



Research Article

ESTABLISH THE HARMONIOUS, STABLE, AND PROGRESSIVE LABOR RELATIONS TO ACCELERATE INDUSTRIALIZATION, MODERNIZATION, AND INTERNATIONAL INTEGRATION IN VIETNAM TODAY: OPINIONS AND RECOMMENDATIONS

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ABSTRACT

Building harmonious, stable, and progressive (HSP) labor relations has been a policy of the Party and the State of Vietnam for many years. They have an important role in maintaining political and social stability, promoting production and business development, and ensuring labor relations harmonized rights and interests. In the context of rapid changes in the labor market and the need for international integration of labor, the paper focuses on analyzing the views of the Party and the State of Vietnam on establishing HSP labor relations. From this analysis, this paper proposes some recommendations for policymakers to build such labor relations in the period of accelerating industrialization, modernization, and international integration.

Keywords: harmony; labor relations; progress; stability

1. Introduction

According to the 2012 Labor Code, “Labor relations are social relations in hiring, employing employees, and paying wages between employees and employers” (Labor Code, 2012). In enterprises, a labor relationship is defined as the relations between the employee, their representatives, and the employers in the implementation of the provisions of the labor law; the enterprise's commitments on labor contracts; collective labor agreements; salaries; social insurance; working hours; rest time; occupational safety and health, and other conditions.

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Therefore, constructing labor relations is the process by which employers and employees or workers' representative organizations cooperate actively and conduct activities to form labor relations desired by both parties.

Besides, to ensure economic growth and realize progress and social justice recently, the Party and State of Vietnam are attempting to develop HSP labor relations. Building HSP labor relations is to satisfactorily resolve the relationship between management, employer, and product distribution; employees are taken care their material and spiritual life; they have jobs, stable incomes, and learning opportunities; the beneficial relationship between the parties is harmonious, trusting each other. They will perform their obligations and responsibilities.

Harmonization in labor relations is the balance between the elements of the rights and obligations of the parties, especially economic interests. It is also the behavior between the parties. In addition to the provisions of the law, negotiating to reach an agreement between the parties on benefits is the best solution to contribute to the harmonization of labor relations. The main factors that create harmonious labor relations are clear regulations on registration of representative workers' organizations, a legal framework for effective collective negotiation with wide coverage, and the grassroots trade union independent of the management level and capable of gathering opinions of employees and participating in social dialogue at higher levels.

Stability in labor relations means stable employment, income, and working time of employees. There was no significant change in production, business, order contracts, quantity, and structure of employees of the enterprise. That is to maintain an equilibrium of interests, minimize conflicts, and not to have major conflicts of interests. The parties always choose to cooperate and negotiate rather than fight and demand. The stability of the labor relationship is relative, when there is a conflict, if it is effectively resolved, it will create a new and healthier relationship, develop the business, and constantly improve the income of the people labor. The main factors creating stable labor relations are macro policy, labor market policy, and appropriate wage policy, effective support institutions and services for labor dispute resolution.

Progress is the movement, cooperation, and development of the parties in the labor relationship to achieve a more complete, better, and more cohesive relationship. Labor relations are only progressive and healthy, when the goals and interests of the parties are guaranteed and increasingly satisfied. Employers are paying more and more attention to benefits of the employee such as bonuses, allowances, and supports. They focus on building human resources, issuing remuneration policies to attract talents, create a better working environment. On the contrary, employees and grassroots unions are willing to share difficulties with enterprises. They have a sense responsibility to achieve higher and higher productivity, quality, and efficiency. The main factors that create progressive industrial

relations are appropriate macro policy, labor market policy, wage policy, balanced combination of enterprise structure and industry structure, collective negotiation, and substantive social dialogue.

Also, in recent years, the research on industrial relations and construction of industrial relations has been carried out comprehensively to establish and perfect mechanisms on industrial relations satisfying economic development requirements and international integration. Report of the Center for Industrial Relations Development (CIRD) (2019) entitled "Looking back at 10 years of building labor relations in Vietnam" stated that although there were positive changes in state management and awareness of society on labor relations, innovation of trade unions, dialogue, collective negotiation, and reduction of labor disputes and strikes in enterprises. However, the current context of building industrial relations has changed significantly and is facing many problems that need to be solved in line with practical requirements and international integration. The report also points out some shortcomings. Firstly, the adjustment on labor relations in the Labor Codes and several guiding documents are somehow and inconsistent with international practices, leading to problems reality. The second is the participation of grassroots trade unions in dialogue and collective negotiations to establish working conditions in enterprises. However, in private and foreign-invested enterprises, it remains largely formal. Third, there is no consensus in determining who will represent the employer to participate in tripartite mechanisms to protect the legitimate rights and interests of the employer. In fact, this has not gone deep into supporting the development of labor relations...

