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Ministry of Labour, Invalids  
and Social Affairs



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of Labour

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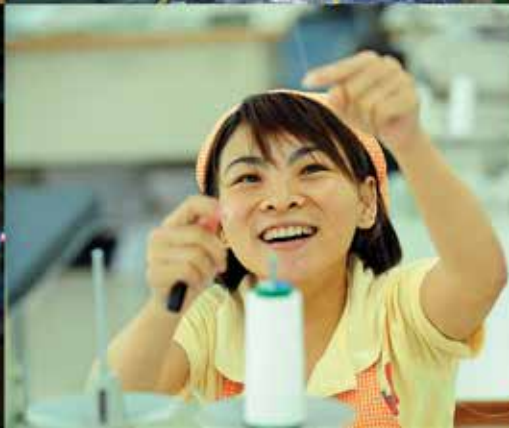
Vietnam Chamber of Commerce and Industry



Vietnam Cooperative Alliance

# ▶ Decent Work Country Programme Viet Nam 2022 - 2026

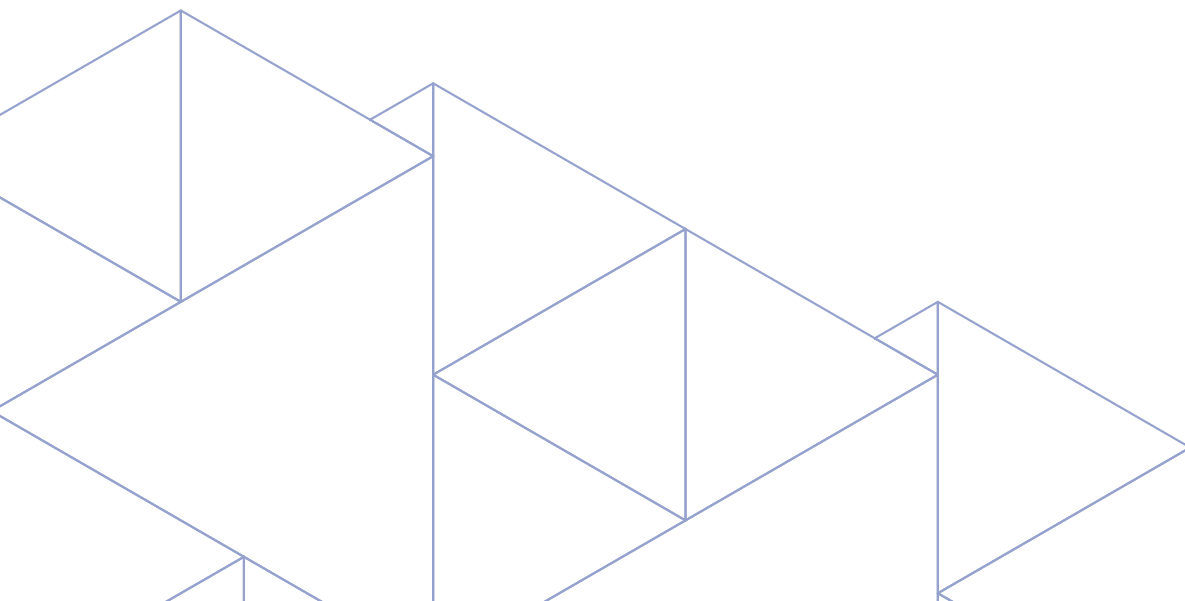
The future of work we create





▶ **Decent Work  
Country Programme  
Viet Nam 2022 - 2026**

The future of work we create



**MEMORANDUM OF UNDERSTANDING**  
**between the Government of the Socialist Republic of Viet Nam,**  
**workers' and employers' organizations**  
**and the International Labour Organization**  
**on the Decent Work Country Programme in Viet Nam, 2022-2026**

Whereas the Government of the Socialist Republic of Viet Nam, the undersigned workers' and employers' organizations, and the International Labour Organization (ILO), represented by the International Labour Office (referred collectively as Parties), wish to collaborate in order to advance social justice and promote decent work in Viet Nam;

Whereas the existing legal framework applicable to such collaboration, in particular the Agreement of 4 February 2002 between the Government of the Socialist Republic of Viet Nam and the ILO on the establishment of an ILO Office in Ha Noi.

Now therefore, the Parties hereby agree as follows:

1. The Parties affirm their commitment to collaborate in the implementation of the Decent Work Country Programme (DWCP) for 2022-2026. The following are agreed as priorities of the DWCP:

*Country Priority 1: By 2026, people in Viet Nam, especially those at risk of being left behind, will contribute to and benefit equitably from sustainable, inclusive and gender-responsive economic transformation based on innovation, entrepreneurship, enhanced productivity, competitiveness, and decent work.*

*Country Priority 2: By 2026, people in Viet Nam, especially those at risk of being left behind, will benefit from inclusive, gender-responsive, disability-sensitive, equitable, affordable and quality social services and social protection systems, will have moved further out of poverty in all its dimensions and will be empowered to reach their full potential.*

*Country Priority 3: By 2026, people in Viet Nam, especially those at risk of being left behind, will benefit from and contribute to a more just, safe and inclusive society based on improved governance, more responsive institutions, strengthened rule of law and the protection of and respect for human rights, gender equality and freedom from all forms of violence and discrimination, in line with Viet Nam's international commitments.*

2. The ILO agrees to assist in the mobilization of resources and to provide development cooperation to the implementation of the DWCP 2022-2026, subject to its rules, regulations, directives and procedures, the availability of funds and conditions to be agreed upon in writing.

3. This Memorandum of Understanding (MoU) may be modified by agreement between the Parties. Any such amendment or supplement shall form an integral part of the MoU.

4. This MoU may not be construed as an international treaty. Nothing in or related to this MoU may be construed as contrary to Viet Nam's international commitments and inconsistent with domestic laws and giving rise to rights and obligations towards Viet Nam under international law.

5. Nothing in or relating to this MoU shall be construed as constituting a waiver of privileges and immunities enjoyed by the ILO as provided in the Agreement of 4 February 2002 between the Government of the Socialist Republic of Viet Nam and the ILO on the Establishment of an ILO Office in Ha Noi, Viet Nam.

6. The DWCP 2022-2026 is attached to this MoU. In the event that the terms contained in the DWCP document are incompatible with the terms of this MoU, the latter shall govern and prevail. The original of the MoU has been written and signed in Ha Noi, Viet Nam on 28<sup>th</sup> March 2023 in six (6) original copies in English. If this MoU is translated into another language, the English version shall govern and prevail.

This MoU, superseding all previous communications on the DWCP 2022-2026 between the Parties, shall enter into force with effect from its signature by the authorized representatives of the Parties.

*For and on behalf of the  
International Labour Office*



*Ingrid Christensen*

**Ms. Ingrid Christensen**  
Director  
ILO Country Office in Viet Nam

*For and on behalf of the  
Government*



*Dao Ngoc Dung*

**Mr. Dao Ngoc Dung**  
Minister of Labour, Invalids  
and Social Affairs

*For and on behalf of employers'  
organizations*



*Pham Tan Cong*

**Mr. Pham Tan Cong**  
President  
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*Nguyen Ngoc Bao*

**Mr. Nguyen Ngoc Bao**  
President  
Viet Nam Cooperative Alliance

*For and on behalf of workers'  
organizations*



*Nguyen Dinh Khang*

**Mr. Nguyen Dinh Khang**  
President  
Viet Nam General Confederation  
of Labour



# Executive summary

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Viet Nam has justifiably been applauded internationally for its economic and social development in recent decades. Progress is today being consolidated, moving beyond the implementation of the Doi Moi (renovation) process and towards a goal of becoming an upper middle-income country with modern industries by 2030, and an industrialized country with high income by 2045. With a regular trade surplus, stronger than ever integration with global markets, and production climbing up the value-added ladder, the economic future looks promising. Policies have succeeded in strengthening growing demand in the domestic market, and tapping that market is now a policy goal, with accompanying implications for Vietnamese producers and consumers throughout the country. Plans for tertiary economic activities emphasize closer relations to technological development and the critical qualitative and quantitative need for human resources able to realize that development.

Review of the DWCP 2017-21 highlighted contributions and achievements that partners in Viet Nam had made towards providing better opportunities for more women and men in Viet Nam to enjoy decent work and sustainable development particularly those from vulnerable groups. During these years Viet Nam has seen significant changes and improvements in the development and implementation of all areas of labour and social policies. Most notably, these included the revision of the Labour Code 2019, changes in the legal and policy framework for social security coverage and occupational and safety health, the ratification of Employment Service Convention, 1948 (No. 88); Right to Organise and Collective Bargaining Convention, 1949 (No. 98); Abolition of Forced Labour Convention, 1957 (No. 105); and Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159), strengthening of the industrial relations framework, increased formalization and further synergies between good working conditions, enterprise productivity and competitiveness and in turn employment creation. Some of these were achieved in the context of and/or in response to the COVID-19 pandemic through a human-centred approach.

Yet the challenges remain with the pandemic being most immediately evident, while climate change and an aging population are looming large on the horizon. The ability to manage these challenges and shocks flowing from growing frequent crises and disasters and disasters is becoming ever more urgent. The idea of getting out in front of climate change is gathering momentum; real “greening” of jobs, economic production, consumption, and lifestyles are becoming a widespread civil society demand. Real progress in living out the Agenda 2030 for sustainable development is taking on greater meaning.

The Decent Work Agenda in Viet Nam is pursued against this backdrop, in a period of significant economic and social transformation. Challenges identified in the Social and Economic Development Plan 2021-2025 and Socio-economic Development Strategy 2021-2030 are targeted to ensure that continuing progress is made. To meet these challenges, pursue Agenda 2030's target of sustainable development and an ambition of upper middle-income status by 2030, this Decent Work Country Programme (DWCP) for Viet Nam, 2022-2026, sets out three Country Priorities identical to 3 of the 4 Cooperation Framework development outcomes identified in consultation with the ILO's national constituents as part of the United Nations Sustainable Development Country Framework (UNSDCF)-making process. The ILO will seek to support Viet Nam's efforts in achieving ten DWCP outcomes which have been set as UNSDCF output areas, and within them 21 DWCP outputs that are aligned with ILO Programme and Budget indicators. The logical framework for DWCP work is aligned with the UNSDCF's overall vision to contribute to its overall goals by 2026, by harmonizing UN agency efforts into synergies that are more than the value of their individual parts.

This DWCP draws on lessons learned and recommendations set out in the review of the previous DWCP and the UN Common Country Analysis (CCA). It is tightly aligned with the national Socio-economic Development Strategy and Plan, as well as other relevant national development plans. This DWCP supports the global and regional ILO strategic framework and priorities towards bolstering efforts to promote inclusive growth, social justice, and decent work for all. This DWCP will be implemented, managed, and monitored in conformity with ILO practices within the structure of the UNSDCF. The DWCP will contribute to the achievement of targets set by the UNSDCF and monitored through indicators selected within the UNSDCF framework. Indicators for unique DWCP contributions to UNSDCF results will be monitored within the DWCP and coordinated with monitoring of the UNSDCF framework.

The DWCP priorities are:

**Country Priority 1:** By 2026, people in Viet Nam, especially those at risk of being left behind, will contribute to and benefit equitably from sustainable, inclusive and gender-responsive economic transformation based on innovation, entrepreneurship, enhanced productivity, competitiveness, and decent work.

**Country Priority 2:** By 2026, people in Viet Nam, especially the poor and those at risk of being left behind, will benefit from inclusive, gender responsive, disability-sensitive, equitable, affordable, and quality social services and social protection systems, and will have moved further out of poverty in all its dimensions and be empowered to reach their full potential.

**Country Priority 3:** By 2026, people in Viet Nam, especially those at risk of being left behind, will benefit from and contribute to a more just, safe and inclusive society based on improved governance, more responsive institutions, strengthened rule of law, and the protection of and respect for human rights, gender equality and freedom from all forms of violence and discrimination, in line with Viet Nam's international commitments.

Ten country outcomes describe the results sought within these priorities: Three under Priority 1 (employment-related), three under Priority 2 (protection), and four under Priority 3 (governance).

- I. The ILO's contribution to this outcome of *decent work during economic transformation* aims to support the ILO's constituents in several areas targeting more decent work.
  - ▶ **Outcome 1.1** National capacities are strengthened to formulate and implement evidence-based policies and strategies, and enhance enabling ecosystems for inclusive, transformative, and sustainable agriculture, industry, and service sectors for decent work.
  - ▶ **Outcome 1.2** Sustainable, inclusive, and responsible business models and practices including MSME's, and cooperatives are promoted to increase productivity, trade development and innovation, and improve working conditions and compliance, with special focus on economic empowerment of the poor, ethnic minorities, and women.
  - ▶ **Outcome 1.3** The education system in Viet Nam provides gender-responsive, equitable, climate resilient, quality education and learning, which will equip all children, adolescents, youth, and adults with relevant learning, and life, transferrable and digital skills, including during emergencies.
- II. The ILO's contribution to this outcome of social protection for inclusive development aims to support the ILO's constituents with a focus on developing and strengthening social and occupational protection systems.
  - ▶ **Outcome 2.1** The national social protection and social care system are inclusive, coherent, and integrated, applying life cycle, risk informed, resilient and gender responsive approaches with a focus on meeting the needs of the most vulnerable people.

- ▶ **Outcome 2.2** Socio-cultural attitudes and practices, accountability, and legal and policy frameworks are transformed to eliminate gender-based violence and all forms of abuse, exploitation, and discrimination against vulnerable groups.
- ▶ **Outcome 2.3** Occupational safety and health is enhanced through the building of a preventative safety and health culture and improved compliance.

**III.** The ILO's contribution in this outcome of governance for decent work has to do with improving the rule of law in the service of decent work, social justice, and human rights. In doing so, certain illegalities will be prevented and remedied, working conditions and compliance with international standards will be improved, and labour market governance through social dialogue will be strengthened.

- ▶ **Outcome 3.1** Reformed labour market institutions are used for improving labour standards for all types of workers and formalising informal employment.
- ▶ **Outcome 3.2** National institutions and systems are enhanced to strengthen the rule of law, expand access to justice and combat discrimination with a focus on vulnerable groups and in a child, youth, and gender sensitive manner in line with international human rights norms and standards.
- ▶ **Outcome 3.3** National legislation, policies and agencies are strengthened to prevent and address trafficking in persons, migrant smuggling and equitable access to protection systems is ensured for victims, witnesses, and other vulnerable groups, especially migrants, women, and children.
- ▶ **Outcome 3.4** Social dialogue and dispute resolution mechanisms are strengthened to improve governance of the labour market, workers' rights, and industrial relations.

The DWCP laid out below provides further details about the approaches to be taken to achieve these outcomes.

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## ► Abbreviations and acronyms

<b>ASEAN</b>	Association of Southeast Asian Nations
<b>BWV</b>	Better Work Viet Nam
<b>CCA</b>	Common Country Analysis
<b>CO</b>	Country Office
<b>CPO</b>	Country programme outcome
<b>CPR</b>	Country Programme Review
<b>CPTPP</b>	Comprehensive and Progressive Agreement for Trans-Pacific Partnership
<b>CSR</b>	Corporate social responsibility
<b>DOLISA</b>	Department of Labour, Invalids and Social Affairs
<b>DWCP</b>	Decent Work Country Programme
<b>DWT</b>	Decent Work Technical Team
<b>EVFTA</b>	European Union Viet Nam Free Trade Agreement
<b>FTA</b>	Free trade agreement
<b>GDVT</b>	General Department of Vocational Training
<b>GSO</b>	General Statistics Office
<b>HIV/AIDS</b>	Human immunodeficiency virus/ acquired immunodeficiency syndrome
<b>ILO</b>	International Labour Office/Organization
<b>M&amp;E</b>	Monitoring and evaluation
<b>MARD</b>	Ministry of Agriculture and Rural Development
<b>MOLISA</b>	Ministry of Labour, Invalids and Social Affairs
<b>MoH</b>	Ministry of Health
<b>MPSARD</b>	Master Plan for Social Assistance Reform and Development
<b>MPSIR</b>	Master Plan on Social Insurance Reform
<b>MRC</b>	Migrant Worker Resource Centres
<b>MSMEs</b>	Micro, Small & Medium Enterprises
<b>NGO</b>	Non-governmental organization
<b>OOSC</b>	Out of school children
<b>OSH</b>	Occupational and Safety Health

<b>P&amp;B</b>	Programme and budget (of the ILO)
<b>Prodoc</b>	Project Document
<b>RBC</b>	Responsible business conduct
<b>SDGs</b>	Sustainable Development Goals
<b>SEDP</b>	Socio-economic Development Plan
<b>SEDS</b>	Socio-economic Development Strategy
<b>STEM</b>	Science, technology, engineering, and mathematics (education)
<b>TVET</b>	Technical and vocational education and training
<b>TIP</b>	Trafficking in persons
<b>UI</b>	Unemployment insurance
<b>UN</b>	United Nations
<b>UNCT</b>	United Nations Country Team in Viet Nam
<b>UNSDCF/CF</b>	United Nations Sustainable Development Cooperation Framework
<b>USDOL</b>	United States Department of Labor
<b>VAMAS</b>	Vietnamese Association of Manpower Suppliers
<b>VASEP</b>	Viet Nam Association of Seafood Exporters and Producers
<b>VCA</b>	Viet Nam Cooperative Alliance
<b>VCCI</b>	Viet Nam Chamber of Commerce and Industry
<b>VICOFA</b>	Viet Nam Coffee and Cocoa Association
<b>VETR</b>	Viet Nam Employment Trends Report
<b>VFU</b>	Viet Nam Farmers' Union
<b>VGCL</b>	Viet Nam General Confederation of Labour
<b>VICOFA</b>	Viet Nam Coffee and Cacao Association
<b>VLSTR</b>	Viet Nam Labour and Social Trends Report
<b>VSS</b>	Viet Nam Social Security Fund

## ► Decent work country programme at a glance

DWCP Overall Result: By 2026, Viet Nam will have more inclusive social development arising from better and broader social protection, more decent work contributing to economic transformation, and good governance within the world of work.			
UNSCF Outcomes (for which the DWCP is relevant)	<p><b>Country Priority 1:</b></p> <p>By 2026, people in Viet Nam, especially those at risk of being left behind, will contribute to and benefit equitably from sustainable, inclusive and gender-responsive economic transformation based on innovation, entrepreneurship, enhanced productivity, competitiveness, and decent work.</p>	<p><b>Country Priority 2:</b></p> <p>By 2026, people in Viet Nam, especially the poor and those at risk of being left behind, will benefit from inclusive, gender responsive, disability-sensitive, equitable, affordable, and quality social services and social protection systems, will have moved further out of poverty in all its dimensions and will be empowered to reach their full potential.</p>	<p><b>Country Priority 3:</b></p> <p>By 2026, people in Viet Nam, especially those at risk of being left behind, will benefit from and contribute to a more just, safe and inclusive society based on improved governance, more responsive institutions, strengthened rule of law and the protection of and respect for human rights, gender equality and freedom from all forms of violence and discrimination, in line with Viet Nam's international commitments.</p>
	<p><b>CF Priority Outcome 3:</b></p> <p>By 2026, people in Viet Nam, especially those at risk of being left behind, will contribute to and benefit equitably from sustainable, inclusive and gender-responsive economic transformation based on innovation, entrepreneurship, enhanced productivity, competitiveness, and decent work. <i>Outcomes under DWCP Priority 1 contribute also to CF human resources development/education outcomes found under CF Priority Outcome 1.</i></p>	<p><b>CF Priority Outcome 1:</b></p> <p>By 2026, people in Viet Nam, especially the poor and those at risk of being left behind, will benefit from inclusive, gender responsive, disability-sensitive, equitable, affordable, and quality social services and social protection systems, will be free from poverty in all its dimensions and will be empowered to reach their full potential.</p>	<p><b>CF Priority Outcome 4:</b></p> <p>By 2026, people in Viet Nam, especially those at risk of being left behind, will have benefited from and have contributed to a more just, safe and inclusive society based on improved governance, more responsive institutions, strengthened rule of law and the protection of and respect for human rights, gender equality and freedom from all forms of violence and discrimination in line with international standards.</p>

SDGs (relevant to the DWCP Priorities)	<p>Goal 1. No Poverty</p> <p>Goal 5. Gender Equality</p> <p>Goal 8. Decent Work and Economic Growth</p> <p>Goal 9. Industry, Innovation, and Infrastructure</p> <p>Goal 10. Reduced inequality</p> <p>Goal 12. Responsible Consumption and Production</p> <p>Goal 13. Climate Action</p> <p>Goal 15. Life on Land</p>	<p>Goal 1. No Poverty</p> <p>Goal 2. Zero Hunger</p> <p>Goal 3. Good Health and Well-being</p> <p>Goal 4. Quality Education</p> <p>Goal 5. Gender Equality</p> <p>Goal 8. Decent Work and Economic Growth</p> <p>Goal 10. Reduced Inequality</p>	<p>Goal 5. Gender Equality</p> <p>Goal 8. Decent Work and Economic Growth</p> <p>Goal 10. Reduced Inequality</p> <p>Goal 16. Peace, Justice and Strong Institutions</p>
UN SDCF 2021-2026	<b>Focus Area 3: Shared Prosperity through Economic Transformation</b>	<b>Focus Area 1: Inclusive Social Development</b>	<b>Focus Area 4: Governance and Access to Justice</b>
ILO 2021-2023 Strategic Outcomes	<p>Outcome 3: Economic, social, and environmental transitions for full, productive, and freely chosen employment and decent work for all</p> <p>Outcome 4: Sustainable enterprises as generators of employment and promoters of innovation and decent work</p> <p>Outcome 5: Skills and lifelong learning to facilitate access to and transitions in the labour market</p> <p>Outcome A: Improved knowledge and influence for promoting decent work</p>	<p>Outcome 6: Gender equality and equal opportunities and treatment in the world of work</p> <p>Outcome 7: Adequate and effective protection at work for all</p> <p>Outcome 8: Comprehensive and sustainable social protection for all</p>	<p>Outcome 1: Strong tripartite constituents and influential and inclusive social dialogue</p> <p>Outcome 2: International labour standards and authoritative and effective supervision</p> <p>Outcome 7: Adequate and effective protection at work for all</p>

### SEDS 2021-2030

V.2. Forcefully develop science, technology, and innovation with the aim of making a breakthrough in improvement of productivity, quality, efficiency, and competitiveness of the economy

V.3 Develop human resources, education, and training to meet the requirements for high quality workforce in service of the Fourth Industrial Revolution and international integration

V 4. Push industrialization and modernization, and restructure the economy in combination with renewing the growth model, ensuring substantiveness and efficiency; develop the digital economy; promote rapid and sustainable growth on the basis of macro-economic stability

### SEDP 2021-2025

2. Promote economic restructuring associated with growth model innovation and improved productivity, efficiency, and competitiveness, besides the development of digital economy

6. Improve the quality of workforce and promote innovation, boost application and development of science and technology

### SEDS 2021-2030

V.3 Develop human resources, education, and training to meet the requirements for high quality workforce in service of the transition to international integration

V. 6. Promote cultural and social development, implement social progress and equity; constantly improve people's material and spiritual lives

V.10. Continue building a rule-of-law, socialist, developmental state of integrity and action; intensify the anti-corruption fight, practice thrift, and avoid wastefulness, create breakthroughs in administrative reform

### SEDP 2021-2025

7. Promote Vietnamese cultural values, people, and national strengths, ensure social progress and equity, improve people's standards of living, and balance between economic development and social soundness

### SEDS 2021-2030

V.1 Focus on improving and raising the quality of socialist-oriented market economy institutions, and address more effectively the relationship between the State, the market and society

V. 6. Promote cultural and social development, implement social progress and equality; constantly improve people's material and spiritual lives

V.10. Continue building a rule-of-law, socialist, developmental state of integrity and action; intensify the anti-corruption fight, practice thrift, and avoid wastefulness, create breakthroughs in administrative reform

### SEDP 2021-2025

10. Improve state management efficiency and capacity for enabling development



## ► ILO Conventions ratified by Viet Nam

(by Convention number within category, as of march 2023)

Convention	Date of ratification	Status of instrument & recommended action
<b>Fundamental</b>		
Forced Labour Convention, 1930 (No. 29)	05.03.2007	Up to date
Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	05.07.2019	Up to date
Equal Remuneration Convention, 1951 (No. 100)	07.10.1997	Up to date
Abolition of Forced Labour Convention, 1951 (No. 105)	14.07. 2020	Up to date
Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	07.10.1997	Up to date
Minimum Age Convention, 1973 (No. 138)	24.06. 2003	Up to date
Worst Forms of Child Labour Convention, 1999 (No. 182)	19.12. 2000	Up to date
Occupational Safety and Health Convention, 1981 (No. 155)	03.10.1994	Up to date
Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)	16.05.2014	Up to date
<b>Governance</b>		
Labour Inspection Convention, 1947 (No. 81)	03.10.1994	Up to date
Employment Policy Convention, 1964 (No. 122)	11.06.2012	Up to date
Tripartite Consultation Convention, 1976 (No. 144)	09.06.2008	Up to date
<b>Technical</b>		
Night Work of Young Persons (Industry) Convention, 1919 (No. 6)	03.10.1994	Proposed for revision
Weekly Rest (Industry) Convention, 1921 (No. 14)	03.10.1994	Up to date
Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27)	03.10.1994	Up to date
Underground Work (Women) Convention, 1935 (No. 45)	03.10.1994	Proposed for abrogation Ratify C. 176
Final Articles Revision Convention, 1946 (No. 80)	03.10.1994	Up to date
Employment Services Convention, 1948 (No. 88)	23.01.2019	Up to date
Final Articles Revision Convention, 1961 (No. 116)	03.10.1994	Up to date
Hygiene (Commerce and Offices) Convention, 1964 (No. 120)	03.10.1994	Up to date
Medical Examination of Young Persons (Underground Work) Convention, 1965 (No. 124)	03.10.1994	Up to date
Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)	25.05.2019	Up to date
Maritime Labour Convention, 2006 (MLC, 2006)	08.05.2013	Up to date
<b>Not in force</b>		
Minimum Age (Industry) Convention, 1919 (No. 5)	* AD on 24.06.2004 by C138	
Minimum Age (Underground Work) Convention, 1965 (No. 123)	* AD on 09.07.2020 by C138	

\* AD = Automatic Denunciation, upon ratification of a revised Convention





# 1 Introduction

1. Viet Nam re-joined the ILO in 1992, and an ILO Country Office was established in 2003. By following ILO global operational procedures, the ILO Country Office for Viet Nam has supported its constituents in preparing the Decent Work Country Programme 2022-2026.

## What is a Decent Work Country Programme ?

A DWCP is a results - based framework for ILO action. It is a governance document that has two major objectives. They are:

- ▶ to promote decent work as a key component of national development strategies; and
- ▶ to organise ILO knowledge, instruments, advocacy, and cooperation at the service of tripartite constituents in a results-based framework to advance the Decent Work Agenda within the fields of comparative advantage of the Organization.

The DWCP for Viet Nam for the period of 2022-26 sets 3 Country Priorities on which the ILO seeks to support Viet Nam's decent work development efforts. The DWCP represents a framework for the ILO Country Office in Viet Nam and its tripartite constituents and other stakeholders such as UN agencies in designing and developing high-quality collaboration that contributes to advancing equal opportunities for women and men to obtain decent and productive work on condition of freedom, equity, security, and human dignity.<sup>1</sup>

2. This is the fourth DWCP for Viet Nam. The previous DWCP covered the period 2017-2021. A Country Programme Review (CPR) of the DWCP 2017-2021 was conducted, reviewed, and consulted formally on 10 March 2021.<sup>2</sup> The review highlighted contributions and achievements that partners in Viet Nam had made towards providing better opportunities for more women and men in Viet Nam to enjoy decent work and sustainable development, particularly those from vulnerable groups. Viet Nam had seen significant changes and improvements in the development and implementation of all areas of labour and social policies. Most notably, these included the revision of the Labour Code 2019, changes in the legal and policy framework for social security coverage and OSH, the ratification of ILO Conventions Nos. 88, 98, 105, and 159 strengthening of the industrial relations framework, increased formalization and further synergies between good working conditions, enterprise productivity and competitiveness and in turn employment creation. Some of these were achieved in the context of and/or in response to the COVID-19 pandemic.
3. The lessons learnt and recommendations from the implementation achievements of the DWCP 2017-21 informed the development of this DWCP 2022-26. These included, among other things, much greater awareness of the DWCP as a national programme. In terms of priority areas, recommendations included more focus more on the employment policy and regulation, including formalisation and eco-productivity, sustainable expansion of social protection coverage, strengthening of the industrial relations systems at grassroot level, and paying more attention on the occupational safety and health (OSH) issues, etc.

1 For further information, see <https://www.ilo.org/global/about-the-ilo/how-the-ilo-works/departments-and-offices/program/dwcp/lang-en/index.htm>

2 [https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-hanoi/documents/publication/wcms\\_822761.pdf](https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-hanoi/documents/publication/wcms_822761.pdf)

4. The DWCP benefited from close consultation with the ILO's constituents: the Government, employers,' and workers' organizations. A working group with membership from MOLISA, VGCL, VCCI, and VCA was set up and met on several occasions. Open discussion as well as discussions based on proposed texts were held. Consultations on this DWCP began in February 2021. They were held as part of CPR consultations on 10 March 2021 and continued subsequently as group meetings and with tripartite partners throughout the first half of 2021. An agreement on a final draft document was reached in late 2021. The CPR made several suggestions for this Programme that have been considered and incorporated.
5. Following on the mandate from the ILO's Governing Body in light of broader reforms within the United Nations system , the DWCP was designed in the context of the United Nations Sustainable Development Cooperation Framework (Cooperation Framework or UNSDCF). The DWCP covers the period from 2022 to 2026, coinciding with the Cooperation Framework for Viet Nam 2022-2026. The DWCP 2022-26's formal Priorities and Outcomes are derived from the Cooperation Framework. Part 2 of the DWCP is mandated to draw extensively on the UNCT Common Country Analysis (CCA), which is the foundation for the UNSDCF. Elements of the DWCP are aligned with Viet Nam's nationally adopted Sustainable Development Goals and presented in the National Action Plan for the Implementation of the 2030 Sustainable Development Agenda. The DWCP is substantively aligned with the Socio-Economic Development Strategy 2021-2030 (SEDS), which guided the formulation of the Socio-Economic Development Plan (SEDP) for 2021-2025 and sectoral plans, to which this DWCP is likewise aligned.

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3 Governing Body 2019. Update on the United Nations Reform. GB.335/INS/10. Available at: [https://www.ilo.org/wcmsp5/groups/public/---ed\\_norm/---relconf/documents/meetingdocument/wcms\\_674844.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_674844.pdf). GB.335/INS//10, [https://www.ilo.org/wcmsp5/groups/public/---ed\\_norm/---relconf/documents/meetingdocument/wcms\\_674844.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_674844.pdf)

4 Government of Vietnam 2017a. National Action Plan for the Implementation of the 2030 Sustainable Development Agenda. Ha Noi, Available at: [https://vietnam.un.org/sites/default/files/2020-08/ke%20hoach%20hanh%20dong%20quoc%20gia\\_04-07-ENG\\_CHXHCVN.pdf](https://vietnam.un.org/sites/default/files/2020-08/ke%20hoach%20hanh%20dong%20quoc%20gia_04-07-ENG_CHXHCVN.pdf).





