



Hochschule
Bonn-Rhein-Sieg
University of Applied Sciences



Trường Đại học Kinh tế Quốc dân
National Economics University
Khoa Kinh tế và Quản lý Nguồn nhân lực
Faculty of Human Resource Economics and Management



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On behalf of



Symposium

Sustainable Labour Migration

Parallel Country Workshops – Vietnam

The Importance of Vocational Training and Labour
Migration for Vietnam's Development Strategy

First findings from literature review and expert interviews

24 March 2022 | 11:30 – 13:00 h

Room C 120



Việt Nam
Vietnam



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On behalf of



National Economics University, Hanoi

Faculty of Human Resource Economics and Management

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Việt Nam
Vietnam



National Economics University, Hanoi

Faculty of Human Resource Economics and Management



1.

- OVERVIEW OF NEU AND HRE&M

2.

- OVERVIEW OF SOCIAL DEVELOPMENT OF VIETNAM RELATED TO THE FIELD OF TVET AND INTERNATIONAL LABOR MIGRATION

3.

- BASIC RESEARCH RESULTS





National Economics University, Hanoi

Faculty of Human Resource Economics and Management

Brief Introduction of NEU



1956 - School of Economics and Finance, under the Vietnam People's University system under the Prime Minister.

1958- University of Economics and Finance under the Ministry of Education.

1965- University of Planning Economics.

1985- National Economics University.

The Government assigns three main tasks (1989):

- 1/ Consulting on macroeconomic policy;
- 2/ Training in economics, management and business administration at undergraduate and postgraduate levels; and
- 3/ Training managers for enterprises of all economic sectors

Undergraduate students/year: 6000;

postgraduate students/year: 1300

- Address: 207 Giai Phong Street, Hai Ba Trung, Hanoi
- Website: <https://www.neu.edu.vn/>





National Economics University, Hanoi

Faculty of Human Resource Economics and Management

Development History of HRE&M



1961

- **Faculty of Labor Economics**

1990

- **Faculty of Labor and Population
Economics**

9/2007-2022

- **Faculty of Human Resource
Economics & Management**

- Address: 601-605, A1, 207 Giai Phong Street, Hai Ba Trung, Hanoi
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Two majors of HRE&M





National Economics University, Hanoi

Faculty of Human Resource Economics and Management

Research fields of HRE&M

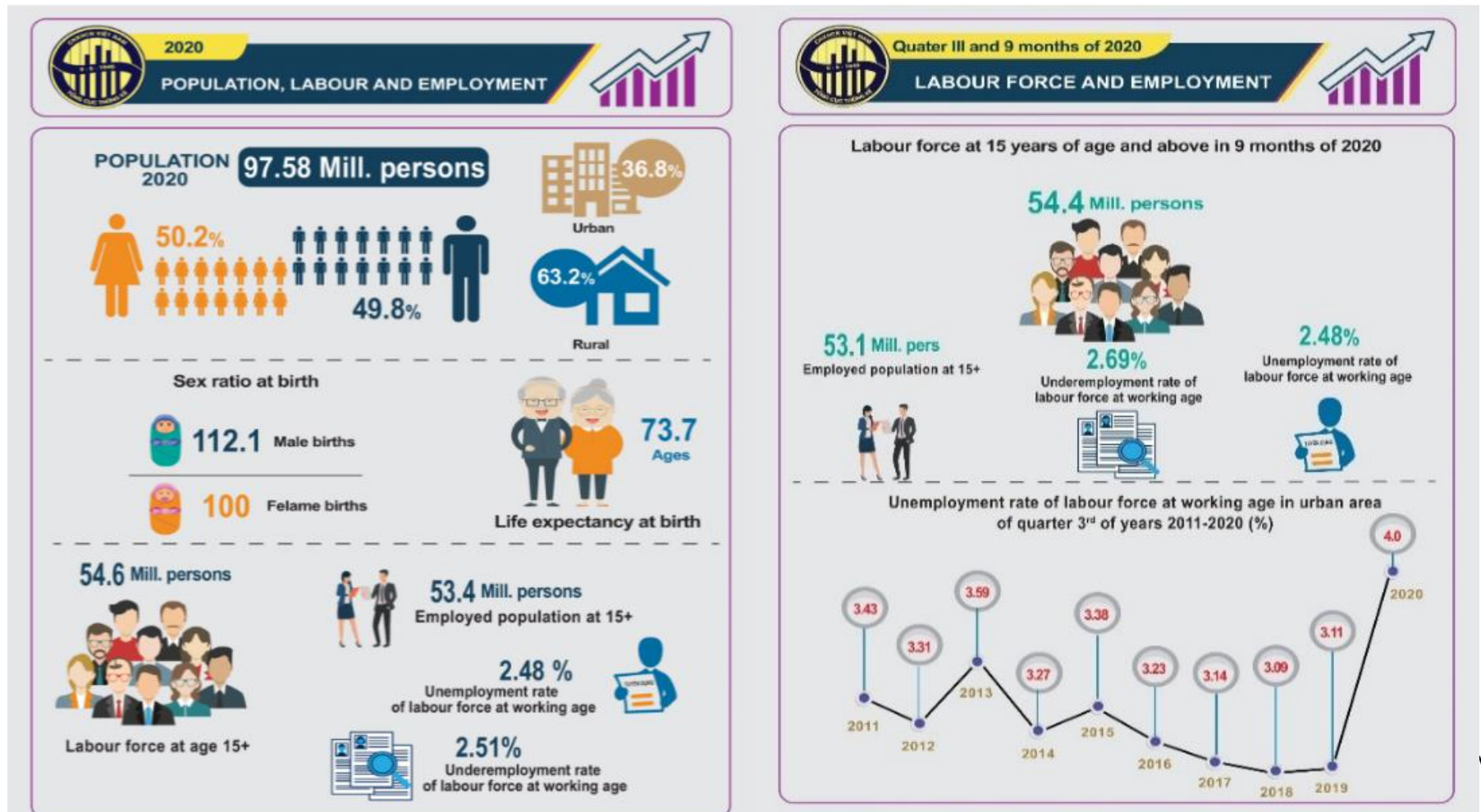


1. Research, advice, policy recommendations on Population and Development, human resource management
 - Serve as a center for knowledge development, spreading advanced concepts and interventions in the field of labor market development, labor migration.- Develop programs to improve community capacity in the field of climate change adaptation and population aging
 - Evaluation of programs & projects, socio-economic impacts of programs and projects in the field of population development and human resources
2. Research and consulting in the field of human resource management and organizational and enterprise development

