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IN-DEPTH ANALYSIS REPORT

OF COSTS BORNE BY VIETNAMESE WORKERS FOR EMPLOYMENT ABROAD:

STATISTICAL SUSTAINABLE DEVELOPMENT GOAL INDICATOR 10.7.1



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Hanoi, August 2026

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PREFACE

International labour migration has become an important trend in the development and international integration of many countries, including Viet Nam. The employment of Vietnamese workers abroad not only contributes to job creation, higher incomes and improved living standards, but also enables workers to acquire occupational skills, modern work practices and international experience, thereby contributing positively to the socioeconomic development of the country.

In recent years, alongside the deepening process of international integration, the number of Vietnamese workers going abroad for employment has continued to grow, destination labour markets have become increasingly diversified and the skills profile of the labour force has gradually improved. However, despite the opportunities and benefits that international labour migration offers, migrant workers continue to face various challenges, including high migration costs, risks associated with working and living conditions, limited access to information and support services, as well as difficulties encountered during return and reintegration into the domestic labour market.

In that context, researching and assessing the situation of international labour migrants in a comprehensive manner is particularly important. Such efforts not only help provide a thorough picture of the characteristics and living and working conditions of Vietnamese workers abroad but also generate practical evidence to support policy formulation and improvement. At the same time, this endeavour is essential for monitoring progress towards the achievement of the Sustainable Development Goals (SDGs), particularly the goal of facilitating safe, orderly and responsible migration.

This report draws on data from the 2025 Labour Force Survey and the 2025 In-depth Migrant Worker Survey to analyse the situation of Vietnamese workers employed abroad in recent years. The report focuses on key issues such as the characteristics of migrant workers, costs borne by Vietnamese workers for employment abroad, working conditions, access to support services, indebtedness, and return and reintegration into the labour market. Based on the findings, the report presents several observations and recommendations aimed at promoting international labour migration in a safe, regular, effective and sustainable manner.

The National Statistics Office would like to express its sincere appreciation for the cooperation, and technical and financial support provided by the International Organization for Migration (IOM) throughout the implementation of the survey and the preparation of this publication. The National Statistics Office also extends its heartfelt thanks to the experts and staff of IOM Regional Data Hub, Asia and Pacific and IOM Viet Nam for their valuable contributions to the drafting and finalization of this publication.

Although every effort has been made in the preparation of this publication, shortcomings and limitations are unavoidable. The National Statistics Office welcomes comments and suggestions from agencies, organizations, experts and readers to help further improve future studies and publications.

NATIONAL STATISTICS OFFICE

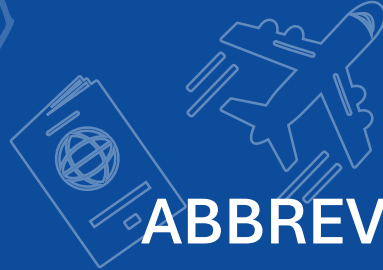


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ABBREVIATIONS

GCM	Global Compact for Safe, Orderly and Regular Migration
ILO	International Labour Organization
IOM	International Organization for Migration
ISCO	International Standard Classification of Occupations
ISIC	International Standard Industrial Classification of All Economic Activities
LFS	Labour Force Survey
RCI	Recruitment Cost Indicator
SDG	Sustainable Development Goal
USD	United States dollar
VND	Vietnamese dong

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EXECUTIVE SUMMARY

International labour migration is an important driver of employment creation, increased income, skills development and improved livelihoods for Vietnamese workers. Alongside its socioeconomic benefits, the labour migration process also raises a number of issues requiring attention, including costs borne by workers for employment abroad, working conditions in destination countries, access to information as well as return and reintegration.

As part of the 2030 Agenda for Sustainable Development, Sustainable Development Goal (SDG) indicator 10.7.1 measures the costs borne by Vietnamese workers to work abroad as a proportion of their first month's earnings in the destination country (Recruitment Cost Indicator – RCI), with the aim of monitoring the costs borne by workers when engaging in international labour migration.

This report draws on the combined findings of the 2025 Labour Force Survey and the 2025 In-depth Survey on Migrant Workers¹. The Labour Force Survey (LFS) provides data for the compilation of SDG Indicator 10.7.1, while the In-depth Survey provides information on pre-departure preparation, costs paid by workers and their composition, working conditions abroad, borrowing, return and reintegration. Combining these two data sources provides a more comprehensive picture of the international labour migration of Vietnamese workers, while also providing an empirical basis for policy development and improvement.

Findings from the 2025 Labour Force Survey

The survey results show that approximately 412,000 Vietnamese workers had worked abroad during the three years preceding the survey. Migrant workers were predominantly from rural areas, were relatively young, and most had completed upper secondary education. Japan, the Republic of Korea and Taiwan (China) continued to be the three largest destination labour markets, accounting for more than three quarters of all Vietnamese workers who went abroad for employment. Compared with 2021, the proportion of female workers increased significantly and areas of origin became more diverse.

The costs paid by Vietnamese workers to work abroad decreased significantly compared with 2021. On average, each worker paid approximately 125.7 million Vietnamese dong (VND), down from VND 164.9 million in 2021, while average first-month income earnings in the destination country increased from VND 22.4 million to VND 28.1 million. As a result, the Recruitment Cost Indicator (RCI) decreased from 7.4 to 4.5, indicating that, on average, workers needed approximately 4.5 months of income from their first job abroad to recover the costs paid prior to departure.

1. The survey covered 3,596 respondents in six provinces and centrally governed cities using non-probability sampling. The findings are not statistically representative of all Vietnamese workers overseas.

Despite the notable improvement compared with 2021, the costs paid by workers remain relatively high and vary across destination labour markets and groups of workers. This indicates that continuing to reduce the costs borne by workers remains an important priority for promoting safe, orderly and sustainable labour migration.

Findings from the In-depth Survey on Migrant Workers

The findings from the In-depth Survey on Migrant Workers conducted in six provinces and cities show that workers' pre-departure preparation typically took around six months. Costs paid to recruitment agencies or individual intermediaries accounted for 52.8 per cent of total worker-paid costs. In addition, 53.9 per cent of workers had to borrow money to cover their pre-departure costs; among those migrating to countries outside Asia, the average amount borrowed reached VND 193 million.

Although most workers had repaid their loans after returning to Viet Nam, 8.7 per cent still had outstanding debt. This proportion was higher among workers returning from Taiwan (China) (12.4%) and from countries outside Asia (26.8%). The proportion of workers with outstanding debt was also higher among those who terminated their contracts early or had to return unexpectedly, reflecting financial pressures that may persist even after the migration process has ended.

Working conditions for workers abroad were generally relatively stable; however, 18.5 per cent of workers reported experiencing at least one difficulty while working in the destination country. Work-related difficulties tended to be more prevalent in the Republic of Korea, particularly work pressure (17.6%) and hazardous working environments (9.7%). In addition, some workers faced language barriers and cultural differences. When experiencing difficulties, 86.7 per cent of workers sought support from friends, relatives and 16% from online communities.

Among returned migrant workers, 65.0 per cent were working at the time of the survey, mainly in craft and related trades, clerk/personal services, security and sales. Although 90.9 per cent of workers reported having received some form of employment support after returning to Viet Nam, mainly from recruitment companies, 34.4 per cent considered the support to be very useful, while 24.2 per cent reported that the support was difficult to apply in practice. This result indicates a need to further improve the effectiveness of support policies and services to help workers achieve sustainable reintegration into the domestic labour market.

Recommendations

01. Strengthen policies to support safe and regular migration and reduce migration costs

Continue to improve policies to support international migrant workers, particularly young workers and workers from rural areas; prioritize reducing migration costs and strengthening oversight and transparency of fees and informal charges. At the same time, promote safe, regular and transparent migration channels; strengthen labour cooperation based on the principle of fair recruitment; expand access to formal credit; and strengthen communication, counselling, monitoring and action against illegal intermediaries and irregular migration.

02. Improve the skills and capabilities of the migrant labour force

Strengthen vocational, skills and foreign-language training in line with the needs of each destination labour market; promote the recognition of skills, qualifications and work experience, thereby expanding opportunities to access jobs requiring higher skill levels and offering better incomes, and enhancing competitiveness.

03. Diversify and improve the quality of destination employment opportunities

Continue to diversify overseas labour markets through strengthened bilateral cooperation, while carefully assessing migration costs, working conditions, access to financing, protection of workers' rights, and opportunities for career development before expanding cooperation programmes.

Alongside market expansion, there should be a shift in focus from the quantity to the quality of employment opportunities; promote the recognition of skills, qualifications and experience; expand the recruitment of skilled and technical workers; and strengthen support for the professional development of Vietnamese workers in destination countries.

04. Strengthen information provision, support and protection for workers abroad

Strengthen the provision of transparent and accessible information on employment contracts, living and working conditions, rights, safety and risks in destination countries and territories; at the same time, enhance the role of Vietnamese representative missions abroad in supporting workers, strengthen mechanisms for receiving complaints, providing emergency assistance, and protecting workers' rights.

05. Strengthen support for return and reintegration

Strengthen policies to support labour market reintegration for returning workers, particularly those who continue to face employment and financial difficulties. At the same time, promote the recognition of skills and experience acquired abroad; support retraining, facilitate access to suitable employment opportunities and promote entrepreneurship to make more effective use of the returning workforce and enhance the sustainability of international labour migration.

06. Strengthen data systems for international labour migration

Continue to improve the system for collecting, updating and analysing international labour migration data to support the monitoring of migration costs, working conditions, and the return and reintegration of workers. This will help improve the quality of data for monitoring SDG indicator 10.7.1 and for policymaking on safe, orderly and sustainable migration.

KEY INDICATORS RELATED TO VIETNAMESE WORKERS OVERSEAS

	2021 LFS	2025 LFS
Distribution of percentage of Vietnamese workers overseas (%)	100.0	100.0
By area:		
Urban	13.9	15.4
Rural	86.1	84.6
By sex:		
Male	68.6	59.0
Female	31.4	41.0
Rate of trained labour force (%)	24.0	26.5
By area:		
Urban	37.7	30.5
Rural	21.7	25.8
By sex:		
Male	26.8	29.4
Female	17.8	16.1
Percentage distribution by the last countries or territories of destination for employment (%)	100.0	100.0
Japan	40.6	42.2
Republic of Korea	10.9	14.5
Taiwan (China)	31.9	20.1
Other countries	16.6	23.3
Average cost paid by Vietnamese overseas workers (million VND)	164.9	125.7
By area:		
Urban	168.3	107.8
Rural	164.4	128.9

	2021 LFS	2025 LFS
By sex:		
Male	166.3	133.8
Female	161.7	114.0
By the last country or territory of destination for employment:		
Japan	192.4	140.8
Republic of Korea	225.6	139.4
Taiwan (China)	132.4	130.2
Average first-month earnings (million VND)	22.4	28.1
By area:		
Urban	24.8	29.4
Rural	22.1	27.8
By sex:		
Male	23.0	27.8
Female	21.2	28.5
By the last country or territory of destination for employment		
Japan	26.0	26.5
Republic of Korea	27.7	28.8
Taiwan (China)	18.3	21.6
Recruitment Cost Indicator (RCI)	7.4	4.5
By area:		
Urban	6.8	3.7
Rural	7.4	4.6
By sex:		
Male	7.2	4.9
Female	7.6	4.0

Note: Component figures may not add up to the total due to rounding.



PART 1:

BACKGROUND, OBJECTIVES AND METHODOLOGY FOR MEASUREMENT



I. BACKGROUND AND OBJECTIVES

1. INTERNATIONAL CONTEXT

In 2018, United Nations Member States adopted the Global Compact for Safe, Orderly and Regular Migration (GCM), based on the 2030 Agenda for Sustainable Development and the need to strengthen global cooperation in the governance of international migration.

The GCM is the first comprehensive international cooperation framework on migration, aiming to: (i) strengthen international cooperation in migration governance; (ii) provide a foundation for countries to develop and improve policies addressing issues related to international migration; and (iii) facilitate national implementation in accordance with each country's practical context and management capacity.

The GCM emphasizes the protection of migrants' rights, the promotion of fair and transparent recruitment, the reduction of migration costs and the provision of sustainable employment opportunities for migrant workers. It also serves as an important framework for the implementation of Sustainable Development Goal (SDG) 10 on reducing inequalities, particularly Target 10.7, which aims to facilitate orderly, safe, regular and responsible migration and mobility of people.

In this context, SDG Indicator 10.7.1 was included in the global indicator framework and recommended for measuring costs paid by migrant workers for employment abroad compared to income in the destination countries. The results help countries assess gaps between current practices and agreed principles and improve policies to reduce the costs borne by migrant workers, thereby promoting safe and regular migration for the benefit of both countries of origin and destination.

2. VIET NAM CONTEXT

In recent years, the number of Vietnamese workers going abroad for employment has remained high. According to the Department of Overseas Labour under the Ministry of Home Affairs, the total number of Vietnamese workers employed abroad exceeded 158,000 in 2024 and reached approximately 144,000 in 2025². Each year, Vietnamese workers abroad remit around 6.5–7.0 billion United States dollars (USD) to Viet Nam, equivalent to the export value of many key industrial sectors³. These figures demonstrate that international labour migration is an important channel for job creation, income generation and foreign currency inflows for the Vietnamese economy.

The increasing scale and impact of international labour migration require continued efforts to improve institutional frameworks, strengthen governance effectiveness, protect the lawful rights and interests of migrant workers and fulfil Viet Nam's international commitments on migration and sustainable development.

2. <https://dantri.com.vn/lao-dong-viec-lam/hon-144000-lao-dong-ra-nuoc-ngoai-huong-toi-thi-truong-thu-nhap-cao-20251226225850596.htm>, 2025 (in Vietnamese); <https://nhandan.vn/nam-2024-hon-158-nghin-lao-dong-di-lam-viec-o-nuoc-ngoai-post857345.html>, 2024 (in Vietnamese).

3. <https://baocaovien.vn/tin-tuc/7-ty-usd-kieu-hoi-moi-nam-co-hoi-lon-nhung-con-nhieu-nut-that-trong-xuat-khau-lao-dong/269709.html>, 2025 (in Vietnamese).

In 2020, the National Assembly adopted the Law on Vietnamese Workers Working Abroad under Contract, marking an important step in strengthening the legal framework for international labour migration. The law has contributed to enhancing labour market transparency, strengthening the protection of the rights and legitimate interests of migrant workers, and improving the control of costs incurred during the recruitment and deployment of workers for employment abroad.

In addition, to promote safe, regular and orderly migration, on 20 March 2020, the Prime Minister issued Decision No. 402/QĐ-TTg approving the Plan for the Implementation of the United Nations Global Compact for Safe, Orderly and Regular Migration, which was replaced by Decision 1511/QĐ-TTg dated 8 August 2026. This plan demonstrates Viet Nam's commitment to strengthening migration governance, protecting the lawful rights and interests of migrants and linking migration management with sustainable development objectives.

One of the key tasks identified under the plan is to strengthen the collection of information and data on Vietnamese citizens migrating abroad and foreign nationals migrating to Viet Nam, for migration statistics purposes. This information serves as a basis for gradually improving the policy and legal framework, enhancing the effectiveness of State management and supporting research and forecasting on migration trends and policy developments in related countries and territories.

Among the issues requiring priority monitoring, the costs borne by workers to obtain employment abroad are an important indicator for assessing the safety, transparency and effectiveness of international labour migration systems. Measuring SDG indicator 10.7.1 in Viet Nam is therefore necessary to provide official statistical data on costs paid by migrant workers, serving as a basis for assessing the current situation, improving policies to reduce the cost borne by Vietnamese workers overseas, and supporting the monitoring of Viet Nam's commitments on migration and sustainable development.

3. OBJECTIVES

The international and domestic contexts outlined above demonstrate the importance of preparing the In-depth Analysis Report on Costs Borne by Vietnamese Workers for Employment Abroad: Statistical Sustainable Development Goal 10.7.1 to provide official data for State management, support policy development and improvement, and meet the requirements for monitoring Viet Nam's international commitments.

The report focuses on analysing the following key areas:

- demographic and employment characteristics of Vietnamese workers employed abroad;
- costs paid by Vietnamese overseas workers, first-month wages and the ratio of worker-paid costs to monthly earnings in destination countries in accordance with SDG indicator 10.7.1;
- disaggregated results by occupation, destination country and mode of job acquisition;
- major costs borne by workers and borrowing related to migration expenses;

- working conditions in destination countries and employment situations after return;
- comparisons with 2021 data to assess trends and changes over time.

The main objectives of the report are to:

- provide statistical information on the demographic characteristics, employment status of Vietnamese workers employed abroad and factors related to costs borne by international labour migrants;
- measure SDG indicator 10.7.1 on costs borne by Vietnamese workers for employment abroad;
- analyse trends and changes in costs paid by Vietnamese overseas workers through comparison with the results of the 2021 survey;
- propose several policy recommendations aimed at reducing recruitment-related risks for migrant workers, strengthening the protection of their lawful rights and interests during employment abroad, supporting effective reintegration upon return and further improving Viet Nam's mechanisms and policies for the management and protection of migrant workers.



II. METHODOLOGY FOR MEASURING SDG INDICATOR 10.7.1

1. CONCEPTS AND SIGNIFICANCE OF SDG 10.7.1

1.1. Concepts

The concepts and measurement methodology used in this report are based on Viet Nam’s Sustainable Development Statistical Indicator System issued together with Circular No. 02/2025/TT-BKHĐT, while also drawing on the international methodology recommended by the International Labour Organization (ILO) and the World Bank for SDG indicator 10.7.1 on costs borne by Vietnamese workers to obtain employment abroad.

SDG indicator 10.7.1 is defined as the ratio between the total costs borne by workers to obtain employment abroad and the average monthly earnings received from that employment in the destination country. In this context, costs paid by workers is a statistical concept used to measure all costs incurred by workers in order to work abroad. This concept does not constitute a legal basis for determining which costs may or may not be charged under Vietnamese law.