## 2 Country progress towards decent work and sustainable development

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6. Viet Nam is considered one of the most politically and economically stable countries in South-East Asia. Although there are important urban areas in the north and south of the country, almost 63 per cent of its 96.5 million population lives in rural areas.<sup>5</sup> Its territory is more than 330,000 square kilometres. GDP in 2019 was US\$261,921 billion.<sup>6</sup> Life expectancy at birth in 2019 was 73.6 years<sup>7</sup>.
7. The Party and State have paid attention to leading, directing, and creating positive changes to ensure sustainable jobs, improving working conditions, and raising living standards. These efforts include Central Party Committee Resolution 27 on wage reforms; Resolution 28 on social insurance reforms; Party Secretariat Directive No. 37 on strengthening leadership for the development of harmonious, stable and advanced industrial relations in the new situation; Resolution 02-NQ/TW dated 12 June 2021 of the Politburo on reforming the operations of the VGCL in the new situation; the Prime Minister's 2021 Directive No. 16 on ensuring decent work, raising living standards, improving working conditions.
8. Compared to 5 years ago –
  - ▶ the number of employed workers increased by 26 per cent, of which stable jobs and incomes increased steadily;
  - ▶ workers' lives have increasingly improved;
  - ▶ working conditions, occupational safety and health have been emphasized; and
  - ▶ basic international labour standards are being applied more commonly by enterprises.
9. However, a large number of workers still do not have stable or suitable jobs. Working conditions in many enterprises and workers' lives have yet to be improved. In some places, workers are still poor, especially in the context of the recent COVID-19 pandemic and complicated developments that have severely affected conditions for many enterprises. This has affected enterprises' production and business, in turn affecting the lives and jobs of many workers, especially low-skilled workers performing manual work. With guidance from the Party and the State, further progress can be made in assuring more decent work in the coming years.

5 <https://data.worldbank.org/indicator/SP.RUR.TOTL.ZS?locations=VN> , <https://data.worldbank.org/indicator/SP.POP.TOTL?locations=VN>

6 [https://www.gso.gov.vn/en/data-and-statistics/2021/01/viet-nam-economy-in-2020-the-growth-of-a-year-with-full-of-bravery/#\\_ftnref1](https://www.gso.gov.vn/en/data-and-statistics/2021/01/viet-nam-economy-in-2020-the-growth-of-a-year-with-full-of-bravery/#_ftnref1)

7 <https://data.worldbank.org/indicator/SP.DYN.LE00.IN?locations=VN>; males = 71.0; females = 76.3

## 2.1. Through the lens of the ILO Centenary Declaration

10. In 2019, Viet Nam celebrated with other ILO member States the 100th anniversary of the founding of the Organization and its pursuit of social justice in the world of work. All ILO Members agreed in the commemorative Centenary Declaration for the Future of Work to develop a human-centred approach to the future of work that is fundamental for sustained development, that puts an end to poverty and leaves no one behind.<sup>8</sup> The country situation is presented here in accordance with the three pillars of that approach.

### 2.1.1. Capacities of all people to benefit from the opportunities of a changing world of work

#### 2.1.1.1. Gender equality

11. Viet Nam has made significant progress in reducing gender disparities over the last three decades. The gap in labour force participation and earnings has narrowed considerably. Viet Nam has a high female participation rate in the labour force as compared with the global average. In the aggregate, the gender gap in earnings is lower in Viet Nam than in many other East Asian countries, reduced from 25 per cent in 2009 to 13 per cent currently.<sup>10</sup> Women have made major gains in educational enrolment. More and more women are in business managerial positions and run their own businesses, although in proportion significantly less than men.<sup>11</sup>

12. Viet Nam has passed important laws and policies to improve gender equality. It has made commitments for gender equality in national strategies and action plans. The revised Labour Code has added and reinforced provisions on non-discrimination and women's labour rights such as a reduction of the difference in retirement age between men and women, strengthening parental leave for both parents, and tightening the definition of sexual harassment in the workplace. Female workers have the right to decide for themselves whether to engage in work that may have negative impacts on their reproductive health, as opposed to previously prohibited by law. The new National Strategy for Gender Equality, for the period 2021-2030, has been approved;<sup>12</sup> and strategically outlines target areas to remedy remaining gaps in gender equality and guide the implementation of the Gender Equality Law over the next 10 years.<sup>13</sup> The Law on Vietnamese guest workers<sup>14</sup> specifies policy to ensure gender equality in labour migration, free of discrimination on the basis of gender in recruitment, and to develop gender-responsive measures to protect Vietnamese migrant workers.

13. Labour market participation of women is remarkably high in Viet Nam. Nevertheless, such a high level of female economic activity may be mistaken as an indicator of relatively limited gender inequality in the country. ILO research shows that women in Viet Nam carry a disproportionate double burden, and they face multiple and persistent inequalities.<sup>15</sup> Women are on average found in lower-quality employment than men, more likely than men to be found in vulnerable employment, which is characterized by instability and offering limited social security benefits. Female workers are overrepresented in vulnerable employment, particularly in contributing to family work. They complete a disproportionate amount of family responsibilities. They spend twice as many hours as men in activities producing services for their own households. Close to 20 per

8 <https://www.ilo.org/global/about-the-ilo/mission-and-objectives/centenary-declaration/lang-en/index.htm>. The concept of leaving no one behind is explained at <https://www.un.org/en/desa/leaving-no-one-behind>.

9 Approximately 76 per cent of Vietnamese women aged between 15 and 64 are part of the labour force compared with 86 per cent for men. This 10-percentage gap is relatively low compared with the global average of around 25 percentage points.

10 On a monthly basis of salaried workers, between men and women (VND7.07 million in comparison to 6.25 million per month, respectively).

11 Only 22.4 per cent among the top private sector managers are women and only 31.6 per cent of enterprises were female owned in 2018.

12 Resolution 28/NQ-CP, 3 March 2021.

13 This is considered a sectoral strategy that is part of the SEDS 2021 - 2030 and SEDP 2021 - 2025.

14 Law No. 69/2020/QH14, <https://vanbanphapluat.co/law-69-2020-qh14-vietnamese-guest-workers>

15 Barucci, V., Cole, W. & Gammarrano, R. 2021. Research Brief: *Gender and the labour market in Viet Nam, An analysis based on the Labour Force Survey*, (Hanoi, International Labour Office). Available at: [https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-hanoi/documents/publication/wcms\\_774434.pdf](https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-hanoi/documents/publication/wcms_774434.pdf).

cent of men report they do not spend any time in these activities at all. A lack of public or affordable childcare, and the burden of unpaid care work also presents limitations in the type and security of jobs that women generally have access to.

14. Women tend to earn less than men, despite comparable working hours and the progressive elimination of gender gaps in educational achievement. The pay gap between men and women is estimated to be even bigger in jobs requiring higher levels of education. Males with vocational training have an income 15 per cent higher than females with the same level of educational attainment. There is a gap in educational quality between men and women, particularly in rural areas. Only 29.1 per cent of rural women have access to vocational training compared to 40.1 per cent of rural men. They are also underrepresented in decision-making jobs.
15. Gender-neutral social protection systems fail to account for the differences between women and men's lifecycles. They continue to propagate the inequalities women face in the labour market and society at large. This is underlined by the fact that only 16 per cent of women aged 65 or above are entitled to a social insurance retirement pension, compared to 27.3 per cent of men. Furthermore, inequalities remain in pension value; the ILO estimated in 2019 that the value of men's pensions exceeded women's by an average of 19.8 per cent.
16. As for social health insurance, while coverage for women and men is certainly high, existing data suggests that there are gender gaps and inequalities in benefits. Family planning and abortion services are excluded from benefit packages, except in cases where the termination of a pregnancy is due to foetal or maternal diseases. Moreover, the absence of financial protection for long-term care is particularly detrimental to older women who are over-represented among the age group. Women are also differently impacted by the lack of regulations and skills training needed for the provision of long-term care as they often are the main care givers.
17. COVID-19 has exacerbated existing labour market inequalities and created new ones. Women faced an especially severe reduction in working hours during the second quarter of 2020 and left the labour market in larger shares than men. Younger and older women, typically holding the most unstable employment arrangements, were particularly likely to have left the labour force. A gender-based gap appeared in the unemployment rate. Women who were still employed in the second half of 2020 worked longer hours than usual, perhaps stemming from a need to make up for income losses incurred early that year. On top of increased economic activity, women also spent almost 30 hours per week on household work. These elements suggest that the pandemic might have made women's double burden heavier than before the crisis hit.
18. Vietnamese parents still favour sons over daughters and tend to invest more in their sons' education and skills development with the expectation for them to obtain well-paid jobs as financial bearers of the family. This results in gender gaps in access to new skills development opportunities needed to prepare for a rapidly changing economy.
19. There is still room for improvement in implementation of progressive laws and policies. Knowledge and implementing capacities need to be improved. Enhanced capacity of state agencies and other line ministries on gender issues and the application of gender-related planning tools (such as gender-responsive budgeting) are the main drivers for progress in improving access to basic services and securing economic opportunities for women. More women are needed in public decision-making forums and in politics. Gender equality initiatives need more domestic funding. Gender policies on collecting sex-disaggregated data for monitoring and evaluation frameworks needs to be enforced. Awareness raising activities on gender equality need to be further promoted. Measures to narrow the gender gap are to be carried out in a more synchronized manner. Investments are needed to improve gender-responsive policy formulation and government data collection capacity.

### **2.1.1.2. Lifelong learning and quality education**

20. Viet Nam has achieved extraordinary success on many education indicators. Net primary and lower secondary enrolment rates are now close to universal.<sup>17</sup> The average years of schooling among the working population have doubled from four in 1990 to eight today. The country has been a high achiever for the OECD PISA scores in recent years,<sup>18</sup> outperforming many wealthier

16 See *ibid.*

17 Increased from 86 per cent and 72 per cent, respectively, in 1992-93 to 98 per cent and 95 per cent in 2014.

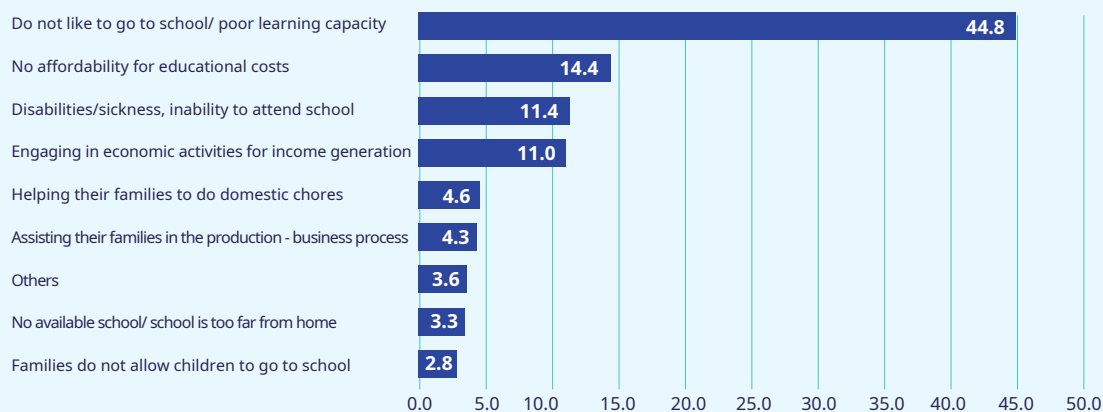
18 2012, 2015, and 2018



OECD countries. An increasing number of 3-5-year-olds have access to preschool programmes in Viet Nam, resulting in a record 77.3 per cent net enrolment rate nationwide. The gender gap in access to education has been narrowed, although disparity remains<sup>19</sup> Girls, for example, are under-represented when it comes to science, technology, engineering, and mathematics (STEM) education, with adverse consequences when they enter the workforce.

- 21.** Despite the Government's concerted efforts to assure equal access to education, including for ethnic minorities, children with disabilities, and female students, gender, geography, ethnicity, poverty, disability, and migrant status influence access to education and learning at all levels. Ethnic minority children at all school levels have significantly lower test scores compared to their peers; they face gaps in access to quality education.<sup>20</sup> Their kindergarten enrolment rate is below average.<sup>21</sup> About 20.8 per cent of ethnic minority persons, including children, do not read and write Vietnamese, hindering both their education and employment opportunities. Many vulnerable children, including those living in industrial zones and with a disability, still do not have access to education. The general education system is weak. Rigid teaching and education management capacities, and inadequate recruitment and deployment results in teacher shortages in some areas and an excess in others, exist both in terms of geographical spread and subjects. Differences in learning opportunities have led to substantial gaps in school performance among children from different socio-economic backgrounds and eventually will impact labour market participation.
- 22.** Poverty remains the main economic barrier that prevents children from attending school. Costs are an important cause for non-school attendance, as seen in Figure 1 below. The out of school children (OOSC) rates from the poorest households are 5.5 times and 10 times higher than those from the richest households at the primary and lower secondary levels, respectively. Viet Nam currently has 8.3 per cent of its general school-age children out of school and the OOSC rate in general education in rural areas is nearly two times higher than in more affluent urban areas.<sup>22</sup> Other barriers include child labour, migration, socio-cultural awareness, cultural norms, and the immediate and residual impacts of natural disasters and climate change.

► **Figure 1: Causes for non-school attendance of children aged 5-17 years**



Source: General Statistics Office, Viet Nam <sup>23</sup>

19 There is a gender disparity in the rate of out-of-school children (OOSC) at the upper secondary school level (a difference of 6.1 per cent).

20 For example, the out-of-school rate for 11 to 14-year-old children is 24.5 per cent for Khmer and 28.7 per cent for H'Mong ethnic minority children compared to 6.2 per cent for ethnic majority Kinh of the same age group.

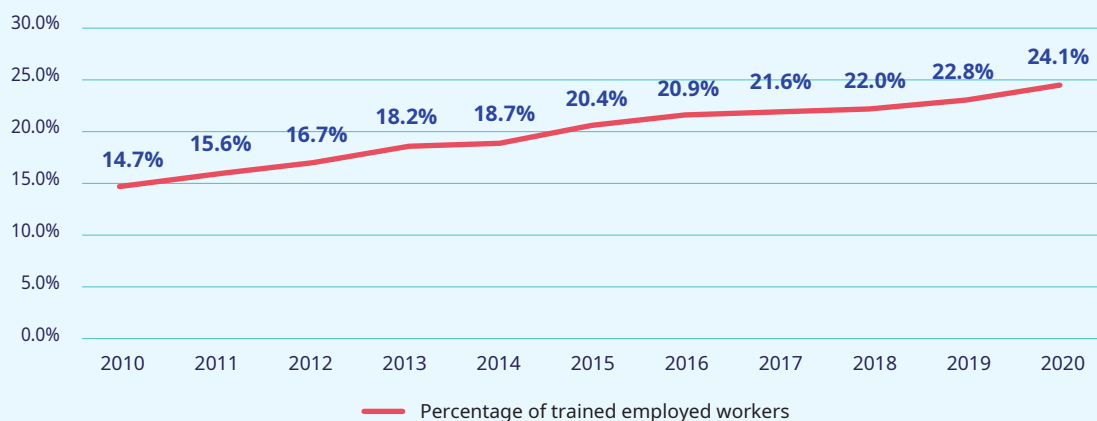
21 For those 3 to 5 years of age it is 66.2 per cent for ethnic minorities compared to 77.3 per cent overall.

22 3.5 per cent compared with 6.6 per cent. See Government of Vietnam 2020a. Viet Nam National Child Labour Survey 2018: Key findings, Available at: [https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-hanoi/documents/publication/wcms\\_764357.pdf](https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-hanoi/documents/publication/wcms_764357.pdf). Table 2.2a.

23 Ibid. Figure 5, p. 15.

**23.** The education system and TVET need to move toward expanding equitable access to tertiary education and improving its relevance to the job market. This is a crucial step in upskilling the majority of the labour force in Viet Nam who are locked in unskilled or low-skilled job sectors. The proportion of trained employed workers, the combination of workers with either formal vocational education or tertiary education, has been increasing steadily (see Figure 2 below). Still, Viet Nam has experienced slow growth in tertiary enrolment rates compared with regional neighbours.<sup>24</sup> In addition, the increase in the share of trained labour is mostly attributable to higher numbers of individuals completing tertiary education. The increase in the share of workers with formal TVET education has been increasing at an even slower rate. An analysis of qualification mismatches reveals that the high-skilled jobs in Viet Nam are performed by individuals who have completed a level of education that matches the job's requirements. But the same does not apply to medium-skilled jobs. For example, in 2019, more than one-half of all medium-skilled jobs in Viet Nam were performed by individuals without a matching level of qualifications.<sup>25</sup> More than 50 per cent of technicians are undereducated for the jobs they do today. Overall, almost 40 per cent of workers in Viet Nam are undereducated for the jobs they do. If the trend continues, the overall share of the labour force above 15 years of age with a tertiary education degree will only increase marginally by 2050 and the country will face potential skills shortages as it attempts to expand industrialisation.

► **Figure 2: Percentage of trained employed workers**



Source: General Statistics Office, Viet Nam

### 2.1.1.3. Social protection

**24.** The term “social protection” was first officially introduced in Party documents in 2001.<sup>26</sup> It has since evolved over time and now encompasses four pillars of protection as identified in Party Resolution No. 15 dated 1 June 2012 of the Party’s Central Executive Committee at the V Session of the XI Party Congress on social policy issues for 2012-20, and Resolution No. 20 dated 25 October 2017 of the Party’s Central Executive Committee on the VI Session of the XII Party Congress on strengthening the protection and care of people’s health in the new situation, including: active labour market

<sup>24</sup> From 1990 to 2016, Viet Nam's gross enrolment in tertiary education grew tenfold from 2.7 per cent to 28.3 per cent however the rate remains lower than many of their counterparts such as Thailand (49.3 per cent), China (41.9 per cent), Malaysia (41.9 per cent) and Indonesia (36.3 per cent).

<sup>25</sup> International Labour Office 2019. *Decent work and the sustainable development goals in Viet Nam: Country profile*. Available at: [https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-hanoi/documents/publication/wcms\\_730825.pdf](https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-hanoi/documents/publication/wcms_730825.pdf).

policies, social insurance, social assistance, and basic social services. (See Figure 3 below.) In recent years, Viet Nam has made significant commitments to strengthen and expand its social protection system, with a long-term vision of providing social protection for all.

► **Figure 3: Pillars of social protection in Viet Nam**

Employment and minimum income	Social insurance	Social assistance	Basic social services
<ul style="list-style-type: none"> <li>• Job creation</li> <li>- Preferential hiring</li> <li>- Vocational training</li> <li>- Job matching</li> <li>- Public employment</li> <li>- Poverty reduction</li> </ul>	<ul style="list-style-type: none"> <li>• Compulsory social insurance</li> <li>- Disability</li> <li>- Sickness</li> <li>- Maternity</li> <li>- Work injury and occupational disease</li> <li>- Old age</li> <li>- Unemployment</li> <li>• Voluntary social insurance</li> <li>- Pension</li> <li>- Survivor</li> <li>• Supplementary pension insurance</li> <li>• Social health insurance</li> </ul>	<ul style="list-style-type: none"> <li>• Regular cash allowance</li> <li>• Emergency relief</li> <li>• Social care</li> </ul>	<ul style="list-style-type: none"> <li>• Education</li> <li>• Health</li> <li>• Housing</li> <li>• Clean water</li> <li>• Information</li> </ul>

Source: Adapted from Institute of Labour Science and Social Affairs, 2013 ref. Resolution 15/TW/2012

25. Overall, social protection in Viet Nam reflects international experience that shows that multi-tier or pillar systems combining funding from general taxation on the one hand with social insurance contributions on the other are effective in extending social protection. The approach also helps maintain the financial sustainability of the system. By designing multiple tiers and pillars addressed to different population groups with different needs and contributory capacities, combined with different funding modalities, they can achieve a better balance than a defined benefit scheme or a defined contribution-funded scheme alone. Furthermore, in a country with high levels of informal employment such as Viet Nam, a higher degree of integration between contributory and non-contributory components of the social protection system will be vital to ensuring the so-called “missing middle” also has access to social protection.
26. Today, priority is given to extending coverage and improving the adequacy of social protection provisions throughout the four pillars. Goals include extending social insurance to informal economy workers; improving the enforcement of the Social Insurance Law and its related regulatory framework; addressing gender equality issues and expanding and improving social health protection. Since responsibilities for implementing the many programmes of social protection fall on several state agencies, social protection is left fragmented, unequal, and incomplete, presenting coverage gaps for some of the most vulnerable groups of the population. Two comprehensive frameworks serve to guide work on improving the situation in social insurance and social assistance.
27. The social insurance system has developed significantly since it was established in 1995. Despite not yet having ratified the Social Security (Minimum Standards) Convention, 1952 (No. 102), the current social security system covers 7 of the 9 contingencies set forth by the Convention. Yet the protection provided is fragmented – the voluntary social insurance system only covers two of these contingencies for instance – and coverage levels remain low. As of 2021, social insurance coverage was estimated at 32 per cent. The Master Plan on Social Insurance Reform (MPSIR) (Resolution No. 28-NQ/TW dated 23 May 2018) aims at reforming social insurance to make sure it is a main pillar of the social protection and security system. The goal is to reach 60 per cent

coverage by 2030. The MPSIR endorses major reforms.<sup>26</sup> These include developing a multi-tier social insurance system, creating flexibility in minimum contribution requirements for pension entitlement, increasing the retirement age from 2021, expanding social insurance to the informal sector, and narrowing the gender gap in retirement age.

28. With respect to gender inequalities, those observed in the labour market and in social and family relations in Viet Nam (and many other countries) come into play in a variety of ways in the social insurance system. For example, the operation of gender-neutral rules that currently govern the system are not sufficient to guarantee adequate social insurance for women. In order to continue to strengthen and promote gender equality, the social insurance system will need to continue to evolve into a more gender sensitive and gender responsive system that takes specificities of women's careers and life cycle risks into account.
29. Turning to social insurance coverage, unemployment insurance is a key component of Viet Nam's broader social protection system, despite being set out in the Employment Law (2014). Its coverage remains limited at 27 per cent of the total labour force of working age, or about 13.5 million workers. This is in part the result of the exclusion (explicit or by omission) of several categories of workers with contracts of less than three months. The situation limits the ability of the benefit to act as an automatic stabilizer during economic downturns such as those observed during the COVID-19 pandemic.
30. Non-contributory, government-financed social protection will continue to play a vital role in the coming years. It guarantees a minimum level of protection for those with incomes that are too low or unstable to engage in programmes within the social insurance pillar. In recent years, significant steps have been taken to expand the social assistance Viet Nam provides its citizens. The Master Plan on Social Assistance Reform and Development (Decision No. 488/QD-TTg dated 14 April 2017) provides a road map for gradual expansion of social protection benefits funded by the government. With its implementation, Decree 20/ND-CP in July 2021 marks a significant expansion of the social pension fund, which is an important step towards providing income security for all. It is expected that this expansion will continue in the coming years, as Decree 20 leaves the door open for provinces to extend coverage of the social pension beyond the minimum levels and age thresholds defined in the Decree. In other areas such as family/child benefits, non-contributory components will continue to be essential elements of the multi-tier and pillar social protection system Viet Nam aims to build.
31. In terms of targeted groups, workers in the informal economy compose the majority of those in "the missing-middle" - workers whose income levels or contractual arrangements are not enough for them to be covered within the compulsory social insurance system, but whose incomes are too high to be covered by social assistance programmes. As observed in the CCA, self-employed workers are covered for old age and survivors' benefits through a voluntary social insurance scheme, although in practice only a minority is actually covered. About 67.5 per cent of total employment was in the informal economy in 2019, and of them, 97.9 per cent do not have access to social insurance benefits.<sup>27</sup> Currently, only 0.5 per cent of the labour force participate in voluntary pension schemes and the current effective pension coverage remains challenging.<sup>28</sup> Workers in the informal economy or informal employment have very limited access to formal arrangements that allow them to insure against the several risks they face through their life cycle. This increases their vulnerability at multiple dimensions and hinders their ability to realise their full potential to contribute to the socio-economic development of the country. Ensuring these workers have access to social protection through their life cycle will require multi-tiered and pillared social protection systems with high levels of connectivity between their different components. This will

26 Endorsed by the Party's Central Committee in May 2018 under Resolution 28-NQ/TW.

27 International Labour Office 2021. Informal employment in Viet Nam: Trends and determinants, Available at: <https://socialprotection.org/fr/discover/publications/informal-employment-viet-nam-trends-and-determinants>.

28 The ILO estimates that approximately 83 per cent of all elderly people above 60 years of age did not receive a pension in 2017 and while women are more likely to lack adequate old-age protection, only 12 per cent of women aged 65 years and above received a social insurance pension while this percentage was 26 per cent for men.

29 [https://www.ilo.org/dyn/normlex/en/f?p=1000:13201::NO:13201:P13201\\_COUNTRY\\_ID:103004](https://www.ilo.org/dyn/normlex/en/f?p=1000:13201::NO:13201:P13201_COUNTRY_ID:103004)

be essential not only to ensure that these workers do not fall through the cracks, but also to provide these workers with their human right to social protection. It will, just as importantly, promote and support their transition from informal to formal employment.

32. Embedded in the Health Insurance Law Amendment 2014, No. 46/2014/QH13, health insurance is an integral part of the social protection system, and one for which progress has been substantial. The Government has exceeded its 2020 target of 90.7 per cent population coverage and set an ambitious target to achieve coverage of 95 per cent by 2025. The strengthening of social health protection systems and overall health systems – in tandem with sustained economic growth and substantial declines in poverty – have enabled vast progress towards improving the health of the Vietnamese population over the past few decades. Health outcomes have advanced alongside rising living standards and improved access to health services.
33. Although a high level of coverage has been reached, efforts must be sustained to identify the roughly ten million people who remain unprotected and to define and implement strategies to cover them. In addition, out-of-pocket health spending continues to increase, and inequities and coverage gaps persist, particularly among near-poor groups, self-paying households, internal migrants, and workers in informal employment. These challenges are of particular concern in the context of the impacts of the COVID-19 crisis.
34. The increasing burden of non-communicable diseases such as cancers, hypertension, and diabetes, as well as those related to a rapidly aging population, pose challenges for the sector. There has also been a rapid diffusion of expensive technologies and medicines without adequate regulation or incentives to avoid overuse. All this results in rising costs of care, which poses a threat not only to effective and adequate social health protection, but also to the financial sustainability of the health insurance scheme. The Health Insurance Fund has experienced consecutive years of expenditure exceeding revenues, which needs to be addressed before the depletion of the reserve fund in order to maintain the existing coverage rate and level of benefits.
35. The COVID-19 pandemic has highlighted the key role that social protection plays to support workers and employers in times of crises. The Government of Viet Nam's income support to both workers and employers in response to the pandemic was deployed through measures that relied heavily on the social protection system. However, difficulties in identifying and reaching large groups of the population underlined the need for a significant increase in social protection coverage in broad terms, as well as the urgent need to make the social protection system more shock responsive. Social protection needs to better cope with future crises so that it can function as an automatic stabilizer bringing benefits not only to those in need of support, but also to the economy and the country as a whole. Such need is ever more urgent in the context of increasing climate change and the accelerating pace of change in the context of both Industrial Revolution 4.0 and a transition towards a more sustainable economy and society.

## **2.1.2. Strong protective institutions of work**

### **2.1.2.1. Fundamental rights**

36. Viet Nam has to date ratified 9 out of the 10 ILO Fundamental Conventions, and remains bound to give effect to the ILO's 1998 Declaration on Fundamental Principles and Rights at Work. The Government has reaffirmed its commitment to the 1998 Declaration in the CPTPP and in the agreed FTA with the EU, pledging to give serious consideration to ratification of the remaining Fundamental Convention, No. 87 on Freedom of Association and Protection of the Right to Organise. Ratification is targeted for 2023. See Table 1 for the list of Conventions for Study for Ratification for the 2021-2030 period agreed with ILO in a Memorandum of Understanding signed 20 May 2021, on page 31.
37. International Labour Standards are backed by a supervisory system that is unique at an international level and helps to ensure effective implementation of ratified Conventions. Current comments on application of ratified Conventions include Observations and Direct Requests on Conventions Nos. 29, 81, 138, 182, 100, 111, and Direct Requests on Conventions Nos. 27, 45, 98,

120, 124, 144, 14, 122, 155, 187 and the Maritime Labour Convention.<sup>29</sup> The Committee of Experts for the Application of Conventions and Recommendations (CEACR) has asked that reforms be made in respect of the application of some articles of these Conventions; other CEACR comments ask for information on application of articles of the relevant Conventions.

- 38.** Progress has been realized in eliminating child labour, though the COVID-19 pandemic threatens that progress. The 2<sup>nd</sup> National Survey on Child Labour (2018) found that the size and trend of children in work and children in child labour in Viet Nam had decreased dramatically.<sup>30</sup> The incidence of child labour in Viet Nam was less than global and Asia-Pacific regional averages. Despite this, the survey found more than 1 million child labourers, with the majority living in rural areas. Driven by poverty and often a poor understanding of the value of education, child labour appears commonly in the informal economy, particularly in the production and business processes of households and small businesses. The worsening of poverty as a result of COVID-19 threatens the progress made in this area. In terms of policy, the new cycle of the National Plan of Action for Prevention and Reduction of Child Labour (NPA), for the period 2021-2025, with a vision to 2030, was adopted by the Prime Minister in May 2021.
- 39.** The Government of Viet Nam has taken important steps toward improving the legislative framework for freedom of association. The Labour Code revised in 2019 introduces “workers’ representative organisations” (WROs) which may be established by workers at enterprise level to protect their lawful rights and legitimate interests in ways stipulated in the Code. The Code came into force in 2021; implementing regulations that need to be made. Viet Nam also ratified the Right to Organise and Collective Bargaining Convention, 1949 (No. 98). These and other amendments to the revised Labour Code constitute important steps towards a more conducive environment for the exercise of freedom of association. Their implementation will be key to ensuring these rights are effectively enjoyed and exercised by workers in Viet Nam.
- 40.** Viet Nam has adopted several laws and measures on forced labour and trafficking in persons (TIP). The revised Labour Code includes clearer provisions and greater protection for workers without labour contracts. Law 69 on Contract-based Vietnamese overseas workers, adopted in 2020, removed obligatory brokerage fees and expanded worker protection including the right to unilaterally terminate a contract. Despite these and other provisions, practices in respect of overseas migration for employment and TIP for sexual and labour exploitation, especially of women and children, continues to be of serious concern. Continued efforts are needed to address challenges which include monitoring mechanisms, a clear definition of TIP when compared with international standards, in victim identification, referral and inter-sectoral cooperation, enhancing capacity and quality of disaggregated data on TIP, allocating sufficient resources to social protection centres for vulnerable groups, including victims of trafficking, and shelters exclusively for women and children.