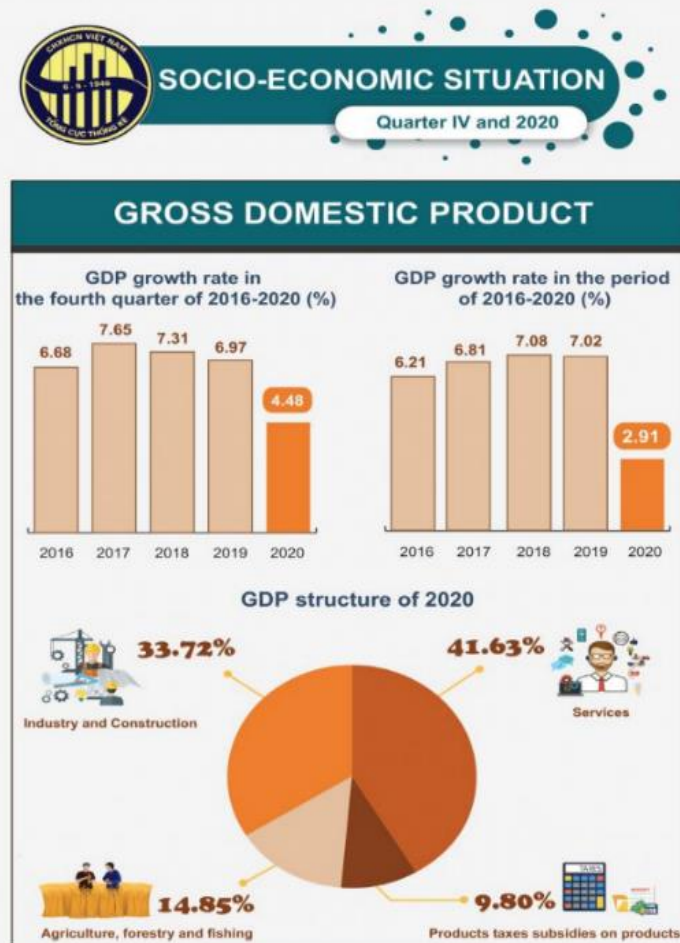


2 Vietnam country profile | key data

Demography, Labour Market (GSO.2020)



2. Vietnam country profile | key data



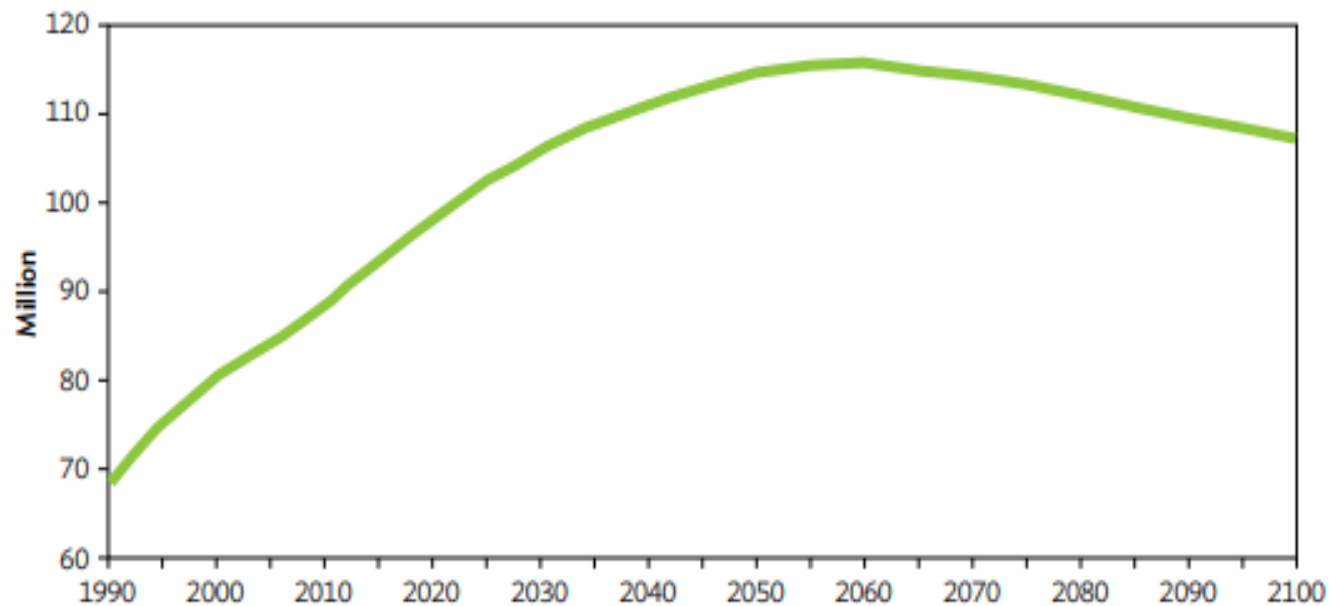
- Vietnam aims to become a high-income country by 2045. To do this, the economy needs to grow at an average annual rate of about 5% per capita in the coming years.
- Vietnam is also aiming for greener, more inclusive development.
- The future of Vietnam is being shaped by a few big trends:
 - The population is aging rapidly
 - Global trade is declining
 - Environmental degradation, climate change and automation problems are increasing





