

**symposium on globalization and the future of
youth in asia**

tokyo, 2-3 December 2004

**youth Employment in vietnam: Policies and measures on
promotion of the greater and better Job creation for
youth**

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1. The Polices of Youth Employment:

Currently, The youth of Viet Nam account for 26% of the population and 50.04% of the workforce. The Policy of youth employment is an integral part of the national policy system. Viet Nam have an relatively adequate law system on the employment for youth . The government attach high importance to the improvement of the law system in order to drive the labour relation to the market-oriented direction. Which include: the decree of labour contract, labour code, Civil code (which covers the procedures for settlement of labour dispute and around 30 governmental guiding documents on the execution of the labour law); in addition, there are some related laws such as: Law on state enterprises, enterprise law, foreign investment law, law on cooperatives...All of which helped to make

the turning point in the development of the labour market in the nearly 20 years of Viet Nam innovation.

In parallel with the law system, Government of Viet Nam also implement some national target programs and national projects on education, training and vocational training; the national target programs on hunger eradication - poverty reduction and employment in accordance with the each specific national period in order to create employments, finding more vacancies and stable jobs with the purpose of achievement of the satisfactory works for laborers in general and for the for youth in particular in the next years.

Remarkably, these programs and projects focus on the course and material development based on the new methods and in accordance with the new technology in order to satisfy the demand of the domestic and foreign labour market. These programs and projects also help labourers to have access to credit for their self-employment and for the job creation for the whole society as well. Of these projects, the small projects receive the priority such as the job creation project for young demobilized soldiers and the rural unemployed youth at the working age with early drop-out. Some key projects such as the Ho Chi Minh Highway project are under the management and guidance of the central youth union. The voluntary rural youth participating in the project could benefit from the following incentive system: they receive all the wage,

salary, social insurance...in addition, after the project completion, they have the priority to be recruited and work for state agencies.

Moreover, the central youth union also launched many movements to create more employments for the college and university graduates and the rural youth. For example:

- + Movement of youth employment creation: formed 500 youth-managed farms and 2000 youth-managed small enterprises, all of which borrow the preferential credit from the national fund for employment, created nearly 1000 jobs for youth with the average income of 700 thousand VND/person/month.

- + The club of fishery and forestry development - agricultural extension, which is formed by the rural youth under the assistant centre for rural youth of the Central Youth Union, coordinated closely with the Office of the national target program on hunger eradication - poverty reduction and employment to implement the project on training and guidance the working method for the poor household, to organize annually thousands of the display points and to guide the procedure of technology transfer for 500 thousand people/times.

- + The voluntary youth for the economic development implemented 15 projects of the program 773; presently, they implement the settlement project under the

national target program on hunger eradication - poverty reduction and employment; reforest two areas and form 5 youth villages along the Ho Chi Minh Highway; replace 2100 foot bridges in the Mekong Delta, implement the off-shore fishing program in Bach Long Vi island and build over 400 youth villages and 15 youth economic zones.

2. The achievement of employment creation and the employment service for youth:

- In the 1996-2004 period: 700 - 800 employments are created in the total 1.4 - 1.5 million employed labourers per annum; 80% of the youth works in the sector of construction - industry and commerce - service.

- To date; of the 42 million labourers working in the national economy, youth labour account for around 34 - 35 %. However, the youth employment structure in Viet Nam represents a high percentage in the fishery, forestry and agriculture sector (34-35%), just 21.1 % in the construction - industry sector and 18.4% in the commerce - service; the transition of the youth employment structure to the industrialized and modernized direction proceeds quite slowly.

- Although the vocational and job skill training for youth in Viet Nam recorded remarkable improvements in the previous years with a high percentage (81.3% of the youth), the training structure remain

shortcomings: While the training structure of the developed nations is 1 - 4 - 10 (ranked as college, tertiary, post graduate education - high school - technical worker respectively), Viet Nam's training structure is 1 - 0.9 - 2.8. Which show the lack of high skill workers; as a result, many sectors and jobs need to hire foreign labourers.

- In general, the youth labour demand is increasing, especially for the industrial zones, processing zones and the foreign joint-venture enterprises. However, the urban youth unemployment rate and the rural youth underemployment rate have the high percentage in comparison with the national general rate (accounts for 11% of the urban unemployment rate and 7% of the rural underemployment rate).

- Presently, 178 Centers for employment service are under the state management nationwide (Of which, 24 centers are under the Ho Chi Minh Communist Youth Union) and around 3000 centers operate under the Enterprise Law. Annually, the youth-managed centers for employment service receive the upgrade, equipment and training in order to create more employments for youth. The tasks of these centers include: provide consultancy, vocational training and labour market information. According to the state regulation, labours find jobs by the state-managed employment service free of charge, this is a favourable point for youth labourer to find jobs more easily.

3. Some recommendations on policies for the greater and better job creation for youth in the 2006-2010 period:

- The general policy: to continue the study, adjustment, amendment of the policy on labour market development in order to develop the vocational training, the dissemination of job skills for the youth in general and the rural youth in particular to meet the requirements of the industrialization and modernization of the rural area, to deal with the urban unemployment and the rural underdevelopment, to amend and perfect the mechanism, policy on the encouragement to the youth to create jobs for themselves, to develop their careers.

- The training policy for the young human resource development: to socialize the education and vocational training in the various forms; regular and in-service training, community-based training and coaching program; to form the incentive policy to encourage the youth to have vocational training and job skill improvement, to attach great attention to the training program for the rural labourer and ethnic people. To give more investment for the projects on construction of the student village, to provide the adequate investment for the creativity of youth and to promote the young talents in the business activities.

- To perfect the transaction system of the labour market: to multilateralize the channel of labour transaction (Center for employment service, Employment fair, mass media...) to create conditions for the direct transactions between the labourer and the employer. To invest and upgrade some national-level centers to the international level. At first, to invest and modernize 3 centers in 3 key economic zones in the south, north and the middle region. To set up the office for information collection of the labour market nationwide to gather and disseminate the information of the labour market in the adequate and timely manner. To promote the consulting activity on the vocational training and the finding of the suitable job.

- Employment policy: to continue the national target program on employment in order to create more jobs for labourer and encourage people to create jobs for themselves; to form the policy on wage and salary to pay labourers in general and the young labourers in particular according to their qualifications and labour values so as to encourage the youth to work and to be more active in the research and the creativity; to achieve the goal of "Decent work" for the labourers in general and the youth in particular over the whole country./.