### ***2.1.2.2. Decent wages, working time and formality***

- 41.** With the revision of the Labour Code in 2019 and improved implementation of the Code by labour market institutions, realisation of rights at work and decent work are expected to improve. National policies are emphasizing implementation of national laws. Labour inspection institutions are targeted for strengthening for them to contribute effectively to the promotion and enforcement of workers’ rights. Efforts are needed everywhere, including in the formal and informal agricultural workplaces and cooperatives. As of mid-2022, the total number of inspectors specialising in labour, war invalids and social affairs across the whole country was 456. They included staff at the Inspectorate of MOLISA, inspectors of 3 agencies assigned to perform specialised inspections, namely the Department of Overseas Labour Management, Department of Labour Safety, and the General Department of Vocational Education. The inspectors also perform many other tasks, beyond their activities in the field of labour. A Master Plan 2020 for the

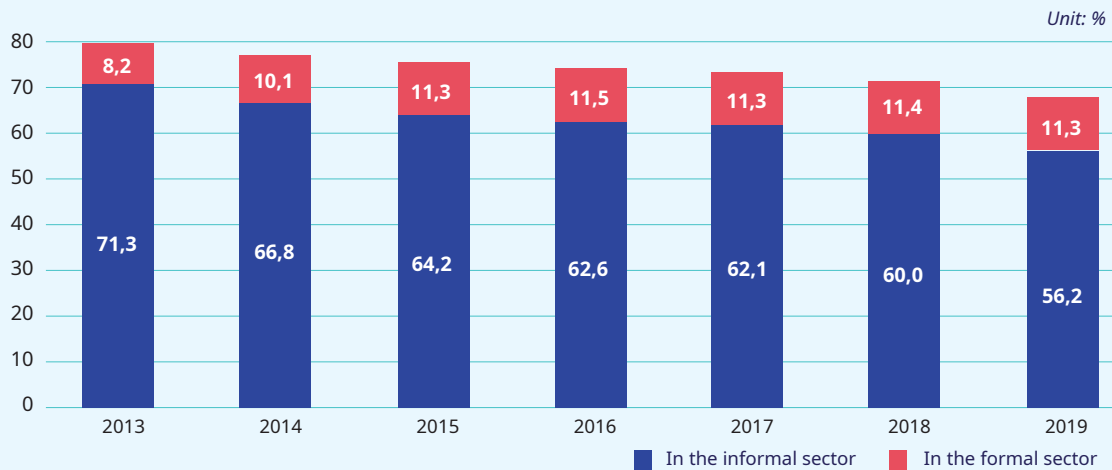
<sup>29</sup> [https://www.ilo.org/dyn/normlex/en/f?p=1000:13201::NO:13201:P13201\\_COUNTRY\\_ID:103004](https://www.ilo.org/dyn/normlex/en/f?p=1000:13201::NO:13201:P13201_COUNTRY_ID:103004)

<sup>30</sup> Government of Vietnam 2020a. Viet Nam National Child Labour Survey 2018: Key findings, Available at: [https://www.ilo.org/wcm-sp5/groups/public/---asia/--ro-bangkok/--ilo-hanoi/documents/publication/wcms\\_764357.pdf](https://www.ilo.org/wcm-sp5/groups/public/---asia/--ro-bangkok/--ilo-hanoi/documents/publication/wcms_764357.pdf).

improvement of labour inspections has been formulated. The Labour Inspection Convention, 1947 (No. 81) is binding in Viet Nam; international supervisory bodies provide important comments on the need to improve efforts to fully apply international standards.

42. Many workers in Viet Nam are vulnerable to decent work deficits. Workers in informal employment are an especially vulnerable group. They experience lower job quality, longer and sporadic working hours, low access to labour protection, including social protection, which leaves them in extreme vulnerability during shocks that have economic consequences. While quantifying and qualifying informality in Viet Nam in order to design and take remedial action is a daunting task,<sup>31</sup> data suggests the prevalence of informal employment has been declining, at least prior to the COVID pandemic (Figure 4), In 2018, workers in Viet Nam's informal economy represented 71.4 per cent of all workers.<sup>32</sup> In a 2020 labour force survey, the number of workers in informal employment was estimated at 20.3 million, with men reaching 11.8 million (58.1 per cent) and women 8.5 million (41.9 per cent).

► **Figure 4: Prevalence of informal employment according to form of informality, 2013–2019 (percentage of total adult employment)**



Source: ILO calculations based on Viet Nam LFS micro-data.<sup>33</sup>

43. Evidence suggests that improvements in wages may be due. The CCA reports that the average wage in Viet Nam is one-seventh of the average in Asia Pacific. According to a 2018 survey on living standards and income of workers by the VGCL, 43.7 per cent of workers earned just enough to afford living expenses, 26.5 per cent lived frugally, and 12.5 per cent made insufficient income and had to work overtime to make ends meet. This is partly due to the fact that most Vietnamese manufacturing companies participate in lower value-added parts of international production chains. Competition in the lower parts of these chains is based primarily on production costs, especially low wages. Improvements in working conditions contribute to higher productivity that

31 For international comparability purposes, the ILO established a harmonized definition of informal employment and the informal sector, based on a number of criteria, including coverage by social protection, access to paid annual leave and paid sick leave, status in employment, destination of production and bookkeeping. The definition of informal employment used at the national level in Viet Nam refers to employment without social insurance (especially without compulsory social insurance) and the absence of a labour contract of at least three months. For detailed discussion, see International Labour Office 2021. *Informal employment in Viet Nam: Trends and determinants*, Available at: <https://socialprotection.org/fr/discover/publications/informal-employment-viet-nam-trends-and-determinants>.

32 ILO. 2019. Decent Work and the Sustainable Development Goals in Viet Nam: Country Profile (Hanoi). At p. 87: [https://www.ilo.org/hanoi/Whatwedo/Publications/WCMS\\_730825/lang--en/index.htm](https://www.ilo.org/hanoi/Whatwedo/Publications/WCMS_730825/lang--en/index.htm)

33 International Labour Office 2021. *Informal employment in Viet Nam: Trends and determinants*, Available at: <https://socialprotection.org/fr/discover/publications/informal-employment-viet-nam-trends-and-determinants>. figure 3.1, p. 23.

can be passed on in higher wages, enabling a virtuous circle of continuous improvement. SME investments in worker safety and health (including in air quality improvements, heating, and noise protection as well as lighting) have been proven, for example, to have a significant positive effect on labour productivity. The effects are known to apply in agricultural as well as manufacturing and service sectors, in the formal and informal economy. The same may also be true of efforts to improve social dialogue and industrial relations.

### 2.1.2.3. Safety and health at work

44. The Occupational Safety and Health (OSH) Law (2015) has a broad scope that includes the informal economy and mandates labour inspections to monitor respect for the law and handling of violations.<sup>34</sup> Compliance with the OSH Law by enterprises and employees has been gradually reinforced and enhanced. The number of occupational accidents is decreasing in general, but in the informal economy has tended to increase, noting the assumption of underreporting. Detection of occupational diseases is still difficult due to the limited access to workers' health surveillance, lack of established diagnostic criteria, and insufficient skills and knowledge in establishing diagnoses. Disease prevention is preferred to a cure, and this requires implementation of the progressive policies set out in Decision No. 659/QĐ-TTg of 2020 on Improvement of Workers' Health and the Prevention of Occupational Diseases in the period 2020-2030. The Decision prioritizes action in small and medium-sized workplaces, agricultural areas, craft villages, women and elderly workers, and workers without labour contracts.
45. COVID-19 has and will continue to impact work and life in Viet Nam, as elsewhere. The WHO had reported 1,252,590 confirmed cases of COVID-19 as of 3 December 2021,<sup>35</sup> with 25,448 deaths including healthcare and other frontline workers. The International Labour Conference in 2021 resolved to call on all ILO member State including Viet Nam to take up policies and approaches grounded in the four pillars of decent work and sustainable development to combat the pandemic and foster a human-centred recovery from the crisis that is inclusive, sustainable, and resilient.<sup>36</sup> One of the lessons learned from the pandemic is to develop a sound and resilient OSH system, building capacity to face future emergencies, protect workers' safety and health, and support the survival and business continuity of enterprises. Viet Nam's involvement as a member of the ILO in setting new international labour standards on occupational safety and health protection against biological hazards<sup>37</sup> will stimulate consideration and consolidation of its policies and actions in the domain through the process of contributing its national practices and experiences to the international standards-setting process.

### 2.1.3. Economic growth, full and productive employment

46. Labour market participation is high in Viet Nam and has been so for the past decades. In 2018, the total labour force participation rate was 76 per cent. The labour force participation rate of women was 71 per cent, compared with 82 per cent for men. Youth had a much lower participation rate than adults (56 per cent versus 80 per cent), explained to a large extent by youth's involvement in education or training. The gender gap in labour force participation was smaller among youth (5 percentage points) than among adults (11 percentage points), suggesting the younger generation

34 Violation of legal provisions on labour, trade unions, and social insurance are uncovered. In 2019, inspections at 733 enterprises in the wood processing industry detected nearly 7,500 violations, meaning 10.1 violations per enterprise.

35 <https://covid19.who.int/region/wpro/country/vn>

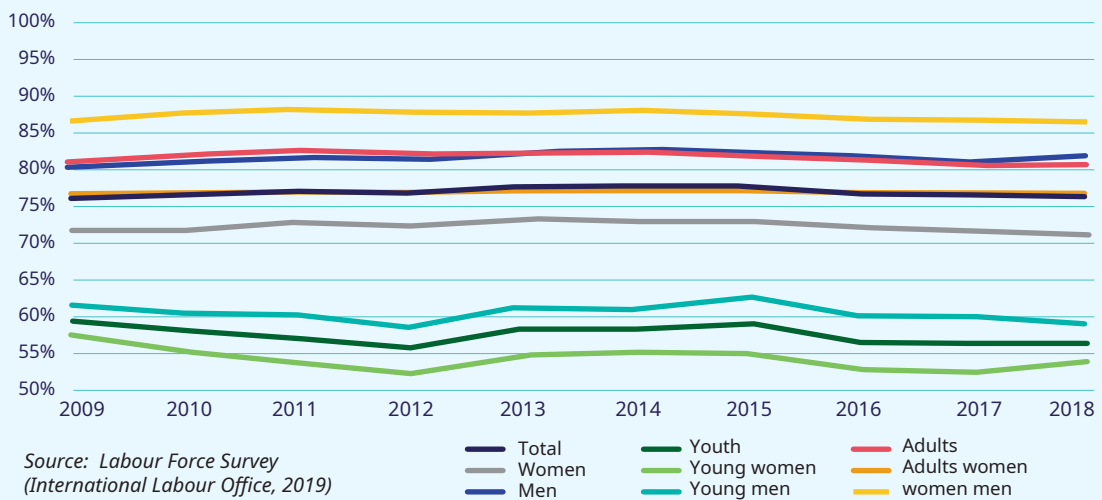
36 International Labour Conference 2021. Global call to action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient. Available at: [https://www.ilo.org/wcmsp5/groups/public/---ed\\_norm/---relconf/documents/meetingdocument/wcms\\_806092.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_806092.pdf).

37 Decision concerning the agenda of the International Labour Conference: Agenda of future sessions of the Conference, GB.341/INS/3/1(Rev.2)/Decision, at [https://www.ilo.org/gb/GBSessions/GB341/ins/WCMS\\_776838/lang--en/index.htm](https://www.ilo.org/gb/GBSessions/GB341/ins/WCMS_776838/lang--en/index.htm)

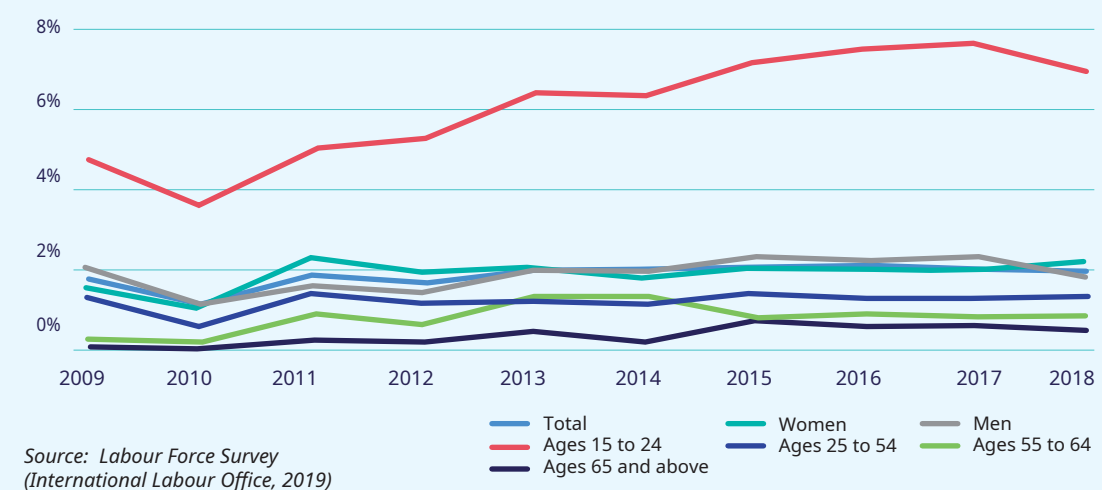


were more egalitarian in terms of labour market access.<sup>38</sup> Unemployment is low,<sup>39</sup> both among women and men, having not fluctuated significantly since 2010, although a slight upward trend is apparent. There is no evident gender pattern of unemployment: from 2009 to 2018, the female unemployment rate was higher than the male unemployment rate in some years and lower in others, but the difference was not significant. In 2018, the unemployment rate of women was 2.1 per cent compared to 1.9 per cent for men.<sup>40</sup>

► **Figure 5: Labour force participation rate of youth and adults by sex, 2009-2018**



► **Figure 6: Unemployment rate, by sex and age (SDG indicator 8.5.2), 2009-2018**



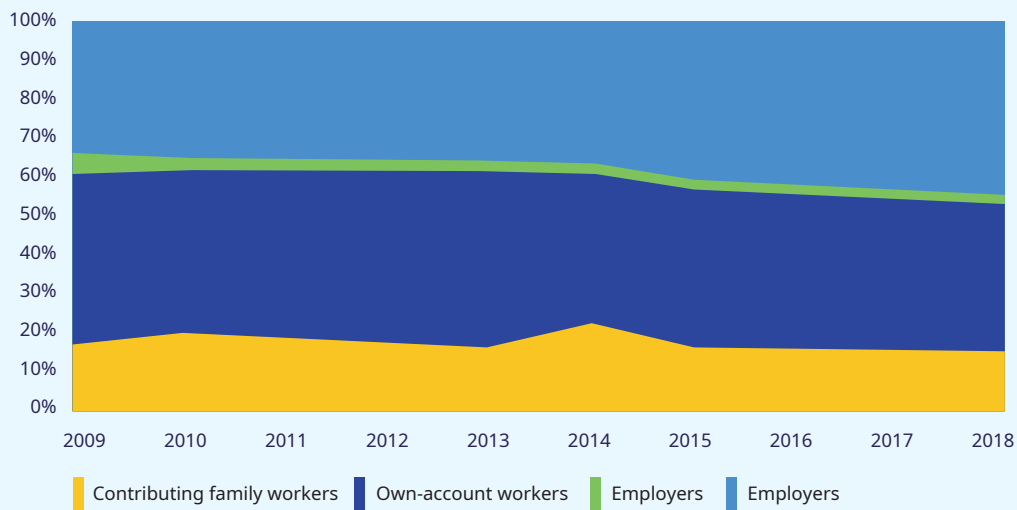
38 International Labour Office 2019. *Decent work and the sustainable development goals in Viet Nam: Country profile*, Available at: [https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-hanoi/documents/publication/wcms\\_730825.pdf](https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-hanoi/documents/publication/wcms_730825.pdf). p. 21.

39 This data uses Viet Nam's national definition of unemployment, which is not fully in line with standards adopted by the International Conference of Labour Statisticians.

40 International Labour Office 2019. *Decent work and the sustainable development goals in Viet Nam: Country profile*, Available at: [https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-hanoi/documents/publication/wcms\\_730825.pdf](https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-hanoi/documents/publication/wcms_730825.pdf). p. 36.

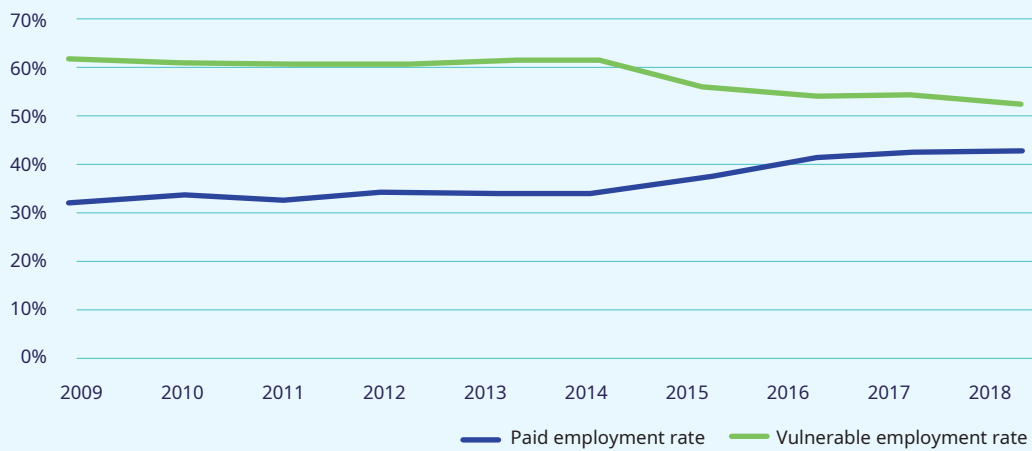
47. A trend analysis of the employment distribution by status of employment shows that the share of paid employment (employees) is increasing in Viet Nam, while the share of own-account workers and contributing family workers is decreasing (Figure 7 below). In 2018, 44 per cent of workers in Viet Nam were employees, while 2 per cent were employers; 39 per cent were own-account workers, and 15 percent were contributing family workers.<sup>41</sup> Although it is encouraging to note that the share of vulnerable employment (own-account workers and contributing family workers) declined from 62 per cent in 2009 to 54 per cent in 2018 (Figure 8 below), this still means that more than half of all workers in Viet Nam are in vulnerable employment. Similarly, although the share of paid employment increased from 33 per cent in 2009 to 44 per cent in 2018, this still means that paid employment is not the reality for the majority of workers.<sup>42</sup>

► **Figure 7: Employment distribution, by status in employment, 2009-2018**



Source: Figure 29 (International Labour Office, 2019)

**Figure 8: Prevalence of paid employment and vulnerable employment, 2009-2018**

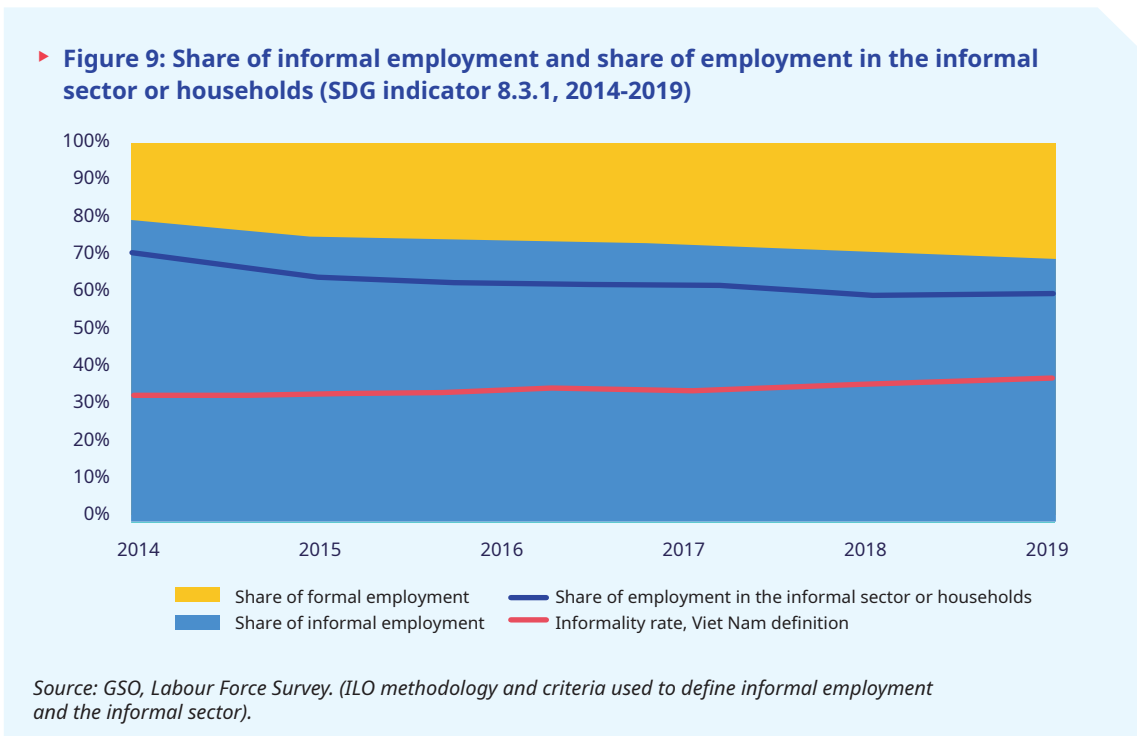


Source: Figure 31 (International Labour Office, 2019)

41 Ibid., p. 31

42 Ibid., p. 31.

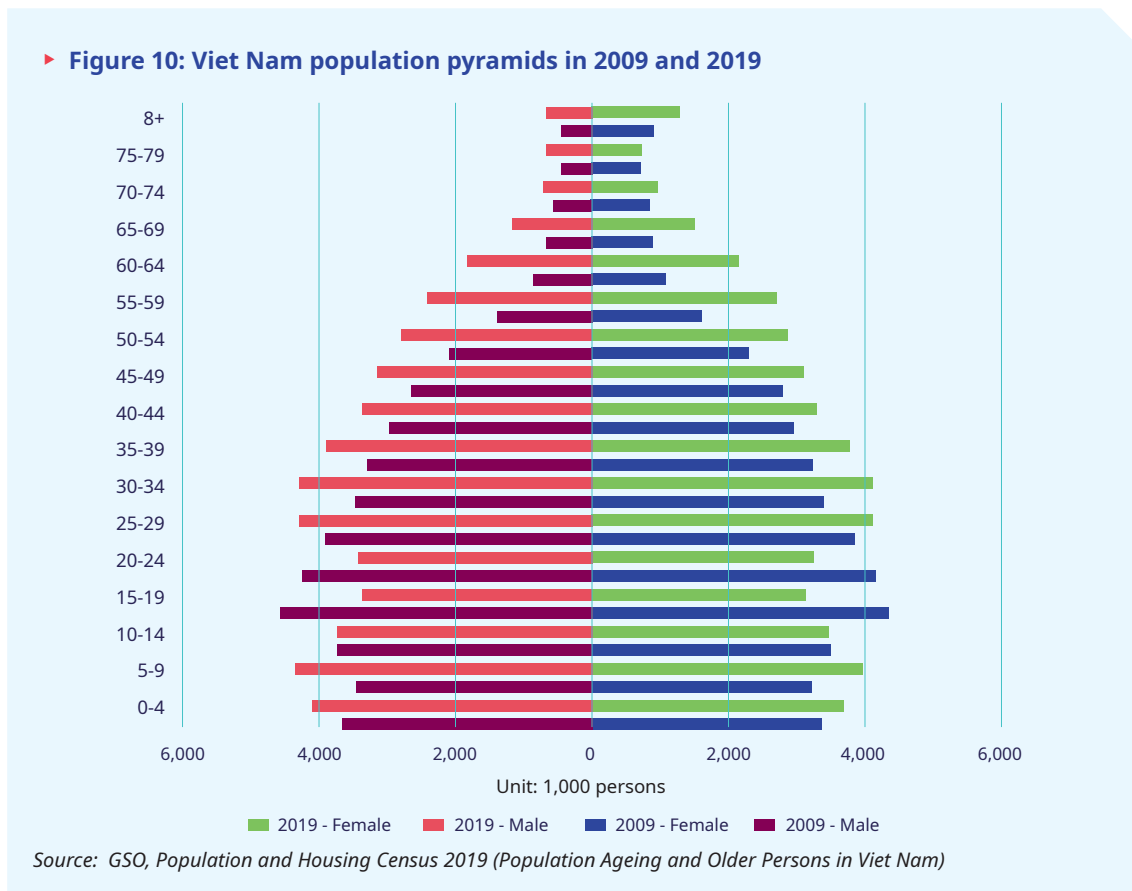
48. While unemployment in Viet Nam is low, employment is not fully productive, mirroring the divide between work in formal and informal economies. Work in the formal economy differs from that in the informal in respect of productivity, the integration of products in markets, contribution to and participation in social security and taxation schemes. The steadily increasing formalisation of employment contributes to Viet Nam's development. Before COVID-19, the overall share of workers in informal employment had been decreasing; COVID-19's economic impact has at times led to an increase in informality as formal employment opportunities decline, and at other times led to a contraction of informal employment as workers exit the labour force.<sup>43</sup> The situation overall is fluid, requiring dynamic responses with the objective of formalising the informal economy, promoting formal job creation, and preventing the in-formalisation of existing jobs as critical for decent work and sustainable development



49. While adjustments in the labour market are made, youth face unemployment disproportionately. Almost half of Viet Nam's labour force is aged between 15 and 39 years. The challenge is creating jobs for this group while they progress in age, while at the same time upgrading skills for the growing and evolving service and manufacturing sectors. There are also more specific issues that concern youth, namely the burden that the growing aging population is placing on them and social expenditure. The proportion of older persons in Viet Nam is larger today than it was in 2009 (see Figure 10). This burden on youth impacts particularly on females as a result of the domestic care required for elderly relatives.

<sup>43</sup> For example, “[f]or the whole year 2020, the number of informal workers is 20.3 million, an increase of 119.1 thousand people, while the number of formal workers is 15.8 million, a decrease of 21.1 thousand people compared to 2019. The rate of informal jobs in 2020 is 56.2% – a 0.2 percentage point higher than in 2019.” General Statistics Office, Government of Vietnam., 2021b. Covid-19 impacts on labour and employment situation in quarter IV of 2020 [Online]. Available at: <https://www.gso.gov.vn/en/-data-and-statistics/2021/01/covid-19-impacts-on-labour-and-employment-situation-in-quarter-iv-of-2020/> [Accessed 19 May 2021]

► **Figure 10: Viet Nam population pyramids in 2009 and 2019**



**50.** Tertiary education needs to be improved, as well as labour market matching services. Continuing to encourage and support women students to participate in fields related to science, technology, economics and mathematics is important if innovation and enhanced productive capacities in high-value added sectors is to be fostered. In the meantime, the youth face under-employment. In 2019 youth were over four times more likely than adults, to be unemployed.<sup>44</sup> This trend can be attributed to the lack of job search and work experience to enable them to be competitive; a lack of economic security whilst searching for work, and a mismatch between skills gained and labour market requirements – despite young people being the best educated group in the pre-COVID-19 labour market. Typical of most countries, low-skilled workers in Viet Nam are often exposed to long hours and low pay, and in some cases hazardous conditions. There is a minor variation between how working poverty affects men and women, but young workers are more exposed than adults. The share of employed youth living in moderate poverty was close to 9 per cent in 2018 compared to 5 per cent of employed adults.

**51.** The gender gap in labour force participation and earnings appear to have narrowed, but the gender gap has been measured so far through indicators that do not measure gender inequality in decent work.<sup>45</sup> Women are often expected to work full-time while being responsible for unpaid care work; this hinders women's full potential for labour force participation. On the other hand, the care economy is an important job-rich growth sector in the region, giving employment opportunities for both women and men. The elimination of gender gaps in education has not translated into a comparable narrowing of gender gaps in employment quality, earnings, or decision-making jobs. Women continue to have limited access to managerial positions and suffer from unequal

<sup>44</sup> Youth unemployment stood at 6.5 per cent.

<sup>45</sup> Barcucci, V., Cole, W. & Gammarano, R. 2021. Research Brief: Gender and the labour market in Viet Nam, An analysis based on the Labour Force Survey, (Hanoi, International Labour Office). Available at: [https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-hanoi/documents/publication/wcms\\_774434.pdf](https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-hanoi/documents/publication/wcms_774434.pdf).

wages. Women earn on average less than men at all ages in all economic activities, both among employees and the self-employed.

- 52.** Decent work deficits have increased as a result of COVID-19, particularly for already vulnerable groups. Working hours have been reduced and pay has been cut for workers.<sup>46</sup> Almost all workers asked, have expressed concern for their financial security.<sup>47</sup> Households of ethnic minorities, informal and migrant workers, as well as female workers, face declining incomes and increasing risk of transient income poverty.<sup>48</sup> Hundreds of thousands of workers have found themselves out of work and without foreseeable opportunities for new jobs. A large share of workers in informal employment left the labour force altogether in the second quarter of 2020 without savings or access to social insurance. Despite data showing discrimination faced by people with disabilities (PWDs) employed in the public and private sectors, its results potentially point to households with members with disabilities are twice as likely to be poor as other households, and almost a third of responding PWDs had been made unemployed.<sup>49</sup> The crisis has also exacerbated the challenges faced by Vietnamese migrant workers, especially irregular migrant workers, who might be particularly vulnerable depending on their access to healthcare, social protection or COVID response in their destination countries.
- 53.** Opportunities to improve living standards in rural areas are scarce, while residual chronic poverty fuels domestic and international migration for employment. Industry, manufacturing, and services located primarily in urban centres continue to attract rural workers. Rural populations are declining, while income inequalities and disparities in access to basic services continue to grow.<sup>50</sup>
- 54.** Internal and international migration commonly seen as integral parts of Viet Nam's development landscape experienced a shock from COVID-19. Three decades of reforms have been accompanied by significantly increased internal and international migration. International integration has been both promoted and reflected in policies favouring study, work, family unification, tourism, and foreign investment.<sup>51</sup> COVID-19 has shocked migration patterns and practices; domestic migration has declined, and overseas workers have been slowly repatriated. Travel and migration restrictions have seen migrant workers unable to take up job placements despite many having already paid high recruitment fees and related costs to do so. The number of outbound workers, including women, declined by 50 per cent in 2020 compared to the previous year. For those who were able to get jobs overseas during this time, the additional costs of covering the quarantine period, testing and vaccination added to the already high recruitment fees and related costs. The Government in 2021 revised the Prime Minister's Decision on the Fund for Overseas Employment Assistance (FOEA) for international migrant workers. The FOEA provides important social protection for migrant workers – particularly workers who may be unable to access social security in their destinations due to being non-nationals. Under COVID-19, many have been stuck due to lack of information, visa issues and border closures, with negative implications for their access to food and accommodation after their contracts were suddenly terminated.<sup>52</sup> The prospects and timing of migration recovery will impact employment outcomes.

46 Forty-nine per cent have experienced reductions in hours and among those who work, 59 per cent received a pay cut. See UN social and economic impact assessment 2020 and General Statistics Office, GoV, 2020. *Report on the impact of the COVID-19 on labour and employment situation in Viet Nam*, Available at: <https://www.gso.gov.vn/en/data-and-statistics/2020/07/report-on-the-impact-of-the-covid-19-on-labour-and-employment-situation-in-viet-nam/>. and.

47 Ninety six percent of survey respondents. UN social and economic impact assessment 2020.

48 UN Economic WG on COVID-19 impact assessment (August 2020).

49 National Survey on Persons with Disabilities conducted in 2016., 17. Seventy-two per cent of surveyed PWDs earned an income of less than VND1 million in March 2020, which is a 21 per cent increase compared to the previous period (February 2019 to February 2020).

