



GENERAL STATISTICS OFFICE



International
Labour
Organization

2016 REPORT ON INFORMAL EMPLOYMENT IN VIET NAM



**2016 REPORT
ON INFORMAL EMPLOYMENT IN VIET NAM**

INTRODUCTION

Employment is regarded as the main income source for a nation's citizens to meet their daily living needs, especially for those who are disadvantaged or looking to escape poverty. However, many workers in developing countries such as Viet Nam engage in informal employment. Although the country, since Doi Moi (1986), has become an inspiring success story in driving growth, creating jobs and reducing poverty through reforms and global integration, it faces numerous challenges to ensure decent work for all, especially those in the informal economy. Whereas the informal sector is only considered a buffer for workers during economic crises, income from informal employment often fails to meet the costs of acceptable living standards due to insufficient salaries, working conditions and social protection.

To address these shortcomings within Viet Nam's labour market and provide data evidence to effectively develop and implement relevant policies, this landmark report applied international labour standards on informal employment to estimate the size and structure of informal economy workers in Viet Nam, based on the existing dataset of the Labour Force Survey annually conducted by the General Statistics Office. In particular, Vietnamese governmental policy-makers have great demand for information on wages, working conditions, social protection, community development and other relevant issues to research for practical solutions. To meet this increasingly critical need, the General Statistics Office developed and published this first-ever 2016 Report on Informal Employment in Viet Nam. The report is comprised of five chapters: Chapter I: Concept and Measurement of Informal Labour in Viet Nam, Chapter II: Scales and Trends of Informal Employment, Chapter III: Characteristics of Informal Employment (2016), Chapter IV: Working Conditions and Quality of Employment of Informal Economy Workers and Chapter V: Conclusions and Recommendations.

This report was produced to serve as a useful and practical source of material to satisfy the demand for basic information on informal economy workers in Viet Nam to support management, policy-making research and development by national agencies as well as help international partners and readers better understand sector-specific issues. This report was finalized with technical cooperation and support from the International Labour Organization (ILO), in close collaboration with the Institute of Labour and Social Affairs (Ministry of Labour, Invalids and Social Affairs). The General Statistics Office highly appreciates the support from these two organizations.

As a significant and diverse source of data and information, this report is also anticipated to have some limitations and shortcomings. To help address this, readers' constructive comments are welcomed to further enhance the quality of subsequent publications. For constructive comments and further detailed information, please contact: Department of Population and Labour Statistics, General Statistics Office, 54 Nguyen Chi Thanh, Dong Da, Ha Noi, Viet Nam. Tel number: +(84 24) 73 046 666 (ext. 8822). Email: dansolaodong@gso.gov.vn



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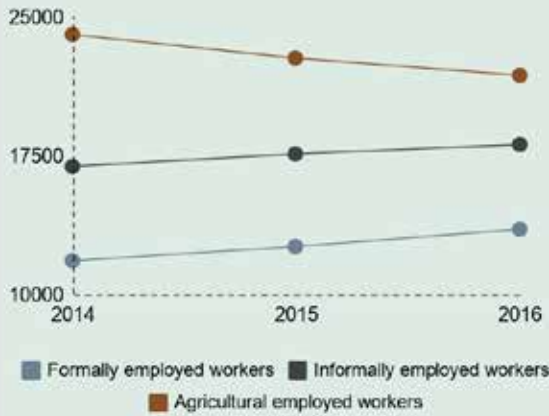
LIST OF ABBREVIATIONS

ILO	International Labour Organization
UNSD	United Nation Statistic Division
SNA	National Account System
Bus.pro.hh	Business Production Household



SIZE OF FORMALLY AND INFORMALLY EMPLOYED WORKERS

Size of employed workers



Numbers of informal workers by urban/rural and sex

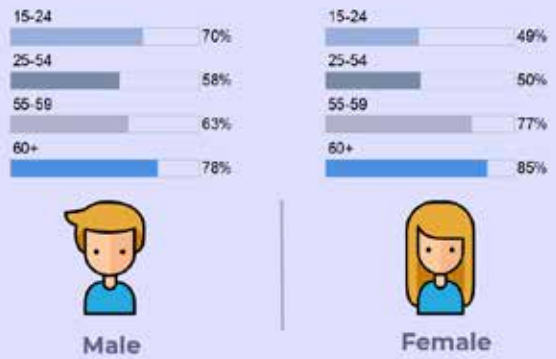


TREND ON RATE OF INFORMAL WORKERS

Rate of informal workers (2014-2016)



Rate of informal workers by age group and sex in 2016



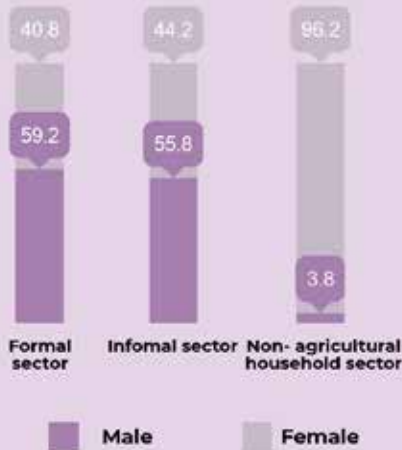
Informal workers by type of economic activities



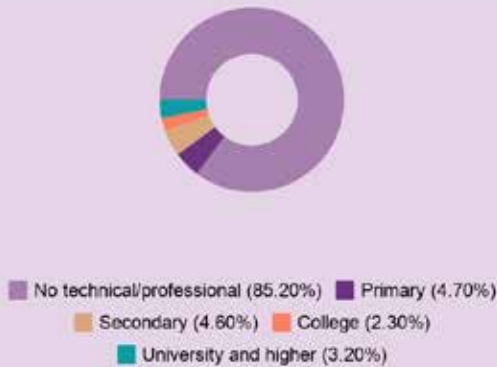


CHARACTERISTICS OF INFORMALLY EMPLOYED WORKERS

Structure of informal workers by sex in 2016



Structure of informal workers by technical/professional qualification



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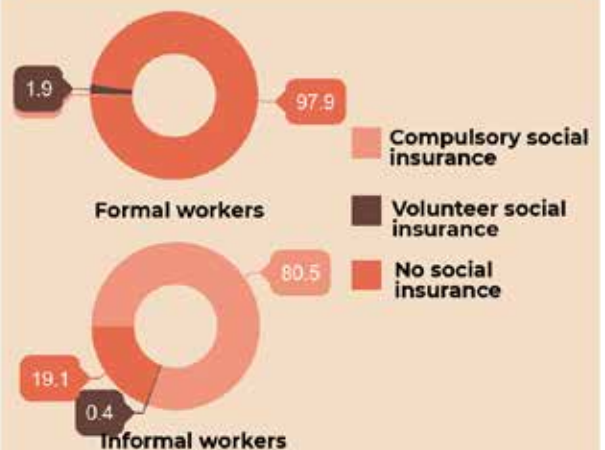
Rate of informal workers by employment status in 2016



Rate of workers usually working more than 48 hours in 2016



Social insurance



EXECUTIVE SUMMARY

The Labour Force Survey is a monthly survey conducted by the General Statistics Office (GSO) in all 63 provinces nationwide, with a sample size of approximately 20,000 households per month and 240,000 households per year. This survey has been conducted since 2007. However, information on workers engaged in informal employment has only been supplemented into the questionnaire since 2014. Along with annual publications on major findings of the Labour Force Survey, this is the first time the GSO has publicized an in-depth report on informal economy workers in Viet Nam.

The informal sector is characterized by workers with unstable and temporary jobs, without labour contracts nor verbal agreements, low incomes and more work hours than regulated by the Labour Code. Business establishments operating in this sector are usually small-sized, with an absence of business registration and make no social nor health insurance payments, nor provide support or other social welfare benefits to their workers. Results of the Labour Force Survey highlight key trends and characteristics of informal economy workers in Viet Nam.

Scale and trends of informal economy workers in Viet Nam

1. The number of workers in informal employment was found to be quite significant (more than 18 million persons), accounting for 57.2 per cent of non-agricultural workers nationwide. If workers engaged in agricultural households were included, the rate of informal workers would stand at 78.6 per cent.
2. Regarding total workers in employment within the whole economy, the number of informal and formal economy workers has tended to increase in recent years (2014-2016). However, those involved in the agriculture, forestry and fisheries fields have declined (24 million persons in 2014 to 21.8 million persons in 2016).
3. About 60 per cent of informal economy workers were concentrated in rural areas, where numerous traditional handicraft villages, non-agricultural individual business households and cooperative units operate.



4. The Mekong River Delta, North and South Central Coast and Red River Delta, as the most populous regions, have the highest numbers of informal economy workers nationwide. In contrast, the Central Highlands and Northern Midlands and Mountainous regions have smaller populations and workers were concentrated in agriculture and forestry, along with undiversified occupations and industries, resulting in small proportions of informal economy workers. Ha Noi and Ho Chi Minh City, as the nation's two largest cities and political-economic centres, have the highest numbers of informal economy workers, accounting for more than 20 per cent of informal economy workers nationwide.
5. The majority of informal economy workers were engaged in three groups of economic industries, "Manufacturing", "Construction" and "Wholesale and retail trade, repairing of cars, motorcycles and other motor vehicles". The proportion of informal economy workers from these three groups of economic industries accounted for nearly 70 per cent of total informal economy workers, while "Hotels and restaurants" made up 11 per cent.

Characteristics of informal economy workers

6. The proportion of informal economy workers was high in the youngest age group (15-24 years) and the 55 and over age group (60.2 and 74.4 per cent, respectively).
7. The rate of trained informal economy workers was low at 14.8 per cent, 5.7 percentage points less than that rate of trained workers in the whole economy and 17.4 percentage points lower than of trained formal workers. Some 71.9 per cent of non-agricultural workers without technical/professional qualifications were classified as in informal employment.
8. More than 6.4 million informal economy workers (35.6 per cent) were engaged as "service workers, security guardians and sales workers" and more than 5.3 million informal economy workers (29.8 per cent) worked as "handicraft or other relevant workers" and 18 per cent of informal economy workers were classified as "unskilled workers". The remaining occupational groups accounted for small proportions of informal economy workers.
9. Out of all informal economy workers, 14.9 million (82.7 per cent) were engaged in business production households or classified as own-account individual workers.

Job status in employment, working conditions of informal economy workers

10. Nationwide, 53.4 per cent of informal economy workers (9.6 million) were classified as employees (wage-paid workers), 32.1 per cent (5.8 million) as own-account workers and 11.8 per cent (2.2 million) as family-contributing workers.
11. About 43.9 per cent of informal economy workers were classified into the group of workers with vulnerable jobs (32.1 per cent were own-account workers and 11.8 per cent unpaid family-contributing workers). In contrast, only 14.0 per cent of formal workers were classified in the group with vulnerable jobs.
12. More female workers tend to engage in vulnerable jobs than male workers, with 59.6 per cent of female workers in informal employment classified as having vulnerable jobs, compared to 31.8 per cent of male workers in informal employment.

13. Owners/employers worked most hours (more than 50 hours/week), whereas family-contributing workers posted the least working hours (44 hours/week). The number of working hours of informal employees was 49.2 hours/week, two hours more than formal employees (47.2 hours/week) and higher than the regulated threshold of working hours (48 hours/week).
14. Monthly average earnings of informal economy workers were found to be less than that of formal economy workers in all categories of employment status. The average earnings of formal economy workers was VND6.7 million/month, while the average for informal economy workers was almost half that amount (VND4.4 million/month).
15. While only 1.7 per cent of formal economy workers failed to sign a labour contract, 76.7 per cent of informal economy workers engaged in such employment without any form of written labour contract, in which 62.1 per cent had a verbal agreement and the remainder (14.6 per cent) no form of agreement.
16. Most informal economy workers have not gained any benefits from social insurance (97.9 per cent). Just 0.2 per cent of informal economy workers had compulsory social insurance paid by their employers. The remainder (about 1.9 per cent) participated in voluntary social insurance, whereas the rate of formal economy workers without compulsory social insurance was only 19.5 per cent, 78.4 percentage points lower than that of informal economy workers.

CHAPTER I

CONCEPT AND MEASUREMENT OF INFORMAL LABOUR IN VIET NAM



I. INTRODUCTION

Some Asian countries have identified gaps between socio-economic development strategic targets and real outcomes. Although such nations developed a variety of strategies and focused on poverty reduction in urban areas, outcomes have not always measured up to expectations. In the 1960s, such strategies mainly focused on strong investment in the public/State sector, resulting in subsequent employment. In the following decade, strategies developed into broader policies to create more employment for society and develop human resources. Despite these efforts, poverty rates in cities did not decrease. In the recent decade, many governments in Asia, including Viet Nam, realized they had ignored small and micro production units that could not register their businesses nor follow important State-promulgated legal regulations. This economic sector, called the "informal sector", has attracted a large number of workers and provides numerous products and services for society at costs suitable to workers and businesses with limited resources.

The two concepts of the "formal sector" and "informal sector" exist side-by-side within a country's economy and are shaped by economic trends, socio-economic development policies and legal system. These two sectors underpin the vast majority of economies globally, especially developing ones such as Viet Nam's. However, not all workers are covered by the national social protection system nor have jobs with legal protection, which often creates low productivity and incomes. This phenomenon does not only occur with employment in the informal sector, but also with unprotected jobs in informal sector.

The main characteristics of informal sector-employed people are unstable employment, low incomes and long working hours, no employment contracts nor contracts with social insurance, health insurance, extra allowances or other social benefits. Such employees are often trapped in a cycle of poverty, have limited capacity, knowledge and assets - which create social integration challenges.

Therefore, it is essential to further study the informal sector as well as informal employment in Viet Nam, especially in the context of wider international economic integration and alignment of Viet Nam's statistics with international ones.

With the transition from the informal to formal economy, it is necessary to have policies and information to encourage formality and decrease levels of informality.

II. MEASUREMENT ON INFORMAL LABOUR

1. International concept and definition

The key points of distinction between the informal and formal sectors are differences between paid and self-employed workers. These categories have gradually extended to cover all employment changes driven by globalization. In 1993, the International Labour Organization (ILO) and United Nations Statistics Division (UNSD) agreed on the concept of the informal economy. Based on this agreement, they issued a unified scheme for statistics and analysis of the informal economy under the aspect of labour statistics (employment) and national accounts (production).

a. Informal economic sector

The informal economic sector is understood consensually as the set of units producing goods and services with the main purpose of creating jobs and income for relevant workers. These units often operate in small-sized structures with industrial relations mainly based on irregular workers, relatives or individuals rather than via contracts along with formal/official arrangements. Production units in the informal economic sector are characterized according to features of individual business production establishments and household enterprises. Fixed assets and others do not belong to production units, but to the investment owners. As these units without business registration lack legal status, they cannot sign contracts with other enterprises according to the law, on their own behalf or self-pay loans. Owners must independently manage inputs, outputs and face risks. Production expenses are not separated from household expenses. Similarly, the use of valuable assets such as housing and vehicles are not identified for the purpose of business or household expenditure.

b. Informal economy workers

According to ILO's conceptual framework, non-agricultural informal employment includes the categories of work highlighted in the following table:

- (1) Own-account workers involved in their own business production units in the informal economic sector (cell 3);
- (2) Employers/owners engaged in their own business production units in the informal economic sector (cell 4);
- (3) Family-contributing workers, irrespective of whether they are working in business production units belonging to either the formal or informal economic sectors (cells 1 and 5);
- (4) Member of producer's cooperatives involved in the informal economic sector (cell 8);
- (5) Employees holding informal jobs in formal business production units (cell 2), employees working for business production units in the informal economic sector (cell 6) or employees hired for domestic work in households (cell 10);

- (6) Own-account workers engaged in the production of goods and services exclusively for their own final use by their households (cell 9).

ILO's international theoretical/conceptual framework on informal employment

Sector	Status of employment								
	Own-account worker		Employer		Family contributing worker	Employee		Member of producer's cooperatives	
	Informal	Formal	Informal	Formal	Informal	Informal	Formal	Informal	Formal
Formal sector					1	2			
Informal sector (a)	3		4		5	6	7	8	
Household sector (b)	9					10			

Note:

- Black cells refer to jobs, which, by definition, do not exist in the type of production unit in question
- Grey cells refer to formal employment;
- White cells refer to informal employment;
- (a): Excluding households hiring paid workers for domestic work;
- (b): Households producing products for their own consumption and those employing paid workers for domestic work.

The conceptual framework is used to accurately define which workers can be classified as informal employment according to two dimensions: (i) the status of employment (own-account worker, employer, family-contributing worker, employee, member of producer cooperatives) and (ii) type of business production unit (formal, informal and household).

Blank cells show the diversity of informal economy workers. Cells 1 to 6 and cells 8 to 10 refer to different types of workers, of which:

- (i) Cells 3 to 8 refer to workers engaged in the informal economic sector;
- (ii) Cells 1, 2, 9 and 10 refer to informal economy workers outside the informal economic sector.

2. Concept, coverage and principles of appliance in Viet Nam

a. Concept

Informal economy workers and informal employment are regarded as two different concepts in Viet Nam with distinct content. Informal economy workers refer to those who hold informal employment. The total number of "informal economy workers" in society means the total number of "workers in informal employment". Each worker is only classified according to his/her main job (or main employment). As such, informal economy workers can be found inside and outside the informal sector.

- **Informal economic sector** is defined as the active area for all business production units, without legal status, producing at least one or more products and services for sale or barter without business registration. In Viet Nam, most are individual non-agricultural business production households and business groups.
- **Informal employment** is defined as employment without social issuance (especially compulsory social issuance) and an absence of at least a three-month labour contract. In Viet Nam, most employment available in the informal economic sector is considered informal employment.
- **Informal economy workers** are defined as those who hold informal employment.

In the context of this report, the term "informal employment" is used to refer to "informal economy workers" or "workers in informal employment", not "informal jobs" because:

- (1) Data is generally aggregated and analyzed according to workers in one specific job and whether that job is sustainable or not.
- (2) One worker can hold many jobs simultaneously. If the concept of "informal employment" is used with the meaning "informal jobs", it will reflect the total number of jobs within the whole of society, not the number of workers in informal employment.
- (3) In the same type of job, there may be different agreements among workers. For example, some may work under signed long-term contracts, but others may only be classified as temporary or verbal agreement workers without any social protection coverage. Therefore, in the same job position, some workers have social insurance paid for them by their employers, but others not. Therefore, statistics will look at the workers themselves.

b. Coverage

Informal economy workers in this report only refer to those who work in non-agricultural employment and those who work for agricultural, forestry and fisheries households with business registration. In the other words, this report excludes all workers in unregistered production households in terms of agriculture, forestry and fisheries, (following ILO's recommendations for developing countries where agricultural production is key).

c. Principles

Informal economy workers is consensually determined based on the following principles:

- Economic sector (formal sector, informal sector and household);
- Status of employment;
- Employment contract (no-term contract, fixed-term contract, verbal agreement or no signed contract);
- Social insurance for currently-held job (whether compulsory social insurance is covered or not);
- Informal economy workers are defined by informal jobs.

(1) Determined by economic sectors

◆ *Formal sector includes:*

- All enterprises and their branches (including State-owned enterprises, private and foreign enterprises);
- All types of cooperatives and cooperative groups being operated under the 2012 Cooperative Law;
- State agencies (legislative/executive/judicial agencies);
- Service units (irrespective of whether owned by the State or non-State);
- International organizations operating in Viet Nam;
- Communist Party organizations, unions and authorized associations (with certificates of establishment and own seal);
- Individual business production households with business registration;
- Agricultural, forestry and fishery households with business registration.

◆ *Informal sector:*

- Individual business production establishments/households without business registration (not considered as legal entities);
- Freelancers.

◆ *Household sector:*

- Non-agricultural, forestry and fishery households producing products for their own consumption and households hiring paid domestic workers;

(2) Determining informal employment based on status of employment

Criteria for evaluation and coverage of computing informal economy workers are derived from results of the Labour Force Survey as follows:

◆ *Formal sector*

- Employees in the formal sector without an employment contract or with a verbal agreement, lump-sum contract or short-term contract (less than three months) or a more than three-month contract without compulsory social insurance;
- Family-contributing workers in the establishment belonging to the formal sector;
- Members of cooperatives without compulsory social insurance.

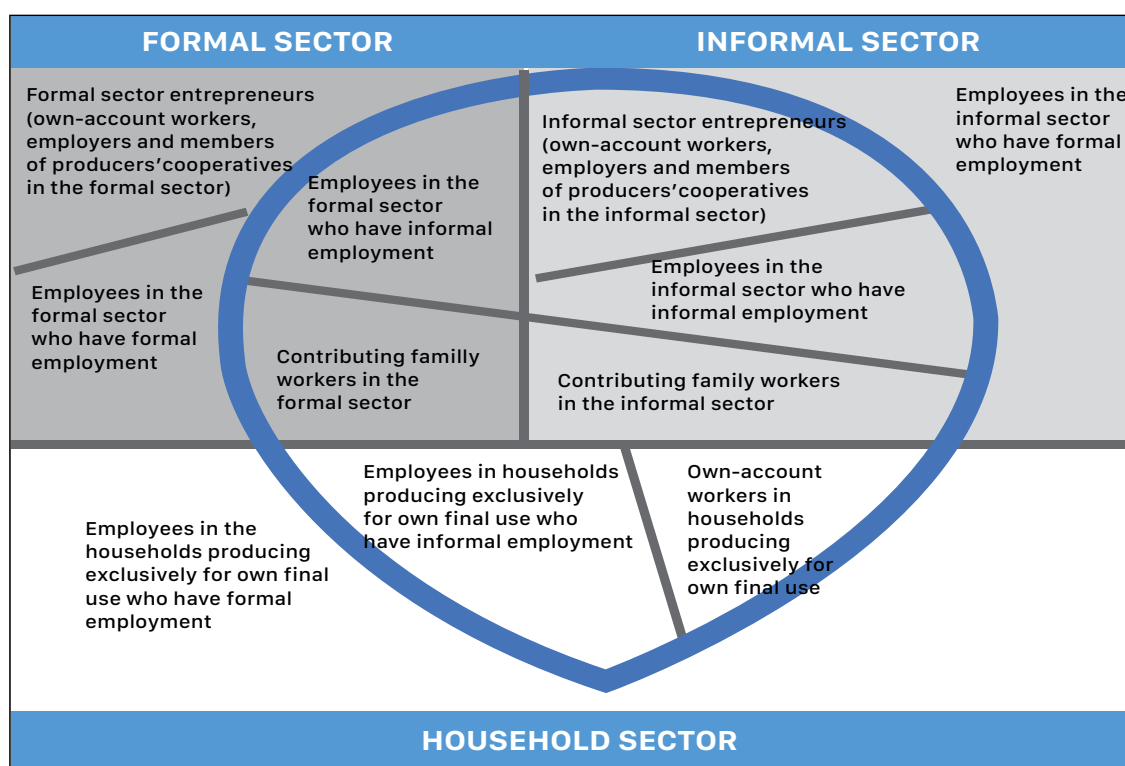
◆ *Informal sector*

- Persons are defined as establishment owners in the informal sector;
- Own-account workers in the informal sector;
- Wage workers (employees) in the informal sector;
- Family-contributing workers in the establishment belonging to the informal sector.