1.2. Significance of SDG 10.7.1

SDG indicator 10.7.1 is a statistical tool that reflects the relationship between the costs borne by migrant workers to obtain employment and the earnings they receive from that employment. The indicator provides an evidence base for analysing and developing recruitment policies and for strengthening the protection of the legitimate rights and interests of migrant workers.

This indicator is part of SDG 10 on reducing inequality. Reducing worker-paid costs enables expanding access to overseas employment opportunities for low-income and vulnerable workers, thereby promoting safe, orderly and regular migration and contributing to the reduction of inequalities within and among countries.

2. CALCULATION FORMULA

For ease of presentation and analysis, this indicator is hereinafter referred to in this report as the **Recruitment Cost Indicator of Vietnamese Workers**. In English, the indicator is termed the Recruitment Cost Indicator **(RCI)**.

$$\text{Recruitment Cost Indicator of Vietnamese Workers – RCI} = \frac{\text{Total amount paid by workers to obtain their first job abroad}}{\text{Workers' earnings during the first month of employment in the destination country within the reference period.}}$$

In which:

- **First job abroad refers** to the first job obtained by the worker in the final destination country during the reference period.

- **Total amount paid by workers to obtain their first job abroad** refers to all fees and expenses incurred during the recruitment process and deployment of workers for overseas employment to enable workers to obtain their first job abroad, regardless of the timing, method or location of collection or payment. In cases where workers have worked in multiple countries or changed jobs several times during the reference period, worker-paid costs are calculated only for the first job in the country where the worker was most recently employed (the final destination country).

This amount includes all payments made directly or indirectly by workers and/or their families to search for employment, meet recruitment requirements, secure a specific job offer from an overseas employer, travel to the place of employment and commence work.

The costs included within the scope of calculation also cover payments advanced by family members, recruitment agencies, intermediaries or employers that workers are subsequently required to reimburse, including through wage deductions or with interest. In cases where workers borrow money to cover costs to obtain jobs overseas, financial expenses related to such loans, including interest payments, are also included in the total worker-paid costs.

In terms of detailed components, total worker-paid costs generally include service fees paid to private recruitment agencies or fees paid to intermediaries and related fees and costs. Costs include domestic and international travel costs; passport issuance fee, criminal record certificate and visa fees; costs of medical examinations; training and skills assessment costs; insurance costs; fees for travel/security clearances; contributions to the Overseas Employment Support Fund; and other legitimate costs directly related to overseas employment. Training costs are included only where the training is directly linked to the job for which the worker is recruited or where the training is mandatory before departure or after arrival in the destination country in order to perform that job. The above costs are identified in accordance with the statistical scope of SDG indicator 10.7.1. Their inclusion in the calculation of the RCI does not imply that all such costs constitute recruitment costs or charges that are non-compliant with Vietnamese law.

- **Earnings from employment during the first month of work within the reference period** refers to the total actual income received by workers during the first month of employment in their first job in the final destination country within the reference period. This income includes wages, bonuses and other job-related earnings (such as overtime pay), after deducting mandatory payments or deductions in accordance with regulations, including taxes, insurance contributions and salary deductions used to reimburse recruitment-related costs paid in advance by the employer on behalf of the worker (if any).



3. DATA SOURCES

The analysis presented in this report is based on microdata from two surveys: the 2025 Labour Force Survey (LFS) and the 2025 In-depth Migrant Worker Survey.

3.1. The 2025 Labour Force Survey

The LFS is a sample survey under the National Statistical Survey Programme, conducted to collect information for the compilation of national statistical indicators on labour, employment, unemployment and workers' income.

The survey is conducted monthly, from January to December each year, across 34 provinces and centrally governed cities nationwide.

The survey results assist the government, the Prime Minister and authorities at all levels and sectors in assessing and forecasting labour market trends and changes at the national, provincial and centrally governed city levels, thereby supporting the development of human resource policies and production and business plans in line with labour market trends.

In 2025, the LFS was supplemented with questions related to costs borne by Vietnamese workers for employment abroad, serving as the basis for the compilation and publication of SDG indicator 10.7.1.

The inclusion of questions on costs borne by Vietnamese overseas workers in the 2025 LFS is important in leveraging the existing statistical survey infrastructure to collect data for the compilation of SDG indicator 10.7.1, while also improving resource efficiency, reducing

data collection costs and establishing a statistical time series for monitoring national commitments on migration and sustainable development.

3.2. The 2025 In-depth Migrant Worker Survey

To supplement information for research and analysis on international migrant workers, the National Statistics Office, in collaboration with IOM, conducted the 2025 In-depth Migrant Worker Survey during October and November 2025 in six out of the 34 provinces and centrally governed cities, representing the country's six socioeconomic regions, with a sample size of 3,596 respondents.

The 2025 In-depth Survey of Migrant Workers was conducted to complement the analysis of SDG Indicator 10.7.1 and to provide a more comprehensive understanding of the migration experiences of Vietnamese workers. The survey covers the entire migration cycle, from pre-departure preparation and employment abroad to return and reintegration.

In addition to information on migration-related costs, the survey collects data on working conditions, access to support mechanisms, employment status upon return, skills utilization and future migration intentions. These data help shed light on the factors shaping migrant workers' experiences and provide evidence to support policy analysis and development.

Details on the survey's scope, sample design and data collection contents of each data source are presented in Annex 3 – Survey Design.

4. SIGNIFICANCE OF THE REPORT

The 2025 report continues the measurement of SDG indicator 10.7.1 on costs borne by workers for employment abroad, building upon the results of the previous survey round and maintaining a statistical time series for monitoring trends and enabling comparisons with 2021. Ensuring the continuity of this indicator is important for assessing policy effectiveness and measuring improvements in international labour migration systems over time.

In addition, the scope of analysis in the 2025 report has been significantly expanded using data from the 2025 Labour Force Survey, which integrated a module on international migration costs, together with the 2025 In-depth Migrant Worker Survey. Jointly, these sources provide more in-depth analysis of the components of worker-paid costs, borrowing related to migration expenses, working conditions in destination countries and the reintegration process of international migrant workers upon return.

The combination of continuity and innovation enhances the analytical value of the report, providing practical evidence to support the improvement of policies on labour migration and sustainable development in the coming period.

5. SOME NOTES ON THE USE OF THE REPORT

Although the report is based on two complementary data sources and applies a measurement methodology consistent with international standards, the analytical results should be interpreted within the scope of the concepts, data collection methods and measurement objectives of the surveys. Several points should therefore be considered, as follows:

First, regarding the scope of measurement in comparison with certain administrative data sources

The results presented in this report reflect the total costs borne by workers to obtain employment abroad, in line with international recommendations for SDG indicator 10.7.1. The scope of costs covered by the indicator includes all expenses incurred by workers to obtain employment abroad, such as direct or indirect payments to recruitment agencies or individual intermediaries, or acquaintances; training costs; administrative and documentation fees; travel expenses; and other related costs. The measurement applies to all international migrant workers, regardless of their migration channel (contract-based or non-contract-based).²

In contrast, some existing administrative data sources mainly reflect workers employed abroad under formal contracts or through officially government-managed channels, and primarily capture fees within the scope of state management. Therefore, the scale of labour migration and the level of worker-paid costs recorded by these sources may differ from the survey results. These differences mainly arise from variations in coverage, information sources and measurement approaches, and should therefore be considered when comparing and interpreting the results.

As the scope of the RCI covers both recruitment fees and other related costs, including costs that are legitimately incurred in accordance with applicable laws or the requirements of destination countries, the use of the indicator's results for policy assessment should be interpreted in a manner consistent with its scope.

Second, regarding the characteristics of data collection from respondents

The respondents for questions related to international labour migration costs in the 2025 LFS and the 2025 In-depth Migrant Worker Survey were individuals who, within the three years prior to the time of data collection, had either departed from Viet Nam to work abroad or moved from one foreign country to another for employment, regardless of whether, at the time of interview, they were still working abroad or had already returned home.



According to the survey's procedures, for respondents who had already returned home, interviewers conducted direct interviews; for those still residing abroad, information was collected through family members. Where family members were unable to provide complete information, supplementary telephone interviews were conducted with the workers, and the information was cross-checked and confirmed with their family members.

Under certain circumstances, this approach may result in some measurement error due to limitations in respondents' ability to recall or disclose information. Such errors may be

2. In this report, the terms "worker-paid costs" and "recruitment costs" are used interchangeably to refer to the total costs borne by workers. "Recruitment" is used in the broad sense applied to SDG indicator 10.7.1 and does not refer specifically to the recruitment stage as defined under Vietnamese law.

more pronounced for questions requiring detailed recollection, including worker-paid costs, loans taken to finance migration expenses, wage deductions and sensitive information related to working conditions, discrimination or workplace abuse. In addition, differences in data collection methods across respondent groups may also affect the comparability of the data to some extent. However, this approach helps expand the coverage of the survey population and enhances the feasibility of data collection. Furthermore, the mechanism of combining and cross-checking information between workers and their family members contributes to improving the completeness and reliability of the data.

Third, regarding the characteristics of the survey content

Some indicators presented in the report, particularly migration costs, borrowing related to migration expenses and earnings during the first month of employment were collected based on respondents' self-reported information regarding events that occurred prior to the survey. In some cases, respondents may not fully recall the information, may no longer retain supporting documents, or may provide estimated values for costs and earnings.

In addition, for certain informal or sensitive payments, the information reported may not fully reflect actual expenditures due to social or legal disincentives to full disclosure. Therefore, the results of some indicators may be subject to a certain degree of recall bias or reporting error.

Fourth, regarding the reference period of the indicator

To ensure consistency with international methodology and maintain comparability for SDG indicator 10.7.1, the report uses the first job and the first month of employment abroad as the reference period for certain indicators on worker-paid costs and earnings. This approach helps capture, with reasonable accuracy, the initial costs borne by workers before departure or during the early stage of employment abroad.

However, workers' earnings during the initial stage of employment may not yet be stable and may change over time due to accumulated experience, job changes or changes in working conditions. Therefore, the indicators presented in the report primarily reflect the worker-paid costs at the beginning of the labour migration process and do not fully represent workers' overall income and economic conditions throughout their entire period of employment abroad.

Fifth, regarding the timing used to determine certain personal characteristics

For disaggregation by age, marital status, educational attainment, technical and vocational qualifications, and certain other personal characteristics, the report analyses information as recorded at the time of the survey rather than at the time when workers started their first job abroad. Therefore, the analytical results based on these characteristics should be understood as reflecting the workers' current characteristics and may not fully represent their characteristics at the time they began labour migration.

Despite the above considerations, the analytical results presented in the report still provide a statistically and practically meaningful picture of worker-paid costs, working conditions and the labour migration process of Vietnamese workers employed abroad, serving as an important basis for assessing the current situation and formulating policies.

PART 2:

KEY FINDINGS



1. CHARACTERISTICS OF VIETNAMESE WORKERS OVERSEAS

1.1. Demographic characteristics

Results from the 2025 LFS show that, as of the survey period, the number of Vietnamese workers who had gone abroad for employment within the previous three years reached 412,000 persons. Of these, 243,200 were male workers (59.0%) and 168,800 were female workers (41.0%). By area of residence, workers from rural areas accounted for the majority, representing 84.6 per cent of the total.

Overall, Vietnamese workers migrating abroad for employment have a relatively young age structure, with a median age of approximately 27 years, and almost no difference between men and women. Compared with 2021, the median age of this group decreased by one year, indicating a trend toward a younger migrant labour force. This trend is also reflected in the increase in the proportion of young workers (aged 15–24 years), which rose from 31.4 per cent to 35.0 per cent, equivalent to an increase of 3.6 percentage points. Meanwhile, under the impact of population ageing driven by increased life expectancy and sustained low fertility rates, the age structure of the domestic labour force has shifted toward older age groups, as reflected in the increase in median age from 40 to 42 years.

The trend toward a younger profile among Vietnamese workers employed abroad is also reflected in the increasing proportion of workers who have never been married during the observation period, rising from 52.4 per cent to 61.1 per cent, equivalent to an increase of 8.7 percentage points. This trend was observed among both male and female workers.

Table 1. Percentage distribution of Vietnamese workers overseas by basic characteristics (%)

	2021			2025		
	General	Male	Female	General	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Urban/rural						
Urban	13.9	13.5	14.9	15.4	13.8	17.7
Rural	86.1	86.5	85.1	84.6	86.2	82.3
Age group (years)						
15-24	31.4	27.7	39.3	35.0	29.1	43.5
25-39	56.6	61.5	45.8	53.8	58.6	47.0
40+	12.0	10.7	14.9	11.2	12.3	9.5

	2021			2025		
	General	Male	Female	General	Male	Female
Marital status						
Unmarried	52.4	52.4	52.3	61.1	61.1	61.0
Married	47.6	47.6	47.7	38.9	38.9	39.0

Source: Viet Nam Labour Force Surveys, 2021 and 2025.

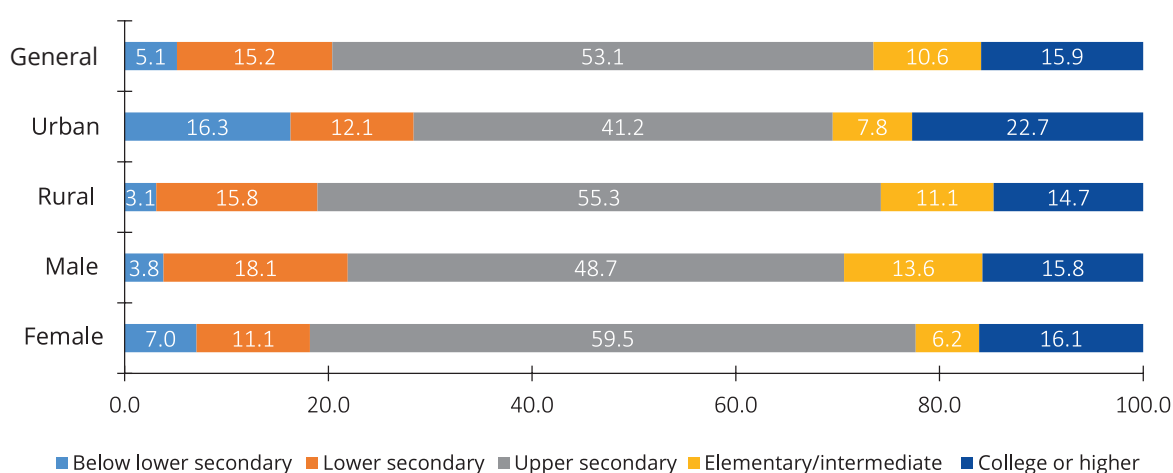
Observation across the six socioeconomic regions shows changes in the distribution of Vietnamese workers employed abroad between the two survey rounds (2021 and 2025). In 2021, most workers (approximately 83%) originated from provinces and cities in the North Central Region (Quang Tri, Ha Tinh, Nghe An, Thanh Hoa, and Hue City) and the Red River Delta (Hai Phong, Hung Yen, Bac Ninh, Ninh Binh, and Ha Noi). By 2025, the distribution of workers had shifted toward several other regions; accordingly, the proportion of workers originating from the North Central Region and the Red River Delta declined to 50.0 per cent, while the proportion of workers from the Northern Midlands and Mountain Areas (Phu Tho, Tuyen Quang, Thai Nguyen) and the Mekong River Delta (Can Tho, Vinh Long) increased from 12.3 per cent to 23.0 per cent. In the above-mentioned provinces or cities with large numbers of workers going abroad for employment, male workers consistently accounted for a higher proportion than female workers.

Considering the highest level of educational attainment, the results of the 2025 Labour Force Survey also show that Vietnamese workers employed abroad had predominantly attained upper secondary education or higher, accounting for approximately 79.6 per cent, an increase of 8.6 percentage points compared with the level recorded in 2021. Of this proportion, workers with a college degree or higher accounted for 15.9 per cent, an increase of 3.6



percentage points compared with 12.3 per cent in 2021. These changes indicate that the educational attainment of Vietnamese workers employed abroad has improved over time. The increase was particularly notable among female workers and workers from rural areas, underscoring continued improvements in the skill profile of Viet Nam's overseas labour force over time. Furthermore, the impact of gender differences in the choice of fields of study after general education is also reflected in this group of workers, with male workers tending to participate in vocational skills training, while female workers are more likely to pursue professional education and training.

Figure 1. Percentage distribution of Vietnamese workers overseas by highest educational level attained, sex and rural/urban areas (%)



Source: Viet Nam Labour Force Survey, 2025.

1.2. Employment by occupation and industry⁴

The results of the 2025 LFS show that Vietnamese workers overseas were engaged in a wide range of occupations, concentrated mainly in the groups of elementary occupations, craft and related workers, plant and machine operators and assemblers and service, security and sales workers (accounting for approximately 88.1% of the total). These jobs are mainly concentrated in the low- and medium-skilled categories, including elementary occupations (skill level 1) as well as occupations requiring vocational or operational skills at the basic level (skill level 2). In contrast, occupations requiring higher levels of professional qualifications and research skills, such as managers, professionals and technicians and associate professionals (corresponding to skill levels 3 and 4), still accounted for a relatively small proportion, at approximately 8.4 per cent; particularly, the group of skilled workers in agriculture and forestry (skill level 2) accounted for the lowest proportion with 3.5 per cent⁵. In terms of occupational skill level⁶, 58.9 per cent of Vietnamese workers abroad were employed in medium-skilled occupations, 32.7 per cent in low-skilled occupations and the remaining 8.4 per cent in high-skilled occupations. Compared with 2021, the occupational

4. Occupations are classified according to the 2020 Viet Nam Standard Occupational Classification (VSOC), based on ILO ISCO-08, while economic activities are classified according to the 2018 Viet Nam Standard Industrial Classification (VSIC), based on ISIC Rev.4. Therefore, both occupational and industry classifications are broadly comparable with international standards.

