



# VIETNAM'S LABOUR MARKET UPDATE NEWSLETTER

QUARTER IV - 2025

<https://isos.gov.vn/Ban-Tin-Thi-truong-lao-dong>

## A. SOME LABOUR MARKET INDICATORS <sup>(1)</sup>

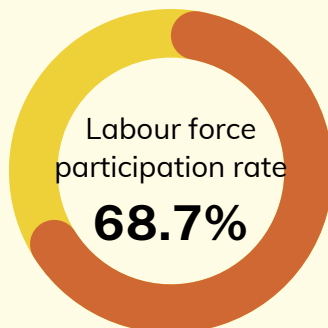
### LABOUR FORCE

**53.8 million people**

participating in the labour force

↗ 488.7 thousand people compared to Q3/2025

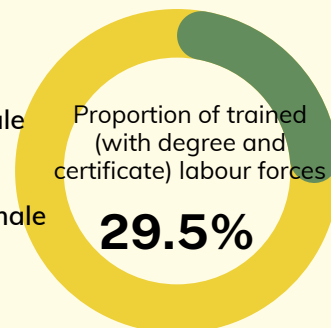
↗ 690.0 thousand people compared to Q4/2024



74.4% male



63.2% female



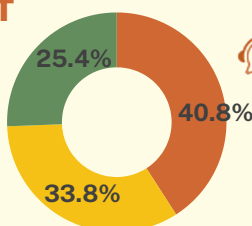
### EMPLOYMENT



Agriculture, forestry and fishery



Industry and construction



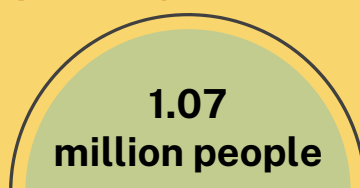
Service

**52.7 million employed people**

↗ 477.5 thousand people compared to Q3/2025

↗ 656.2 thousand people compared to Q4/2024

### UNEMPLOYMENT



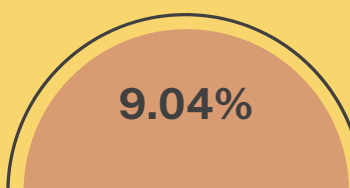
in working-age unemployed

↗ 13.1 thousand people compared to Q3/2025

↗ 16.7 thousand people compared to Q4/2025

Working-age unemployment rate  
↘ 0.01 percentage point compared to Q3/2025  
↔ 0.02 percentage point compared to Q2/2025

**2.22%**



Youth unemployment rate

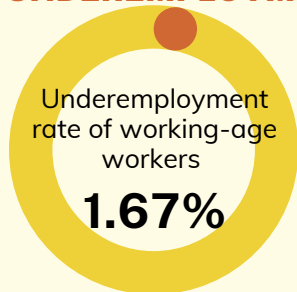
↗ 0.06 percentage point compared to Q3/2025

↗ 1.1 percentage point compared to Q4/2024

Working-age unemployment rate in urban areas  
↘ 0.7 percentage point compared to Q3/2025  
↘ 0.33 percentage point compared to Q4/2024

**2.46%**

### UNDEREMPLOYMENT



784.1 thousand people in working-age are underemployed

↗ 88.3 thousand people (0.17% point) compared to Q3/2025

↗ 19.5 thousand people (0.02% point) compared to Q4/2024

### OWN-USE PRODUCTION WORKER IN AGRICULTURE

**3.8 million people**

(88.4% in rural areas)

↗ 34.1 thousand people compared to Q3/2025

↗ 177.1 thousand people compared to Q4/2024



### NON-AGRICULTURAL INFORMAL WORKERS

Proportion of non-agricultural informal workers

**51.4%**

↘ 0.6 percentage point compared to Q3/2025

↘ 2 percentage point compared to Q4/2024

### YOUTH NOT IN EMPLOYMENT, EDUCATION OR TRAINING (NEET)

1.4 million young people aged 15-24  
(10.2% total of youth)

↘ 169.2 thousand people compared to Q3/2025

↗ 124.3 thousand people compared to Q4/2024



### INCOME OF WORKERS IN Q3/2025

Unit: million VND/month

General  
(Q4/2025)

**8.7 million VND/month**



Income of  
salaried workers  
(2025)