In 2017, the report of industrial relations of the Ministry of Labor and Invalids and Social Affairs is constructed based on evaluating the practical implementation of the Party's guiding point of view, the system of policies and laws of Vietnam on labor and labor relations, and synthesizing situations of implementation of localities and the trade unions. Based on analyzing economic and social contexts affecting labor relations, the report draws lessons learned to build and develop more harmonious labor relations in future.

Especially, because of impacts of the industrial revolution 4.0, Doan Thi Phuong Diep and Ho Duc Hiep in the article "The relationship between employees and employers in the current period" published in the Financial Review, October 2019 clarified the reality of the application of the law in labor relations. They also proposed solutions to improve the legal framework on industrial relations to ensure the rights and interests of employees, minimize labor disputes and strikes, improve the investment environment, and increase production as well as business activities of enterprises in the fourth industry. From this, the article set out an urgent requirement on how to improve the legal framework on industrial relations and especially how to promote the role of management and support of the state in the development of labor relations.

We can conclude that these above studies have analyzed different aspects of labor relations, but they have not clarified the guidelines and views of the Party and the policies of Vietnam on building HSP labor relations. Therefore, in this article, we first review the requirements for building HSP labor relations. Then, we analyze the views of the Party and the Vietnamese government and propose some recommendations for building HSP labor relations in Vietnam.

2. Results

2.1. *The requirement to build harmonious, stable, progressive labor relations*

First of all, building HSP labor relations is to meet the labor relation trend in the context of the rapidly changing labor market.

In the current period of accelerating industrialization, modernization, and international integration, employees tend to increasingly work in factories/enterprises. In addition, enterprises in Vietnam become less dependent on unskilled and cheap labor. As a result, they employ more skilled workers. It is obvious in the industrial revolution 4.0 where intelligent machines and robot with AI have substantial various impacts on the labor market and employment. In this context, as enterprises apply new technologies, jobs with repetitive properties will be replaced and degenerate in the future. “The automation industry reduces about 30% workers” (The Center for Industrial Relations Development, 2019, p.7). Therefore, skilled workers have many opportunities to get quality jobs while unskilled or cheap workers will lose their jobs. This will lead to the fact that the enterprises likely retain the skilled employees and will not recruit new workers.

However, application of new technologies also causes enterprises many difficulties in recruiting new employees and training them to work with such new technologies. Therefore, the enterprises must establish an HSP labor relation based on dialogue and substantive negotiation to attract and retain workers. Good relations will help workers feel comfortable in working, and they will contribute more and more to the development of the enterprises.

The second is to meet the requirements of international integration.

Vietnam has been participating in deeper international integration; especially Vietnam has become the first member of ASEAN signing a comprehensive and progressive Trans-Pacific Partnership Agreement CPTPP and a new-generation free trade agreement with the EU. Therefore, Vietnam must fulfill its commitments under the signed agreements, including labor content according to international standards to fully implement the ILO (International Labour Organization) membership obligations stated in the ILO 1998 declaration (i.e., about labor rights principles and standards of freedom of association and recognition of the right to collective negotiation). For these reasons, Vietnam needs to develop and simultaneously adjust labor relation mechanisms suitable to basic international labor standards and develop HSP labor relations to satisfy international integration requirements.

Thirdly, building HSP labor relations to promote further the role of representative organizations of workers and employers.

In recent times, labor relations in Vietnam have had positive changes. This has contributed to the assurance of the rights and interests of workers, improved working conditions, enhanced workers' lives and incomes, minimized labor disputes and strikes, and gradually completed HSP labor relations. With employee representative organizations, employers' representative organizations are increasingly established in terms of scale and scope of operations. However, violations of labor relations in signing and terminating labor contracts, working hours, wages, social insurance are still common. In addition, the inspection, examination, and supervision of the enforcement of labor relations law are not effective.

