THE ROLE OF TRADE UNION IN GOOD GOVERNANCE

AND ANTI - CORRUPTION IN VIETNAM:

CHALLENGES IN THE DIGITAL TECHNOLOGY ERA

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**Abstract**

Vietnam Trade Union is an workers representing organization with the constitutional functions and roles: “… participating in state management, socio-economic management; participate in checking, inspecting and supervising activities of state agencies, organizations, units and enterprises on issues related to the rights and obligations of employees ... ” - Vietnam Trade Union attaches and strong impact on good governance and anti-corruption, most focus on the trade union of ministries and agencies. Reality, Vietnam Trade Union has always actively participated in state governance in aspects such as: discussion, negotiation, give opinion, criticism in policy development, law of protection and strength promotion of employees, participating in the implementation of the law and the inspection and supervision of this process; implement plans and programs to prevent corruption, waste, say no to negative, maintain political, ethical and good lifestyle quality in cadres, civil servants and public employees. Up to now, with a long history and achieving many good results for workers and society, the Vietnam Trade Union continues to affirm its position and influence on good governance and anti-corruption. However, with the strong development of digital technology, the Vietnam Trade Union also faces many challenges that need to be solved such as: renewing thinking about human resources, methods and content involved in construction. and implementation of policies and laws; reform methods of inspection, supervision, criticism …

**Content:**

**1.** **An overview of the role of the Vietnam Trade Union in good governance and anti-corruption.**

**1.1. *Good governance and anti-corruption***

The ideal and concepts of good governance, good governance and anti-corruption are associated with the organization and operation of the state apparatus for national governance and related concepts have been around since ancient times (1). However, since the 90s of the twentieth century onwards, this problem has been concerned by many scholars around the world, many international organizations such as UNDP, World Bank ...(2) and the practice of the state's transformation of the form and content of management and administration of the state "transition from government to governance", with (i) the trend of non-state systems; (ii) network trends and diversification of governance models; (iii) the trend of shifting from the traditional governance system to the institutional network… diversification of agents, diversification of resources and human resources; (iv) the politicization of power, ... combining the resources of the state ... with those of non-state organizations and systems; (v) government decentralization and state governance (3).

General belief: Good governance is the solution to well implement programs of financing, reform and adjustment of economic structure to develop a stable and competitive economy; is one of the main factors that lead to success on a country's development path (4). Good governance is a set of social management criteria aimed at promoting and ensuring development. a country's harmonious and sustainable development. Good governance is not a mode or model of the organization or operation of a state or a political system, but rather the guiding principles for the design and operation of the state apparatus or main system. that value. The criteria or characteristics, or principles of good governance include: i / The direct participation of people or representatives, taking into account the vulnerable group; ii / Rule of law; iii / Transparency; iv / The timeliness of institutions and processes; v / Consensus orientation of social groups; vi / Equality and not exclude any subject - social groups all have opportunities for development; vii / Effect and efficiency; viii / Accountability (5). Good governance is clearly demonstrated by multi-layer, multi-faceted and multi-subject governance; the particular decline of the ruling state, imposition of cooperation, negotiation with non-state partners, linking the rule of law, in the context of extensive international cooperation and the presence of information technology and digital (6). Along with the study of "good governance", many studies on "modern governance", "new public governance", "democratic governance" and related aspects have been published. God revolves around a shift in the form and content of good governance in the context of globalization and science and technology (7).

Anti-corruption is always a hot issue, an issue that any society or state, whether historical or modern, is particularly interested in, with the desire to control the issue to ensure fairness , prosperity and sustainable development of society. Good governance and anti-corruption are as two sides of an inseparable issue; The role, meaning and relationship are intertwined, the principles of good governance are required, the fundamental measure in anti-corruption (8). This has been confirmed internationally, in the content of the 2003 UNCAC Convention on the Prevention of Corruption and national laws (9).

In Vietnam today, good governance and anti-corruption are considered hot and important issues, attracting a lot of attention and discussion from all members of society, from agencies. public authorities, authorities to academia, organizations and citizens, with many practical facts about inspection, examination, prosecution and criminal prosecution risk, handling of violations with officials at both central and local levels. Demonstrating the political determination and determination of the Party and State of Vietnam in the fight against corruption towards the goal of promoting and ensuring a sustainable, harmonious national development (10).