50 The average income per capita there is less than 50 per cent of that in urban areas, and the rural poverty rate is nearly three times the urban rate.

51 There are 2.7 million Vietnamese living overseas and the number of Vietnamese contract workers who migrated steadily increased between 2014 and 2019.

52 See Government of Vietnam 2020b. Vietnam's Response to the Voluntary GCM Review. Available at: [https://www.unescap.org/sites/default/d8files/event-documents/Viet%20Nam\\_Voluntary%20GCM%20Survey%20Report.pdf](https://www.unescap.org/sites/default/d8files/event-documents/Viet%20Nam_Voluntary%20GCM%20Survey%20Report.pdf).

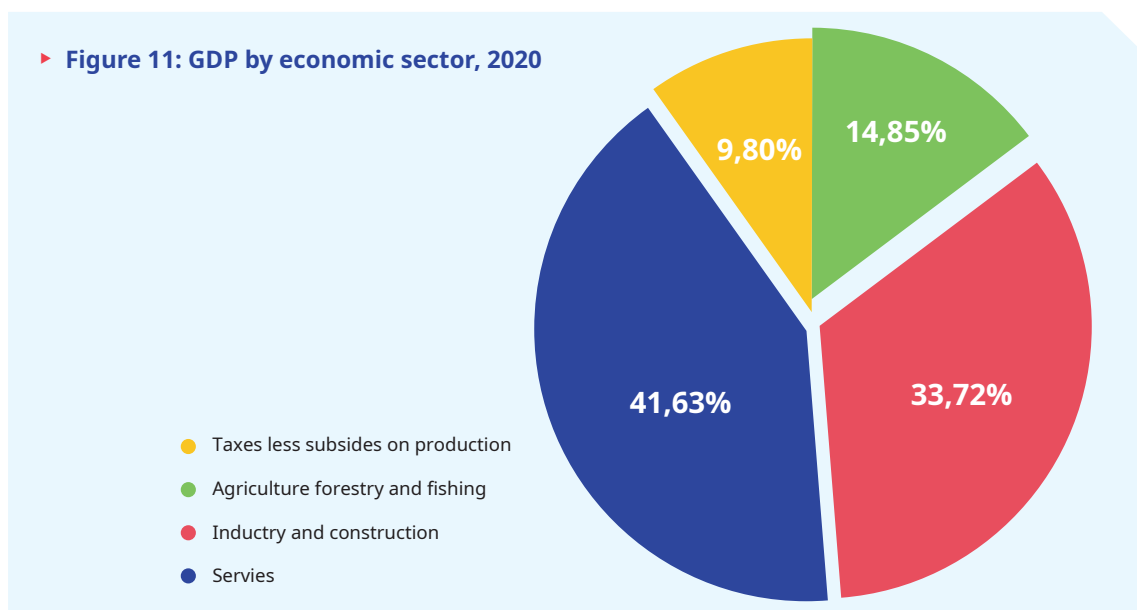
55. Economic growth and full and productive employment are being challenged by the substantial risk that Viet Nam faces regarding climate change. The country has high exposure to natural hazards and limited institutional capacity to cope and adapt. Efforts to implement appropriate adaptation and mitigation for climate impacts are therefore critical, one of them by transitioning to a low carbon economy. When managed justly, this transition may create opportunities for creating jobs, especially in the green economy, renewable energy sector, sustainable production and manufacturing, organic farming, and digitalization.

**2.1.3.1. Macroeconomic policies for human-centred development**

56. Viet Nam's macroeconomic environment has remained stable over the last two decades. This has provided conducive conditions for business, foreign trade, and investment, as well as the accumulation of foreign reserves. All this has made human-centred policies and development possible.

57. Viet Nam's macroeconomic policies are aimed at human-centred results following SEDP and SEDS. By moving to diversify the economy and drawing on the labour market to be able to achieve that end, there has been a push for increased investment by the Global Commission on the Future of Work. Viet Nam's GDP growth was estimated to grow by about 6.61 per cent in the second quarter of 2021 (GSO),<sup>53</sup> one of the highest in the world, with projections for 2021 at 6.5 per cent compared to targeted growth of around 6.8 per cent according to IMF estimates. Great benefits have come from shifts in the global trading system which has allowed countries with endowments in commodities to boost trade surpluses and provide capital for strategic investments like human capital. Viet Nam is well-placed to receive the major share of "second wave" factory relocations as businesses change production models. Viet Nam has sought to leverage these trends by pursuing aggressive trade liberalisation measures, evidenced by the growing number of trade agreements and regional integration initiatives adopted over the last decade. Shifting strategies in global value chains have presented Viet Nam with additional trade opportunities. Overall, Viet Nam is economically well positioned for making investments in human-centred development.

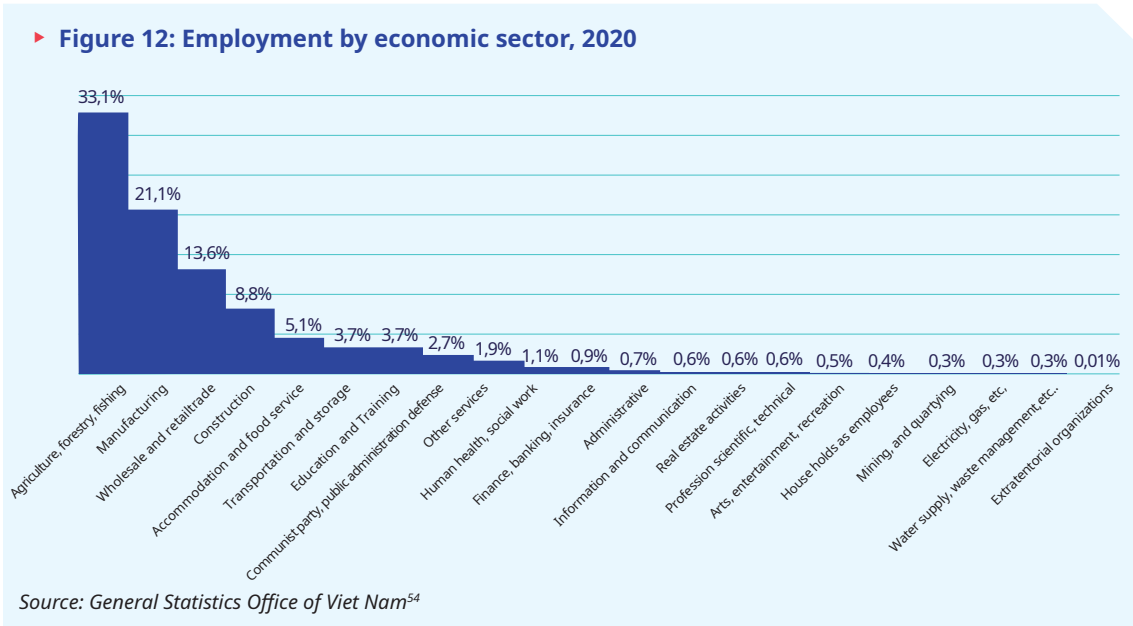
**2.1.3.2. Industrial policies for promoting decent work and productivity**



54 <https://www.gso.gov.vn/en/data-and-statistics/2021/07/-press-conference-to-announce-the-socio-economic-situation-in-the-2nd-quarter-and-6-months-of-2021/>

58. Employment has been growing in higher value-added economic activities such as manufacturing, construction, financial services, tourism, and real estate. Yet, household enterprises have generated more new jobs compared with any other sector over the past two decades. The fact that almost half of informal business owners make a profit that is below the minimum wage means productivity is assumed to be low and the upholding of decent work is threatened. MSMEs need to break the vicious cycle of low productivity and inefficient outdated technologies, reinforced by low access to finance. Industrial policies are needed to support MSME, cooperatives, cooperative teams, and the informal economy transition. The need for transition is well known, understood, and has been acted upon.

59. Despite the growth in higher valued added economic activities/industries, the bulk of the labour force is still not prepared in a manner conducive to expanding high-skilled labour's contribution to the economy. In 2020, the sectoral proportion of GDP was dominated by services at 41.63 per cent, followed closely by the industrial and construction sector, accounting for 33.72 per cent of GDP, with agriculture at 14.85 per cent (see Figure 11). The largest share of employment was found in agriculture (see Figure 12). Further labour force transition is needed to meet sectoral aspirations and to bring this substantial proportion of the workforce – who are often least protected against OSH and other risks – better prospects for decent work



60. Transition to green production and green jobs has been prioritised. The National Strategy on Green Growth (2021-2030) with a Vision to 2050 was approved in Decision No 1658/QĐ-TTg on 1 October 2021. It sets out the green economy agenda for Viet Nam by providing direction for both sustained production and green consumption. Viet Nam has also provided various financial incentives and policies to support environmentally friendly production and consumption activities, while responding to climate change. SEDP 2021-2025 calls for concentration on boosting manufacturing industries in association with smart technologies and focusing on green industry and skills development, and in agriculture, the call has been made for “green, clean, smart agriculture adaptive to climate change”. There is an urgent need to improve farming practices and to make them “greener” to protect the environment and people’s livelihoods.

55 General Statistics Office. 2021a. Statistical Yearbook of Viet Nam 2020, Available at: <https://www.gso.gov.vn/wp-content/uploads/2021/07/Sach-NGTK-2020Ban-quyen.pdf>.

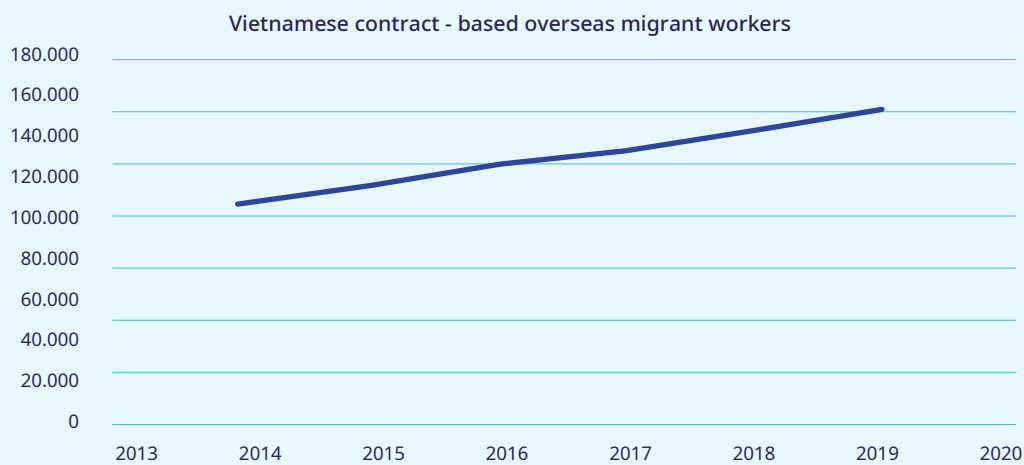
**2.1.3.3. Infrastructure investment for transformative change**

- 61. Domestic connectivity has expanded significantly over the last two decades, enabling economic and social development. The number of commune centres without access to all-weather roads decreased more than 10-fold between 1997 and 2016. Mass public transit systems are growing in urban areas. Unfortunately, the mismatch between connectivity demand and supply continues. Regional trade-cost lowering infrastructure is underutilised, signalling a need for improved mapping. Improvements in these areas may help formalise the informal economy.
- 62. By facilitating the movement of goods, services and people, connectivity is a critical driver of inclusive economic growth. It can also reduce the spatial disparity and associated poverty across the country. Currently, higher poverty rates are concentrated in remote areas and mountainous regions where most residents are ethnic minorities. This physical remoteness also means low access to infrastructure, services, and market opportunities – which inevitably negatively impacts economic outcomes. Better connectivity will improve access to more productive off-farm opportunities for workers. This also applies to digital connectivity. These developments can improve access to formal enterprise and employment.

**2.1.3.4. Policies and incentives for sustainable growth, enterprises, and innovation**

- 63. Government policy is to promote MSMEs. The 2017 SME support law (No. 04/2017/QH14) provides support for credit access, the establishment of a credit guarantee fund, tax and accounting support, production support; technology support; market expansion; information support, management consulting and support for human resource development. The Law on Cooperatives (No. 23/2012/QH13) to strengthen internal cooperation and participation in markets is set for updating after 10 years of implementation. These reforms will aim to improve the operation, management, and productivity of cooperatives.
- 64. International labour migration has become an important lifeline for many Vietnamese families and communities (see Figure 13). Policies support the benefit coming from workers sending home money from relatively well-paid jobs overseas. Almost three quarters of international remittances – including from migrants for employment – are used for investment in production and business; almost a quarter is used for investment in real estate; and the remainder is used as financial aid for relatives.<sup>55</sup> Sustainable growth can be supported by well-managed, fair, and safe migration.

► **Figure 13: Trend in Vietnamese contract-based overseas migrant workers, 2013-2019**



Source: Department of Overseas Labour of Viet Nam's Ministry of Labour, Invalids and Social Affairs

<sup>55</sup> According to the World Bank, 72 percent of international remittances were used for investment in production and business; nearly 22 percent for investment in real estate; while the rest was used as financial aid for relatives.



- 65.** The Law on Contract-Based Overseas Vietnamese Workers No. 69/20020/QH14 was adopted by the National Assembly in November 2020 and came into force in January 2022. To guide the implementation of the law, one Decree, one Decision and two Circulars took effect from February 1, 2022.
- 66.** On March 20, 2020, the Prime Minister issued Decision No. 402/QĐ-TTg on the implementation of the United Nations' Global Compact for Safe, Orderly and Regular Migration (GCM). The GCM Plan of Action will guide the Government to carry out a number of tasks for more effective coordination of migration management. The objective of those tasks is sustainable development, respect for migrants' dignity and protection of their rights and interests, with special attention to specific groups of women and children. They will include strengthening laws, policies and implementation; communicating and disseminating information on the GCM and international migration issues within and outside Viet Nam; promoting international cooperation in the implementation of the GCM; strengthening capacities to implement the GCM; collecting information and data on the migration of Vietnamese workers going abroad and the immigration of foreigners into Viet Nam; and conducting research and making forecasts on the situations and policies on migration of countries. These efforts should improve possibilities for the ratification of ILO Conventions Nos. 97, 143 and 181 concerning migration, targeted under the Memorandum of Understanding between the Ministry of Labour, Invalids and Social Affairs and the International Labour Organization, on the Cooperation to promote International Labour Standards in Viet Nam for the period 2021-2030.

### **2.1.3.5. Policies and measures responding to digital challenges and opportunities**

- 67.** Technological advancements have the potential to present many business opportunities and create new jobs, as well as solutions to social and environmental issues. The Government has promulgated a national strategy on Industrial Revolution 4.0 to 2030 (Decision 2289/QĐ-TTg/2020) and a national digital transformation program to 2025 with a vision to 2030 (Decision 749/QĐ-TTg/2020). Despite mixed evidence on the potential impact of these advancements such as increased industrial automation, there are no signs that technology is currently reducing employment in Viet Nam. As technology drives productivity gains, Viet Nam's competitiveness should increase through growth of domestic industries and the generation of more employment opportunities. The challenge will be having the human resources to take advantage of these opportunities.
- 68.** A key route to achieving Viet Nam's development ambitions is through technological transformation, greater use of digitalization, and expansion of the digital economy. The digital economy is rapidly growing, reaching a value of US\$12 billion in 2019 with an average annual growth rate of 38 per cent since 2015, and is expected to top US\$43 billion by 2025 - accounting for 20 per cent of the country's GDP. Despite its potential, there are significant gaps between different population groups in terms of ICT (Information and Communication Technologies) readiness – that is, infrastructure and access – and ICT capability – meaning skills. The gap exists also between geographic groups, including persons living and working in rural and urban areas. New, competitive forms of production that are digital, distributed, smart and circular are suppressed by a lack of ICT training.<sup>56</sup>

### **2.1.3.6. ...measured by the SDGs**

- 69.** Viet Nam has nationalized global SDGs into 115 Viet Nam SDG (VSDG) targets and incorporated them in 2017, into a National Action Plan to implement the 2030 Agenda.<sup>57</sup> Of the 12 international targets for which the ILO is custodian (13 indicators) or involved agency (3 indicators) in respect of

<sup>56</sup> The Inclusive Internet Index 2021 ranked Viet Nam at 58/120 countries. <https://theinclusiveinternet.eiu.com/explore/countries/performance> However, digital literacy remains low, at no.72, indicating the lack of education and readiness to use the Internet

<sup>57</sup> Government of Vietnam 2017b. *National Action Plan for the Implementation the 2030 Sustainable Development Agenda*, Available at: [https://vietnam.un.org/sites/default/files/2020-08/ke%20hoach%20hanh%20dong%20quoc%20gia\\_04-07-ENG\\_CHXHCNVN.pdf](https://vietnam.un.org/sites/default/files/2020-08/ke%20hoach%20hanh%20dong%20quoc%20gia_04-07-ENG_CHXHCNVN.pdf).

associated indicators, all but those concerning youth employment are included in the VSDG targets. Of these 16 indicators, analogous indicators have been selected for use by Viet Nam for all but 4. See Annex 6 below on page 102.<sup>58</sup>

- 70.** Viet Nam prepared a Voluntary National Review in June 2018.<sup>59</sup> A further review of progress over the past five years was made available in 2021. Viet Nam's SDG index score is higher (73.8) than the regional average (67.2). Globally, Viet Nam has been edging upward in rankings since 2018. The SDG index scores show good performance for 12 out of 17 SDGs, with five on track for 2030 (SDGs 1, 4, 6, 11, and 13) but lower performance on SDG 14 (life under water), 15 (life on land), and 17 (partnerships for the goals). Only limited information is available for SDG 10 on inequalities and SDG 12 on responsible consumption and production.
- 71.** In achieving SDG 8 on “Decent work and economic growth”, although Viet Nam is likely to complete 5 among 10 targets, including target 8.1 (on GDP per capita growth), target 8.5, 8.6 (job generation), target 8.7 (on eradicating forced and child labour) and target 8.10 (on financial institution improvement), there still remain challenges in achieving the remaining 4 targets, including target 8.2 (on labour productivity and technology renovation), target 8.3 (on decent jobs and growth of micro, small- and medium-sized enterprises), target 8.4 (on effective use of resources and decreasing negative impacts from economic growth on the environment), and target 8.9 (on growth of sustainable tourism). Target 8.8 on a safe working environment for all will be particularly challenging to achieve. The COVID-19 pandemic has exacerbated the current difficulties and resulted in more challenges for sustainable economic growth<sup>60</sup>.
- 72.** A five-year SDG review report has been produced and highlights several constraints with respect to implementation of the 2030 Agenda. These include a lack of budget for mainstreaming the SDGs; the need for monitoring and improving staff capacities; limited coordination mechanisms among ministries and related agencies; and mobilization of stakeholder participation due to both staffing constraints and a lack of awareness.
- 73.** Viet Nam's General Statistics Office is well regarded and has been able to generate disaggregated data for SDG indicators, and particularly those under the ILO's custodianship.

<sup>58</sup> The finalized national SDG indicators were notified in January 2019, after the first VNR. One hundred and fifty-eight national indicators are identified in Circular No. 03/2019 /TT-BKHDT dated January 22nd, 2019 of the Minister of Planning and Investment, at <https://luatvietnam.vn/dau-tu/thong-tu-03-2019-tt-bkhdt-bo-chi-tieu-thong-ke-phan-trien-ben-vung-cua-viet-nam-170555-d1.html>

<sup>59</sup> Government of Vietnam 2018. Viet Nam's Voluntary National Review on the Implementation of the Sustainable Development Goals, (Ha Noi, Available at: [https://sustainabledevelopment.un.org/content/documents/19967VNR\\_of\\_Viet\\_Nam.pdf](https://sustainabledevelopment.un.org/content/documents/19967VNR_of_Viet_Nam.pdf)).

<sup>60</sup> National Report 2020 “Progress of five-year implementation of sustainable development goals”



# 3 Country programme priorities and outcomes

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**74.** In consultation with its constituents, and with reference as indicated above to the CCA, CPR, UNSDCF, and SEDS/SEDP, the UNCT has identified four development priorities, to which the ILO will contribute as the following three Decent Work Country Priorities. With the exception of Outcome 3.4 – which speaks to the promotion of social dialogue, industrial relations, and dispute resolution unique to the ILO’s mandate, and Outcome 2.3 which addresses improved occupational safety and health, the DWCP Country Priorities and the Outcomes that follow are aligned with those in the UNSDCF, selected for their close relation to the ILO’s decent work agenda.

**Country Priority 1.** By 2026, people in Viet Nam, especially those at risk of being left behind, will contribute to and benefit equitably from sustainable, inclusive and gender-responsive economic transformation based on innovation, entrepreneurship, enhanced productivity, competitiveness, and decent work.

**Outcome 1.1** National capacities are strengthened to formulate and implement evidence-based policies and strategies, and enhance enabling ecosystems for inclusive, transformative, and sustainable agriculture, industry, and service sectors for decent work.

**Outcome 1.2** Sustainable, inclusive, and responsible business models and practices including MSME’s, and cooperatives are promoted to increase productivity, trade development and innovation, and improved working conditions and compliance, with special focus on economic empowerment of the poor, ethnic minorities, and women.

**Outcome 1.3** The education system in Viet Nam provides gender-responsive, equitable, climate resilient, quality education and learning, which will equip all children, adolescents, youth, and adults with relevant learning, transferrable and digital skills, including during emergencies

**Country Priority 2** Country Priority 2 By 2026, people in Viet Nam, especially the poor and those at risk of being left behind, will benefit from inclusive, gender responsive, disability-sensitive, equitable, affordable, and quality social services and social protection systems, will have moved further out of poverty in all its dimensions and will be empowered to reach their full potential.

**Outcome 2.1** The national social protection and social care system are inclusive, coherent, and integrated, applying life cycle, risk informed, resilient and gender responsive approaches with a focus on meeting the needs of the most vulnerable people.

**Outcome 2.2** Socio-cultural attitudes and practices, accountability, and legal and policy frameworks are transformed to eliminate gender-based violence and all forms of abuse, exploitation, and discrimination against vulnerable groups.

**Outcome 2.3** Occupational safety and health is enhanced through the building of a preventative safety and health culture and improved compliance.

**Country Priority 3.** By 2026, people in Viet Nam, especially those at risk of being left behind, will benefit from and contribute to a more just, safe and inclusive society based on improved governance, more responsive institutions, strengthened rule of law and the protection of and respect for human rights, gender equality and freedom from all forms of violence and discrimination, in line with Viet Nam’s international commitments

**Outcome 3.1** Reformed labour market institutions are used for improving labour standards for all types of workers and formalising informal employment.

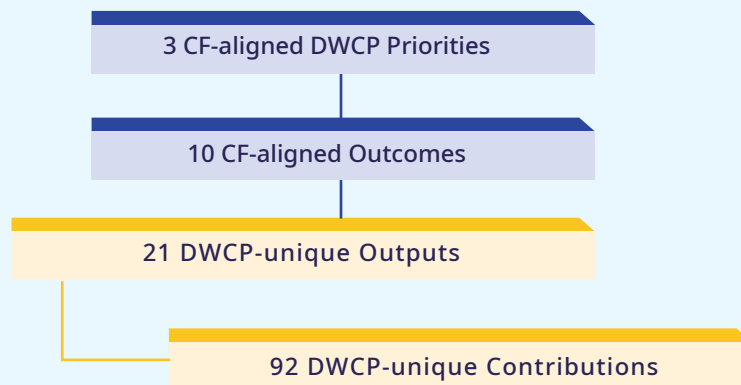
**Outcome 3.2** National institutions and systems are enhanced to strengthen the rule of law, expand access to justice and combat discrimination with a focus on vulnerable groups and in a child, youth, and gender sensitive manner in line with international human rights norms and standards.

**Outcome 3.3** National legislation, policies and agencies are strengthened to prevent and address trafficking in persons, migrant smuggling, and equitable access to protection systems is ensured for victims, witnesses, and other vulnerable groups, especially migrants, women, and children.

**Outcome 3.4** Social dialogue and dispute resolution mechanisms are strengthened to improve governance of the labour market, workers’ rights, and industrial relations

75. The DWCP was established first and foremost with reference to priorities expressed in national development plans as reflected in the UNSDCF. ILO supports expressed constituent orientations and interests to further inform the orientation of the DWCP-unique outputs contributing to the CF-aligned Outcomes. The ILO’s global Decent Work Agenda and Policy Outcomes are reflected in the Programme and Budget for 2022-2023, and normative foundations. The sections below describe the programme in lay terms that reflect the formal, evaluable logical framework (including performance indicators) that appears in Annex 1: 2022 DWCP Results Matrix (public).

► **Figure 14: DWCP logframe alignments**



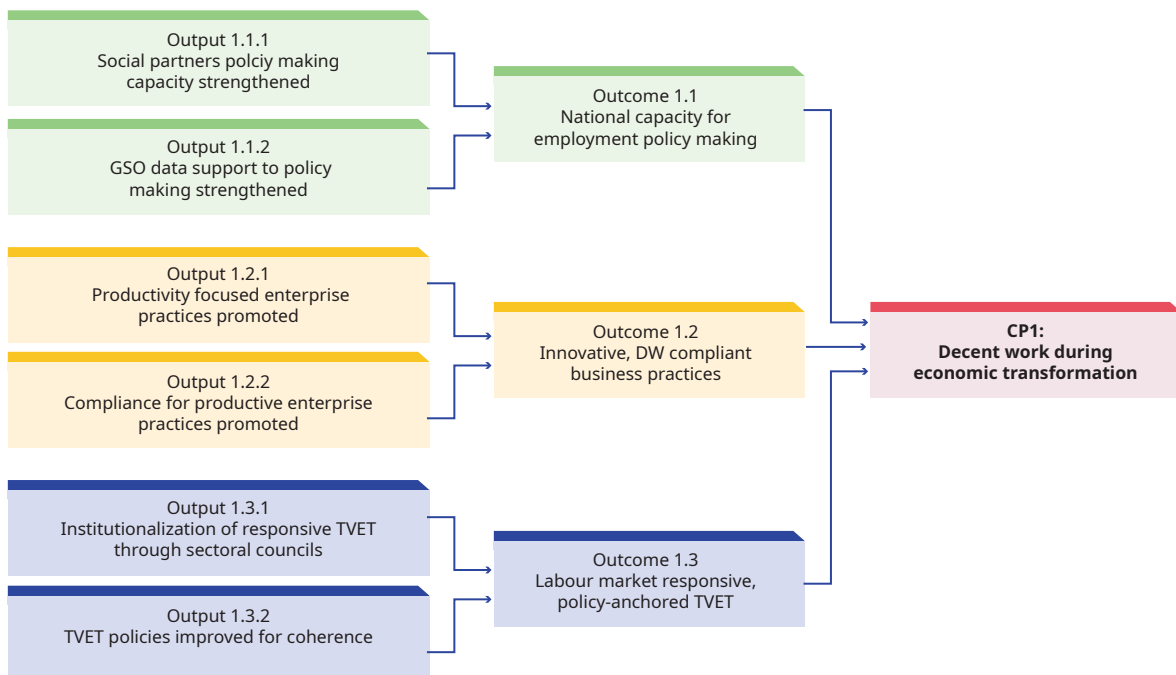
### 3.1. Decent work for economic transformation

76. The ILO will work with tripartite constituents to improve the position of the people of Viet Nam to contribute to and benefit equitably from economic transformation based on decent work in employment. The DWCP contributions in this area will be designed to:

- ▶ Strengthen capacities to formulate and implement evidence-based policies and strategies for increasing productive and freely chosen employment, including through the production, analysis, and use of data to inform policy and planning in manners consistent with international standards, including the ILO’s Labour Statistics Convention, 1985 (No. 160) which has been identified for ratification between 2021 and 2026.
- ▶ Promote business models and practices, including those related to corporate social responsibility and responsible business conduct, that increase productivity, environmental sustainability, trade, and innovation, and thereby enable the improvement of working conditions.
- ▶ Improve the technical and vocational education and training system – and make more coherent and gender-responsive policies that orient it – so that it provides knowledge and skills for employment relevant to the current and future world of work in Viet Nam.

77. In addition, the ILO stands ready to support other initiatives aimed at the desired outcomes, including support for employment services, and implementation of the Scheme on Support for Viet Nam’s Labour Market Development by 2030. Support continues – both in the garment sector supply chain – and elsewhere within the ILO mandate, for transitioning to more environmentally sustainable production methods and employment outcomes, while fostering just transitions. By working in these priority areas, the ILO will help Viet Nam to transform the economy in terms of the technology it uses and produces, the quality of more sustainable, inclusive and gender responsive economic transformation, and as a result of innovation, entrepreneurship, enhanced productivity and competitiveness, more decent work.

▶ **Figure 15: Country Priority 1 outcomes and outputs**



### 3.1.1. Outcomes under Priority Area 1

**Outcome 1.1.** National capacities are strengthened to formulate and implement evidence-based policies and strategies, and enhance enabling ecosystems for inclusive, transformative, and sustainable agriculture, industry, and service sectors for decent work.

**Within this outcome, the ILO will work with tripartite constituents with a focus on:**

- ▶ Strengthening the ability of Government, employers,' and workers' organisations to formulate employment policies in a Viet Nam under transformation.
- ▶ Progressing revisions to the Employment Law in a way that reflects evidence-based good practices.
- ▶ Improving capacity of stakeholders in analysing and addressing gender gaps and informality in connection with employment policy and laws by promoting, for example, the care economy as a job-rich growth sector.
- ▶ Improving dialogue among informal economy actors and stakeholders
- ▶ Developing statistical standards, operations, and procedures for measuring transition of informal to formal work, thereby supporting Viet Nam's integrated strategy towards formalization in line with ILO's Recommendation No. 204 on Transition from the Informal to the Formal Economy.
- ▶ Supporting the Government and specifically the GSO in strengthening its institutional and human capacity to collect, disseminate and analyse labour market information based on improved statistical surveys and methods consistent with international standards, including ILO's Labour Statistics Convention, 1985 (No. 160).
- ▶ Supporting the Government and specifically MOLISA in strengthening its labour market information system to improve administrative data collection and the quality of labour market forecasting.
- ▶ Support for improved coordination and collaboration in generation and dissemination of corrective and consistent data and information between GSO and MOLISA.

**In order to achieve change, the ILO expects:**

- ▶ Constituents continued interest in evidence-based decision making.
- ▶ The planned revision of the Employment Law continues to be on track and supported within the Government of Viet Nam and among social partners.
- ▶ National institutions continue to be operational and interested in improving technical and institutional capacities.
- ▶ ILO support continues to be perceived as properly oriented toward national objectives, and the interests of the Government and social partners.
- ▶ Technical support provided to GSO, and partner organisations will be used to develop policies and operations for measuring labour market phenomena, enabling the resulting information to contribute to employment policy formulation in Viet Nam.
- ▶ Interest will be continued in developing and improving monitoring the informal economy and foreign workers in Viet Nam.
- ▶ Close collaborate with GSO and constituents in training, knowledge sharing and institution building based on a shared understanding of needs and expectations of end-user policy makers.
- ▶ Convention No. 160 will move towards ratification and implementation between 2021 and 2026, according to current MOLISA/ the Government of Viet Nam's plan.