◆ *Household sector*

- Own-account workers engaged in production of goods and services for own consumption of their households;
- Wage workers (employees) in the household sector (workers hired by households).

The coverage of computing informal economy workers is described via the following diagram:



3. Data source

The data source to define informal economy workers is based on results of the Labour Force Survey via the following questions:

- **Question on type of economic ownership**

For this question, the workplace of each worker interviewed belonged to one of the following 12 categories:

- (1) *Agricultural, forestry and fisheries households*: Includes production households engaged in agriculture, forestry and fisheries.
- (2) *Own-account individuals*: Includes individuals (a person) holding 'self-employed' jobs that consist of persons who conduct work by themselves or who are hired without a stable or fixed place of work, such as bicycle repairers on pavements, motorbike taxi drivers, street vendors or mobile salespeople on streets.
- (3) *Individual business establishments*: Individual business establishments are places where production/business activities are conducted. At the establishment of a household, one or a group of individuals engage in production/business activities, but are not eligible to register/or have not registered the enterprise's establishment according to laws, such as the Enterprise Law or Cooperative Law.
- (4) *Cooperatives*: Include economic organizations (known as producers' cooperatives) established on the basis of voluntary capital contributions for production/business and direct labour participation from its members (known as cooperative members) promulgated by the Cooperative Law.
- (5) *Non-State enterprises*: Include those enterprises with investment capital derived from domestic sources, possessed by one person or group of people or partly owned by the State (with the State share accounting for equal or less than 50 per cent of its authorized capital).
- (6) *Non-State service units*: Include service units established by one organization, with non-State budget investment that operates and manages on all activities according to law.
- (7) *Legislative/executive/judicial agencies*: (i) All legislative units (National Assembly agencies and People's Councils at all local levels), (ii) executive agencies (Government agencies, People's Committees at all levels, units directly under People's Committees at all levels) and (iii) judicial agencies (People's Courts and procuracies at all levels).
- (8) *State organizations*: Include political organizations, political-social organizations and establishments belonging to occupational-social organizations with operating funds derived mainly from the State budget.
- (9) *State service units*: Include public and semi-public service units.

- (10) *State-owned enterprises*: Include all types of enterprises as follows: (1) enterprises with 100 per cent capital derived from the State, (2) limited State companies, (3) domestic-invested joint venture companies with more than 50 per cent of authorized capital derived from the State.
- (11) *Foreign sector*: Include enterprises with investment capital directly derived from foreign sources.
- (12) *Other organizations/associations*: Non-governmental, foreign and international organizations.

- **Question on status of employment**

Employment status includes:

- (1) *Employer*: Person(s) who manage and monitor economic establishments, in which at least one paid worker is hired or recruited.
- (2) *Own-account worker*: Person(s) who work for themselves instead of as hired workers for other employers for payment.
- (3) *Family-contributing worker*: Person(s) who engage in business production activities organized by a member of their own family and do not receive payment.
- (4) *Member of producers' cooperatives*: Person(s) who contribute capital and work together in producers' cooperatives established according to the Cooperative Law.
- (5) *Wage worker (employee)*: Person(s) hired by organizations or other individuals under modes of agreement/contract (labour contract, recruitment decision) for employment for a purpose of that organization/individual and received remuneration by cash or in-kind.

- **Questions on labour contract**

The question was only asked of those persons with their employment status as members of a producers' cooperative or wage worker. A worker can receive the following kinds of contracts: (1) non fixed-term labour contract, (2) one to under three-year labour contract, (3) three-month to under one-year labour contract, (4) under three-month labour contract, (5) lump-sum contract (6) verbal agreement and (7) no labour contract.

Aside from these questions, two further ones relating to social insurance were asked to identify informal workers:

Question 32: To define if workers participated in social insurance or not;

Question 33: To define what mode of social insurance the worker participated in (compulsory or voluntary).



CHAPTER II

SCALES AND TRENDS OF INFORMAL EMPLOYMENT

Chapter II paints an overall picture of informal and formal economy workers as well as informal economy worker trends during 2014-2016 in Viet Nam.

I. NUMBERS OF FORMAL AND INFORMAL ECONOMY WORKERS

The number of employed workers has increased annually, from 52.7 million in 2014 to 53.3 million in 2016. In a similar trend, the number of informal economy workers also risen from 16.8 million in 2014 to 18 million in 2016 (nearly 1.2 million added). The average growth rate of informal economy workers during 2014-2016 stood at 3.47 per cent/year, lower than of formal economy workers (6.9 per cent/year). In contrast, the number of workers engaged in agricultural households tended to significantly decline (5 per cent annually).

Table 2.1: Numbers of employed workers classified by status of employment (2014-2016)

Status of employment	Number (1,000 persons)			Growth/decline rate (%)	
	2014	2015	2016	2015 vs. 2014	2016 vs. 2015
Total	52,744.5	52,840.0	53,302.8	0.2	0.9
Formal workers	11,789.8	12,553.0	13,470.8	6.5	7.3
Informal workers	16,829.1	17,534.2	18,018.4	4.2	2.8
Agricultural workers in household sector	24,042.0	22,716.0	21,807.1	-5.5	-4.0
Not stated	83.7	36.8	6.5	-	-

The 2016 survey's results indicated that the rate of informal economy workers in total was high, accounting for 57.2 per cent¹ of non-agricultural employment (excluding those involved in agricultural, forestry and fisheries households without business registration). If agricultural, forestry and fisheries workers were included, this rate of informal economy workers within the overall labour force would stand at 78.6 per cent.

1. Informal economy workers in urban and rural areas

Data from 2016 showed that nearly 60 per cent of informal economy workers, equivalent to 10.7 million persons, worked in rural areas. The number of informal economy workers has tended to increase in urban and rural areas, with the proportion of male workers higher than that of female ones. The gap was more obvious in rural areas, where the number of male workers in informal employment was 1.4-fold more than that of female workers.

¹Rate of informal workers in regional countries: China (55.2 per cent), Thailand (37.7 per cent in 2013), Philippines (70.1 per cent in 2008) and Indonesia (72.5 per cent) in 2009 (Appendix 11).

Table 2.2: Informal economy workers classified by urban/rural and sex (2014-2016)

Sex/ urban-rural	2014		2015		2016	
	Number (1,000 persons)	Proportion (%)	Number (1,000 persons)	Proportion (%)	Number (1,000 persons)	Proportion (per cent)
Nationwide	16,829.1	100.0	17,534.2	100.0	18,018.4	100.0
Male	9,311.8	55.3	9,838.7	56.1	10,170.2	56.4
Female	7,517.3	44.7	7,695.5	43.9	7,848.2	43.6
Urban	6,776.4	100.0	7,114.2	100.0	7,273.3	100.0
Male	3,508.2	51.8	3,744.5	52.6	3,818.6	52.5
Female	3,268.3	48.2	3,369.7	47.4	3,454.6	47.5
Rural	10,052.7	100.0	10,420.0	100.0	10,745.1	100.0
Male	5,803.6	57.7	6,094.2	58.5	6,351.6	59.1
Female	4,249.1	42.3	4,325.8	41.5	4,393.5	40.9

2. Informal economy workers by socio-economic regions

The number of informal economy workers in six socio-economic regions (as well as Ha Noi and Ho Chi Minh cities) tended to increase in 2016 compared to 2014 and 2015. As Ha Noi and Ho Chi Minh City attracted workers from other provinces/cities, the number of informal economy workers in the two cities accounted for more than 20 per cent of all informal economy workers nationwide.

Apart from these two cities, informal economy workers were mainly concentrated in the Mekong River Delta, North and South Central Coast and Red River Delta regions. The Central Highlands and the Northern Midlands and Mountains regions proportionally accounted for fewer informal economy workers due to their smaller populations and limited diversity in jobs, with workers mainly engaged in the agricultural and forestry sectors.

Table 2.3: Informal economy workers by socio-economic regions (2014-2016)

Socio-economic region	2014		2015		2016	
	Number (1,000 persons)	Proportion (%)	Number (1,000 persons)	Proportion (%)	Number (1,000 persons)	Proportion (%)
Nationwide	16,829.1	100.0	17,534.2	10.0	18,018.4	100.0
Northern Midlands and Mountains	1,116.8	6.6	1,331.3	7.6	1,408.6	7.8
Red River Delta	3,090.6	18.4	3,013.8	17.2	3,237.6	18.0
North and South Central Coast	3,494.2	20.8	3,758.9	21.4	3,841.0	21.3
Central Highlands	504.1	3.0	521.6	3.0	541.8	3.0
Southeast	1,469.9	8.7	1,641.8	9.4	1,709	9.5
Mekong River Delta	3,566.5	21.2	3,674.4	21.0	3,758.2	20.9
Ha Noi	1,637.9	9.7	1,656.2	9.4	1,642.4	9.1
Ho Chi Minh City	1,949.2	11.6	1,936.2	11.0	1,879.8	10.4

3. Formal and informal economy workers by economic sector and status of employment

Table 2.4 revealed that most informal economy workers are classified as wage workers (employees), accounting for more than 53 per cent of total informal economy workers - equivalent to 9.6 million workers.

Among three economic sectors, the proportion of wage workers holding informal employment in the formal sector was the highest (56.4 per cent), followed by that proportion in the informal sector at 41.9 per cent (equivalent to more than four million workers). It was more notable that 33.7 per cent of wage workers in the formal sector (5.4 million persons) were classified as informal economy workers. The large proportion of informal wage workers in the formal sector infers that while it is considered an economic sector under strict State management, the implementation of worker-focused policies has numerous shortcomings and limitations.

Table 2.4: Number of employed workers according to ILO's conceptual framework on informal employment

Unit: 1,000 persons

	Status of employment													
	Own account worker		Employer		Family contributing worker	Wage worker		Member of producer's cooperatives		Total				
	Informal	Formal	Informal	Formal	Informal	Informal	Formal	Informal	Formal	Informal	Formal	Agricultural workers in households	Not stated	Total
Formal sector		1,880.7		879.5	994.8	5 434.4	10,704.7	3.0	2.7	6,432.3	13,467.7		0.6	19,900.6
Informal sector ^(b)	5,750.2		472.3		1,132.8	4,037.2	3.0			11,392.6	3.0			11,395.5
Household sector ^(c)	34.8					157.7	0.2			192.5	0.2	21,807.1	0.3	22,000.0
Not stated						1.0				1.0			3.8	4.8
Total	5,785.0	1,880.7	472.3	879.5	2,127.7	9,630.3	10,707.8	3.0	2.7	18,018.4	13,470.8	21,807.1	4.7	53,301.0

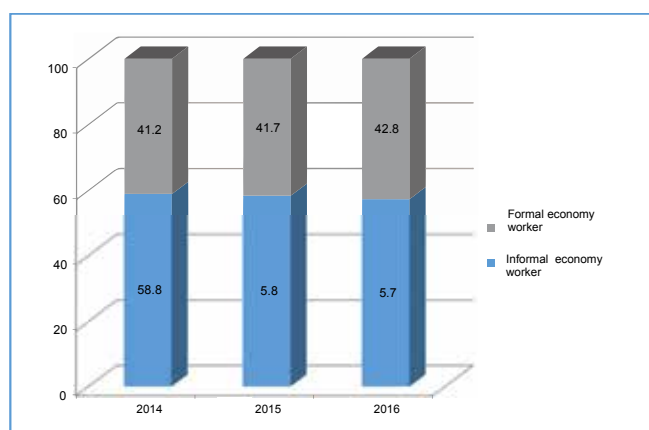
Note:

- Black cells refer to employment unavailable in that economic sector according to respective definition(s);
- Grey cells refer to formal employment;
- White cells refer to informal employment;
- Yellow cells refer to employment not identified to a production sector or type of employment (formal or informal);
- Light blue cells refer to total employment.

II. INFORMAL ECONOMY WORKER TRENDS (2014-2016)

1. Informal economy workers by socio-economic regions

Figure 2.1: Rate of formal and informal workers (2014-2016)



During 2014-2016, the rate of informal economy workers tended to decline in most socio-economic regions. In 2016, four out of six socio-economic regions still had high rates of informal economy workers (more than 53 per cent, exceeding the national average). The Mekong River Delta had the highest rate of informal workers (68.7 per cent), followed by the North and South Central Coast (62.5 per cent) and Red River Delta (61.3 per cent). In economically-developed areas where many industrial zones are located, the rate of informal economy workers was typically low, such as Ho Chi Minh City (45.2 per cent) and the Southeast (47.4 per cent).

Figure 2.1 also reflects the gradual decline in the rate of informal economy workers during 2014-2016, with this rate at 58.8 per cent in 2014 and 57.2 per cent in 2016 translating into a decline of 1.6 per cent.

Table 2.5: Rate of informal economy workers by socio-economic region (2014-2016)

Unit: Percentage

Socio-economic region	2014	2015	2016
Nationwide	58.8	58.3	57.2
Northern Midlands and Mountains	48.9	53.0	52.7
Red River Delta	63.6	61.7	61.3
North and South Central Coast	63.7	63.9	62.5
Central Highlands	53.9	54.6	53.4
Southeast	45.9	46.0	47.4
Mekong River Delta	70.7	70.3	68.7
Ha Noi	56.8	55.0	52.3
Ho Chi Minh City	49.6	47.8	45.2

2. Informal economy workers by economic sectors

In 2016, the rate of informal economy workers in rural areas was 1.3-fold higher than in urban areas (65.1 versus 48.5 per cent), while the rates of informal economy workers in the informal and household sectors reached nearly 100 per cent. However, it was notable that in urban areas, the rate of informal economy workers in the household sector in 2014-2015 stood at 100 per cent, but decreased in 2016. This small decline occurred because some household heads directly paid social insurance for their hired domestic workers.

Table 2.6: Rate of informal economy workers by economic sectors (2014-2016)

Unit: Percentage

Economic sector	2014	2015	2016
Nationwide	58.8	58.3	57.2
Formal	32.8	33.5	32.3
Informal	99.9	99.9	99.9
Household	100.0	100.0	99.9
Urban	49.2	49.3	48.5
Formal	26.9	28.2	28.0
Informal	99.9	99.9	99.9
Household	100.0	100.0	99.9
Rural	67.7	66.5	65.2
Formal	39.8	39.6	37.3
Informal	99.9	99.9	99.9
Household	100.0	100.0	100.0

3. Informal economy workers by age group and sex

Table 2.7 highlights the high rates of informal economy workers in the young (15-24 years) and over 55 year age groups. This is because young people often take temporary employment during school or job-see, whereas those in the older age group (55 and over) prefer informal jobs or could not find formal jobs due to their old age or retirement. Except for the 55-59 age group, the rate of male workers in informal employment was higher than for female workers in all the remaining age groups. In 2016, the rate of informal economy workers in the young age group (15-24 years) was high (60.2 per cent), with six-in-10 young workers taking informal employment. The rate of males was 20 per cent higher than for females (70.1 versus 49.1 per cent).

Table 2.7: Rate of informal economy workers by age group, sex (2014-2016)

Unit: Percentage

Age group	2014	2015	2016
Total	58.8	58.3	57.2
15-24	65.8	62.6	60.2
25-54	55.9	55.3	54.3
55-59	66.1	69.2	68.8
60+	79.5	82.4	81.4
Male	61.2	61.6	60.7
15-24	74.6	72.9	70.1
25-54	58.4	58.5	57.9
55-59	57.9	62.0	62.6
60+	75.0	78.7	77.8
Female	56.1	54.5	53.3
15-24	55.8	51.1	49.1
25-54	53.1	51.7	50.3
55-59	77.5	79.3	77.3
60+	84.2	86.2	85.3

4. Informal economy workers by technical/professional qualifications

Figure 2.2: Rate of formal and informal economy workers by technical/professional qualifications (2016)

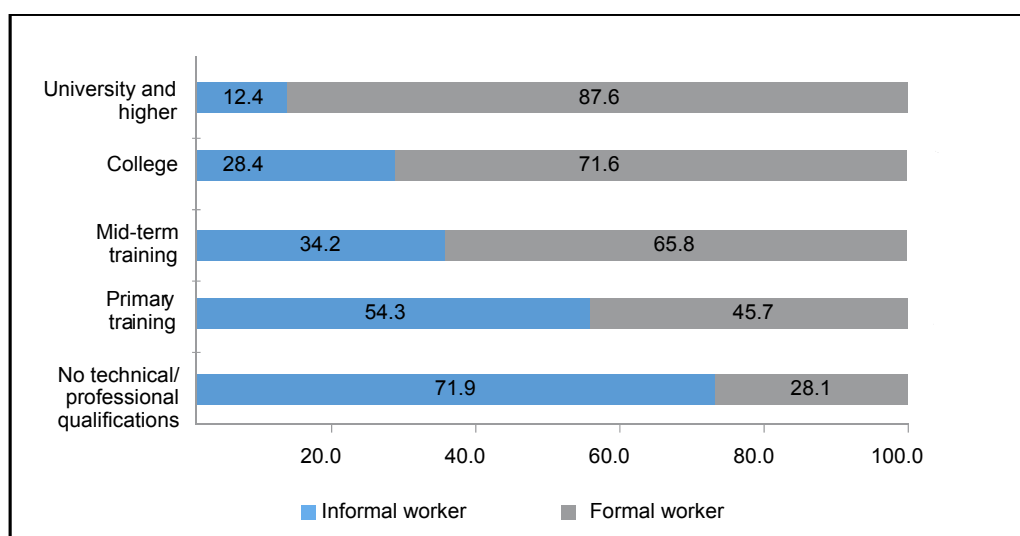


Figure 2.2 and Table 2.8 reflect the inverse relationship between levels of technical/professional qualifications and rates of informal economy workers. Particularly, the highest rate of informal economy workers belonged to the category "no technical/professional qualifications", followed by "primary technical/professional qualifications", "secondary professional qualifications", "college" and the lowest rate was for "university and higher education".

During 2014-2016, the rates of informal economy workers for all levels of technical/professional qualifications tended to decline, except for the category "secondary qualifications". For "no technical/professional qualifications", it fell from 72.7 per cent in 2014 to 71.9 per cent in 2016, while the group "primary qualifications" had the biggest decline (58.9 per cent in 2014 to 54.3 per cent in 2016 - a decrease of 4.6 percentage points).

The rate of male workers in informal employment was higher than female ones in all levels of qualifications. Particularly in 2016, the rate of male workers in informal employment with "untrained/no technical/professional qualifications" was 76.5 per cent, followed by "primary qualifications" at 56.2 per cent and "secondary qualifications" at 37.2 per cent, in contrast to 67.1, 43.0 and 30.2 per cent, respectively for female workers in informal employment.

Table 2.8: Rate of informal economy workers by technical/professional qualifications and sex (2014-2016)

Unit: Percentage

Technical/professional qualifications	2014	2015	2016
Total	58.8	58.3	57.2
No qualifications	72.7	72.8	71.9
Primary	58.9	57.7	54.3
Secondary	31.3	33.7	34.2
College	27.8	29.1	28.4
University and higher	12.5	12.8	12.4
Male	61.2	61.6	60.7
No qualifications	75.9	77.2	76.5
Primary	61.0	58.6	56.2
Secondary	34.8	36.6	37.2
College	31.0	32.5	33.9
University and higher	12.8	13.4	12.8
Female	56.1	54.5	53.3
No qualifications	69.2	68.1	67.1
Primary	50.6	51.8	43.0
Secondary	26.7	29.9	30.2
College	25.4	26.3	23.7
University and higher	12.1	12.2	12.0

5. Informal economy workers by status of employment

During 2014-2016, the rate of informal economy workers decreased at a slow speed. Even in the group of wage workers, it was largely unchanged during the past two years (47.40 per cent in 2015 and 47.35 per cent in 2016).

Table 2.9: Rate of informal economy workers by status of employment, sex (2014-2016)

Unit: Percentage

Employment status	2014	2015	2016
Total	58.8	58.3	57.2
Employer	27.5	36.8	34.9
Own-account worker	75.6	77.8	75.5
Family-contributing worker	100.0	100.0	100.0
Wage worker	47.6	47.4	47.4
Members of producers' cooperative	81.0	45.7	52.4
Male	61.2	61.6	60.7
Employer	28.6	36.1	34.4
Own-account worker	73.6	75.4	72.3
Family-contributing worker	100.0	100.0	100.0
Wage worker	55.7	56.6	56.7
Members of producers' cooperative	79.1	43.1	54.3
Female	56.1	54.5	53.3
Employer	24.9	38.1	36.1
Own-account worker	77.2	79.6	78.0
Family-contributing worker	100.0	100.0	100.0
Wage worker	36.6	35.1	34.8
Members of producers' cooperative	85.1	76.6	53.3

Considering the status of employment, except for the group "family-contributing worker", the rate of informal economy workers in the group "employer" was lowest (approximately 30.0 per cent), followed by "wage worker" (around 47 per cent) and "own-account worker" the highest (75 to nearly 78 per cent).

Concerning sex classification, the rate of male wage workers in informal employment was higher than for females except for "own-account workers". The data in 2016 showed the rate of male informal economy workers in the category "wage workers" was 22.8 percentage points higher than for females (56.7 verses 34.8 per cent), while the rate of informal "own-account workers" was 5.7 percentage points lower than for females (72.3 verses 78.0 per cent).

6. Informal economy workers by type of economic ownership

Regarding the type of economic ownership, the rate of informal economy workers tended to gradually decrease during 2014-2016, but the degree of decline in the foreign direct investment sector was more rapid. With the falls in all three types of economic ownership, the rate of informal economic workers in the private economic sector remained high at 72-75 per cent. In the State-owned economic sector, 11 per cent of those employed were classified as informal economy workers.