5. According to Decision No. 34/2020/QĐ-TTg dated 26 November 2020 of the Prime Minister, workers' skill levels are classified into five categories based on the complexity of tasks and the professional requirements of the job. Skill Level 1 covers simple occupations that primarily require physical effort and basic numeracy skills. Skill Level 2 includes occupations requiring basic vocational knowledge and skills. Skill Level 3 applies to occupations of greater complexity, requiring professional qualifications equivalent to intermediate or college-level training. Skill Level 4 comprises occupations requiring advanced professional expertise, typically associated with a university degree. Skill Level 5 applies to highly complex occupations that demand specialized professional knowledge and qualifications equivalent to postgraduate education.

6. Occupational skills include three groups: High-skill, medium-skill and low-skill groups. The high-skill group includes occupations such as leader, manager, high-level and medium-level professionals. Medium skill includes occupations such as office assistant, salesperson; skilled workers in agriculture, forestry and fishery; craftsman; plan/machine operator and assembler. Low-skill jobs include elementary occupations.

structure of Vietnamese workers abroad changed, with a decrease in the share of medium-skilled occupations and an increase in the share of low-skilled occupations, while the share of high-skilled occupations remained below 10 per cent.

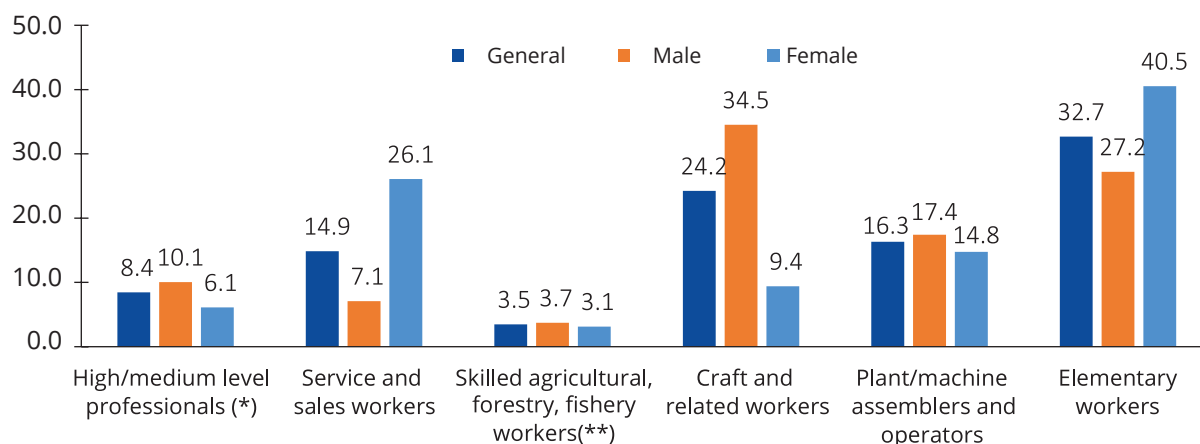
However, the occupational structure by sex changed significantly between the two observation periods (2021 and 2025).

AMONG MALE WORKERS, the occupational group of craft and related workers, although still accounting for the largest proportion, also recorded the largest decline, decreasing from 45.3 per cent to 34.5 per cent, equivalent to a decrease of 10.8 percentage points. In contrast, the proportion of workers in elementary occupations increased significantly, from 15.3 per cent to 27.2 per cent (an increase of 11.9 percentage points). In addition, the occupational groups of managers and professionals/technicians and associate professionals (corresponding to skill levels 3 and 4) also increased markedly, from 2.7 per cent to 10.1 per cent.

AMONG FEMALE WORKERS, elementary occupations continued to account for the largest proportion, reaching 40.5 per cent, an increase of 12.6 percentage points compared with 27.9 per cent in 2021. The groups of service and sales workers, protective services workers and professionals recorded slight increases, from 21.1 per cent to 26.1 per cent and from 2.5 per cent to 4.5 per cent, respectively. Conversely, the proportion of female workers declined sharply in the groups of plant and machine operators and assemblers (from 28.0% to 14.8%) and craft and related workers (from 18.2% to 9.4%).

These changes may reflect adjustments in labour demand within destination labour markets, while also being associated with the orientation of labour cooperation and occupational linkages between Viet Nam and partner countries during different periods.

Figure 2. Distribution of Vietnamese workers overseas by major occupational groups and sex (%)



Notes: (*) Data are calculated based on a small number of observed sample cases;

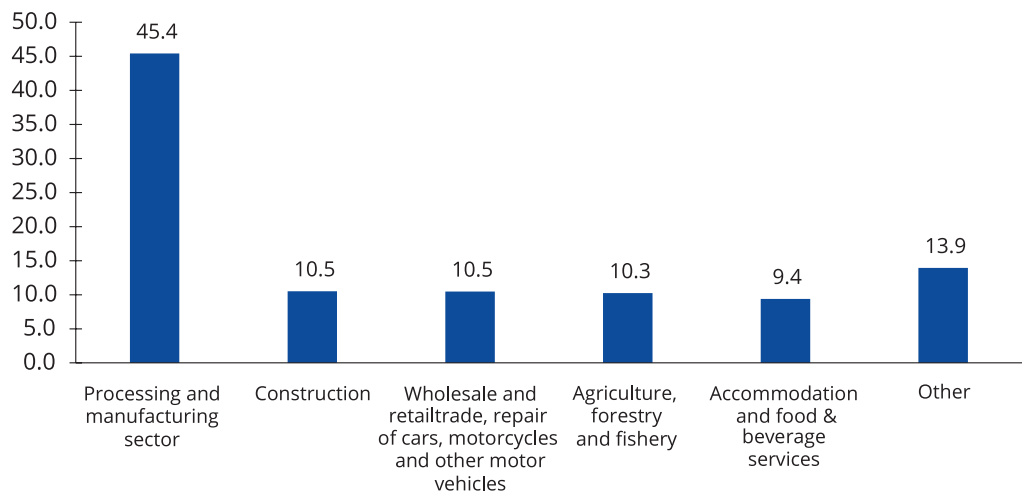
(**) Data for female workers are calculated based on a very small number of observed sample cases and should therefore be interpreted with caution.

Source: Viet Nam Labour Force Survey, 2025.

Similar to 2021, Vietnamese workers employed abroad in 2025 continued to be concentrated (over 85%) mainly in five one-digit economic sectors, namely: processing and manufacturing, construction, wholesale and retail trade; repair of motor vehicles and motorcycles, agriculture, forestry and fisheries, and accommodation, food and beverage services (Figure 3).

Among these sectors, processing and manufacturing continued to account for the largest share, although it declined from 53.0 per cent to 45.4 per cent. The proportion of workers employed in this sector remained the highest for both men and women, at 52.5 per cent and 35.2 per cent, respectively. Meanwhile, the combined share of workers employed in the remaining four sectors increased from 36.2 per cent to 40.6 per cent.

Figure 3. Distribution of Vietnamese workers overseas by major one-digit economic sector (%)



Source: Viet Nam Labour Force Survey, 2025.

1.3. Country or territory of destination for employment

Results from the 2025 LFS show that the overseas labour market for Vietnamese workers during the 2022–2025 period was relatively broad, with employment opportunities available in 42 countries or territories worldwide. However, similar to the findings of the 2021 LFS, the destination countries and territories of Vietnamese workers overseas continued to be concentrated mainly in Japan, Taiwan (China) and the Republic of Korea, all located in East Asia, accounting for approximately 76.7 per cent of the total. This trend was observed among both male and female workers, with corresponding proportions of 78.2 per cent and 74.6 per cent, respectively.



Table 2. Regions and destination countries and territories of employment for Vietnamese workers overseas

Area code	Region	Name of countries and territories of destination
1	East Asia	Taiwan (China), Hong Kong (China), Macau (China), Republic of Korea, Mongolia, Japan, China
2	South Asia	India
3	Southeast Asia	Cambodia, Lao People's Democratic Republic, Malaysia, Myanmar, Philippines, Thailand, Singapore
4	West Asia	United Arab Emirates, Qatar, Cyprus
5	Eastern Europe	Poland, Bulgaria, Hungary, Russian Federation, Romania, Czech Republic, Slovakia
6	Northern Europe	United Kingdom of Great Britain and Northern Ireland, Sweden
7	Southern Europe	Serbia, Spain
8	Western Europe	Germany, Kingdom of the Netherlands, Luxembourg, France
10	Central Africa	Angola, Central African Republic, Congo
11	North Africa	Algeria
14	Latin America and the Caribbean	United States Virgin Islands
17	North America	Canada, United States of America
18	Oceania	New Zealand, Australia

Source: Viet Nam Labour Force Survey, 2025.

Vietnamese workers employed abroad differ in scale by sex and tend to be concentrated in certain economic sectors within each destination country.

In Japan, the labour force structure by sex was relatively balanced (51.9% men and 48.1% women). Meanwhile, in Taiwan (China) and the Republic of Korea, male workers predominated, accounting for 73.6 per cent and 65.8 per cent, respectively.

In terms of sectoral distribution, around half of Vietnamese workers in Japan were employed in the processing and manufacturing sector. In Taiwan (China), this proportion reached 62.2 per cent, followed by construction (18.1%) and agriculture, forestry and fisheries (6.4%). In the Republic of Korea, the sectors of processing and manufacturing and agriculture, forestry and fisheries together accounted for as much as 69.6 per cent of all Vietnamese workers employed there.

1.4. Modes of job acquisition

The 2025 LFS collected information on how workers obtained their first job in their most recent country or territory of destination. The results show that the most common channel was through domestic private recruitment agencies (37.8%), with the proportion being higher among men than women (38.5% compared with 36.9%). This option was followed by channels through relatives/family members/friends; individual recruiters/intermediaries; and public organizations in Viet Nam, accounting for 23.4 per cent, 16.0 per cent and 13.8 per cent, respectively.

Table 3. Proportion of Vietnamese workers overseas by mode of job acquisition (%)

	General
Total	100.0
Registered and applied through a public organization in Viet Nam	13.8
Registered and applied through a private recruitment agency in Viet Nam	37.8
Through an individual recruiter or intermediary	16.0
Through a family member, relative or friend	23.4
Registered and applied through overseas government, private agencies and employers	4.1
Others	4.9

Source: 2025 Labour Force Survey.

1.5. Job stability

Similar to 2021, the 2025 LFS collected information on the number of jobs Vietnamese workers had undertaken in their most recent destination country or territory. Workers reporting only one job are understood to have maintained their first job throughout their period of employment abroad; meanwhile, having two or more jobs indicates that workers either changed jobs or held multiple jobs simultaneously.

In the context of labour migration, a higher number of jobs suggests lower employment stability and may also reflect certain limitations related to working conditions or workers' ability to retain employment.

The survey results show that approximately 95.0 per cent of Vietnamese workers employed abroad held only one job in the destination country during the 2022–2025 reference period. This proportion was higher among female workers than male workers (96.8% compared with 93.7%). The high proportion of workers holding only one job may indicate a relatively high level of employment stability. However, from another perspective, this finding may also be associated with employment contract conditions, visa regulations, or barriers faced by migrant workers in changing jobs in destination countries.

Table 4. Proportion of Vietnamese workers overseas by number of jobs held in the most recent destination country or territory (%)

	General	Male	Female
Only 1 job	95.0	93.7	96.8
Worked 2 jobs	3.9	4.8	2.6
From 3 or more	1.1	1.5	0.6

Source: Viet Nam Labour Force Survey, 2025.

2. AVERAGE COSTS BORNE BY VIETNAMESE WORKERS FOR EMPLOYMENT ABROAD

As presented in Part I, the costs borne by Vietnamese workers for employment abroad include all expenses incurred throughout the preparation and migration process, and are classified into four main groups: (i) costs related to completing documentation and meeting departure requirements (including passports, visas, medical examinations, training and skills assessments, insurance, contracts and relevant permits); (ii) fees paid to individual recruiters, individual intermediaries or recruitment agencies; (iii) travel, accommodation and food costs incurred domestically, overseas and at transit points (if any); and (iv) other expenses, including both formal and informal payments (such as for job search assistance, loan and interest costs and expenses incurred before departure and after arrival at the workplace). Overall, these represent the total cost borne by workers in order to participate in overseas labour markets.



2.1. Average costs borne by Vietnamese workers

According to the results of the 2025 survey, the average costs borne by Vietnamese workers for employment abroad decreased significantly compared with 2021, from approximately VND 164.9 million to VND 125.7 million. This decline was observed among both male and female workers, although worker-paid costs for men remained higher than for women (VND 133.8 million compared with VND 114.0 million). A decline was also observed in both urban and rural areas, with a more pronounced decrease in urban areas, from VND 168.3 million to VND 107.8 million, compared with a decline from VND 164.4 million to VND 128.9 million in rural areas.

By age group, young workers (aged 15–24 years) continued to bear the highest costs, at approximately VND 142.9 million, although this represented a substantial decline compared with 2021. Workers aged 40 years and above continued to record the lowest costs (VND 111.9 million). Notably, gender differences by age group became more pronounced, with male workers bearing higher costs than female workers across most age groups.

By marital status, workers who had never been married continued to bear higher costs than married workers (VND 128.5 million compared with VND 121.3 million). However, this gap narrowed significantly compared with 2021, when the difference declined from approximately VND 28.5 million to VND 7.2 million.

By level of education, workers with elementary or intermediate vocational qualifications recorded the highest average costs in 2025 (VND 155.6 million), followed by workers with upper secondary education (VND 139.1 million), both above the overall average of VND 125.7 million. In contrast, workers with education below lower secondary level incurred the lowest costs (VND 50.9 million), well below the overall average and representing a sharp decline compared with 2021 (VND 142.3 million). Overall, the pattern of higher worker-paid costs being concentrated among workers with upper secondary and elementary or intermediate vocational qualifications remained unchanged from 2021.

Table 5. Average costs borne by Vietnamese workers for employment abroad by selected characteristics (million VND)

	Year 2021			Year 2025		
	General	Male	Female	General	Male	Female
Total	164.9	166.3	161.7	125.7	133.8	114.0
Age group (years)						
15–24	180.9	176.8	187.4	142.9	162.9	123.6
25–39	166.6	169.2	158.8	117.3	119.9	112.6
40+	111.3	117.1	103.1	111.9	130.6	76.9
Marital status						
Unmarried	178.4	172.0	192.8	128.5	136.9	116.4
Married	149.9	159.8	128.6	121.3	128.8	110.4

	Year 2021			Year 2025		
	General	Male	Female	General	Male	Female
Education level						
Below lower secondary	142.3	168.4	83.4*	50.9	78.8	29.2*
Lower secondary	141.6	153.5	118.1	105.2	124.0	61.3
Upper secondary	176.2	172.2	183.8	139.1	147.7	129.0
Elementary or intermediate	176.3	175.3	182.0*	155.6	157.7	148.9*
College or higher	162.6	155.0	180.7	104.7	94.7	118.8

Note: * Survey data are based on a small number of sample observations (25–49 cases) and should therefore be interpreted with caution.

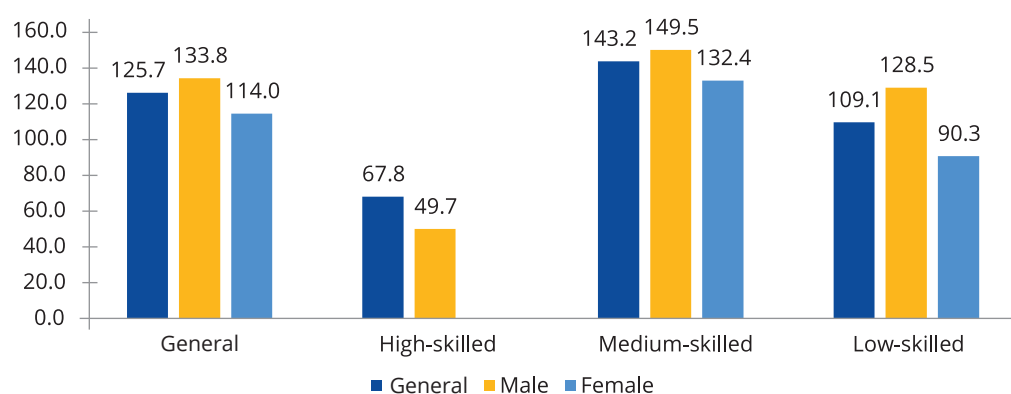
Source: Viet Nam Labour Force Surveys, 2021 and 2025.

2.2. Average costs borne by Vietnamese workers by occupation and economic sector

By occupational skill level, workers employed in medium-skilled occupations incurred the highest migration costs, with an average of approximately VND 143.2 million, significantly higher than workers in low-skilled occupations (VND 109.1 million) and substantially higher than workers in high-skilled occupations (VND 67.8 million).

By sex, male workers generally continued to incur higher migration costs than female workers across most skill groups, particularly among workers with medium-level skills. In contrast, the opposite trend was observed among high-skilled workers, where migration costs for female workers were higher than those for male workers.

Figure 4. Average costs borne by Vietnamese workers for employment abroad by occupational skills and sex (million VND)



Notes: * Data for male workers in the high-skilled group are calculated based on a small number of sample observations and should therefore be interpreted with caution.

** Data for female workers in the high-skilled group are based on fewer than 25 sample observations, are not sufficiently reliable and are therefore not calculated.

