





LIMITED ACCESS TO DECENT WORK

QUICK FACTS



Female Labour Force

47.8% (2019

Minimum Wage

VND 30,70,000 per month (2020)

\$132.01 per month (2020)







Living Wage (Standard family) VND 70,47,000 per month (2020) \$303.02 ner month (2020)



Population 96.46 M (2019



Informal Employment¹ 57.9% (2018)



Non-Standard Employment^o Poverty Headcount^s

A: 20.0% (2019) B: 69.1% (2019)

Source: World Bank;

6.7% (2018)

Labour Force

57.36 M (2019)

GDP per Capita

\$2,715.30 (2019)

International Labour Organization; WageIndicator Living Wages Database

LEGISLATIVE PERFORMANCE



| A. Safe Work | Score |
|---|-----------|
| Regular wage Overtime premium (±125%) Weekly rest work compensation (time-eff) Night work premium 2. Decent Working Hours General working hours (±46 hours per week) Maximum working hours (±56 hours per week) Meekly rest (±24 hours) Paid public holidays Annual leave (3 working weeks) 3. Employment Security Written employment contract Fixed term contract (±5 years) Frobation period (±3 months) Termination notice period (1 month) Severance pay (±14 days per year of service) 4. Family Responsibilities Parental leave Probation on health and safety Restriction on work (prejudicial to health of mother or child) Employment injury benefits Old age pension Survivors' pension Unemployment benefits Sickness benefits (±6 months) Invalidity benefits 8. Fair Treatment Prohibition of employment discrimination Equal remuneration for work of equal value Probation period (±3 months) Prohibition of sexual harassment Absence of restrictions on women's employment Basic labour protections for gig workers 4. Family Responsibilities Parental leave Paternity leave (±1 week) Paternity leave (±1 week) Paternity leave (±1 week) Paternity leave (±1 week) Prohibition on hazardous work for under 18 Prohibition on forced labour | 100 |
| Overtime premium (±12%) Weekly rest work compensation (time-diff) Night work premium 2. Decent Working Hours General working hours (±48 hours per week) Maximum working hours (±56 hours per week) Meekly rest (±24 hours) Paid public holidays Annual leave (3 working weeks) 3. Employment Security Written employment contract Fixed term contract (±5 years) Probation period (±3 months) Termination notice period (1 months) Severance pay (±14 days per year of service) 4. Family Responsibilities Parental leave Paternity leave (±1 week) Prohibition on forced Labour Prohibition on hazardous work for under 18 Nursing breaks Prohibition on forced labour Prohibition on forced labour Prohibition on forced labour Prohibition on forced labour | |
| Weekly rest work compensation (time-eff) Night work premium 2. Decent Working Hours General working hours (≤46 hours per week) Maximum working hours (≤56 hours per week) Weekly rest (≥24 hours) Paid public holidays Annual leave (3 working weeks) 3. Employment Security Written employment contract Fixed term contract (≤5 years) Probation period (≤3 months) Termination notice period (1 month) Severance pay (≥14 days per year of service) 4. Family Responsibilities Patental leave Paternity leave (≥1 week) Prohibition on forced Labour Prohibition on hazardous work for under 18 Nursing breaks Employment injury benefits 7. Social Security Old age pension Survivors' pension Unemployment benefits Survivors' pension Unemployment benefits Sickness benefits (≥6 months) Invalidity benefits 8. Fair Treatment Prohibition of employment discrimination Equal remuneration for work of equal value Prohibition of sexual harassment Absence of restrictions on women's employment Basic labour protections for gig workers 4. Family Responsibilities Prohibition on child labour (≤15 years) Age (employment entry ≥ compulsary schooling) Prohibition on hazardous work for under 18 Nursing breaks | |
| 2. Decent Working Hours General working hours (≤A6 hours per week) Maximum working hours (≤A6 hours per week) Weekly rest (≥24 hours) Paid public holidays Annual leave (3 working weeks) 3. Employment Security Written employment contract Fixed term contract (≤5 years) Probation period (≤3 months) Termination notice period (1 month) Severance pay (≥14 days per year of service) Parental leave Parental leave Parental leave Paternity leave (≥1 week) Flexible working arrangements Nursing breaks Prohibition on forced labour Prohibition on forced labour | |
