104  
 kin relations, in factory, 266

**L**

labour  
   conditions, 280  
   forced, 136  
   gender division, 112–13  
   cheap, 1  
   laws regulating import of, 9  
   re-division, 3  
   redivision, Red River Delta, 91–118  
 Labour Code, 7, 68, 166, 176, 177, 121, 229, 232  
   Chapter 5, implementation, 145  
   collective disputes, 234  
   collective labour agreement, 61  
   evolution, 181  
   new amendments, 133  
   overtime, 136  
   revised, 181, 182, 183  
   revisions, 148  
 labour conditions, studies on, 280  
 labour conflict 253  
 labour contracts, overtime work, 136  
 labour control, intensification of, 260  
 labour disputes  
   conciliation, 238

- interest-based, 143, 235
  - labour export, privatization of, 332
  - labour force, industrial, 1
  - labour laws
    - implementation, 212
    - penalties for violations, 181
  - labour lawyers, 242
  - labour migration, 93
    - exploitative regime, 332
    - importance, 310
    - international, Asia and Taiwan, 311–13
    - outward, 110–12
    - recruitment and placement, 317–22
    - woodcarving industry, 112
  - labour movement, (1947 to 1975), 6
  - labour organizations, independent, 179
  - labour peace, precondition for attracting FDI, 10
  - labour policies
    - export, 313–14
    - Vietnam, 10
  - labour press
    - official forum of VGCL, 132
    - role of, 147
  - labour processes, 101
  - labour minimum wage protests, 130
  - labour regulations, 18
  - labour restrictions, easing of, 22
  - labour standards, 131
    - Taiwanese-owned factors, 239–41
    - types, 123, 124
  - Labour Standard Law, 328
    - Taiwan, 328
  - labour unions, illegality, 16
  - Labour Unions Department, 133
  - labour-exporting SOEs, 320
  - labour-management conflicts, 147
    - nature of, 253
  - labourer-capitalist class, 3
  - labourers, types of, 101
  - Land-to-the-Tiller Act, 15, 28
  - Lao Dong, 47, 72
    - VGCL's newspaper, 71, 132
  - Law on State Enterprises, 51, 52
  - lawyers, labour, 242
  - Le Kha Phieu, 53
  - legal aid
    - clinics, 242
    - movement, 243
  - legal strikes procedure, 143
  - legislation, complex provisions on
    - labour strikes, 211
  - loan sharking, 265, 271
  - Lunar New Year, significance of, 257
  - Ly Dynasty, 95
- M**
- male-centred political role, 267
  - managerial culture, change across
    - borders, 279
  - managerial responsiveness, by factory
    - ownership type, 14
  - market socialism, 2, 121
  - market-oriented economy, 92
  - mediating institution, role of, 9
  - medical equipment manufacturing, 175
  - Michelin, 24
  - middlemen, 8
    - role of, 263, 267
  - migrant families, 111
  - migrant labour, exploitation, 4
  - migrant labourers
    - casual, 107–8
  - mother-of-pearl sculptors, 104, 105
  - migrant workers, 328
    - collective strike actions, 5
    - female, 107, 135
    - in Taiwan, 9
  - Minh Khai, 72
  - migration policy, Taiwan and Vietnam, 316–18
  - migration process, unofficial actors, 319
  - minimum wage, 323
    - effect of inflation, 240
    - two systems, 123
    - fear of raising, 10
    - FDI sector, 123
    - Domestic, state sector, 123
    - decree, 188

Taiwan, 309–32  
 working hours, 329  
 Ministry of Labour, Invalids, and Social Affairs (MOLISA), 10, 55, 169  
 corporate social responsibility, 127–28  
 Miyazawa audit, 55, 56, 62  
 reports, 89  
 mobile phones  
 coordination of collective actions, 174  
 mobilization tactics, 53  
 multinational corporations, relocation  
 from home country, reasons, 254  
 multinational factories, politics of, 255  
 multinational factory regime  
 dynamics, 261–63  
 global economic crisis, 271  
 multinational factory regimes, 252–75  
 multinational factory regimes, 268  
 multi-level global supply chain, 146, 147  
 multi-level manufacturing, 133–34  
 multi-level subcontracting, global supply chain, 146  
 multi-national corporations (MNCs)  
 codes of conduct  
 corporate social responsibility, 125  
 internal monitoring, 137  
 monitoring expenses, 139