Good governance and the value of good governance for anti-corruption are the trend of the times, widely recognized both internationally and in Vietnam. However, *this is an issue that requires long-term, continuous efforts of many actors, both inside and outside the state - is the work of the whole society* (11), with a great role of political organizations - society, in which must mention the role of Trade Union.

***1.2. Regulations and practices on the role of the Vietnam Trade Union in good governance and anti-corruption.***

The Vietnam Trade Union is a socio-political organization of the working class and of the employees established on a voluntary basis ... (Article 10, Constitution 2013)

The Vietnam Trade Union was established on July 28, 1929, with a 91-year-old path of formation and development. games are particularly important and closely linked to the process of national construction and development to this day. With its dedication, the Vietnam Trade Union has been recognized by society and the State as having a very important role in governance and anti-corruption at both the central and micro-level. basis.

Regarding the law: Although the 1946 Constitution does not have any law regulating the position and role of Trade Union in the political system, in 1957, the State has issued a separate law on Trade Union. define the tasks of the Trade Union: "... participate in State management, manage factories, respect labor discipline, thoroughly implement the labor safety regime, promote production emulation and practice. thrift, constantly improve labor efficiency, respect public goods, fight bureaucracy, waste, embezzlement, protect factories and agencies, combat all destructive activities, to ensure complete victory State plan benefits ”(12); Trade unions have the right to represent workers and employees: participate in conferences of government agencies at the same level; to participate in rank placement, promotion, commendation and discipline councils; before court to protect the interests of workers, officials .... . That is, from the beginning, the Vietnam Trade Union implemented or participated in implementing a number of principles of good governance such as: Participation, the rule of law, equality and does not exclude any subjects.

Following that, the 1959 Constitution, in Article 10 stipulates: The State relies on State agencies, trade unions, cooperatives and other organizations of the people to work out and develop economic plan. - Trade unions are an agent in the formulation and implementation of national development policies and plans. The 1980, 1992, and 2013 Constitutions all devote Article 10 to stipulating the role of participating in state governance and anti-corruption: The Vietnam Trade Union is a socio-political organization of the working class and the working class…; participate in state management, socio-economic management; participate in examining, inspecting and supervising activities of state agencies, organizations, units and enterprises on issues related to the rights and obligations of employees; propagate and mobilize workers to study, improve their professional qualifications and skills, obey the law, build and defend the country (13). Compared with the 1992 Constitution, the 2013 Constitution increased and expanded the scope of the Trade Union in good governance and prevention and corruption in the function of "participating in inspection" - The 1992 Constitution only stipulates that Trade unions "participate, supervise activities of state agencies ..." The concept that employees in the 2013 Constitution includes officials, civil servants, public employees and employees working in domestic agencies. countries and organizations, businesses(14)- Trade unions have increasingly expanded the scope of participation in good governance and anti-corruption. The Vietnamese trade union plays an important role in good governance and anti-corruption on a very wide scale: From policy and law formulation to implementation, to inspection, inspection and supervision of the operation of state agencies and enterprises, at both central and local levels, in the working establishments of public agencies and enterprises; through representative and direct form, top-down and bottom-up. This role is constitutional and regulated in a separate Law. Up to now, Vietnam Trade Union has had 03 documents on Trade Union Law, currently Trade Union is participating with state agencies to study to issue the 4th Trade Union Law in the context of international integration and development strong trade exchanges and digital technology. n addition, the Law on Anti-Corruption 2018 and the Law on Thrift Practice and Waste Prevention in 2013 also stipulate the role of non-state organizations in ensuring the implementation of the provisions of the Law (15). Thus, in the aspect of legal regulations, Trade Union has a closely attached position and role and has a strong impact on good governance and anti-corruption.

***Reality of the Union's role in good governance and anti-corruption:***

First of all is the reality of the organizational system of the Vietnam Trade Union, including the Trade Union of ministries and central branches, especially the Vietnam Union of Public Employees. General Confederation - this is an especially important part of good governance and anti-corruption. Because this department gathers and manages the union members who are cadres, civil servants, public employees - subjects with high level of scientific awareness, directly and regularly working, in contact with the construction process. develop policies and laws, can organize the implementation at a macro level, conduct seminars, discuss, negotiate, comment, criticize, inspect, inspect, and supervise on a large scale. nationwide, participating in international relations, having great influence in the advocacy and propagation of State policies and plans. With the above characteristics, the Vietnam Trade Union is the part that shows the most concentration of the role of good governance and anti-corruption of the Trade Union, especially in the implementation of anti-corruption plans and programs. corruption, waste, saying no to negative, preserving political quality, morality, good lifestyle among cadres, civil servants and public employees.