**The ILO will deliver the following outputs:**

- ▶ Policy analysis, workshopping and other interventions and support designed to improve decision making capacity, promote gender equality, a just energy transition, and other Government of Viet Nam development policy objectives.
- ▶ Advocacy with constituents on the basis of the ILO’s Decent Work Agenda.
- ▶ Knowledge sharing events drawing on international best practices.
- ▶ Technical supports to GSO and their partner organisations.
- ▶ Technical advice directly to operational GSO officers.

Main Actors	Links with ILO Programme and Budget
MOLISA; GSO; VGCL; VCCI; VCA; and National Assembly	P&B3.1./VNM128, P&B OA.1.1/VNM128

**Outcome 1.2.** Sustainable, inclusive, and responsible business models and practices including MSME’s, and cooperatives are promoted to increase productivity, trade development and innovation, and improve working conditions and compliance, with special focus on economic empowerment of the poor, ethnic minorities, and women.

**Within this outcome, the ILO will work with tripartite constituents with a focus on:**

- ▶ Strengthening enterprises, including cooperatives, and enterprise support organizations’ capacity to develop and disseminate best productivity and enterprise practices, including elements of corporate social responsibility and responsible business conduct for productivity and employment.
- ▶ Promoting the idea of productivity ecosystems<sup>61</sup> and using it to improve enterprise, cooperative and sectoral productivity in priority sectors.
- ▶ Improving compliance with domestic and international labour standards, enabling sustainability of Viet Nam’s export sector, and expanding the scope of experience through the publication of research findings and tools to other production and export-oriented sectors, particularly the seafood and wood processing sectors.
- ▶ Reforming the legal framework for cooperatives with a view to improving their productivity, market access, sustainability, and contribution to decent work in line with the mandate for their reform to transformative institutions.
- ▶ Promoting business practices for transitioning to greener jobs using the garment sector supply chain as an example.
- ▶ Promoting the application of provisions of the Labour Code 2019 that impact productivity.

**In order to achieve change, the ILO expects:**

- ▶ Smaller enterprises to be able to access and find relevant best practices developed elsewhere and apply them in practice with decent work results.
- ▶ Enterprises continue to find the Better Work method useful, adding value to operations and enabling dissemination to a broader audience of entrepreneurs and businesses.

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<sup>61</sup> An ecosystem is a complex of actors, institutions, and processes interacting with each other to ultimately produce results. An ecosystem refers to the relationship and interaction between elements or components in an environment.



- An interest in the introduction and use of productivity ecosystems for decent work at enterprise and sector levels.

**The ILO will deliver the following outputs:**

- ILO provides technical support for the VCCI for self-sufficient operation of the SCORE.
- ILO's flagship programme, Better Work, will continue its operations in important sectors of economic activity, enabling flow-over benefits and experience to enterprises and institutions operating the Decent Work agenda.
- Promotion of decent work through productivity ecosystems, their study and identification of priority sectors for productivity improvement.
- Technical support for preparation and appraisal of the dossier for cooperative reform, providing comment and input to the draft law; support to technical and stakeholder consultations, and similar.

Main Actors	Links with ILO Programme and Budget
VCA; MOLISA; VGCL; VCCI; VCA and associations, industry and professional associations related to agriculture	P&B4.2., P&B4.4 /VNM128, VNM129

**Outcome 1.3.** The education system in Viet Nam provides gender-responsive, equitable, climate resilient, quality education and learning, which will equip all children, adolescents, youth, and adults with relevant learning, and life, transferrable and digital skills, including during emergencies.

**Within this outcome, the ILO will work with tripartite constituents with a focus on:**

- Developing sectoral and geographic vocational training councils as an element of the TVET system in Viet Nam to help make training meet the needs of labour markets, contributing to industry competitiveness and improvement. This will be done in order to assure vocational training institutions and the operations they advise provide TVET that is gender-responsive and match the skills accessible to women and men.
- Improving TVET policies so they are more coherent and gender-responsive and support lifelong learning, and recognition and certification for the Fourth Industrial Revolution.
- Improving capacity within MOLISA's General Directorate of Vocational Education, drawing on international experiences and best practices, including linking TVET with enterprises.
- Improving institutional mechanisms and enhancing capacity of the General Directorate of Vocational Education in recognizing certificates and diplomas acquired by migrant workers overseas to promote their productive and freely chosen employment upon return to Viet Nam, or upon their next period of migration for employment.

**In order to achieve change, the ILO expects:**

- Government and social partners at provincial and sectoral levels will engage with ILO with a view to forming and activating vocational training councils as set out in the Labour Code. That these Councils will operate to determine the skills that are needed, and that training is available to provide those skills to persons in or seeking employment, and that those recommendations will be taken into account by TVET institutions to develop or expand training.
- Government agencies responsible for skills certification will work with those with public and private responsibility for migration to learn what skills are being acquired and requested in labour

markets for Vietnamese overseas migrant workers, and that information will enable development of a certification system.

- ▶ The new TVET strategy, Decision number 2239/QĐ-TTg, on approval of the TVET Development Strategy 2021-2030, Vision to 2045, is implemented.

**The ILO will deliver the following outputs:**

- ▶ Technical support and forums for developing and operating sectoral and geographic vocational training councils.
- ▶ Technical support for TVET related employment policy formulation.
- ▶ Advocacy, technical support, and forums for developing migrant worker skills certifications systems.

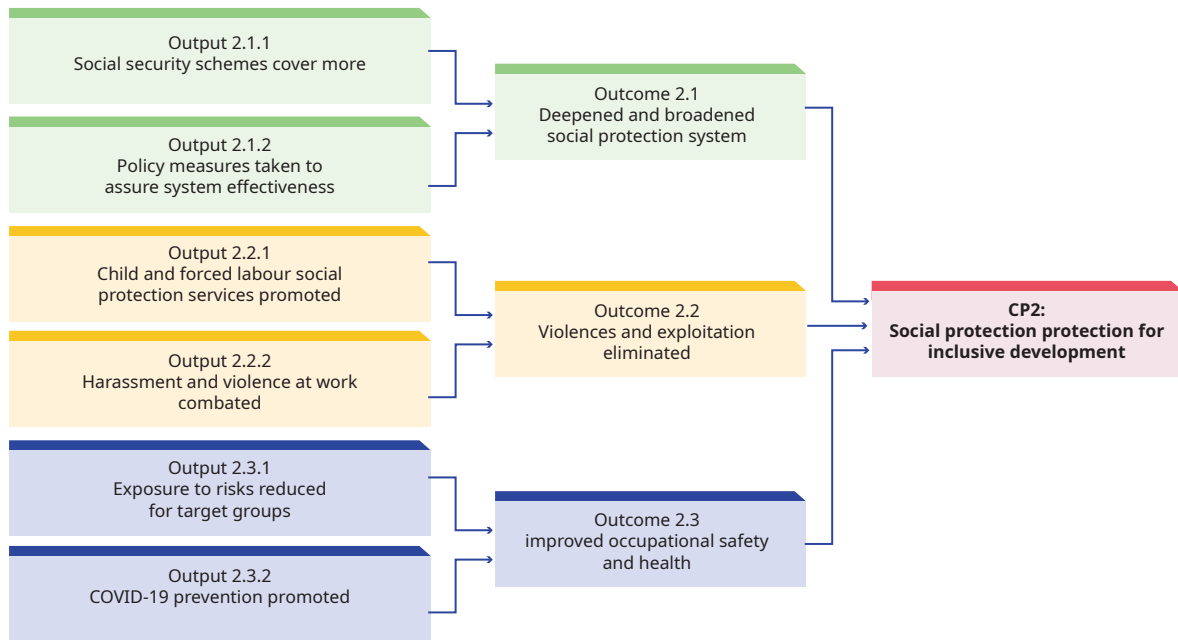
Main Actors	Links with ILO Programme and Budget
MOLISA; VGCL; VCCI; VCA; Ministry of Education and Training	P&B5.1., P&B7.5./VNM126

## 3.2. Social protection and safety & health for inclusive development

78. Social services, social protection and social assistance systems are important for Viet Nam's continuing development. Improving both the quality and the quantity of services and systems has been and continues to be a development goal for the Government. This is reflected in the broad policy choices made and set out in the SEDS and SEDP, as well as the Masterplan on Social Assistance and Reform Development (MPSARD) and the Masterplan on Social Insurance Reform (MPSIR) and Resolution 20-NQ/TW of the VI Session of the XIII Party Congress on the enhancing the protection and care of people's health in the new period, dated 25 October 2017. DWCP work in this area will support the constituents to extend coverage and improve quality and delivery through the generation of evidence for evidence-based policy advice, advocacy, and development of innovative solutions for a coherent, gender sensitive, multi-tier social protection system. Results will contribute to progress towards establishing social protection floors, linking contributory and non-contributory social protection schemes, aiming at universal coverage with a strong focus on informal workers, thus helping to improve income equalities and fill gaps. The Government of Viet Nam has identified the ILO's Social Security (Minimum Standards) Convention, 1959 (No. 102) for study and preparation of ratification between 2021 and 2026.
79. Sectoral initiatives are taken under the current DWCP, targeting agriculture and within it the coffee and export sectors including garment production. The ILO brings its Safety and Health in Agriculture Convention, 2001 (No. 184) and Recommendations (No. 192) as normative foundation and comparative advantage to technical work. The Government of Viet Nam has identified for study and preparation for ratification of Convention No. 184 between 2026 and 2030, and the Labour Inspection (Agriculture) Convention, 1969 (No. 129) between 2021 and 2026.
80. On a crisis basis, protection is needed against COVID-19 related OSH risks. This can be done by strengthening OSH through the provision of tailored practical guidance, support for risk management, the introduction of appropriate control and emergency preparedness measures, the application of measures to prevent new outbreaks or other occupational risks, and compliance with health measures and other COVID-19-based rules and regulation in a post-pandemic "new normal". The DWCP will support such initiatives.
81. The ILO will work with tripartite constituents to enable people in Viet Nam, especially the poor and those at risk of being left behind, to benefit from inclusive, gender responsive, disability-sensitive, equitable, affordable and quality social services and social protection systems, moving them further out of poverty in all its dimensions, and enabling them to be empowered to reach their full potential. The DWCP contributions in this area will be designed aiming to:

- ▶ Strengthen and expand policies and systems for social protection, including social insurance, social health insurance and unemployment insurance.
- ▶ Promote social development by combating and eliminating exploitation, violence, and harassment.
- ▶ Improve safety and health at work, strengthen the national OSH system and support the development, implementation and review of national OSH policies and programmes.

► **Figure 16: Country Priority 2 outcomes and outputs**



**3.2.1. Outcomes under Priority 2**

**Outcome 2.1.** The national social protection and social care system are inclusive, coherent, and integrated, applying life cycle, risk informed, resilient and gender responsive approaches with a focus on meeting the needs of the most vulnerable people.

Within this outcome, the ILO will work with tripartite constituents with a focus on:

- ▶ Support to ensure that the MPSARD, the MPSIR, and their respective Action Plans are implemented. This will help to build a sustainable, integrated, inclusive, gender-responsive and shock-responsive social protection system, in line with fiscal context.
- ▶ Support to ensure the implementation of Resolution 2020-NQ/TW, 2017. This will achieve health insurance population coverage, satisfy targets, strengthen financial protection, and ensure the long-term sustainability of the health insurance scheme.
- ▶ Support social protection programmes’ implementation, with a view to making them more effective and efficient through improved administration, coordination, monitoring, and evaluation.

In order to achieve change, the ILO expects:

- ▶ Government continues to pursue policies for the expansion of social protection and engages with social partners and ILO to strengthen analysis and regulation-making capabilities.

- ▶ MPSIR and MPSARD continue as policy orientation for the expansion of social security and protection systems.
- ▶ Data to be available for policy analysis and decision-making, particularly in respect of gender and the migrant worker target group.
- ▶ Continued collegial collaboration between operational systems, mandated ministries and departments aimed at implementing overarching policy objectives.
- ▶ Implementation of MPSARD, the MPSIR, and their respective Action Plans contribute to the building of a social protection system that is, sustainable, integrated, inclusive, gender-responsive and shock-responsive..

**The ILO will deliver the following output:**

- ▶ Technical and analytic support to social protection programmes and mandated ministries and departments, with a view to their compliance with international standards, extension, and sustainability.
- ▶ Actuarial assignments and other public financial management (PFM) support necessary to estimate the impact and costs of different reform options.
- ▶ Support to the development of the legislation and regulatory frameworks, including the new Health Insurance Law.
- ▶ Support to strengthen the capacity of health insurance management and administration, with a focus on building an actuarial function.
- ▶ Promotion of national dialogue focused on the design and implementation of sustainable, integrated, inclusive, gender-responsive and shock-responsive social protection systems, in line with fiscal context.
- ▶ Capacity building for national stakeholders to design and implement social protection programmes.

Main Actors	Links with ILO Programme and Budget
National Assembly, Central Economic Commission, MOLISA, MoH, MoF, VCCI, VCA, VGCL, VSS and other relevant stakeholders	P&B8.1., P&B8.2., P&B7.1./VNM151

**Outcome 2.2.** Socio-cultural attitudes and practices, accountability, and legal and policy frameworks are transformed to eliminate gender-based violence and all forms of abuse, exploitation, and discrimination against vulnerable groups.

**Within this outcome, the ILO will work with tripartite constituents with a focus on:**

- ▶ Supporting the development and improvement of social protection services for children and forced labourers by having them incorporated into strategies and actions to tackle child labour in all its forms and forced labour. Promote and apply operationally the successful lessons of countries in the global Alliance 8.7 to closely coordinate across sectors in the achievements of SDG 8.7. Child labour in the fishing sector will be a focus of efforts, building on earlier project work, output and using tools previously developed.

- ▶ Advocating and raising awareness with regards to violence and harassment in the world of work, including that which is gender-based among stakeholders, social partners, and the public at large. A particular emphasis will be placed on internal and international migrant women and men workers as a target group for sensitization, drawing from contributions from Output 3.3.2.
- ▶ Reviewing the Law on Gender Equality to assure its consistency with current laws and international commitments.
- ▶ Ensuring policymakers in MOLISA and the National Assembly are aware of technical requirements and policy options for implementing and ratifying the Violence and Harassment Convention, 2019 (No. 190) and Recommendation (No. 206).

**In order to achieve change, the ILO expects:**

- ▶ Enterprises in the fisheries sector continue to express interest in eliminating child labour and are receptive to changes in practices to that end.
- ▶ Support from social partners, including cooperatives, for action to be maintained and grow as a result of interventions.
- ▶ Convention No. 190 will move toward implementation under the current DWCP, with prospects for ratification between 2026 and 2030, according to current MOLISA/Government of Viet Nam plans.

**The ILO will deliver the following outputs:**

- ▶ Awareness raising events and products.
- ▶ Policy analysis, workshopping, training and other interventions and support designed for policy and actions designed to combat harassment at work.
- ▶ Review and advise proposals for laws and policies, in particular to align national legislation and policy frameworks with the goal of eliminating child labour in fisheries.
- ▶ Advocacy, training of trainers, training and awareness raising initiatives in respect of child and forced labour, in collaboration with social partners. cooperatives, and other stakeholders

Main Actors	Links with ILO Programme and Budget
MOLISA; VCCI; VCA; VGCL; others	P&B3.1./VNM128

**Outcome 2.3.** Occupational safety and health is enhanced through the building of a preventative safety and health culture and improved compliance.

**Within this outcome, the ILO will work with tripartite constituents with a focus on:**

- ▶ Improve OSH wherever there is an interest, and it is possible to do so.
- ▶ Improve capacity on OSH and other working conditions for production farmers, households, and cooperatives, using ILO relevant standards, instruments, tools, and mechanisms.
- ▶ Develop good practices and models of sustainable production so these models can be scaled up and emulated in line with the Government of Viet Nam’s strategy.
- ▶ Improve links between smallholding farmers and workers – many of whom are women – with buyers in the global supply chain to promote the Triple Bottom Line sustainable development standards for the coffee production sector and increase social dialogue among key coffee actors.

- ▶ Working with stakeholders and their institutions with a view to developing their individual particular mandates for improving occupational safety and health policies, and particularly in coffee and agricultural production, consistent with international standards, including the ILO’s Safety and Health in Agriculture Convention, 2001 (No. 184) and Recommendation (No. 192).
- ▶ Raise awareness wherever possible to build and strengthen a preventative safety and health culture, including support to dialogue activities of the National Council on Occupational Safety and Health in order to share information and enhance understanding among stakeholders.
- ▶ Supporting the strengthening of the OSH system and development, implementation, and review of OSH programme 2021-2025.
- ▶ Raising awareness of the OSH transmission and other risks associated with COVID-19 and promoting action to meet those risks among identified target groups.
- ▶ Developing systems for dealing with future OSH crisis situations.

▶ **Figure 17. Triple Bottom Line (people, planet, profit)**



**In order to achieve change, the ILO expects:**

- ▶ Sectoral production centres continue interest and cooperation for OSH improvement.
- ▶ Global supply chain continues favour for sustainably produced products.
- ▶ Convention No. 129 on Labour Inspection (Agriculture) will be proposed for study for ratification between 2021 and 2026, according to current MOLISA/the Government of Viet Nam plans.
- ▶ Convention No. 184 will be proposed for study for ratification under the current DWCP, with hopes for ratification between 2026 and 2030, according to current MOLISA/the Government of Viet Nam plans.
- ▶ Occupational implications of COVID-19 will continue to be monitored and awareness raising sustained.

**The ILO will deliver the following outputs:**

- ▶ Outreach and gender-responsive support to agriculture sector actors, including international, national, provincial, and local stakeholders.
- ▶ Research for and dissemination of new and existing good practices.
- ▶ Coordination with related initiatives to develop synergetic strategies and interventions.
- ▶ Monitor and raise awareness in respect of COVID-19 developments, including gendered analysis.

Main Actors	Links with ILO Programme and Budget
MOLISA, MARD, MoH, VCCI, VCA, VGCL, VFU, VICOFA	P&B7.2./VNM107

### 3.3. Governance for Decent Work

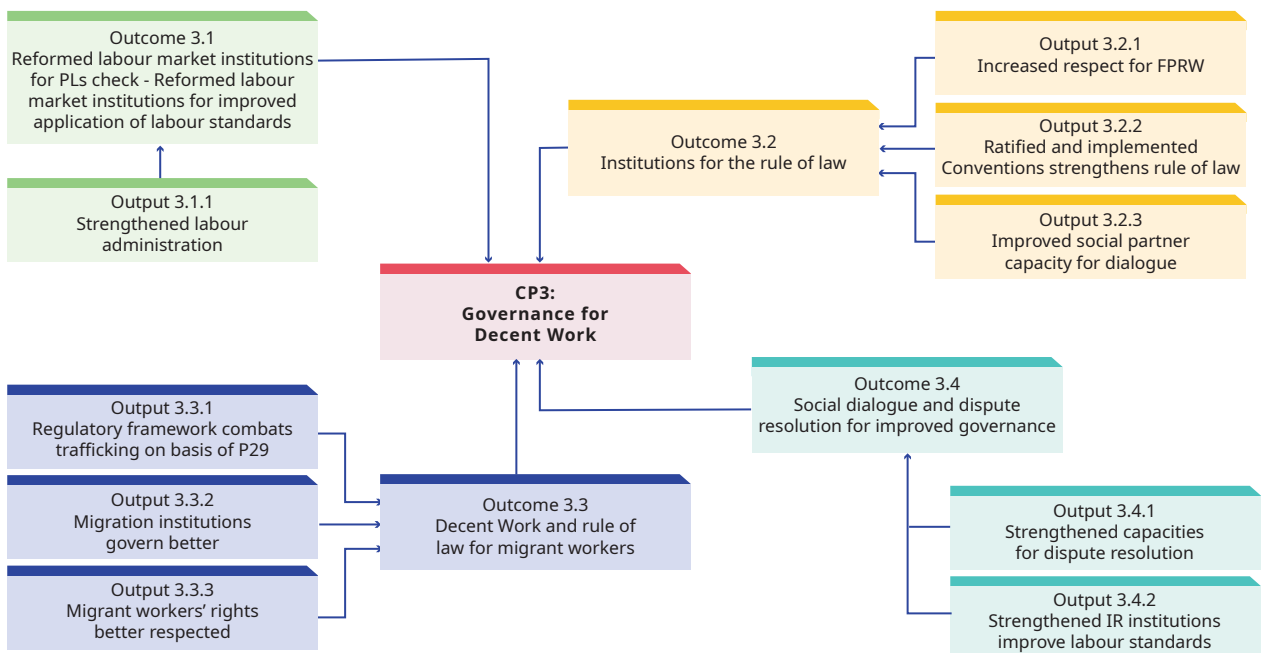
82. The rule of law, and institutions charged with supporting it, provide the enabling framework for labour market governance. Strategy 10 of the SEDS calls for the continued strengthening of the rule of law in the socialist state. Outcome 3 includes human rights obligations, including those with the ILO and its other member States, in these efforts. At a fundamental level, the DWCP will act to support further development of the ten-year socio-economic strategy and strengthen tripartism as a means of governing the labour market. Orderly international migration appears also in this outcome in terms of governance and human rights (as mandated by the UDSDCF), with the aim of assuring opportunities for employment as is the case under DWCP Priority 1.

83. The ILO will work with tripartite constituents to enable women and men in Viet Nam, especially those at risk of being left behind, to be able to benefit from and contribute to a more just, safe and inclusive society based on improved governance, more responsive institutions, strengthened rule of law and the protection of and respect for human rights, gender equality and freedom from all forms of violence and discrimination in line with international standards. The DWCP contributions in this area will be designed to:

- Reform labour market institutions to improve labour standards for all workers and formalise the informal economy.
- Strengthen national institutions and systems, enabling them to strengthen the rule of law and expand access to justice in line with international human rights norms.
- Strengthen the fight against trafficking.
- Strengthen social dialogue mechanisms to improve labour market governance and industrial relations.

84. Outcomes, outputs, and contributions under this priority aim to follow closely the distinctions made in the UNSDCF between laws and policies on the one hand and institutions and systems on the other. Themes of rule of law promotion (Output Area 3.1) complemented by wrongdoing prevention (Output Area 3.2) are also considered. It is expected that this may enable synergistic resource mobilisation and coordination of development cooperation.

► **Figure 18: Country Priority 3 outcomes and outputs**



### 3.3.1. Outcomes under Priority Area 3

**Outcome 3.1.** Reformed labour market institutions are used for improving labour standards for all types of workers and formalising informal employment.

**Within this outcome, the ILO will work with tripartite constituents with a focus on:**

- ▶ Strengthening institutions of Government, employers' and workers organizations, including tripartite bodies, so that they can work to improve labour standards for all types of workers and formalise the informal sector.
- ▶ Improving capacity of social partners to advocate for wage improvement in line with international standards, including through implementing the Minimum Wage Fixing Convention, 1975 (No. 131), which is identified for ratification between 2021-2026.
- ▶ Strengthening labour inspection as an institution in the labour market to improve and uphold formalise working conditions and labour standards for all workers.
- ▶ Strengthening the capacity of labour inspectorates through the development of electronic case management systems and digital inspection tools.
- ▶ Achieving buy-in among labour inspection systems for industrial relations regulations and implementing decrees.
- ▶ Improving labour inspectorates' ability to combat human trafficking and unacceptable forms of work.
- ▶ Drawing on and disseminating compliance monitoring approaches developed by Better Work within public labour inspections.

**In order to achieve change, the ILO expects:**

- ▶ To work with MOLISA, DOLISA, VGCL, and VCCI to improve their abilities to engage in social dialogue and manage and resolve industrial relations disputes by enabling the exchange of views and experiences domestically and internationally.
- ▶ More labour inspectors.
- ▶ Train and provide technical support for the improvement of labour inspection operations, with the expectation that labour inspection operations will improve in conformity with international standards and that conditions of work in Viet Nam will improve as a result.
- ▶ Movement toward ratification of relevant international labour standards. Refer to the signed MoU the Government of Viet Nam has identified for ratification, including the Safety and Health in Agriculture Convention, 2001 (No. 184) between 2026 and 2030, and the Labour Inspection (Agriculture) Convention, 1969 (No. 129) between 2021 and 2026, the Minimum Wage Fixing Convention, 1970 (No. 131), and the Private Employment Agencies Convention, 1997 (No. 181).
- ▶ Continued political support, including financial and human resources, to enable achievement of desired outcomes.

**The ILO will deliver the following outputs:**

- ▶ Forums for exchange of information and experience, and opportunities to pursue operational improvements and agreements furthering safe and fair migration.
- ▶ Training on social dialogue and dispute resolution; policy analysis, management, and resolution of industrial relations disputes, etc., by enabling the exchange of views and experiences domestically and internationally.
- ▶ Train and provide technical support for the improvement of labour inspections, with the expectation that inspections will improve in conformity with international standards and that conditions of work in Viet Nam will improve as a result.



Main Actors	Links with ILO Programme and Budget
VAMAS, MOLISA, DOLISA, VGCL, VCA, VCCI	P&B3.1., P&B7.5., P&B 1.4./VNM101, VNM127

**Outcome 3.2.** National institutions and systems are enhanced to strengthen the rule of law, expand access to justice and combat discrimination with a focus on vulnerable groups and in a child, youth, and gender sensitive manner in line with international human rights norms and standards.

**Within this outcome, the ILO will work with tripartite constituents with a focus on:**

- ▶ Improving labour market governance by strengthening the rule of law respecting fundamental principles and rights at work, including revision of the Trade Union Law and implementation of the National Plan of Action and Roadmap for the elimination of child labour.
- ▶ Strengthening the rule of law through the ratification of ILO Conventions targeted for ratification by the Government and social partners (see Table 1 below), implementing them and improving the application of others as monitored by ILO supervisory systems/mechanisms.
- ▶ Strengthening the rule of law as a result of improved capacity of employers' and workers' organisations to engage in social dialogue and produce proposals for policy to be considered through dialogue mechanisms.

**In order to achieve change, the ILO expects:**

- ▶ Legislative and regulation making and implementing bodies operate and are willing to proceed with law and regulation making that is more consistent with international standards.
- ▶ Responsible personnel within stakeholder organisations are available and able to actively participate in capacity building exercises.
- ▶ Continued interest by the Government of Viet Nam and social partners to improve respect for workers' rights, and in particular fundamental labour standards, including their ratification.
- ▶ Government provides timely and informative reports on the application of ratified Conventions, enabling regular international supervision and the provision of expert advice on their implementation.
- ▶ The international trade environment continues to motivate interest in ratification of, and conformity with, fundamental principles and rights at work, and other international labour standards.

**The ILO will deliver the following outputs:**

- ▶ Actions helping to implement the National Plan of Action and Roadmap for the elimination of child labour, particularly in the fisheries sector.
- ▶ Technical and expert supervision and advice related to reporting on and improving the application of ratified ILO Conventions.
- ▶ Implementation and monitoring of ILO-MOLISA MoU on international labour standards.
- ▶ Raise awareness to improve willingness and ability of decision makers to take legislative and policy action with decent work results.
- ▶ Support for digital e-learning platforms for tripartite constituents.

**Table 1: List of Conventions to Study for Ratification for the 2021-2030 period**

ILO Conventions identified for ratification (current DWCP)	Implementation period
Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	2021-2023
Labour Inspection Convention (Agriculture), 1969 (No. 129)	2021-2026
Protection of Wages Convention, 1949 (No. 95)	2021-2026
Minimum Wage Fixing Convention, 1970 (No.131)	2021-2026
Domestic Workers Convention, 2011 (No. 189)	2021-2026
Social Security (Minimum Standards) Convention, 1952 (No. 102)	2021-2026
Labour Statistics Convention, 1985 (No. 160)	2021-2026
Private Employment Agencies Convention, 1997 (No. 181)	2021-2026
(Next DWCP)	
Home Work Convention, 1996 (No. 177)	2026-2030
Migration for Employment (Revised) Convention, 1949 (No. 97)	2026-2030
Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)	2026-2030
Human Resources Development Convention, 1975 (No. 142)	2026-2030
Safety and Health in Mines Convention, 1995 (No. 176)	2026-2030
Safety and Health in Agriculture Convention, 2001 (No. 184)	2026-2030
Violence and Harassment Convention, 2019 (No. 190)	2026-2030

Source: Attached to the plan on the cooperation of enhancing international labour standards in Viet Nam from 2021-2030

Main Actors	Links with ILO Programme and Budget
MOLISA; VCCI; VGCL and other actors	P&B7.1., P&B2.1., P&B2.1., P&B2.2., P&B1.2., P&B6.3. /VNM104, VNM826, VNM101, VNM801, VNM802

**Outcome 3.3.** National legislation, policies and agencies are strengthened to prevent and address trafficking in persons, migrant smuggling, and equitable access to protection systems is ensured for victims, witnesses, and other vulnerable groups, especially migrants, women, and children.

**Within this outcome, the ILO will work with tripartite constituents with a focus on:**

- ▶ Combatting human trafficking by raising stakeholder awareness of trafficking-related Protocol to Convention No. 29, which has not yet targeted ratification in Government plans. However, its importance has been highlighted with the MOLISA.
- ▶ Improving the regulatory framework for combatting trafficking in persons, in particular persons migrating for employment, consistent with ILO and other international standards.
- ▶ Improving the operation of private employment agencies in manners consistent with international standards, and their associations, to assure compliance with regulations granting migrant workers' rights.
- ▶ Develop operational capacities of migrant worker resource centres as a means of ensuring safe, fair, and regular labour migration, with particular emphasis on migration in identified economic and occupational sectors.

- ▶ Strengthening well-maintained public and private institutions that make safe and fair migration possible, so that migration for work continues to be a viable, positive, and profitable option for workers in Viet Nam.

**In order to achieve change, the ILO expects:**

- ▶ To work closely with the Viet Nam Association of Manpower Supply (VAMAS) in developing and implementing their Code of Good Practices; engage with public employment agencies to improve their public communications strategies; support the Government of Viet Nam’s engagement with migration management partners in the region and beyond with the expectation of improving policies and operations for more safe and fair migration.
- ▶ Actors in the fisheries sector and other identified sectors are committed to assuring migrant workers’ rights and are willing to engage to assure that those rights are provided.
- ▶ Maintaining and improving respect for migrant workers’ rights through the rule of law, thereby maintaining and improving prospects for freely chosen and productive employment for women and men by assuring that overseas migration is safe and fair.
- ▶ Ratification of relevant international labour standards. The Government of Viet Nam has identified for ratification the Private Employment Agencies Convention, 1997 (No. 181) between 2021 and 2026.

**The ILO will deliver the following output:**

- ▶ Engage with migration actors to influence and improve practices in line with the rights of migrant workers and promoting gender-responsive measures.
- ▶ Promotion of ratification of relevant ILO Conventions.
- ▶ Developing operational capacity of Migrant Worker Resource Centres.
- ▶ Policy analysis in identified migration sectors.
- ▶ Training targeted migration actors.
- ▶ Work with regional and domestic fishing sector actors to assure that migration conforms to domestic and international standards.

Main Actors	Links with ILO Programme and Budget
MOLISA; VCCI; VGCL, VAMAS and relevant actors	P&B3.1./VNM128

**Outcome 3.4.** Social dialogue and dispute resolution mechanisms are strengthened to improve governance of the labour market, workers’ rights, and industrial relations

**Within this outcome, the ILO will work with tripartite constituents with a focus on:**

- ▶ Developing operational procedures and practices for public administration’s gender-responsive handling of disputes through technological and methodological solutions.
- ▶ Human capacity building for persons charged with dispute resolution functions under Labour Code 2019.
- ▶ Support to operate in practice social dialogue, industrial relations, and dispute resolution systems by advocating and supporting proactive use and activation of new industrial relation processes established under the Labour Code 2019. This will be done consistent with international standards.