**9.5 million VND/month**

↗ 323 thousand VND (3.9%) compared to Q3/2025

↗ 508 thousand VND (6.2%) compared to Q4/2024

↗ 789 thousand VND (9.1%) compared to the same period 2024

## CHANGES IN EMPLOYMENT BY INDUSTRY IN Q4/2025 COMPARED TO Q3/2025 (THOUSAND PEOPLE)

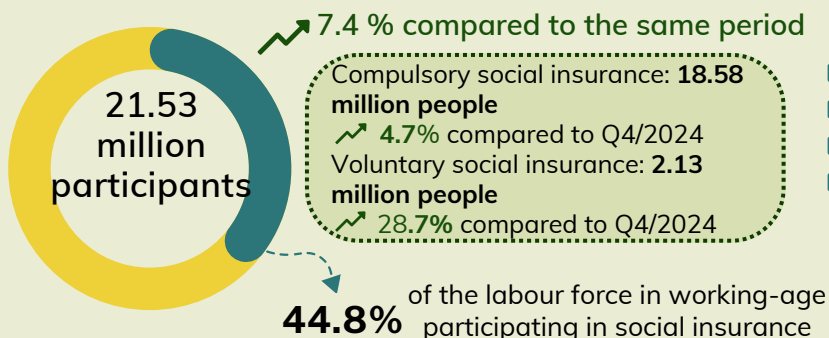


## CHANGES IN EMPLOYMENT BY INDUSTRY IN Q4/2025 COMPARED TO Q4/2024 (THOUSAND PEOPLE)



## B. SOCIAL INSURANCE AND UNEMPLOYMENT INSURANCE

### B1. SOCIAL INSURANCE <sup>(2)</sup>



#### Situation of resolving social insurance regimes in Q4/2025

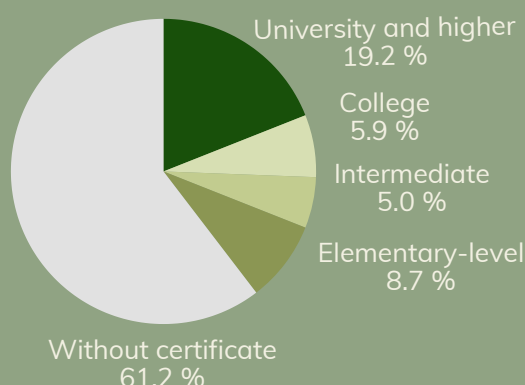


**3.47 million people** were entitled to a retirement pension and monthly social insurance benefit

**36,436 people** were entitled to a retirement pension  
**2,499,788 people** were entitled to short-term benefits (maternity, sickness, death)

### B2. UNEMPLOYMENT INSURANCE <sup>(3)</sup>

Structure of applicants for unemployment benefits according to professional qualifications (%)



**166,277 people** claimed for unemployment insurance benefits

↓ **54.2 thousand people** compared to Q3/2025  
 ↓ **8.2 thousand people** compared to Q4/2024

Number of people be approved for unemployment insurance benefits	178,667
Number of people be consulted	576,471
Number of people be consulted and introduced jobs	41,472
Number of people be supported for vocational training	6,831

## TOP 5 INDUSTRIES WITH THE HIGHEST RATE OF UNEMPLOYMENT INSURANCE APPLICATION


(accounting for the highest proportion in the total number of applications)

 **37.6%** Processing and manufacturing

 **30.7%** Other service activities

 **7.1%** Accommodation and food service activities

 **4.2%** Agriculture, forestry and fishery

 **2.7%** Wholesale and retail trade; repair of motor vehicles and motorcycles

## TOP 5 OCCUPATIONS WITH THE HIGHEST RATE OF TOTAL APPLICATIONS FOR UNEMPLOYMENT INSURANCE


(accounting for the highest proportion in the total number of applications)