2. Vietnam country profile | key data

Population size of Viet Nam, 1990–2100



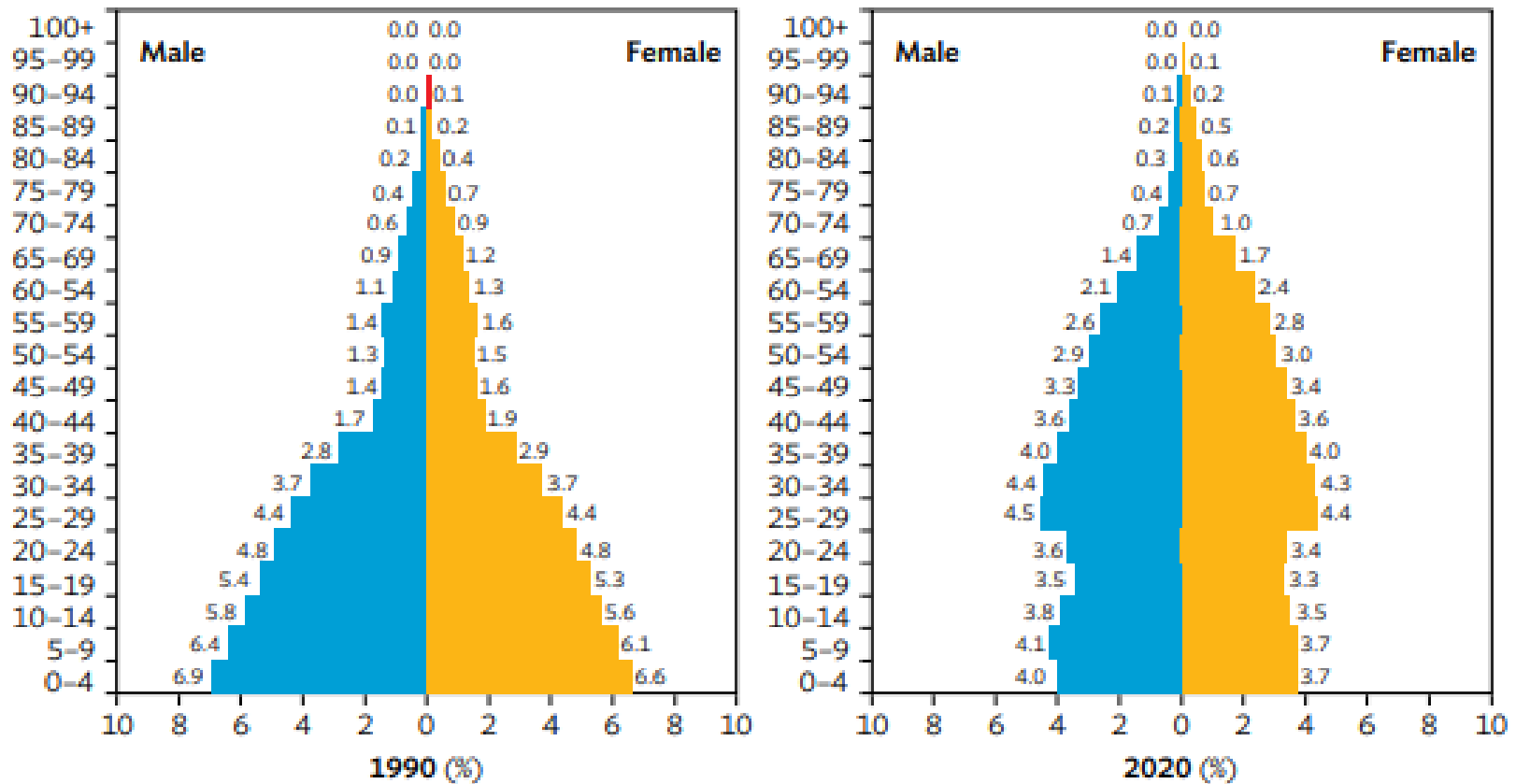
Source: United Nations, Department of Economic and Social Affairs, Population Division. World Population Prospects 2017. <https://esa.un.org/unpd/wpp/>.



Việt Nam
Vietnam

2. Vietnam country profile | key data

Population Pyramid of Viet Nam, 1990–2020



Source: PopulationPyramid.net. Viet Nam. <https://www.populationpyramid.net/viet-nam>.

3. Vietnam country profile | key data

Demography, Labour Market (GSO.2020)

During the pandemic, the youth unemployment rate remained high. The rate of youth (15 to 24 years old) not in employment, education or training (NEET) continued to climb.

At present, there is still a significant untapped potential labour force, especially the young workers; the utilization of this group of workers has become more constrained in the context of the COVID-19 pandemic.



2. Vietnam country profile | key data | Migration

2.1. Levels, trends, and drivers: Vietnam international Labour Migration

Time	drivers	Total (female)	The main destination countries
2019	for employment	152.695 (54.927)	Japan, Taiwan (China), the Republic of South Korea and Romania
2020	for employment, covid-19	42.837	22,195 departed to Japan, 17,964 to Chinese Taipei, 985 to Korea and 713 to European countries
Up to now	students studying abroad	190,000	United States, the UK, Canada, Japan, Australia, and Germany.
2018-2020	climate change, natural disasters	over 20.2 thousand Households	Relocated
2021-2025		142 thousand households (710 thousand people)	Will need to be relocated

Vietnam reviews implementation of Global Compact for Safe, Orderly and Regular Migration (22/11/2021 VN; 5/2022 New York

2 Vietnam country profile | key data | Migration

2.2. The migration levels and trends, drivers with Germany

Serious shortage of manpower

The birth rate of Germans for a long time plummeted. Germany is in a period of near full employment, while Germany is preparing to receive a generation of retired workers. Germany's population of working age from 20 to 65 will decrease by 3.9 million by 2030 and 10.2 million by 2060.

More than 60% of German businesses are facing a shortage of skilled workers.

From now to 2050, Germany needs an average of 400,000 workers each year from outside the Union. Europe.

www.rfi.fr/vi/quoc-te/20181219-thieu-lao-dong-duc-mo-cua-cho-di-dan-kinh-te+&cd=3&hl=vi&ct=clnk&gl=vn
12/2018



2 Vietnam country profile | key data | Migration

2.1. The migration levels and trends, driversn with Germany

Year	Number of persons	Occupation	Stakeholder
2015	102	care for the elderly	DOLAB/GIZ (pilot)
2017	72	care of the sick	DOLAB/GIZ (pilot)
2018	77	care of the sick	DOLAB/GIZ (pilot)
2016	76	care for the elderly	DOLAB/GIZ /VIVANTES
2017	82	care for the elderly	DOLAB/GIZ /VIVANTES
2018	110	care for the elderly	DOLAB/GIZ /VIVANTES
2019 (recruited)	391	care for the elderly + care of the sick	DOLAB/GIZ /VIVANTES



http://vamas.com.vn/hoat-dong-cung-ung-dieu-duong-vien-sang-cong-hoa-lien-bang-duc_t221c657n44497

Center for Overseas Labor (COLAB); VIVANTES (Germany's largest group of hospitals and nursing homes)

http://vamas.com.vn/hoat-dong-cung-ung-dieu-duong-vien-sang-cong-hoa-lien-bang-duc_t221c657n44497

2. Vietnam country profile | key data | Migration

2.1. The migration levels and trends, drivers with Germany

Cost of going to Germany to work: A working immigrant to Germany may have to pay a certain fee (equivalent to 10,000 euros), but if participating in projects/programs in cooperation with the Federal Republic of Germany, paying the fees is not significantly..

Basic salary. depend on the profession you choose. Nurses' salary will be 3,000 EURO/month (On average, converted to Vietnamese currency, the monthly salary received is from 50 to 60 million VND).

Other industries, professions and fields will fall into the figure of 2,500 EURO/month. The figures given above do not include bonuses, overtime pay and other highly offered allowances.

The number of Vietnamese in Germany is up to 170,000 people

[https://nhanlucnhatban.com/xuat-khau-lao-dong-duc/#:~:text=Chi%20ph%C3%AD%20%C4%91i%20XKL%C4%90%20%C4%90%E1%BB%A9c,%C4%91%C6%B0%C6%A1ng%20kho%E1%BA%A3ng%20260%20tri%E1%BB%87u%20VN%4%90\).](https://nhanlucnhatban.com/xuat-khau-lao-dong-duc/#:~:text=Chi%20ph%C3%AD%20%C4%91i%20XKL%C4%90%20%C4%90%E1%BB%A9c,%C4%91%C6%B0%C6%A1ng%20kho%E1%BA%A3ng%20260%20tri%E1%BB%87u%20VN%4%90).)



3. Basic research results

Research Methods

Secondary data and literature review: examining new concepts, terms and trends on sustainable labor migration in the international context.

Country studies : gathering data on stakeholder perceptions and emerging models that have the potential to improve sustainability, social acceptance and equitable sharing of costs. costs and benefits of managed international labor migration.