According to the provisions of the Constitution and Law, the Vietnam Trade Union has 03 functions: (i) The function of representing employees, caring for and protecting the legal and legitimate rights and interests of employees; (ii) Participate in state management, socio-economic management; participate in examining, inspecting and supervising activities of state agencies, organizations, units and enterprises on issues related to the rights and obligations of employees; (iii) Propagating and mobilizing workers to study, improve professional qualifications and skills, obey the law, build and defend the country (16).

Regarding the first function, this function focuses mainly on agencies, units and enterprises - where employees work, ensuring that the labor law is implemented. To perform this function, the trade union conducted many activities to win: Guiding and providing legal advice to employees on rights and obligations; Negotiating representatives to sign and monitor the implementation of the Collective Labor Agreement; participate in the formulation and implementation of regulations on wages, bonuses, labor regulations; conducting dialogue with employers; participate in the resolution of labor disputes to protect the rights and interests of employees; organize and lead strikes according to regulations.

With this function, the Trade Union has actively implemented many principles of good governance at the micro level, has been the real representative of workers, is the "shock absorber cushion" for conflicts and conflicts. arising in social relations between an employee and an employer on the other (17), ensuring participation, consensus, transparency, and rule of law at businesses and establishments.

Regarding the second function - Trade union participates in state management, socio-economic management; participate in inspection, inspection, supervision ... related to the rights and obligations of employees. This is a function mainly performed by the Trade Union at the central and provincial level. Expressed first about the work of cadres involved: The President of the Federation is a member of the Party Central Committee; Trade Union is a place to train, foster and introduce to the Party and the State a source of good quality cadres, civil servants and public employees. With this important human resource, the Trade Union has consulted with the Party and the State to develop laws governing labor relations such as: Labor Code, Trade Union Law, Insurance Law, Labor Protection, Participation family to settle complaints and denunciations of employees; participate in building harmonious, stable and progressive labor relations; participate in the discussion and negotiation at the National Wage Council, including representatives of 3 national-level parties: State management agencies, labor representative organizations and employers' representative organizations in Central, accordingly, the salary of employees is always improved every year;(18) participate in building democratic policies at the unit. The VGCL submits draft laws, ordinances and policy proposals, especially the trade unions at all levels propose, participate and coordinate with competent state agencies to inspect, examine and supervise the work. implementing regimes, policies and laws on labor, trade unions, cadres, civil servants and public employees such as the People's Committee, Department of Labor - Invalids and Social Affairs, People's Court, Department of Safety food ... on issues, policies related to employees, implementing supervision and criticism to build the Party, building government when participating in meetings, meetings, meetings and conferences of Relevant agencies and organizations, typically the Trade Union, participate in the policy formulation of teachers and employees (19)…. General Confederation, annually surveyed the situation of living standards of workers.



*The Provincial Labor Confederation and the Provincial People's Court signed a work coordination agreement for the 2016-2020 period. (Photo: Tran Minh* (20)



*The Committee on Social Affairs cooperated with the Vietnam General Confederation of Labor and the National Assembly delegation of Quang Ninh province to organize a consultation workshop on the draft Law amending and supplementing one article of the Public Law. group*.(21)

This is a function that both clearly demonstrates a good governance role and shows most clearly the monitoring, criticism and prevention of policy corruption - one of the types of corruption with dangerous levels and severe consequences. Masonry (22).

Regarding the third function, the Trade Union propagates and mobilizes workers to study, improve their professional qualifications and skills, obey the law, build and defend the country. The reality of the Vietnam Trade Union, focusing on the Provincial Labor Confederation, the Trade Union at higher levels has always been active in mobilizing, propagating and educating the union members - workers in general - a very major in society by many methods, modes, forms, with a variety of contents from the Party's policy, laws of the state, charter, unit rules, international integration, development progress of science and technology in industrialization and modernization, ... in order to promote the traditional strength and potential of workers, build a civilized, intellectual, healthy, pure and patriotic lifestyle - Protect the sea and islands of the country, have national pride…. (23)- Well performing this function is the trade union participating in good governance, sustainable development and creating a premise for effective anti-corruption, effective supervision, criticism, inspection and inspection.