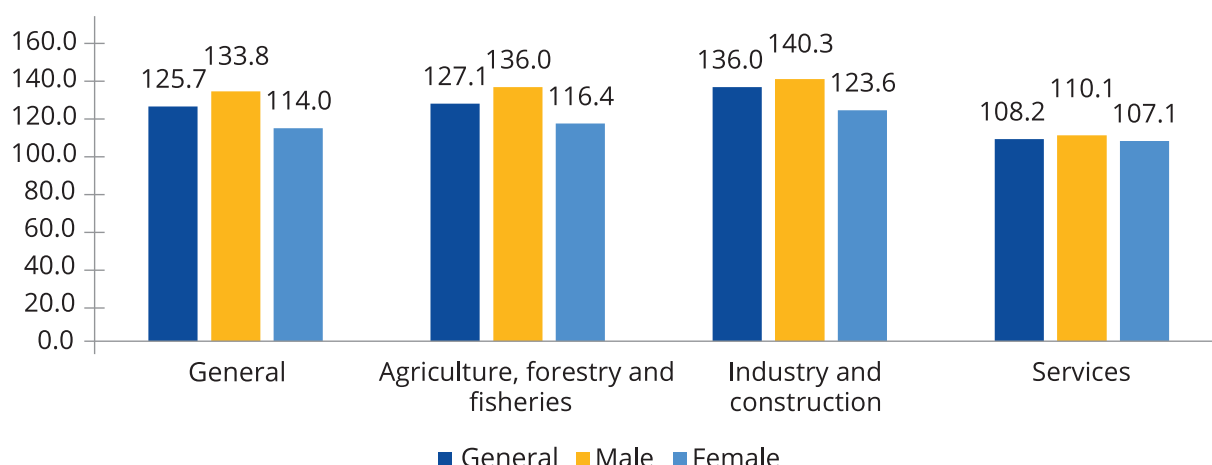
Source: Viet Nam Labour Force Survey, 2025.



By economic sector, the 2025 LFS results show that the industry and construction sector recorded the highest average worker-paid costs (VND 136.0 million), followed by agriculture, forestry and fisheries (VND 127.1 million), while the services sector recorded the lowest costs (VND 108.2 million). Compared with 2021, this structure has changed, as agriculture, forestry and fisheries no longer represented the sector with the highest worker-paid costs. At the same time, worker-paid costs declined across all sectors. By sex, male workers continued to bear higher costs in labour-intensive sectors such as industry and construction, while the gender gap in the services sector was not significant.

Overall, compared with 2021, average costs borne by Vietnamese workers for employment abroad in 2025 declined across all occupational skill groups and economic sectors. This downward trend may reflect multiple contributing factors, including changes in labour market conditions, recruitment practices and ongoing efforts to strengthen the regulation and management of overseas labour migration towards greater transparency.

Figure 5. Average cost borne by Vietnamese workers for employment abroad by economic sector and sex (million VND)



Source: Viet Nam Labour Force Survey, 2025.

2.3. Average costs borne by Vietnamese workers for employment abroad by last country or territory of destination

The three labour markets attracting the largest numbers of Vietnamese workers (Japan, the Republic of Korea and Taiwan (China)) were also the markets associated with the highest worker-paid costs. In 2025, average costs reached approximately VND 140.8 million for Japan, VND 139.4 million for the Republic of Korea and VND 130.2 million for Taiwan (China), while the average for the group of other countries was only around VND 85.7 million.

Compared with 2021, worker-paid costs declined markedly across all destination markets, with the largest reductions observed in markets that had previously recorded high worker-paid costs. Specifically, worker-paid costs decreased by approximately VND 86.2 million in the Republic of Korea, around VND 51.6 million in Japan and approximately VND 2.2 million in Taiwan (China).

Overall, Japan, the Republic of Korea and Taiwan (China) continued to maintain significantly higher average costs than other destination markets, and this gap remained relatively consistent across worker groups. Worker-paid costs tended to be higher among male workers, younger workers and workers with elementary or intermediate vocational qualifications; they were also higher among workers employed in the industry and construction sectors, and concentrated among workers with medium-skilled occupations. This result indicates that costs borne by Vietnamese workers for employment abroad not only depend on destination labour markets but are also closely associated with workers' characteristics and job requirements.



Table 6. Average costs borne by Vietnamese workers for employment abroad by destination and selected characteristics (million VND)

	General	Japan	Taiwan (China)	Republic of Korea	Other
Total	125.7	140.8	130.2	139.4	85.7
By sex					
Male	133.8	156.9	132.7	153.5	80.9
Female	114.0	123.6	123.4	112.2	91.5
By age group (years)					
15–24	142.9	134.4	141.0	175.7	170.5
25–39	117.3	147.9	122.9	150.0	71.6
40+	111.9	157.2*	135.4	92.5	103.7
By level of education					
Below lower secondary	50.9	**	124.4*	32.2*	39.0*
Lower secondary	105.2	163.9	142.9	147.7	29.7
Upper secondary	139.1	133.8	125.5	157.1	176.5
Elementary or intermediate vocational school	155.6	171.1	126.7	**	156.7*
College or higher	104.7	142.7	148.4*	195.4*	64.3*
By economic sector					
Agriculture, forestry and fisheries	127.1	146.9	143.6	117.0	**
Industry and Construction	136.0	161.6	131.0	151.6	58.9
Services	108.2	104.8	119.3	152.9	101.2
By occupational skill levels					
Highly skilled	67.8	123.3*	**	**	**
Medium skilled	143.2	155.9	126.9	145.8	126.6
Low skilled	109.1	113.5	136.2	127.0	57.6

Notes: * Survey data are based on a small number of sample observations (25–49 cases) and should therefore be interpreted with caution.

** Survey data are based on fewer than 25 sample observations, are not sufficiently reliable and are therefore not calculated.

Source: Viet Nam Labour Force Survey, 2025.



2.4. Average costs borne by Vietnamese workers for employment abroad by mode of job acquisition

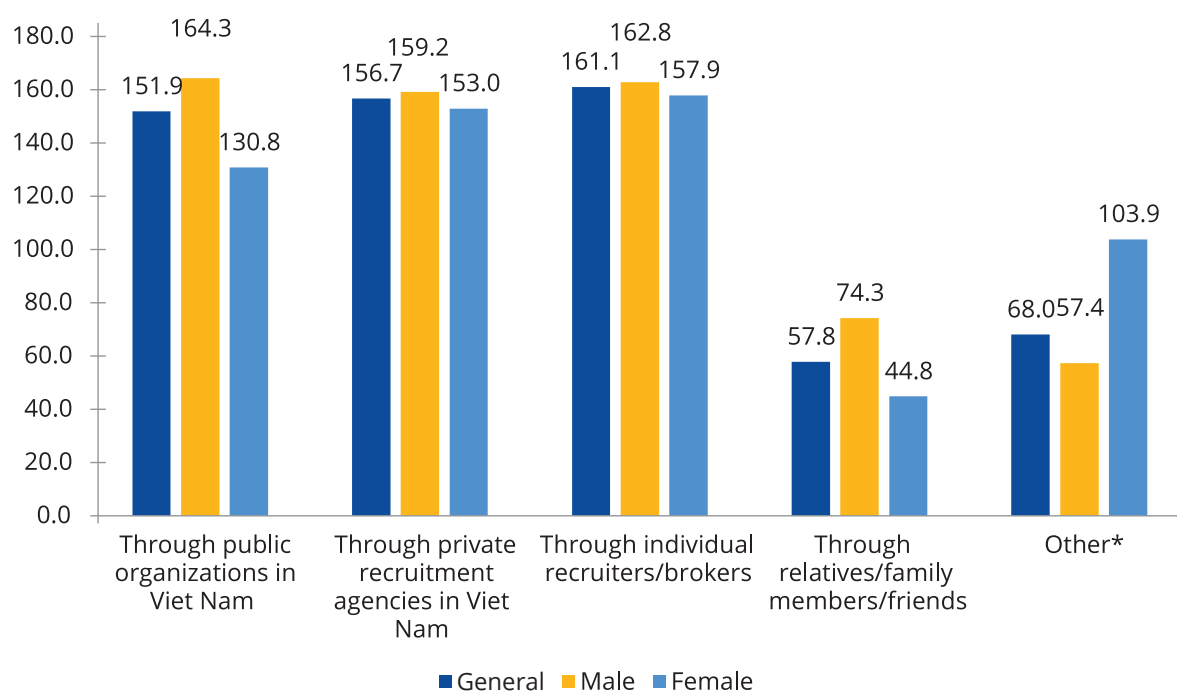
Among the modes of job acquisition used by workers to obtain employment abroad, the mode with the lowest worker-paid costs was through relatives/family members/friends, with an average cost of approximately VND 57.8 million. In contrast, remaining modes were associated with significantly higher costs, with the highest costs recorded for recruitment through individual recruiters/intermediaries (VND 161.1 million),⁷ followed by private recruitment agencies in Viet Nam (VND 156.7 million) and public organizations in Viet Nam (VND 151.9 million). The category “other” recorded an average cost of approximately VND 68.0 million.

By sex, costs borne by male workers were generally higher than those for female workers across most modes of job acquisition, particularly through relatives/family members/friends (VND 74.3 million compared with VND 44.8 million) and through public organizations (VND 164.3 million compared with VND 130.8 million). However, for certain modes such as the category “other”, costs borne by female workers were higher than those for male workers (VND 103.9 million compared with VND 57.4 million).

Overall, differences in worker-paid costs across modes of job acquisition were more pronounced than those by sex. These findings suggest that job search methods may be a more relevant factor in explaining differences in worker-paid costs across groups of workers.

7. Under Vietnamese law, the recruitment and deployment of workers for overseas employment must be carried out through licensed recruitment agencies or organizations authorized to implement international labour migration programmes. Nevertheless, in practice, workers may still access job opportunities through relatives, returnee migrants or informal intermediaries at the local level. While these actors may facilitate job matching or provide support during the job-search process, they are not recognized as formal recruitment channels within Viet Nam’s legal framework governing labour migration.

Figure 6. Average costs borne by Vietnamese workers for employment abroad by mode of job acquisition (million VND)



Note: * Data for female workers in the “other” job search method category are based on 25–49 sample observations and should therefore be interpreted with caution.

Source: Viet Nam Labour Force Survey, 2025.

3. FIRST-MONTH EARNINGS

3.1. Earnings and demographic characteristics

Table 7 shows that first-month earnings among workers exhibited relatively large dispersion, as reflected in the considerable difference between the mean and median values. Specifically, during the first month of employment in the most recent destination country, workers’ average earnings reached VND 28.1 million, while the median earnings were VND 25.0 million, a difference of more than VND 3 million. The pattern of mean earnings being higher than median earnings was also observed across other disaggregation categories such as age group, sex and urban–rural residence, with differences ranging from approximately VND 2.3 million to VND 5.2 million across these groups. This indicates the presence of a group of workers earning substantially higher incomes than the general average, and this pattern was relatively consistent across most worker characteristics.

However, the mean value was not higher than the median in all cases. For example, among workers with a college degree or higher, average earnings reached VND 42.6 million, while the median was as high as VND 50.0 million. A similar pattern was also observed among workers with education below lower secondary level, where the difference between mean and median earnings was negative (VND 23.0 million compared with VND 24.0 million). This result indicates that the income distribution in these groups tended to be skewed toward lower values, with some low-income cases pulling down the average earnings level.

By educational attainment, except for the group with a college degree or higher and the group below lower secondary education, all remaining groups recorded average earnings higher than median earnings. However, the differences were relatively small, in the range of VND 1–2.6 million, indicating that income distribution within these groups was relatively concentrated and less dispersed compared with the overall pattern.

The above analytical results indicate that the earnings distribution of Vietnamese workers employed abroad was uneven, as reflected in the differences between mean and median values. In this context, analysing earnings using both mean and median values would provide a better representation of income distribution characteristics. However, to ensure consistency in RCI calculation, comparability with the approach adopted in 2021 and clarity of presentation, the report adopts average earnings as the main indicator for analysis throughout the following sections. The observed differences between mean and median earnings indicate that the earnings distribution is uneven. The implications of these differences for the interpretation of the RCI could be explored in future methodological work.

Accordingly, for ease of presentation, the report uses mean earnings as the principal measure throughout the subsequent sections. This choice is also consistent with the objective of highlighting differences in earnings across worker groups in the context of a relatively dispersed distribution.

Table 7. First-month earnings from the first job (million VND)

	Mean	Median	Spread (medium – median)
Total	28.1	25.0	3.1
Sex			
Male	27.8	25.0	2.8
Female	28.5	25.0	3.5
Urban–rural			
Urban	29.4	25.0	4.4
Rural	27.8	25.0	2.8
Age group (years)			
15–24	25.1	21.0	4.1
25–39	30.2	25.0	5.2
40+	27.3	25.0	2.3

	Mean	Median	Spread (medium – median)
Education			
Below lower secondary	23.0	24.0	-1.0
Lower secondary	22.1	20.0	2.1
Upper secondary	26.0	25.0	1.0
Elementary or intermediate	27.6	25.0	2.6
College or higher	42.6	50.0	-7.4
Destination country or territory			
Japan	26.5	25.0	1.5
Taiwan (China)	21.6	20.0	1.6
Republic of Korea	28.8	30.0	-1.2
Lao People's Democratic Republic	13.8*	13.0*	0.8
Russian Federation	24.1*	25.0*	-0.9
Singapore	44.9*	35.0*	9.9
Malaysia	19.7*	20.0*	-0.3
Other countries	38.0	40.0	-2.0

Note: * The data are calculated based on few sample cases.

Source: Viet Nam Labour Force Survey, 2025

Analysis of average earnings by demographic characteristics shows that earnings not only increased overall but also exhibited changes in the degree of disparity across worker groups. Compared with 2021, the average earnings of migrant workers increased from VND 22.4 million to VND 28.1 million, while differences in earnings among worker groups also became more pronounced.

By sex, differences between male and female workers did not follow a consistent pattern but varied according to the area in which workers resided prior to migrating abroad. Overall, female workers recorded higher earnings than male workers (VND 28.5 million compared with VND 27.8 million). However, among workers originating from urban areas, male workers had significantly higher earnings (VND 32.1 million compared with VND 26.3 million), whereas among workers from rural areas, female workers earned more than male workers (VND 28.9 million compared with VND 27.1 million).

By age group, workers aged 25–39 recorded the highest average earnings (VND 30.2 million), followed by workers aged 40 years and older (VND 27.3 million), while workers aged 15–24 years recorded the lowest earnings (VND 25.1 million).

Compared with 2021, earnings increased across all age groups, although at different rates. Workers aged 40 years and older recorded the largest increase (from VND 17.8 million to VND 27.3 million), thereby narrowing the gap with the other groups. Workers aged 25–39 years continued to maintain the highest earnings level (from VND 23.1 million to VND 30.2 million), while workers aged 15–24 years experienced slower growth (from VND 22.8 million to VND 25.1 million), resulting in a widening earnings gap relative to the other groups.

These results indicate that earnings differed across age groups, with older age groups experiencing faster earnings growth during the observation period. These differences likely reflect a combination of factors such as skills, occupations and destination labour markets, rather than age alone.

Table 8. Average earnings by demographic characteristics and sex (million VND)

	Year 2021			Year 2025		
	General	Male	Female	General	Male	Female
Total	22.4	23.0	21.2	28.1	27.8	28.5
Urban and rural						
Urban	24.8	25.2	24.1	29.4	32.1	26.3
Rural	22.1	22.7	20.7	27.8	27.1	28.9
Age group (years)						
15–24	22.8	23.2	22.2	25.1	24.5	25.6
25–39	23.1	23.6	21.8	30.2	29.2	31.9
40+	17.8	18.5	17.0	27.3	28.6	24.9

Source: Viet Nam Labour Force Surveys, 2021 and 2025.

Analysis of earnings by educational attainment shows that income did not increase uniformly with educational level but instead exhibited a clear divergence for the highly educated group. In 2025, workers with a college degree or higher earned VND 42.6 million, significantly higher than all other groups. Meanwhile, workers with educational attainment ranging from below lower secondary to upper secondary education recorded relatively similar earnings levels, in the range of VND 22–26 million. The differences among these groups were not substantial, suggesting that earnings improved markedly only when workers attained relatively high professional qualifications (college level or above). This indicates that income advantages were concentrated mainly among highly educated workers, while earnings differences among lower educational groups remained relatively limited.

Table 9. Average first-month earnings by highest educational attainment and sex (million VND)

	2021			2025		
	General	Male	Female	General	Male	Female
Total	22.4	23.0	21.2	28.1	27.8	28.5
Education						
Below lower secondary	19.2	20.1	17.3*	23.0	22.3	23.6*
Lower secondary	20.2	21.7	17.1	22.1	23.5	18.8
Upper secondary	22.5	22.9	21.8	26.0	25.0	27.3
Elementary or intermediate	23.6	23.6	23.6*	27.6	27.2	28.8*
College or higher	27.0	26.3	28.7	42.6	43.3	41.6

Note: * Data are calculated based on a small number of sample observations and should therefore be interpreted with caution.

Source: Viet Nam Labour Force Surveys, 2021 and 2025.

3.2. Differences in earnings by occupation and economic sector

Analysis of earnings by occupation shows clear differences according to skill level and job position. Workers in managerial occupations and high- or middle-level professional and technical occupations recorded earnings of VND 51.7 million, nearly double the overall average (VND 28.1 million), while workers in elementary occupations earned only VND 24.3 million.

Among workers with medium-level skills, earnings differences across occupations were not pronounced, with earnings generally ranging between VND 25 million and VND 28 million, such as technicians/skilled workers (VND 26.8 million), skilled agricultural workers (VND 28.6 million) and craft workers (VND 27.6 million).

Gender differences varied across occupational groups. Female workers recorded higher earnings in certain groups such as service and sales occupations (VND 28.2 million compared with VND 24.7 million) and craft occupations (VND 30.6 million compared with VND 27.1 million), while male workers earned more in skilled agricultural occupations (VND 29.6 million compared with VND 26.8 million). In the high-skilled group, gender differences were not clearly observed due to data limitations; however, the overall earnings level of this group remained substantially higher than that of the other groups.

The occupational earnings structure reflects a clear form of stratification, in which jobs requiring high-level skills form a distinctly higher earnings tier, while the remaining groups remain clustered around the general average without generating significant income breakthroughs.

Table 10. Average first-month earnings by major occupation group and sex (million VND)

	General	Male	Female
Total	28.1	27.8	28.5
Occupational skill level			
High skill (Managers; professionals and associate professionals)	51.7	51.7*	**
Medium skill (Clerical workers/skilled workers/technical workers)	26.8	26.3	27.6
Low skill (elementary occupations)	24.3	22.4	26.1
Main occupational group			
Service and sales workers	27.2	24.7	28.2
Skilled agricultural, forestry and fishery workers	28.6	29.6	26.8*
Craft and related trades workers	27.6	27.1	30.6
Plant and machine operators and assemblers	25.0	24.7	25.4
Elementary occupations	24.3	22.4	26.1
Others	49.8	50.8	47.6*

Notes: * Data are calculated based on a small number of sample observations and should therefore be interpreted with caution.

