

This action will not be implemented in a context marked by conflict or peace building. No conflict analysis or conflict sensitivity assessment was carried out.

Disaster Risk Reduction

This action will not be implemented in a context marked by disaster risk reduction.

3.4 Risks and Lessons Learnt

Category	Risks	Likelihood (High/ Medium/ Low)	Impact (High/ Medium/ Low)	Mitigating measures
1-External environment	Risk 1 Viet Nam's leadership puts the legislation guiding the formation of workers organisations on hold, e.g. the ratification of ILO Convention 87 is delayed	Low	High	The implementation of ILO Conventions is central to the bilateral EU-VN dialogue in the context of the EVFTA. A strong engagement and frequent policy EU-VN dialogues should prevent any backsliding on labour commitments. In the eventuality of long delays affecting the creation of independent workers representative organisations, the action will focus on early implementation in pilot enterprises, including activities on collective bargaining in the context of existing legislation.
2- Planning, processes and systems	Risk 2 Budget constraints put a cap on the number of labour inspectors	High	Medium	The action will focus on the efficiency of inspections, in addition to the quantity of inspections, including through digital means.
1-External environment	Risk 3 The economic slowdown and global inflation put additional stress on companies at the expense of workers	Medium	Medium	The action will support the passage of new legislation on industrial relations and social protection, to avoid a selective application of decent work principles in times of economic hardship. The involvement of the European business community - historically more familiar with the formation of trade unions - will also be instrumental to create a level playing field and ensure good labour standards are the rule.

Lessons Learnt:

The Better Work Programme is one of the flagship programme on decent work in Viet Nam since 2009. It has received support from EU Member States (Netherlands and Denmark) and from the EU since 2019. As implementing agencies, ILO and IFC have built a strong network of companies and advisers monitoring labour compliance and providing