The participation of trade unions in dialogue and collective negotiation to establish working conditions in enterprises is still mainly a formality, especially in private enterprises and enterprises with foreign capital investment. General Confederation of Labor, by the end of 2018, stated that:

According to the Center for Industrial Relations Development in 2019, there were still about 29.67% of the agreements that copy the law and 31.86% of the agreements that have mixed contents of both copying laws and regulations and other agreements. For this reason, in some enterprises, although there is a collective labor agreement, labor disputes and strikes over established contents still happen.

In addition, the supporting role of the employer's representative organization for members is still limited and therefore it does not contribute to the development of labor relations. Instead, the employer's representative organizations mainly rely on propaganda and dissemination law, training, and professional development. For this reason, they have few activities to assist enterprises in conducting dialogues and negotiations and signing collective agreements to resolve the interests of parties harmoniously.

Fourthly, HSP labor relations to promote dialogue, negotiation, and settlement of labor disputes ensure a stable life for employees.

Industrialization and market economy have created a strong motivation for developing labor relations. The number of employees participating in labor relations is increasing (i.e., in 2019, it accounts for 43.81% of the total 54.3 million employed people), and it is directly creating the majority of wealth for society and, importantly, contributing to the country's socio-economic development process. However, recently, labor disputes leading to illegal labor strikes are likely to rise on a large scale, which significantly affects security, social order, and investment environment. As a result, it causes damages for workers, enterprises, and the national economy.

According to statistics of the Ministry of Labor, Invalids and Social Affairs, 2018 : *From 1995 to December 31, 2016, there were nearly 6,000 strikes across the country (Vietnam) in which 100% of the strikes occurred in contravention of the order prescribed by law and 70% of*

the strikes happened in businesses without having trade unions (The Ministry of Labor, Invalids and Social Affairs, 2018, p.30).

One of the reasons for the above situations is that many enterprises have not fully implemented the provisions of the labor law, i.e., they have not paid adequate attention to workers' lawful rights and interests. In addition, the physical and mental living conditions of workers in many industrial parks and export processing zones have not been ensured. Many non-state enterprises do not have trade unions or trade unions exist but operate ineffectively and are not the representatives for protecting the legitimate rights and interests of workers in enterprises.

On the side of employee, it is because most people come from rural areas and have not had basic training and the propaganda have not taken into consideration carefully. As a result, their understanding of policies, laws, discipline, labor awareness and industrial manners are still limited. As a result, "they sometimes do not properly comply with the rights and obligations when participating in labor relations and illegal labor disputes and strikes occur (Thi Phuong Diep Doan, 2019).

Therefore, the development and adjustment of labor relations institutions and mechanisms not only conform to international commitments and meet socio-economic development requirements but also contribute to addressing labor disputes, ensuring stable life for workers.

2.2. The Views of the Party and State of Vietnam on building HSP labor relations in the stage of accelerating industrialization, modernization, and international integration

Since the new reformulation was initiated in 1986, labor relations in Vietnam have been formed and have developed strongly in awareness, law, and practice. From the 7th National Congress to the 13th National Congress, the Communist Party of Vietnam emphasized the role of the labor market and has made many undertakings and policies to gradually improve the labor market, formulate policies on wages for ensuring harmonization of interests between employees and employers, and expanding the labor contract mode, paving the way for developing industrial relations.

Notably, resolution No.20-NQ/TW on continuing building Vietnam's working class in the period of promoting industrialization and modernization country dated January 28, 2008, of the Central Committee of the Communist Party of Vietnam (Session X) has represented a significant change in the Party's awareness of establishing industrial relations in our country. This is also the first time the phrase "harmonious, stable, progressive" labor relation appears in the Party's document. The resolution also emphasized the close relationship between constructing the working class and building HSP labor relations. This is because that the taking care of the construction of the working class; ensurance of harmonization of interests between workers and employers; constantly improving the material and spiritual life of workers, paying attention to timely solving pressing and urgent problems of the

working class not only contribute to the building of harmonious and stable labor relations progress, but also are important factors in successfully realizing the industrialization and modernization of the country and international economic integration.

From this, the resolution proposes a number of solutions to further strengthen and develop labour relations in the new period such as: strengthening dialogue and negotiation mechanisms between employers and employees; specifying the rights and responsibilities of employers and workers in establishing HSP labor relations.