- ▶ Capacity building for social partners to enable effective representation in collective bargaining in new industrial relations set by the Labour Code 2019.
- ▶ Promoting gender sensitivity in all aspects of industrial relations, from collective bargaining to grievance handling and dispute resolution.

**In order to achieve change, the ILO expects:**

- ▶ Continued political support for full implementation of the Labour Code 2019 through the promulgation of the necessary regulations and decrees.
- ▶ Donor interest in maintaining necessary levels of support to implement effective programmes of activities.
- ▶ Convention No. 87 will move towards ratification between 2021 and 2023, according to current MOLISA/the Government of Viet Nam’s plans.

**The ILO will deliver the following output:**

- ▶ Technical analysis and support for regulation making and policy implementation.
- ▶ Support for digital solutions to dispute case management.
- ▶ Training in and strengthening institutions responsible for dispute resolution methods.

Main Actors	Links with ILO Programme and Budget
MOLISA, DOLISA, VGCL, VCA, VCCI and other	P&B3.1., P&B7.5., P&B 1.4./VNM101, VNM127

### 3.4. Risks

- 85.** Risks, assumptions, and partners have been identified at the level of the UNSDCF and are indicated in Annex 1: DWCP Results Matrix. Risks, assumptions, and partners for interventions have been consolidated into thematic areas appearing in paragraphs of the DWCP above. Those risks have been presented to constituents for consultations and are available to the DWCP tripartite steering committee (eventually for updating and adjustment) and subsequent DWCP evaluation. More general risks include insufficient or untimely resourcing for activities leading to country programme outcomes, donor interest in approaches to outcomes that inadequately fit country programme outcomes, shifting national priorities (unlikely, mitigated by on-going DWCP monitoring with partners), economic slowdown resulting in limited fiscal space to extend social policies, and failure of the FTAs or other incentive-laden external initiatives to come into force.
- 86.** The Assumption Statements in the DWCP Results Matrix speak to assumptions about what is needed for the identified contributing support to actually result in the desired change of output. Thus, to facilitate understanding of this element of the theory of change in the Matrix, each of the 80+ identified contributions can be read:

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▶ In collaboration with the Government of Viet Nam, UNCT members and other partners, the ILO will contribute to achievement of the above [OUTPUT STATEMENT] through normative, policy, financial, technical support, and capacity development initiatives to: [CONTRIBUTION STATEMENT], if [ASSUMPTION STATEMENT].

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# 4 Management, implementation, monitoring, and evaluation arrangements

87. The DWCP will be implemented in the context of a dramatically evolving world of work in Viet Nam. Work for the people of Viet Nam is changing in the wake of COVID-19 and in planned transition to more technologically attuned and higher value-added economic activities and production. The dynamism implied means that implementation planning, management, monitoring, reporting and evaluation arrangements for the programme must be able to adjust mid-course in order to adapt to constituent needs and developments.

## 4.1. Arrangements for DWCP management and oversight, including relations with ILO constituents and the UNCT

88. This DWCP operates under the umbrella of the ILO global programme and within the framework of the UNSDCF. Joint work plans will be developed and used with other UNCT agencies. Activities contributing to the achievements of UNSDCF and DWCP outcomes and implementation of strategies and interventions are overseen by the ILO Country Office for Viet Nam, along with its officials dedicated to specific project and programme interventions. The CO will coordinate interaction between the DOLISAs and MOLISA, and other development cooperation implementing actors and partners, and facilitate MOLISA and DOLISA integration over ILO cooperation, as well as assuring that capacity building supports efficient and effective design and implementation.

89. A tripartite country-level steering committee will be established and operate during the life of the programme. It will be tasked with periodically reviewing progress in implementing the DWCP and contributing to the outcomes, measured against identified indicators. The composition of the tripartite steering committee will take into due regard gender parity. It will meet at least annually in consultation with the Office.

90. In line with a DWCP plan fully integrated with the UNSDCF and ILO Programme and Budget, globally integrated UN, ILO and SDG monitoring and evaluation policies and practices will be applied. Monitoring methodologies and administrative arrangements supporting them will be systematically established and scrupulously applied. A specific monitoring plan for the DWCP will be prepared and indicators for achievement of outcomes, along with their data sources, will be established at the outset of the DWCP and subject to monitoring as well as adjustments during the duration of the programme. They will follow UNSDCF indicators as well as SDG indicators and may be drawn upon during UNSDCF monitoring.

91. A terminal country programme review can be foreseen. It will evaluate the contributions from the ILO and its tripartite constituents to DWCP achievements, with a view ultimately to contextualizing constituents' progress in country priority areas in terms of the DWCP's support.

## 4.2. Evaluation arrangements

92. The DWCP will be evaluated in the context of the UN Cooperation Framework evaluation arrangements, as they are developed. A specific Country Programme Review may be foreseen prior to expiration of the DWCP term in 2026, as well as clustered evaluations, thematic meta-studies, and synthesis reviews, as appropriate. They may also be used as an input for the Cooperation Framework final independent evaluation, again as appropriate. The DWCP may be subject to an ILO independent high-level evaluation as part of a work plan approved by the ILO's Governing Body. Finally, ILO evaluation requirements for individual projects will be followed throughout the DWCP.



# 5 Funding plan

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93. The DWCP is unfunded, although several of the programme indications are currently on-going and will continue into their period of implementation. In light of UN reforms, DWCP funding will benefit from coordinated UN agency resource mobilisation, enabling programmatic synergies among agencies through Joint Programmes.
94. The ILO development cooperation projects, backstopped by PROGRAM, DWT, and supported by RPS are integral to achieving the goals of the DWCP 2022-26 and to promote the Decent Work Agenda as a basis for policy advocacy and governance as well as for sustainable social and economic growth. Together, the ILO development cooperation projects increase and diversify the ILO's resources and partnerships at all levels to better serve tripartite constituents.
95. In addition, the ILO Country Office will develop and maintain a plan for resource mobilization which is potentially resourced from the ILO's regular budget, technical cooperation funds, and extra-budgetary donor funding. The Plan will include efforts to mobilise funds from non-traditional sources, including attracting investments from domestic and private sources. Contributions by tripartite partners including in-kind contributions are encouraged. bi-lateral donors partnering in current and recent projects with the ILO in Viet Nam, including the governments of Australia, Belgium, Canada, Denmark, European Union, Finland, France, Germany, Hungary, Ireland, Israel, Italy, Japan, Korea, Luxembourg, Netherlands, Norway, Russian Federation, Spain, Sweden, Switzerland, United Kingdom, and the United States. Multilateral funding has come from the One UN Fund, World Bank/International Finance Corporation.





# 6 Advocacy and communications plan

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96. Advocacy for decent work is a significant portion of the ILO's work. The ILO Country Office in Viet Nam typically joins with its constituents, other UN agencies and development partners in advocacy, often as part of technical cooperation activities. The ILO Country Office runs a website with the latest news releases, research results, and announcements of particular interest to constituents in Viet Nam.<sup>62</sup> Additionally, the ILO maintains an information portal about ILO member states, including Viet Nam.<sup>63</sup>
97. The ILO in Viet Nam applies a two-pronged communication strategy. Advocacy is first. The Country Office endeavours to be involved in policy debate, influence stakeholders to understand key issues and make informed decisions in line with ILO Viet Nam priorities. Communicating the results of DWCP efforts undertaken with constituents is the second. The ILO is a leading voice advancing social justice and decent work. Its advocacy message will be strengthened and mainstreamed throughout technical cooperation activities in Viet Nam with that goal in sight to demonstrate its effectiveness as a development agency, and to maintain and increase funding for its efforts with constituents to continue and intensify its support for the Decent Work Agenda.

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62 <http://www.ilo.org/hanoi/lang-en/index.htm>

63 [http://www.ilo.org/gateway/faces/home/ctryHome?locale=EN&countryCode=VNM&regionId=3&\\_adf.ctrl-state=cntovs9bu\\_4](http://www.ilo.org/gateway/faces/home/ctryHome?locale=EN&countryCode=VNM&regionId=3&_adf.ctrl-state=cntovs9bu_4)



# Annexes



## Annex 1. 2022 DWCP Results Matrix

### ▀▀ National development priorities

Socio-Economic Development Strategy 2021-2030's overall objectives: Strive to make Viet Nam, by 2030, a developing country with modern industry and an upper middle income level; modern, competitive, effective and efficient management institutions; an economy that develops in a dynamic, rapid and sustainable, independent and autonomous manner on the basis of science, technology and innovation in association with improved efficiency in external affairs and international integration; kindle aspirations for the country's development, build on the entire nation's creative capability, and strengths; build a prosperous, democratic, fair, civilized, orderly, disciplined and safe society, and ensure people peaceful and happy lives; constantly improve life in all facets; firmly defend the Fatherland, a peaceful and stable environment for the country's development; heighten the position and prestige of Viet Nam in the international arena. Strive to become a developed high-income nation by 2045.

**Regional frameworks:** (See MEL Plan)

**VSDGs and VSDG targets: The CF contributes to the implementation and achievement of all 17 SDGs, with focus on the following targets:** 1.1, 1.2, 2.2, 3.1, 3.2, 3.3, 3.5, 3.6, 3.7, 3.9, 4.4, 4.8, 5.1, 5.2, 5.4, 5.5, 5.3, 6.1, 6.2, 7.2, 7.3, 8.2, 8.3, 8.5, 8.7, 8.8, 9.3, 10.3, 10.4, 10.6, 10.7, 11.5, 12.4, 13.1, 13.2, 14.5, 15.1, 16.2, 16.5, 16.6, 17.19

**Country Priority 1.** By 2026, people in Viet Nam, especially those at risk of being left behind, will contribute to and benefit equitably from sustainable, inclusive and gender-responsive economic transformation based on innovation, entrepreneurship, enhanced productivity, competitiveness, and decent work.

**UNSDCF Assumptions statement:** Strategies relate to both international and internal migrants

**Performance indicators:** 6 indicators are set out in the UNSDCF, each (with one exception) being either an SDG or an VSDG indicator: VSDG 8.1.3, VSDG 8.3.1, VSDG 8.5.2, VSDG 8.8.1, VSDG 8.2.1, plus the proportion of female directors/owners of enterprises.

### Decent work focus

Improving stakeholder capacity for employment and TVET policy-making for expanding decent work; improving TVET results and labour market results in terms of human resource development and utilisation through institutional development and policy-making; targeted interventions for improved business operations; dissemination of decent work-centred compliance and business practices observed through Better Work and elsewhere in the business community, particularly the garment and export sectors; improve labour market data collection and dissemination operations, particularly in respect of observance of the informal economy and its formalisation.

Results	Performance Indicators (disaggregated)	Baseline (year)	Target (end of programme)	Source/ MoV	Assumption Statement
<b>Outcome 1.1</b> National capacities are strengthened to formulate and implement evidence-based policies and strategies, and enhance enabling ecosystems for inclusive, transformative and sustainable agriculture, industry and service sectors for decent work.	Number of global, regional or national policy instruments (including plans, strategies, legislation, partnerships, including gender responsive) supported the shift to decent work, sustainable consumption and production implemented, with UN support	0	1	BWV and PE4DW	
<b>Output 1.1.1</b> Social partners' capacity strengthened to formulate a new generation of national employment policies addressing country-specific future of work challenges (P&B 3.1./VNM128).	Evidence of social partner capacity in policy formulation				Continued political support for employment policy-making involving social partners; social partners continue to be interested in being involved and capacitated to make employment policy
Contribution 1.1.1.1 Raise awareness and capacity in support of formulation and adoption of new or revised policies including revision of the Employment Law.	Awareness raising events/ capacity measurements	0	1		Employment law continues to be scheduled for revision
Contribution 1.1.1.2 Develop baseline knowledge and evidence for the revision of the Employment Law, especially with the technical contribution of international expertise.	Baseline knowledge and evidence (units)	0	1		Relevant baseline knowledge and evidence is available, particularly to the desired international expert(s)

Results	Performance Indicators (disaggregated)	Baseline (year)	Target (end of programme)	Source/ MoV	Assumption Statement
Contribution 1.1.1.3 Develop capacity to fill gender gaps through national employment policies.	Gender gaps filled	0	1		Actors with authority to fill gender gaps in policies are respective to capacity-building efforts.
Contribution 1.1.1.4 Upgrade the Employment Law with the help of legal review of informality from supply and demand sides.	Evidence of Employment Law upgraded in respect of supply and demand sides	0	1		Legal review of informality can contribute to upgrading of Employment Law
Contribution 1.1.1.5 Enhance partnership and dialogue between key partners responsible for the informal economy.	idence of improved partnerships	0	1		Key partners are responsible for the informal economy and dialogue can be nurtured between them
Contribution 1.1.1.6 Improve social partners' and stakeholders' ability to develop gender-responsive active labour market policies for job creation and transition for the elderly.	Advice products with focus on job creation for elderly	0	1		Elderly are perceived an appropriate target group for active labour market policies
	Evidence of social partner involvement in policy making	0	1		
<b>Output 1.1.2</b> Labour market statistics, standards and information systems based on improved statistical surveys supporting in particular an integrated strategy towards formalization in line with Recommendation No. 204 (P&B OA1.1, P&B Output 3.1./VNM128).	GSO producing more and better statistical series on the informal economy	0	1		Close ILO/GSO technical relationship continues. GSO and government continues to have interest in conforming to international statistical standards. Budgetary support available and sufficient for development and reform of data collection and dissemination processes
Contribution 1.1.2.1 Adopt ICLS standards for labour statistic collections, through the revision of law, operations and procedures for measuring transition of informal to formal work.	Technical support products/events	0	1		ICLS standards are technically and politically attractive for adoption in Viet Nam
	ICLS standards adopted	0	1		

Results	Performance Indicators (disaggregated)	Baseline (year)	Target (end of programme)	Source/ MoV	Assumption Statement
Contribution 1.1.2.2 Build statistical capacity to use labour market indicators for labour market analysis and policy making, especially for application of the new statistical standards from 2021.	Evidence of use of indicators	0	1		Capacity is built where it makes a difference, that is with persons, departments, and institutions responsible for using labour market indicators
		0	1		
Contribution 1.1.2.3 Build institutional and human capacity to operate state of the art labour market information systems.	Capacity building products/events	0	1		Capacity is built where it makes a difference, that is with persons, departments, and institutions responsible for operating labour market information systems.
	Evidence of GSO operation of state of art LMIS	1	1		
Contribution 1.1.2.4 Improve the quality of labour statistics collected, including its international comparability, in support of the revision of the 2015 Statistic Law.	Evidence of improved LS collected	0	1		Prerequisites for putting necessary collection systems and methods in place to enable improvement in statistics collected
Contribution 1.1.2.5 Develop a comprehensive data collection and processing system for labour supply and demand.	Support products targeting employment services	0	1		Prerequisites for developing system in place, including institutional interest in having such a system
	System developed	0	1		
Contribution 1.1.2.6 Survey and collect data on foreign workers working in Viet Nam through administrative reporting and GSO labour force surveys.	Number of sectoral or enterprises' plans for promotion of alignment of business practices with decent work priorities and a human-centred approach to the future of work	0	1		Systems and methods able to collect such data are in place or ready to be put in place
		0	1		
<b>Outcome 1.2</b> Sustainable, inclusive and responsible business models and practices including MSME's and cooperatives are promoted to increase productivity, trade development and innovation, and improved working conditions and compliance, with special focus on economic empowerment of the poor, ethnic minorities and women.	Number of sectoral or enterprises' plans for promotion of alignment of business practices with decent work priorities and a human-centred approach to the future of work	0	3	Productivity Ecosystem for Decent Work – Viet Nam Component (PE4DW), Sustainable supply chains to build back better	



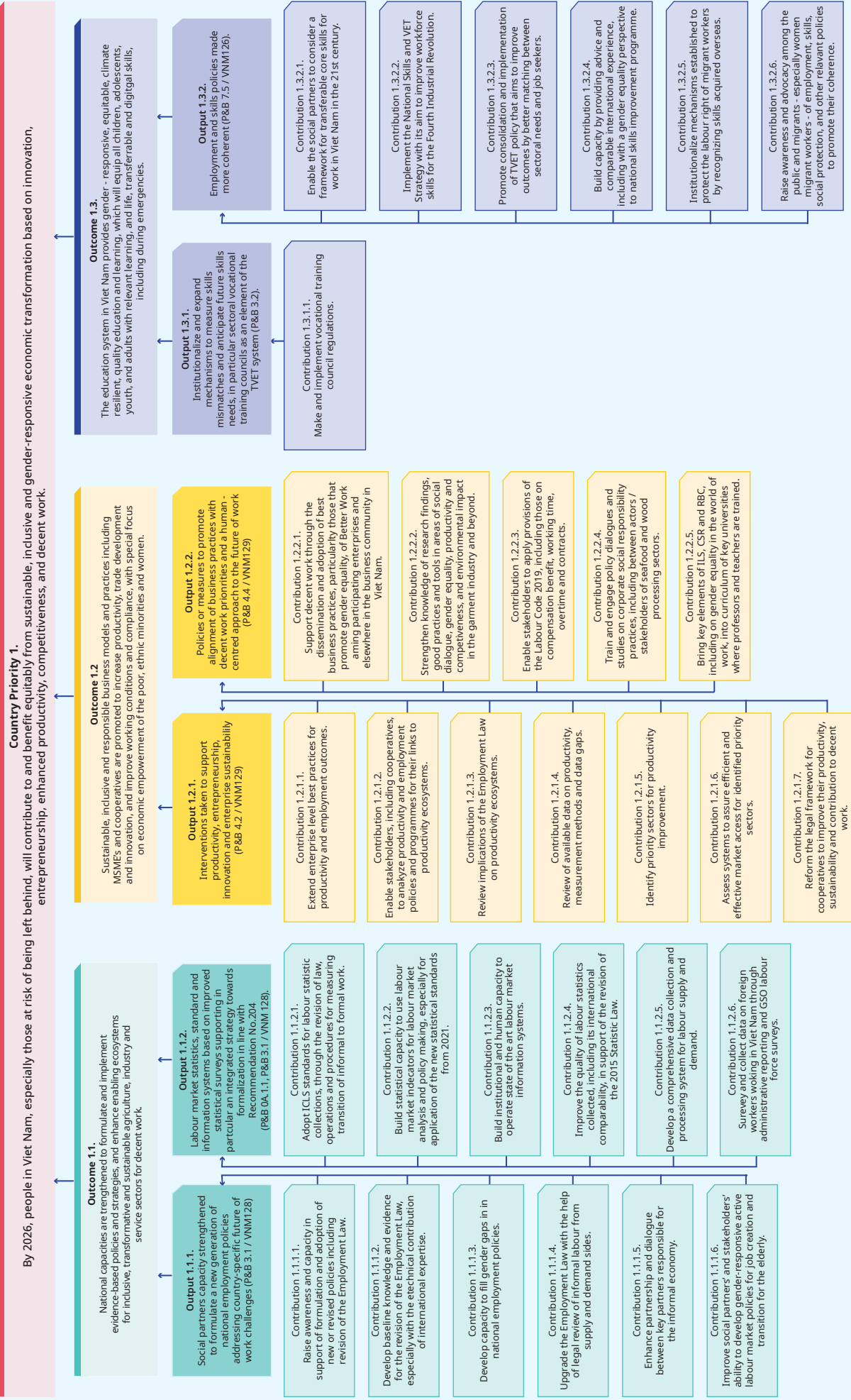
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (end of programme)	Source/ MoV	Assumption Statement
<b>Output 1.2.1</b> Interventions taken to support productivity, entrepreneurship, innovation and enterprise sustainability (P&B Output 4.2./VNM129).	Evidence of interventions	0	1		Stakeholders interested in receiving support that entails productivity analysis, collaborating in providing input that enable the development of support, the quality of products offered are seen to be attractive and useful. Products are actually useful in making a difference for productivity, entrepreneurship, innovation and enterprise sustainability
Contribution 1.2.1.1 Extend enterprise level best practices for productivity and employment outcomes.	Business productivity support products	0	1		There are best practices, they are collected and ready for extension/dissemination. Business community is interested in best practices offered
	Evidence of extension	1	1		
Contribution 1.2.1.2 Enable stakeholders, including cooperatives, to analyse productivity and employment policies and programmes for their links to productivity ecosystems.	Analysis conducted by stakeholders	0	1		Stakeholders interested in developing necessary analytical capacity; data needed for analysis exists or can be collected
Contribution 1.2.1.3 Review implications of the Employment Law on productivity ecosystems.	Review report(s)	0	1		Data needed to establish implications of appropriate quality is available
Contribution 1.2.1.4 Review of available data on productivity, measurement methods and data gaps.	Review report(s)	0	1		Holders of data and methods are willing to let it be catalogued and be the basis for gap analysis
Contribution 1.2.1.5 Identify priority sectors for productivity improvement.	Sectors identified	0	1		Criteria for identification is or can be established and accepted by relevant stakeholders

Results	Performance Indicators (disaggregated)	Baseline (year)	Target (end of programme)	Source/ MoV	Assumption Statement
Contribution 1.2.1.6 Assess systems to assure efficient and effective market access for identified priority sectors.	Report(s) of assessed markets	0	1		Stakeholders willing to share information that permits an assessment of market systems
Contribution 1.2.1.7. Reform the legal framework for cooperatives to improve their productivity, sustainability and contribution to decent work.	Support products focusing on results	0	1		Continued revision of Cooperative Law, focusing on effectiveness of cooperatives
<b>Output 1.2.2</b> Policies or measures to promote alignment of business practices with decent work priorities and a human-centred approach to the future of work (P&B Output 4.4./VNM129).	Policies established, f.x. business and human rights, sectoral policies (gig economy?)	0	1		Possible to develop in Viet Nam policy and/or measures that align business practices with decent work priorities and a human-centred approach to the future of work
Contribution 1.2.2.1 Support decent work through the dissemination and adoption of best business practices, particularly those that promote gender equality, of Better Work among participating enterprises and elsewhere in the business community in Viet Nam.	Dissemination products/Events	0	1		Best business practices from Better Work factories are available and capable of being disseminated; targets of dissemination are interested and willing to receive practices; best practices actually support decent work results
	Evidence of adoption of Better Work practices	0	1		
Contribution 1.2.2.2 Strengthen knowledge of research findings, good practices and tools in areas of social dialogue, gender equality, productivity and competitiveness, and environmental impact in the garment industry and beyond.	Research products	0	1		Research findings, good practice and tools in the identified areas exist; knowledge of them can be strengthened, i.e. hindrances are not present or can be eliminated or mitigated
	Evidence of use of products/improved knowledge	1	1		
Contribution 1.2.2.3 Enable stakeholders to apply provisions of the Labour Code 2019, including those on compensation benefit, working time, overtime, and contracts.	Evidence of application or understanding	0	1		Stakeholders want and are able to apply provisions. Prerequisites to enabling application are present or can be identified in order to establish

Results	Performance Indicators (disaggregated)	Baseline (year)	Target (end of programme)	Source/ MoV	Assumption Statement
Contribution 1.2.2.4 Train and engage policy dialogues and studies on corporate social responsibility practices, including between actors/ stakeholders of seafood and wood processing sectors.	Training/dialogue events	0	1		Actors/stakeholders are interested and willing to be trained and engage in policy dialogues; contribution products are sufficiently attractive to develop interest and/or willingness.
	Studies	0	1		
Contribution 1.2.2.5 Bring key elements of ILS, CSR and RBC, including on gender equality in the world of work, into curriculum of key universities where professors and teachers are trained.	Evidence of conveyance products/events	0	1		Elements are available and product(s) exist or are created for inclusions. Actors/stakeholders are interested and willing to bring offerings into their curriculum; contributed elements are ultimately used
		0	1		
<b>Outcome 1.3</b> The education system in Viet Nam provides gender-responsive, equitable, climate resilient, quality education and learning, which will equip all children, adolescents, youth, and adults with relevant learning, and life, transferrable and digital skills, including during emergencies.	Number of additional sectoral vocational training councils (or other matching mechanisms)	0	1	Project Skills forecasting in garment sector	
<b>Output 1.3.1</b> Institutionalize and expand mechanisms to measure skills mismatches and anticipate future skills needs, in particular sectoral vocational training councils as an element of the TVET system (P&B Output 3.2)	Additional sectoral vocational training councils exist (or other matching mechanisms)	0	Current number + 1		Political and financial support for vocational training councils continues; results of vocational training councils can be seen and their benefit perceived. Impediments to expansion do not exist or are minimal or can be eliminated or mitigated
Contribution 1.3.1.1 Make and implement vocational training council regulations.	Products supporting consideration of framework	0	1		Technical and political support exists for making and implementing regulations
	Social partners consider framework	Current number	Current number plus x		

Results	Performance Indicators (disaggregated)	Baseline (year)	Target (end of programme)	Source/ MoV	Assumption Statement
<b>Output 1.3.2</b> Employment and skills policies made more coherent (P&B Output 7.5./VNM126).	Skills policies evidence coherence with employment policy	0	1		It is possible to improve coherence; organizational or political impediments do not exist, are minimal and can be eliminated or mitigated
Contribution 1.3.2.1 Enable social partners to consider a framework for transferable core and soft skills for work in Viet Nam in the 21 <sup>st</sup> century.	Products supporting consideration of framework	0	1		Subject work in Viet Nam in the 21 <sup>st</sup> century can be adequately identified and agreed; related skills can be identified and agreed as core
	Social partners consider framework	0	1		
Contribution 1.3.2.2 Implement the National Skills and VET Strategy with its aim to improve workforce skills for the Fourth Industrial Revolution.	Products supporting policy for work skill upgrading for IR4	0	1		Strategy is compelling enough that the prospect of resulting improvement in workforce skills motivates its actual implementation
	Evidence of strategy implemented	0	1		
Contribution 1.3.2.3 Promote consolidation and implementation of TVET policy that aims to improve outcomes by better matching between sectoral needs and job seekers.	Promotional products	0	1		Stakeholders are interested in consolidation and implementation, and thereby willing to be responsive targets of promotional efforts.
	Policy consolidated and implemented	0	1		
Contribution 1.3.2.4 Build capacity by providing advice and comparable international experience, including with a gender equality perspective, to national skills improvement programme.	Policy advice products	0	1		Department members are willing to engage actively in capacity building activities; normal work does not interfere with capacity building activities
	Evidence of improved capacity	0	1		
Contribution 1.3.2.5 Institutionalize mechanisms established to protect the labour rights of migrant workers by recognizing skills acquired overseas.	Implemented procedure for overseas skills recognition	0	1		It is practically possible to assess skills acquired overseas by migrants; migrants have motivation to have skills recognized; labour market actors want to have skills recognized.
Contribution 1.3.2.6 Raise awareness and advocacy among the public and migrants - especially women migrant workers - of employment, skills, social protection, and other relevant policies to promote their coherence.	Awareness raising and advocacy products	0	1		Public and migrants' awareness can be raised, that is, there is sufficient interest in the subject matters

► **Figure 19: Country priority 1 diagramme**



**Country Priority 2.** By 2026, people in Viet Nam, especially the poor and those at risk of being left behind, will benefit from inclusive, gender-responsive, disability-sensitive, equitable, affordable and quality social services and social protection systems, will have moved further out of poverty in all its dimensions and will be empowered to reach their full potential.

**UNSDCF Assumption Statement:** The most vulnerable communities will continue to be prioritised; domestic funding will increase as overseas development assistance (ODA) declines; national data systems will improve monitoring and evaluation of interventions; development approaches will be rights based; evidence based policymaking will take place, society will be willing to change behaviours; the Government of Viet Nam’s commitments remain high and support from government agencies will continue; commitment to advance the HIV response remains high; the Government of Viet Nam’s commitment to the Fourth Industrial Revolution and digital transformation remains high; and investments in social capital development including social protection will remain a commitment of the government.

**Performance indicators:** 15 indicators set out in the UNSDCF, each (with the exception of 2) being either an SDG or an VSDG indicator:

VSDG 4.8.1, VSDG 4.7.2, VSDG 2.2.1, VSDG 3.1.5, VSDG 3.5.1, VSDG 3.2.1, SDG 6.1.1, adjusted VSDG 3.6.2, VSDG 3.6.1, VSDG 1.1.1, VSDG 1.1.3, SDG 1.3.1, VSDG 5.4.1, plus VNHDI, maternal mortality ratio

**Decent work focus**

Improved capacity of decision makers in respect of policy- and regulation-making in social protection; improved and expanded social protection set down in law, regulation, policy and implemented in practice; improved social service protections for children and potential forced labourers afforded through regulation and monitoring, particularly in the fishing sector; combat violence and harassment at work through legal and practical measures; improve workers’ safety and health wherever possible and in particular in agricultural workplaces, particularly in the coffee and other export sectors.

