

Labor Issues in Vietnam: A Comprehensive Overview

This presentation explores several key labor issues in Vietnam, focusing on the most significant challenges the country currently faces.

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About presenter

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Title

Total Rewards Manager

TH Group, established in 2009, is a major player in Vietnam's food and beverage industry, specializing in fresh and clean products like milk, nut milk, and fruit juices. More than just "fresh" and "clean," TH prioritizes completely natural ingredients and promotes community health. As Vietnam's leading fresh milk producer with over 45% market share, TH remains dedicated to its mission of improving public health through healthy beverages and nutrition.



Overview of the labor market in Vietnam



Demographic sweet spot

Vietnam's workforce is young and growing, with a significant portion of the population being part of the labor force (67.5%).



Average Monthly Income

Average monthly income of USD 296



Skilled Workers

28.1% workforce are skilled workers with higher education or vocational training



Unemployment Rates

Overall unemployment rate is 2.27% and the youth unemployment rate is 7.63%

The Impact of AI and ICT on the Vietnamese Labor Market



Digital Transformation and Automation

Rapid digital transformation and automation are changing workplaces, creating new opportunities and challenges for the Vietnamese labor market.



Upskilling and Reskilling

The demand for digital skills is rapidly growing, meaning programs to help workers improve their skills are essential to prepare them for the future of work.



Government Initiatives and Job Transition

Government initiatives to promote digital literacy and upskilling programs aim to mitigate job displacement and foster a skilled workforce.

Freelancers and the Gig Economy

1 Rapid Growth of Platforms

The rise of ride-hailing, delivery services, and other digital platforms has created a new class of workers who often lack traditional labor protections.

3 Unclear Employment Status and Rights

Unclear employment status and rights. Growing concerns about working conditions and income stability.

2 Limited Social Security Coverage

Rapid growth of platforms like Grab, Gojek, and local platforms. Limited social security coverage for gig workers.



Workforce Development for FDI Growth

Competition with Other Southeast Asian Countries for Skilled Labor

Need for Improved Vocational Training and Higher Education

Growing Demand for English Language Proficiency

Skills Mismatch Between Education Output and Industry Needs





Managing a Multi-Generational Workforce in Vietnam

Generation	Years of Birth	Values
Baby Boomers	1946-1964	Hard work, loyalty, stability
Gen X	1965-1980	Work-life balance, independence, flexibility
Millennials	1981-1996	Collaboration, technology, social impact
Gen Z	1997-2012	Diversity, inclusion, social justice, entrepreneurship

Rural-Urban Migration and Labor Rights

Rural Workers Moving to Industrial Zones

Internal migration continues to shape Vietnam's labor market, with implications for social protection and working conditions.

Housing and Social Service Challenges

Large numbers of rural workers moving to industrial zones. Housing and social service challenges in urban areas.

Need for Better Labor Rights Enforcement

Need for better labor rights enforcement. Access to social services for migrant workers.





Addressing Key Challenges



Developing Comprehensive Social Protection Systems

Looking ahead, Vietnam faces several key challenges in addressing these issues.



Ensuring Labor Rights and Decent Working Conditions

Ensuring labor rights and decent working conditions across all sectors. Balancing economic growth with worker protection.



Building a Skilled Workforce

Developing comprehensive social protection systems that cover all types of workers. Building a skilled workforce capable of adapting to technological change.



Reducing Regional Disparities

Reducing regional disparities in employment opportunities.



Question & Answer