In terms of sex classification, rates of male workers in informal employment exceeded those for females in all three types of economic ownership. This was evident in 2016, with the non-State sector (73.3 per cent), State sector (13.4 per cent) and foreign-invested sector (9.7 per cent) compared to 70.7, 7.9 and 7.8 per cent, respectively, of females.

Table 2.10: Rate of informal economy workers by type of economic ownership (2014-2016)

Unit: Percentage

Type of economic ownership	2014	2015	2016
Total	58.8	58.3	57.2
State	11.2	11.2	10.7
Non-State	75.5	73.7	72.1
Foreign investment	12.8	9.3	8.4
Male	61.2	61.6	60.7
State	13.5	13.5	13.4
Non-State	76.2	74.8	73.3
Foreign investment	11.9	10.9	9.7
Female	56.1	54.5	53.3
State	8.4	8.7	7.9
Non-State	74.8	72.4	70.7
Foreign investment	13.3	8.5	7.8

7. Informal economy workers by occupational groups

Among occupational groups, the highest rate of informal economy workers belonged to "craft and related workers" (78.6 per cent) and "service workers, safety guardians and sales workers" (72.6 per cent). Occupations requiring high technical/professional qualifications such as "leaders, managers and administrators" and "high-level technicians and professionals" have low rates of informal economy workers at under 10 per cent, while for "mid-level technicians and associates" it was 22 per cent.

Figure 2.3: Rates of formal and informal economy workers by occupational group (2016)

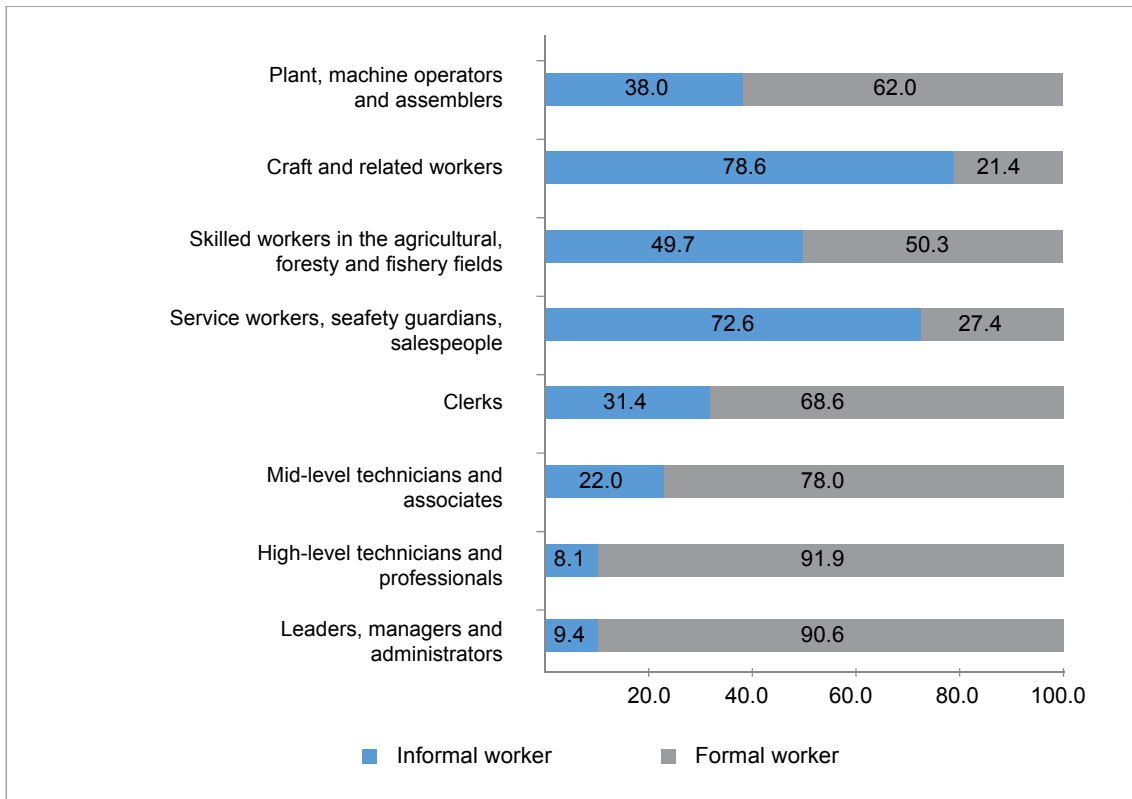


Table 2.11 reveals the rates of informal economy workers among occupational groups. Except for "leaders, managers and administrators" and "service workers, safety guardians and sales workers", seven out of nine occupational groups posted higher rates of male workers in informal employment than female ones. In 2016, the rate of male workers in informal employment was high for some occupational groups such as "elementary workers" (89.2 per cent) and "craft and related workers" (82.3 per cent), while these rates of females were 83.2 and 69.7 per cent, respectively.

Table 2.11: Rate of informal economy workers by occupational group and sex (2014-2016)*Unit: Percentage*

Occupational group	2014	2015	2016
Nationwide	58.8	58.3	57.2
1. Leaders, managers and administrators	8.3	11.1	9.4
2. High-level technicians and professionals	9.0	8.5	8.1
3. Mid-level technicians and associate	20.7	22.5	22.0
4. Clerks	32.9	31.4	31.4
5. Service workers, safety guardians, sales workers	71.6	73.9	72.6
6. Skilled workers agricultural/forestry/fishery	45.9	52.9	49.7
7. Craft and related workers	80.5	78.7	78.6
8. Plant, machine operators and assemblers	44.1	41.2	38.0
9. Elementary workers	86.7	86.5	86.7
Male	61.2	61.6	60.7
1. Leaders, managers and administrators	8.1	10.7	9.4
2. High-level technicians and professionals	9.8	8.9	8.2
3. Mid-level technicians and associate	25.1	27.6	27.6
4. Clerks	37.0	36.7	37.5
5. Service workers, safety guardians, sales workers	64.8	67.5	65.5
6. Skilled workers agricultural/forestry/fishery field	51.6	57.2	55.6
7. Craft and related workers	83.1	82.6	82.3
8. Plant, machine operators and assemblers	55.3	53.4	50.0
9. Elementary workers	89.3	89.3	89.2
Female	56.1	54.5	53.3
1. Leaders, managers and administrators	8.9	12.1	9.6
2. High-level technicians and professionals	8.4	8.1	8.0
3. Mid-level technicians and associate	16.9	18.3	17.6
4. Clerks	28.2	25.9	25.2
5. Service workers, safety guardians, sales workers	75.6	77.8	76.9
6. Skilled workers agricultural/forestry/fishery field	31.4	44.2	33.6
7. Craft and related workers	74.5	69.7	69.7
8. Plant, machine operators and assemblers	26.2	24.5	22.2
9. Elementary workers	83.1	82.7	83.2

8. Informal economy workers by type of economic activities

In 2016, the rate of informal economy workers for most groups of economic activities tended to fall compared to 2014. Out of 21 groups of economic activities (Table 2.12), four had extremely high rates, "activities of domestic workers hired by households" (more than 98 per cent), "construction" (more than 90 per cent), "other service activities" (more than 83 per cent) and "hotels and restaurants" (more than 80 per cent). In contrast, very low rates were seen for "activities of extra territorial organizations and bodies", "training and education" and "financial intermediation, banking and insurance". These groups mainly belonged to the State economic sector or non-profit international organizations.

Table 2.12: Rate of informal workers by groups of economic activities (2014-2016)

Unit: Percentage

Group of economic activities	2014	2015	2016
Total	58.8	58.3	57.2
A. Agriculture, forestry and fishery	49.5	54.8	53.3
B. Mining and quarrying	45.3	54.5	45.4
C. Manufacturing	54.2	49.4	47.7
D. Production and distribution of electricity, gas, steam and hot water and air-conditioners	22.9	21.2	19.3
E. Distribution of water, management and processing activities of sewage and waste	37.0	35.0	30.7
F. Construction	90.5	90.0	90.2
G. Wholesale and retail trade, repair of cars, motorcycles and other motor vehicles	70.3	71.8	69.8
H. Transport and storage	68.0	66.5	65.0
I. Hotels and restaurants	80.3	81.5	80.7
J. Information and communication	19.2	22.9	17.9
K. Financial intermediation, banking and insurance	16.0	15.4	15.7
L. Real estate activities	54.0	46.9	52.6
M. Technological, scientific and specialized activities	31.5	32.8	31.5
N. Administrative activities and supporting services	49.0	50.3	49.6
O. Activities of Communist party, social-political organizations, governmental management, national defense security, compulsory social security	18.2	19.3	18.2
P. Training and education	9.6	11.6	10.5
Q. Health and social work	15.5	16.0	17.2
R. Recreational cultural and sporting activities	67.5	70.6	68.5
S. Other service activities	83.4	84.3	83.3
T. Activities of domestic workers hired by households producing products and services self-consumed	98.7	99.2	98.7
U. Extra territorial organizations and bodies	3.0	15.0	4.6

CHAPTER III

CHARACTERISTICS OF INFORMAL EMPLOYMENT (2016)



Based on results of the 2016 Labour Force Survey, this chapter will analyze characteristics of informal economy workers in Viet Nam.

I. AGE AND SEX

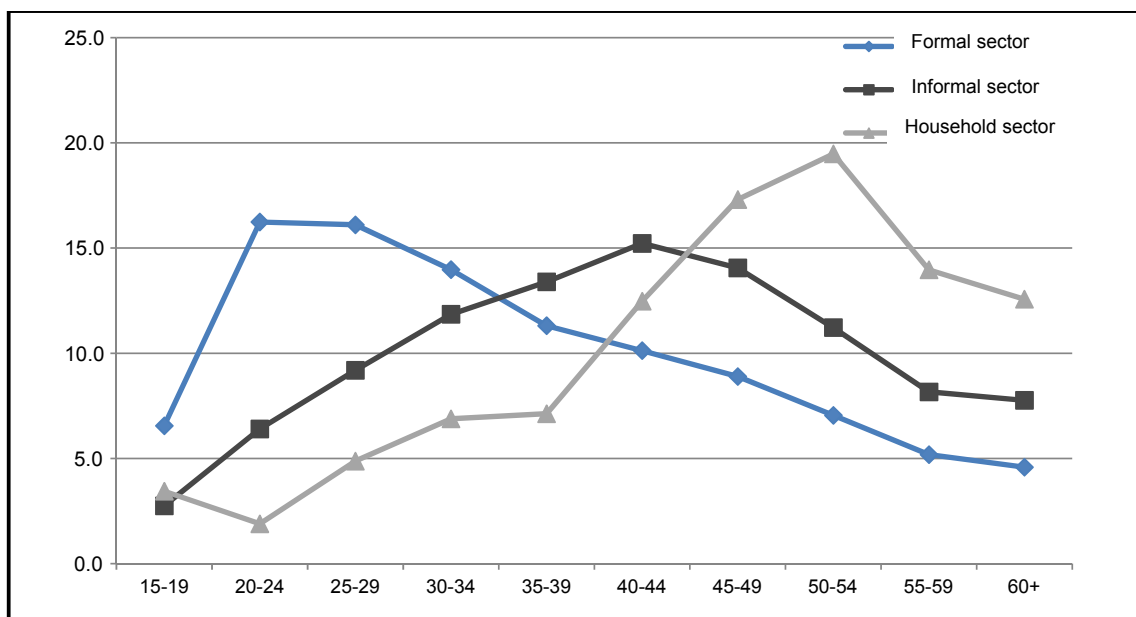
Informal economy workers were mostly concentrated in the 25–44 year age group, with the highest density in the 40–44 age bracket for both sexes – also the biggest part of Vietnamese workforce.

Table 3.1: Percentage distribution of informal workers by age group, sex in 2016

Age group	Informal workers (1,000 persons)	Proportion (%)		
		Total	Male	Female
Total	18,018.4	100.0	100.0	100.0
15-19	740.6	4.1	4.4	3.7
20-24	1,777.4	9.9	10.8	8.6
25-29	2,092.5	11.6	12.9	9.9
30-34	2,262.4	12.6	12.8	12.2
35-39	2,266.8	12.7	12.2	13.0
40-44	2,409.1	13.4	13.0	13.9
45-49	2,206.9	12.3	11.9	12.8
50-54	1,768.9	9.8	9.5	10.3
55-59	1,290.5	7.2	6.7	7.8
60+	1,203.1	6.7	5.8	7.8

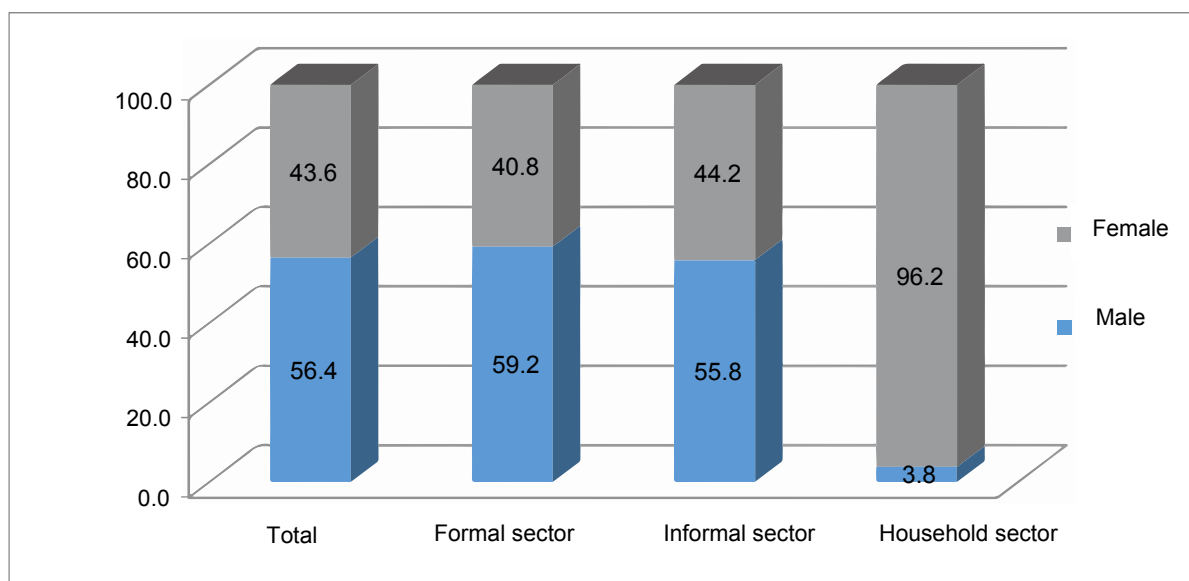
Regarding economic sectors and proportions of informal economy workers, clear contrasts emerge. In the formal sector, such workers were concentrated in the young 20–24 age group (Figure 3.1) and largely classified as “wage workers” (employees) in individual business production households. In the informal sector, informal economy workers were heavily distributed in the 40–44 age group and commonly in retail and small-scaled business production households that do not hire paid workers and are unregistered businesses. In the household sector, informal economy workers were mainly concentrated in the higher 50–54 age group and dominated by female workers taking charge of domestic work in households.

Figure 3.1: Percentage distribution of informal economy workers by age group and economic sectors



Regarding sex, more males held informal employment than females, accounting for 56.4 per cent of all informal economy workers. Aside from the household sector, the two remaining economic sectors (informal and formal sectors) had higher proportions of male workers in informal employment than females (59.2 versus 40.8 per cent in the formal sector and 55.8 against 44.2 per cent in the informal sector, respectively).

Figure 3.2: Sex structure by percentage of informal economy workers by economic sectors



II. TECHNICAL/PROFESSIONAL QUALIFICATIONS

Table 3.2 reveals that out of 100 informal economy workers, an average of 85 did not have any technical/professional qualifications. The rate of trained informal economy workers was 5.7 percentage points lower than that of trained workers nationwide and 17.4 percentage² points lower than that of trained formal economy workers. This reflects the fact that most informal economy workers have not undergone technical/professional training and must engage in unsustainable employment that does not protect them with labour benefits.

The rate of trained female workers in informal employment was 6.7 percentage points lower than that of males. Among informal economy workers without technical/professional qualifications 2.4 percent of female workers in informal employment have never attended school, while that of males was just 1.6 percent (Table 15 in Appendix).

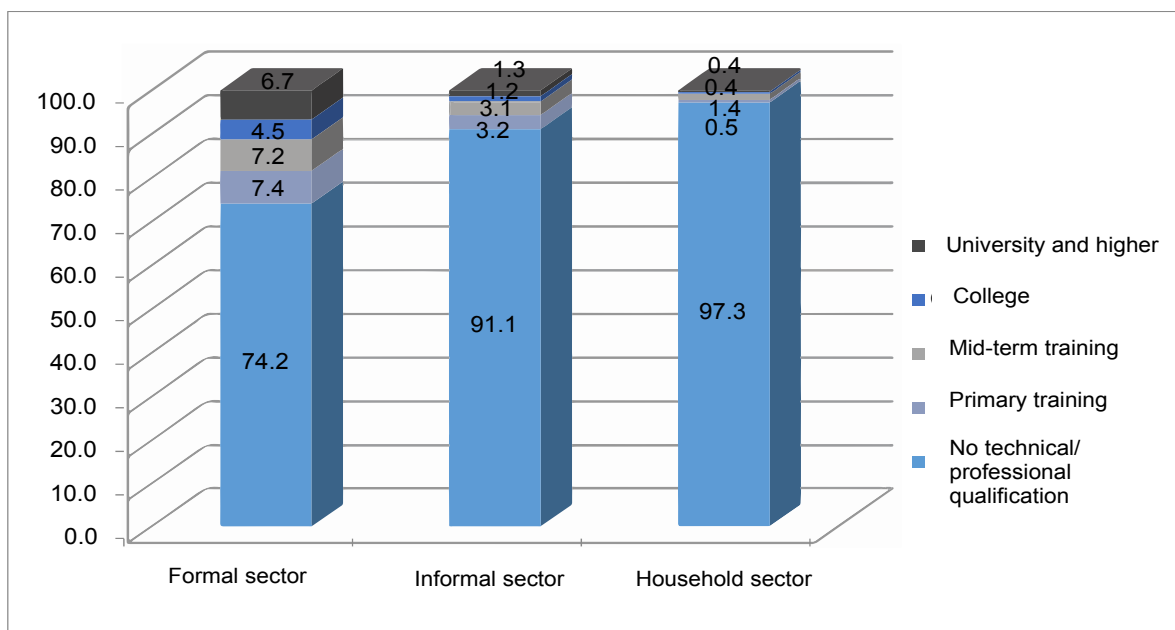
Table 3.2: Percentage distribution of informal economy workers by technical/professional qualifications, urban/rural and sex in 2016

Technical/Professional Qualification	Informal workers (1,000 persons)	Proportion (%)		
		Total	Male	Female
Nationwide	18,018.4	100.0	100.0	100.0
No qualifications	15,343.0	85.2	82.2	88.9
Primary	848	4.7	7.4	1.2
Secondary	823.1	4.6	5.1	3.9
College	420.7	2.3	2.3	2.4
University and higher	583.6	3.2	3.1	3.5
Urban	7,273.3	100.0	100.0	100.0
No qualifications	5,870.7	80.7	77.0	84.8
Primary	397.5	5.5	8.9	1.6
Secondary	398.1	5.5	5.9	5.0
College	204.1	2.8	2.7	2.9
University and higher	402.9	5.5	5.5	5.6
Rural	10,745.1	100.0	100.0	100.0
No qualifications	9,472.3	88.2	85.4	92.2
Primary	450.5	4.2	6.4	0.9
Secondary	425.1	4.0	4.6	3.0
College	216.6	2.0	2.0	2.1
University and higher	180.7	1.7	1.6	1.8

²The general rate of trained employed and trained formal economy workers in 2016 was 20.6 per cent and 55.4 per cent, respectively.

Figure 3.2 indicates the rate of trained informal economy workers in the formal sector was the highest (25.8 per cent), whereas it was just 8.8 per cent in the informal sector and 2.7 per cent in the non-agricultural household. This underlines the considerable number of workers with technical/professional qualifications working in the informal sector without gaining sufficient labour benefits (25.8 per cent). In addition, most workers in informal and household sectors do not have technical/professional qualifications.

Figure 3.3: Percentage distribution of informal economy workers by economic sector and technical/professional qualifications



III. GROUPS OF OCCUPATIONS

Table 3.3 reflects the distribution of informal economy workers by groups of occupations. Informal economy workers were concentrated mostly in three groups of occupations "service workers, safety guardians and sales workers", "craft and related workers" and as "elementary workers". More than 15.1 million (equivalent to 68.7 per cent) of informal economy workers nationwide worked as "service workers, safety guardians or sales workers" (35.6 per cent), as "craft and related workers" (29.8 per cent) and "elementary workers" (18 per cent). The remaining occupational groups accounted for small shares of males and females. However, there was a gender difference in distribution of informal economy workers among occupational groups. In the occupational group "service workers, safety guardians and sales workers", more female workers in informal employment were common (53.7 per cent), in contrast to "craft and related workers" with more male workers in employment (39.2 per cent).

Table 3.3: Percentage distribution of informal workers by groups of occupation, sex in 2016

Group of occupations	Informal workers (1,000 persons)	Proportion (%)		
		Total	Male	Female
Nationwide	18,018.4	100.0	100.0	100.0
1. Leaders, managers and administrators	52.2	0.3	0.4	0.2
2. High-level technicians and professionals	296.6	1.6	1.4	2.0
3. Mid-level technicians and associate	360.5	2.0	2.0	0.0
4. Clerks	307.5	1.7	1.8	1.5
5. Service workers/safety guardians/sales workers	6,417.2	35.6	21.7	53.7
6. Skilled workers agriculture/forestry fishery	137.4	0.8	1.1	0.3
7. Craft and related workers	5,361.2	29.8	39.2	17.5
8. Plant, machine operators and assemblers	1,846.2	10.2	13.6	6.0
9. Elementary workers	3,236.3	18.0	18.9	16.7
10. Others	3.1	0.0	0.0	0.0

IV. GROUPS OF ECONOMIC ACTIVITIES

Among 21 groups of economic activities, informal economy workers were mainly concentrated into three key ones "wholesale and retail trade, repair of cars, motorcycles and other motor vehicles" (26.2 per cent), "manufacturing" (23.5 per cent) and "construction" (19.1 per cent).