** Survey data are based on fewer than 25 sample observations, are not sufficiently reliable and are therefore not calculated.

Source: Viet Nam Labour Force Survey, 2025.

Analysis of earnings by economic activity shows differences not only across economic sectors but also clearly within each sector. At the sectoral level, workers in the services sector recorded higher earnings (VND 33.3 million) than workers in agriculture, forestry and fisheries (VND 27.4 million) and industry–construction (VND 25.0 million). However, these differences become more pronounced when examined by specific economic activities.

Within the services sector, earnings varied considerably across economic activities. Some economic activities recorded relatively high earnings, such as wholesale and retail trade (VND 37.5 million) and other service activities (VND 37.6 million), while accommodation, food and beverage services recorded earnings of only VND 22.3 million. In contrast, economic activities within the industry and construction sector showed relatively similar earnings levels, ranging around VND 24–26 million, such as processing and manufacturing (VND 24.8 million) and construction (VND 26.0 million).

Gender differences varied across industries. In some service industries, female workers recorded higher earnings than male workers, such as in wholesale and retail trade

(VND 39.5 million compared with VND 29.6 million), while in other industries, male workers had a clear advantage, such as in other service activities (VND 51.8 million compared with VND 29.5 million). These differences reflect the characteristics of labour segmentation and job positions within each industry.

Trends by economic sector show that earnings differences emerged mainly within each broad sector, particularly within services, where industries could record markedly different earnings levels depending on job characteristics and positions within the value chain.

Table 11. Average first-month earnings by economic sector and sex (million VND)

	Total	Male	Female
Total	28.1	27.8	28.5
Economic sector			
Agriculture, forestry and fisheries	27.4	27.8	26.8
Industry and construction	25.0	25.3	24.4
Services	33.3	36.5	31.6
Main economic activity			
Agriculture, forestry and fisheries	27.4	27.8	26.8
Processing and manufacturing industry	24.8	25.0	24.4
Construction	26.0	26.1	**
Wholesale and retail; repair of automobiles, motorcycles and other motor vehicles	37.5	29.6	39.5*
Accommodation, food and beverage	22.3	23.4	21.2
Other service activities	37.6	51.8	29.5

Notes: * Data are calculated based on a small number of observations and should therefore be interpreted with caution.

** Survey data are based on fewer than 25 observations and are therefore not calculated.

Source: Labour Force Survey, 2025

3.3. Differences in earnings by country of destination

The earnings of Vietnamese workers vary considerably across destination countries. Migrant workers in Singapore have the highest average earnings, at VND 44.9 million per worker, substantially above the overall average of VND 28.1 million per worker. By contrast, average earnings are notably lower in several other destinations, including Taiwan (China) (VND 21.6 million), Malaysia (VND 19.7 million) and Lao People's Democratic Republic (VND 13.8 million).

Japan and the Republic of Korea, which are among the major destinations for Vietnamese workers, record earnings levels close to the overall average. Average earnings in these two destinations are VND 26.5 million and VND 28.8 million, respectively. This indicates that the destination country is one of the important factors influencing migrant workers' earnings.

Overall, differences in earnings across destination countries reflect not only prevailing remuneration levels in each country but also the degree of selectivity in destination labour markets. Markets with higher entry requirements tend to attract or select workers with higher levels of education and skills, thereby affecting the characteristics of the migrant worker population and contributing to higher earnings. Conversely, markets that predominantly attract manual workers tend to have lower earnings. It should also be noted that prevailing earnings levels in each country are associated with its economic conditions and cost of living; therefore, higher earnings do not necessarily translate into a greater capacity to save.

Table 12. Average earnings of Vietnamese workers working abroad in the first month by destination and sex (million VND)

	General	Male	Female
Total	28.1	27.8	28.5
Japan	26.5	26.2	26.8
Taiwan (China)	21.6	21.5	21.8
Republic of Korea	28.8	30.5	25.6
Lao People's Democratic Republic	13.8*	14.7*	**
Russian Federation	24.1*	**	**
Singapore	44.9*	47.9*	**
Malaysia	19.7*	**	**
Other countries	38.0	38.2	37.8

Source: Labour Force Survey 2025

*: The data is calculated based on a small number of observations, which should be noted when using.

**: The survey data collected was less than 25 observations, so it was not calculated.

3.4. Differences in earnings by mode of job acquisition

Job acquisition methods not only determine how workers enter the labour market but are also associated with the earnings they obtain, although the differences were not particularly large. In 2025, workers finding jobs through public agencies and private recruitment agencies recorded relatively similar earnings levels, at VND 26.7 million and VND 27.2 million, respectively. Workers finding jobs through relatives/family members/friends earned VND 27.6 million, while those using individual recruiters or intermediaries recorded lower earnings (VND 24.4 million). Notably, the category "other" recorded the highest earnings level (VND 41.5 million); however, the number of observations in this

group was relatively small, meaning that the results may have been affected by sampling error, although the possibility cannot be excluded that certain specific job search channels may enable workers to access higher-paying jobs.

Compared with 2021, workers' earnings increased across all job acquisition methods, although the magnitude of increase differed between groups. Excluding the category "other" due to its small sample size, workers finding jobs through relatives/family members/friends recorded the strongest increase in earnings, from VND 19.7 million to VND 27.6 million. Earnings of workers using job acquisition mode such as public organizations and private recruitment agencies also increased substantially (by approximately VND 3–4 million), while workers using individual recruiters or intermediaries recorded a smaller increase. These trends suggest that job acquisition methods not only influence workers' earnings levels but are also associated with the pace of earnings improvement over time.

Regarding sex differences, earnings disparities between male and female workers varied depending on the job search method. For workers finding jobs through public organizations, earnings levels between men and women were almost equivalent. Under private recruitment channels and job search through relatives/family members/friends, female workers recorded higher earnings. Meanwhile, male workers earned more under the other job acquisition methods. These findings suggest that gender differences in earnings are also partly influenced by the method used to obtain employment. The results further highlight the importance of job acquisition methods in ensuring equitable access to employment opportunities and earnings for both men and women.

Table 13. Average first-month earnings by mode of job acquisition and sex (million VND)

	Year 2021			Year 2025		
	General	Male	Female	General	Male	Female
Total	22.4	23.0	21.2	28.1	27.8	28.5
Through public organizations in Viet Nam	22.9	23.3	21.9	26.7	26.6	27.0
Private recruitment agencies in Viet Nam	23.3	24.6	20.4	27.2	26.0	29.0
Through individual recruiters/intermediaries	21.5	22.1	20.2	24.4	25.0	23.4
Through family members/relatives/friends	19.7	17.8	22.6	27.6	23.7	30.7
Other	24.3	23.5	25.6*	41.5	45.5	28.0*

Note: * Data are calculated based on a small number of sample observations and should therefore be interpreted with caution.

Source: 2021 and 2025 Labour Force Surveys.

4. RECRUITMENT COST INDICATOR (RCI) OF VIETNAMESE WORKERS OVERSEAS – SDG 10.7.1

As presented in the Methodology section, the RCI of Vietnamese workers is an indicator reflecting the ratio between the total costs borne by workers to obtain employment abroad and the earnings received during the first month from that job. In other words, this indicator shows the number of months of earnings (based on first-month earnings levels) that workers would need in order to recover the initial total costs incurred for overseas employment.

In principle, the RCI can be calculated for the entire sample of migrant workers, including cases where no worker-paid costs were incurred, which are recorded with a cost value of zero. However, according to the ILO guidelines, this indicator should be calculated separately for the group of workers who actually incurred costs for employment abroad, in order to more accurately reflect the costs borne by workers.

In practice, results from the 2025 Labour Force Survey show that the proportion of migrant workers who did not incur recruitment costs was very small (approximately 0.5%); therefore, including or excluding this group does not significantly affect the RCI value. Nevertheless, in line with the ILO recommendations, this report calculates the RCI only for workers who incurred costs for employment abroad. Accordingly, the scope of analysis in this section is limited to migrant workers who paid costs related to employment abroad.

4.1. Recruitment Cost Indicator by demographic characteristics

Results from the 2025 LFS show that the RCI for Vietnamese migrant workers was 4.5. This means that the total costs borne by workers to obtain employment abroad were equivalent to approximately 4.5 times their first-month earnings from that job, or, in other words, workers would need an average of around 4.5 months of earnings to recover their initial costs for employment abroad. The RCI for male workers was 4.9, higher than that for female workers (4.0).

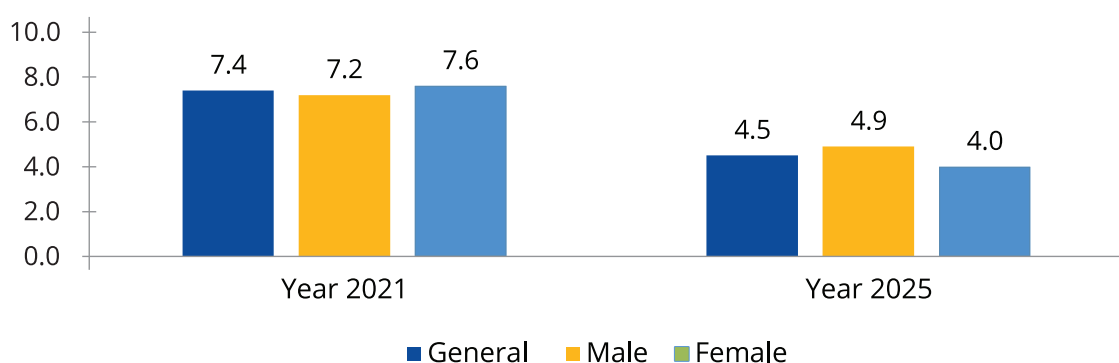
Compared with 2021, the RCI declined significantly, from 7.4 to 4.5 in 2025, equivalent to a reduction of nearly 3 points. This improvement reflects the combined effect of lower costs and higher earnings. The survey results show that the average costs paid by workers decreased from approximately VND 165 million in 2021 to VND 126 million in 2025, a reduction of around VND 39 million (23.8%). At the same time, workers' average monthly earnings in the first month increased from VND 22.4 million to VND 28.1 million, an increase of VND 5.7 million (25.4%). Thus, compared with 2021, workers not only incurred lower upfront costs but were also able to recover these costs more quickly due to higher earnings in destination countries. This trend indicates that worker-paid costs for employment abroad relative to workers' earnings have improved, thereby helping to reduce the initial financial costs associated with entering overseas labour markets.

These results reflect positive progress in relation to the objective of protecting the rights of migrant workers, alongside policies and measures implemented by the Government of Viet Nam to reduce costs borne by Vietnamese workers for employment abroad.

The RCI not only declined over time but also decreased for both men and women; however, the improvement was uneven, resulting in changes in the relative cost burden

between men and women. Among male workers, the RCI declined from 7.2 to 4.9 (a reduction of 2.3), while among female workers it decreased more sharply, from 7.6 to 4.0 (a reduction of 3.6 points). As a result, the gender gap reversed: whereas in 2021 the RCI for female workers was higher than that for male workers, by 2025 the RCI for male workers had become higher than that for female workers (4.9 compared with 4.0). This difference indicates that the cost burden for employment abroad declined more rapidly for female workers, while male workers continued to bear relatively higher costs.

Figure 7. Recruitment Cost Indicator by sex



Source: Viet Nam Labour Force Surveys, 2021 and 2025

By age group, workers aged 25–39 years recorded the lowest RCI (3.9), while young workers aged 15–24 years had the highest RCI (5.7). This finding indicates that younger workers bore higher costs for employment abroad than other age groups.

By educational attainment, workers with low levels of education (below lower secondary education) recorded the lowest RCI (2.2), while groups with higher educational attainment recorded higher RCI levels, including lower secondary education (4.8), upper secondary education (5.4) and elementary or intermediate vocational school qualifications (5.8). These findings may appear contrary to conventional expectations, as lower-educated workers are generally expected to have lower earnings and therefore potentially higher RCI values. This pattern is driven primarily by differences in worker-paid costs for employment abroad rather than differences in earnings. In practice, workers in this group are mainly employed in elementary jobs – occupations that are generally less attractive to local workers in destination countries. As a result, they tend to have easier access to overseas labour markets and incur lower costs to obtain the jobs. The data show that workers with educational attainment below lower secondary school incurred average costs of approximately VND 51 million. Worker-paid costs for the other educational groups



exceeded VND 100 million. At the same time, the average monthly earnings of this group were around VND 23 million, which was not substantially different from those of other groups. This contributes to their lower RCI compared with the other groups.

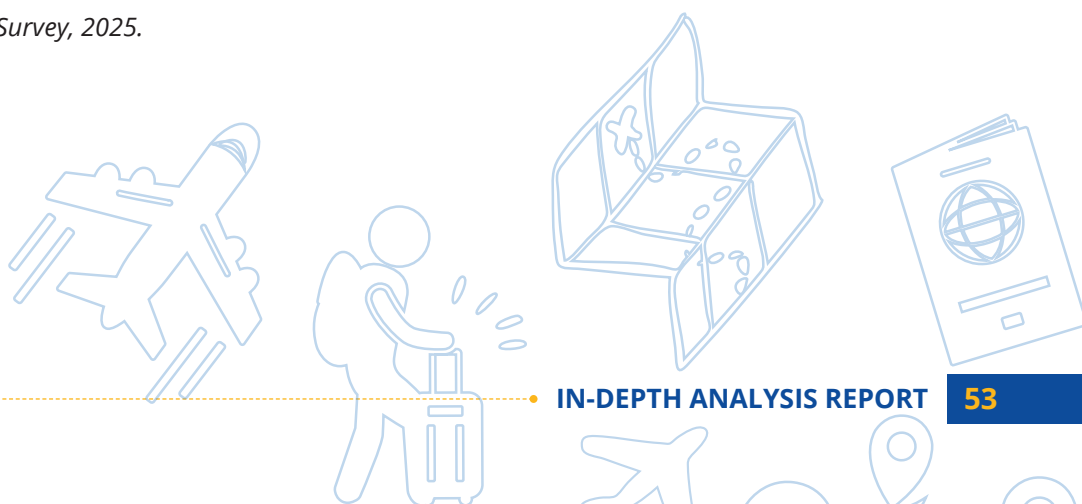
By level of education, the RCI for male workers was higher than that for female workers, except among workers with a college degree or higher, where the RCI for men was lower than that for women (2.2 compared with 2.9).

Table 14. Recruitment Cost Indicator by selected characteristics

	General	Male	Female
Total	4.5	4.9	4.0
By region			
Urban	3.7	4.0	3.4
Rural	4.6	5.0	4.1
By age group (years)			
15–24	5.7	6.7	4.8
25–39	3.9	4.1	3.5
40+	4.1	4.6	3.1
By level of education			
Below lower secondary	2.2	3.5	1.2*
Lower secondary	4.8	5.3	3.3
Upper secondary	5.4	6.0	4.7
Elementary/intermediate vocational school	5.8	6.0	5.2
College and higher	2.5	2.2	2.9

Note: * Survey data collected from a small number of sample observations (25–49 cases) and should therefore be interpreted with caution.

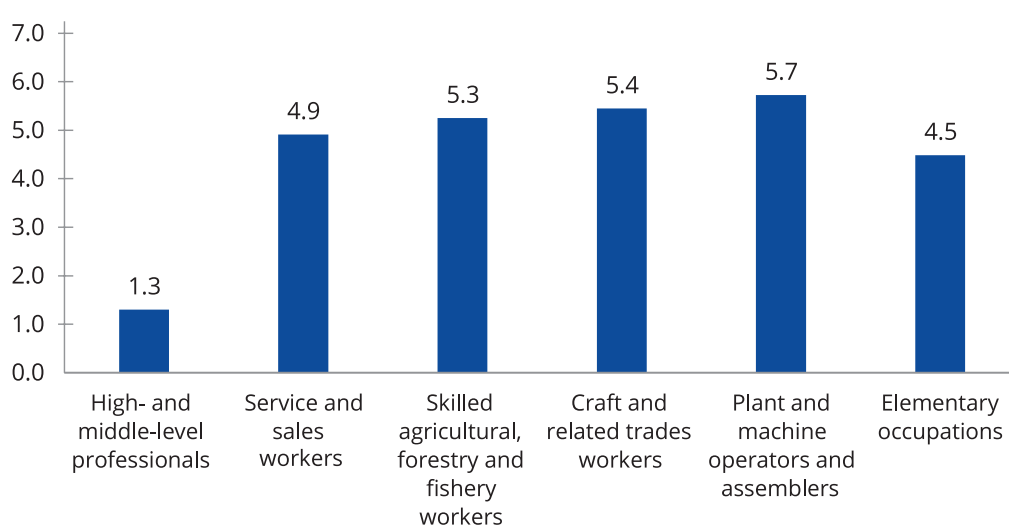
Source: Viet Nam Labour Force Survey, 2025.



4.2. Differences in the Recruitment Cost Indicator by job characteristics

By occupational group in 2025, the RCI differed across groups, although the differences were generally not large. Except for the group of high- and middle-level professionals, which recorded a very low RCI (1.3), the remaining groups ranged from 4.5 to 5.7. Among these, workers in elementary occupations recorded the lowest RCI (4.5), while plant and machine operators and assemblers recorded the highest (5.7). Other groups, such as craft and related workers (5.4), skilled agricultural, forestry and fishery workers (5.3), and service and sales workers (4.9), were at intermediate levels. These results suggest that the RCI varied across occupations, although substantial disparities between occupational groups had not yet emerged, except for occupations requiring distinctly higher skill levels, such as high- and middle-level professionals.

