

▶ The ILO in Viet Nam

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A worker at a flower farm in Da Lat, Viet Nam. © ILO/Linh Phạm.

▶ At a glance

Viet Nam rejoined the ILO in 1992.

Key areas of collaboration

- ▶ Job creation, youth employment and future-ready skills development
- ▶ Universal social protection across the life course
- ▶ Preventing and addressing child labour
- ▶ Safe, healthy and fair work for all
- ▶ Effective labour market governance and social dialogue
- ▶ Resilient, inclusive and sustainable supply chains
- ▶ Decent work and just transitions in the green, digital and demographic transformation, including in crisis and recovery contexts

Constituents

- ▶ Ministry of Home Affairs (MOHA) on behalf of the Government of the Socialist Republic of Viet Nam
- ▶ Viet Nam General Confederation of Labour (VGCL)
- ▶ Viet Nam Chamber of Commerce and Industry (VCCI)
- ▶ Viet Nam Cooperative Alliance (VCA)

Conventions ratified

Viet Nam has ratified 25 ILO conventions, including 9 out of the 10 fundamental conventions.

▶ Contact details

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▶ Towards decent work for all in Viet Nam

The ILO works with the Government, employers and workers to advance decent work by strengthening labour policies and enforcement, expanding social protection, promoting productive employment and sustainable enterprises, and improving labour market governance and industrial relations. These efforts are anchored in tripartism and social dialogue, aligned with international labour standards.

A key focus of the ILO's engagement is improving working conditions and promoting respect for fundamental principles and rights at work in major supply chains, including electronics, garments, coffee, fisheries and seafood processing. Through technical advice, capacity development and partnerships with enterprises and social partners, the ILO supports responsible business conduct and trade that delivers decent work outcomes.

Viet Nam's partnership with the ILO reflects its dynamic middle-income status, integration into global markets, and commitment to inclusive and sustainable development. While the country has made significant progress in employment creation and poverty reduction, key labour market challenges persist, including high informality, inequalities in job quality and income, gender disparities, youth employment challenges, population ageing, and growing climate-related risks.

The ILO supports Viet Nam in preparing for the future of work by promoting green jobs and helping workers, enterprises and institutions adapt to technological and economic change. This includes strengthening skills development, labour market governance and social protection so that growth and productivity gains translate into decent employment, particularly for young people. Particular attention is given to recognising and valuing care work in the context of population ageing, strengthening labour migration governance, supporting the transition from informality to formality, and accelerating the elimination of child labour. Women, persons with disabilities, migrant workers and ethnic minority groups are central to these efforts.

Through the fourth Decent Work Country Programme 2022–26, the ILO contributes to Viet Nam's just, safe, and inclusive development aligned with national socio-economic development priorities, the United Nations Sustainable Development Cooperation Framework, and international labour standards.

Labour market trends

- **Large and active labour force:** With a population exceeding 100 million, Viet Nam combines high labour force participation with rapid demographic ageing, shaping current and future labour market dynamics.
- **Low overall unemployment with youth gaps:** Overall unemployment remains low, but young people face greater barriers to employment and higher risks of being not in employment, education or training (NEET).
- **Gender gaps persist:** High female labour force participation, but inequalities remain in job quality, earnings, and leadership roles.
- **Widespread informality:** Around two-thirds of workers remain in informal employment, limiting access to rights and social protection.

Source: ILOSTAT, National Statistics Office of Viet Nam

► How do we work together?

The ILO works closely with its tripartite constituents - government, employers and workers - at all levels in Viet Nam to deliver integrated solutions across the world of work:

- **Job creation, youth employment and future-ready skills development:** Promoting decent employment for youth through training, career guidance, and active labour market measures, with a focus on green and digital skills and boosting productivity in small and medium sized enterprises.
- **Universal social protection across the life course:** Advancing progress toward universal social protection, including pensions, maternity benefits, and protection for migrant workers.
- **Preventing and addressing child labour:** Enhancing national capacity to prevent and reduce child labour by strengthening policy coherence, improving data and monitoring systems, and supporting coordinated action by government, employers and workers, and community-level actors.
- **Safe, healthy and fair work for all:** Advancing safe and healthy workplaces, fair recruitment, effective labour migration governance.

- **Effective labour market governance and social dialogue:** Strengthening governance, accountable institutions and social dialogue among tripartite constituents to uphold workers' rights, gender equality and non-discrimination, and freedom from violence and harassment, in line with international labour standards.
- **Strengthening responsible business conduct in supply chains:** Improving working conditions, labour compliance and productivity in key export sectors, including garments, footwear, electronics, machinery, wood and furniture, and agriculture.
- **Decent work and just transitions:** Promoting sustainable and inclusive economic transformation, with attention to green jobs, gender equality, and fair outcomes for all.

► What have ILO and Viet Nam achieved together?

- **Strengthened legal frameworks:** Provided technical inputs, contributing to key provisions in the 2019 Labour Code, Social Insurance Law, Law on Cooperatives and Employment Law, aligning with international labour standards.
- **Strengthened institutional capacity for evidence-based policymaking:** Supported the modernization of Viet Nam's labour statistics and data systems, improving the coverage and quality of labour market monitoring, and informing national evidence-based policies through labour market reports, including on platform work, social protection, and the care economy.
- **Improved working conditions:** Through targeted programmes, strengthened labour standards compliance, occupational safety and health, and child labour prevention in key sectors such as agriculture and manufacturing, contributing to safer workplaces, higher enterprise competitiveness, and more resilient supply chains.
- **Supported skills development and workforce transformation:** Informed national strategies on skills development, lifelong learning, and workforce adaptation to technological change, supporting Viet Nam's transition towards higher productivity, innovation, and a future-ready labour force.
- **Protected workers' livelihoods:** Delivered immediate income support and livelihood protection to crisis-affected workers, enhancing household resilience and supporting local economies.

What is the International Labour Organization?

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.