Table 3.4: Percentage distribution of informal economy workers in economic sectors by groups of economic activities

Unit: Percentage

Type of economic activities	Informal workers (1,000 persons)	Proportion (%)			
		Total	Formal sector	Informal sector	Household sector
Total	18,018.4	100.0	100.0	100.0	100.0
A. Agriculture, forestry and fishery	270.2	1.5	4.2	0.0	-
B. Mining and quarrying	97.2	0.5	0.8	0.4	-
C. Manufacturing	4,236.1	23.5	32.1	19.1	-
D. Production and distribution of electricity, gas, steam and hot water and air-conditioners	31.0	0.2	0.4	0.0	-
E. Distribution of water, management and processing activities of sewage and waste	41.1	0.2	0.4	0.1	-
F. Construction	3,434.6	19.1	8.0	25.6	-
G. Wholesale and retail trade, repair of cars, motorcycles and other motor vehicles	4,725.0	26.2	23.0	28.5	-
H. Transport and storage	1,045.7	5.8	6.6	5.4	-
I. Hotels and restaurants	2,002.1	11.1	9.4	12.3	-
J. Information and communication	58.2	0.3	0.8	0.1	-
K. Financial intermediation, banking and insurance	63.0	0.3	0.8	0.1	-
L. Real estate activities	98.7	0.5	0.3	0.7	-
M. Technological, scientific and specialized activities	71.2	0.4	0.6	0.3	-
N. Administrative activities and supporting services	130.2	0.7	1.2	0.5	-
O. Activities of Communist party, social-political organizations, governmental management, national defense security compulsory social security	314.8	1.7	4.9	-	-
P. Training and education	197.5	1.1	2.3	0.4	-
Q. Health and social work	97.8	0.5	1.1	0.2	-
R. Recreational cultural and sporting activities	184.6	1	0.9	1.1	-
S. Other service activities	709.8	3.9	1.9	5.2	-
T. Activities of domestic workers hired by households which produce products/ services consuming by themselves	208.7	1.2	0.2	0.0	100.0
U. Extra territorial organizations and bodies	0.1	0.0	0.0	-	-
Not stated	0.7	0.0	0.0	0.0	-

There were quite considerable differences in distribution of informal economy workers as classified by groups of economic activities in all economic sectors: formal, informal and household. In the household sector, all informal economy workers engaged in "activities of domestic workers hired by households". Most informal economy workers (85.5 per cent) in the informal sector were involved in "wholesale and retail trade, repair of cars, motorcycles and other motor vehicles" (28.5 per cent), "construction" (25.6 per cent), "manufacturing" (19.1 per cent) and "hotels and restaurants" (12.3 per cent). In contrast, many informal economy workers in the formal sector were concentrated in "manufacturing" (32.1 per cent), followed by "wholesale and retail trade, repair of cars, motorcycles and other motor vehicles" (23.0 per cent) and "hotels and restaurants" (9.4 per cent).

V. TYPES OF ECONOMIC OWNERSHIP

Nationwide, 14.9 million informal economy workers (equivalent to 82.7 per cent) engaged in individual business production households or worked as own-account workers. It can be said these two types of economic ownership are less managed by the State and require less capital and lower job skills/qualifications. Therefore, a larger number of informal economy workers were located in these two types of economic ownership compared to other types. This trend was reflected across urban and rural areas as well as both sexes.

Table 3.5: Percentage distribution of informal workers by type of economic ownership, urban/rural and sex in 2016

Type of economic ownership	Informal workers (1,000 persons)	Proportion (%)		
		Total	Male	Female
Nationwide	18,018.4	100.0	100.0	100.0
Individual/individual bus.prod.hh	14,900.4	82.7	81.8	83.9
Producers' cooperative	71.4	0.4	0.6	0.2
Non-State organization/enterprise enter	2,289.6	12.7	13.4	11.8
State	561.3	3.1	3.6	2.5
Foreign investment	195.7	1.1	0.7	1.6
Urban	7,273.3	100.0	100.0	100.0
Individual/individual bus. prod. hh	5,914.7	81.3	78.3	84.6
Producers' cooperative	14.2	0.2	0.3	0.1
Non-State organization/enterprise enter	1,036.2	14.2	16.8	11.4
State	235.8	3.2	3.8	2.7
Foreign investment	72.3	1.0	0.8	1.2
Rural	10,745.1	100.0	100.0	100.0
Individual/Individual bus. prod. hh	8,985.7	83.6	83.8	83.4
Producers' cooperative	57.2	0.5	0.7	0.3
Non-State organization/enterprise enter	1,253.3	11.7	11.4	12.1
State	325.5	3.0	3.4	2.4
Foreign investment	123.4	1.1	0.7	1.8

VI. STATUS OF EMPLOYMENT

Table 3.6 illustrates that 53.4 per cent of informal economy workers nationwide were classified as wage workers (9.6 million persons), 32.1 per cent (5.8 million) as own-account workers and 11.8 per cent (2.2 million) as family-contributing workers. The proportion of informal wage workers in rural areas was 8.7 percentage points higher than in urban areas (56.9 versus 48.3 per cent).

In general, females across all age brackets are more disadvantaged than males in terms of employment status. The majority of male workers in informal employment were defined as "wage workers" (65.1 per cent), in sharp contrast to just 38.4 per cent of females. Moreover, in categories of employment status regarded as less stable, including "own-account workers" and "family-contributing workers", the proportions of female workers in employment were higher than of males (42.6 against 24 per cent and 16.9 versus 7.9 per cent, respectively).

Table 3.6: Percentage distribution of informal workers by status of employment, urban/rural and sex in 2016

Status of employment	Informal workers (1,000 persons)	Proportion (%)		
		Total	Male	Female
Nationwide	18,018.4	100.0	100.0	100.0
Employer	472.3	2.6	3.1	2.0
Own-account worker	5,785.0	32.1	24	42.6
Family-contributing worker	2,127.7	11.8	7.9	16.9
Member of producers' cooperative	3.0	0.0	0.0	0.0
Wage worker	9,630.3	53.4	65.1	38.4
Urban	7,273.3	100.0	100.0	100.0
Employer	217.4	3.0	3.3	2.7
Own-account worker	2,495.9	34.3	26.5	42.9
Family-contributing worker	1,047.3	14.4	11.5	17.6
Member of producers' cooperative	0.9	0.0	0.0	0.0
Wage worker	3,511.8	48.3	58.7	36.8
Rural	10,745.1	100.0	100.0	100.0
Employer	254.9	2.4	2.9	1.5
Own-account worker	3,289.2	30.6	22.4	42.4
Family-contributing worker	1,080.4	10.1	5.7	16.4
Member of producers' cooperative	2.1	0.0	0.0	0.0
Wage worker	6,118.6	56.9	68.9	39.6

CHAPTER IV

**WORKING CONDITIONS AND
EMPLOYMENT QUALITY OF
INFORMAL ECONOMY WORKERS**



As highlighted in preceding chapters, informal economy workers account for quite a large proportion of Viet Nam’s workforce. Key characteristics of this group of workers include holding unstable and temporary employment, more working hours, low incomes, limited basic labour benefits from social insurance, health insurance as well as a lack of job development opportunities. This chapter presents differences in working conditions as well as employment quality between formal and informal economy workers according to basic characteristics, such as status of employment, working hours, income, social insurance and labour contracts. The analyses presented in this chapter were mainly derived from results of the 2016 Labour Force Survey.

I. GROUPS OF WORKERS IN VULNERABLE EMPLOYMENT

1. Own-account and family-contributing workers

The status of employment presented in the data analyses on employed labourers in Viet Nam was divided into five categories: i) wage worker (employee), ii) establishment owner hiring workers (employer), iii) own-account worker, iv) unpaid family-contributing worker and v) member of producers’ cooperative. Own-account and family-contributing workers were classified as workers in vulnerable employment, due to limited opportunities to take permanent/formal jobs and a likely absence of factors relating to decent work, such as insufficient social insurance and no voice in the workplace.

Table 4.1 shows 43.9 per cent of informal economy workers were classified as being in vulnerable employment (32.1 per cent as own-account workers and 11.8 per cent as unpaid family-contributing workers). Whereas among formal economy workers, only 14.0 per cent were classified as vulnerably employed.

Regarding structure of employment status, Table 4.1 highlights large differences between males and females. While only 31.9 per cent of male workers in informal employment were defined as vulnerably employed, this figure was 59.5 per cent of females (42.6 per cent were classified as own-account workers and 16.9 per cent as family-contributing workers). Among female workers, about 83.9 per cent of female workers in informal employment engaged in individual business households or worked as own-account workers, often in elementary occupations or sales, considered seasonal and unstable jobs with less or no basic labour benefits (see Chapter III).

Table 4.1: Percentage distribution of formal and informal workers by the status of employment, sex in 2016

Unit: Percentage

Status of employment	Formal workers			Informal workers		
	Total	Male	Female	Total	Male	Female
Nationwide	100.0	100.0	100.0	100.0	100.0	100.0
Employer	6.5	9.0	4.1	2.6	3.1	2.0
Own-account worker	14.0	14.2	13.7	32.1	24.0	42.6
Family-contributing worker	-	-	-	11.8	7.9	16.9
Member of producers’ cooperative	0.0	0.0	0.0	0.0	0.0	0.0
Wage worker	79.5	76.7	82.1	53.4	65.1	38.4

2. Wage workers

With higher possibilities of formalization compared to other groups of workers, informal wage workers are regarded as “less vulnerably employed” than “own-account workers” and “family-contributing workers”. However in reality, informal economy workers in this “employee” group did not have as many advantages as “own-account workers” because they were often unable to make work-related decisions and control working hours. Considering the labour structure classified by status of employment, informal wage workers accounted for just 53.4 per cent, much lower than the proportion of formal wage workers (79.5 per cent). The following analyses also shows clear differences in working conditions and employment quality between informal and formal wage workers.

II. WORKING HOURS

Table 4.2 shows the average number of working hours per informal economy worker per week amounted to 47.6 hours, less than the figure for formal economy workers (47.9 hours) and the regulated threshold of working hours for workers in Viet Nam (48 hours). However, if considering the average number of working hours per status of employment, there were differences between these groups. “Employers” in the informal sector worked the most hours (more than 50 hours per week), while “family-contributing workers” clocked the least amount (44 hours per week). Informal wage workers on average worked two more hours per week than formal wage workers (49.2 verses 47.2 hours, respectively), also higher than the regulated threshold of working hours (Table 4.2).

Table 4.2: Average number of weekly working hours³ of formal and informal workers by economic sector and employment status in 2016

Unit: Hours/week

Economic sector	Total	Employer	Own account worker	Family contributing worker	Member of producers' cooperative	Wage worker
Total	47.8	51.9	47.2	44.0	46.7	48.1
Formal workers	47.9	52.5	50.2	-	51.6	47.2
Informal workers	47.6	50.8	46.2	44.0	42.2	49.2
Formal sector	48.2	52.5	50.2	45.8	46.7	47.8
Formal workers	47.9	52.5	50.2	-	51.6	47.2
Informal workers	48.6	-	-	45.8	42.2	49.2
Informal sector	47.0	50.8	46.2	42.4	-	49.2
Formal workers	48.7	-	-	-	-	48.7
Informal workers	47.0	50.8	46.2	42.4	-	49.2
Household sector	48.5	-	47.3	-	-	48.7
Formal workers	48.0	-	-	-	-	48.0
Informal workers	48.5	-	47.3	-	-	48.7

³Number of working hours mentioned in this chapter was derived by main (primary) job only.

Informal economy workers posted fewer average working hours than formal economy workers, but if the rate of workers logging more hours than the regulated threshold of 48 hours as per the Labour Law is considered, this rate would be considerably higher among informal economy workers. More than 44 per cent of informal economy workers clocked more than 48 hours per week, while this figure was only 29.1 per cent for formal economy workers (Figure 4.1).

Figure 4.1: Rate of formal and informal economy workers who worked more than 48 hours

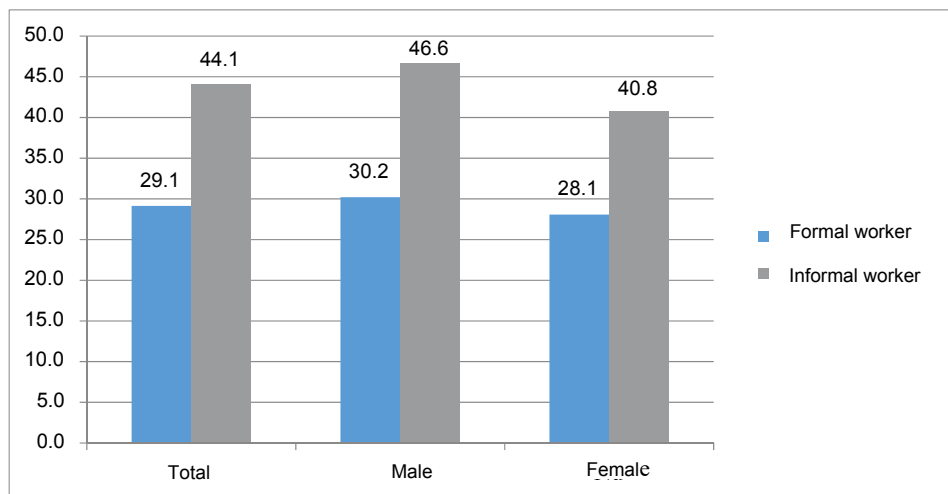


Table 4.3 highlights differences in average numbers of working hours of informal economy workers classified by sex, age group and urban/rural areas. For the age group 20-44, the average number of working hours gradually increased and peaked at the 40-44 age group, then gradually declined from the age groups of 45 and over.

The 15-19 age group registered a smaller number of working hours (46.8 hours) because workers of this age group mainly consist of students working part-time, holding seasonal employment or supporting families during free time. Workers from the remaining age groups (20-44) often exceeded the 48-hour regulated threshold, while those aged 60 and over worked fewer hours (around 41 hours), due to being out of working age⁴ and depletion of health.

Males were found to work slightly more hours (two to three hours per week) than females across all age groups as along with job-taking, females must also often care for children and families.

⁴According to the Labour Law in Viet Nam, the age of retirement is 60 years for males and 55 years for females.

Table 4.3: Average number of working hours of informal workers by urban/rural and sex

Unit: Hours/Week

Age group	Total	Male	Female
Nationwide	47,6	48,6	46,4
15-19	46.8	47.8	45.4
20-24	48.1	49.1	46.5
25-39	48.7	49.7	47.4
40-44	48.8	49.8	47.6
45-59	47	47.8	45.9
60+	41.8	41.8	41.8
Urban	48.3	48.9	47.6
15-19	46.3	48.7	43.2
20-24	47.9	49.1	46.4
25-39	49.6	50.3	48.8
40-44	49.9	50.7	49.1
45-59	47.8	48.1	47.5
60+	42.6	42.2	43
Rural	47.2	48.4	45.5
15-19	47.1	47.4	46.5
20-24	48.2	49.1	46.5
25-39	48.2	49.3	46.4
40-44	48.1	49.2	46.4
45-59	46.3	47.7	44.6
60+	41.2	41.6	40.8

III. AVERAGE EARNINGS

Table 4.4 shows that average monthly earnings of informal economy workers was less than that of formal economy workers in all categories of employment status. Particularly, the average earnings of formal economy workers ranged at VND6.8 million/month, while that of informal economy workers was just VND4.4 million/month - equivalent to two-thirds.

Among informal economy workers, "employers" had highest earnings with an average VND8.9 million/month, while "wage workers" had the lowest (VND4.1 million/month). The average earnings per month for male workers was greater than for female workers, as was that of workers in urban areas compared to rural areas. This data reflects differences in income between males and females as well as urban and rural areas (See Appendix).

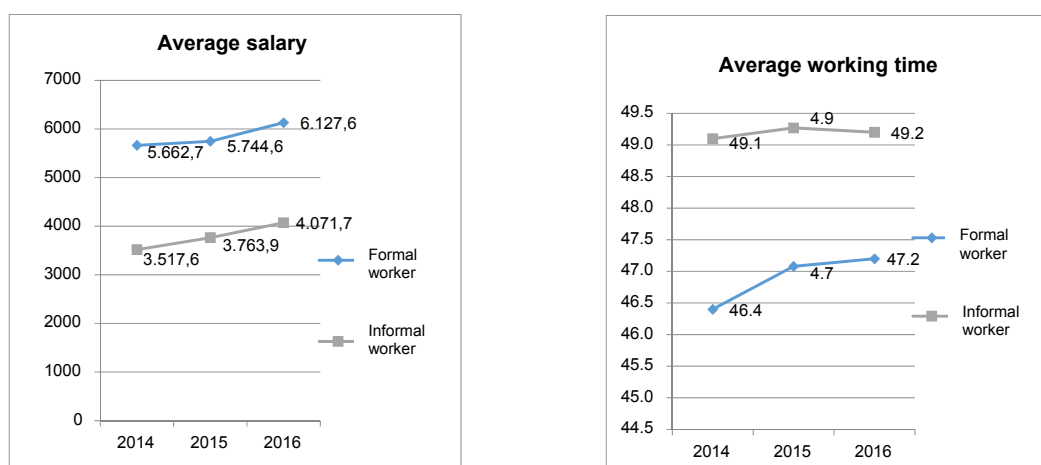
Table 4.4: Average earnings of formal and informal economy workers by economic sector and employment status in 2016

Unit: 1,000 VND

Economic sector	Total	Employer	Own account worker	Member of producers' cooperative	Wage worker
Nationwide	5,510.8	11,674.1	5,369.8	5,639.2	5,154.2
Formal workers	6,777.2	13,160.3	7,491.7	5,881.0	6,127.6
Informal workers	4,437.1	8,906.7	4,680.0	5,419.7	4,071.7
Formal sector	6,033.9	13,160.3	7,491.7	5,639.2	5,475.8
Formal workers	6,777.7	13,160.3	7,491.7	5,881.0	6,128.1
Informal workers	4,191.4	-	-	5,419.7	4 190.7
Informal sector	4,588.3	8,906.7	4,688.2	-	3,941.4
Formal workers	4,637.3	-	-	-	4,637.3
Informal workers	4,588.3	8,906.7	4,688.2	-	3,940.9
Household sector	3,323.7	-	3,325.8	-	3,323.2
Formal workers	4,000.0	-	-	-	4,000.0
Informal workers	3,323.2	-	3,325.8	-	3,322.6

Figure 4.2 highlights differences in working times and average salaries of formal and informal wage workers. Despite working two more hours per week on average, informal wage workers' salaries only equaled two-thirds of formal wage workers' ones. This underlines the inequality in salaries between these two groups of wage workers and partly reflects the level of employment quality endured by informal economy workers.

Figure 4.2: Average salary and working time of wage workers (2014-2016)



The income gap between formal and informal wage workers is also reflected in the rate of workers with low incomes. While nearly half of informal economy workers (47.6 per cent) gained low incomes from their primary/main job, this rate was just 16.9 per cent for formal economy workers.

Among informal economy workers, a considerable gender gap with regards to earnings is also evident, with 66.2 per cent of females found to have low earnings, compared to just 39.1 per cent of males. This is due to females often accepting informal employment that allows time for child or family care and requires less skills, but subsequently provides lower salaries. In contrast, males are also often considered physically stronger and able to endure more difficult working conditions for higher earnings.⁵

Table 4.5: Rate of wage workers with low incomes among formal and informal workers by economic sector and sex in 2016

Unit: Percentage

Economic sector	Formal workers	Informal workers
Nationwide	16.9	47.6
Formal sector	16.9	46.0
Informal sector	26.8	48.8
Household sector	-	71.3
Male	12.7	39.1
Formal sector	12.7	37.2
Informal sector	32.8	41.2
Household sector	-	-
Female	20.7	66.2
Formal sector	20.7	61.2
Informal sector	22.2	77.1
Household sector	-	71.3

Although there was no direct correlation between technical/professional qualifications and earnings of informal economy workers, those with technical/professional qualifications tended to earn more than those without such qualifications.

⁵Low income workers are those who earn less than three-quarters of the average income of non-farm workers

Table 4.6: Average earnings of informal economy workers by technical/professional qualification, urban/rural and sex in 2016

Unit: 1,000 VND

Technical/professional qualification	Total	Male	Female
Nationwide	4,437.1	4,856.0	3,835.3
No qualifications	4,307.1	4,700.1	3,785.0
Primary	5,886.9	6,074.8	4,340.5
Secondary	4,551.9	4,918.6	3,855.1
College	4,512.5	5,030.8	3,834.7
University and higher	5,426.7	5,852.8	4,914.4
Urban	4,877.6	5,259.6	4,424.3
No qualifications	4,727.4	5,063.5	4,366.8
Primary	6,075.8	6,258.3	4,905.2
Secondary	4,783.1	5,194.1	4,210.6
College	4,814.7	5,284.2	4,290.9
University and higher	5,922.0	6,379.3	5,406.4
Rural	4,153.4	4,628.4	3,378.5
No qualifications	4,059.3	4,515.8	3,369.4
Primary	5,724.2	5,925.2	3,572.4
Secondary	4,348.6	4,722.6	3,389.7
College	4,244.2	4,833.5	3,354.3
University and higher	4,375.1	4,830.7	3,747.3

IV. EMPLOYMENT CONTRACTS

An employment contract is regarded as a legal foundation for a sustainable level of employment for a worker.

Table 4.7 reflects the fact that 99.3 per cent of formal economy workers signed at least three-month employment contracts, while only 21.1 per cent of informal economy workers did so. Some 76.7 per cent of informal economy workers held employment without any kind of written employment contract. Particularly, 62.1 per cent of informal economy workers only had verbal agreements with employers and 14.6 per cent had "no agreement".

Among informal economy workers with at least three-month employment contracts, there was a gender differential, as 11.5 per cent more female workers signed such contracts (31.3 verses 19.8 per cent for males).

