



# 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>

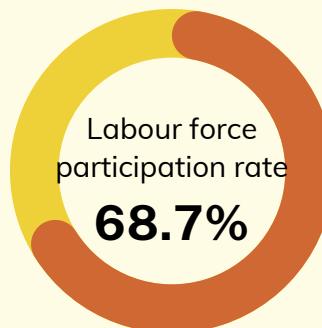
### LABOUR FORCE

#### 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

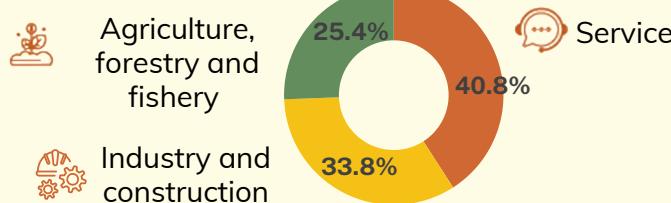


74.4% male

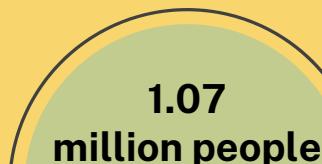
63.2% female



### EMPLOYMENT



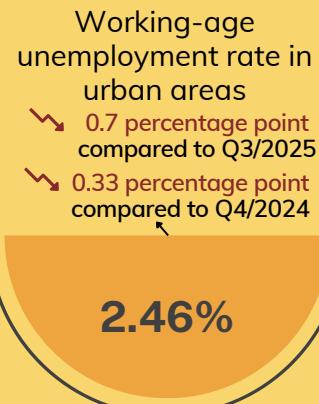
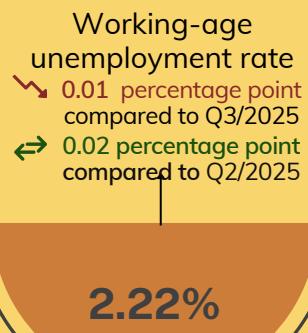
### UNEMPLOYMENT



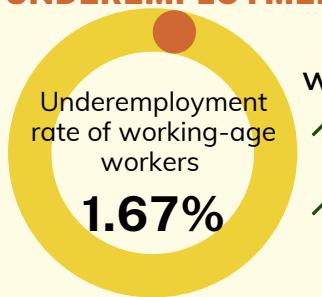
↓ in working-age unemployed

↗ 13.1 thousand people compared to Q3/2025

↗ 16.7 thousand people compared to Q4/2024



### 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

### INCOME OF WORKERS IN Q3/2025

Unit: million VND/month

General (Q4/2025)

**8.7 million VND/month**



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

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

Income of salaried workers (2025)

**9.5 million VND/month**

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

### OWN-USE PRODUCTION WORKER IN AGRICULTURE

Underemployment rate of working-age workers

**1.67%**

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



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

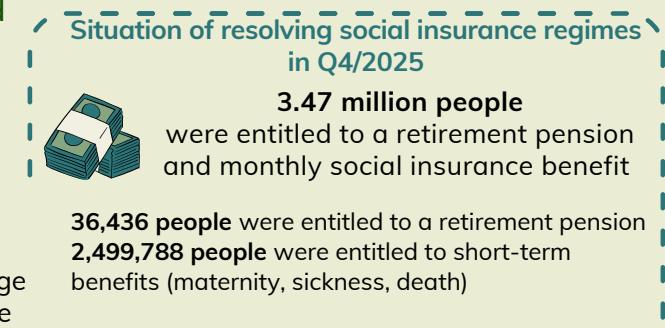
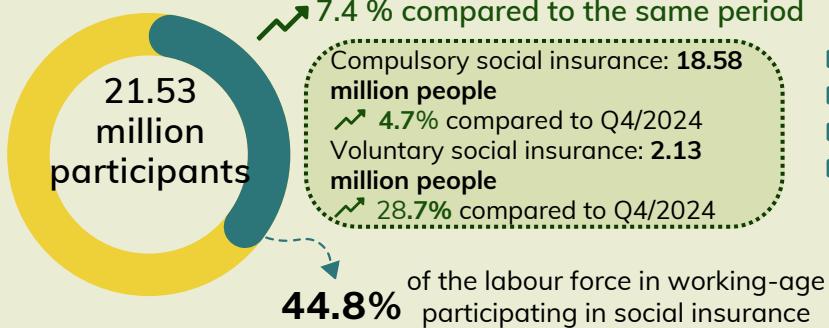