Figure 8. Recruitment Cost Indicator by main occupation

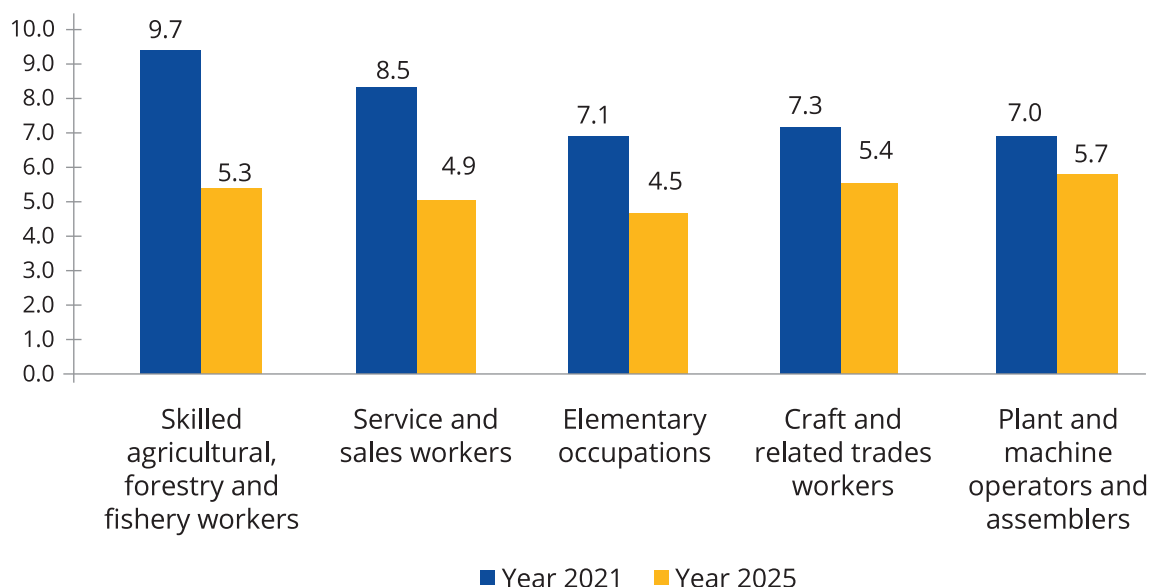


Source: Viet Nam Labour Force Survey, 2025.



Compared with 2021, the RCI declined across all occupational groups, while disparities between groups also tended to narrow relative to 2021. Whereas in 2021 the gap between the highest and lowest groups was relatively large (approximately 2.6 points), by 2025 this gap had narrowed to around 1.2 points. This decrease indicates that the RCI has gradually been reduced and distributed more evenly across occupational groups, although certain differences still remain.

Figure 9. Recruitment Cost Indicator by main occupation group

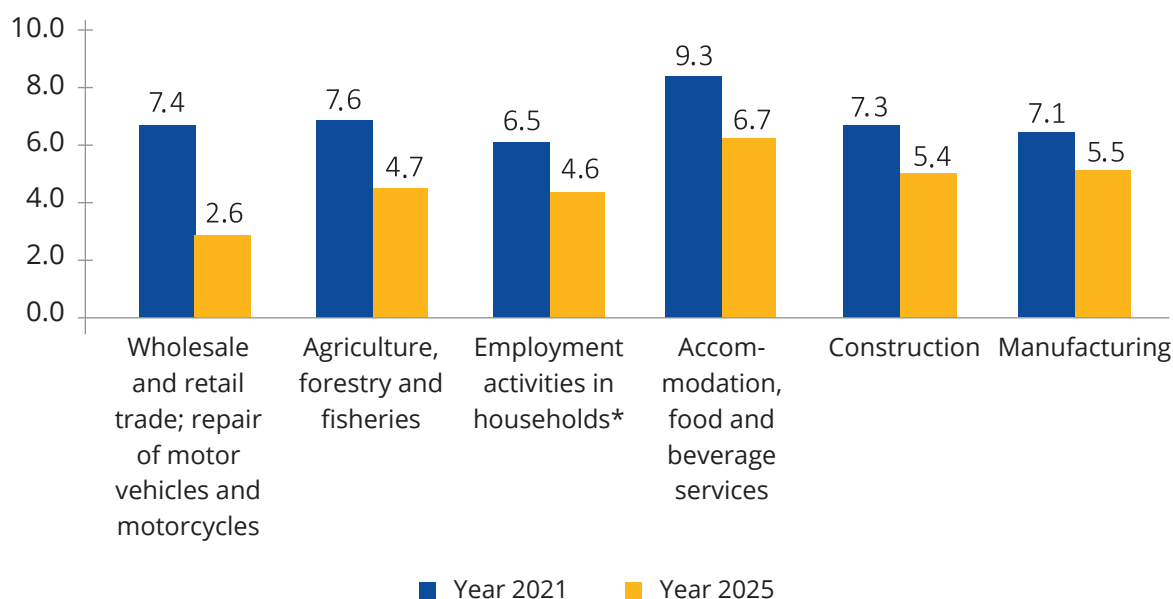


Source: Viet Nam Labour Force Surveys, 2021 and 2025.

By economic sector in 2025, the RCI differed across industries but was mainly concentrated within the range of 4.6–6.7. Accommodation, food and beverage services recorded the highest RCI (6.7), followed by processing and manufacturing (5.5) and construction (5.4). Other industries recorded lower levels, such as agriculture, forestry and fisheries (4.7), activities of households as employers of domestic personnel (4.6), and wholesale and retail trade; repair of motor vehicles and motorcycles (2.6).

Compared with 2021, the RCI declined across all major economic sectors. The sharpest decline was recorded in wholesale and retail trade and repair of motor vehicles and motorcycles, where the RCI fell from 7.4 to 2.6 in 2025. Agriculture, forestry and fisheries also recorded improvements, with the RCI declining from 7.6 to 4.7. Accommodation, food and beverage services continued to record the highest RCI in both observation periods, although it declined from 9.3 to 6.7, indicating that this sector remained associated with high worker-paid costs.

Figure 10. Recruitment Cost Indicator by main economic activity



Note: * Data are calculated based on a small number of sample observations (25–49 cases) and should therefore be interpreted with caution.

Source: Viet Nam Labour Force Surveys, 2021 and 2025.

4.3. Differences in the Recruitment Cost Indicator by last country or territory of destination

By destination country or territory, the 2025 RCI showed relatively clear differences across destination labour markets. Among the markets with sufficiently large numbers of observations, Taiwan (China) recorded the highest RCI (6.0), followed by Japan (5.3) and the Republic of Korea (5.0), all of which were above the overall average (4.5). In contrast, the group other countries recorded a lower level (2.2). Some destination markets such as Singapore (2.9) and Lao People's Democratic Republic (0.9) recorded substantially lower RCI values; however, the number of observations for these markets was relatively small, and comparisons should therefore be interpreted with caution.

Results from the 2025 LFS show that the RCI declined across major destination markets for Vietnamese workers, including Japan, Taiwan (China), and the Republic of Korea, compared with 2021. The largest decline was recorded in the Republic of Korea, where the RCI fell from 8.2 to 5.0 (a reduction of 3.2 points), followed by Japan, from 7.4 to 5.3 (a reduction of 2.1), and Taiwan (China), from 7.3 to 6.0 (a reduction of 1.3). This trend reflects an improvement in the relationship between the costs borne by workers and their earnings in destination countries over the 2021–2025 period.

The RCI differed by sex across destination countries; however, overall, the RCI for male workers was consistently higher than that for female workers. In Japan, the RCI for men exceeded that for women by 1.4 months of earnings (6.0 compared with 4.6); in the Republic of Korea, the difference was 0.8 months of earnings (5.2 compared with 4.4); and in Taiwan (China), the difference was 0.5 months (6.2 compared with 5.7). These findings clearly indicate that male workers faced greater cost pressures than female workers.

Table 15. Recruitment Cost Indicator by destination country or territory and sex

	General	Male	Female
Total	4.5	4.9	4.0
Taiwan (China)	6.0	6.2	5.7
Japan	5.3	6.0	4.6
Republic of Korea	5.0	5.2	4.4
Russian Federation	5.0*	**	**
Malaysia	4.3*	**	**
Singapore	2.9*	2.8*	**
Lao People's Democratic Republic	0.9*	0.8*	**
Other countries	2.2	2.0	2.5

Notes: * Data are calculated based on a small number of sample observations (25–49 cases) and should therefore be interpreted with caution;

** Survey data are based on fewer than 25 sample observations, are not sufficiently reliable, and are therefore not calculated.

Source: Viet Nam Labour Force Survey, 2025.



In major destination markets attracting large numbers of Vietnamese workers, such as Japan, Taiwan (China) and the Republic of Korea, differences in the RCI by occupational group can be observed, and these differences are not entirely inversely related to skill levels. In Japan and the Republic of Korea, the highest RCI was recorded among medium-skilled workers in service and sales occupations, at 7.6 and 6.4, respectively. Meanwhile, low-skilled workers in elementary occupations recorded lower RCI levels, at 4.1 in Japan and 4.8 in the Republic of Korea. In contrast, the pattern was reversed in Taiwan (China), where workers in elementary occupations recorded the highest RCI (6.4), exceeding the levels observed among medium-skilled occupational groups.

Table 16. Recruitment Cost Indicator of Vietnamese workers overseas by destination country or territory and occupation

	General	Japan	Taiwan (China)	Republic of Korea	Other countries
Total	4.5	5.3	6.0	5.0	2.4
By occupational skill level					
High skill (Managers; professionals and associate professionals)	1.3	3.6*	**	**	**
Medium skill (Clerical workers/skilled workers/ technical workers)	5.4	6.1	5.8	5.0	3.8
Low skill (Elementary occupations)	4.5	4.1	6.4	4.8	3.0
Main occupation					
Service and sales workers	4.9	7.6	6.0*	6.4	3.5
Skilled agricultural, forestry and fishery workers	5.3	5.2*	**	4.8*	**
Craft and related trades workers	5.4	5.5	6.3	4.9	4.6
Plant and machine operators and assemblers	5.7	6.2	5.3	4.4*	**
Elementary occupations	4.5	4.1	6.4	4.8	3.0
Others	1.5	4.5*	**	**	**

Note: * Survey data calculated based on a small number of sample observations (25–49 cases) and should therefore be interpreted with caution.

Source: Viet Nam Labour Force Survey, 2025.

By economic sector across the major destination markets, the RCI differed not only between sectors but also across destination countries. In Japan and Taiwan (China), workers in agriculture, forestry and fisheries, as well as in construction, faced high and fairly similar RCI levels, ranging from approximately 5.9 to 6.2. This result is largely because worker-paid costs remain high relative to earnings. In these sectors, average worker-paid costs range from VND 130 million to VND 160 million, while the earnings obtained remain relatively modest. In contrast, within the services sector, the RCI in Taiwan (China) was significantly higher than in Japan (5.9 compared with 4.1). In the Republic of Korea, workers in the services sector recorded the highest RCI (7.2), exceeding the levels observed in

Taiwan (China) (5.9) and Japan (4.1). Notably, accommodation, food and beverage services recorded particularly high RCI in the Republic of Korea (7.5) and Japan (6.7).

Table 17. Recruitment Cost Indicator by destination country and territory and economic sector

	General	Japan	Taiwan (China)	Republic of Korea	Other countries
Total	4.5	5.3	6.0	5.0	2.4
By economic sector					
Agriculture, forestry and fisheries	4.7	6.0	6.2	4.2	**
Industry and construction	5.4	5.9	6.1	4.9	3.0
Services	3.3	4.1	5.9	7.2	2.2
By major economic activity					
Agriculture, forestry and fisheries	4.7	6.0	6.2	4.2	**
Processing and manufacturing industry	5.5	6.0	6.2	5.1	2.2
Construction	5.4	5.6	5.7	4.3	5.6
Wholesale and retail; repair of cars, motorcycles	2.6	1.8*	**	**	3.2
Accommodation, food and beverage services	6.7	6.7	**	7.5	5.8
Employment activities in households	4.6*	**	5.3*	**	**
Other service industries	2.2	6.6*	5.1*	**	1.3

Notes: * Data are calculated based on a small number of sample observations (25–49 cases) and should therefore be interpreted with caution.

** Survey data are based on fewer than 25 sample observations, are not sufficiently reliable, and are therefore not calculated.

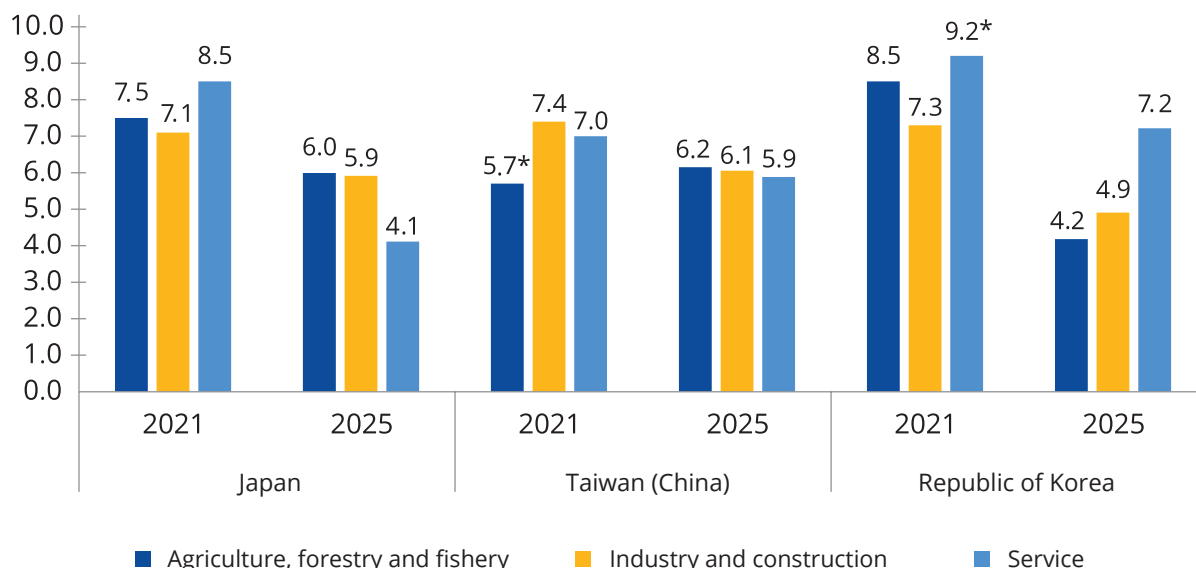
Source: 2025 Labour Force Survey.

Results from the 2025 LFS show that, compared with 2021, the RCI declined across all broad economic sectors in destination markets, particularly in Japan, the Republic of Korea and Taiwan (China) (Figure 12). Notably, the services sector in Japan recorded a clear

reversal in its RCI pattern: whereas in 2021 this sector had the highest RCI (8.5), by 2025 it had declined to 4.1, becoming the lowest among the three economic sectors.

This trend indicates that RCI in the services sector in Japan improved substantially, potentially reflecting changes in labour demand and recruitment mechanisms within this market.

Figure 11. Recruitment Cost Indicator by destination country or territory and broad economic sector



Note: In 2021, data for the agriculture, forestry and fisheries sector in Taiwan (China) and the services sector in the Republic of Korea were calculated based on a small number of sample observations and should therefore be interpreted with caution.

Source: Viet Nam Labour Force Surveys, 2021 and 2025.

4.4. Differences in the Recruitment Cost Indicator by mode of job acquisition

Results from the 2025 LFS show that the RCI differed clearly across job acquisition methods. Overall, employment support channels such as public organizations (5.7) and private recruitment agencies (5.8) recorded RCI levels higher than the overall average (4.5). The channel through individual recruiters/intermediaries recorded the highest RCI (6.6). In contrast, the mode through relatives/family members/friends recorded the lowest RCI (2.1), significantly lower than the other job acquisition methods.

By sex, male workers recorded higher RCI levels than female workers across most job acquisition methods. The differences were relatively clear: through state organizations in Viet Nam (6.2 compared with 4.8) and private recruitment agencies (6.1 compared with 5.3). Through relatives/family members/friends, the gap was even larger (3.3 compared with 1.5). However, through individual recruiters/intermediaries, the RCI for female workers (6.8) was slightly higher than that for male workers (6.6). This result suggests that recruitment methods may entail different levels of recruitment costs for male and female workers. These differences may also reflect gender-specific fees, variations in destination labour markets or countries, or occupational segregation between male and female workers across different industries and occupations.

These results show that RCI differed clearly across job acquisition methods and tended to be higher within the modes of individual recruiters/intermediaries and private recruitment agencies in Viet Nam. At the same time, gender disparities generally placed a greater burden on male workers, although these differences were not consistent across all channels, reflecting variations in how male and female workers access employment opportunities. Male workers recorded higher RCI values across most recruitment methods, although this pattern was not entirely consistent across all channels (Table 18).

Table 18. Recruitment Cost Indicator by mode of job acquisition and sex

	General	Male	Female
Total	4.5	4.9	4.0
From public organizations in Viet Nam	5.7	6.2	4.8
From a private recruitment agency in Viet Nam	5.8	6.1	5.3
Through individual recruiters/intermediaries	6.6	6.6	6.8
Through family members/relatives/friends	2.1	3.3	1.5

Source: Labour Force Survey, 2025.

Table 19 shows that Taiwan (China) recorded the highest RCI (7.1) among workers who obtained jobs through private recruitment agencies in Viet Nam. Meanwhile, in all three major destination markets (Japan, Taiwan (China) and the Republic of Korea) workers incurred high average costs when finding jobs through individual recruiters/intermediaries, with RCI values ranging from 6.2 to 6.6. These findings suggest that recruitment costs are strongly influenced by intermediary organizations and individuals acting as links between workers and employers in destination countries.