The renovation achievements in our country have created many positive changes in society, and the economy has a high growth rate. The economic and labor structures are shifted in the positive direction, creating jobs and stabilizing incomes and living standards of workers. For this reason, to make (1) the investment environment stable and ensure sustainable economic growth; make (2) progress and social justice; (3) build HSP labor relations, on June 5, 2008, the Party Central Committee's Secretariat issued directive No. 22-CT/TW on strengthening leadership and direction on the building of HSP labor relations in enterprises. The directive clearly states the reasons and tasks that Party committees and organizations need to lead and direct. In which, focus on tasks such as: raising the sense of respect for the law for workers, improving the material and spiritual life of workers, perfecting the money policy salaries, social insurance. The mechanism of operation of trade unions in enterprises has been renovated to truly be the representative to protect the legitimate rights and interests of workers, build healthy labor relations in the spirit of cooperation, and ensure harmony of interests between investors, workers, and the State.

This is the first time that the content of building HSP labour relations has been presented quite fully in the Party's policy, demonstrating the development of the Party's awareness of relationship on building labor in the reforming period. Therefore, Directive No. 22-CT/TW has an important meaning in gradually improving the legal environment, gradually limiting labor disputes, ensuring legal rights and interests on the basis of implementation of harmonious and stable labor relationship between employees and employers, stability of investment environment and social order.

Next, in the report of the Politburo, September 25, 2009 on summarizing the implementation of the 10-year socio-economic development strategy 2001-2010, also emphasized: "developing the labor market positively. Implementing policies on the labor market well and ensuring labor relations harmony" (The Communist Party of Vietnam, 2018, p. 970).

In addition, the process of international integration on labor - society aiming to promote internal potentials and advantages, take advantage of the environment and global resources, and develop social labor up to international standards has set new requirements on building industrial relations in Vietnam. To deal with that problem, on January 20, 2016, the Prime Minister approved a strategy on international integration in Labor and Social Affairs till 2020, with a vision to 2030. The strategy has set out the mission of developing

HSP labor relations, perfecting the legal system of labor relations to meet the regional and international labor standards, including labor standards of the international labor organization (ILO).

In particular, in order to improve institutions and strengthen management capacity in the field of labor and employment, especially industrial relations, on September 3, 2019, the Secretariat issued Directive No. 37- CT/TW on strengthening leadership and directing to build HSP labor relations in the new situation.

The Directive summarizes 10 years of implementation of Directive No. 22-CT/TW, confirming a number of results such as: there have been changes in perceptions of all levels and sectors on establishing labor relations, legislation on labor, and labor relations. The socialist-oriented market economy gradually improves and specifies the international commitments on labor standards and labor relations. In addition, the trade union activities and employers' representative organizations have been renovated and gradually entered into true operation. However, the situation of labor relations in enterprises still has many shortcomings. For instance, business owners in many enterprises violate labor laws signed with employees, especially about insurance, salaries, working time, rest, which affects the legal rights of workers. Collective labor disputes, strikes, and lawsuits without following legal procedures therefore increase and have complicatedly developed. This is also due to the lack of capacities of workers (i.e., legal interests) and trade union organizations on dialogue, negotiation, and protection of their legitimate rights in enterprises.

Therefore, to continue constructing HSP labor relations in the new context, directive No. 37-CT/TW outlined the following solutions:

Strengthening the leadership of the Party Committees and authorities to raise awareness, promote the construction of HSP labor relations; Enhancing the effectiveness and efficiency of state management in labor relations; Promoting the efficiency of trade union organization; Enhancing dialogue and collective bargaining activities; well-resolving issues of labor disputes and strike (Direction No. 37-CT/TW, 2019).

In parallel with the requirements imposed on the state management, directive 37 particularly emphasizes on activities supported for the construction of labor relations, dialogue, negotiation, contract signing, the mechanism of conciliation and arbitration, and simultaneously preventing and minimizing labor disputes.

On March 25, 2020, the Prime Minister issued Decision No. 416/QĐ-TTg enclosed with the Implementation Plan of Directive No. 37-CT/TW on strengthening leadership and directing the development of public relations HSP labor system in the new situation. The purpose of the Plan is to promote the participation of the political system in building HSP labour relations. Regarding these tasks, it is necessary to focus on propaganda, dissemination and raise awareness in building HSP labor relations for the entire contingent of cadres, civil servants, public employees and employees, increasing the effectiveness and

efficiency in state management, performance of trade unions in labor relations. The plan also clarified that promoting the dialogue activities, collective bargaining, well-resolving labor disputes, and strikes; ensuring the promotion of production and business; and maintaining political security, and social order and safety are also promoted.