## N

National Alliance for Social Revolution, 27  
 National Confederation of Labour (LCL), 28  
 National Liberation Front (NLF), 15, 167, 172  
 New Deal worldview, 27  
 news coverage, 132  
 labour strikes, 183  
 Pearl River Delta, 215  
 Ngo Dinh Diem, 14, 19, 32  
 assassination of, 21  
 fall of, 23  
 Ngo Dinh Nhu, 20  
 Ngoi Lao Dong, 132–33, 186

labour newspaper, 122  
 Nguyen Can Thieu, 32  
 Nguyen Cao Ky (Air Marshall), 23  
 Nguyen Khanh (General), 21, 22  
 failed coup against, 22  
 Nguyen Ngoc Loan (General), 24, 26  
 Nguyen Phuong Hoa, 49  
 Nguyen Phuong Le, 3  
 Nguyen Van Huyen, 34  
 Nguyen Van Linh, 49  
 Nguyen Van Thieu (General), 25  
 Nguyen Van Thieu (President), 27  
 Nguyen Xuan Con, 52  
 Nike, 170  
 Corporate Responsibility Report, 150  
 supplier factories, 5  
 Nikkiso, 175  
 Noel Nong, 257  
 Norlund, Irene, 32  
 non-unionized establishments, 237

## O

off-farm economic activities, 96  
 Office of Civilian Personnel (OCP), 27  
 outsourced workers, local, 103–4  
 overtime work, 287, 135, 136  
 ownership, enterprise, 279

## P

Paris Accords, 29  
 patron-client relationship, 108–10  
 Pearl River Delta  
 labour strikes, 213–27  
 strikes at, news coverage, 215  
 philanthropy, focus on, 132  
 picketing, 237  
 piece-rate system, 135, 140, 288  
 Pilot Testing Negotiations and Signing Collective Bargaining Agreement, 145  
 Police, intervention in strikes, 25  
 politics, male-centred role, 267  
 polishers, 114  
 Porter, Gareth, 49

- political activism, 179
- politics
- informal
    - female centred, 267
    - Doi Moi-post, 3
  - private economy, unregulated, 50
  - private firms, commercially successful, 57
  - privatization, resistance, 69–73
    - empowerment, 253
  - proletariat, 1
  - production, politics of, 254–73
  - production quantity bonus, dispute over, 216
  - public protests, types of, 161–64
  - Puzhai free trade zone, 110
- Q**
- Quang Ninh coal mines, 66, 66–69
  - temporary rotational retrenchment, 66
- R**
- Raiffeisen, Friedrich, 20
  - Racheting Labour Standards (RLS), cost-sharing scheme, 139
- recruitment charges, 323
  - profits made by different players, 327
  - process, 317
  - exploitative, 309–32
- Red Foundation of General Unions, 16
- Red River Delta, 92, 95
  - redivision of labour, 91–118
  - trade union leaders regional, 254
- regression analysis, 299
  - managerial responsiveness, 300
- remuneration, patterns of, 280, 283–88
- research methodology, 94
- retrenchment, 66
- retrenchments, rotational, 68
- rights-based disputes, 141, 143, 235
- ritual feasts, 99
- rubber plantations, 15
- rubber plantation, French management, 24
- Rule by law, 132
- rural livelihood, strategies, 96–101
- rural-to-urban migration, 93
- S**
- Saigon Labour Council, 25
- Sambu Vina, 139
  - case study, 142–43
- sculptors, mother-of-pearl, 104
- self exploitation, 109
- shadow-foreign category, 281
  - wage system, 284
  - workers' monthly earnings, 285
- shadow-foreign firms, 8
- Shanghai, indexing of wages, 247
- Shenzhen, arbitration offices, 238
- SIL
- Sixth Vietnamese Trade Union Congress, 228
- Small and Medium Enterprise Promotion Centre, 128, 151
- social and health insurance funds, 136
- social security debts, 136
- social security system, 165
- socialist ideology, survival of, 3
- socialist values, versus capitalist values, 8
- socialist-oriented political system, 46
- SOE
  - compliance with codes of conduct, 131
  - decision-making, 47
  - grassroots democracy decree, 53
  - inefficiency, 55, 66
  - legal benefits, 56
  - management structure, 74
  - pre Doi Moi, 48
  - profits, 55
  - wages and conditions, 54–58
  - workers, Regulations on Exercising Democracy in State Enterprises, 54
- SOE inefficiency, 66
- SOE management, 9
- SOEs
  - equitization, 4
  - joint-stock companies, 128