Results	Performance Indicators (disaggregated)	Baseline (year)	Target (end of programme)	Source/ MoV	Assumption Statement
<b>Outcome 2.1</b> The national social protection and social care system are inclusive, coherent and integrated, applying life cycle, risk informed, resilient and gender responsive approaches with a focus on meeting the needs of the most vulnerable people.	Number of policy changes which contribute to the development and strengthening of a multi-tiered, shock and gender responsive social protection system, through a life-cycle approach	0	1	ILO social protection projects	
<b>Output 2.1.1</b> More people are covered by social protection schemes, through gender sensitive and rights-based improved policy and legal framework, and enforcement and delivery mechanisms in Viet Nam (P&B Output 8.1./VNM151)	Social protection policies revised to extend coverage and/comprehensiveness  Actual coverage under selected SP schemes	0  Coverage statistics	1  Coverage statistics + x		Initiatives taken to extend coverage are effective

Results	Performance Indicators (disaggregated)	Baseline (year)	Target (end of programme)	Source/ MoV	Assumption Statement
Contribution 2.1.1.1 Accelerate implementation of MPSIR, MPSARD and Resolution 20-NQ/TW, using innovative solutions in line with international standards.	Revised Health Insurance Law	0	1	VSS	Innovative solutions are effective in accelerating implementation; there are no impediments to implementation, they are minor, or can be mitigated
	Other indicator of policy implementation	0	1	Project	
Contribution 2.1.1.2 Make available additional evidence and knowledge to feed the legal review draft and to facilitate the development of a rights-based coherent social protection framework, including health.	Information products feeding the legal review process	0	2		Additional evidence can be collected and made available
Contribution 2.1.1.3 Develop advocacy and communications tools to support Government and other partners' facilitation of evidence-based decision-making on existing and new schemes.	Advocacy and communication products	0	1		Support continues for evidence - based decision making and stakeholders are interested in making use of advocacy and communication tools promoting it
Contribution 2.1.1.4 Accelerate access to social protection and portability of social security rights and benefits for migrant workers and their families in line with international standards.	Regulation prepared for portability of migrants' social security rights	0	1		Effective methods for accelerating access can be identified and put into practice
	Regulation adopted for portability of migrants' social security rights	0	1		
Contribution 2.1.1.5 Produce management tools, including actuarial models, satisfaction and grievance mechanisms, etc., to support the effective implementation of social protection schemes.	Manage tool A	0	1	Projects	Constituents and their institutions continue to express interest in having tools created through this contribution
	Management tool B	0	1		

Results	Performance Indicators (disaggregated)	Baseline (year)	Target (end of programme)	Source/ MoV	Assumption Statement
<b>Output 2.1.2</b> Measures to establish the actual effectiveness of laws, decrees and circulars to enable social protection systems to be sustainable and provide adequate benefits (P&B Output 8.2./VNM151).	Policy measures taken that make systems more sustainable	0	1		Initiatives taken to develop and put in place policy measures are effective
Contribution 2.1.2.1 Develop evidence-based policy options for the extension of contributory and non-contributory benefits, including for unemployment protection, in line with MPSARD, MPSIR and Resolution 42 objectives.	Policy option advice products	0	1		Support continues for evidence-based decision making, option products supporting that interest are made, and stakeholders are interested in using them
	Policy options chosen	0	1		
Contribution 2.1.2.2 Produce innovative solutions for digital transformation of social protection services, access to data and improved intersectional coordination.	Solutions identified	0	1		Innovative solutions can be made for these digital services; there is political support for such solutions
	Solutions implemented	0	1		
Contribution 2.1.2.3 Heightened awareness of gender implications and equality in revision of social insurance law through advocacy of results from gender impact assessments.	Awareness raising events	0	1		Stakeholders' interest is sufficient for awareness to be raised, and for participation in advocacy efforts
	Evidence of gender awareness in policy making or implementation	0	1		
Contribution 2.1.2.4 Strengthen capacity of health insurance management and administration, with a focus on building an actuarial function.	Capacity building products	0	1		Continued stakeholder interest and support for capacity building of the health insurance institutions



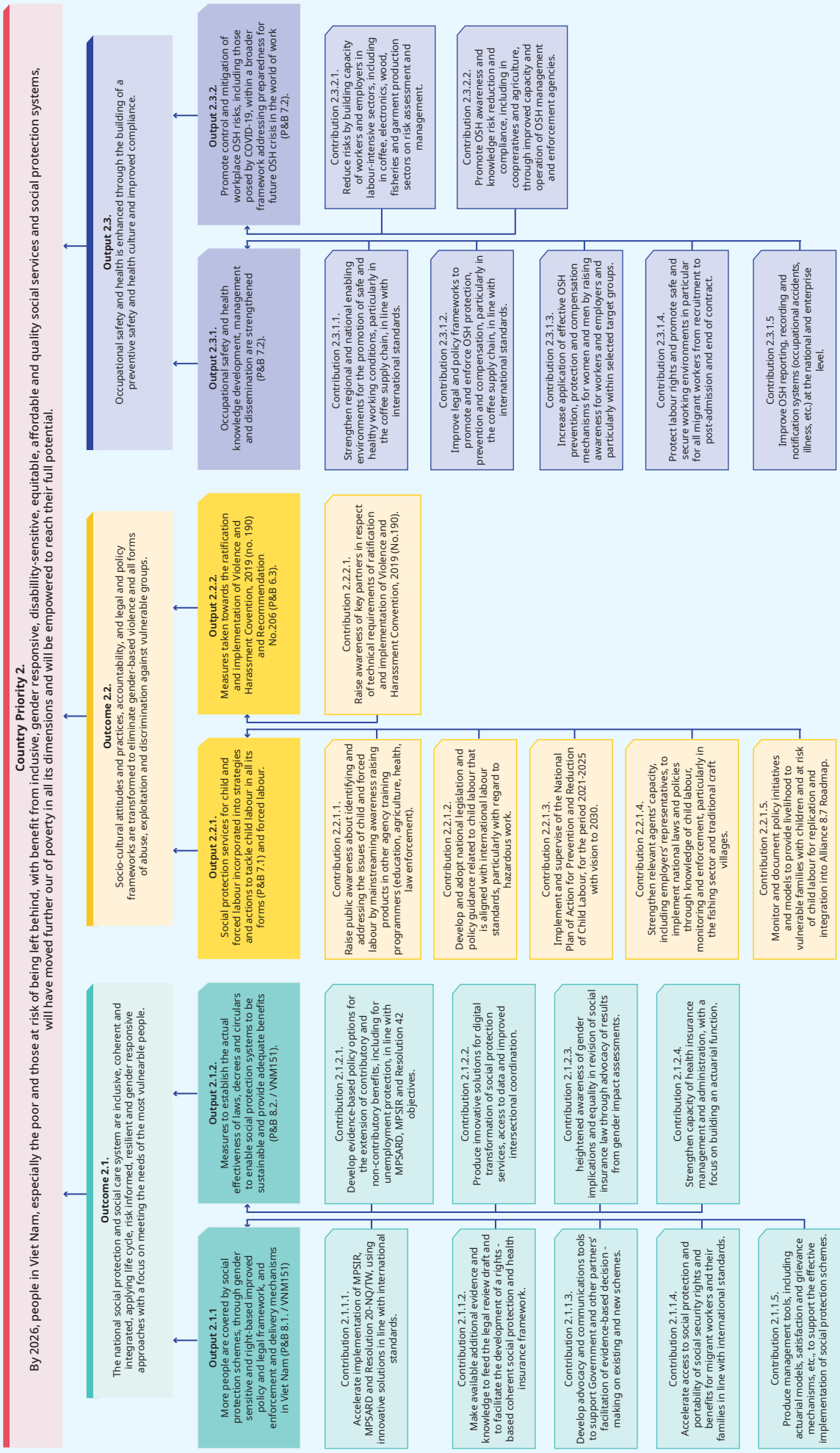
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (end of programme)	Source/ MoV	Assumption Statement
<b>Outcome 2.2</b> Socio-cultural attitudes and practices, accountability, and legal and policy frameworks are transformed to eliminate gender-based violence and all forms of abuse, exploitation and discrimination against vulnerable groups.	Number of legal document or policy actions adopted to eliminate gender-based violence and all forms of abuse, exploitation and discrimination against vulnerable groups, with UN support	0	1	ENHANCE project; TfdW project.	
<b>Output 2.2.1</b> Social protection services for child and forced labourers incorporated into strategies and actions to tackle child labour in all its forms (P&B Output 7.1.) and forced labour.	New child and forced labour protection services established	0	1		There is need for social protection services of these types
Contribution 2.2.1.1 Raise public awareness about identifying and addressing the issues of child and forced labour by mainstreaming awareness raising products in other agency training programmes (education, agriculture, health, law enforcement).	Awareness raising products mainstreamed	0	1		Stakeholders' interest is sufficient for awareness to be raised, and to prompt use of and participation in awareness raising products
	Evidence of use in training	0	1		
Contribution 2.2.1.2 Develop and adopt national legislation and policy guidance related to child labour that is aligned with international labour standards, particularly with regard to hazardous work.	National legislation/guidelines developed	0	1		Stakeholders' interest is sufficient for their participation in development and adoption of legislation and guidance
	National legislation/guidelines adopted	0	1		
Contribution 2.2.1.3 Implement and supervise of the National Plan of Action for the Prevention and Reduction of Child Labour, for the period 2021-2025 with vision to 2030.	Elements of Plan of Action implemented	0	1		Tiếp tục trách nhiệm thực hiện và giám sát

Results	Performance Indicators (disaggregated)	Baseline (year)	Target (end of programme)	Source/ MoV	Assumption Statement
Contribution 2.2.1.4 Strengthen relevant agents' capacity, including employers' representatives, to implement national laws and policies through knowledge of child labour, monitoring and enforcement, particularly in the fishing sector and traditional craft villages.	Capacitated fishing sector operators	0	Number		Agencies' capacities can be strengthened; there are no or few impediments to strengthening efforts, and those that exist can be mitigated
	Evidence of improved implementation	0	1		
Contribution 2.2.1.5 Monitor and document policy initiatives and models to provide livelihood to vulnerable families with children and at risk of child labour for replication and integration into Alliance 8.7 Roadmap.	Monitor and document models	0	1		Experience with models and data of their use exists; successful models can be replicated
		0	1		
<b>Output 2.2.2</b> Measures taken towards the ratification and implementation of Violence and Harassment Convention, 2019 (No. 190) and Recommendation No. 206 (P&B Output 6.3)	Evidence of measures taken	0	1		Mandate for ratification exists
Contribution 2.2.2.1 Raise awareness of key partners in respect of technical requirements of ratification and implementation of Violence and Harassment Convention, 2019 (No. 190).	Awareness raising events for targeted group	0	1		Stakeholders' interest is sufficient for awareness to be raised; technical requirements can be identified and products produced illuminating them
	Evidence of acceptability of ratification	0	1		
<b>Outcome 2.3</b> Occupational safety and health is enhanced through the building of a preventative safety and health culture and improved compliance.	Number of legal document or policy papers adopted to strengthen alignment with the international human rights norms and standards, with UN support	0	1	VZF, TfdW, Social protection projects	

Results	Performance Indicators (disaggregated)	Baseline (year)	Target (end of programme)	Source/ MoV	Assumption Statement
<b>Output 2.3.1</b> Occupational safety and health knowledge development, management and dissemination is strengthened (P&B Output 7.2.)	Reduced occupational injury in agricultural sector	Current number, period of time	Current number - x, period of time		Stakeholders are interested in strengthening development of OSH knowledge, its management and its dissemination; products with these effects can be made and used
Contribution 2.3.1.1 Strengthen regional and national enabling environments and institutions for the promotion of safe and healthy working conditions, particularly in the coffee supply chain, in line with international standards.	Business partner consultations	0	1		Targeted enabling environments can be strengthened
	Evidence of results, i.e. code of conduct	0	1		
Contribution 2.3.1.2 Improve legal and policy frameworks to promote and enforce OSH protection, prevention and compensation, particularly in the coffee supply chain, in line with international standards.	Improved regulations drafted	0	1		Targeted legal and policy frameworks can be improved with desired effect; stakeholders support improvement efforts
	Improved regulations adopted through reform or promulgations	0	1		
Contribution 2.3.1.3 Increase application of effective OSH prevention, protection and compensation mechanisms for women and men by raising awareness for workers and employers and particularly within selected target groups.	Awareness raising products	0	1		Awareness raising among selected target groups can increase application of mechanisms; groups targeted have mandate and authority to increase application of mechanisms; there are no or few impediments to increased application, and those that exist can be mitigated
	Evidence of increased awareness in target group, i.e. increased claims for compensation	0	1		

Results	Performance Indicators (disaggregated)	Baseline (year)	Target (end of programme)	Source/ MoV	Assumption Statement
Contribution 2.3.1.4 Protect labour rights and promote safe and secure working environments in particular for all migrant workers from recruitment to post-admission and end of contract.	Labour inspections benefiting migrant workers (including workplaces and recruitment agencies) disaggregated by types of violations, age, sex, country of origin and status	Baseline	Baseline + 1		Migrants' labour rights can be protected during the indicated periods; initiatives taken have desired effects
Contribution 2.3.1.5 Improve OSH reporting, recording and notification systems (occupational accidents, illness, etc.) at the national and enterprise level.	Incidence of reporting	Baseline	Baseline + 1		Stakeholders are sufficiently motivated to improve identified systems, to do so in practice, and to make use of them
<b>Output 2.3.2</b> Promote control and mitigation of workplace OSH risks, including those posed by COVID-19, within a broader framework addressing preparedness for future OSH crisis in the world of work (P&B Output 7.2)					Stakeholders support being the subject of promotion efforts
Contribution 2.3.2.1 Reduce risks by building capacity of workers and employers in labour-intensive sectors, including in coffee, electronics, wood, fisheries and garment production sectors on risk assessment and management.	Sectoral capacity building products produced	0	1		Workers' and employers' capacity can reduce risks; workers and employers targeted for capacity building have the mandate and authority to reduce risks
	Capacity building products disseminated	0	1		
Contribution 2.3.2.2 Promote OSH awareness and knowledge risk reduction and compliance, including in cooperatives and agriculture, through improved capacity and operation of OSH management and enforcement agencies.	Sectoral promotional products produced	0	1		Stakeholders support being the target of promotional efforts; promotional efforts have effect
	Sectoral promotional products disseminated	0	1		

► **Figure 20: Country priority 2 diagramme**



**Country Priority 3:** By 2026, people in Viet Nam, especially those at risk of being left behind, will benefit from and contribute to a more just, safe and inclusive society based on improved governance, more responsive institutions, strengthened rule of law and the protection of and respect for human rights, gender equality and freedom from all forms of violence and discrimination, in line with Viet Nam’s international commitments.

**UNSDCF Assumption Statement:** There is a knowledge of and respect for international law, norms, and standards –regarding human rights, gender equality, freedom from all forms of violence and discrimination, enhance education and economic opportunities as well as, more robust social safety nets, and better integrated disaster risk response management.

**Performance indicators:** Other 16 indicators set out in the UNSDCF, each (with the exception of 8) being either an SDG or an VSDG indicator:

VSDG 5.5.1, VSDG 5.5.4, VSDG 51, VSDG 55, VSDG 16.2, SDG 8.8.2, VSDG 16.6.1, SDG 16.5.1, VSDG 16.2.3, plus Corruption Perception Index; Number of social order and safety related crime offences; Rate of crimes detected, investigated and prosecuted; Number of new or amended legal documents on protecting the rights of PWDs supported by the UN; Youth Development Index; Number of country visits by Special Procedures accepted by Viet Nam; Number of reports to Treaty Bodies submitted by Viet Nam; Percentage of recommendations agreed on by Viet Nam from the Third Cycle Universal Periodic Review implemented

**Decent work focus**

Improving labour market governance by applying the rule of law respecting fundamental principles and rights at work in such areas as combatting child labour, forced labour, trafficking, and promoting freedom of association and collective bargaining; improving labour market governance by strengthening institutions that enforce laws and regulations through, for example, inspection, assuring workers’ rights in migration, and in industrial relations practices; strengthening the rule of law through the ratification and implementation of identified international labour standard Conventions, including those relating to violence and harassment in the workplace, trafficking, and migration; strengthening the capacity of employers’ and workers’ organisations; promoting the transition from the informal economy to the formal.

Results	Performance Indicators (disaggregated)	Baseline (year)	Target (end of programme)	Source/ MoV	Assumption Statement
<b>Outcome 3.1</b> Reformed labour market institutions are used for improving labour standards for all types of workers and formalising informal employment.	Evidence of institutional reform used to improve labour standards	Institutional status quo	Reformed institutions	Consultations with institutions of labour inspection, workers and employers organisations, governmental labour market institutions	
<b>Output 3.1.1</b> Labour administration is strengthened as a labour market institution to formalise and improve working conditions and labour standards for all workers (P&B Output 1.3.).	Labour inspections in informal workplaces with formalising results  Reformed institutional approaches to formalising working conditions	Current  Status quo	Current + g  Reformed approaches	Consultations with institutions of labour inspection, workers and employers organisations, governmental labour market institutions	Labour administration is able to formalise and improve working conditions; strengthening efforts improve ability

Results	Performance Indicators (disaggregated)	Baseline (year)	Target (end of programme)	Source/ MoV	Assumption Statement
Contribution 3.1.1.1 Strengthen institutional capacities for formulating and implementing new policies designed to formalise informal employment and improve work for informal workers.	Evidence of institutional capacity, i.e. formalisation policies developed	0	1		Institutional capacities can be strengthened; institutions targeted for capacity building have authority and mandate to formalise employment and improve work; institutions targeted for capacity building are interested in the subject of efforts
Contribution 3.1.1.2 Strengthen national institutional capacity to advocate for gender-aware wage improvement in line with international standards and a minimum wage policy.	Evidence of institutional capacity	0	1		Institutions targeted for capacity building are mandated to advocate for wage improvement and a minimum wage
Contribution 3.1.1.3 Initiate development of an electronic case management system for labour inspection.	ECMS support products	0	1		Political support for such a system; labour inspection supports such a system
	ECMS established	0	1		
Contribution 3.1.1.4 Piloting and scaling up digital inspection tool for case management system.					Digital inspection tool ready to be piloted and scaled; human and institutional capacity exists now or is targeted for building
Contribution 3.1.1.5 Capacity and buy in of MOLISA's inspection on industrial relations regulations in the 2019 Labour Code and its implementing decrees.	Evidence of capacity and buy in	0	1		Political support exists for regulations and implementing decrees
Contribution 3.1.1.6 Strengthen public labour inspection and private compliance mechanisms by facilitating exchange of domestic and international good practices.	Good practice dissemination products	0	1		Exchange of good practices can strengthen public labour inspection; no or few impediments to strengthening results
	Adoption of best practice	0	1		

Results	Performance Indicators (disaggregated)	Baseline (year)	Target (end of programme)	Source/ MoV	Assumption Statement
Contribution 3.1.1.7 Sustain, share and scale up Better Work's effective compliance promotion methods among public inspection authorities.	Sharing events/products	0	1		Public authorities willing to use BW methods; BW willing to share methods; political support and mandate for effort
	Adoption of method	0	1		
Contribution 3.1.1.8 Strengthen partnerships between labour inspectorates, law enforcement authorities and social partners to fight trafficking of human beings and unacceptable forms of work.	Examples of partnerships	0	1		No or few organizational impediments to such partnership; any impediments can be removed or mitigated
	Trafficking cases apprehended	0	1		
<b>Outcome 3.2</b> National institutions and systems are enhanced to strengthen the rule of law, expand access to justice and combat discrimination with a focus on vulnerable groups and in a child, youth and gender sensitive manner in line with international human rights norms and standards.	Number of legal document or policy papers adopted to strengthen alignment with the international human rights norms and standards, with UN support			Trade for Decent Work project & PU	
<b>Output 3.2.1</b> Labour market governance is improved through strengthened rule of law respecting fundamental principles and rights at work (P&B Output 7.1./VNM104).	Incidences of forced, child labour or discrimination reduced; evidence of FoA respect	0	1		Labour market governance can be improved by laws respecting FPRW; stakeholders willing to support governance initiative and its results
Contribution 3.2.1.1 Promote an integrated programming approach for respecting fundamental principles and rights at work through the application of the ILO's international labour standards that have developed and recognized them.	Promotion products	0	1		Institution sufficiently interested in promotion initiative; political support and mandate for initiative
	Adoption of integrated programming approach	0	1		



Results	Performance Indicators (disaggregated)	Baseline (year)	Target (end of programme)	Source/ MoV	Assumption Statement
Contribution 3.2.1.2 Support the process of revising the Trade Union Law.	Draft law/advise products	0	1		Revision of Trade Union Law continues to be mandated
	Adopted law in line with international standards	0	1		
Contribution 3.2.1.3 Combat child labour through action implementing the National Plan of Action for the Prevention and Reduction of Child Labour, for the period 2021-2025 with vision to 2030 and Roadmap, particularly in the fishery sector.	Implementation promotion products	0	1		Political mandate is maintained to implement National Plan of Action and Roadmap
	Evidence of implementation	0	1		
Contribution 3.2.1.4 Awareness and advocacy for elimination of labour abuse, improving the quality of collective bargaining and collective bargaining agreement.	Awareness raising products	0	1		Continuing political mandate for awareness raising and advocacy in these areas. Stakeholders sufficiently interested to participate
Contribution 3.2.1.5 Data and information on child labour for analysis and policy making.	Data products	0	1		Political support for collection of data.
Contribution 3.2.1.6 Promote gender equality.	Gender equality promotion products	0	1		Political support for promotion
<b>Output 3.2.2</b> Rule of law strengthened by ratifying identified ILO Conventions, implementing them and the application of others (P&B Output 2.1/VNM826).	CEACR notations of progress and/or satisfactions	0	1		Ratification, implementation and application actually strengthens rule of law
Contribution 3.2.2.1 Accelerate ratification of Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and Protocol of 2014 to the Forced Labour Convention, 1930 (P&B Output 6.3.) through advocacy and technical advice-giving.	Advice products Registered ratification C87	0	1		Political mandate for these ratifications is maintained; willingness of authorities to participate in advocacy and advice-giving

Results	Performance Indicators (disaggregated)	Baseline (year)	Target (end of programme)	Source/ MoV	Assumption Statement
Contribution 3.2.2.2 Strengthen technical knowledge and advocacy among constituents for the ratification of Conventions identified in the Memorandum of Understanding between the MOLISA and the ILO.	Technical support products on Convention ratification	0	1		Constituents are interested in having technical knowledge strengthened; continued political support for and mandate in MOU
	Ratifications	0	1		
Contribution 3.2.2.3 Improve implementation of the Minimum Wage Fixing Convention, 1970 (No. 131), including through support for regular updating of the National Wage Report and related minimum wage advocacy products.	Support products for wage report	0	1		Stakeholders have continued interest in Convention, related policy, and products
	Ratification of C.131	0	1		
Contribution 3.2.2.4 Strengthen tripartite constituents' monitoring and reporting on application of ratified and unratified ILO Conventions.	Support for monitoring/reporting products	0	1		Constituents have continued interest in monitoring and reporting obligations; political mandate for meeting obligations
	100% performance on reporting obligations	0	1		
Contribution 3.2.2.5 Provide expert international supervision of ratified Conventions, thus giving opportunity for observation of improved compliance.	Supervisory comments in respect of ILO Conventions ratified by Viet Nam	0	Number of comments		CEACR and specialist supports' operations maintained; stakeholders continued interest to engage with same
	Satisfactions of CEACR	0			
Contribution 3.2.2.6 Capacity and participation of representatives of workers and employers in working together to promote the ratification and implementation of ILS.	Capacity building events	0	1		Targets of efforts are interested in participating and drawing benefit from efforts
	Evidence of working together	0	1		
<b>Output 3.2.3</b> Rule of law strengthened by improving the capacity of employers' and workers' organizations to produce proposals to be considered in social dialogue mechanisms for policy making (P&B Output 1.1. and P&B Output 1.2. /VNM801 and VNM802)	Social partner proposals made	Current	Current + y		Capacity of employers and workers organizations to produce proposals actually strengthens rule of law

Results	Performance Indicators (disaggregated)	Baseline (year)	Target (end of programme)	Source/ MoV	Assumption Statement
Contribution 3.2.3.1 Provide technical input and advocacy for the establishment of an e-learning platform to enhance capacities of the social partners and other constituents in delivering training and knowledge sharing, particularly in the context of COVID 19 pandemic.	E-learning platform support products	0	1	Number	Support for platform by constituents continues; constituents have interest and willingness to make use of platform created
	Users of e-learning platform	0			
Contribution 3.2.3.2 Enable constructive and informed engagement of members of the Domestic Advisory Group of the EVFTA on labour-related matters.	DAG support products	0	1		Members are interested in participating in constructive and informed engagement
	Evidence of quality engagement	0	1		
3.2.3.3 Raising awareness and capacity of social partners on ILS monitoring/supervisory mechanisms for proposal making.	Proposals relevant to supervision made	0	1		Social partners are interested in having awareness raised
Contribution 3.2.3.4 Strengthening the VCCI, VGCL, and VCA's capacity to make proposals for the implementation of the ratified core conventions.	Proposals made	0	1		VCCI and VGCL are interested in having capacity strengthened
<b>Outcome 3.3</b> National legislation, policies and agencies are strengthened to prevent and address trafficking in persons, and equitable access to protection systems is ensured for victims, witnesses and other vulnerable groups, especially migrants, women and children.	Number of labour migration frameworks, institutions and services established and operationalized	Two GSO reports: (a) on migration costs to measure SDG10.7.1; (b) on labour migration		TBD	Safe and Fair project, Ship to Shore and TRIANGLE
<b>Output 3.3.1</b> Regulatory framework for reducing trafficking improved (P&B Output 7.5.).	Regulations adopted	0	0 + 5		Political support for improving framework
Contribution 3.3.1.1 Raise awareness to assure stakeholders understand obligations under the Protocol of 2014 to the Forced Labour Convention, 1930.	Awareness raising products/events	0	1		Stakeholders are interested in having awareness raised
	Evidence of understood obligations	0	1		

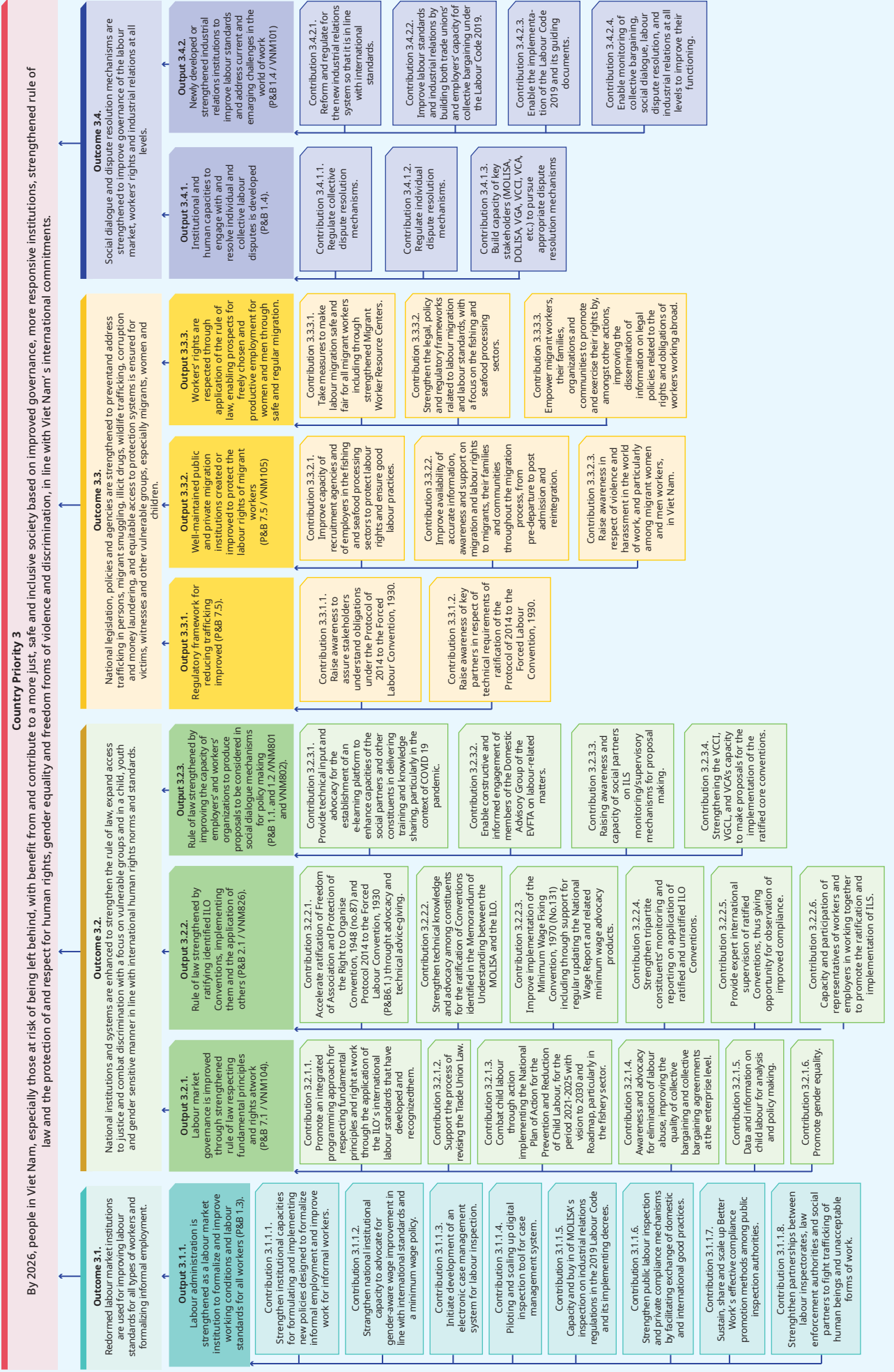
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (end of programme)	Source/ MoV	Assumption Statement
Contribution 3.3.1.2 Raise awareness of key partners in respect of technical requirements of ratification and implementation of the Protocol of 2014 to the Forced Labour Convention, 1930.	Awareness raising products/events	0	1		Target groups are interested in having awareness raised and awareness of technical requirements improved; there is political support for these efforts.
	Movement on ratification	0	1		
<b>Output 3.3.2</b> Well-maintained public and private migration institutions created or improved to protect the labour rights of migrant workers (P&B Output 7.5./VNM105).	Evidence of institutions operations improved				Migration institutions have interest in being well-maintained and improved to protect rights. Political mandate to support efforts in this regard
Contribution 3.3.2.1 Improve capacity of recruitment agencies and of employers in the fishing and seafood processing sectors to protect labour rights and ensure good labour practices.	Capacity building products	0	1		Targeted groups are interested in having capacity improved in the manner indicated
	Measure of violations	0	1		
Contribution 3.3.2.2 Improve availability of accurate information, awareness and support on migration and labour rights to migrants, their families and communities throughout the migration process, from pre-departure to post-admission and reintegration.	Measure of awareness	0	1		There is political support for initiatives benefiting migrant workers; institutions exist or can be created with function of executing these improvements
	Measure of information availability	0	1		
	MRC users	0	1		
Contribution 3.3.2.3 Raise awareness in respect of violence and harassment in the world of work, and particularly among migrant women and men workers, in Viet Nam.	Awareness raising products	0	1		Target groups are interested in having awareness raised. There are no or few impediments to efforts among target groups. It is logistically feasible to awareness to be raised among target groups
	Number of complaint of violence against migrants managed and resolved by MRCs	Baseline	Baseline plus		

Results	Performance Indicators (disaggregated)	Baseline (year)	Target (end of programme)	Source/ MoV	Assumption Statement
<b>Output 3.3.3</b> Workers' rights are respected through application of the rule of law, enabling prospects for freely chosen and productive employment for women and men through safe and regular migration (P&B Output 7.5).	No. of women and men migrant workers and their families provided with counselling through MRCs	Current	0 - x		Application of rule of law can actually make for improved migration conditions
	No. of women and men migrant workers and their families provided with legal aid and referral services through MRC	Current	0 + x		
Contribution 3.3.3.1 Take measures to make labour migration safe and fair for all migrant workers including through strengthened Migrant Worker Resource Centres.	Operational MRCs  MRC users	Number  Number	Number plus X  Number plus Y		There is political support for strengthening MRCs; the functions served by Migrant Worker Resource Centres have the effect of making migration safer and fairer
Contribution 3.3.3.2 Strengthen the legal, policy and regulatory frameworks related to labour migration and labour standards, with a focus on the fishing and seafood processing sectors.	Improved regulation, policies drafted	0	1		There is political support for strengthening Legal, policy and regulatory frameworks in the identified sectors
	Improved regulation, policies adopted	0	1		
Contribution 3.3.3.3 Empower migrant workers, their families, organizations and communities to promote and exercise their rights by, amongst other actions, improving the dissemination of information on legal policies related to the rights and obligations of workers working abroad.	Number of women and men migrant workers who join trade unions and/or migrant associations	0	1		Migrant families are able to be empowered and exercise rights when empowered; they and their communities are interested in being empowered
<b>Outcome 3.4</b> Social dialogue and dispute resolution mechanisms are strengthened to improve governance of the labour market, workers' rights and industrial relations	Number of legal document or policy papers adopted to strengthen alignment with the international human rights norms and standards, with UN support	0	1	TfDWz project, NIRF and NIRS projects	