Table 4.7: Percentage distribution of formal and informal workers by type of labour contract, urban/rural and sex in 2016

Unit: Percentage

Type of contract	Formal workers			Informal workers		
	Total	Male	Female	Total	Male	Female
Nationwide	100.0	100.0	100.0	100.0	100.0	100.0
Non fixed-term contract	62.9	65.5	60.6	4.9	4.6	5.6
From one to under three-year contract	31.8	29.5	33.8	10.8	9.4	13.9
From three-month to under one-year contract	4.6	4.2	5.0	5.4	4.1	8.2
Under three-month contract	0.7	0.8	0.6	2.3	1.7	3.6
Verbal agreement	-	-	-	62.1	65.8	53.9
No contract	-	-	-	14.6	14.5	14.8
Urban	100.0	100.0	100.0	100.0	100.0	100.0
Non fixed-term contract	68.6	69.5	67.7	7.0	6.9	7.2
From one to under three-year contract	27.4	26.5	28.3	13.4	12.9	14.3
From three month to under one-year contract	3.6	3.5	3.7	5.5	4.8	6.6
Under three-month contract	0.5	0.6	0.4	2.2	1.6	3.3
Verbal agreement	-	-	-	55.4	57.8	51.3
No contract	-	-	-	16.5	16.0	17.3
Rural	100.0	100.0	100.0	100.0	100.0	100.0
Non fixed-term contract	55.3	59.3	52.2	3.7	3.4	4.5
From one to under three-year contract	37.7	34.2	40.5	9.3	7.6	13.6
From three-month to under one-year contract	6.0	5.4	6.6	5.3	3.7	9.4
Under three-month contract	0.9	1.2	0.7	2.3	1.7	3.8
Verbal agreement	-	-	-	65.9	69.9	55.9
No contract	-	-	-	13.5	13.7	12.9

Employment security also depends on whether establishments register their businesses, as it translates into a greater capacity to operate longer term and provide more stable employment. Figure 4.3 shows that 40 per cent of informal economy workers who engaged in establishments with registered businesses had employment contracts, while 2.1 per cent worked in unregistered and small-sized business establishments. These results highlight the instability and temporary nature of employment in the informal sector.

Figure 4.3: Structure of labour contracts among informal workers by situation on business registration of establishment

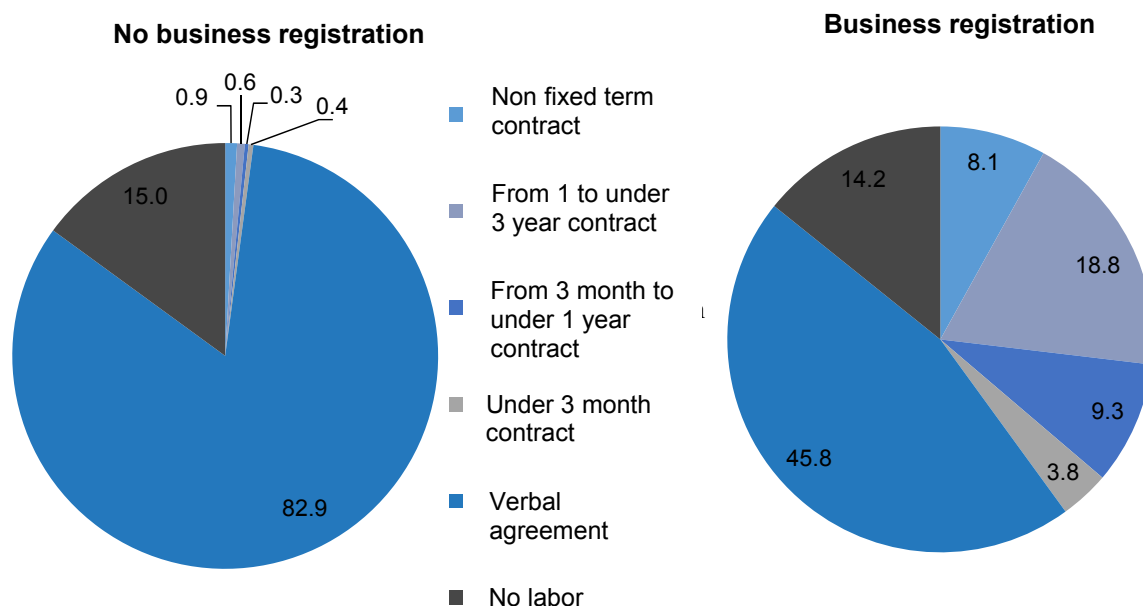


Table 4.8 displays a direct correlation between technical/professional qualifications gained by workers and stability of employment via types of employment contracts. With higher technical/professional qualifications, a greater rate of workers signed at least three-month employment contracts due to the broader spectrum of employment opportunities on offer.

Table 4.8: Percentage distribution of informal workers by type of labour contract, technical/professional qualification

Unit: Percentage

Technical/Professional qualification	No qualification	Primary	Secondary	College	University and higher
Total	100.0	100.0	100.0	100.0	100.0
Non fixed-term contract	3.2	6.3	13.8	9.9	22.5
One to under three-year contract	7.6	16.7	24.9	32.1	35.1
Three months to under one-year contract	4.2	7.7	10.4	14.5	12.6
Under three-month contract	1.9	2.5	4.2	5.5	4.5
Verbal agreement	67.7	54.9	33.8	28.5	16.6
No labour contract	15.3	11.9	13.0	9.6	8.6

V. SOCIAL SECURITY

The vast majority of informal economy workers (97.9 per cent) did not have social insurance, only 0.2 per cent had compulsory social insurance and the remaining 1.9 per cent participated in voluntary insurance schemes.

Among informal economy workers, only 0.1 per cent of employers and 1.2 per cent of family-contributing workers paid/were paid compulsory social insurance, but that rate was nearly zero for those with other statuses of employment. This could be a result of some establishment owners' limited awareness of social insurance participation.

Table 4.9: Percentage distribution of formal and informal workers by type of social insurance and status of employment in 2016

Unit: Percentage

Type of social insurance	Total	Employer	Own account worker	Family contributing worker	Member of producers' cooperative	Wage worker
Total	100.0	100.0	100.0	100.0	100.0	100.0
Compulsory social insurance	34.5	9.0	0.3	1.2	44.9	52.6
Voluntary social insurance	1.3	2.9	0.5	0.9	2.7	1.5
No social insurance	64.2	88.1	99.3	97.9	52.4	45.9
Formal workers	100.0	100.0	100.0	0.0	100.0	100.0
Compulsory social insurance	80.5	13.8	1.0	0.0	94.3	100.0
Voluntary social insurance	0.4	3.8	1.0	0.0	5.7	0.0
No social insurance	19.1	82.4	98.0	0.0	0.0	0.0
Informal workers	100.0	100.0	100.0	100.0	100.0	100.0
Compulsory social insurance	0.2	0.1	0.0	1.2	0.0	0.0
Voluntary social insurance	1.9	1.2	0.3	0.9	0.0	3.1
No social insurance	97.9	98.7	99.7	97.9	100.0	96.9

Notably, 68 per cent of informal economy workers were concentrated in individual business production establishments, yet only 3 per cent of business production households registered for social insurance schemes and most belonged to the formal sector, while very few in the informal sector participated in social insurance⁶. This helps explain the low rate of informal economy workers participating in social insurance schemes.

⁶Source: Report of 2014/15 Household Business and Informal Sector (HBIS) survey, Viet Nam Academy of Social Sciences

VI. WORKPLACE

From Table 4.10 it can be seen that the majority of formal economy workers enjoyed better working conditions than informal economy workers. More than 79 per cent of formal economy workers were employed in fixed offices, in contrast to only 25 per cent of informal economy workers. In addition, the proportion of informal economy workers in less-than-optimal working conditions, such as working outdoors or being mobile, was four times higher than for formal workers (16.9 versus 4.2 per cent, respectively).

Table 4.10: Percentage distribution of formal and informal workers by working place, urban/rural and sex in 2016

Unit: Percentage

Place of work	Formal workers			Informal workers		
	Total	Male	Female	Total	Male	Female
Nationwide	100.0	100.0	100.0	100.0	100.0	100.0
Fixed office	79.5	76.2	82.7	25.0	25.0	25.1
At home/home of client	12.3	14.9	9.8	49.2	49.6	48.8
Market/commercial centre	3.8	1.9	5.7	8.6	4.0	14.6
Fixed outdoor	1.6	2.3	1.0	6.4	7.0	5.6
Mobile	2.6	4.7	0.7	10.5	14.2	5.6
Not stated	0.1	0.1	0.1	0.2	0.2	0.2
Urban	100.0	100.0	100.0	100.0	100.0	100.0
Fixed office	80.3	79.0	81.5	29.1	31.4	26.5
At home/home of client	11.6	12.9	10.2	44.6	42.2	47.3
Market/commercial centre	4.4	2.1	6.7	9.6	5.4	14.2
Fixed outdoor	1.2	1.6	0.8	7.3	7.5	7.0
Mobile	2.5	4.2	0.7	9.3	13.4	4.8
Not stated	0.1	0.1	0.1	0.2	0.1	0.2
Rural	100.0	100.0	100.0	100.0	100.0	100.0
Fixed office	78.4	72.0	84.1	22.3	21.1	24.1
At home/home of client	13.2	17.7	9.2	52.4	54.0	50.0
Market/commercial centre	3.2	1.5	4.6	8.0	3.2	14.9
Fixed outdoor	2.2	3.2	1.3	5.8	6.6	4.5
Mobile	2.9	5.4	0.7	11.2	14.7	6.2
Not stated	0.1	0.1	0.1	0.3	0.3	0.3

Informal economy workers in market/commercial centres or fixed outdoor locations also received less earnings than those in other groups and much lower than formal economy workers in similar places of work. These findings underline the vulnerability of informal economy workers in Viet Nam at present.

Table 4.11: Average earnings of formal and informal workers by working place in 2016*Unit: 1,000 VND*

Place of work	Formal workers	Informal workers
Total	6,777.2	4,437.1
Fixed office	6,415.5	4,227.1
At home/home of client	8,787.3	4,485.5
Market/commercial centre	7,529.8	4,766.2
Fixed outdoor	6,057.5	4,326.9
Mobile	7,696.8	4,577.6

Informal economy workers in Viet Nam, characterized by low incomes and uninsured working conditions - especially for females, are becoming increasingly vulnerable to external impacts. Without employment contracts, the majority of such workers cannot access social and health insurance - hence voluntary social insurance is their only option. However, the rate of voluntary social insurance participation was found to be small in reality. Even when regarded as employed labourers, in reality they sit within a gray area of being employed and unemployed. Therefore, the Government of Viet Nam is encouraged to increase its focus and develop support policies to better protect this group of workers.



CHAPTER V

CONCLUSIONS AND RECOMMENDATIONS

I. CONCLUSIONS

1. This first-ever report on informal employment in Viet Nam applied the framework of informal employment classification according to ILO recommendations to estimate the number and structure of informal economy workers in Viet Nam, based on the dataset of the Labour Force Survey conducted by the GSO during 2014-2016.
2. Informal economy workers were found in all formal, informal and household sectors. In 2016, about 33.7 per cent of informal workers were engaged in the formal sector.
3. Informal economy workers were reported to have a range of different employment status, encompassing own-account workers, business production establishment owners, unpaid family-contributing workers and wage workers (employees). Out of 16,139,100 wage workers in the formal sector during 2016, about one-third (5,433,100 persons) were classified as informal ones. On the other hand, one-in-three workers in the formal sector was an informal economy worker.
4. In recent years, the Government of Viet Nam has implemented numerous measures to improve formalization, such as supporting business production households to established, register and operate as enterprises regulated by the Enterprise Law, encouraging business/enterprise start-ups and expanding social insurance participation according to the 2014 amended Law on Social Insurance. As a result, the proportion of informal economy workers in Viet Nam dropped from 58.8 per cent in 2014 to 58.3 per cent in 2015 and 57.2 per cent in 2016. However, the number of informal economy workers has continuously increased during this period. In 2016, the total number of informal economy workers in Viet Nam reached 18,018,400, 2.8 percentage points higher than in 2015, of which informal female workers amounted to 7,848,200 (43.56 per cent). The growth rate in informal economy workers (2.8 per cent) was much higher than of total employed labourers aged 15 years and above (0.9 per cent) in 2016 against 2015 or 53,302,800 persons against 52,840,000 persons, respectively.
5. Most informal economy workers were concentrated in rural areas (10,745,100 persons), accounting for 59.6 per cent of informal economy workers in 2016. Some provinces had extremely high rates of informal economy workers, such as An Giang (78.3 per cent), Bac Lieu (77 per cent), Soc Trang (75.8 per cent), Nam Dinh (74.0 per cent), Ninh Thuan (72.6 per cent), Quang Binh (71.5 per cent) and Hau Giang (71.2 per cent).
6. In general, informal employment is often found among young workers (15-24 years) in Viet Nam, before transitioning to formal work during mid ages (25-54 years) and returning to informal employment at an old age. This reflects the labour transition between formal and informal sectors as well as between formal and informal employment in the labour market.
7. Informal economy workers face more disadvantages and difficulties than formal economy workers. Key vulnerabilities faced by informal economy workers are shown in three main dimensions:

Labour quality: The rate of trained informal economy workers accounted for just 14.8 per cent, in contrast to 55.4 per cent for formal economy workers. In particular, the rate of workers who graduated from university or higher education was just 3.2 per cent for informal economy workers and 30.5 per cent for formal economy workers.

Employment distribution: Nearly 70 per cent of informal economy workers engaged in three groups of economic activities: "manufacturing", "construction" and "wholesale and retail trade, repair of cars, motorcycles and other motor vehicles". Besides, the group "hotels and restaurants" accounted for nearly 11 per cent. Such groups/fields of economic activities mainly use primary/unskilled workers and face sub-standard working conditions, unstable employment, low labour productivity and earnings.

Working times: Informal wage workers on average spend more hours (two hours) working than formal wage workers and more than the working hour threshold of 40 hours per week as regulated by the Labour Code (49.2 verses 47.2 hours).

8. The majority of informal economy workers are classified as vulnerably employed, with four main characteristics:

Working places: A considerable share of informal economy workers had mobile places of work, such as pavements (10.5 per cent), market/commercial centres (8.6 per cent) and outdoors (6.4 per cent). This group is easily impacted by State management policies (street and food safety regulations) as well as by weather/natural conditions. Generally, more females engaged in vulnerable employment than males.

Earnings: The average earnings of informal economy workers was VND4.44 million/month, equal to 58 per cent of average earnings for formal economy workers. That amount of earnings of informal economy workers was 1.5 times higher than the minimum level of salaries in region IV and just 12.6 per cent higher than the minimum level of salaries in region I. With these levels of earnings, informal economy workers encounter difficulties to make ends meet and support their families.

Signing employment contracts: Workers with higher technical/professional qualifications have higher rates of signing employment contracts and the rate for female workers was higher than male workers across all types of employment contracts. However, more than three-fourths of informal economy workers did not sign written employment contracts, of which 62.1 per cent had verbal agreements and 14.6 per cent no agreement. As a result, informal economy workers face employment instability, disadvantages during salary negotiations, do not gain from welfare benefits and are not assured of acceptable labour conditions.

Participation in social insurance: Only 0.2 per cent of informal economy workers have participated in compulsory social insurance and 1.9 per cent in voluntary social insurance, while 97.9 per cent did not participate in social insurance. In contrast, 80.5 per cent of formal economy workers have engaged in compulsory social insurance. The majority of workers in the informal sector and some in the formal sector work without social insurance participation (compulsory or voluntary social insurance). This creates many risks and challenges for workers in the event of a loss in income and for the national social security system to provide blanket social protection coverage for all workers.

II. RECOMMENDATIONS

To address these highlighted disadvantages and reduce the levels of vulnerability faced by informal economy workers, the Government of Viet Nam is encouraged to develop concrete support measures and policies to increase protection of this group and develop its full potential to better contribute to the nation's socio-economic development. Important recommendations to help achieve these goals are:

1. Improving formalization of the informal sector

Informal employment has played a very important role in urban and rural areas, having attracted a large amount of workers and assured employment and income. However, such employment has had negative impacts on the economy as it holds back labour productivity as well as economic competitiveness. To support the transition from informal to formal sectors, more opportunities to enhance investment and access to credit are needed. This will result in improved workers' salaries, increased profits and labour productivity.

However, this transition from informal to formal sectors has created large challenges for the economy and management system. In response, it is necessary to develop specific action plans and programmes to encourage business production households/establishments to register, according to modes of enterprise. Moreover, there is a need to simplify transition and registration procedures, cut red tape and redundant licenses or allow the reuse of available licenses for business households/establishments. Such establishments should also receive supportive tax policies, incentives for market participation and withdrawals and relief from burdensome accounting regulations, underpinned by policies to support enterprises to effectively operate post-transition. In particular, there is a need to solidify support programmes on capital, credit, production areas, technology, information, product outlets and labour training.

In addition, the formal sector's need to strengthen and innovate also applies to the informal sector. Innovation can be measured by introducing new products, processes, seeking new clients and suppliers. Encouragement to innovate and apply new technology could help enhance informal sector productivity.

2. Strengthening policies to create linkages for local economic development

With 57.2 per cent of the non-agricultural workforce classified as informal economy workers, it represents a large force that could be effectively mobilized to participate in local economic development. In reality, a barrier between informal and formal sectors in Viet Nam's economy remains, particularly the lack of linkages between these sectors and channels to effectively mobilize the participation of informal economy workers and the informal sector in local economic development. Furthermore, goods and services provided by informal workers and informal sectors, including transportation services such as motorbike taxi "xe om" services, street food stalls and construction, are used by the whole of society.

In Viet Nam, especially in big cities, limitations regarding ability, knowledge, social and material capital are the main drivers forcing workers towards informal employment. As a result of taking informal employment, workers have few opportunities for further learning, improvements and integration into society.

In general, it is necessary to provide support policies to help informal business production households/establishments and informal economy workers reach their full potential through creating linkage chains, expanding sub-contracts, developing contacts in other sectors, providing sound market information and improving the role of occupational/industrial associations for greater access to credit, capital and technology.

In urban areas, there should also be arrangements to meet the needs of street vendors, street food salespeople and small-sized service providers.

In terms of agricultural development policies, more attention should be paid to cooperative and associative modes of small-sized business production establishments/households and creating opportunities for them to engage in handicraft products and service supplies to support tourism or "green" product supplies for chains of shops in urban areas.

3. Enhancing public policies and guarantees for informal economy workers

Despite the importance of the informal sector and informal employment to Viet Nam's economy and job creation, informal economy workers have been largely ignored in many public policies and rarely protected by Trade Unions and laws. Social and legal supportive activities have yet to be accessed by informal economy workers.

The majority of informal economy workers have little knowledge of how to benefit from public policies, consultation organizations and the political system. They have remained passive, with a limited awareness and ability to protect themselves. However, informal economy workers' contributions to society and the economy deserve to be recognized and gain benefits from public interest services.

The Government is responsible to ensure basic rights on employment for workers, including the signing of employment contracts, participation in social insurance and assurance of minimum working conditions, implementation of salary regulations and income equality, prevention of labour violations and abuses.

There is a need for strict reward and punishment mechanisms and to effectively supervise each economic activity, occupation and unit hiring informal economy workers in terms of labour safety assurance, especially for workers at high risk of labour accidents, occupational diseases or activities harmful to the health and safety of communities.

4. Strengthening informal sector implementation of the Labour Law

As 35.7 per cent of informal economy workers engage in the formal sector, labour management is a huge challenge. In reality, a blank space has existed in labour management,

small- and medium-sized enterprises' compliance with the Labour Law as well as in the implementation on construction and mining projects.

Along with communication and mobilization to improve workers' and labour users' awareness and responsibilities with regards to legal compliance, there is a need to strengthen supervision, examinations and sanctions for those who violate regulations on employment contract signing, implementation of labour safety regulations and social insurance payments to workers.

There is also a need to finalize a reporting mechanism on workers engaged in business production establishments and develop a system of labour market information, employment services and legal consultations for workers.

5. Enhancing assistance on training to improve occupational skills of informal economy workers

To improve labour productivity, the competitive capacity of the informal sector and workers along with the policy environment and other material factors, the quality of workforce should be considered a determinative factor.

Due to limitations in ability, knowledge and financial capacity of informal economy workers, it is essential to develop vocational training programmes and methods suitable to each particular group of workers to ensure accessibility and cost efficiency and link training with employment and career start-ups.

At present, vocational training programmes have not effectively met the demand of workers and business production households/establishments in the informal sector. Even small- and medium-sized enterprises in the formal sector have limited access to State-sponsored vocational training programmes. Some training programmes have not met the real demands of informal economy workers and establishments, especially women's training programme needs.

To improve the effectiveness and meet the demands of workers, public vocational training service providers should be enhanced to create advantages for private sector participation in vocational training programmes sponsored by the State budget. Besides, ensuring an adequate level of education for informal economy workers' children is important.

6. Improving development on voluntary social insurance programmes

Overall, efforts to expand social insurance coverage to the informal sector have not succeeded to date. In 2016, only 203,600 informal economy workers participated in voluntary social insurance schemes. Difficulties in expanding the number of voluntary social insurance participants include:

- Payment capacity, unstable income and awareness are key causes for informal economy workers not participating in voluntary social insurance schemes.

- Difficulties faced by informal economy workers in accessing social insurance services are a result of administrative barriers and access to information, especially for those who migrate for employment.
- Voluntary social insurance only covers retirement and death. Meanwhile, the need to cover sickness/injuries, maternity and labour accidents is essential for informal economy workers due to the unsafe working conditions and risks they face. However, such benefits are not available in voluntary social insurance. This leads to inequality between voluntary and compulsory social insurance participants, which does not encourage informal economy workers to join voluntary social insurance schemes.

To attract informal economy workers to social insurance, the State must design schemes to assure equality between voluntary and compulsory social insurance. The State can develop such favourable schemes or give in-part financial support so informal economy workers can participate in voluntary social insurance. Such schemes should ensure flexibility on rates and modes of contribution.

In addition, providing better information on voluntary social insurance programmes should be a priority in efforts to improve social insurance.

7. Enhancing communication to increase informal economy workers and labour users' awareness of the Labour Law

Recent research has highlighted limitations in knowledge of informal economy workers and their labour users in terms of labour and employment rights, legal regulations on employment contracts, labour relationships and conditions, social insurance and solutions to labour disputes. These limitations are derived from limited access to information, the urgent demand for employment, lack of awareness on industrial relations and the market-oriented economy.

For the informal sector and informal employment, it is necessary to research more effective channels of communication and outreach to disseminate simple key messages to empower and increase workers' knowledge, strengthen consultation activities, provide hotlines and encourage participation from business and social-political associations.