The RCI by recruitment method also differed markedly across destination markets. Taiwan (China) recorded the highest RCI levels across most job acquisition methods, particularly through private recruitment agencies (7.1), exceeding the levels observed in Japan (6.4) and the Republic of Korea (5.8). Meanwhile, the Republic of Korea showed relatively similar RCI levels across job acquisition methods, mainly ranging between 5.8 and 6.6, whereas Japan exhibited clearer variation between channels. Notably, the channel through relatives/family members/friends consistently recorded the lowest RCI across all destination markets, although the level in Taiwan (China) (3.3) remained higher than in Japan and the Republic of Korea. Overall, the impact of job acquisition methods on RCI varied across destination markets, with Taiwan (China) recording high RCI in comparison across most channels. Therefore, strengthening bilateral cooperation with high-cost destination markets such as Taiwan (China) could be an area for consideration among efforts to reduce the costs borne by workers.

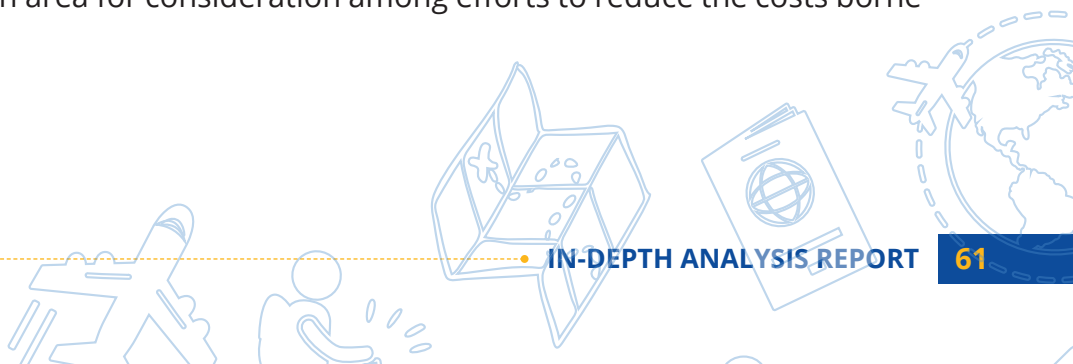


Table 19. Recruitment Cost Indicator by mode of job acquisition

	General	Japan	Taiwan (China)	Republic of Korea
Total	4.5	5.3	6.0	5.0
Through a public organization in Viet Nam	5.7	5.7	6.0	6.0
Through a private recruitment agency in Viet Nam	5.8	6.4	7.1	5.8
Through an individual recruiter/intermediary	6.6	6.4	6.2	6.6
Through a relative/relative/friend	2.1	2.2*	3.3	1.9

*Note: * Data are calculated based on a small number of sample observations (25–49 cases) and should therefore be interpreted with caution.*

Source: Viet Nam Labour Force Survey, 2025.

PART 3:

FINDINGS FROM

THE 2025 IN-DEPTH MIGRANT

WORKER SURVEY



Following the analysis of worker-paid costs and earnings, this section focuses on the composition of different types of costs borne by workers, the risks that migrant workers may face in destination countries, and issues arising during the return process. The purpose of this section is to provide a clearer understanding of the migration costs, vulnerabilities and difficulties faced by workers not only before migration, but also during their employment abroad and after returning home.

The data presented in this section are based on the results of the 2025 In-depth Survey of Migrant Workers. The survey was conducted in six provinces and centrally governed cities representing the six socioeconomic regions of the country, which were also identified as localities with large migrant populations according to the Labour Force Survey. These included Ha Noi, Phu Tho, Quang Tri, Gia Lai, Ho Chi Minh City, and Vinh Long. The objective of the survey was to collect in-depth information to analyse the migration situation of migrant workers and identify socioeconomic issues associated with the migration process.

As the survey employed a non-probability sampling approach, including the use of snowball sampling techniques, the findings presented in this section are not statistically representative of the overall population of Vietnamese migrant workers employed abroad. Nevertheless, the information collected provides important complementary empirical evidence that helps further contextualize and deepen the understanding of the statistical findings presented in Part I, while also supporting the interpretation of SDG Indicator 10.7.1 and related labour migration trends.

1. TYPES OF COSTS BORNE BY VIETNAMESE WORKERS FOR EMPLOYMENT ABROAD AND COST COMPOSITION

1.1. Type of worker-paid costs

As presented in the previous section, average costs paid by Vietnamese workers to obtain employment abroad remain high (RCI = 4.5), particularly among migrant workers going to Japan, the Republic of Korea and Taiwan (China). Worker-paid costs include various types of expenditures, mainly travel costs, training and documentation costs, recruitment and intermediary fees, and other costs.

To better understand the characteristics and role of each type of expenditure within total worker-paid costs, this section focuses on a detailed analysis of the above cost categories, thereby clarifying the composition of worker-paid costs and the factors contributing to the persistence of high costs in certain destination labour markets.

a. Travel costs

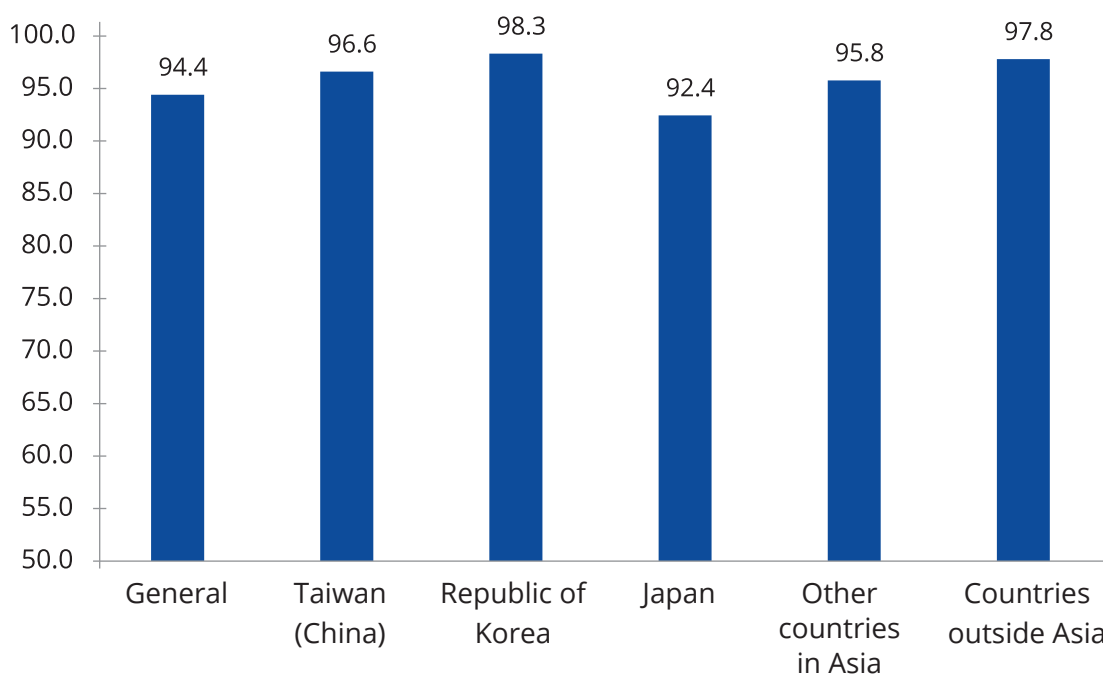
Travel costs are expenses incurred directly during the journey to the destination country of employment, including transportation fares (such as buses, trains and air tickets) as well as related travel expenses such as meals and accommodation during transit.

Survey results show that the proportion of workers who had to pay their own travel costs was very high across all destination markets. On average, as many as 94.4 per cent of workers bore these expenses themselves. The Republic of Korea recorded the highest proportion (98.3%), followed by countries outside Asia (97.8%) and Taiwan (China) (96.6%). In

contrast, Japan recorded a relatively lower proportion (92.4%), although the level remained high. Other countries within Asia also recorded a high proportion (95.8%).

Although some differences existed across destinations, the gaps were not substantial, indicating that travel costs were largely borne directly by workers regardless of destination. This reflects the broader pattern that the costs of international migration continue to be borne primarily by migrant workers themselves, rather than being substantially shared by employers or support mechanisms.

Figure 12. Percentage of migrant workers self-paying travel expenses by country/territory of destination (%)



On average, workers paid around VND 17.4 million in travel costs, with no significant difference in spending between male and female workers (VND 17.6 million compared to VND 17.3 million).

By destination labour market, workers migrating to countries and territories outside Asia incurred the highest travel costs (VND 26.5 million), followed by the Republic of Korea (VND 20.0 million) and Japan (VND 17.8 million). Lower travel costs were recorded among workers migrating to Taiwan (China) (VND 12.4 million) and other countries in Asia (VND 10.7 million).

Differences in travel costs between male and female workers did not show a consistent pattern across destination labour markets. While male workers incurred higher travel costs in the Republic of Korea and Japan, female workers reported higher costs in Taiwan (China), other countries in Asia and countries outside Asia.

Table 20. Average travel costs by sex and destination (thousand VND)

	General	Male	Female
Total	17 448	17 560	17 291
Taiwan (China)	12 428	11 302	15 654
Republic of Korea	20 009	21 087	18 020
Japan	17 823	18 815	16 738
Other countries in Asia	10 727	8 888	12 639
Countries outside Asia	26 505	25 949	27 453

b. Training and documentation costs

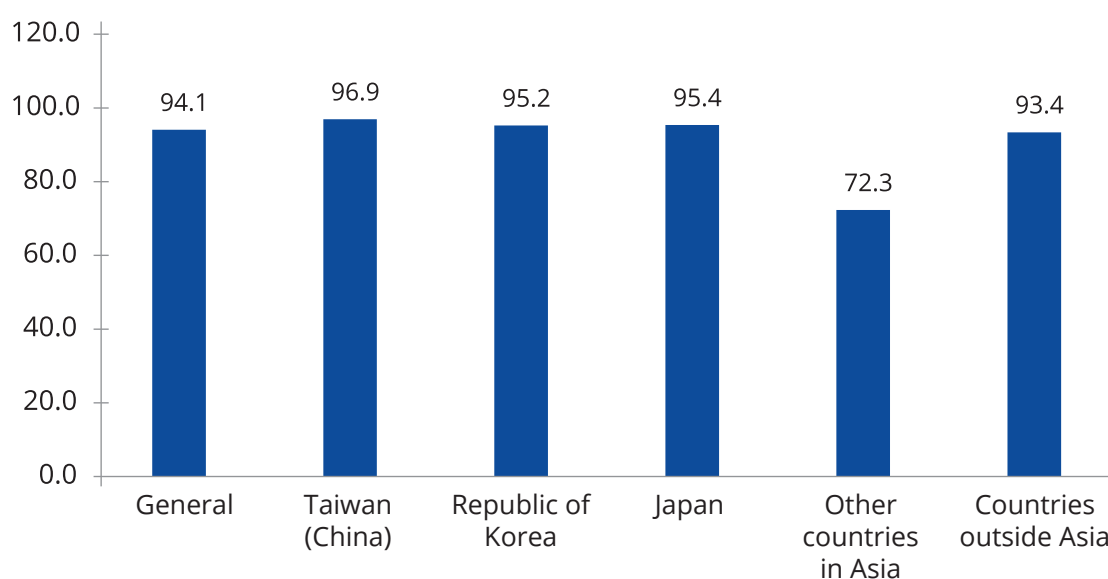
Training and documentation costs refer to expenditures incurred during the pre-departure stage to meet the skill, knowledge, documentation and procedural requirements necessary for workers to be employed abroad. This cost category includes expenses related to passports and visas, medical examinations, insurance, language training, skills training and other related costs⁸. It represents an important component of total costs borne by migrant workers, contributing to the overall costs that workers must pay prior to migration and affecting the value of the RCI.

The results of the 2025 Survey show that most migrant workers incurred training and documentation costs, with the proportion reaching 94.1%. Among these, mandatory expenses such as passports and visas (84.4%) and medical examinations (80.2%) recorded the highest incidence of payment. In addition, a considerable proportion of workers also paid for language training (66.4%), while lower proportions incurred insurance costs (45.7%) and other related expenses (48.3%).

Training and documentation costs differed across destinations. In the major destinations such as Taiwan (China), the Republic of Korea and Japan, the proportions remained above 95% (96.9%, 95.2% and 95.4%, respectively). Among countries outside Asia, the proportion was also high (93.4%), while the group of other countries within Asia recorded a substantially lower level (72.3%). These findings indicate that training and documentation costs were almost unavoidable expenses for migrant workers.

8. Excluding costs paid to recruitment agencies and individual intermediaries.

Figure 13. Percentage of migrant workers self-paying training and documentation costs by destination (%)



On average, workers spent approximately VND 53.0 million on training and documentation costs. Among destination labour markets, migrant workers going to Japan incurred the highest costs (VND 57.4 million), followed by the Republic of Korea (VND 50.0 million) and countries outside Asia (VND 50.1 million). Taiwan (China) and other countries within Asia recorded lower cost levels, at VND 45.7 million and VND 36.9 million, respectively.

By sex, overall differences between male and female workers were relatively small at the aggregate level (VND 53.4 million compared with VND 52.6 million), although notable differences were observed across destination markets. In Japan, Taiwan (China), and countries outside Asia, male workers incurred higher costs than female workers; meanwhile, in the Republic of Korea and other countries within Asia, female workers recorded higher expenditures than men.

Table 21. Training and documentation costs by sex and destination (thousand VND)

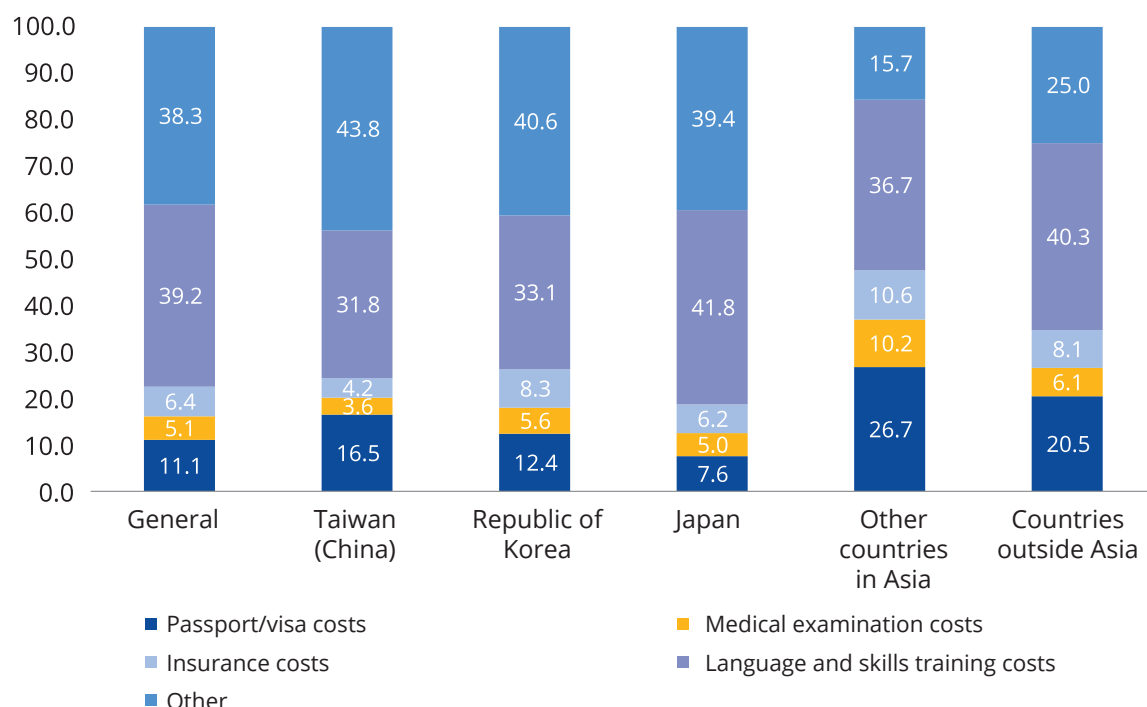
	General	Male	Female
Total	53 036	53 366	52 576
Taiwan (China)	45 705	49 029	36 468
Republic of Korea	50 018	48 244	53 430
Japan	57 446	58 094	56 731
Other countries in Asia	36 851	26 958	45 313
Countries outside Asia	50 129	53 355	44 401

In terms of the composition of training and documentation costs, expenditures on language and skills training and other related costs accounted for the largest shares, at 39.2 per cent and 38.3 per cent, respectively. Meanwhile, procedural expenses such as passports and visas and insurance accounted for only 11.1 per cent and 6.4 per cent, respectively, while medical examination costs represented the smallest share, at 5.1 per cent.

Although this pattern was observed across the overall survey sample, the share of each cost component varied considerably across destination labour markets. In Japan and countries outside Asia, training costs accounted for the largest share of total training and documentation costs (41.8% and 40.3%, respectively), reflecting the high language and skills requirements that workers must meet prior to departure. In contrast, in Taiwan (China) and the Republic of Korea, other related costs accounted for the largest share (43.8% and 40.6%, respectively).

Notably, passport and visa costs differed substantially across destination markets. In large and well-established destination markets such as Japan and the Republic of Korea, these costs accounted for relatively small shares, at 7.6 per cent and 12.4 per cent, respectively. In the remaining destination markets, however, the shares allocated to these expenses were considerably higher, including Taiwan (China) (16.5%) and other countries (over 20%). Overall, differences in cost structures across destination markets suggest the need for market-specific policy approaches, rather than applying a uniform strategy in efforts to reduce the costs of international labour migration.

