

Decent Work for People with Disabilities

# Inclusion of People with Disabilities in Viet Nam



International Labour Organization



FACT SHEET

**Women and men with disabilities can and want to be productive members of society. In both developed and developing countries, promoting more inclusive societies and employment opportunities for people with disabilities requires improved access to basic education, vocational training relevant to labour market needs and jobs suited to their skills, interests and abilities, with adaptations as needed. Many societies are also recognizing the need to dismantle other barriers - making the physical environment more accessible, providing information in a variety of formats, and challenging attitudes and mistaken assumptions about people with disabilities.**

## Current situation



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In Viet Nam, more than six million persons age 5 or older, or approximately 7.8 per cent of the population, have a disability according to the 2009 Census. However, recent statistics based on the World Health Organization's (WHO) framework, known as the International Classification of Functioning, Disability and Health (ICF), showed that disabled persons accounted for 15.3 per cent of the country's population<sup>1</sup>.

A vast majority of people with disabilities in Viet Nam, or 75 per cent, live in rural areas and attend school at rates far below those of non-disabled persons. Literacy rates are much lower for adult persons with disabilities (76.3 per cent) than those without disabilities (95.2 per cent)<sup>2</sup>.

In the world of work, few people with disabilities have stable jobs and regular incomes. Many remain outside of formal employment systems. As a group, they have lower labour participation rates and higher unemployment rates in both rural and urban areas than people without disabilities. In urban areas, disabled persons are three times more likely to be unemployed than persons without disabilities (4.3 per cent compared with 14 per cent). With low levels of education and training, most people with disabilities cannot cover their daily expenses. As a result, they and their families face numerous difficulties. Approximately 80 per cent of disabled persons in urban areas and 70 per cent in rural areas depend on their families, relatives and social allowances.

<sup>1</sup> National Coordinating Council on Disability (NCCD) (2010). "2010 Annual Report on Status of People with Disabilities in Viet Nam". Hanoi: Labour-Social Affairs, December 2010, [http://nccd.molisa.gov.vn/attachments/221\\_BC%20thuong%20nien%202010%20tieng%20Anh%20cuoi.pdf](http://nccd.molisa.gov.vn/attachments/221_BC%20thuong%20nien%202010%20tieng%20Anh%20cuoi.pdf), (accessed on 16 Jan. 2013).  
<sup>2</sup> UNFPA: "People with Disabilities in Viet Nam, Key Findings from the 2009 Viet Nam Population and Housing Census. Ha Noi, December 2011, [http://vietnam.unfpa.org/webdav/site/vietnam/shared/Disability\\_ENG.pdf](http://vietnam.unfpa.org/webdav/site/vietnam/shared/Disability_ENG.pdf), (accessed on 16 Jan. 2013).

## Governmental support for people with disabilities

The Government of Viet Nam has adopted and implemented a number of laws, policies, standards and initiatives pertaining to people with disabilities, including their right to productive and decent work. The main ones are listed below.

- **The Constitution of the Socialist Republic of Viet Nam** was adopted in 1992 and amended in 2001 by the National Assembly. The protection of people with disabilities is enshrined in Articles 59 and 67.
- **The Labour Code** (2012). Section III of the Code contains regulations on the employment of people with disabilities.
- **The Viet Nam National Law on Disability** (2010) includes the establishment of the inter-agency National Coordinating Council on Disability (NCCD), the enactment of the barrier-free access code, standards for public construction and for public transport, and several disability inclusion provisions in the Vocational Training Law.
- **Decree 28/2012/ND-CP** provides guidance for a number of articles of the Law of Persons with Disability.
- **The Barrier-Free Access Code & Standards** (2002) establishes national accessibility standards for construction.
- **The National Action Plan to Support People with Disabilities** for 2012-2020, approved in August, 2012, will provide vocational training and suitable jobs to 250,000 working-age persons with disabilities. The project works on various issues such as accessibility to public buildings and transportation, early intervention, inclusive education, medical services, and legal services.
- **The Vocational Training Law** (2006) includes tax provisions for organizations providing training for people with disabilities.
- **Inclusive Education by 2015** aims to provide inclusive education for all children with disabilities by 2015.



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## Key international standards on disability and their status

- International Labour Organization (ILO) Convention concerning Discrimination in Respect of Employment and Occupation, 1958, (No. 111). *Status: ratified 7 October 1997.*
- ILO Convention concerning Vocational Rehabilitation and Employment (Disabled Persons), 1983, (No. 159). *Status: not ratified.*

- United Nations Convention on the Rights of Persons with Disabilities (2006) and Optional Protocol. *Status: Viet Nam is a signatory to the Convention (22 October 2007), but has not ratified it. Optional Protocol has not been signed.*

Viet Nam also works to achieve targets set in a new “Asian and Pacific Decade of Persons with Disabilities” for the period 2013 to 2022. “**Make the Right Real**”, the new decade, launched in November 2012, aims to promote the full realization of the rights of persons with disabilities, including through the ratification and implementation of the UN Convention on the Rights of Persons with Disabilities in the Asia-Pacific region.

## Key ministries responsible for people with disabilities

The Ministry of Labour, Invalids and Social Affairs (MOLISA) has the political mandate to address issues on people with disabilities and is responsible for coordinating the implementation of disability legislation. Other ministries involved are:

- Ministry of Education and Training
- Ministry of Health
- Ministry of Construction, and
- Ministry of Transportation

The Peoples’ committees at provincial, district and commune levels are the most direct implementers of all disability-related policies.

## Organizations of persons with disabilities

- The Viet Nam Federation of Associations of People with Disabilities
- The National Blind Association
- Provincial Association of Disabled Persons, such as Hanoi, Danang, among others.
- Viet Nam Association of Business Enterprises of People with Disabilities (VABED)



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## Organizations for persons with disabilities

- The Disability Forum
- Viet Nam Association for Protection of People with Disabilities and Orphans
- International and National NGOs

## ILO implementing partners

- Ministry of Labour, Invalids and Social Affairs (MOLISA)
- Viet Nam Chamber of Commerce and Industry (VCCI)
- Viet Nam General Confederation of Labour (VGCL)
- Ministry of Planning and Investment (MPI)
- Viet Nam Association of Businesses (VAB)
- Viet Nam Cooperative Alliance (VCA)

## The role of the ILO

The primary goal of the ILO today is to promote opportunities for everyone, including people with disabilities, to obtain decent and productive work, based on the principles of freedom, equity, security and human dignity. The ILO works to achieve its goals of decent work for all through promoting labour standards, advocacy, knowledge building and technical cooperation services and partnerships, both within the ILO and externally. The ILO Viet Nam Decent Work Country Programme 2012-2016 establishes the framework for delivery of ILO action in this country.

*In Viet Nam, a current ILO technical cooperation project on disability “Promoting Rights and Opportunities for People with Disabilities in employment through Legislation” (PROPEL- Viet Nam) focuses on achieving the following goals:*

- Improved capacity of governments and social partners to address discrimination against persons with disabilities and promote equality of opportunity in training and employment for men and women with disabilities.
- Improved media capacity to report on the rights of persons with disabilities and portray their working capacities.
- Improved employability of persons with disabilities through access to skills development programmes.

## The way forward

Productive and decent work enables people with disabilities to realize their aspirations, improve their living conditions and participate more actively in society.

Ensuring a disability perspective in all aspects of policy and labour legislation, effective implementation and enforcement of existing disability laws and policies and providing for equal employment and training opportunities are among the factors that contribute to the reduction of poverty and to the social and economic inclusion of people with disabilities in Viet Nam.



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