Research Questions

Overall: How do stakeholders perceive the sustainability of selected mid-level skilled labour migration schemes?

- How do stakeholders perceive realised and expected costs and benefits of selected labour migration schemes?
- How do stakeholders assess the potential of Vocational Education and Training (VET) to make labour migration beneficial for all?
- How do stakeholders assess the partnership underlying the labour migration scheme?



3. Basic research results

Key Vietnam's stakeholders of “Sustainable Labor Migration” were and will be interviewed

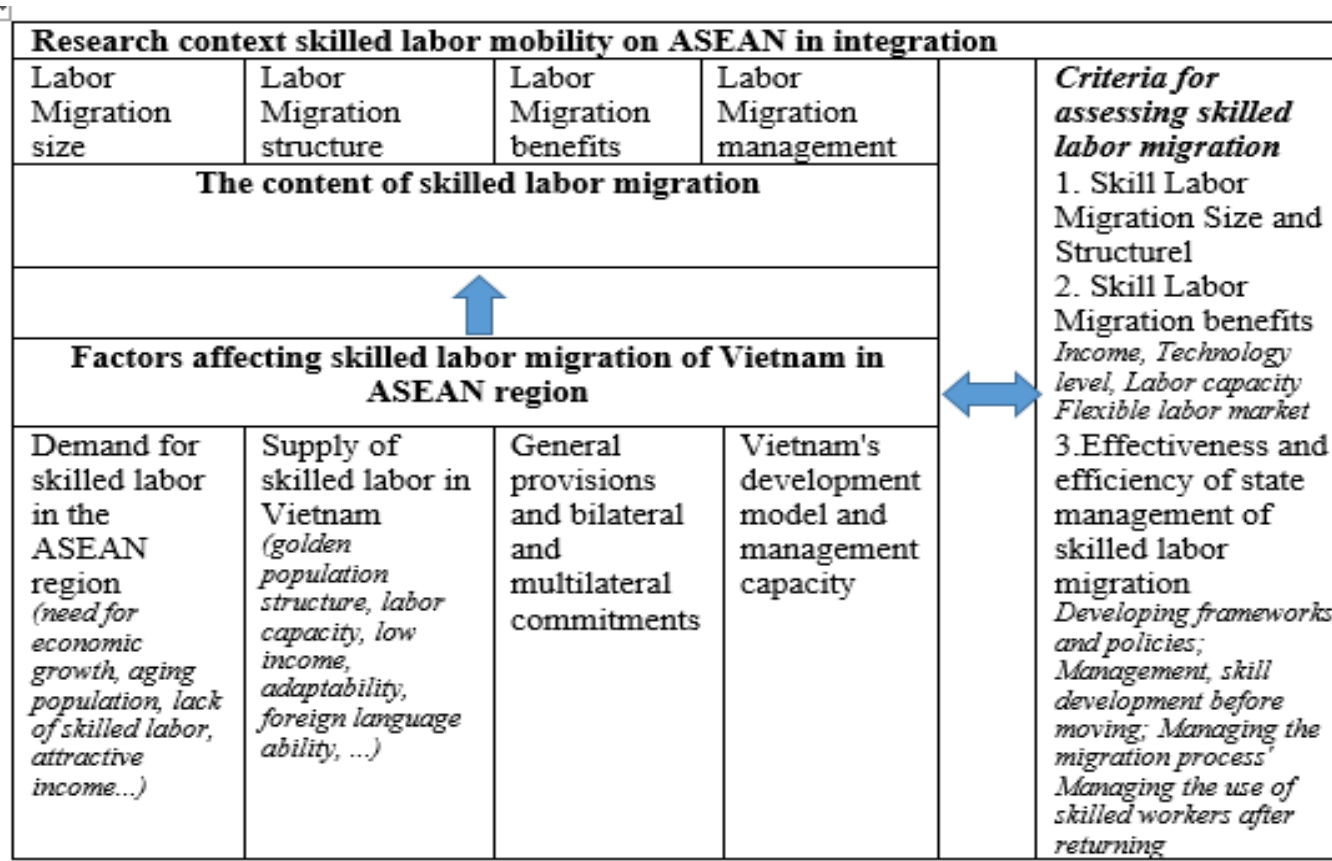
- MoLISA/DoLISA/ DoLab.
- DVET/ System of vocational schools under ministries/sectors (LILAMA II)
- Vietnam Association of manpower supply- VAMAS
- Vietnam Association of Mechanical Industry (VAMI)
- Participants in vocational training and migration (students of LILAMA 2)



3. Basic research results

3.1 Perceptions of sustainable labor migration in Vietnam

Research framework for skilled labor mobility in the ASEAN region



Source: From MoLISA





3. Basic research results

3.1 Perceptions of sustainable labor migration in Vietnam

“The essence of skilled labor migration is, for individuals, economic and life benefits, knowledge and experience benefits; and for the labor market, it is the response to the needs of socio-economic development according to the market mechanism and depends on the economic mechanism of each region, each country, and each region”.

“Affirming the role of labor export and formulating strategies to make international labor migration an economic development strategy, will involve formulating policies for the participation of migrant communities, and reintegration of returning migrants is a priority, covering all aspects of migration and coordinating migration policy with employment, education and skills strategies”

“The content of skilled labor migration:

- (i) Framework and policy for migrant workers;
- (ii) Mobility resources and capabilities (also known as mobility skills and capabilities) of workers;
- (iii) Carry out labor mobility (spontaneous or organized); and
- (iv) Management of skilled labor migration”