- number of workers, 4
- South Vietnam
  - leadership, 23
  - unions, militancy, 14
  - workers' strike activities, 171
- South Vietnam, organized labour in, 24
- Soviet Union, 2
- state control, reassertion of, 51
- state economy, bankruptcy of, 50
- state enterprise, workers, 46–90
- state enterprises, better work conditions, 73
- state power, exercise of, 241
- state textile mill, 57
- state-owned companies
  - minimum wage, 305
  - Tet bonus, 256
  - wage system, 284
  - workers' monthly earnings, 15
- state-owned enterprises (SOEs), 2, 128, 278
  - compliance with codes of conduct, 131
  - recruitment, 314
  - worker abuse, 294
- state-sector workers, 1
- Stella Footwear Factory
  - labour strikes, 218–20
  - workers fought for maintenance of wages, 223
- storming production, 259
- strikes, 169–72
  - Christmas Eve strike, 255
  - inflation adjustment to be added to base salaries, 142–43
  - proliferation of, 298
  - rubber plantations, 16
  - statistics, 5
  - sympathy, 171
  - Taiwanese-owned factories, 7
  - wildcat, 143
  - complex legislative provisions, 211
  - distribution of numbers, 222
  - HCMC Regions and Pearl River Delta, 213–27
  - legal procedures, 232
  - news coverage, 132, 183
  - not criminalized, 180
  - number of, 163
  - organization and planning, 173
  - Stella Footwear Factory, 218–20
  - support form people and organization, 172
  - Taiwanese-owned factories, underlying factors, 228–41
  - see also* workers' protest
  - subcontracting, unauthorized, unlicensed 133–34
  - supervisory abuse
    - average level, 294
    - wage system, 293
  - Suppliers (*see also* contract Factories)
  - sympathy strikes, 171
- T**
- Tae Kwang Vina factory, Nike brand shoes, 170
- Taiwan
  - Employment Law, Article, 56, 331
  - government charges, migrant workers, 324
  - labour conditions, 327–31
  - labour importing country, 311
  - Labour Standard Law, 328
  - migrant workers, 312
    - discrimination, 330
    - working hours, 329
  - placement agencies, 321
  - placement process, 321
  - recruitment process, 317
  - Vietnamese migrant workers, 9, 309–32
- Taiwan Council for Labour Affairs, 316
- Taiwanese employers
  - female migrant workers, 135
  - government-union relations, 228–31
  - industrial relations patterns, 241–44
  - Labour Dispute Conciliation, 238, 239
  - labour standards, 239–41
  - labour strikes, underlying factors, 228–41
  - legal procedures regulating strikes, 232

- strikes, 211–44
    - Britain, wildcat strikes, 237
    - treatment of workers in Vietnam and China
      - differences, 226
  - Taiwanese-owned factories, strikes, 7
  - teacher-apprentice relationship, 109
  - Tap Chi Cong San, 53
  - temporary rotational retrenchment, 66
  - Tenant Farmers' Federation, 24
  - Tenant Farmers' Union, 20
  - Tet bonus, 8, 143
    - friction caused by, 256
  - Tet Offensive, 15, 26
  - textile industry, Asian, 21
  - Thanh Nien, 186
  - Thang Long, 95
  - Third World countries, becoming newly emerging economies, 2
  - thirteenth month salary, 255, 257
    - see also* Tet bonus
  - Ton Thien Chiey, 52
  - trade unions, 72
    - chastising employers for abusing workers, 182
    - decentralized structure, 228
    - election of leaders, 261
    - entertainment functions, 297
    - independent, 6
    - legal standing in (1948), 13
    - perspective on corporate social responsibility, 126
    - production-related function, 297
    - provisional, 260
    - regional leaders, 254
    - role of, 295–98
    - types of activities, 295
    - workers' grievances, 297
  - traders, woodcraft industry, 113
  - Tran, Angie Ngoc, 5
  - Tran Duc Luong, 180
  - Tran Quoc Buu, 17, 33
  - Tran Trun Phuc, 71
  - Tran Von Dan Diem (Senator), 27
  - transnational migration, 112
  - tripartism, proposed as solution to corporate social responsibility, 126–27
  - Tripartite Consultative Committees (TCCs), 231
  - Tripartite Institutional Framework, 231, 232
  - tripartite negotiations, factory level, 141–42
  - Truong Lam Danh, 141
  - Truong Thi Minh Sam, 72
- U**
- Unified Buddhist Church of Vietnam, 173
  - union, presence or absence, 8
  - United Workers-Farmers Association (UWFA), 169
  - United States, military intervention, 23
  - urban-to-rural migrations, 93
  - urbanization, rapid, 1
  - U.S. Central Intelligence Agency (CIA), 15
  - U.S. Department of Labour, 126
  - U.S. government, 127
  - U.S. Operations Mission (USOM), 21
- V**
- Viet Cong, 24
  - Viet Minh, 14, 16
  - Vietnam
    - exercise of state power, 241
    - export labour policy, 313–14
    - migrant workers
      - government charges, 324
    - New Chapter, 14, 238
    - recruitment process, 317
    - regulation of collective industrial disputes, 242
    - strikes, 176
      - length of, 221
      - workers' protests
        - interest based, 143, 239
    - Vietnam Confederation of Labour, labour strikes, 13–45, 162
    - Vietnam Federation of Trade Unions