| General working hours (≤48 hours per week) Maximum working hours (≤56 hours per week) Weekly rest (≥24 hours) Paid public holidays Annual leave (3 working weeks) 3. Employment Security Written employment contract Fixed term contract (≤5 years) Probation period (≤3 months) Termination notice period (1 month) Severance pay (≥14 days per year of service) 4. Family Responsibilities Parental leave Parental leave Paternity leave (≥1 week) Flexible working arrangements Nursing breaks Old age pension Survivors' pension Unemployment benefits Sickness benefits (≥6 months) Invalidity benefits 8. Fair Treatment Prohibition of employment discrimination Equal remuneration for work of equal value Prohibition of sexual harassment Absence of restrictions on women's employment Basic labour protections for gig workers 4. Family Responsibilities Prohibition on child labour (≥15 years) Age (employment entry ≥ compulsory schooling) Flexible working arrangements Nursing breaks | • |
| Maximum working hours (±56 hours per week) Weekly rest (±24 hours) Paid public holidays Annual leave (3 working weeks) 3. Employment Security Written employment contract Fixed term contract (≤5 years) Probation period (≤3 months) Termination notice period (1 month) Severance pay (±14 days per year of service) Parental leave Parental leave (±1 week) Paternity leave (±1 week) Paternity leave (±1 week) Flexible working arrangements Nursing breaks Sickness benefits Sickness henefits Sickness henefits Sickness henefits Frohibition of employment discrimination Frohibition of employment discrimination Fequal remuneration for work of equal value Prohibition of sexual harassment Absence of restrictions on women's employment Basic labour protections for gig workers 4. Family Responsibilities Prohibition on child labour (±15 years) Age (employment entry ≥ compulsory schooling) Flexible working arrangements Nursing breaks | 80 |
| Weekly rest (≥24 hours) Paid public holidays Annual leave (3 working weeks) 3. Employment Security Written employment contract Fixed term contract (≤5 years) Probation period (≤3 months) Termination notice period (1 month) Severance pay (≥14 days per year of service) Parental leave Parental leave Parental leave Paternity leave (≥1 week) Flexible working arrangements Nursing breaks Unemployment benefits Sickness benefits (≥6 months) Invalidity benefits 8. Fair Treatment Prohibition of employment discrimination Equal remuneration for work of equal value Prohibition of sexual harassment Absence of restrictions on women's employment Basic labour protections for gig workers 9. Child and Forced Labour Prohibition on child labour (≤15 years) Age (employment entry ≥ compulsory schooling) Flexible working arrangements Nursing breaks | |
| Paid public holidays Annual leave (3 working weeks) 3. Employment Security Written employment contract Fixed term contract (≤5 years) Probation period (≤3 months) Termination notice period (1 month) Severance pay (≥14 days per year of service) 4. Family Responsibilities Parental leave Paternity leave (≥1 week) Paternity leave (≥1 week) Flexible working arrangements Nursing breaks Sickness benefits (≥ 6 months) Invalidity benefits 8. Fair Treatment Prohibition of employment discrimination Equal remuneration for work of equal value Prohibition of sexual harassment Absence of restrictions on women's employment Basic labour protections for gig workers 9. Child and Forced Labour Prohibition on child labour (≤15 years) Age (employment entry ≥ compulsory schooling) Flexible working arrangements Nursing breaks | |
| Annual leave (3 working weeks) 3. Employment Security 60 8. Fair Treatment Written employment contract Fixed term contract (≤5 years) Probation period (≤3 months) Termination notice period (1 month) Severance pay (≥14 days per year of service) 4. Family Responsibilities Parental leave Paternity leave (≥1 week) Flexible working arrangements Nursing breaks Invalidity benefits 8. Fair Treatment Prohibition of employment discrimination Equal remuneration for work of equal value Prohibition of sexual harassment Absence of restrictions on women's employment Basic labour protections for gig workers 9. Child and Forced Labour Prohibition on child labour (≤15 years) Age (employment entry ≥ compulsory schooling) Prohibition on hazardous work for under 18 Prohibition on forced labour | |