## CHANGES IN EMPLOYMENT BY INDUSTRY IN Q4/2025 COMPARED TO Q4/2024 (THOUSAND PEOPLE)



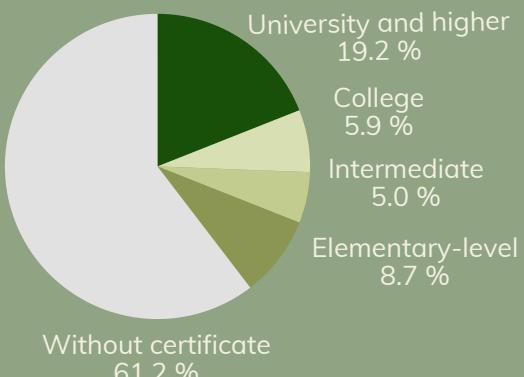
## B. SOCIAL INSURANCE AND UNEMPLOYMENT INSURANCE

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



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

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



166,277 people claimed for unemployment insurance benefits

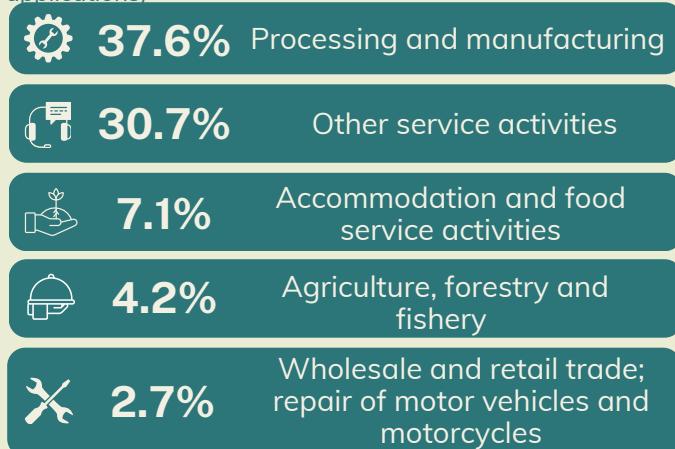
54.2 thousand people compared to Q3/2025

8.2 thousand people compared to Q4/2024



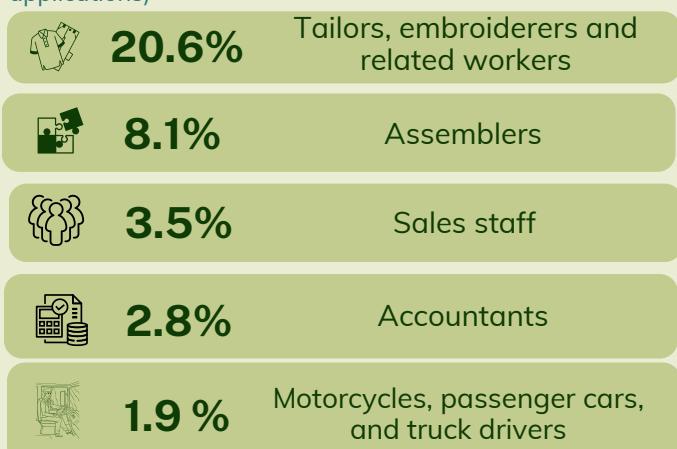
## TOP 5 INDUSTRIES WITH THE HIGHEST RATE OF UNEMPLOYMENT INSURANCE APPLICATION

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



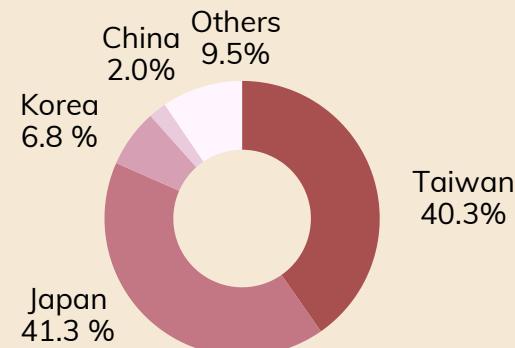
## TOP 5 OCCUPATIONS WITH THE HIGHEST RATE OF TOTAL APPLICATIONS FOR UNEMPLOYMENT INSURANCE