Source: From MoLISA



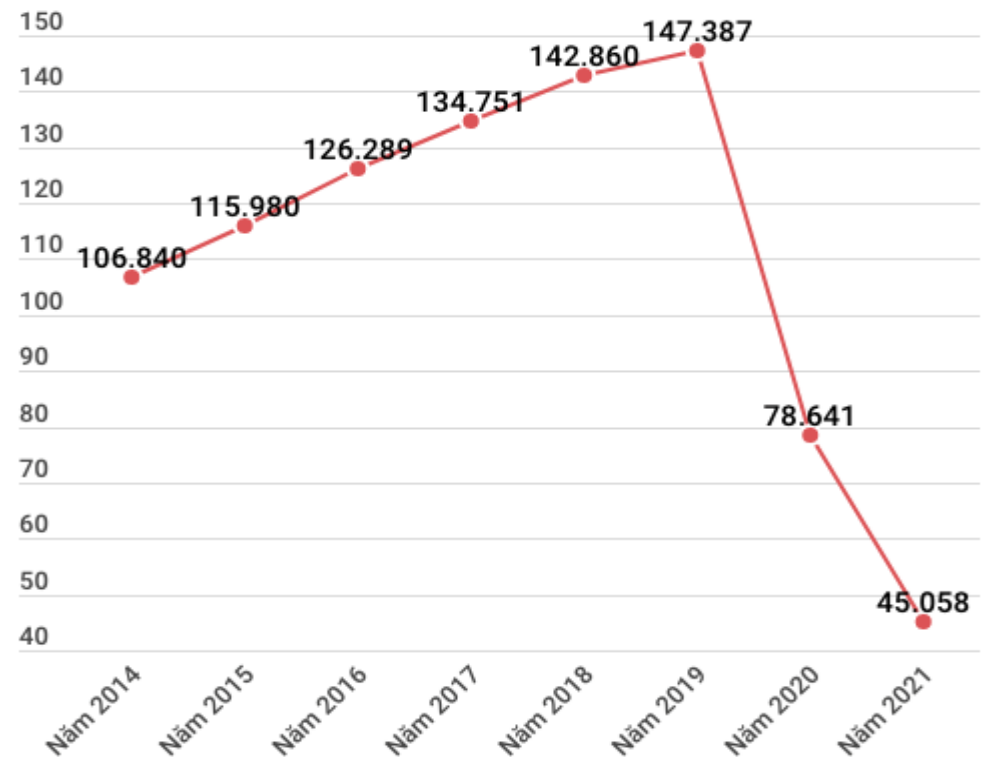
3. Basic research results

3.1 Perceptions of sustainable labor migration in Vietnam

a/ Size/structure of international labor migration

Number of workers going to work abroad in the period 2008-2021

Năm	Tổng số	Nước đến ASEAN	Nước đến ngoài ASEAN
2008	86,990	12,220	74,770
2009	73,028	13,838	59,190
2010	85,546	21,568	63,978
2011	88,298	17,217	71,081
2012	80,320	20,889	59,431
2013	88,155	16,892	71,263
2014	106,840	5,481	101,359
2015	115,980	7,385	108,595
2016	126,289	2,108	124,181
2017	134,751	1,551	133,200
2018	142,860	-	-
2019	147,387	-	-
2020	78,641	-	-
2021	45,058	-	-



(Source: From MoLISA)

3. Basic research results

3.1 Perceptions of sustainable labor migration in Vietnam

Vietnamese workers go to work abroad by profession

No	Destination	Industries
1	Taiwanese	Factory workers, public servants at hospitals, Household audience, crew members
2	Korea	Unskilled labor according to EPS (Manufacturing, construction, agriculture), seafarers near and far from shore, services
3	Japan	Food processing, Mechanical and metalworking, Textile, Welding, Printing, Fishery, Agriculture, Industrial ceramic production, Painting, Construction, confectionery production, industrial packaging, Plastic molding, Plastic molding with reinforcement, Shipbuilding, Car assembly, Cargo handling,
4	Gulf States (GCC)	Domestic help, construction, mechanics, services (flight attendants, manicurists, restaurants, hotels),
5	Malaysia	Factory workers, manufacturing, construction, agriculture, service (kitchen assistant, waiter, salesman, casino, ...)
6	<i>Laos</i>	Hydroelectricity, construction, electricity, rubber, retail trade, street vendors, livestock raising
7	Cambodia	banking, forestry, rubber, small trade, unskilled labor on farms, plantations, working in markets
8	Myanma	Bank, construction, hotel
9	<i>Thailand</i>	Hotel, restaurant, homeowner, sales, rental, construction, stevedoring, cattle slaughter



(Source: From MoLISA)

3. Basic research results

3.1 Perceptions of sustainable labor migration in Vietnam

Future Manufacturing Readiness of ASEAN Member States

Country	Key elements of production		Technology and creativity		Human Capital (1-10)		Expertise jobs (% of workforce)		Availability of scientists and engineers (1-7)		University quality (counting)		Vocational training quality (1-7)	
	Mark	Rank	Mark	Rank	Mark	Rank	Mark	Rank	Mark	Rank	Mark	Rank	Mark	Rank
Campuchia	3,63	91	3,3	83	3,8	86	4,1	87	3,2	96	0,00	75	3,30	92
Indonexia	4,89	59	4,0	61	5,0	55	9,8	83	4,5	33	23,0	90	4,40	33
Malaixia	6,51	22	5,9	23	6,5	21	25,5	45	5,3	7	9,0	23	5,30	11
Philippin	4,51	66	4,0	59	4,6	66	24	50	3,8	66	4,0	47	4,30	40
Xinggapo	7,96	2	7,4	6	8,0	2	54,3	1	5,2	9	50,0	3	5,40	9
Thailand	5,45	35	4,6	41	5,1	53	13,8	78	4,1	71	8,0	28	3,90	59
Vietnam	4,93	53	3,1	90	4,5	70	10,8	81	3,8	70	-	75	3,60	80

Source: World Economic Forum (2018), Report on Future Readiness of Manufacturing;



3. Basic research results

3.1 Perceptions of sustainable labor migration in Vietnam

Number of employees in 7 occupations according to MRAs in AEC

	Number of employees in 7 occupations (thousand)			Percentage of employees in all occupations in the total number of employees (%)		
	Total	Man	Female	Total	Man	Female
Campuchia (2012)	70,1	45,5	24,7	1,0	1,2	0,7
Laos (2010)	355,3	203,9	151,5	0,3	0,3	0,4
VietNam (2012)	37,8	21,2	16,6	1,3	1,4	1,1
Indonexia (2010)	454,5	209,5	245,0	1,2	0,9	1,7
Philippine (2011)	295	124,6	170,4	0,8	0,6	1,0
Thailand (2010)	735,7	345,2	390,5	1,4	1,3	1,6

Source: ILO/ADB (2015), ASEAN Community 2015

Ranking by ASEAN English Proficiency Index EF EPI 2018

Country	Mark EF EPI	World ranking	Proficiency level	Asean ranking
	42,86	85	Very low	8
Campuchia	51,58	51	Low	5
Indonexia	53,12	22	High	3
Malaixia	44,23	82	Very low	7
Philippin	61,84	14	High	2
Xinggapo	68,63	3	High	1
Thailand	48,54	64	Low	6

