



**MAGAZINE**

**VINATEX**

**NOVEMBER, 2024**





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# Attracting and Training Competent Personnel

## TO SERVE THE SUSTAINABLE DEVELOPMENT STRATEGY

A CORE, ONGOING TASK OF THE BOARDS OF DIRECTORS IN TEXTILE AND GARMENT ENTERPRISES



Mr. Le Tien Truong  
Party Secretary – Chairman of  
Board of Directors of Vinatex



In the increasingly competitive textile and garment industry, attracting and developing talent has become a core priority for businesses. According to Dave Ulrich, talent is defined by the formula Competence x Commitment x Contribution. Talent is not only professional skills but also the drive to work and the ability to create sustainable value for the organization.

### STRATEGIES TO ATTRACT AND DEVELOP TALENT

- 1. Competence:** Businesses need to anticipate skill demands, establish competency frameworks for key positions, and build teams through internal training and development.
- 2. Commitment:** Ensure employees see their value through development opportunities, fair compensation policies, and a positive working environment.
- 3. Contribution:** Motivate employees to understand the significance of their work and foster inspiration and teamwork to maximize their potential.

### RETAINING TALENT

Businesses must provide clear job roles, build long-term strategic plans, ensure fair benefits, and create a positive

workplace culture. Talented leadership plays a vital role in helping employees grow and remain committed over the long term.

The success of the textile and garment industry relies on identifying and nurturing individuals capable of addressing present challenges while creating value for the future. □





# Creating **REAL VALUE** **FOR STUDENTS AND SOCIETY**

*Amid the rapid growth of the global economy and digital technology, Hanoi Industrial Textile and Garment University (HTU) has been implementing strategic innovations in education. New programs such as Graphic Design, E-Commerce, and Business Administration are designed not only to meet market demands but also to equip students with comprehensive skills, preparing them for the modern labor market.*



From the academic year 2024-2025, HTU officially introduces the Graphic Design program. According to Ms. Nguyen Thi Thanh Hue, Head of the Fashion Design Department, this program integrates applied arts, practical experience in enterprises, and creative

projects. This approach helps students improve their knowledge and essential skills to meet the industry's workforce demands.

The university maintains close connections with businesses, providing students with opportunities to practice in real-world environments. Activities such as product showcases, creative competitions, and scientific research projects are designed to foster creative thinking and soft skills for students.

Recognizing the significant potential in technology and business fields, HTU launched the E-Commerce program in 2023 and plans to open the Business Administration program in 2024:



- **E-Commerce:** Students are trained in foundational knowledge such as data analysis, search optimization, platform management, and artificial intelligence applications in marketing. Training with modern tools and software enables students to gain practical experience.

- **Business Administration:** The program emphasizes digital transformation in business management, supply chain management, and data-based decision-making. Courses are designed flexibly and updated continuously to keep pace with current trends.

HTU prioritizes the integration of theory with practice. Initiatives like virtual trading platforms, creative startup projects, and specialized competitions create a practical learning environment for students.

Additionally, partnerships with businesses allow HTU to organize internships, workshops, and industry-specific events. These collaborations not only help students enhance their skills but also enable them to build professional networks.



The university's faculty plays a pivotal role in shaping these new programs. Many instructors actively engage in advanced research, participate in professional training courses, and collaborate with businesses to align with market needs. With a spirit of innovation, HTU's faculty members not only impart knowledge but also inspire students to explore career opportunities in emerging fields.

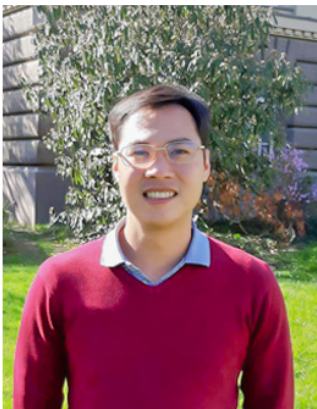
To compete with other universities and attract students, HTU focuses on three key aspects: flexible and up-to-date curricula, high-quality faculty, and practical experiences for students.

Through innovation and a comprehensive educational strategy, HTU has proved as a leader in higher education. By providing high-quality training, integrating technology, and fostering practical learning environments, HTU delivers value to students while contributing to the development of a skilled workforce for society. □

# GREEN GROWTH

## Meets Productivity

*Faced with stringent requirements for green production and social responsibility from major markets such as the EU, the US, and Japan, Vietnam's textile and garment industry is facing numerous challenges and opportunities. Balancing sustainable development goals with labor productivity is crucial for the industry's growth in the context of globalization.*



*Dr. Nong Ngoc Duy*

According to Associate Professor Dr. Nong Ngoc Duy, the industry is driven by five major trends: sustainability, digitalization and Industry 4.0, geopolitical trade shifts, material innovation, and enhanced customer relations.