ANNEXES

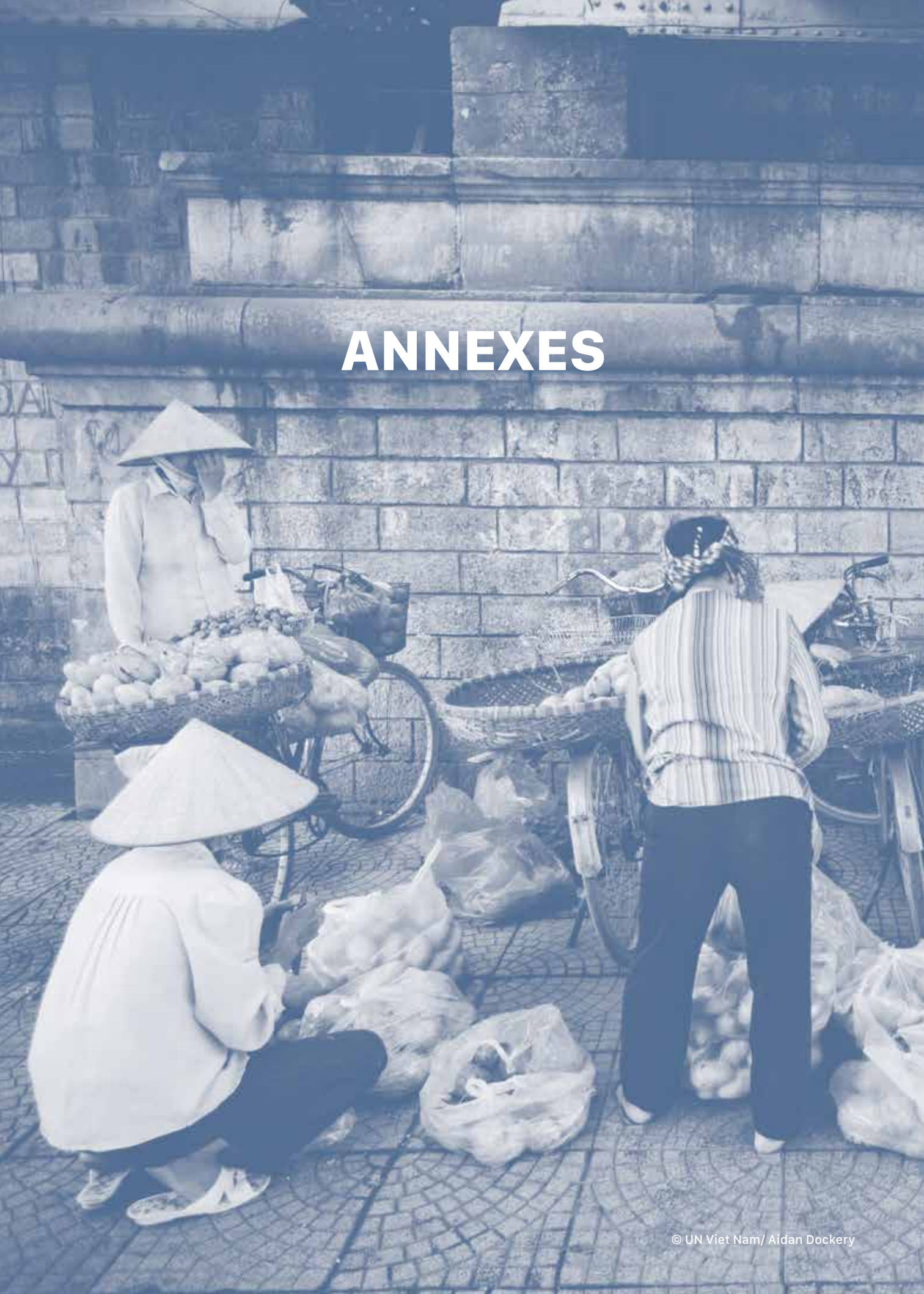


Table 1: Labor force classified by situation on whether employed or unemployed, urban/rural and sex, 2016

Unit: 1000 persons

Indicator	Total	Urban/rural		Sex	
		Urban	Rural	Male	Female
Labor force	54,445.3	17,449.9	36,995.4	28,072.8	26372.5
15-24	7,510.6	2,033.5	5,477.1	4,061.7	3448.9
25-54	37,983.8	13,093.4	24,890.3	19,504.6	18479.2
55-59	4,233.6	1,263.2	2,970.5	2,172.2	2061.4
60+	4,717.3	1,059.8	3,657.5	2,334.3	2383.0
Of which:					
Unemployed	1,142.5	526.3	616.3	630.0	512.5
Employed	53,302.8	16,923.6	36,379.1	27,442.8	25859.9
1. Formal sector	19,900.6	10,731.5	9,169.1	10,396.9	9503.7
2. Informal sector	11,395.5	4,156.9	7,238.6	6,355.2	5040.3
3. Household sector	22,000.0	2,032.7	19,967.3	10,687.7	11312.3
3.1. Non-agricultural households	192.9	108.1	84.8	7.3	185.6
3.2. Agricultural households	21,807.1	1,924.6	19,882.5	10,680.4	11,126.7
Not stated	6.6	2.5	4.2	3.0	3.6

Table 2: Size and proportion on employed laborers by formal/informal employment, 2014-2016

Formal/Informal employment	2014		2015		2016	
	Number (Thousand pers)	Proportion (%)	Number (Thousand pers)	Proportion (%)	Number (Thousand pers)	Proportion (%)
Whole country	52,744.5	100.0	52,840.0	100.0	53,302.8	100.0
Formal workers	11,789.8	22.4	12,553.0	23.8	13,470.8	25.3
Informal workers	16,829.1	31.9	17,534.2	33.2	18,018.4	33.8
Agricultural workers in household sector	24,042.0	45.6	22,716.0	43.0	21,807.1	40.9
Not stated	83.7	0.2	36.8	0.1	6.5	0.0

Table 3: Percentage distribution of formal and informal workers according to ILO's conceptual framework

Unit: %

Economic sector	Total		Status of employment								
			Own account worker		Employer		Family contributing worker	Wage worker		Member of Producer's Cooperative	
	Informal	Formal	Informal	Formal	Informal	Formal	Informal	Informal	Formal	Informal	Formal
Total	100,00	100,00	32,10	13,96	2,62	6,53	11,81	53,45	79,49	0,02	0,02
Formal sector	35,70	99,98		13,96		6,53	5,52	30,16	79,47	0,02	0,02
Informal sector	63,23	0,02	31,91		2,62		6,29	22,41	0,02		
Household sector	1,07	0,00	0,19					0,88	0,00		

Table 4: Rate of informal workers by social economic region, 2014-2016

Unit: %

Socio-economic region	2014	2015	2016
Whole country	58.8	58.3	57.2
Northern Midlands and Mountains	48.9	53.0	52.7
Red River Delta	63.6	61.7	61.3
North and South Central Coast	63.7	63.9	62.5
Central Highlands	53.9	54.6	53.4
Southeast	45.9	46.0	47.4
Mekong River Delta	70.7	70.3	68.7
Hanoi city	56.8	55.0	52.3
Hochiminh city	49.6	47.8	45.2

Table 5: Rate of formal and informal workers by administrative unit, 2016*Unit: %*

Administrative unit	Total	Rate of formal workers	Rate of informal workers
Whole country	100.0	42.8	57.2
Hanoi city	100.0	47.7	52.3
Ha Giang	100.0	53.4	46.6
Cao Bang	100.0	55.1	44.9
Bac Kan	100.0	51.8	48.2
Tuyen Quang	100.0	38.5	61.5
Lao Cai	100.0	54.0	46.0
Dien Bien	100.0	56.6	43.4
Lai Chau	100.0	50.3	49.7
Son La	100.0	53.1	46.9
Yen Bai	100.0	36.0	64.0
Hoa Binh	100.0	41.1	58.9
Thai Nguyen	100.0	50.6	49.4
Lang Son	100.0	44.1	55.9
Quang Ninh	100.0	54.4	45.6
Bac Giang	100.0	54.1	45.9
Phu Tho	100.0	39.1	60.9
Vinh Phuc	100.0	40.7	59.3
Bac Ninh	100.0	38.5	61.5
Hai Duong	100.0	44.9	55.1
Hai Phong city	100.0	42.0	58.0
Hung Yen	100.0	42.5	57.5
Thai Binh	100.0	31.7	68.3
Ha Nam	100.0	34.7	65.3
Nam Dinh	100.0	26.0	74.0
Ninh Binh	100.0	33.6	66.4
Thanh Hoa	100.0	40.9	59.1
Nghe An	100.0	36.9	63.1
Ha Tinh	100.0	36.9	63.1
Quang Binh	100.0	28.5	71.5
Quang Tri	100.0	38.7	61.3

Administrative unit	Total	Rate of formal workers	Rate of informal workers
Thua Thien Hue	100.0	36.5	63.5
Da Nang city	100.0	51.1	48.9
Quang Nam	100.0	43.8	56.2
Quang Ngai	100.0	34.9	65.1
Binh Dinh	100.0	25.9	74.1
Phu Yen	100.0	32.1	67.9
Khanh Hoa	100.0	41.7	58.3
Ninh Thuan	100.0	27.4	72.6
Binh Thuan	100.0	32.1	67.9
Kon Tum	100.0	60.6	39.4
Gia Lai	100.0	45.9	54.1
Dak Lak	100.0	40.7	59.3
Dak Nong	100.0	47.3	52.7
Lam Dong	100.0	48.2	51.8
Binh Phuoc	100.0	58.9	41.1
Tay Ninh	100.0	42.2	57.8
Binh Duong	100.0	55.8	44.2
Dong Nai	100.0	54.9	45.1
Ba Ria - Vung Tau	100.0	44.6	55.4
Hochiminh city	100.0	54.8	45.2
Long An	100.0	48.2	51.8
Tien Giang	100.0	34.2	65.8
Ben Tre	100.0	29.2	70.8
Tra Vinh	100.0	33.5	66.5
Vinh Long	100.0	35.1	64.9
Dong Thap	100.0	27.9	72.1
An Giang	100.0	21.7	78.3
Kien Giang	100.0	30.7	69.3
Can Tho	100.0	35.2	64.8
Hau Giang	100.0	28.8	71.2
Soc Trang	100.0	24.2	75.8
Bac Lieu	100.0	23.0	77.0
Ca Mau	100.0	32.4	67.6

Table 6: Rate of informal workers by age group, 2014-2016

Unit: %

Age group	2014	2015	2016
Whole country	58.8	58.3	57.2
15-24	65.8	62.6	60.2
25-54	55.9	55.3	54.3
55-59	66.1	69.2	68.8
60+	79.5	82.4	81.4
Urban	49.2	49.3	48.5
15-24	58.4	57.6	55.7
25-54	45.9	45.6	44.8
55-59	58.6	60.7	60.6
60+	73.9	76.3	74.5
Rural	67.7	66.5	65.2
15-24	70.5	65.8	63.0
25-54	65.6	64.6	63.3
55-59	75.5	78.9	78.4
60+	84.8	88.1	88.3
Male	61.2	61.6	60.7
15-24	74.6	72.9	70.1
25-54	58.4	58.5	57.9
55-59	57.9	62.0	62.6
60+	75.0	78.7	77.8
Female	56.1	54.5	53.3
15-24	55.8	51.1	49.1
25-54	53.1	51.7	50.3
55-59	77.5	79.3	77.3
60+	84.2	86.2	85.3

Table 7: Rate of informal workers by employment status, 2014-2016

Unit: %

Employment status	2014	2015	2016
Whole country	58.8	58.3	57.2
Employer	27.5	36.8	34.9
Own account worker	75.6	77.8	75.5
Family contributing worker	100.0	100.0	100.0
Member of Producers' Cooperative	81.0	45.7	52.4
Wage worker	47.6	47.4	47.4
Urban	49.2	49.3	48.5
Employer	19.2	27.6	26.6
Own account worker	71.9	73.7	71.3
Family contributing worker	100.0	100.0	100.0
Member of Producers' Cooperative	84.1	34.9	39.1
Wage worker	35.1	36.1	36.5
Rural	67.7	66.5	65.2
Employer	40.6	48.8	47.6
Own account worker	78.6	81.3	78.9
Family contributing worker	100.0	100.0	100.0
Member of Producers' Cooperative	78.5	52.7	62.1
Wage worker	59.5	57.8	57.2
Male	61.2	61.6	60.7
Employer	28.6	36.1	34.4
Own account worker	73.6	75.4	72.3
Family contributing worker	100.0	100.0	100.0
Member of Producers' Cooperative	79.1	43.1	54.3
Wage worker	55.7	56.6	56.7
Female	56.1	54.5	53.3
Employer	24.9	38.1	36.1
Own account worker	77.2	79.6	78.0
Family contributing worker	100.0	100.0	100.0
Member of Producers' Cooperative	85.1	76.6	43.6
Wage worker	36.6	35.1	34.8

Table 8: Rate of informal workers by technical/professional qualification, 2014-2016*Unit: %*

Technical/Professional Qualification	2014	2015	2016
Whole country	58.8	58.3	57.2
No qualification	72.7	72.8	71.9
Primary	58.9	57.7	54.3
Secondary	31.3	33.7	34.2
College	27.8	29.1	28.4
University and higher	12.5	12.8	12.4
Urban	49.2	49.3	48.5
No qualification	65.7	66.8	66.5
Primary	53.2	51.8	47.9
Secondary	29.2	31.2	32.0
College	27.0	29.1	28.0
University and higher	11.8	11.7	12.0
Rural	67.7	66.5	65.2
No qualification	77.8	77.1	75.7
Primary	64.5	63.8	61.4
Secondary	33.7	36.4	36.6
College	28.6	29.1	28.8
University and higher	14.4	15.7	13.6
Male	61.2	61.6	60.7
No qualification	75.9	77.2	76.5
Primary	61.0	58.6	56.2
Secondary	34.8	36.6	37.2
College	31.0	32.5	33.9
University and higher	12.8	13.4	12.8
Female	56.1	54.5	53.3
No qualification	69.2	68.1	67.1
Primary	50.6	51.8	43.0
Secondary	26.7	29.9	30.2
College	25.4	26.3	23.7
University and higher	12.1	12.2	12.0

Table 9: Rate of informal workers by type of economic activities, 2014-2016
Unit: %

Type of economic activities	2014			2015			2016		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Whole country	58.8	61.2	56.1	58.3	61.6	54.5	57.2	60.7	53.3
A. Agriculture, forestry and fishery	49.5	54.5	35.3	54.8	59.2	43.0	53.3	58.4	36.6
B. Mining and quarrying	45.3	45.8	43.8	54.5	52.6	60.3	45.4	43.9	50.6
C. Manufacturing	54.2	56.7	52.0	49.4	54.2	45.4	47.7	52.2	44.0
D. Production and distribution of electricity, gas, steam and hot water and air-conditioners	22.9	21.5	30.0	21.2	22.4	16.0	19.3	19.9	16.8
E. Distribution of water, management and processing activities of sewage and waste	37.0	31.2	44.0	35.0	29.6	42.6	30.7	23.2	40.9
F. Construction	90.5	91.7	79.4	90.0	91.0	80.6	90.2	91.0	83.2
G. Wholesale and retail trade, repair of cars, motorcycles and other motor vehicles	70.3	68.4	71.7	71.8	69.7	73.4	69.8	67.1	71.8
H. Transport and storage	68.0	70.2	46.9	66.5	69.3	38.1	65.0	67.4	39.4
I. Hotels and restaurants	80.3	72.7	83.6	81.5	75.5	84.5	80.7	73.7	84.0
J. Information and communication	19.2	18.7	20.0	22.9	23.1	22.7	17.9	17.7	18.2
K. Financial intermediation, banking and insurance	16.0	16.6	15.5	15.4	16.3	14.7	15.7	18.9	13.0
L. Real estate activities	54.0	53.2	55.0	46.9	43.8	50.4	52.6	53.7	51.4
M. Technological, scientific and specialized activities	31.5	34.8	25.4	32.8	36.4	26.0	31.5	36.6	21.4
N. Administrative activities and supporting services	49.0	48.6	49.6	50.3	52.7	46.0	49.6	51.4	46.8
O. Activities of communist party, social-political organizations, governmental management, national defense security; compulsory social security	18.2	19.6	14.5	19.3	20.6	15.9	18.2	20.1	13.5
P. Training and education	9.6	9.8	9.5	11.6	11.1	11.8	10.5	10.4	10.5
Q. Health and social work	15.5	15.5	15.5	16.0	17.4	15.1	17.2	18.7	16.3
R. Recreational cultural and sporting activities	67.5	62.2	73.1	70.6	68.6	72.7	68.5	64.0	72.9
S. Other service activities	83.4	83.6	83.2	84.3	83.9	84.6	83.3	82.3	84.4
T. Activities of domestic hired laborers in households which producing products and services consuming by themselves	98.7	96.9	98.9	99.2	95.1	99.3	98.7	95.6	98.8
U. Extra territorial organizations and bodies	3.0	14.1	0.0	15.0	20.0	10.8	4.6	2.8	6.0

Table 10: Rate of informal workers by group of occupation, 2014-2016

Unit: %

Group of occupation	2014			2015			2016		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Whole country	58.8	61.2	56.1	58.3	61.6	54.5	57.2	60.7	53.3
1. Leaders, managers and administrators	8.3	8.1	8.9	11.1	10.7	12.1	9.4	9.4	9.6
2. High level technicians and professionals	9.0	9.8	8.4	8.5	8.9	8.1	8.1	8.2	8.0
3. Mid level technicians and associate	20.7	25.1	16.9	22.5	27.6	18.3	22.0	27.6	17.6
4. Clerks	32.9	37.0	28.2	31.4	36.7	25.9	31.4	37.5	25.2
5. Service workers, safety guardians and sales workers	71.6	64.8	75.6	73.9	67.5	77.8	72.6	65.5	76.9
6. Skilled agricultural, forestry and fishery	45.9	51.6	31.4	52.9	57.2	44.2	49.7	55.6	33.6
7. Craft and related workers	80.5	83.1	74.5	78.7	82.6	69.7	78.6	82.3	69.7
8. Plant, machine operators and assemblers	44.1	55.3	26.2	41.2	53.4	24.5	38.0	50.0	22.2
9. Elementary workers	86.7	89.3	83.1	86.5	89.3	82.7	86.7	89.2	83.2
Urban	49.2	49.7	48.7	49.3	50.7	47.9	48.5	49.5	47.5
1. Leaders, managers and administrators	6.0	5.7	7.1	7.0	6.5	8.4	7.2	6.7	8.5
2. High level technicians and professionals	8.5	9.0	8.1	7.9	8.4	7.5	7.8	7.8	7.9
3. Mid level technicians and associate	20.2	23.3	17.3	20.6	23.6	18.1	21.2	24.5	18.4
4. Clerks	27.2	28.7	25.7	25.2	28.4	22.3	26.4	31.8	21.6
5. Service workers, safety guardians and sales workers	66.7	60.3	70.5	69.2	63.0	73.0	67.8	61.1	72.0
6. Skilled agricultural, forestry and fishery	48.6	53.8	33.1	52.3	57.9	34.3	56.0	60.2	30.0
7. Craft and related workers	71.0	72.6	67.4	71.2	74.6	63.4	70.9	73.8	64.0
8. Plant, machine operators and assemblers	40.7	52.0	19.5	38.6	50.4	18.9	36.5	46.4	19.8
9. Elementary workers	79.5	82.9	76.0	79.4	82.4	76.1	80.6	82.7	78.3

Group of occupation	2014			2015			2016		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Rural	67.7	71.1	63.4	66.5	71.0	61.2	65.2	70.2	59.0
1. Leaders, managers and administrators	11.6	11.5	11.9	17.5	17.1	18.7	12.9	13.4	11.3
2. High level technicians and professionals	10.3	11.7	9.1	9.7	10.3	9.3	8.8	9.2	8.4
3. Mid level technicians and associate	21.3	27.0	16.4	24.7	32.2	18.4	23.0	31.2	16.8
4. Clerks	41.1	46.4	32.8	40.5	47.5	32.1	38.8	44.3	31.7
5. Service workers, safety guardians and sales workers	76.8	69.6	81.1	79.1	72.6	83.1	77.9	70.5	82.4
6. Skilled agricultural, forestry and fishery	44.6	50.5	30.8	53.1	56.9	46.0	47.9	54.0	34.0
7. Craft and related workers	85.4	88.4	78.4	82.7	86.6	73.2	82.6	86.5	72.7
8. Plant, machine operators and assemblers	47.1	58.7	31.2	43.3	56.3	28.2	39.1	53.5	23.7
9. Elementary workers	90.9	92.6	88.4	90.7	92.7	87.5	90.1	92.3	86.5

Table 11: Statistics of informal workers in some countries

Reference Area	Source	Activity	Time	Informal employment and informal sector (thousands)					Informal employment as a percent of employment (%)
				Total employment	Informal employment	Formal employment	Employment outside the formal sector	Employment in the formal sector	
Albania	LFS	Non agriculture	2016	691.4	220.8	470.7			31.9
Armenia	LFS	Non agriculture	2015	693.7	122.3	571.4			17.6
Bolivia	HIES	Non agriculture	2009	3405	2445	959	1733	1672	71.8
Brazil	LFS	Non agriculture	2013	82677	30463	52215	24447	58231	36.9
Costa Rica	LFS	Non agriculture	2015	1804.5	778.9	1025.6			43.2
Dominican Republic	LFS	Non agriculture	2015	3733.6	1848.5	1885			49.5
Ecuador	LFS	Non agriculture	2015	5278.1	1664	3614.1			31.5
Egypt	LFS	Non agriculture	2009	16099.6	8247.2	7852.4			51.2
El Salvador	HS	Non agriculture	2016	1086.1	234.1	852	301.1	785	21.6
Greece	LFS	Non agriculture	2015		103.9				
Guatemala	LFS	Non agriculture	2015	4251.7	2840.4	1411.3			66.8
Honduras	HS	Non agriculture	2013	2239	1643	596	1434	805	73.4
India	LFS	Non agriculture	2012	204235.7					
Indonesia	HS	Non agriculture	2009	4353	3157	1196	2930	1422	72.5
Lesotho	LFS	Non agriculture	2008	458	160	298	309	149	34.9
Liberia	LFS	Non agriculture	2010	572	344	228	297	275	60.1
Madagascar	LFS	Non agriculture	2012	2582	2305	278	1899	683	89.3
Malaysia	LFS	Non agriculture	2013	9715.7					
Mali	LFS	Non agriculture	2004	1443	1180	262	1118	325	81.8
Mauritius	LFS	Non agriculture	2009	478			77	402	
Mexico	LFS	Non agriculture	2013	42861	23111	19749	17044	25817	53.9
Moldova, Republic of	LFS	Non agriculture	2015	821.7	103	718.7			12.5

