

Women and the World of Work in Viet Nam



GENDERED LABOUR MARKETS ARE STILL AT PLAY:

In 2023, less women than men were in labour force



Source: World Bank Gender Data Portal.

In 2022, more women than men were in **vulnerable employment**



Source: World Bank Gender Data Portal.

In 2023, more women than men were in **informal employment** in services



Source: ILOSTAT.

With a **global gender gap index** of

72%

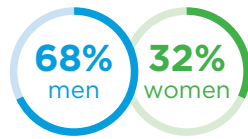
Viet Nam ranked

72nd

out of 146 countries.

Source: World Economic Forum, Global Gender Gap Index 2024 edition.

In 2022, less women than men **owned a business**



Source: World Bank Gender Data Portal.

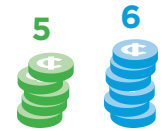
Average hourly earnings (PPP USD) in 2023



Professionals



Skilled agricultural, forestry and fishery workers



Craft and related trades workers

● Women ● Men

Source: ILOSTAT.

TO SUPPORT WOMEN TO THRIVE AND SAFEGUARD THEIR ECONOMIC RIGHTS, GENDER-TRANSFORMATIVE ACTIONS NEED TO ADDRESS:

Women's decision-making power

In 2022, women had

26% of **managerial** positions

Source: SDG Global Database.

17% of **senior and middle management** positions



Ownership of productive resources

46% Women **52%** Men

owned a **debit card** in 2022

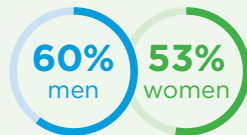
Source: World Bank Gender Data Portal.



4% Women **7%** Men

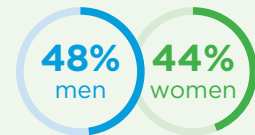
owned a **credit card** in 2022

Source: World Bank Gender Data Portal.



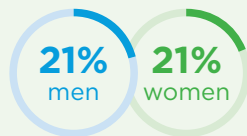
Source: World Bank Gender Data Portal.

owned an **account** at a financial institution or with a mobile money service provider in 2022



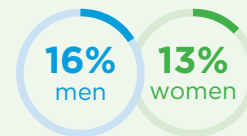
Source: World Bank Gender Data Portal.

made or received a **digital payment** in 2022



to start, operate, or expand a farm or business in 2017

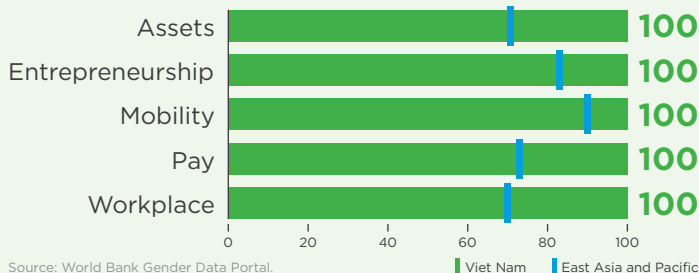
Source: World Bank Gender Data Portal.



borrowed

Gender-blind systems

Women, Business and the Law Index scores, in 2023



Source: World Bank Gender Data Portal.



As of 2024, the **International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families** has **NOT** been ratified

Source: OHCHR.



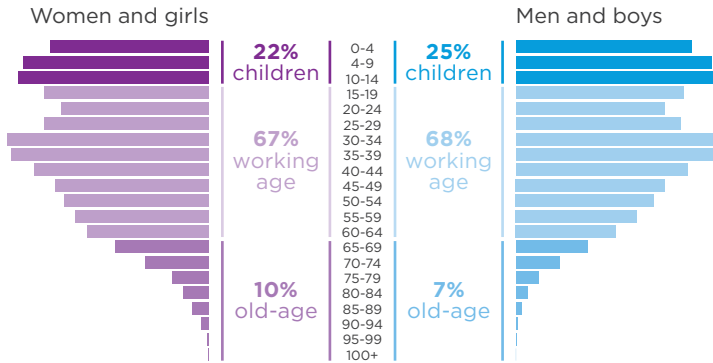
As of 2024, the **Violence and Harassment Convention, 2019 (No. 190)** has **NOT** been ratified

Source: ILO.