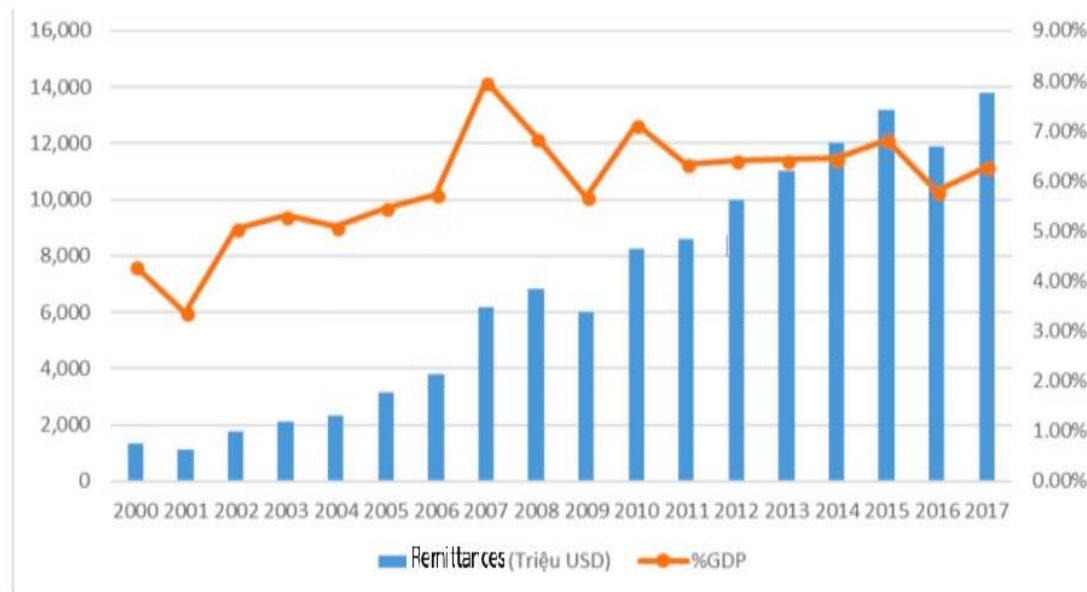
Source: EF EPI 2018

3. Basic research results

3.1 Perceptions of sustainable labor migration in Vietnam

b/ The benefit / The main gaps identified and challenges faced in addressing the objectives of migration

- contribute to employment
- Remittances: In 2021, it will reach 18.06 billion USD, an increase of 7.3% compared to 2020 (17.2 billion-5% of GDP), an increase of nearly 14 times compared to 2000. On average over the past 10 years, the number of overseas Vietnamese Remittances to Vietnam increase by 10-15% per year on average. Remittances account for 4.9% of GDP (*KNOMAD-Global Knowledge Partnership on*



Size and proportion of remittances to

GDP of Vietnam 2000-2007

(Unit: Million US dollars -left and %GDP -right)

Source: Financial Report for

Sustainable Development in Vietnam





3. Basic research results

3.1 Perceptions of sustainable labor migration in Vietnam

b/ The benefit / The main gaps identified and challenges faced in addressing the objectives of migration

- *Drive consumer demand*: Vietnamese workers abroad send on average 735 USD/month to families in Viet Nam. 24% of remittances are for family's daily expenses, 25% for paying off debts, 14% for savings and the rest for education and health.
Remittances are no longer a source of supplementary income, but it already becomes one of a primary source of livelihoods
- *Positive impact on improving the quality of human resources* : Vietnamese workers are trained to work abroad, creating favorable conditions for domestic human resources to integrate to improve skills and work styles suitable meet the requirements of the country in the stage of industrialization - modernization and international integration



3. Basic research results

3.1 Perceptions of sustainable labor migration in Vietnam

c/ Effective state management of skilled labor migration

- + Vietnam currently has guidelines and policies to encourage experts and skilled workers to work abroad.
- + The Vietnamese legal system has basically met the management needs of labor mobility by defining the functions, duties and rights of the relevant government agencies, businesses and organizations. employees (Law 72/2006/QH11 and Law 69/2020/QH14)

Source: From MoLISA





3. Basic research results

3.1 Perceptions of sustainable labor migration in Vietnam

c/ Effective state management of skilled labor migration

Policy and legal documents on migration and international labor migration	Effective date	Content
1. 51/2019/QH14-Law on Exit and Entry of Vietnamese Citizens and Law on Amendments to a number of articles of Law on Entry, Exit, Transit and Residence of foreigners in Viet Nam	Effective date: 01-07-2020 Issue date: November 25, 2019	Facilitate the entry and exit of Vietnamese citizens and foreigners while protecting their legitimate rights and interests
2. Law on Vietnamese Guest workers 2020 (Law 69), which replaces Law on Vietnamese Guest Workers 2006 (Law 72)	Effective date: 01-01-2022	<ul style="list-style-type: none"> - includes a number of new provisions on prohibiting manipulation, seduction, false promises, fraudulent advertisements, or other tactics to deceive workers, and the taking advantage of recruitment for human trafficking, exploitation, forced labour. - reduces recruitment fees and related costs charged to migrant workers by prohibiting brokerage charges be passed on to them. - promotes gender equality, the ability for migrant workers to unilaterally liquidate contracts in situations of threats, sexual harassment, maltreatment or forced labour



3. Basic research results

3.1 Perceptions of sustainable labor migration in Vietnam

c/ Effective state management of skilled labor migration

Policy and legal documents on migration and international labor migration	Effective date	Content
3. Viet Nam ratified 7/8 ILO fundamental Conventions which. Viet Nam voted for ratification of the Forced Labour Convention, 1957 (No. 105) on 8 June, 2020	6/2021	Concern the abolition of forced labour, non-discrimination and equal opportunity in employment and occupation, freedom from harmful child labour, and freedom of association and collective bargaining
4. Decision No 402/QĐ-TTg on the Plan on the Implementation of the Global Compact for Safe, Orderly and Regular Migration (hereinafter referred to as the GCM Implementation Plan),	Effective & Issue date: 20-3, 2020	the Government plans to consider ratifying relevant conventions between 2020-2030 including the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families, and ILO Conventions including the Migration for Employment (Revised) Convention, 1947 (No. 97), the Migrant Workers (Supplementary Provisions) Convention, 1973 (No. 143), the Private Employment Agencies Convention, 1997 (No. 181) and Protocol of 2014 to the Forced Labour Convention, 1930



3. Basic research results

3.1 Perceptions of sustainable labor migration in Vietnam

c/ Effective state management of skilled labor migration

Policy and legal documents on migration and international labor migration	Effective date	Content
5. Decision 174/QĐ-TLĐ (Viet Nam General Confederation of Labour-VGCL)	Feb 3, 2020.	support Vietnamese migrant workers and migrant workers in Viet Nam to participate in any forms of organizing workers by VGCL. This is a remarkable step towards strengthening migrant workers' rights
6. National Plan on Climate Change Adaptation for 2021-2030, with a vision to 2050 (under the Prime Minister's Decision 1055/QĐ-TTg)	July 20, 2020	ensure livelihoods, minimize factors that cause displacement, including a number of measures such as: issuing a set of climate risk assessment criteria, improving risk management system, strengthening the community's resilience and adaptation, etc.
7. - Viet Nam signed 08 cooperation agreements - Viet Nam is developing a National Qualifications Framework for the implementation of the ASEAN Mutual Recognition Agreement - Viet Nam actively participated in regional and international processes on migration such as the Bali Process, the Colombo Process, the Global Forum on Migration and Development.	2019	strengthened international cooperation in order to expand pathways for safe, orderly and regular migration. In terms of labour migration

3. Basic research results

3.1 Perceptions of sustainable labor migration in Vietnam

c/ Effective state management of skilled labor migration

- Currently, there is not much national recognition of occupational qualifications and skills between Viet Nam and other countries