The process of international integration, especially the participation of our country in new-generation free trade agreements and the ratification of basic conventions of the International Labor Organization along with the impact of the Industrial Revolution has posed great challenges to the employment and life of a large number of workers. On that basis, the 10-year socio-economic development strategy for 2021-2030, approved at the 13th Party Congress in February 2021, affirmed the need to:

Adjust income distribution relations; continually improve the wage and salary policy in the enterprise sector in the direction of the State stipulating the minimum wage, and at the same time strengthen the mechanism of wage negotiation and agreement on market principles. Building up HSP labor relations. (The Communist Party of Vietnam, 2021, Volume 1, p.269)

In addition to the Party's undertakings and views on labor relations, the legal system on labor and labor relations has fundamental changes and continues to be improved. An important milestone in the transformation of labor relations was the Ordinance of the State Council No. 45-LCT/HDNN dated August 30, 1990 on Labor Contracts, with “the adjustment from lifelong payroll recruitment by state-owned enterprises to labor contracts” (The Ministry of Labor, Invalids and Social Affairs, 2018, p.12). Next, the 1994 Labor Code is “set out to govern labor relations (i.e., between employees and employers) and social relations directly related to the relations” (The Ministry of Labor, Invalids and Social Affairs, 2018, p.12).

During the process of implementation of the direction, to match with society's development process and meet the requirements of international integration, the labor law system continues to be revised and improved. Accordingly, the 2012 labor code and other laws were promulgated marking a significant step in improving the labor law system and labor relations in Vietnam. The birth of the Labor Code in 2012 is also the concretization of the Party's policy in Directive No. 22-CT/TW dated September 3, 2019 on improving the effectiveness and efficiency of state management, gradually improving Legal environment on building HSP labor relations.

The 2012 labor code has specified labor standards, rights, obligations, and responsibilities of employees, employers, workers 'representative organizations, employers' representative organizations in labor relations, and other relations, directly associated with labor relations and labor state management. In particular, “the 2012 labor Law has brought the issue of dialogue in the workplace and the issue of collective bargaining as one side has requested, and it is compulsory” (The Ministry of Labor, Invalids and Social Affairs, 2018, p.13). During the process of implementation of the The institutions for resolving labor

disputes are clearly stated in the Code, which is the legal basis to prevent and minimize disputes in labor relations significantly contributing to the foundation and core for establishing and developing HSP labor relations in the workplace.

However, the current labor law system still has some shortcomings and unreasonable issues such as: in terms of labor relations, “it does not guarantee equal rights between employees and employers, especially the rights of workers to terminate the labor contract unilaterally. In addition, the rights to participate in the organization and collective bargaining are not compatible with ILO standards (The Ministry of Labor, Invalids and Social Affairs, 2018, p.13). The role of the employer's representative organization in labor relations has not been legalized. In addition, “conciliation and arbitration are prescribed compulsory lacking of flexibility; the working span of the Labor Arbitration Council is narrow; and the law still admits the strike not in the right order as prescribed by law...” (The Ministry of Labor, Invalids and Social Affairs, 2018, p.13-14).

To institutionalize the Party's viewpoints and policies on building HSP labor relations in the new situation, at the same time perfecting the legal system and strengthening state management of labor relations labor relations in the spirit of Directive No. 37-CT/ TW September 3, 2019, at the 8th session, on November 20, 2019, the XIV National Assembly has passed the labor Code of the Socialist Republic of Vietnam. The amended Labor Code in 2019 is of great significance for constructing labor relations and developing the labor force. Because this is the first time The Labor Law expanded the regulation scope, and the group of employees is targeted about some labor standards. In parallel, the labor Code made regulations on principles for ensuring the rights of workers representative organizations and employers' representative organizations in dialogue, negotiation, and the development of progressive, harmonious labor relations and stability.

The Labor Code 2019 demonstrated much progress in issuing labor contract regulations towards better protection for employees. In addition, enterprises are also proactive in establishing salary scales, payrolls, and working norms. The enterprises can expand the right to terminate the labor contract unilaterally; to legalize their representative role; to protect legal rights and interests, and to participate in establishing HSP labor relations of Vietnam Chamber of Commerce and Industry (VCCI), Union of Cooperatives Vietnam, and other employers' representative organizations.