Reference Area	Source	Activity	Time	Informal employment and informal sector (thousands)					Informal employment as a percent of employment (%)
				Total employment	Informal employment	Formal employment	Employment outside the formal sector	Employment in the formal sector	
Mongolia	LFS	Non agriculture	2014	800	196.2	603.7			24.5
Namibia	LFS	Non agriculture	2008	276	121.3	154.7			44.0
Nicaragua	LFS	Non agriculture	2010	1775	1331	444	1182	593	75.0
Occupied Palestinian Territory	LFS	Non agriculture	2016	906.1	536.3	369.8			59.2
Pakistan	LFS	Non agriculture	2010	27964	21913	6051	20340	7624	78.4
Panama	LFS	Non agriculture	2013	1399	565	833	458	941	40.4
Paraguay	HS	Non agriculture	2013	2505	1614	890	1090	1415	64.4
Peru	HS	Non agriculture	2013	11826	8139	3687	6016	5810	68.8
Philippines	HS	Non agriculture	2008	21626	15150	6476	17420	4206	70.1
Russian Federation	LFS	Non agriculture	2016	67529.5	11575.1	55954.3	11177.8	56351.7	17.1
Serbia	LFS	Non agriculture	2015	2060.6	230.9	1829.7			11.2
Slovakia	LFS	Non agriculture	2008	2162.1					
South Africa	LFS	Non agriculture	2015	15034.4	2681	12353.4			17.8
Sri Lanka	LFS	Non agriculture	2009	5126.5	3184.4	1942.1			62.1
Tanzania, United Republic of	LFS	Non agriculture	2006	4550	3467	1083	3032	1518	76.2
Thailand	LFS	Non agriculture	2016	25557.2	9644.4	15912.8			37.7
Turkey	LFS	Non agriculture	2015		4.5				
Uganda	HIES	Non agriculture	2013	3935.7	3678.7	257			93.5
Uruguay	LFS	Non agriculture	2013	1468	487	981	568	900	33.2
Venezuela, Bolivarian Republic of	LFS	Non agriculture	2009	10809	5131	5678	4094	6715	47.5
Zambia	LFS	Non agriculture	2008	1323	920	403	901	422	69.5

Source: International Labor Organization (<http://www.ilo.org/ilostat/faces/oracle/webcenter/portallapp/pagehierarchy/Page3.jspx?>)

Table 12: Percentage distribution of formal and informal workers by age group, urban/rural, economic sector and sex 2016

Unit: %

Age group	Total		Formal sector		Informal sector		Household sector	
	Formal workers	Informal workers	Formal workers	Informal workers	Formal workers	Informal workers	Formal workers	Informal workers
Whole country	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
15-19	1.7	4.1	1.7	6.6	-	2.7	-	3.4
20-24	10.7	9.9	10.7	16.2	18.1	6.4	-	1.9
25-29	17.5	11.6	17.5	16.1	13.4	9.2	-	4.9
30-34	19.1	12.6	19.1	14.0	20.3	11.9	-	6.9
35-39	15.0	12.6	15.0	11.3	24.3	13.4	-	7.1
40-44	12.3	13.4	12.3	10.1	-	15.2	-	12.5
45-49	9.6	12.2	9.6	8.9	5.1	14.1	-	17.3
50-54	7.7	9.8	7.7	7.0	-	11.2	-	19.5
55-59	4.3	7.2	4.3	5.2	10.0	8.2	-	14.0
60+	2.0	6.7	2.0	4.6	8.8	7.8	100.0	12.6
Urban	57.3	40.4	57.3	46.8	47.7	36.5	100.0	56.1
15-19	0.5	1.3	0.5	2.3	-	0.7	-	0.7
20-24	4.8	3.7	4.8	6.9	-	1.9	-	1.1
25-29	9.1	4.5	9.1	7.3	2.7	2.9	-	3.0
30-34	10.8	5.0	10.8	6.5	10.0	4.2	-	3.8
35-39	8.9	4.8	8.9	5.2	20.0	4.5	-	4.6
40-44	7.7	5.3	7.7	4.9	-	5.4	-	7.8
45-49	6.2	5.2	6.2	4.7	5.1	5.4	-	10.1
50-54	5.1	4.2	5.1	3.7	-	4.4	-	11.6
55-59	3.0	3.4	3.0	2.7	10.0	3.7	-	7.8
60+	1.4	3.0	1.4	2.5	-	3.3	100.0	5.6
Rural	42.7	59.6	42.7	53.2	52.3	63.5	-	43.9
15-19	1.2	2.8	1.2	4.2	-	2.0	-	2.7
20-24	5.9	6.2	5.9	9.3	18.1	4.5	-	0.8
25-29	8.4	7.1	8.4	8.8	10.7	6.3	-	1.9
30-34	8.4	7.6	8.4	7.5	10.3	7.7	-	3.1
35-39	6.1	7.8	6.1	6.1	4.4	8.9	-	2.6
40-44	4.6	8.1	4.6	5.2	-	9.8	-	4.7
45-49	3.4	7.1	3.4	4.2	-	8.6	-	7.2
50-54	2.6	5.6	2.6	3.3	-	6.9	-	7.8
55-59	1.4	3.8	1.4	2.4	-	4.5	-	6.2
60+	0.6	3.6	0.6	2.1	8.8	4.4	-	6.9

Table 13: Percentage distribution of formal and informal workers by age group, urban/rural and sex, 2016

Unit: %

Age group	Total		Male		Female	
	Formal workers	Informal workers	Formal workers	Informal workers	Formal workers	Informal workers
Whole country	100.00	100.00	100.00	100.00	100.00	100.00
15-19	1.68	4.11	1.19	4.42	2.15	3.71
20-24	10.69	9.86	8.84	10.81	12.47	8.64
25-29	17.50	11.61	15.63	12.93	19.30	9.91
30-34	19.13	12.56	18.23	12.82	19.98	12.22
35-39	15.04	12.58	14.81	12.24	15.26	13.02
40-44	12.28	13.37	12.74	12.97	11.83	13.89
45-49	9.57	12.25	10.75	11.86	8.45	12.75
50-54	7.73	9.82	9.11	9.47	6.42	10.26
55-59	4.34	7.16	6.14	6.65	2.62	7.83
60+	2.04	6.68	2.57	5.84	1.52	7.77
Urban	100.00	100.00	100.00	100.00	100.00	100.00
15-19	0.90	3.26	2.10	0.71	3.51	1.99
20-24	8.37	9.10	8.30	6.90	9.72	9.18
25-29	15.82	11.15	13.27	14.08	12.44	13.86
30-34	18.79	12.38	15.23	17.83	12.59	16.16
35-39	15.52	11.78	13.38	15.31	11.41	14.06
40-44	13.36	13.07	12.98	13.60	12.34	13.47
45-49	10.77	12.87	12.31	11.77	12.86	11.23
50-54	8.88	10.41	10.10	10.02	10.18	9.12
55-59	5.16	8.43	7.40	6.90	7.91	6.06
60+	2.43	7.54	4.94	2.87	7.04	4.88
Rural	100.00	100.00	100.00	100.00	100.00	100.00
15-19	2.72	4.69	4.04	1.88	4.96	3.95
20-24	13.81	10.38	11.52	11.64	11.46	11.65
25-29	19.76	11.93	14.61	17.86	13.23	14.72
30-34	19.58	12.67	14.70	18.81	12.95	15.54
35-39	14.39	13.12	13.14	14.09	12.74	14.08
40-44	10.82	13.58	12.80	11.49	13.35	12.39
45-49	7.97	11.83	10.66	9.26	11.26	10.27
50-54	6.20	9.41	8.67	7.79	9.05	7.83
55-59	3.24	6.30	5.64	5.04	5.89	4.75
60+	1.51	6.09	4.23	2.15	5.11	4.82

Table 14: Percentage distribution of formal and informal workers by economic sector, urban/rural and sex, 2016

Unit: %

	Total	Formal sector	Informal sector	Household sector	Not stated
Whole country	100.00	63.20	36.19	0.61	0.00
Formal workers	100.00	99.98	0.02	0.00	-
Informal workers	100.00	35.70	63.23	1.07	0.01
Urban	100.00	71.56	27.72	0.72	0.00
Formal workers	100.00	99.98	0.02	0.00	-
Informal workers	100.00	41.37	57.13	1.48	0.01
Rural	100.00	55.59	43.89	0.51	0.00
Formal workers	100.00	99.97	0.03	-	-
Informal workers	100.00	31.86	67.35	0.79	0.00
Male	100.00	62.03	37.92	0.04	0.01
Formal workers	100.00	99.98	0.02	-	-
Informal workers	100.00	37.44	62.48	0.07	0.01
Female	100.00	64.52	34.22	1.26	0.00
Formal workers	100.00	99.97	0.02	0.00	-
Informal workers	100.00	33.44	64.20	2.36	0.00

Table 15: Percentage distribution of formal and informal workers by technical/professional qualification, urban/rural and sex, 2016

Unit: %

Technical/Professional Qualification	Total		Male		Female	
	Formal	Informal	Formal	Informal	Formal	Informal
Whole country	100.0	100.0	100.0	100.0	100.0	100.0
Not attended school	0.2	1.9	0.1	1.6	0.3	2.4
Not graduated from primary school	2.1	9.4	1.7	8.1	2.5	11.2
Graduated from primary school	9.2	24.7	7.6	23.6	10.8	26.2
Graduated from lower secondary school	17.4	33.7	15.1	34.0	19.6	33.1
Graduated from upper secondary school	15.6	15.4	14.5	14.9	16.6	16.0
Primary training	5.3	4.7	8.9	7.4	1.9	1.2
Secondary training	11.7	4.6	13.2	5.1	10.3	3.9
College	7.9	2.3	6.8	2.3	8.9	2.4
University and higher	30.5	3.2	32.0	3.1	29.1	3.5
Urban	100.0	100.0	100.0	100.0	100.0	100.0
Not attended school	0.2	1.7	0.1	1.3	0.2	2.0
Not graduated from primary school	1.5	8.5	1.3	7.6	1.8	9.5
Graduated from primary school	7.3	23.2	6.0	22.4	8.5	24.1
Graduated from lower secondary school	14.3	28.7	12.3	28.1	16.2	29.3
Graduated from upper secondary school	15.0	18.6	14.3	17.5	15.8	19.8
Primary training	5.6	5.5	9.0	8.9	2.1	1.6
Secondary training	10.9	5.5	11.7	5.9	10.2	5.0
College	6.8	2.8	5.9	2.7	7.8	2.9
University and higher	38.4	5.5	39.4	5.5	37.4	5.6
Rural	100.0	100.0	100.0	100.0	100.0	100.0
Not attended school	0.3	2.1	0.2	1.8	0.4	2.7
Not graduated from primary school	2.9	10.1	2.4	8.4	3.4	12.6
Graduated from primary school	11.9	25.7	9.8	24.3	13.8	27.8
Graduated from lower secondary school	21.6	37.0	19.1	37.6	23.7	36.1
Graduated from upper secondary school	16.3	13.2	14.9	13.4	17.5	13.0
Primary training	4.9	4.2	8.6	6.4	1.6	0.9
Secondary training	12.8	4.0	15.4	4.6	10.5	3.0
College	9.3	2.0	8.2	2.0	10.3	2.1
University and higher	19.9	1.7	21.3	1.6	18.7	1.8

Table 16: Sex structure of formal and informal workers by level of education, urban/rural, 2016

Unit: %

Technical/ Professional Qualification	Total			Formal workers			Informal workers		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Whole country	100.0	53.2	46.8	100.0	48.9	51.1	100.0	56.4	43.6
No qualification	100.0	51.3	48.7	100.0	42.9	57.1	100.0	54.5	45.5
Primary training	100.0	85.4	14.6	100.0	81.8	18.2	100.0	88.4	11.6
Secondary training	100.0	57.6	42.4	100.0	55.0	45.0	100.0	62.6	37.4
College	100.0	45.9	54.1	100.0	42.4	57.6	100.0	54.8	45.2
University and higher	100.0	51.5	48.5	100.0	51.3	48.7	100.0	53.2	46.8
Urban	100.0	51.5	48.5	100.0	50.5	49.5	100.0	52.5	47.5
No qualification	100.0	48.3	51.7	100.0	44.9	55.1	100.0	50.1	49.9
Primary training	100.0	83.6	16.4	100.0	81.6	18.4	100.0	85.7	14.3
Secondary training	100.0	54.6	45.4	100.0	53.8	46.2	100.0	56.3	43.7
College	100.0	45.7	54.3	100.0	43.6	56.4	100.0	51.2	48.8
University and higher	100.0	51.8	48.2	100.0	51.8	48.2	100.0	51.7	48.3
Rural	100.0	54.8	45.2	100.0	46.8	53.2	100.0	59.1	40.9
No qualification	100.0	53.3	46.7	100.0	41.0	59.0	100.0	57.2	42.8
Primary training	100.0	87.5	12.5	100.0	82.2	17.8	100.0	90.9	9.1
Secondary training	100.0	60.8	39.2	100.0	56.4	43.6	100.0	68.5	31.5
College	100.0	46.1	53.9	100.0	41.2	58.8	100.0	58.3	41.7
University and higher	100.0	50.9	49.1	100.0	50.0	50.0	100.0	56.6	43.4

Table 17: Percentage distribution of formal and informal workers by type of economic activities and sex, 2016

Unit: %

Type of economic activities	Formal workers			Informal workers		
	Total	Male	Female	Total	Male	Female
Whole country	100.0	100.0	100.0	100.0	100.0	100.0
A. Agriculture, forestry and fishery	1.8	2.4	1.1	1.5	2.2	0.6
B. Mining and quarrying	0.9	1.4	0.3	0.5	0.7	0.3
C. Manufacturing	34.5	29.2	39.6	23.5	20.6	27.2
D. Production and distribution of electricity, gas, steam and hot water and air-conditioners	1.0	1.6	0.4	0.2	0.3	0.1
E. Distribution of water, management and processing activities of sewage and waste	0.7	0.9	0.5	0.2	0.2	0.3
F. Construction	2.8	4.7	0.9	19.1	30.7	4.0
G. Wholesale and retail trade, repair of cars, motorcycles and other motor vehicles	15.2	14.6	15.8	26.2	19.3	35.2
H. Transport and storage	4.2	7.3	1.2	5.8	9.7	0.7
I. Hotels and restaurants	3.6	3.1	4.0	11.1	5.7	18.2
J. Information and communication	2.0	2.6	1.4	0.3	0.4	0.3
K. Financial intermediation, banking and insurance	2.5	2.3	2.7	0.3	0.3	0.4
L. Real estate activities	0.7	0.7	0.6	0.5	0.5	0.6
M. Technological, scientific and specialized activities	1.2	1.4	0.9	0.4	0.5	0.2
N. Administrative activities and supporting services	1.0	1.2	0.8	0.7	0.8	0.6
O. Activities of communist party, social-political organizations, governmental management, national defense security; compulsory social security	10.5	14.9	6.3	1.7	2.4	0.9
P. Training and education	12.5	7.0	17.9	1.1	0.5	1.8
Q. Health and social work	3.5	2.7	4.3	0.5	0.4	0.7
R. Recreational cultural and sporting activities	0.6	0.7	0.5	1.0	0.8	1.3
S. Other service activities	1.1	1.2	0.9	3.9	3.7	4.3
T. Activities of domestic hired laborers in households which producing products and services consuming by themselves	0.0	0.0	0.0	1.2	0.1	2.6
U. Extra territorial organizations and bodies	0.0	0.0	0.0	0.0	0.0	0.0

Table 18: Sex structure of formal and informal workers by type of economic activities, 2016

Unit: %

Type of economic activities	Formal workers			Informal workers		
	Total	Male	Female	Total	Male	Female
Whole country	100.0	48.9	51.1	100.0	56.4	43.6
A. Agriculture, forestry and fishery	100.0	68.1	31.9	100.0	83.8	16.2
B. Mining and quarrying	100.0	80.1	19.9	100.0	75.5	24.5
C. Manufacturing	100.0	41.4	58.6	100.0	49.5	50.5
D. Production and distribution of electricity, gas, steam and hot water and air-conditioners	100.0	80.6	19.4	100.0	83.7	16.3
E. Distribution of water, management and processing activities of sewage and waste	100.0	64.0	36.0	100.0	43.7	56.3
F. Construction	100.0	83.0	17.0	100.0	90.9	9.1
G. Wholesale and retail trade, repair of cars, motorcycles and other motor vehicles	100.0	47.0	53.0	100.0	41.6	58.4
H. Transport and storage	100.0	85.0	15.0	100.0	94.8	5.2
I. Hotels and restaurants	100.0	43.1	56.9	100.0	28.8	71.2
J. Information and communication	100.0	63.7	36.3	100.0	62.9	37.1
K. Financial intermediation, banking and insurance	100.0	45.1	54.9	100.0	56.2	43.8
L. Real estate activities	100.0	52.1	47.9	100.0	54.4	45.6
M. Technological, scientific and specialized activities	100.0	61.4	38.6	100.0	77.1	22.9
N. Administrative activities and supporting services	100.0	59.1	40.9	100.0	63.5	36.5
O. Activities of communist party, social-political organizations, governmental management, national defense security; compulsory social security	100.0	69.4	30.6	100.0	78.5	21.5
P. Training and education	100.0	27.2	72.8	100.0	27.0	73.0
Q. Health and social work	100.0	37.8	62.2	100.0	41.8	58.2
R. Recreational cultural and sporting activities	100.0	56.6	43.4	100.0	46.2	53.8
S. Other service activities	100.0	56.7	43.3	100.0	52.9	47.1
T. Activities of domestic hired laborers in households which producing products and services consuming by themselves	100.0	14.3	85.7	100.0	4.0	96.0
U. Extra territorial organizations and bodies	100.0	44.6	55.4	100.0	26.5	73.5

Table 19: Percentage distribution of formal and informal workers by group of occupation, urban/rural and sex , 2016

Unit: %

Group of occupation	Formal workers			Informal workers		
	Total	Male	Female	Total	Male	Female
Whole country	100.0	100.0	100.0	100.0	100.0	100.0
1. Leaders, managers and administrators	3.7	5.6	1.9	0.3	0.4	0.2
2. High level technicians and professionals	25.0	23.6	26.2	1.6	1.4	2.0
3. Mid level technicians and associate	9.5	8.0	10.9	2.0	2.0	2.0
4. Clerks	5.0	4.7	5.2	1.7	1.8	1.5
5. Service workers, safety guardians and sales workers	18.0	17.6	18.4	35.6	21.7	53.7
6. Skilled agricultural, forestry and fishery	1.0	1.4	0.7	0.8	1.1	0.3
7. Craft and related workers	10.8	13.0	8.7	29.8	39.2	17.5
8. Plant, machine operators and assemblers	22.4	20.9	23.8	10.2	13.6	6.0
9. Elementary workers	3.7	3.5	3.9	18.0	18.9	16.7
10. Others	0.9	1.6	0.3	0.0	0.0	0.0
Urban	100.0	100.0	100.0	100.0	100.0	100.0
1. Leaders, managers and administrators	4.0	5.9	2.2	0.3	0.4	0.2
2. High level technicians and professionals	30.8	28.7	33.0	2.8	2.5	3.1
3. Mid level technicians and associate	8.8	7.7	10.0	2.5	2.5	2.5
4. Clerks	5.5	4.7	6.4	2.1	2.3	1.9
5. Service workers, safety guardians and sales workers	19.5	18.0	21.2	43.7	28.8	60.3
6. Skilled agricultural, forestry and fishery	0.3	0.5	0.2	0.5	0.8	0.1
7. Craft and related workers	8.6	10.8	6.4	22.3	31.1	12.7
8. Plant, machine operators and assemblers	17.7	18.6	16.8	10.8	16.4	4.6
9. Elementary workers	3.4	3.1	3.7	14.9	15.1	14.6
10. Others	1.2	2.0	0.3	0.0	0.0	0.0
Rural	100.0	100.0	100.0	100.0	100.0	100.0
1. Leaders, managers and administrators	3.3	5.2	1.6	0.3	0.3	0.1
2. High level technicians and professionals	17.1	16.2	17.8	0.9	0.7	1.1
3. Mid level technicians and associate	10.3	8.4	12.0	1.6	1.6	1.7
4. Clerks	4.2	4.7	3.8	1.4	1.6	1.2
5. Service workers, safety guardians and sales workers	16.0	17.2	14.9	30.1	17.4	48.6
6. Skilled agricultural, forestry and fishery	2.0	2.6	1.4	1.0	1.3	0.5
7. Craft and related workers	13.7	16.2	11.5	34.8	44.1	21.3
8. Plant, machine operators and assemblers	28.7	24.3	32.6	9.9	11.8	7.0
9. Elementary workers	4.1	4.2	4.1	20.0	21.2	18.4
10. Others	0.6	1.0	0.1	0.0	0.0	-

Table 20: Sex structure of formal and informal workers by groups of occupation, 2016

Unit: %

Group of occupation	Formal workers			Informal workers		
	Total	Male	Female	Total	Male	Female
Whole country	100.0	48.9	51.1	100.0	56.4	43.6
1. Leaders, managers and administrators	100.0	73.9	26.1	100.0	73.5	26.5
2. High level technicians and professionals	100.0	46.3	53.7	100.0	46.8	53.2
3. Mid level technicians and associate	100.0	41.2	58.8	100.0	55.5	44.5
4. Clerks	100.0	46.2	53.8	100.0	60.5	39.5
5. Service workers, safety guardians and sales workers	100.0	47.9	52.1	100.0	34.3	65.7
6. Skilled agricultural, forestry and fishery	100.0	64.7	35.3	100.0	81.9	18.1
7. Craft and related workers	100.0	58.9	41.1	100.0	74.4	25.6
8. Plant, machine operators and assemblers	100.0	45.7	54.3	100.0	74.7	25.3
9. Elementary workers	100.0	46.7	53.3	100.0	59.4	40.6
10. Others	100.0	85.6	14.4	100.0	86.2	13.8
Urban	100.0	50.5	49.5	100.0	52.5	47.5
1. Leaders, managers and administrators	100.0	73.4	26.6	100.0	68.1	31.9
2. High level technicians and professionals	100.0	47.0	53.0	100.0	46.7	53.3
3. Mid level technicians and associate	100.0	43.9	56.1	100.0	53.0	47.0
4. Clerks	100.0	43.1	56.9	100.0	56.3	43.7
5. Service workers, safety guardians and sales workers	100.0	46.4	53.6	100.0	34.6	65.4
6. Skilled agricultural, forestry and fishery	100.0	77.7	22.3	100.0	92.5	7.5
7. Craft and related workers	100.0	63.1	36.9	100.0	73.1	26.9
8. Plant, machine operators and assemblers	100.0	53.0	47.0	100.0	79.9	20.1
9. Elementary workers	100.0	46.3	53.7	100.0	53.3	46.7
10. Others	100.0	85.4	14.6	100.0	74.2	25.8
Rural	100.0	46.8	53.2	100.0	59.1	40.9
1. Leaders, managers and administrators	100.0	74.7	25.3	100.0	78.3	21.7
2. High level technicians and professionals	100.0	44.5	55.5	100.0	47.1	52.9
3. Mid level technicians and associate	100.0	38.1	61.9	100.0	58.0	42.0
4. Clerks	100.0	51.6	48.4	100.0	64.7	35.3
5. Service workers, safety guardians and sales workers	100.0	50.3	49.7	100.0	34.1	65.9
6. Skilled agricultural, forestry and fishery	100.0	61.6	38.4	100.0	78.4	21.6
7. Craft and related workers	100.0	55.4	44.6	100.0	74.9	25.1
8. Plant, machine operators and assemblers	100.0	39.6	60.4	100.0	70.8	29.2
9. Elementary workers	100.0	47.1	52.9	100.0	62.5	37.5
10. Others	100.0	85.9	14.1	100.0	100.0	0.0