 **20.6%** Tailors, embroiderers and related workers

 **8.1%** Assemblers

 **3.5%** Sales staff

 **2.8%** Accountants

 **1.9%** Motorcycles, passenger cars, and truck drivers

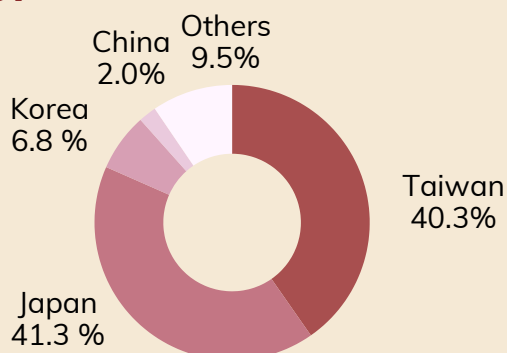
## C. LABOR MARKET TRANSACTIONS

### C1. SENDING WORKERS ABROAD UNDER CONTRACT <sup>(4)</sup>



34,859 Vietnamese went to work abroad in Q4/2025

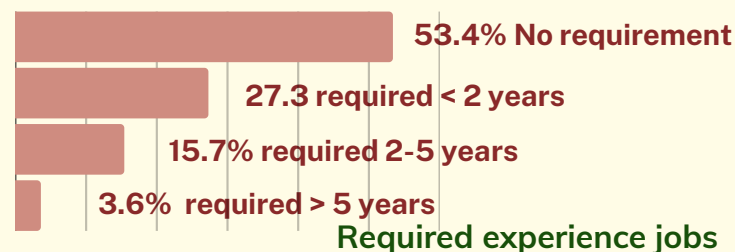
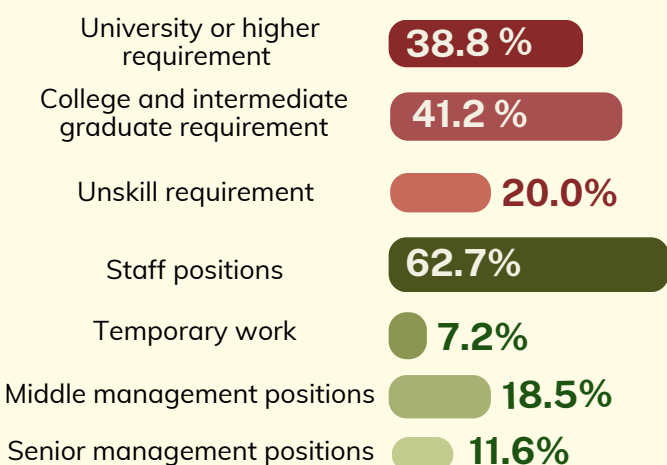
508 enterprises were licensed to send workers to work abroad by the end of 4/2025



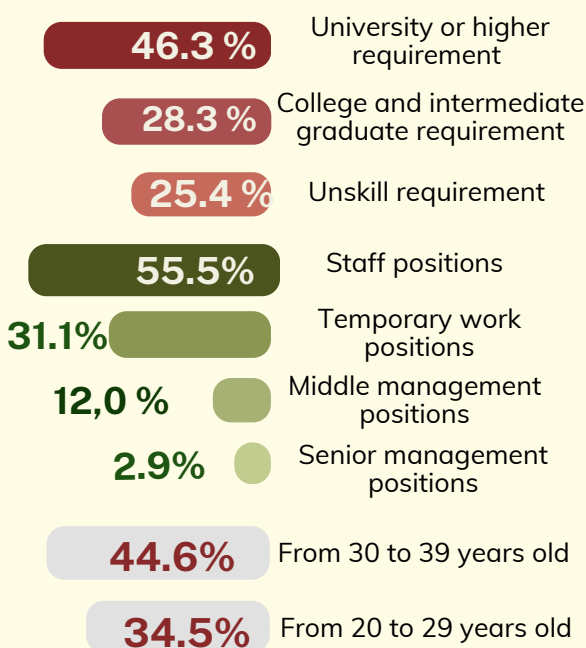
### C2. RECRUITMENT AND JOB SEEK TRENDS

Analysis of recruitment data of enterprises and job search data of workers from the internet in Q4/2025

#### RECRUITMENT TRENDS



#### CHARACTERISTICS OF JOB SEEKERS



TOP 5 INDUSTRIES WITH THE HIGHEST RECRUITMENT DEMAND



Wholesale



Finance, banking and fintech



Food production and processing



Real estate business activities



Construction

TOP 5 OCCUPATIONS WITH THE HIGHEST RECRUITMENT DEMAND

- Administrator specialist
- Sales, marketing and public relations
- Science technologies technicians
- Customer service staffs
- Data Analyst

TOP 5 OCCUPATIONS WITH THE HIGHEST JOB SEEK

- Sales / Retail /Telesales
- Customer Service
- Assembler, simple manufacturing
- Office staffs
- Human resource management

D. THE LABOR MARKET OUTLOOK Q1/2026

(5)



53 million people have jobs



300 thousand people compared to Q4/2025

FORECAST OF +/- JOB DEMAND IN SOME INDUSTRIES (compared to the same period)

- Food production and processing +3.1%
- Manufacture of other transport equipment +2.6%
- Motor vehicle manufacture +1.6%

- Manufacture of tobacco products -0.1%
- Manufacture of chemicals and chemical products -0.5%
- The manufacture, repair, maintenance, and installation of machinery and equipment -0.7%

DATA SOURCES

- (1) General Statistics Office - Labour Force Survey
- (2) Department of Salary and Social Insurance
- (3) Department of Employment
- (4) Department of Overseas Labor Management
- (5) Institute of State Organizational and Labor Science

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