Reality the VGCL has actively implemented throughout the system of anti-corruption issues, thrift practice, waste combat, and established a Steering Committee for the Action Program to implement the Law on Anti-Corruption and the VGCL's Law on Thrift Practice and Waste Prevention. To direct and assign tasks to the Confederation of Labor of provinces, cities, the Trade Union of the Central Sector, the Trade Union of the Corporation under the General Confederation based on the specific situation of the unit to establish a steering division. implement your level's Action Plan. The Provincial Labor Confederation, especially the Trade Union, has implemented a lot of anti-corruption activities and plans, such as regularly propagating anti-corruption policies and laws (24), effectively implementing the publicity, transparency and democracy in the activities of agencies, units and enterprises; promote administrative reform. To step up civil service inspection for the observance of codes of conduct, professional ethics, cultural and industrial lifestyle. Improve morality, discipline, public discipline, sense of responsibility, and spirit of service of cadres, civil servants, public employees and employees (25).

Although the above activities of participating in good governance and anti-corruption of the Trade Union have taken place regularly, continuously, in a wide and deep scope. But with the characteristics of a voluntary socio-political organization, its operational efficiency and participation in good governance and anti-corruption are still limited, and the effectiveness is not high (26). However, the Vietnam Trade Union has always shown its high determination with the nature of loving progressive and developing labor in the implementation of its functions and duties, in all aspects of politics, economy and commune. festival; at both central and grassroots levels; The Vietnamese trade union is an important, active and significant player in the implementation of the principles of good governance, anti-corruption both legally and in practice in social life.

**2. The digital era - challenges and directions in the implementation of good governance and anti-corruption of the Vietnam Trade Union**

The digital technology era is a milestone of strong development of science and technology and is the foundation of the 4.0 Technology Revolution. The digital era consists of three fundamental technologies, big data, cloud computing and Internet of things connection to optimize processes and production methods, emphasizing the biggest impact of 3D printing. Biotechnology, new material technology, automation technology, intelligent robotics, ... Digital technology is the main driving force to push the world economy to shift to a "smart" knowledge economy. , fading the boundaries between production stages / stages and processes, especially the stages of designing, processing and assembling manufactured products, facilitating and promoting new development solutions. The State of Vietnam has identified proactively and actively participating in the 4.0 technology revolution as an objective indispensable requirement; is a mission of particularly important strategic significance, both urgent and long-term for the entire political system and the entire society, closely linked to the process of deep international integration; At the same time, fully and properly aware of the content and nature of the Fourth Industrial Revolution to be determined to renew thinking and action, considering it as a breakthrough solution with a suitable step and roadmap. is an opportunity for Vietnam to make a breakthrough in socio-economic development, clearly defining the development goals to 2025, 2030 and a vision to 2045 (27).

Although the digital age is an opportunity for national development, innovation, innovation and entrepreneurship to increase productivity, quality, efficiency and competitiveness towards sustainable development, many forecasts accompanying that: the digital era when implementing specific implementation in specific conditions of Vietnam will require great efforts of the entire society of Vietnam to overcome many of its own obstacles.

In the context of the digital era mentioned above, the Vietnam Trade Union will face two major challenges when participating in good governance and anti-corruption as follows:

Firstly, trade unions must overcome the challenge of their own human resources to master digital technology. When applying digital technology in agencies, organizations, businesses and human activities, almost the working environment, methods, tools, means ... will completely change, the data will form large, digitized workflow, automated ... making relationships in labor, work; rights and obligations between entities in that relationship will also change, requiring policies, laws on labor, internal rules, and labor agreements to change. At the same time the implementation organization must also change, inspection, inspection, supervision and propaganda, education and mobilization of employees also change.

This change means that Trade Union and Trade Union members at all levels, agencies, units, businesses must grasp, understand and master science and technology. Only then can ministries, civil servants and public employees work, manage and administer to perform assigned tasks; new workers can control machines and technology in their factories; and new Trade Union staff can demonstrate their role in good governance and anti-corruption through the functions: Representing and protecting the rights and interests of workers; participate in managing, commenting, negotiating, proposing policies, laws, rules, and resolving conflicts and disputes; propaganda and education of employees.