Table 21: Percentage distribution of formal and informal workers by type of economic ownership, urban/rural, sex, 2016

Unit: %

Type of economic ownership	Formal workers			Informal workers		
	Total	Male	Female	Total	Male	Female
Whole country	100.0	100.0	100.0	100.0	100.0	100.0
Individual/Household	19.1	21.1	17.3	82.7	81.8	83.9
Producers' Cooperative	0.2	0.3	0.1	0.4	0.6	0.2
Private	30.2	32.5	28.0	12.7	13.4	11.8
State	34.7	35.7	33.7	3.1	3.6	2.5
Foreign Investment	15.8	10.4	21.0	1.1	0.7	1.6
Urban	100.0	100.0	100.0	100.0	100.0	100.0
Individual/Household	19.0	18.9	19.1	81.3	78.3	84.6
Producers' Cooperative	0.1	0.1	0.1	0.2	0.3	0.1
Private	32.8	35.7	29.9	14.2	16.8	11.4
State	36.3	37.1	35.5	3.2	3.8	2.7
Foreign Investment	11.7	8.1	15.4	1.0	0.8	1.2
Rural	100.0	100.0	100.0	100.0	100.0	100.0
Individual/Household	19.3	24.2	15.0	83.6	83.8	83.4
Producers' Cooperative	0.2	0.4	0.1	0.5	0.7	0.3
Private	26.7	28.0	25.5	11.7	11.4	12.1
State	32.5	33.7	31.4	3.0	3.4	2.4
Foreign Investment	21.4	13.8	28.1	1.1	0.7	1.8

Table 22: Percentage distribution of formal and informal workers by employment status, urban/rural, sex, 2016

Unit: %

Employment status	Formal workers			Informal workers		
	Total	Male	Female	Total	Male	Female
Whole country	100.0	100.0	100.0	100.0	100.0	100.0
Employer	6.53	9.04	4.12	2.62	3.07	2.04
Own account worker	13.96	14.20	13.74	32.11	23.97	42.65
Family contributing worker	0.00	0.00	0.00	11.81	7.87	16.91
Member of producers' cooperative	0.02	0.03	0.01	0.02	0.03	0.01
Wage worker	79.49	76.73	82.13	53.45	65.06	38.40
Urban	100.0	100.0	100.0	100.0	100.0	100.0
Employer	7.75	9.82	5.64	2.99	3.27	2.68
Own account worker	12.98	11.74	14.24	34.32	26.50	42.95
Family contributing worker	0.00	0.00	0.00	14.40	11.54	17.56
Member of producers' cooperative	0.02	0.02	0.01	0.01	0.02	0.00
Wage worker	79.25	78.41	80.10	48.28	58.66	36.81
Rural	100.0	100.0	100.0	100.0	100.0	100.0
Employer	4.89	7.92	2.22	2.37	2.95	1.54
Own account worker	15.28	17.75	13.11	30.61	22.45	42.41
Family contributing worker	0.00	0.00	0.00	10.05	5.67	16.40
Member of producers' cooperative	0.02	0.05	0.00	0.02	0.03	0.01
Wage worker	79.81	74.28	84.68	56.94	68.91	39.64

Table 23: Percentage distribution of formal and informal workers by working place, urban/rural, sex, 2016

Unit: %

Working place	Formal workers			Informal workers		
	Total	Male	Female	Total	Male	Female
Whole country	100.0	100.0	100.0	100.0	100.0	100.0
Fixed office	79.5	76.2	82.7	25.0	25.0	25.1
At home/client's home	12.3	14.9	9.8	49.2	49.6	48.8
Market/commercial center	3.8	1.9	5.7	8.6	4.0	14.6
Fixed outdoor	1.6	2.3	1.0	6.4	7.0	5.6
Mobile	2.6	4.7	0.7	10.5	14.2	5.6
Not stated	0.1	0.1	0.1	0.2	0.2	0.2
Urban	100.0	100.0	100.0	100.0	100.0	100.0
Fixed office	80.3	79.0	81.5	29.1	31.4	26.5
At home/client's home	11.6	12.9	10.2	44.6	42.2	47.3
Market/commercial center	4.4	2.1	6.7	9.6	5.4	14.2
Fixed outdoor	1.2	1.6	0.8	7.3	7.5	7.0
Mobile	2.5	4.2	0.7	9.3	13.4	4.8
Not stated	0.1	0.1	0.1	0.2	0.1	0.2
Rural	100.0	100.0	100.0	100.0	100.0	100.0
Fixed office	78.4	72.0	84.1	22.3	21.1	24.1
At home/client's home	13.2	17.7	9.2	52.4	54.0	50.0
Market/commercial center	3.2	1.5	4.6	8.0	3.2	14.9
Fixed outdoor	2.2	3.2	1.3	5.8	6.6	4.5
Mobile	2.9	5.4	0.7	11.2	14.7	6.2
Not stated	0.1	0.1	0.1	0.3	0.3	0.3

Table 24: Structure of type of labor contract of formal and informal workers by urban/rural, sex, 2016

Unit: %

Type of labor contract	Formal workers			Informal workers		
	Total	Male	Female	Total	Male	Female
Whole country	100.0	100.0	100.0	100.0	100.0	100.0
Non fixed term contract	62.9	65.5	60.6	4.9	4.6	5.6
From 1 to under 3 year contract	31.8	29.5	33.8	10.8	9.4	13.9
From 3 month to under 1 year contract	4.6	4.2	5.0	5.4	4.1	8.2
Under 3 month contract	0.7	0.8	0.6	2.3	1.7	3.6
Verbal agreement	-	-	-	62.1	65.8	53.9
No labor contract	-	-	-	14.6	14.5	14.8
Urban	100.0	100.0	100.0	100.0	100.0	100.0
Non fixed term contract	68.6	69.5	67.7	7.0	6.9	7.2
From 1 to under 3 year contract	27.4	26.5	28.3	13.4	12.9	14.3
From 3 month to under 1 year contract	3.6	3.5	3.7	5.5	4.8	6.6
Under 3 month contract	0.5	0.6	0.4	2.2	1.6	3.3
Verbal agreement	-	-	-	55.4	57.8	51.3
No labor contract	-	-	-	16.5	16.0	17.3
Rural	100.0	100.0	100.0	100.0	100.0	100.0
Non fixed term contract	55.3	59.3	52.2	3.7	3.4	4.5
From 1 to under 3 year contract	37.7	34.2	40.5	9.3	7.6	13.6
From 3 month to under 1 year contract	6.0	5.4	6.6	5.3	3.7	9.4
Under 3 month contract	0.9	1.2	0.7	2.3	1.7	3.8
Verbal agreement	-	-	-	65.9	69.9	55.9
No labor contract	-	-	-	13.5	13.7	12.9

Table 25: Average earnings of formal and informal workers by social economic region, 2016

Unit: 1000 VND

Social economic region	Formal workers			Informal workers		
	Total	Male	Female	Total	Male	Female
Whole country	6,777.2	7,611.9	5,977.8	4,437.1	4,856.0	3,835.3
Northern Midlands and Mountains	6,030.9	6,698.1	5,428.2	4,015.7	4,236.7	3,547.0
Red River Delta	6,020.2	7,074.2	5,102.8	4,417.9	4,855.8	3,688.9
North and South Central Coast	6,009.3	6,785.6	5,259.0	3,906.8	4,300.6	3,349.2
Central Highlands	6,060.3	6,664.0	5,481.4	4,408.6	4,883.3	3,821.0
Southeast	6,923.1	7,551.7	6,359.5	5,081.5	5,598.7	4,345.3
Mekong River Delta	6,265.0	7,036.7	5,508.4	3,790.5	4,277.5	3,156.0
Hanoi city	8,549.6	9,569.9	7,459.0	5,824.6	6,355.7	5,133.2
Hochiminh city	7,895.0	8,685.8	7,080.2	5,471.4	5,871.7	4,986.3

Table 26: Average earnings of informal workers by technical/ professional qualification, urban/rural and sex, 2016

Unit: 1000 VND

Technical/Professional Qualification	Total	Male	Female
Whole country	4,437.1	4,856.0	3,835.3
No qualification	4,307.1	4,700.1	3,785.0
Primary	5,886.9	6,074.8	4,340.5
Secondary	4,551.9	4,918.6	3,855.1
College	4,512.5	5,030.8	3,834.7
University and higher	5,426.7	5,852.8	4,914.4
Urban	4,877.6	5,259.6	4,424.3
No qualification	4,727.4	5,063.5	4,366.8
Primary	6,075.8	6,258.3	4,905.2
Secondary	4,783.1	5,194.1	4,210.6
College	4,814.7	5,284.2	4,290.9
University and higher	5,922.0	6,379.3	5,406.4
Rural	4,153.4	4,628.4	3,378.5
No qualification	4,059.3	4,515.8	3,369.4
Primary	5,724.2	5,925.2	3,572.4
Secondary	4,348.6	4,722.6	3,389.7
College	4,244.2	4,833.5	3,354.3
University and higher	4,375.1	4,830.7	3,747.3

Table 27: Average earnings of formal and informal workers from the main job by economic sector, urban/rural, sex and employment status, 2016

Unit: 1000 VND

Economic sector	Total	Employer	Own account worker	Member of Producers' Cooperative	Wage worker
I. WHOLE COUNTRY	5,510.8	11,674.1	5,369.8	5,639.2	5,154.2
Formal workers	6,777.2	13,160.3	7,491.7	5,881.0	6,127.6
Informal workers	4,437.1	8,906.7	4,680.0	5,419.7	4,071.7
Formal sector	6,033.9	13,160.3	7,491.7	5,639.2	5,475.8
Formal workers	6,777.7	13,160.3	7,491.7	5,881.0	6,128.1
Informal workers	4,191.4			5,419.7	4,190.7
Informal sector	4,588.3	8,906.7	4,688.2		3,941.4
Formal workers	4,637.3				4,637.3
Informal workers	4,588.3	8,906.7	4,688.2		3,940.9
Household sector	3,323.7		3,325.8		3,323.2
Formal workers	4,000.0				4,000.0
Informal workers	3,323.2		3,325.8		3,322.6
II.URBAN	6,362.5	12,877.3	5,981.2	7,162.9	5,948.9
Formal workers	7,559.5	13,912.0	8,143.0	7,456.6	6,842.6
Informal workers	4,877.6	10,028.4	5,112.9	6,705.6	4,390.8
Formal sector	6,834.3	13,912.0	8,143.0	7,162.9	6,183.5
Formal workers	7,559.9	13,912.0	8,143.0	7,456.6	6,843.0
Informal workers	4,507.9			6,705.6	4,507.1
Informal sector	5,156.1	10,028.4	5,128.3		4,185.7
Formal workers	5,573.9				5,573.9
Informal workers	5,155.9	10,028.4	5,128.3		4,183.8
Household sector	3,560.6		3,504.2		3,576.4
Formal workers	4,000.0				4,000.0
Informal workers	3,559.9		3,504.2		3,575.6
III.RURAL	4,739.9	9,841.8	4,856.6	4,527.5	4,439.1
Formal workers	5,725.9	11,558.5	6,748.2	4,033.0	5,173.4
Informal workers	4,153.4	7,950.1	4,351.4	4,829.0	3,888.6
Formal sector	5,109.7	11,558.5	6,748.2	4,527.5	4,682.9
Formal workers	5,726.4	11,558.5	6,748.2	4,033.0	5,173.8
Informal workers	3,939.7			4,829.0	3,939.1
Informal sector	4,266.8	7,950.1	4,356.2		3,858.8
Formal workers	3,784.2				3,784.2
Informal workers	4,266.9	7,950.1	4,356.2		3,858.8
Household sector	3,020.7		2,945.2		3,032.1
Formal workers					
Informal workers	3,020.7		2,945.2		3,032.1

Table 28: Average earnings of formal and informal workers by type of economic activities, 2016

Unit: 1000 VND

Type of economic activities	Formal workers			Informal workers		
	Total	Urban	Rural	Total	Urban	Rural
Whole country	6,777.2	7,559.5	5,725.9	4,437.1	4,877.6	4,153.4
A. Agriculture, forestry and fishery	6,632.3	10,067.7	5,508.2	4,507.0	5,033.7	4,301.6
B. Mining and quarrying	7,680.9	7,965.4	6,682.4	4,219.9	4,419.7	4,159.6
C. Manufacturing	5,921.4	6,612.0	5,345.3	4,213.8	4,725.6	3,969.8
D. Production and distribution of electricity, gas, steam and hot water and air-conditioners	7,322.4	7,641.6	6,562.6	3,954.1	4,551.4	3,655.1
E. Distribution of water, management and processing activities of sewage and waste	5,702.1	5,936.9	4,847.1	3,601.1	3,914.9	3,420.9
F. Construction	8,822.2	9,500.8	7,280.9	4,461.9	5,011.8	4,283.8
G. Wholesale and retail trade, repair of cars, motorcycles and other motor vehicles	8,328.4	8,968.8	7,112.4	4,758.1	5,057.2	4,531.4
H. Transport and storage	8,418.6	8,718.8	7,807.9	5,168.7	5,281.0	5,047.3
I. Hotels and restaurants	8,428.4	8,730.0	7,649.6	4,477.2	4,926.8	3,859.1
J. Information and communication	7,930.2	8,376.8	6,035.4	4,522.3	4,987.8	3,747.5
K. Financial intermediation, banking and insurance	8,113.7	8,367.4	6,772.4	5,113.7	5,385.0	4,608.1
L. Real estate activities	9,062.2	9,324.0	7,489.4	7,924.7	8,474.7	5,351.7
M. Technological, scientific and specialized activities	8,363.7	8,732.2	6,467.9	4,939.3	5,365.2	4,079.8
N. Administrative activities and supporting services	7,070.9	7,545.3	5,493.1	4,811.2	4,952.6	4,641.8
O. Activities of communist party, social-political organizations, governmental management, national defense security; compulsory social security	6,139.1	6,977.9	4,796.9	1,798.3	2,130.6	1,593.0
P. Training and education	5,833.4	6,301.5	5,368.0	3,665.6	4,171.1	3,078.9
Q. Health and social work	6,048.0	6,561.6	5,158.0	3,537.3	4,007.4	3,133.0
R. Recreational cultural and sporting activities	6,503.0	6,791.7	5,743.8	3,784.8	3,849.9	3,717.8
S. Other service activities	6,070.6	6,663.8	5,032.2	4,159.7	4,628.1	3,720.3
T. Activities of domestic hired laborers in households which producing products and services consuming by themselves	4,777.5	4,393.7	5,662.2	3,295.5	3,524.9	3,020.0
U. Extra territorial organizations and bodies	8,451.7	8,451.7		9,689.9	9,689.9	

Table 29: Average earnings of formal and informal workers by group of occupation, 2016

Unit: 1000 VND

Group of occupation	Formal workers			Informal workers		
	Total	Urban	Rural	Total	Urban	Rural
Whole country	6,777.2	7,559.5	5,725.9	4,437.1	4,877.6	4,153.4
1. Leaders, managers and administrators	11,205.8	13,356.5	7,647.8	5,383.7	7,263.7	4,060.1
2. High level technicians and professionals	7,311.8	7,897.5	5,891.6	5,413.6	5,882.2	4,446.0
3. Mid level technicians and associate	5,884.8	6,527.3	5,147.4	4,584.1	5,383.9	3,774.9
4. Clerks	5,827.8	6,337.3	4,929.0	3,272.4	3,955.8	2,634.5
5. Service workers, safety guardians and sales workers	7,614.8	8,271.1	6,535.7	4,625.8	4,994.1	4,284.4
6. Skilled agricultural, forestry and fishery	6,587.9	11,896.3	5,326.4	4,752.9	5,587.2	4,459.6
7. Craft and related workers	6,306.3	7,104.1	5,631.1	4,536.5	4,973.4	4,347.3
8. Plant, machine operators and assemblers	5,735.0	6,146.6	5,394.7	5,058.5	5,366.2	4,828.9
9. Elementary workers	5,332.5	5,473.2	5,178.3	3,588.0	3,888.5	3,438.4
10. Others	9,189.8	9,707.3	7,721.8	4,184.7	4,083.0	4,325.1

Table 30: Rate of wage workers with lowest earnings out of total formal and informal workers by economic sector, sex, 2016

Unit: %

Economic sector	Formal workers	Informal workers
Whole country	16.9	47.6
Formal sector	16.9	46.0
Informal sector	26.8	48.8
Household sector	0.0	71.3
Male	12.7	39.1
Formal sector	12.7	37.2
Informal sector	32.8	41.2
Household sector	0.0	-
Female	20.7	66.2
Formal sector	20.7	61.2
Informal sector	22.2	77.1
Household sector	0.0	71.3

Table 31: Number of usually working hours of formal and informal workers by social economic region, sex, 2016

Unit: Hours/week

Social economic region	Formal workers			Informal workers		
	Total	Male	Female	Total	Male	Female
Whole country	47.9	48.2	47.7	47.6	48.6	46.4
Northern Midlands and Mountains	46.5	46.7	46.4	48.1	49.3	46.1
Red River Delta	49.3	49.2	49.3	47.7	48.7	46.3
North and South Central Coast	46.7	46.9	46.4	47.0	48.3	45.2
Central Highlands	45.5	45.5	45.6	46.8	47.4	46.2
Southeast	50.1	50.4	49.9	47.6	48.3	46.7
Mekong River Delta	47.0	46.8	47.3	46.3	47.5	45.0
Hanoi city	46.8	47.2	46.3	48.3	48.7	47.9
Hochiminh city	49.0	49.8	48.1	50.6	50.9	50.2

Table 32: Number of usually working hours per week of formal and informal workers by economic sector, employment status, 2016

Unit: Hours/week

Economic sector	Total	Employer	Own account worker	Family contributing worker	Member of Producers' cooperative	Wage worker
Total	48.8	52.6	48.9	44.9	50.9	49.0
Formal workers	48.5	52.9	51.3		53.2	47.7
Informal workers	49.0	51.9	48.1	44.9	48.8	50.4
Formal sector	48.9	52.9	51.3	46.3	50.9	48.5
Formal workers	48.5	52.9	51.3		53.2	47.7
Informal workers	49.6			46.3	48.8	50.2
Informal sector	48.7	51.9	48.1	43.7		50.6
Formal workers	50.8					50.8
Informal workers	48.7	51.9	48.1	43.7		50.6
Household sector	49.2		47.8			49.5
Formal workers	48.0					48.0
Informal workers	49.2		47.8			49.5

Table 33: Rate of workers with number of usually working hours greater than 48 hours out of total formal and informal workers, 2016

Unit: %

Economic sector	Formal workers			Informal workers		
	Total	Male	Female	Total	Male	Female
Whole country	29.1	30.2	28.1	44.1	46.6	40.8
Formal sector	29.1	30.2	28.1	42.8	45.4	39.0
Informal sector	39.1	18.6	54.8	44.7	47.3	41.3
Household sector	0.0	0.0	0.0	50.4	39.3	50.8
Urban	26.5	27.9	25.0	44.6	45.0	44.1
Formal sector	26.5	27.9	25.0	42.1	44.0	39.3
Informal sector	41.2	11.1	90.9	46.2	45.8	46.6
Household sector	0.0	0.0	0.0	51.0	44.8	51.2
Rural	32.7	33.5	31.9	43.7	47.6	38.1
Formal sector	32.7	33.5	31.9	43.5	46.7	38.7
Informal sector	37.2	34.8	38.1	43.8	48.1	37.5
Household sector	0.0	0.0	0.0	49.6	33.0	50.3

Table 34: Rate of underemployment of formal and informal workers by technical/professional qualification, urban/rural, 2016

Unit: %

Technical/Professional Qualification	Formal workers			Informal workers		
	Total	Male	Female	Total	Male	Female
Whole country	0.11	0.10	0.11	0.82	0.75	0.91
No qualification	0.12	0.10	0.13	0.78	0.76	0.80
Primary	0.12	0.14	0.00	0.44	0.45	0.41
Secondary	0.07	0.06	0.09	1.00	0.82	1.31
College	0.13	0.14	0.12	1.53	1.10	2.05
University and higher	0.09	0.10	0.08	1.72	1.06	2.46
Urban	0.09	0.08	0.09	0.83	0.75	0.93
No qualification	0.10	0.10	0.09	0.76	0.73	0.80
Primary	0.13	0.16	0.00	0.51	0.54	0.31
Secondary	0.12	0.11	0.13	0.95	0.88	1.03
College	0.11	0.07	0.14	1.71	1.21	2.24
University and higher	0.06	0.04	0.08	1.66	1.06	2.29
Rural	0.13	0.14	0.13	0.81	0.76	0.89
No qualification	0.14	0.10	0.17	0.79	0.77	0.81
Primary	0.11	0.13	0.00	0.39	0.37	0.57
Secondary	0.02	0.01	0.04	1.05	0.77	1.68
College	0.15	0.21	0.11	1.36	1.02	1.84
University and higher	0.18	0.28	0.09	1.85	1.06	2.87

Table 35: Proportion on formal and informal workers holding at least 2 jobs by urban/rural and sex, 2016

Unit: %

Urban/rural and sex	Total	Formal workers	Informal workers
Whole country	100.0	23.8	76.2
Urban	100.0	33.6	66.4
Rural	100.0	21.9	78.1
Male	100.0	22.7	77.3
Female	100.0	24.9	75.1

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