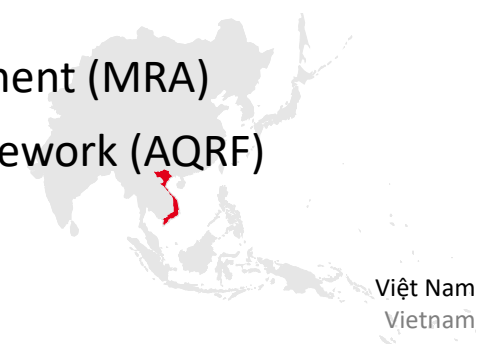
Eight Mutual Recognition Agreements (MRAs) have been signed

No	MRA	Date of signed	Country
1	Technical consulting service	9/12/2005	Malayxia
2	Nursing service	8/12/2006	Philippin
3	Architectural Services	19/11/2007	Singgapo
4	Survey Service	19/11/2011	Singgapo
5	Medical practice	26/02/2009	Thailand.
6	Dental practice	26/02/2009	Thailand.
7	Tourism practice	9/11/2012	Thailand
8	Accounting services	13/11/2014	Myanma

Common framework and policies on skilled labor mobility in ASEAN

- + ASEAN Agreement on Movement of Natural Persons (MNP)
- + Mutual recognition agreement (MRA)
- + ASEAN Qualifications Framework (AQRF)

(Source: From MoLISA)





3. Basic research results

3.1 Perceptions of sustainable labor migration in Vietnam

c/ Effective state management of skilled labor migration

Projects	Institutions	Content
1. Corporate Responsibility in Eliminating Slavery and Trafficking (CREST 2017-2022) Enhancing Industry Capacity to Implement Ethical Recruitment Models in Viet Nam, Nepal and South Korea	IOM Viet Nam, initiative funded by the Embassy of Sweden in Thailand	<ul style="list-style-type: none"> • seeks to enable private sector partners to better protect the human and labour rights of migrant workers in Asia • facilitates multi-stakeholder dialogue and collaboration among governments, business and civil society, build business commitment and partnerships to maximize impact in eliminating modern slavery and provide tools to support business in addressing the vulnerabilities of migrant workers



3. Basic research results

3.1 Perceptions of sustainable labor migration in Vietnam

c/ Effective state management of skilled labor mobility

Projects	Institutions	Content
2. The Legislative Reform on Labour Migration in Viet Nam project	ILO	support an evidence-based, rights-based, and gender-responsive revision of the Law 69 and counter proposals that would increase the likelihood of debt bondage and workers falling into irregular status, increasing the likelihood of human trafficking
3. The Code of Conduct Applied to Vietnamese Enterprises Sending Workers for Overseas Employment (CoC-VN) - revision of the Code of Conduct (CoC-VN)	<p>developed by the Viet Nam Association of Manpower Supply (VAMAS) in 2010</p> <p>2018, the ILO and IOM provided support, develop monitoring and evaluating mechanism and tools to monitor CoC-VN compliance and ranking recruitment agencies</p>	2019, VAMAS completed the fifth phases of monitoring the implementation of the Code of Conduct involving 124 recruitment agencies. The CoC sets standards that regulate the behaviour of the recruitment agencies, included expanding the training of local authorities and agencies on forced labour and other abuses that the Code seeks to eliminate, directly impact approximately 65% of outbound Vietnamese migrant workers through recruitment agencies

3 Basic research results

3.2 The role of economic and vocational education and training in sustainable labor migration in Vietnam

Promote the development of foreign education and training, especially vocational training to meet the needs of improving the quality of human resources for economic restructuring and for labor export.

Policy overview on vocational training and vocational skills development

Labor Code 2019

For employees: According to Clause 1, Article 59 of the Labor Code No. 45/2019/QH14 dated November 20, 2019

For employers: According to Clause 2, Article 59 of Labor Code No. 45/2019/QH14 dated November 20, 2019:“



3 Basic research results

3.2 The role of economic and vocational education and training in sustainable labor migration in Vietnam

*Policy overview on vocational training and vocational skills development

Policy and legal documents on TVET

Vietnam's national qualification framework for higher education qualifications for the period 2020-2025 (attached to Decision No. 436/QD-TTg dated March 30, 2020)

Vietnam's national qualification framework for vocational education qualifications for the period 2021-2025 (attached to Decision No. 1232/QD-TTg dated July 15, 2021)

Implement the Party's policy in the spirit of the Resolution of the 13th National Congress of Deputies: "Effectively deploying the new national education system according to the objectives of fundamental and comprehensive renovation of education and training. Diversify training methods based on open education model, national qualification framework, market linkage and meet the requirements of the Fourth Industrial Revolution. Prepare human resources for digital transformation, development of digital economy and digital society";

The provisions of the Education Law 2019, the Law on Higher Education, the Law on Vocational Education of the National Assembly,

3 Basic research results

3.2 The role of economic and vocational education and training in sustainable labor migration in Vietnam

****Policy overview on vocational training and vocational skills development**

The vocational training policy system

The vocational training qualifications and subjects

The system of vocational training institutions

The list of occupations by training level.



3 Basic research results

3.2 The role of economic and vocational education and training in sustainable labor migration in Vietnam

**Policy overview on vocational training and vocational skills development

The policies for vocational student:

Before training.

In vocational training

After vocational training

The policies for vocational training institutions



3 Basic research results

3.2 The role of economic and vocational education and training in sustainable labor migration in Vietnam

the Vocational Education Development Strategy for the period 2021-2030, with a vision to 2045 clearly shows the point of view:

- Developing vocational education is the most important task in human resource development, in order to take advantage of the golden population opportunity, to form quality and effective direct human resources. and high vocational skills, serving the country's socio-economic development.
- Develop vocational education in the direction of openness, flexibility, modernity, efficiency and integration, focusing on the scale, structure and quality of training; interested in investing and promoting international cooperation to develop a number of vocational education institutions, training disciplines and professions to the level equivalent to the region and the world.