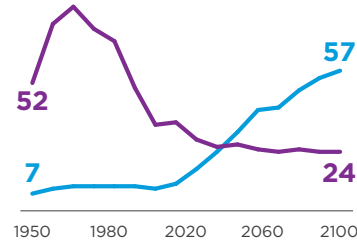
Transforming Care Systems in Viet Nam



POPULATION STRUCTURE SHAPES THE DEMAND FOR CARE SERVICES



Source: UN DESA, Population Division, World Population Prospects 2024.



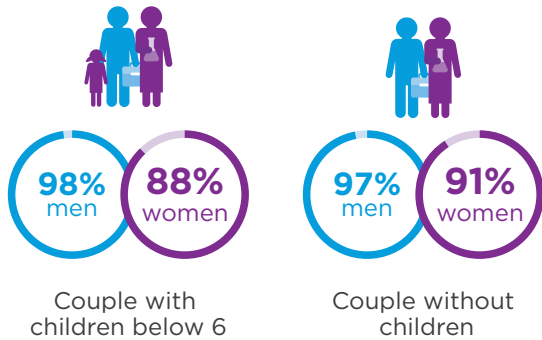
Source: UN DESA, Population Division, World Population Prospects 2024.

Demographic shifts present challenges and opportunities. While rising demands for unpaid care may hinder women's economic empowerment, they create potential for job creation.

TO UNLEASH THE POWER OF GENDER-RESPONSIVE ECONOMIES, INVESTMENTS NEED TO:

Tackle inequality of opportunities in the labour market

In 2018, prime-age (25-54 years) employment-to-population ratio was



Source: ILOSTAT.

22% **19%**

Women Men
worked **part-time** in 2022

Source: UN DESA Gender Data Hub.

13% **10%**

Women Men
aged 15 to 24 were **not in education, employment or training** in 2022

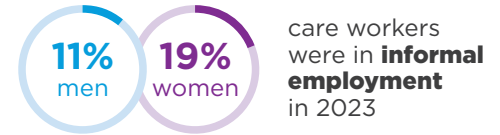
Source: SDG Global Database.

Expand care services and create decent care jobs



workers were in **care employment** in 2023

Source: Authors' elaboration based on ILOSTAT data.



care workers were in **informal employment** in 2023

Source: ILOSTAT.

CARE-ENABLING AND GENDER-EQUALIZING ACTIONS NEED TO ADDRESS:

Discriminatory social norms

In 2021, among women aged 20-24 years

15% were married or in a union **before age 18**

1% **before age 15**

Source: SDG Global Database.



Disproportionate unpaid care gaps

In 2021, among children aged 5-17 years

Source: SDG Global Database.



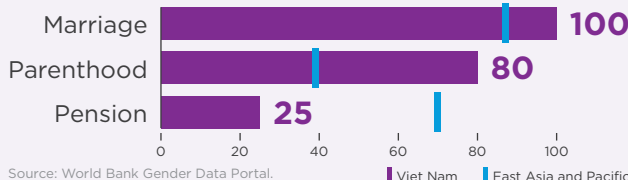
were engaged in economic activities



were engaged in economic activities and household chores

Gender-blind systems

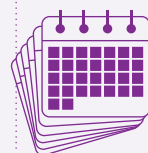
Women, Business and the Law Index scores, in 2023



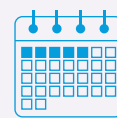
Source: World Bank Gender Data Portal.

■ Viet Nam ■ East Asia and Pacific

In 2023, workers were entitled to



180 days of **maternity leave**



5 days of **paternity leave**

Source: World Bank Gender Data Portal.

In 2019, **maternity cash benefits** reached only **44%** of mothers with newborns

Source: SDG Global Database.