| 3. Employment Security Written employment contract Fixed term contract (≤5 years) Probation period (≤3 months) Termination notice period (1 month) Severance pay (≥14 days per year of service) 4. Family Responsibilities Parental leave Paternity leave (≥1 week) Flexible working arrangements Nursing breaks 60 8. Fair Treatment Prohibition of employment discrimination Equal remuneration for work of equal value Prohibition of sexual harassment Absence of restrictions on women's employment Basic labour protections for gig workers 9. Child and Forced Labour Prohibition on child labour (≤15 years) Age (employment entry ≥ compulsory schooling) Prohibition on hazardous work for under 18 Prohibition on forced labour | 8 |
| Written employment contract Fixed term contract (≤5 years) Probabilition of employment discrimination Fixed term contract (≤5 years) Probation period (≤3 months) Fermination notice period (1 month) Severance pay (≥14 days per year of service) 4. Family Responsibilities Parental leave Parental leave Paternity leave (≥1 week) Flexible working arrangements Nursing breaks Prohibition of employment discrimination Equal remuneration for work of equal value Prohibition of sexual harassment Absence of restrictions on women's employment Basic labour protections for gig workers 9. Child and Forced Labour Prohibition on child labour (≤15 years) Age (employment entry ≥ compulsory schooling) Prohibition on hazardous work for under 18 Prohibition on forced labour | |
| Fixed term contract (≤5 years) Probation period (≤3 months) Termination notice period (1 month) Severance pay (≥14 days per year of service) Parental leave Paternity leave (≥1 week) Paternity leave (≥1 week) Pixel termination for work of equal value Prohibition of sexual harassment Absence of restrictions on women's employment Basic labour protections for gig workers 9. Child and Forced Labour Prohibition on child labour (≤15 years) Age (employment entry ≥ compulsory schooling) Prohibition on hazardous work for under 18 Nursing breaks | 60 |
| Probation period (≤3 months) Termination notice period (1 month) Severance pay (≥14 days per year of service) 4. Family Responsibilities Parental leave Paternity leave (≥1 week) Flexible working arrangements Nursing breaks Prohibition on forced labour | 8 |
| Termination notice period (1 month) Severance pay (≥14 days per year of service) 4. Family Responsibilities Parental leave Paternity leave (≥1 week) Plexible working arrangements Nursing breaks Absence of restrictions on women's employment Basic labour protections for gig workers 9. Child and Forced Labour Prohibition on child labour (≤15 years) Age (employment entry ≥ compulsory schooling) Prohibition on hazardous work for under 18 Prohibition on forced labour | |
| Severance pay (≥14 days per year of service) 4. Family Responsibilities Parental leave Paternity leave (≥1 week) Flexible working arrangements Nursing breaks Passic labour protections for gig workers 9. Child and Forced Labour Prohibition on child labour (≤15 years) Age (employment entry ≥ compulsory schooling) Prohibition on hazardous work for under 18 Prohibition on forced labour | |
| 4. Family Responsibilities 25 9. Child and Forced Labour Parental leave Prohibition on child labour (≤15 years) Paternity leave (≥1 week) Age (employment entry ≥ compulsory schooling) Flexible working arrangements Prohibition on hazardous work for under 18 Nursing breaks Prohibition on forced labour | 8 |
| Parental leave Paternity leave (≥1 week) Plexible working arrangements Nursing breaks Prohibition on child labour (≤15 years) Age (employment entry ≥ compulsory schooling) Prohibition on hazardous work for under 18 Prohibition on forced labour | |
| Paternity leave (≥1 week) Flexible working arrangements Nursing breaks Age (employment entry ≥ compulsory schooling) Prohibition on hazardous work for under 18 Prohibition on forced labour | 75 |
| Flexible working arrangements Nursing breaks Prohibition on hazardous work for under 18 Prohibition on forced labour | |
| Nursing breaks Prohibition on forced labour | |
| | |
| | 8 |
| 5. Maternity at Work 80 10. Trade Union | 25 |
| Prohibition on inquiring about pregnancy Right to unionise | 8 |
| Maternity leave (=14 weeks) Right to collective bargaining | 8 |
| Cash maternity benefits (±66.67% of former wage) Right to strike | 8 |
| Source of maternity benefits (social insurance or state financing) Prohibition on replacing striking workers | |
| Protection from dismissals (pregnancy/maternity) | |

- ♦ Non-Standard Employment has been defined as Part-Time Employment (A) and Temporary Employment (B)
- § Proportion of population living below the national poverty line (%), as measured under SDG 1.2.1
- ¶ Share of informal employment in non-agriculture (%), as measured under SDG 8.3.1