Objectives:

By 2025, strive to ensure the size and structure of training industries and occupations for the country's socio-economic recovery and development; the training quality of some schools approaches the level of ASEAN-4 countries, of which a number of occupations approach the level of developed countries in the region and the world; contribute to increase the percentage of trained workers with degrees and certificates to 30%

(Decision No. 2239/QĐ-TTg approving the Vocational Education Development Strategy for the period 2021-2030, with a vision to 2045)





3 Basic research results

3.2 The role of economic and vocational education and training in sustainable labor migration in Vietnam

Status of TVET system: Vocational education(*) divided by Target and Year (GSO 2020)

	2016	2017	2018	2019	2020
Number of vocational training institutions (Institutions)	2.697,0	3.006,0	2.957,0	3.024,0	3.005,0
Number of vocational training institutions (Institutions) public	1.465,0	1.574,0	1.299,0	1.441,0	1.345,0
Number of vocational training institutions (Institutions) private	1.232,0	1.432,0	1.658,0	1.583,0	1.660,0
Number of teacher (000i)	67,7	86,4	86,9	84,3	84,0
Number of teacher - Public (000)	41,6	58,4	58,8	50,7	47,5
Number of teacher - Private (000)	26,1	28,0	28,1	33,6	36,5
Number of teacher - Male (000)	47,9	56,7	56,2	53,6	55,5
Number of teacher - Female (000)	19,8	29,7	30,7	30,7	28,5
Number of graduated student (000)	1.479,4	1.984,0	2.100,0	2.200,0	2.190,0
Number of graduated student-public (000)	965,4	1.291,6	1.350,9	1.425,9	989,6
Number of graduated student-private (000)	514,0	692,4	749,1	774,1	1.200,4



3 Basic research results

3.2 The role of economic and vocational education and training in sustainable labor migration in Vietnam

Cooperation with Germany

Project “Vocational training program” (2007-2012)

Project “Consultation on Vocational Training System – phase I” (2008-2011); “Systemic consultation phase II” (2011-2014)

Project “Vocational training program 2008” (2011-2014)

Technical assistance project “Vocational training in wastewater treatment under the Vocational Training Innovation Program in Vietnam” (2016-2017)

Technical assistance project “Vocational training reform program 2013” (2016-2018)

Project “Vocational Training Program 2011” (2015-2018)

Financial support project “Vietnam Vocational Training Innovation Program – High Quality Vocational Training Center for Green TVET” (2017-2021)

Technical assistance project “Vocational training reform program 2015” (2019-2021)

Regional Project on Reform of Human Resources Training in the ASEAN Vocational Training Sector (RECOTVET) (2015-2017)

Vietnam Vocational Education Renovation Program Project II (2021-2024)

Programme Migration & Diaspora (PMD) (2000-2023)

Global project “Partnership mechanism to promote vocational education and development-oriented labor migration (PAM)” (2021-2023)

Source: <https://vietnam.ahk.de/ausbildung/job/duale-berufsausbildung/best-practice-in-Vietnam>)



3 Basic research results

3.2 The role of economic and vocational education and training in sustainable labor migration in Vietnam

BMZ funded flagship “Programme Reform for TVET in Viet Nam”:
Cooperation with MOLISA and multiple Industry partners.



Vietnam best practice example for cooperative (“dual”) training: Cooperation of Bosch Vietnam Co., Ltd. and LILAMA2. In October 2013, the first year of training for industrial mechanics between Bosch Vietnam Co., Ltd. and LILAMA2 Technical & Technology College in Dong Nai. 24 trainees are taking part in this promising training program. The training lasts 3.5 years and is carried out by qualified and experienced trainers. The training program consists of 75 percent practice within Bosch Vietnam's own workshop and 25 percent theory at LILAMA2. Bosch Vietnam wants to hire more trainees in the coming years and train them according to German standards. (Source: <https://vietnam.ahk.de/ausbildung/job/duale-berufsausbildung/best-practice-in-Vietnam>)

3 Basic research results

3.3. Main stakeholders in Vietnam Labour Migration



- MOLISA / DOLAB / COLAB
- General Directorate Vocational Training (DVET)/SYSTEM OF VOCATIONAL TRAINING SCHOOLS BY MINISTRIES
- Viet Nam Association of Manpower Supply-VAMAS | professional association | Service Enterprises
- ILO/IOM/UN WOMEN and
- Women's Union/Youth Union of Viet Nam
- Local agencies
- Migration Resource Centres (MRC)
- AHK Vietnam-The delegation of German business in Vietnam (AHK Vietnam)



3 Basic research results

3.3. Main stakeholders in Vietnam Labour Migration

International Partners



Industry Partners



TVET colleges & Vietnamese non-state actors



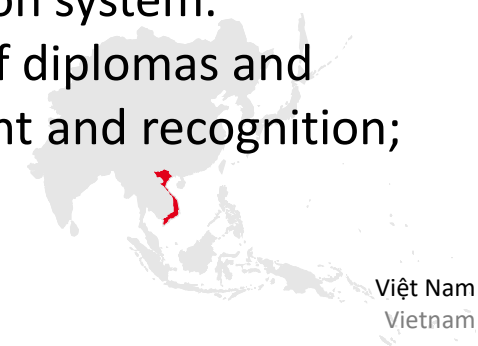
3 Basic research results

3.3. Key stakeholders in Vietnam on Labor Migration and the role of cooperation in addressing migration cycle challenges

3.3.1 Recruiting and training workers to work abroad

- Barriers to labor mobility are those that make labor mobility costly, including: The connection between labor supply and demand between countries, promoting bilateral cooperation on skilled labor is still limited (limited scale).
- Without skill matching, workers' skills cannot be perfectly transferred across companies, industries or sectors; between countries. Low-quality human resources and low labor productivity are the biggest barriers for Vietnamese skilled workers to effectively participate in the international labor market. These have reduced the competitiveness of Vietnamese workers, creating barriers to accessing high-quality, high-minded or good jobs. Vietnam's vocational training and education system is still limited and has not yet adapted to the international education system. Differences in the education - training system and the granting of diplomas and certificates of member countries or views and ways of assessment and recognition;

(Source: From MoLISA)



3 Basic research results

3.3. Key stakeholders in Vietnam on Labor Migration and the role of cooperation in addressing migration cycle challenges

3.3.2. Employment in CoD

- Work, Employment, income security

+ Job and job security, incomeIn ASEAN countries, foreign workers are usually only employed by one employer. This rigidity in the labor market for foreign workers will limit labor productivity by preventing employers and workers from finding more suitable objects for each other, and at the same time making foreign workers difficult to find. are more vulnerable to employer abuse, because in essence, it is the employer who can cancel the worker's work permit.

+ In Korea's EPS mechanism, foreign workers are allowed to change jobs up to 3 times.

+ Malaysia and Singapore both have a type of work permit specifically for migrant workers with very high qualifications and are not binding on the employer.

- Need a mechanism to protect workers when there is a health or economic crisis

Source: From MoLISA





3 Basic research results

3.3. Key stakeholders in Vietnam on Labor Migration and the role of cooperation in addressing migration cycle challenges

3.3.3 Policies for supporting returning migrant workers

- Articles 59 and 60 of the Law 72 specifies employment support and encouragement of job creation upon migrant workers' return.
- In Viet Nam, women migrant workers account for about 30% of all contract-based migrant workers and this number fluctuates each year. Most of them take up women-specific jobs such as domestic workers, caretakers, nurses. Women migrant workers are among the most vulnerable groups during the migration cycle, and without timely support, they may face the risk of exploitation, abuse, trafficking
- Migrant women are often blamed for migrating and leaving families, especially children behind.
- Assist jobseekers, necessary information about returning migrant workers and recruitment agencies is required, including but not limited to age, qualifications, and job skills recruitment condition.
- Regulations on support for contract-based workers are more specific about responsibility for implementation and diversifying forms of support (law 69)

Source: From MoLISA