To improve productivity and supply chain efficiency, businesses must invest in automation, digital management, workforce training, and the circular economy adoption. Achieving a balance between green development and economic efficiency requires the implementation of energy-saving

technologies, resource reuse, and cost reduction measures. Additionally, Government support is essential, including green finance initiatives, research and development of domestic technologies, and the enhancement of high-quality human resource training.

China and Japan are projected to remain the largest export markets for Vietnam's textile and garment sector. To meet the demands of these markets, businesses must diversify their products, comply with environmental standards, and make significant investments in automation technologies. □







## Textile and Garment Enterprises

# "ACCELERATE TOWARDS the FINISH LINE"

*With less than two months left until the end of 2024, Vietnam's textile and garment industry, particularly enterprises within Vinatex, is witnessing many positive signs. After 2023—a challenging year, businesses have not only met but also exceeded their business targets, paving higher expectation.*

As of late October 2024, many enterprises have achieved or surpassed their annual plans. Viet Tien Garment Corporation reported revenue of VND 7,643 billion (92% of the annual target), while Nam Dinh Garment Joint Stock Company exceeded its revenue target by 117%,

reaching VND 632 billion. Other units, such as Hung Yen Garment, Hoa Tho Textile and Garment, and Southern Textile and Garment, achieved 84% to 99% of their annual targets, with profits increasing by over 120% compared to the same period in 2023.

The yarn sector, which has faced difficulties due to low order prices, has also shown positive signs. Many companies, such as Phong Phu Corporation, Phu Bai Yarn, and Vinatex Phu Hung, have surpassed their breakeven points, achieving 80% to 91% of their annual revenue targets. Other enterprises, such as Hue Textile and Viet Thang, have significantly reduced losses and moved closer to financial balance.

Garment orders have surged, particularly during the peak production season for Christmas and New Year. Some companies, such as Viet Tien Garment, have had contracts through the first quarter of 2025 and are negotiating orders for the entire year. However, the garment sector faces pressure from labor fluctuations, with an attrition rate of 11.7% at Tien

Tien Garment. Despite this, the company has improved its policies and employee income, with average wages projected to exceed VND 10.4 million/person/month in 2023.

The textile and garment industry is gradually recovering and achieving its revenue and profit goals for the year. However, to sustain growth, the sector must continue to optimize production, expand markets, and enhance product quality management. These efforts will be crucial for Vietnam's textile and garment industry to maintain competitiveness and achieve sustainable growth amidst the fluctuated global market. □



## New book

# “AIR CONDITIONING AND COMPRESSED AIR SYSTEMS IN SPINNING MILLS”



To commemorate the 30th anniversary of the Vietnam National Textile and Garment Group (Vinatex) (1995-2025), the Hanoi Polytechnic Publishing House has released the book “Air Conditioning and Compressed Air Systems in Spinning Mills”. The chief author is Mr. Le Tien Truong - Chairman of Vinatex’s Board of Directors. The book provides scientific knowledge and practical applications of air conditioning and compressed air systems in the textile and garment industry, with a primary focus on technicians, managers, and students in the field.

The book emphasizes the importance of managing temperature and humidity in spinning mills. These factors not only impact productivity and product quality but also influence working conditions and worker health. With the transition from manual operations to automation, maintaining optimal conditions in factories and effectively using compressed air equipment has become a significant challenge.

### STRUCTURE OF THE BOOK

The book consists of seven chapters:

1. Overview of Air Conditioning Systems.
2. Basic Processes of Air Conditioning.
3. Roles and Requirements for Air Control in Spinning Mills.
4. Equipment in Ventilation and Air Conditioning Systems for Spinning Mills.
5. Management, Operation, and Maintenance of Air Conditioning Systems in Spinning Mills.
6. Compressed Air Systems in Spinning Mills.
7. Applications of Air Conditioning and Compressed Air Systems in Vietnam’s Spinning Mills.

The appendix includes specialized terminology and a conversion table for measurement units.

### THE CONTEXT OF VIETNAM’S TEXTILE AND GARMENT INDUSTRY

Over the past decade, Vietnam’s textile and garment industry has developed rapidly, becoming a key contributor to export revenues. In 2023, despite the severe impact of the COVID-19 pandemic and global market fluctuations, the industry’s export turnover reached USD 39 billion, with over USD 4 billion coming from fiber and yarn exports. This

highlights the impressive growth of the spinning sector, which is projected to continue expanding at an increasing pace and scale.

However, the industry faces many challenges in terms of technical human resources and teaching materials. Currently, Vietnamese textbooks on air conditioning and compressed air systems are very limited and outdated. This new book aims to bridge the gap, offering updated information on modern technology, system operation, and maintenance practices.

### A VALUABLE RESOURCE

The book is a critical resource for:

- Technicians and managers in spinning mills.
- University and college students specializing in textile engineering.
- Executives in textile and spinning enterprises.