Results	Performance Indicators (disaggregated)	Baseline (year)	Target (end of programme)	Source/ MoV	Assumption Statement
<b>Output 3.4.1</b> Institutional and human capacities to engage with and resolve individual and collective labour disputes is developed (P&B Output 1.4.).	Existence of dispute resolution skills evidence by actual resolution	Current	Current plus k		Capacities for resolving disputes can be developed. Stakeholders are interested in having these capacities developed. There is political support for developing these capacities
Contribution 3.4.1.1 Regulate collective dispute resolution mechanisms.	Regulations drafted on collective dispute resolution mechanisms	0	1		Regulation of collective dispute resolution continues to be mandated for action; stakeholders support regulation
	Regulations adopted on collective dispute resolution mechanisms	0	1		
Contribution 3.4.1.2 Regulate individual dispute resolution mechanisms.	Regulations drafted on individual dispute resolution mechanisms	0	1		Regulation of individual dispute resolution continues to be mandated for action; stakeholders support regulation
		0	1		
	Regulations drafted on individual dispute resolution mechanisms				
Contribution 3.4.1.3 Build capacity of key stakeholders (MOLISA, DOLISA, VGC, VCCI, VCA, etc.) to pursue appropriate dispute resolution mechanisms.	Capacity building products	0	1		There are no or few impediments to building capacity, and if there are, they can be eliminated or mitigated. Stakeholders are interested in and support capacity building
	Evidence of involvement of representatives in resolution mechanisms	0	1		

Results	Performance Indicators (disaggregated)	Baseline (year)	Target (end of programme)	Source/ MoV	Assumption Statement
<b>Output 3.4.2</b> Newly developed or strengthened industrial relations institutions to improve labour standards and address current and emerging challenges in the world of work (P&B Output 1.4./VNM101).	Negotiated collective bargaining agreements	Current	Current + 9		New industrial relations institutions are able to improve labour standards and address emerging challenges. There are no or few impediments to new institutions acting as indicated, and if there are, they can be eliminated or migrated
Contribution 3.4.2.1 Reform and regulate for the new industrial relations system so that it is in line with international standards	Advice products	0	1		There is political support for reform and regulation consistent with international standards
	Evidence of reforms adopted, meeting international standards	0	1		
Contribution 3.4.2.2 Improve labour standards and industrial relations by building both trade unions' and employers' capacity for collective bargaining under the Labour Code 2019.	Collective bargaining capacity-building products	0	1		Built capacities of collective bargaining can improve labour standards and industrial relations
	Number of wildcat strikes	0	0 – x		
Contribution 3.4.2.3 : Enable the implementation of the Labour Code 2019 and its guiding documents.	Guiding documents for the Labour Code	0	1		Regulations will in fact enable existence of worker representative organizations
		0	0 – x		
Contribution 3.4.2.4 Enable monitoring of collective bargaining, social dialogue, labour dispute resolution, and industrial relations at all levels to improve their functioning.	Support products	0	1		Indicated monitoring actually improves specified functions
	Evidence of monitoring	0	1		

► **Figure 21: Country priority 3 diagramme**





## Broad contribution of DWCP Outcomes to SDG Outcomes

DWCP Outcomes contribute to these Sustainable Development Goals	SDGs									
	1 NO POVERTY	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	13 CLIMATE ACTION	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	
<b>Outcome 1.1</b> National capacities are strengthened to formulate and implement evidence-based policies and strategies, and enhance enabling ecosystems for inclusive, transformative and sustainable agriculture, industry and service sectors for decent work.	✓		✓	✓	✓		✓	✓		
<b>Outcome 1.2</b> Sustainable, inclusive and responsible business models and practices including MSME's and cooperatives are promoted to increase productivity, trade development and innovation, and improve working conditions and compliance, with special focus on economic empowerment of the poor, ethnic minorities and women.	✓				✓					
<b>Outcome 1.3</b> The education system in Viet Nam provides gender-responsive, equitable, climate resilient, quality education and learning, which will equip all children, adolescents, youth, and adults with relevant learning, and life, transferrable and digital skills, including during emergencies.	✓		✓	✓	✓		✓		✓	
<b>Outcome 2.1</b> The national social protection and social care system are inclusive, coherent and integrated, applying life cycle, risk informed, resilient and gender responsive approaches with a focus on meeting the needs of the most vulnerable people.	✓	✓			✓		✓	✓		

DWCP Outcomes contribute to these Sustainable Development Goals	SDGs								
	1 NO POVERTY	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	13 CLIMATE ACTION	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
<p><b>Outcome 2.2</b> Socio-cultural attitudes and practices, accountability, and legal and policy frameworks are transformed to eliminate gender-based violence and all forms of abuse, exploitation and discrimination against vulnerable groups.</p>		✓		✓	✓		✓	✓	✓
<p><b>Outcome 2.3</b> Occupational safety and health is enhanced through the building of a preventative safety and health culture and improved compliance.</p>					✓				
<p><b>Outcome 3.1</b> Reformed labour market institutions are used for improving labour standards for all types of workers and formalising informal employment.</p>	✓	✓	✓	✓	✓		✓	✓	✓
<p><b>Outcome 3.2</b> National institutions and systems are enhanced to strengthen the rule of law, expand access to justice and combat discrimination with a focus on vulnerable groups and in a child, youth and gender sensitive manner in line with international human rights norms and standards.</p>					✓				✓
<p><b>Outcome 3.3</b> National legislation, policies and agencies are strengthened to prevent and address trafficking in persons, migrant smuggling, and equitable access to protection systems is ensured for victims, witnesses and other vulnerable groups, especially migrants, women and children.</p>				✓	✓		✓		
<p><b>Outcome 3.4:</b> Social dialogue and dispute resolution mechanisms are strengthened to improve governance of the labour market, workers’ rights and industrial relations</p>				✓	✓		✓		✓

## Annex 2. Country priorities, outcomes and contributions in simple outline list

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### Country Priority 1.

By 2026, people in Viet Nam, especially those at risk of being left behind, will contribute to and benefit equitably from sustainable, inclusive and gender-responsive economic transformation based on innovation, entrepreneurship, enhanced productivity, competitiveness, and decent work.

**Outcome 1.1.** National capacities are strengthened to formulate and implement evidence-based policies and strategies, and enhance enabling ecosystems for inclusive, transformative and sustainable agriculture, industry and service sectors for decent work

**Output 1.1.1.** Social partners' capacity strengthened to formulate a new generation of national employment policies addressing country-specific future of work challenges (P&B Output 3.1./VNM128).

- ▶ **Contribution 1.1.1.1.** Raise awareness and capacity in support of formulation and adoption of new or revised policies including revision of the Employment Law.
- ▶ **Contribution 1.1.1.2.** Develop baseline knowledge and evidence for the revision of the Employment Law, especially with the technical contribution of international expertise.
- ▶ **Contribution 1.1.1.3.** Develop capacity to fill gender gaps in national employment policies.
- ▶ **Contribution 1.1.1.4.** Upgrade the Employment Law with the help of legal review of informal labour from supply and demand sides.
- ▶ **Contribution 1.1.1.5.** Enhance partnership and dialogue between key partners responsible for the informal economy.
- ▶ **Contribution 1.1.1.6.** Improve social partners' and stakeholders' ability to develop gender - responsive active labour market policies for job creation and transition for the elderly.

**Output 1.1.2.** Labour market statistics, standards and information systems based on improved statistical surveys supporting in particular an integrated strategy towards formalisation in line with Recommendation No. 204 (P&B OA.1.1, P&B 3.1.3/VNM128).

- ▶ **Contribution 1.1.2.1.** Adopt ICLS standards for labour statistic collections through the revision of law, operations and procedures for measuring transition of informal to formal work.
- ▶ **Contribution 1.1.2.2.** Build statistical capacity to use labour market indicators for labour market analysis and policy making, especially for application of the new statistical standards from 2021.
- ▶ **Contribution 1.1.2.3.** Build institutional and human capacity to operate state of the art labour market information systems.
- ▶ **Contribution 1.1.2.4.** Improve the quality of labour statistics collected, including its international comparability, in support of the revision of the 2015 Statistic Law.
- ▶ **Contribution 1.1.2.5.** Develop a comprehensive data collection and processing system for labour supply and demand.
- ▶ **Contribution 1.1.2.6.** Survey and collect data on foreign workers working in Viet Nam through administrative reporting and GSO labour force surveys.

**Outcome 1.2.** Sustainable, inclusive and responsible business models and practices including MSME's and cooperatives are promoted to increase productivity, trade development and innovation, and improve working conditions and compliance, with special focus on economic empowerment of the poor, ethnic minorities and women.

**Output 1.2.1.** Interventions taken to support productivity, entrepreneurship, innovation and enterprise sustainability (P&B Output 4.2./VNM129).

- ▶ **Contribution 1.2.1.1.** Extend enterprise level best practices for productivity and employment outcomes.
- ▶ **Contribution 1.2.1.2.** Enable stakeholders, including cooperatives, to analyse productivity and employment policies and programmes for their links to productivity ecosystems.
- ▶ **Contribution 1.2.1.3.** Review implications of the Employment Law on productivity ecosystems.
- ▶ **Contribution 1.2.1.4.** Review of available data on productivity, measurement methods and data gaps.
- ▶ **Contribution 1.2.1.5.** Identify priority sectors for productivity improvement.
- ▶ **Contribution 1.2.1.6.** Assess systems to assure efficient and effective market access for identified priority sectors.
- ▶ **Contribution 1.2.1.7.** Reform the legal framework for cooperatives to improve their productivity, sustainability and contribution to decent work.

**Output 1.2.2.** Policies or measures to promote alignment of business practices with decent work priorities and a human-centred approach to the future of work (P&B Output 4.4./VNM129).

- ▶ **Contribution 1.2.2.1.** Support decent work through the dissemination and adoption of best business practices, particularly those that promote gender equality, of Better Work among participating enterprises and elsewhere in the business community in Viet Nam.
- ▶ **Contribution 1.2.2.2.** Strengthen knowledge of research findings, good practices and tools in areas of social dialogue, gender equality, productivity and competitiveness, and environmental impact in the garment industry and beyond.
- ▶ **Contribution 1.2.2.3.** Enable stakeholders to apply provisions of the Labour Code 2019, including those on compensation benefit, working time, overtime, and contracts.
- ▶ **Contribution 1.2.2.4.** Train and engage policy dialogues and studies on corporate social responsibility practices, including between actors/ stakeholders of seafood and wood processing sectors.
- ▶ **Contribution 1.2.2.5.** Bring key elements of ILS, CSR and RBC, including on gender equality in the world of work, into curriculum of key universities where professors and teachers are trained.

**Outcome 1.3.** The education system in Viet Nam provides gender-responsive, equitable, climate resilient, quality education and learning, which will equip all children, adolescents, youth, and adults with relevant learning, and life, transferrable and digital skills, including during emergencies.

**Output 1.3.1.** Institutionalize and expand mechanisms to measure skills mismatches and anticipate future skills needs, in particular sectoral vocational training councils as an element of the TVET system (P&B Output 3.2).

- ▶ **Contribution 1.3.1.1.** Make and implement vocational training council regulations

**Output 1.3.2.** Employment and skills policies made more coherent (P&B Output 7.5./VNM126).

- ▶ **Contribution 1.3.2.1.** Enable the social partners to consider a framework for transferable core and soft skills for work in Viet Nam in the 21st century.

- ▶ **Contribution 1.3.2.2.** Implement the National Skills and VET Strategy with its aim to improve workforce skills for the Fourth Industrial Revolution.
- ▶ **Contribution 1.3.2.3.** Promote consolidation and implementation of TVET policy that aims to improve outcomes by better matching between sectoral needs and job seekers.
- ▶ **Contribution 1.3.2.4.** Build capacity by providing advice and comparable international experience, including with a gender equality perspective, to national skills improvement programme.
- ▶ **Contribution 1.3.2.5.** Institutionalize mechanisms established to protect the labour rights of migrant workers by recognizing skills acquired overseas.
- ▶ **Contribution 1.3.2.6.** Raise awareness and advocacy among the public and migrants - especially women migrant workers - of employment, skills, social protection, and other relevant policies to promote their coherence.

## Country Priority 2.

**By 2026, people in Viet Nam, especially the poor and those at risk of being left behind, will benefit from inclusive, gender responsive, disability-sensitive, equitable, affordable and quality social services and social protection systems, will have moved further out of poverty in all its dimensions and will be empowered to reach their full potential.**

**Outcome 2.1.** The national social protection and social care system are inclusive, coherent and integrated, applying life cycle, risk informed, resilient and gender responsive approaches with a focus on meeting the needs of the most vulnerable people.

**Output 2.1.1.** More people are covered by social protection schemes, through gender sensitive and rights-based improved policy and legal framework, and enforcement and delivery mechanisms in Viet Nam (P&B Output 8.1./VNM151).

- ▶ **Contribution 2.1.1.1.** Accelerate implementation of MPSIR, MPSARD and Resolution 20-NQ/TW, using innovative solutions in line with international standards.
- ▶ **Contribution 2.1.1.2.** Make available additional evidence and knowledge to feed the legal review draft and to facilitate the development of a rights-based coherent social protection framework, including health.
- ▶ **Contribution 2.1.1.3.** Develop advocacy and communications tools to support Government and other partners' facilitation of evidence-based decision-making on existing and new schemes.
- ▶ **Contribution 2.1.1.4.** Accelerate access to social protection and portability of social security rights and benefits for migrant workers and their families in line with international standards.
- ▶ **Contribution 2.1.1.5.** Produce management tools, including actuarial models, satisfaction and grievance mechanisms, etc., to support the effective implementation of social protection schemes.

**Output 2.1.2.** Measures to establish the actual effectiveness of laws, decrees and circulars to enable social protection systems to be sustainable and provide adequate benefits (P&B Output 8.2./VNM151).

- ▶ **Contribution 2.1.2.1.** Develop evidence-based policy options for the extension of contributory and non-contributory benefits, including for unemployment protection, in line with MPSARD, MPSIR and Resolution 42 objectives.
- ▶ **Contribution 2.1.2.2.** Produce innovative solutions for digital transformation of social protection services, access to data and improved intersectional coordination.
- ▶ **Contribution 2.1.2.3.** Heightened awareness of gender implications and equality in revision of social insurance law through advocacy of results from gender impact assessments.

- **Contribution 2.1.2.4.** Strengthen capacity of health insurance management and administration, with a focus on building an actuarial function.

**Outcome 2.2.** Socio-cultural attitudes and practices, accountability, and legal and policy frameworks are transformed to eliminate gender-based violence and all forms of abuse, exploitation and discrimination against vulnerable groups.

**Output 2.2.1.** Social protection services for child and forced labourers incorporated into strategies and actions to tackle child labour in all its forms (P&B Output 7.1.) and forced labour.

- **Contribution 2.2.1.1.** Raise public awareness about identifying and addressing the issues of child and forced labour by mainstreaming awareness raising products in other agency training programmes (education, agriculture, health, law enforcement).
- **Contribution 2.2.1.2.** Develop and adopt national legislation and policy guidance related to child labour that is aligned with international labour standards, particularly with regard to hazardous work.
- **Contribution 2.2.1.3.** Implement and supervise of the National Plan of Action for the Prevention and Reduction of Child Labour, for the period 2021-2025 with vision to 2030.
- **Contribution 2.2.1.4.** Strengthen relevant agents' capacity, including employers' representatives, to implement national laws and policies through knowledge of child labour, monitoring and enforcement, particularly in the fishing sector and traditional craft villages.
- **Contribution 2.2.1.5.** Monitor and document policy initiatives and models to provide livelihood to vulnerable families with children and at risk of child labour for replication and integration into Alliance 8.7 Roadmap.

**Output 2.2.2.** Measures taken towards the ratification and implementation of Violence and Harassment Convention, 2019 (No. 190) and Recommendation No. 206 (P&B Output 6.3.).

- **Contribution 2.2.2.1.** Raise awareness of key partners in respect of technical requirements of ratification and implementation of Violence and Harassment Convention, 2019 (No. 190).

**Outcome 2.3.** Occupational safety and health is enhanced through the building of a preventative safety and health culture and improved compliance.

**Output 2.3.1.** Occupational safety and health knowledge development, management and dissemination is strengthened (P&B7.2.1).

- **Contribution 2.3.1.1.** Strengthen regional and national enabling environments for the promotion of safe and healthy working conditions, particularly in the coffee supply chain, in line with international standards.
- **Contribution 2.3.1.2.** Improve legal and policy frameworks to promote and enforce OSH protection, prevention and compensation, particularly in the coffee supply chain, in line with international standards.
- **Contribution 2.3.1.3.** Increase application of effective OSH prevention, protection and compensation mechanisms for women and men by raising awareness for workers and employers and particularly within selected target groups.
- **Contribution 2.3.1.4.** Protect labour rights and promote safe and secure working environments in particular for all migrant workers from recruitment to post-admission and end of contract.
- **Contribution 2.3.1.5.** Improve OSH reporting, recording and notification systems (occupational accidents, illness, etc.) at the national and enterprise level.

**Output 2.3.2.** Promote control and mitigation of workplace OSH risks, including those posed by COVID-19, within a broader framework addressing preparedness for future OSH crisis in the world of work (P&B Output 7.2).

- ▶ **Contribution 2.3.2.1.** Reduce risks by building capacity of workers and employers in labour-intensive sectors, including in coffee, electronics, wood, fisheries and garment production sectors on risk assessment and management.
- ▶ **Contribution 2.3.2.2.** Promote OSH awareness and knowledge risk reduction and compliance, including in cooperatives and agriculture, through improved capacity and operation of OSH management and enforcement agencies.

### Country Priority 3.

By 2026, people in Viet Nam, especially those at risk of being left behind, will benefit from and contribute to a more just, safe and inclusive society based on improved governance, more responsive institutions, strengthened rule of law and the protection of and respect for human rights, gender equality and freedom from all forms of violence and discrimination, in line with Viet Nam's international commitments.

**Outcome 3.1.** Reformed labour market institutions are used for improving labour standards for all types of workers and formalising informal employment.

**Output 3.1.1.** Labour administration is strengthened as a labour market institution to formalise and improve working conditions and labour standards for all workers (P&B Output 1.3.).

- ▶ **Contribution 3.1.1.1.** Strengthen institutional capacities for formulating and implementing new policies designed to formalise informal employment and improve work for informal worker.
- ▶ **Contribution 3.1.1.2.** Strengthen national institutional capacity to advocate for gender-aware wage improvement in line with international standards and a minimum wage policy.
- ▶ **Contribution 3.1.1.3.** Initiate development of an electronic case management system for labour inspection.
- ▶ **Contribution 3.1.1.4.** Piloting and scaling up digital inspection tool for case management system.
- ▶ **Contribution 3.1.1.5.** Capacity and buy in of MOLISA's inspection on industrial relations regulations in the 2019 Labour Code and its implementing decrees.
- ▶ **Contribution 3.1.1.6.** Strengthen public labour inspection and private compliance mechanisms by facilitating exchange of domestic and international good practices.
- ▶ **Contribution 3.1.1.7.** Sustain, share and scale up Better Work's effective compliance promotion methods among public inspection authorities.
- ▶ **Contribution 3.1.1.8.** Strengthen partnerships between labour inspectorates, law enforcement authorities and social partners to fight trafficking of human beings and unacceptable forms of work.

**Outcome 3.2.** National institutions and systems are enhanced to strengthen the rule of law, expand access to justice and combat discrimination with a focus on vulnerable groups and in a child, youth and gender sensitive manner in line with international human rights norms and standards.

**Output 3.2.1.** Labour market governance is improved through strengthened rule of law respecting fundamental principles and rights at work (P&B Output 7.1./VNM104).

- ▶ **Contribution 3.2.1.1.** Promote an integrated programming approach for respecting fundamental principles and rights at work through the application of the ILO's international labour standards that have developed and recognized them.

- ▶ **Contribution 3.2.1.2.** Support the process of revising the Trade Union Law.
- ▶ **Contribution 3.2.1.3.** Combat child labour through action implementing the National Plan of Action for the Prevention and Reduction of Child Labour, for the period 2021-2025 with vision to 2030 and Roadmap, particularly in the fishery sector.
- ▶ **Contribution 3.2.1.4.** Awareness and advocacy for elimination of labour abuse, improving the quality of collective bargaining and collective bargaining agreements at the enterprise level.
- ▶ **Contribution 3.2.1.5.** Data and information on child labour for analysis and policy making
- ▶ **Contribution 3.2.1.6.** Promote gender equality.

**Output 3.2.2.** Rule of law strengthened by ratifying identified ILO Conventions, implementing them and the application of others (P&B2.1.1 & 2.1.2/VNM826).

- ▶ **Contribution 3.2.2.1.** Accelerate ratification of Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and Protocol of 2014 to the Forced Labour Convention, 1930 (P&B Output 6.3.) through advocacy and technical advice-giving.
- ▶ **Contribution 3.2.2.2.** Strengthen technical knowledge and advocacy among constituents for the ratification of Conventions identified in the Memorandum of Understanding between the MOLISA and the ILO.
- ▶ **Contribution 3.2.2.3.** Improve implementation of the Minimum Wage Fixing Convention, 1970 (No. 131), including through support for regular updating of the National Wage Report and related minimum wage advocacy products.
- ▶ **Contribution 3.2.2.4.** Strengthen tripartite constituents' monitoring and reporting on application of ratified and unratified ILO Conventions.
- ▶ **Contribution 3.2.2.5.** Provide expert international supervision of ratified Conventions, thus giving opportunity for observation of improved compliance.
- ▶ **Contribution 3.2.2.6.** Capacity and participation of representatives of workers and employers in working together to promote the ratification and implementation of ILS.

**Output 3.2.3.** Rule of law strengthened by improving the capacity of employers' and workers' organizations to produce proposals to be considered in social dialogue mechanisms for policy making (P&B Output 1.1. and P&B Output 1.2. /VNM801 and VNM802).

- ▶ **Contribution 3.2.3.1.** Provide technical input and advocacy for the establishment of an e-learning platform to enhance capacities of the social partners and other constituents in delivering training and knowledge sharing, particularly in the context of COVID 19 pandemic.
- ▶ **Contribution 3.2.3.2.** Enable constructive and informed engagement of members of the Domestic Advisory Group of the EVFTA on labour-related matters.
- ▶ **Contribution 3.2.3.3.** Raising awareness and capacity of social partners on ILS monitoring/supervisory mechanisms for proposal making.
- ▶ **Contribution 3.2.3.4.** Strengthening the VCCI, VGCL, and VCA's capacity to make proposals for the implementation of the ratified core conventions.

**Outcome 3.3.** National legislation, policies and agencies are strengthened to prevent and address trafficking in persons, migrant smuggling, illicit drugs, wildlife trafficking, corruption and money laundering, and equitable access to protection systems is ensured for victims, witnesses and other vulnerable groups, especially migrants, women and children.

**Output 3.3.1.** Regulatory framework for reducing trafficking improved (P&B Output 7.5.).



► **Contribution 3.3.1.1.** Raise awareness to assure stakeholders understand obligations under the Protocol of 2014 to the Forced Labour Convention, 1930.

► **Contribution 3.3.1.2.** Raise awareness of key partners in respect of technical requirements of ratification and implementation of the Protocol of 2014 to the Forced Labour Convention, 1930.

**Output 3.3.2.** Well-maintained public and private migration institutions created or improved to protect the labour rights of migrant workers (P&B Output 7.5./VNM105).

► **Contribution 3.3.2.1.** Improve capacity of recruitment agencies and of employers in the fishing and seafood processing sectors to protect labour rights and ensure good labour practices.

► **Contribution 3.3.2.2.** Improve availability of accurate information, awareness and support on migration and labour rights to migrants, their families and communities throughout the migration process, from pre-departure to post-admission and reintegration.

► **Contribution 3.3.2.3.** Raise awareness in respect of violence and harassment in the world of work, and particularly among migrant women and men workers, in Viet Nam.

**Output 3.3.3.** Workers' rights are respected through application of the rule of law, enabling prospects for freely chosen and productive employment for women and men through safe and regular migration (P&B Output 7.5.).

► **Contribution 3.3.3.1.** Take measures to make labour migration safe and fair for all migrant workers including through strengthened Migrant Worker Resource Centres.

► **Contribution 3.3.3.2.** Strengthen the legal, policy and regulatory frameworks related to labour migration and labour standards, with a focus on the fishing and seafood processing sectors.

► **Contribution 3.3.3.3.** Empower migrant workers, their families, organizations and communities to promote and exercise their rights by, amongst other actions, improving the dissemination of information on legal policies related to the rights and obligations of workers working abroad

**Outcome 3.4.** Social dialogue and dispute resolution mechanisms are strengthened to improve governance of the labour market, workers' rights and industrial relations at all levels.

**Output 3.4.1** Institutional and human capacities to engage with and resolve individual and collective labour disputes is developed (P&B Output 1.4.).

► **Contribution 3.4.1.1.** Regulate collective dispute resolution mechanisms.

► **Contribution 3.4.1.2.** Regulate individual dispute resolution mechanisms.

► **Contribution 3.4.1.3.** Build capacity of key stakeholders (MOLISA, DOLISA, VGC, VCCI, VCA, etc.) to pursue appropriate dispute resolution mechanisms.

**Output 3.4.2.** Newly developed or strengthened industrial relations institutions to improve labour standards and address current and emerging challenges in the world of work (P&B Output 1.4./VNM101).

► **Contribution 3.4.2.1.** Reform and regulate for the new industrial relations system so that it is in line with international standards.

► **Contribution 3.4.2.2.** Improve labour standards and industrial relations by building both trade unions' and employers' capacity for collective bargaining under the Labour Code 2019.

► **Contribution 3.4.2.3.** Enable the implementation of the Labour Code 2019 and its guiding documents.

► **Contribution 3.4.2.4.** Enable monitoring of collective bargaining, social dialogue, labour dispute resolution, and industrial relations at all levels to improve their functioning

## Annex 3. UNSDCF framework

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### CF Priority Outcome 1.

By 2026, people in Viet Nam, especially the poor and those at risk of being left behind, will benefit from inclusive, gender responsive, disability-sensitive, equitable, affordable and quality social services and social protection systems, will be free from poverty in all its dimensions and will be empowered to reach their full potential.

**Output Area 1.1.**The education system in Viet Nam provides gender-responsive, equitable, climate resilient, quality education and learning, which will equip all children, adolescents, youth, and adults with relevant learning, and life, transferrable and digital skills, including during emergencies.

**Output Area 1.2.**The national social protection and social care system are inclusive, coherent and integrated, applying life cycle, risk informed, resilient and gender responsive approaches with a focus on meeting the needs of the most vulnerable people.

### CF Priority Outcome 2.

By 2026, people in Viet Nam, especially those at risk of being left behind, will contribute to and benefit equitably from sustainable, inclusive and gender-responsive economic transformation based on innovation, entrepreneurship, enhanced productivity, competitiveness, and decent work.

**Output Area 2.1.**Reformed labour market institutions are used for improving labour standards for all types of workers and formalising informal employment.

**Output Area 2.2.**National capacities are strengthened to formulate and implement evidence-based policies and strategies, and enhance enabling ecosystems for inclusive, transformative and sustainable agriculture, industry and service sectors for decent work.

**Output Area 2.3.**Sustainable, inclusive and responsible business models and practices including MSMEs and cooperatives are promoted to increase productivity, trade development and innovation, and improve working conditions and compliance, with special focus on economic empowerment of the poor, ethnic minorities and women.

### CF Priority Outcome 3.

By 2026, people in Viet Nam, especially those at risk of being left behind, will have benefited from and have contributed to a more just, safe and inclusive society based on improved governance, more responsive institutions, strengthened rule of law and the protection of and respect for human rights, gender equality and freedom from all forms of violence and discrimination in line with international standards.

**Output Area 3.1.**National institutions and systems are enhanced to strengthen the rule of law, expand access to justice and combat discrimination with a focus on vulnerable groups and in a child, youth and gender sensitive manner in line with international human rights norms and standards.

**Output Area 3.2.**The social, institutional and legal environment is enhanced to accelerate the achievement of gender equality, empowerment, participation and decision-making of women and to eliminate all forms of discrimination against women, girls and LGBTIQ persons.

**Output Area 3.3.**Socio cultural attitudes and practices, accountability, and legal and policy frameworks are transformed to eliminate gender-based violence and all forms of abuse, exploitation and discrimination against vulnerable groups.

**Output Area 3.4.** National legislation, policies and agencies are strengthened to prevent and address trafficking in persons, migrant smuggling, illicit drugs, wildlife trafficking, corruption and money laundering, and equitable access to protection systems is ensured for victims, witnesses and other vulnerable groups, especially migrants, women and children.

**Output Area 3.5.** Data and production, analysis and use are strengthened to inform evidence based and rights-based policies, planning, budgeting.

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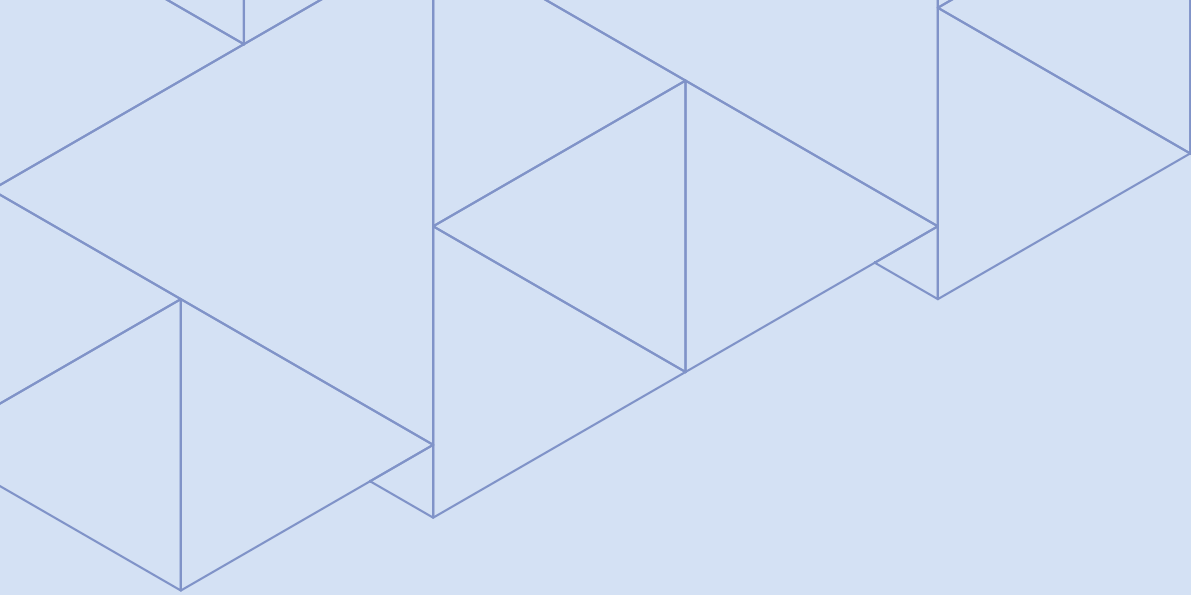
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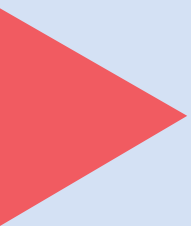
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► ***Advancing social justice, promoting decent work***

The International Labour Organization is the United Nations agency for the world of work. We bring together governments, employers and workers to drive a human-centred approach to the future of work through employment creation, rights at work, social protection and social dialogue.



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