The most important change in the Labor Code 2019 is that "employers, representative organizations of employers and employees, and representative organizations of employees are allowed to set up progressive labor relations, harmony and stability with the support of competent state agencies" (Clause 2, article 7). This provision demonstrates the great determination of the state respecting the maximum right of self-negotiation and the decision of both sides (employers and employees) in labor relations. With this provision, workers have many selections to participate in the collective bargaining process helping them to have

fairer benefits on the one hand, and helping enterprises to negotiate to improve necessary productivity on the other hand. The provision also removed a long-standing knot in the operation of the labor relation system in Vietnam.

2.3. Some recommendations for strengthening the building of HSP labor relations in the period of accelerating industrialization and international integration

For policy makers, first of all, it is necessary to strengthen leadership and direction in building HSP labor relations.

The committees, party organizations, and governments should care, lead and direct the construction of the HSP labor relations to promote production and business development ensuring the harmonization of rights and interests of parties in labor relations. In parallel:

They should promote the propagation of the Party's path and policies, the State's policies, and labor laws to achieve consensus in organizing and implementing. The organizations concentrate on enhancing the media to direct, orientate, and gather employees and employers to construct labor relations; in promptly preventing and counteracting incorrect information adversely affecting labor relations and political security, social order, and safety (Direction No.37-CT/TW, 2019).

Secondly, "the State needs to strengthen the management of labor relations and effectively implement policies to support labor relations" (Direction No.37-CT/TW, 2019).

Through the labor-management and support agencies, the State can carry out the propagation, dissemination, and education of basic knowledge about labor laws, labor relations, and other relevant laws for employees, employers, their representative organizations, and other stakeholders with particular emphasis on enterprises having a large number of employees and have likely potential disputes.

One of the supportive activities that the State can carry out is to act as an intermediary in the dialogue and negotiation activities between sides in the labor relations according to the request of the employee and the employer. However, the State is not allowed to interfere too deeply in the process of dialogue or collective bargaining. In addition, the State's supporting agencies for labor relations can provide the construction and development consultancy services for HSP labor relations such as: consultancy on solutions, model of labor relation development, prevention and resolving labor disputes; advising on the formulation and implementation of labor relation projects; examining, analyzing, and forecasting the situation and trend of labor relation development for the state management agencies in charge of labor and other social partners.

For enterprises, firstly, build up labor relations institutions to create effective jobs based on substantive social dialogue and effective implementation of the Labor Code 2019.

To create effective careers based on social dialogue, it is necessary to focus on transforming the model of economic growth in depth based on the use of more qualified and skilled labor resources and development of progressive, harmonic, and stable labor relations in the direction of strengthening of dialogue, and substantive negotiation in enterprises.

Therefore, enterprises need to develop a stable and healthy labor relation policy based on democratic principles, respect for workers' rights, and promote dialogue and regular negotiations with workers. At the same time, it is necessary to effectively set up the Labor Code 2019 to come to the life of people. This will help enterprises develop sustainably and contribute to creating many quality careers for employees. Which will bring assurance of the harmonic interests of workers and enterprises, create sustainable employment opportunities based on the principle of dialogue, increase labor productivity, and develop production - business in the context of industrial revolution 4.0 and international integration.

The second, renovate salary policy and improve living standards for employees, creating motivation for employees

This is one of the important criteria for constructing HSP labor relations. Therefore, first of all, it is necessary to: 1) perfect the wage agreement mechanism in the enterprise through the establishment of a mechanism of dialogue, negotiation, and agreement between the workers and employers towards publicity and transparency, democracy; 2) ensure the harmonization of interests of workers and employers; 3) create a high consensus and speed up the inspection, examination, and supervision of the implementation of salary policies according to the provisions of the law in enterprises, agencies, organizations and units of the Party, the State and socio-political organizations.

In addition, to improve living standards for workers and create motivation for employees, it is necessary to disseminate policies to encourage businesses and economic sectors to invest in building houses for workers accompanied with public welfare works, such as schools, kindergartens, cultural and sports institutions, serving workers in industrial parks. This will promote and strengthen labor relation development. At the same time, supplement, amendment, establishment, and strictly implement the system of policies and laws are to ensure the legal and legitimate rights and interests of workers, take care of material and spiritual life for workers.

For trade unions, firstly, improve the performance of trade unions in labor relations.