This book will help enhance the management and operation of equipment systems, contributing to improved productivity, product quality, and the competitiveness of Vietnam’s spinning sector in the international market. □



# Sustainable Textile Industry

# A WISHFUL IDEA or NEW STANDARD?

## Evaluation from the Policies of Textile-Garment Importers and Exporters Current Situation and Global Challenges



The textile and garment industry is one of the largest economic sectors worldwide, but also causes many environmental and social issues. Developed regions such as the EU and the US are promoting sustainability strategies, while major manufacturing countries like China, India, Bangladesh, and Vietnam face challenges in implementing transformation policies.

### SITUATION IN KEY REGIONS

❖ **EU:** A leader in circular economy strategies and carbon neutrality, but since much of the production occurs overseas, international cooperation is required.

❖ **US:** Lacks a nationwide, unified policy, with most efforts focused on labeling and recycling, but vulnerable to political shifts.

❖ **China:** Introduced several green initiatives but faces challenges with enforcement, especially concerning labor issues.

❖ **India:** Has sustainability projects but lacks a comprehensive national strategy, facing resource constraints and labor rights challenges.

❖ **Bangladesh:** A major exporter, but poor labor conditions and environmental impact remain serious issues, with increasing pressure from worker strikes.

❖ **Vietnam:** Adjusting to international regulations but has an unclear legal framework for the textile-garment industry, relying on pressure from key export markets.

### CONCLUSION

The global textile-garment industry is moving toward sustainability, but lacks consistent regulations at global inter-governmental level and effective enforcement tools. Transformation requires international cooperation, transparent policies, and consumer education. In the near future, "sustainable textile-garment industry" remains more of a goal than a reality. □



The U.S. government is preparing to adjust

the  
**DE MINIMIS**  
**REGULATION FOR THE TEXTILE AND  
GARMENT INDUSTRY**



*The U.S. government is considering adjusting the De Minimis regulation, which allows imported goods valued under \$800 to enter the U.S. without paying taxes or undergoing rigorous inspections. This regulation has created a loophole for Chinese online retailers like Shein and Temu, enabling them to easily access the U.S. market without facing any tariff barriers or thorough checks on product origins.*

In the near future, the U.S. administration will implement reforms to strengthen the De Minimis controls, requiring more information from exporters such as tariff codes and additional documents for De Minimis shipments. This will help the Customs and Border Protection (CBP) conduct more effective checks and enforcement.

If these changes are adopted, Chinese retailers will no longer be able to benefit from the tax exemptions and will face stricter monitoring, leading to a fairer competitive environment for other businesses, including Vietnamese companies. Vietnamese textile and garment manufacturers could benefit from reduced competition from Chinese firms and an opportunity to expand their market share in the U.S. However, these changes

will also come with challenges, such as increased documentation requirements and longer processing times imposed by CBP, potentially leading to higher costs for businesses.

In summary, the U.S. adjustment of the De Minimis regulation offers an opportunity for Vietnamese companies but also demands attention to the increased requirements and stringent verification procedures from U.S. authorities. □



# ORGANIC TEXTILES

## A New Direction for Enterprises



Green production is becoming an inevitable trend in the textile and garment industry, enabling businesses to meet market demands, enhance competitiveness, and achieve sustainable development. Recognizing the importance of green production, Dong Xuan Knitting Ltd has invested in the production of organic textiles, meeting GOTS certification requirements and utilizing environmentally friendly materials free from harmful chemicals.

The company has established specialized production lines, invested in modern machinery, and provided comprehensive training. To workers boost productivity (by 30%) and product value. Besides importing materials from abroad, the

company is gradually sourcing domestic organic materials to reduce costs and increase value.

However, organic textile production faces significant challenges, including high costs for machinery, raw materials, and the need for skilled labor. The company is also focused on workforce training, improving skills through practical programs, and collaborating with training institutions within the industry.

Sustainable production not only ensures business survival but also lays the foundation for long-term growth, despite ongoing challenges in raising capital and stable raw material supplies. □





# The Modern Lady in **SEASONAL** TRANSITION

With must-have items for modern women during the seasonal transition, such as suits and jackets, Duc Giang Corporation and Garco 10 Corporation have brought these "hot items" into their Fall/Winter 2024 collections for women. These collections offer sophistication in design, high-quality materials, and skillful tailoring details, making the outfits softer and more feminine.



Garco10 introduces versatile suits, suitable for both work and travel, with high-quality materials and modern designs. Garco10's suits not only serve professional purposes but also celebrate the gentle, elegant, and alluring beauty of women.



HeraDG, the women's brand of Duc Giang Corporation, presents the "The Harmony of Nature" collection featuring bubble jackets made from recycled polyester. This material is not only environmentally friendly but also boasts excellent features such as wind retardant, warmth retention, UV protection, and mold resistance. The products perfectly combine trendy styles with sustainable materials, promoting a green fashion industry and a sustainable future. □