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



## C. LABOR MARKET TRANSACTIONS

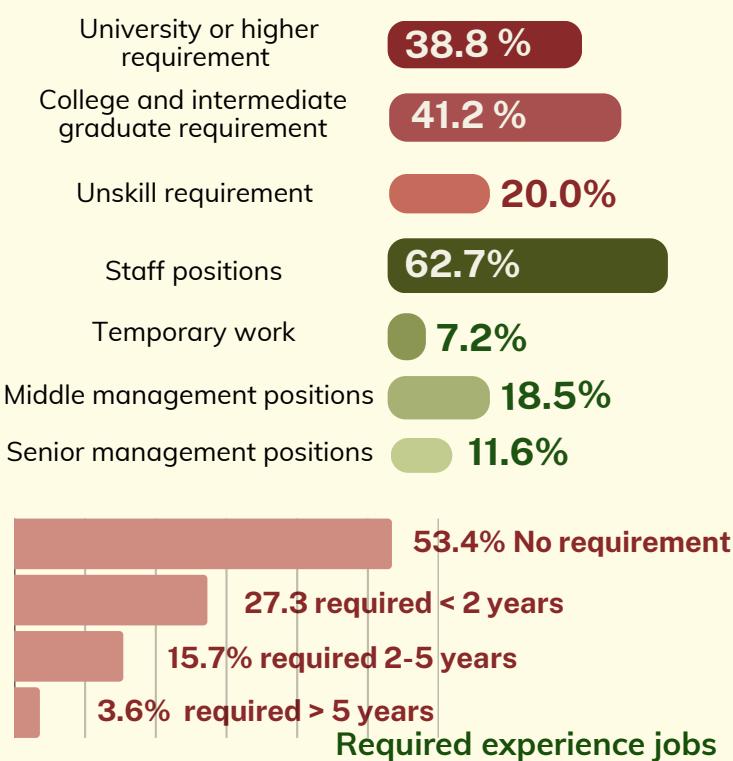
### C1. SENDING WORKERS ABROAD UNDER CONTRACT<sup>(4)</sup>



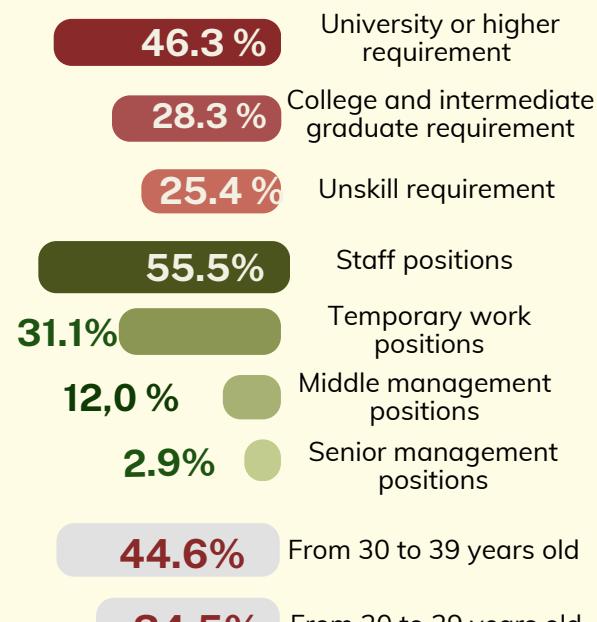
### C2. RECRUITMENT AND JOB SEEK TRENDS

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



Food production and processing



Construction



Finance, banking and fintech



Real estate business activities

## 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 tobacco products

-0.1%

Manufacture of other transport equipment

+2.6%

Manufacture of chemicals and chemical products

-0.5%

Motor vehicle manufacture

+1.6%

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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