Currently, in the face of the requirement of promoting industrialization and modernization, deeper international economic integration, and the implementation of international labor commitments in the new-generation free trade agreements and International Labor Organization (ILO) Conventions entails Vietnamese trade unions to be vigorously and comprehensively renovated to continue confirming their leading role, direction and guiding the worker's movement in the new situation.

In order to enhance the efficiency of trade union organizations in the current period, it is necessary to pay attention to innovation, change of the content and methods of operation, change of the mindset, and awareness of trade unions to meet the requirements of the new situation. Trade unions should be well functioned as a union representative in dialogue,

negotiation, labor dispute resolution, protection of workers' legitimate and legitimate rights and interests; at the same time:

Sticking to the needs and aspirations of union members and employees in order to make the trade unions be truly the organization of workers, for workers. The employee's satisfaction is a measure of the quality and performance of trade unions (Tran, 2020)

Secondly, resolve labor disputes and strikes, promote dialogue and collective bargaining activities.

Labor relations in enterprises are the commitment of both sides about employment, salaries, bonuses, labor safety, and hygiene, full compliance of all social insurance and collective welfare regimes; training and improving skills, understanding, and practice according to the law, well-solving pressure problems, conflicts, avoiding strikes, especially illegal strikes of workers. In fact, if any enterprise or industrial park does well, effectively, and regularly conducts dialogues and negotiations between employers and employees, it is likely to be limited and end fierce labor disputes and strikes, especially with strikes that do not follow the law.

Therefore, in order to effectively resolve labor disputes and strikes, promote dialogue and collective bargaining activities, first of all, careful attention should be paid to review, consolidate, and improve the performance of the settlement institutions labor dispute resolution; promoting the role of labor mediation and arbitration institutions in supporting the development of labor relations, preventing and minimizing labor disputes and raising the operational capacity of these organizations. At the same time, focusing on the research and selected reference to treaties, international conventions, international practices, and experiences of countries in the world on labor relations is to form labor relations models suitable with the conditions of Vietnam, meeting the requirements of international integration.

3. Conclusions

In the face of the labor market requirements and the increasing trend of international integration, building HSP labor relations play an important role in enhancing the advantage of labor resources. It contributes to increasing the production and business activities of enterprises. The views of the Party and the State of Vietnam on establishing HSP labor relations, which are gradually perfected in the resolutions of the Party Central Committee, the direction of the Secretariat, the Labor Law, have created a legal basis to ensure the rights of workers' representative organizations and employers' representative organizations in dialogue, negotiation and it contributes to building HSP labor relations. Therefore, to establish HSP labor relations in the period of industrialization, modernization, and international integration, it is necessary to continue strengthening the party leadership, the management of the state, formulating and effectively implementing labor relation institutions, the provisions of the Labor Code, and renovation of the operations and contents of trade unions.

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**XÂY DỰNG QUAN HỆ LAO ĐỘNG HÀI HÒA, ỔN ĐỊNH, TIẾN BỘ TRONG THỜI KÌ
ĐẨY MẠNH CÔNG NGHIỆP HÓA, HIỆN ĐẠI HÓA VÀ HỘI NHẬP QUỐC TẾ
Ở VIỆT NAM HIỆN NAY - QUAN ĐIỂM VÀ KIẾN NGHỊ**

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TÓM TẮT

Xây dựng quan hệ lao động hài hòa, ổn định và tiến bộ là chủ trương được Đảng và Nhà nước Việt Nam quan tâm trong nhiều năm trở lại đây, có vai trò quan trọng trong việc duy trì sự ổn định chính trị, xã hội, thúc đẩy phát triển sản xuất, kinh doanh, bảo đảm hài hòa quyền và lợi ích của các bên trong quan hệ lao động. Trong bối cảnh thị trường lao động và yêu cầu hội nhập quốc tế về lao động đang có những thay đổi nhanh chóng, bài viết tập trung phân tích những quan điểm của Đảng và Nhà nước Việt Nam về xây dựng quan hệ lao động hài hòa, ổn định, tiến bộ; từ đó đưa ra một vài kiến nghị trong việc hoạch định chính sách, nhằm xây dựng quan hệ lao động hài hòa ổn định và tiến bộ trong thời kỳ đẩy mạnh công nghiệp hóa, hiện đại hóa và hội nhập quốc tế.

Từ khóa: hài hòa; quan hệ lao động; tiến bộ; ổn định