- (VFTU), 16
- Vietnam General Confederation of Labour (VGCL), 10, 32, 47, 120, 130–33, 164, 184, 212
- VGCL-led labour, market-driven management, 71
- leadership of, 48
- negotiating on behalf of workers, 241
- relations with labour media, 130–33
- Vietnam Labour Watch, 5
- Vietnam National Paper Corporation, 58
- Vietnamese Business Forum, 128
- Vietnamese Chamber of Commerce and Industry (VCCI), 120, 231
- corporate social responsibility, 128–30
- Vietnamese Confederation of Christain Workers, 6, 14, 18
- struggle to save autonomy, 14
- Vietnamese Confederation of Workers, 6
- Vietnamese Cooperatives Alliance (VCA), 126, 129
- Vietnamese Labour Code, corporate social responsibility, 122
- Vietnamese Minister of Social Action, 14
- Vietnamese workers, differences with Chinese workers, 227
- Vietnamese workforce, craft industry workers, 3
- Vimytex, 178
- textile factory, 21
- Vinacoal, 58, 66
- Vinatex, 48
- Vinatexco, 178
- Vinh Long provincial government, footwear factory, quota increase for workers, 163
- Vo Van Tai, 25, 26
- voluntarism, forced labour, 136
- W**
- wage
- overtime calculation, 136
- wage increase, slow rate, 270
- wage disputes, 164
- wage systems
- differences, 283
- factory ownership, 284
- wages
- demands for raise, 165
- minimum, 123
- Wang, Hong-zen, 9
- Washington Consensus, 2
- Water and Electricity Workers Union, 25
- Wehrle, Edmund, 6
- study on worker protests, 161, 162
- welfare fund, 54
- whittlers, 103, 114
- wildcat strikes, 143
- Wonderful Saigon Garment factory, 163, 164, 165, 185
- woodcarvers, 106–7, 114
- woodcarving
- categorization, 97
- gender division of labour, 113
- high esteem, 112
- industry, 3, 95
- private, 111
- subsidiary economic activities, 100
- workshops, 98
- woodcraft industry, 110
- managers, 113
- women's roles, 113–16
- wood production, process of, 102
- wood traders, 111
- work divisions, gender, 94
- workers
- abusive treatment of, 291–95
- accidents on the factory floor, 140–41
- average monthly earnings, 285
- regression analysis, 286
- commodification of, 140
- daily quota requirements, 140
- demands, 164–69
- earnings, 285–88
- factory, see also factory workers
- grievances, managerial responses, 298
- mechanism to air grievances, 259
- militancy, 33
- pay and benefits
- global supply chain, 134–37

- Peer pressure for survival, 140
  - problems with housing, 168
  - protests, 160–84
    - (2008–09), 226
    - forms of public protest, 161–64
    - tolerated transgressions, 180
    - public complaints, directed at, 168
    - raising awareness, 243
    - reduced power of, 49
  - workers' congress, 3
  - workplace reconciliation council, 234
  - workplace unions, 243
    - weaknesses, 131, 230
  - working hours, excessive, 288
  - workplace conflicts, 293
  - World Bank, 126, 127
  - World Economic Forum
    - principles by Global Compact, 120
  - World Bank, equitization, 71
  - world recession, 5
- Z**
- Zeiger, Carey, 138