Digital technology and the problems of the 4.0 Revolution are not a problem that one day, two days or a short time, union officials and union members can approach and grasp immediately, it depends very much on many other factors of both political institutions, state institutions, resources and level of socio-economic development, general level of human resources ... while this is the issue of Trade Union to solve directly. decision; This is a decisive issue for the survival, efficiency, and influence of the Trade Union with its union members, employers and state agencies.

Second, the risk of reducing the number of union members leads to difficulties in finding consensus, the influence and the power of participation ... in good governance and anti-corruption of Trade Union. In the era of digital technology is applied, agencies, units, factories, businesses will not need the number of people working as much as before, because the replacement of intelligent machines, of digitalization ..., leads to the volatility of the job market, the change in the profession. Workers are at risk of losing their jobs, especially unskilled workers who are union members in factories, factories and industrial parks. At the same time, the strong international cooperation process of investment, finance and free trade of the new generation requires Vietnam to diversify labor representative organizations. In that context, if the Trade Union does not really care, protect, direct the policy, guide the way for the employee, the employee will easily fall into an unstable situation, fluctuate in whether to continue. choose to be a member of the Union or not.

Besides, due to the development of digital technology, Trade Union may also face some other difficulties such as: inertia in awareness and operation, and flexibility is not high, because so far Trade Union. still receive support resources from the State; the inherent shyness and avoidance of struggling with the negative in the new situation….

***Suggest the direction of Trade Union to overcome challenges in the digital era, identify and continue to participate in good governance and anti-corruption***

The Trade Union needs to proactively and actively build and give opinions in the development of training programs and action plans to master digital technology, continue to effectively participate in good governance and anti-corruption. . Trade unions need to promote internal strength, rapidly and vigorously innovate activities from internal administration in training, renewing content, methods, training methods, training addresses, training. according to market demand, retraining, new training…. Strongly perform the function of participating in management and contributing opinions to state agencies (Ministry of Education and Training; Ministry of Labor - Invalids and Social Affairs; Ministry of Information and Communication), enterprises about digital technology education and training on the basis of the Government's policies, laws and action programs on human resources in the digital age (28). But in order to be successful and effective, the Trade Union needs to approach and apply the theory of good governance and anti-corruption, because this is the supporting theoretical basis for the Trade Union to perform the functions of the Trade Union. himself fully, sharp. In fact, so far, the Trade Union has implemented a number of principles of good governance, but has not approached on the basis of modern theories of good governance and anti-corruption; not really achieved the highest efficiency in representing, protecting legitimate interests of workers, participating in state management of socio-economic, inspection, inspection, supervision, criticism ... Propaganda and education still have some unofficial comments.

Practical in the integration context, under the pressure of the principles in the new generation Free Trade Agreements, with the requirement of diverse labor representative organizations and the 4.0 Technology Revolution, the Trade Union forced "there must be change, can not follow the path", towards the base, practically contributing to development, creating the confidence of workers in Trade Union activities; Trade unions must renew their thinking, modes and contents of activities to ensure the harmony of interests between enterprises and employees so that employees will be limited to losing their jobs; propaganda and mobilization of employees to set new standards for themselves in the new stage; accompanying businesses in restructuring key tasks, "embracing the Industrial Revolution 4.0 in unity and solidarity" (29)…. . However, the Trade Union has only shown based on the legal provisions, the Trade Union's Charter to perform functions in new savings, not yet showing the theoretical thinking of good governance and governance. modern.

Facing the challenges of the digital era, the Trade Union needs to continue to promote the potential strength, the historical fighting strength that has made the "brand" of the Trade Union for the benefit of the working class. and workers, associated with the interests of the whole nation. Recently, the move of "Vietnam General Confederation does not vote with the plan of not raising the regional minimum wage by 2021" (30) is the expression that Trade Union officials are actively participating in good governance and anti-corruption. with a strong mind, an expression of innovation in both thinking and action, continues to preserve and establish employees' confidence. This is a strength that is both traditional and modern, is the basis for the Trade Union to carry out its mission in front of the union members and show an active role in good governance and anti-corruption.

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