Figure 14. Composition of training and documentation costs by country or territory of destination (%)



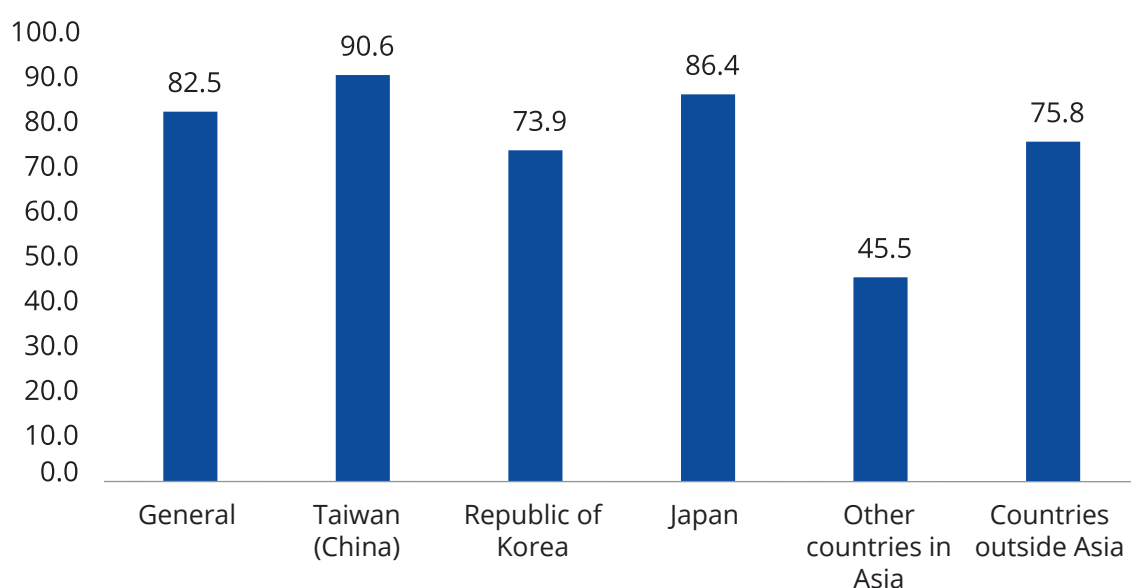
c. Cost paid to recruitment agencies or individual intermediaries

Costs paid to recruitment agencies or individual intermediaries are fees and costs that are required by recruitment agencies or individual intermediaries for the services they provide. These include service fees; costs for interview support, document translation and

application completion; costs for foreign language and vocational skills training; costs for uniforms, materials or learning tools as required; and other administrative or service fees.

Figure 15 shows that the proportion of workers paying costs to recruitment agencies and individual intermediaries remained high across most destination markets. On average, as many as 82.5 per cent of workers incurred these expenses. Taiwan (China) recorded the highest proportion (90.6%), followed by Japan (86.4%) and countries outside Asia (75.8%). The Republic of Korea recorded a relatively lower proportion (73.9%), while the group of other countries within Asia showed the lowest level (45.5%).

Figure 15. Percentage of migrant workers paying costs to recruitment agencies and individual intermediaries by country and territory of destination (%)



The average cost workers paid to recruitment agencies or individual intermediaries was approximately VND 94.5 million, with only minor differences between male and female workers. However, these costs varied substantially across destination markets. Countries outside Asia recorded the highest level, at nearly VND 171.7 million, followed by the Republic of Korea (VND 106.4 million), Japan (VND 87.6 million), and Taiwan (China) (VND 85.2 million). The lowest level was recorded among other countries within Asia, at approximately VND 52.4 million.

Table 22. Costs paid to recruitment agencies or individual intermediaries by sex and destination (thousand VND)

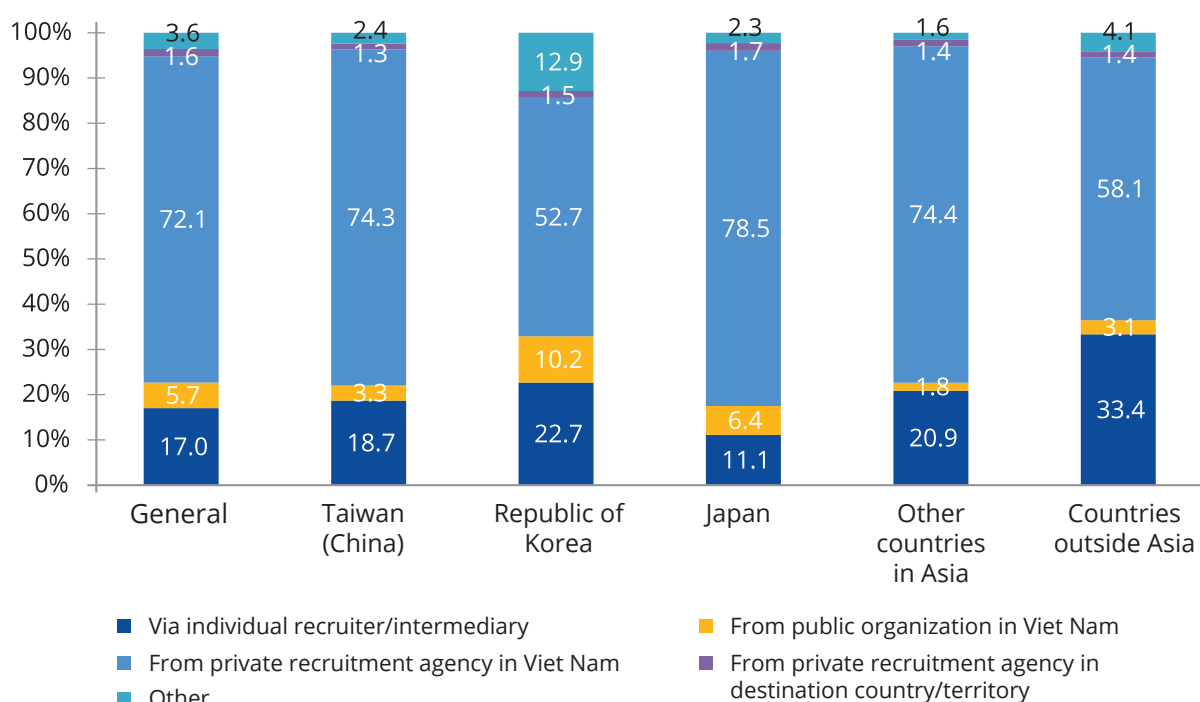
	General	Male	Female
Total	94 491	95 561	93 004
Taiwan (China)	85 182	82 872	91 468
Republic of Korea	106 437	111 505	95 446
Japan	87 605	87 381	87 847
Other countries in Asia	52 393	48 812	55 014
Countries outside Asia	171 658	172 066	170 908

The average recruitment and intermediary cost of VND 94.5 million paid by workers was concentrated primarily on domestic recruitment agencies and individual intermediaries. Payments to private recruitment agencies accounted for 72.1 per cent of the total, while payments to individual intermediaries represented 17.0 per cent, together accounting for nearly 90 per cent of total recruitment and intermediary costs (approximately VND 84.3 million). In contrast, payments to public recruitment agencies accounted for only a small share, around 5.7 per cent (equivalent to nearly VND 5.4 million), while payments to recruitment agencies in destination countries were almost negligible (1.6%).

By destination market, the share of payments made to private recruitment agencies was particularly high in markets such as Japan (78.5%), Taiwan (China) (74.3%), and other countries within Asia (74.4%), Republic of Korea (52.7%). Payments to individual intermediaries in these markets were also relatively high, accounting for 11.1 per cent, 18.7 per cent, 20.9 per cent and 22.7 per cent respectively.

These findings reflect the significant role of the private sector in connecting migrant workers with overseas employment opportunities, while also highlighting the need to further strengthen transparency and enhance the effectiveness of governance of recruitment agencies in accordance with the law.

Figure 16. Distribution of costs paid to recruitment agencies or individual intermediaries, by country/territory of destination (%)



1.2. Composition of worker-paid costs

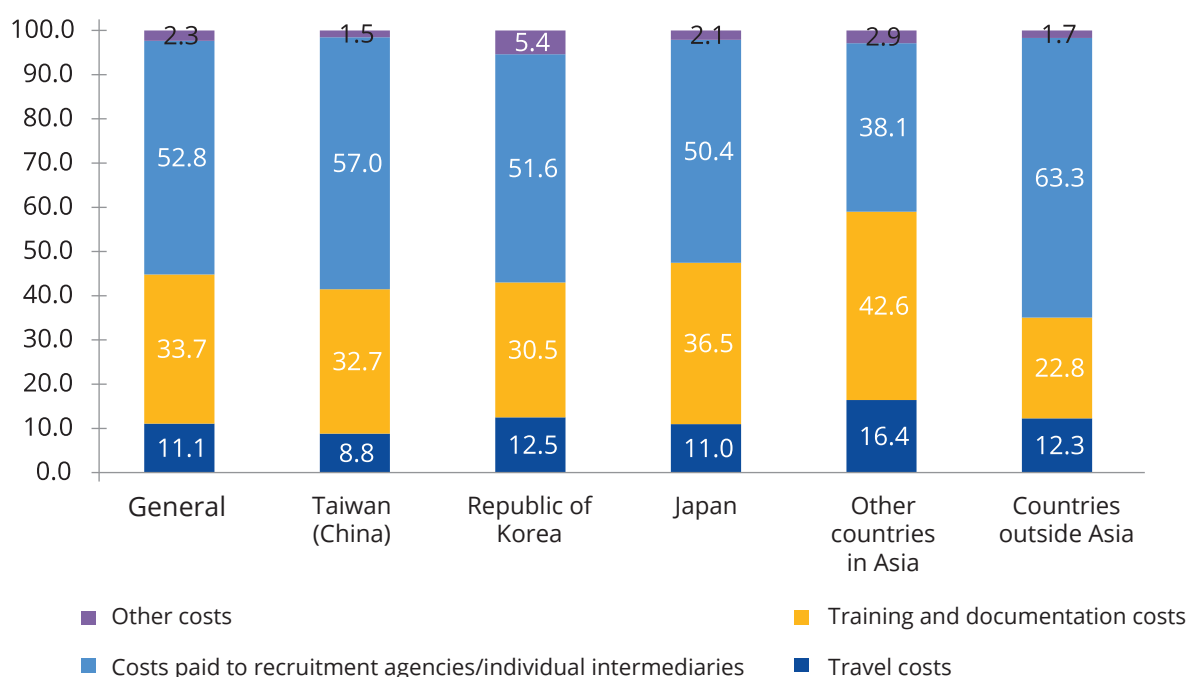
Within the overall composition of costs workers paid for employment abroad and costs paid to recruitment agencies or individual intermediaries accounted for the largest share, at 52.8 per cent. This distribution was followed by training and documentation costs, which

accounted for 33.7 per cent of total costs. Transportation costs and other costs generally represented relatively small shares, at 11.1 per cent and 2.3 per cent, respectively.

This pattern was observed across most destination labour markets. Specifically, in Taiwan (China), the Republic of Korea and Japan, recruitment and intermediary fees constituted the largest cost component, accounting for 57.0 per cent, 51.6 per cent and 50.4 per cent of total costs, respectively. Notably, among migrant workers travelling to countries outside Asia, the share of this cost component reached 63.3 per cent, the highest among all destination labour markets considered. In contrast, other countries in Asia exhibited a different cost structure, with training and documentation costs accounting for the largest share (42.6%), exceeding costs paid to recruitment agencies or individual intermediaries (38.1%).

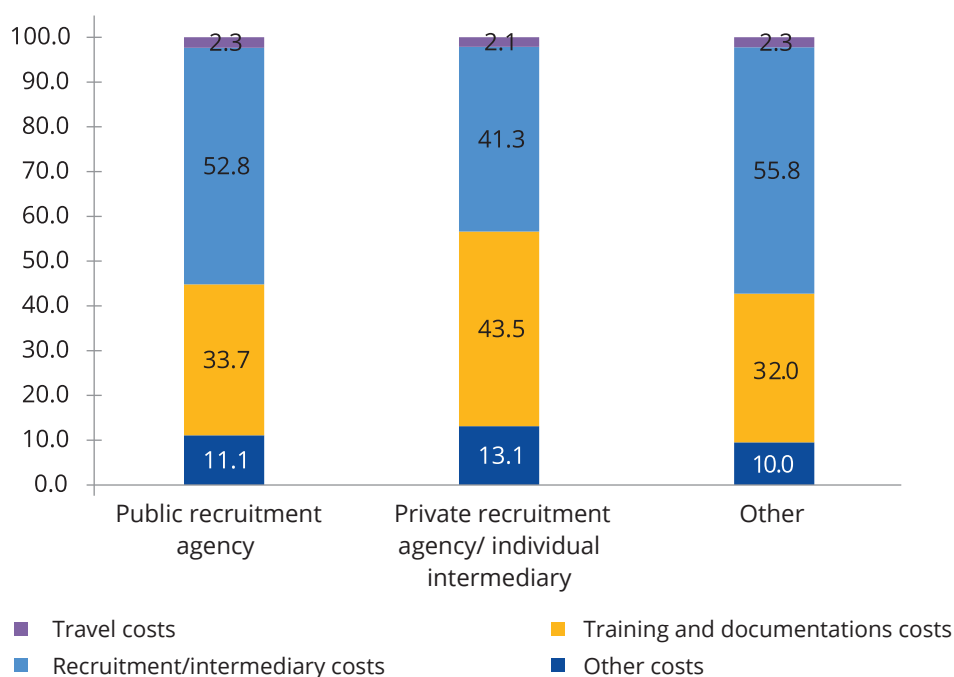
Overall, differences in cost composition across destination markets mainly reflect the relative shares of costs paid to recruitment agencies or individual intermediaries and costs for administrative procedures and documentation. While payments to recruitment agencies or individual intermediaries accounted for the largest share in most destination markets (over 50%), among workers going to other Asian countries, training and documentation costs represented the largest share (42.6%), exceeding payments to recruitment agencies or individual intermediaries (38.1%).

Figure 17. Composition of worker-paid costs by country/territory of destination (%)



The cost structure varies by mode of job acquisition; however, costs paid to recruitment agencies or individual intermediaries account for the largest share, ranging from 41.3% to 58.1%. Training and documentation costs constitute the second-largest share, at 28.0%–43.5%, while travel costs account for only 9.5%–13.1% and other costs for around 2%.

Figure 18. Composition of worker-paid costs by mode of job acquisition



By occupation, the composition of worker-paid costs generally followed the overall pattern, with costs paid to recruitment agencies or individual intermediaries accounting for the largest share across all occupational groups, exceeding 50 per cent in every case. In addition, training and documentation costs also represented a substantial share, ranging from approximately 25 per cent to 38 per cent. Notably, workers in craft and related trades occupations recorded the highest share of expenditure on training and documentation costs (38.4%), followed by plant and machine operators and assemblers and skilled agricultural workers (both at 33.3%), as well as workers in elementary occupations (31.7%). These findings suggest that, in addition to costs paid to recruitment agencies and intermediaries, expenditures related to training and documentation also constitute a significant financial burden for certain occupational groups, particularly those engaged in medium- and low-skilled occupations.



Table 23. Composition of worker-paid cost by occupation (%)

Occupation	Total	Travel costs	Training and documentation costs	Recruitment and intermediary costs	Other costs
General	100.0	11.1	33.7	52.8	2.3
Leaders/high-level professionals	100.0	14.5	26.4	56.8	2.3
Medium-level professionals	100.0	12.2	30.0	56.5	1.3
Clerical workers	100.0	13.3	25.5	56.8	4.4
Service and sales workers	100.0	12.8	27.2	55.9	4.1
Skilled agricultural, forestry and fishery workers	100.0	12.9	33.3	51.0	2.8
Craft and related trades workers	100.0	9.6	38.4	50.1	1.9
Plant and machine operators and assemblers	100.0	9.7	33.3	54.7	2.3
Elementary occupations	100.0	12.5	31.7	53.6	2.2

2. PREPARATION TIME BEFORE DEPARTURE FOR OVERSEAS EMPLOYMENT

Preparation time before departure refers to the period from when a worker begins undertaking the necessary activities for overseas employment, including preparing documents, completing administrative procedures, participating in training courses, paying related costs and other relevant activities, until the actual departure to the destination country or territory.

This is the stage during which workers may have already incurred substantial expenses but have not yet begun earning income, and therefore it may significantly increase the financial burden they face. The longer this period lasts, the greater the opportunity costs become, potentially increasing reliance on savings or borrowing to cover living expenses and costs related to the preparation process. This situation not only increases financial pressure but may also extend the time required to recover migration-related costs after starting work abroad. Moreover, prolonged waiting periods may also increase risks for workers, such as changes in recruitment conditions, unexpected additional expenses or

the loss of domestic employment opportunities. In some cases, time-related pressures may lead workers to accept less favourable working conditions or turn to informal migration channels in order to shorten waiting periods.

Survey results show that, on average, each migrant worker spent approximately six months preparing for migration before departing for the destination country or territory. Destination markets with higher and more demanding requirements, such as Japan and the Republic of Korea, recorded longer preparation periods (around seven months), while other markets within Asia had shorter waiting periods (around four months). Overall, differences by sex were not significant. Although preparation time is not included in the calculation of RCI, this waiting period, combined with the still relatively high RCI level (4.5 months), may create an income gap that further increases the financial burden and debt-related risks faced by migrant workers.

Table 24. Average preparation time before departure to destination (months)

	General	Male	Female
Total	6	6	6
Taiwan (China)	5	5	5
Republic of Korea	7	7	7
Japan	7	7	7
Other countries in Asia	4	3	4
Countries outside Asia	6	6	6

3. RETURN COSTS OF MIGRANT WORKERS AFTER COMPLETION OF EMPLOYMENT ABROAD

Among migrant workers who had returned home, 63.9 per cent reported having to pay their own return costs to Viet Nam, with an average expenditure of approximately VND 12.7 million. Compared with total costs incurred by workers prior to departure, return-related expenses were substantially lower; however, they still imposed a certain financial burden on migrant workers, particularly in cases where workers had not accumulated sufficient resources during their period of employment abroad. In cases of unexpected or premature return, these additional expenses may further reduce workers' accumulated savings and increase financial pressures during the reintegration period.

The extent to which workers had to bear their own return costs also differed by reason for return. Workers who returned because they could not find employment, as well as those whose jobs were adversely affected by the COVID-19 pandemic, both recorded rates of 100 per cent for self-paying return costs. Workers returning for family-related reasons also recorded a relatively high proportion (70.8%), while those returning after completing their employment contracts had a lower rate, at 58.5 per cent.

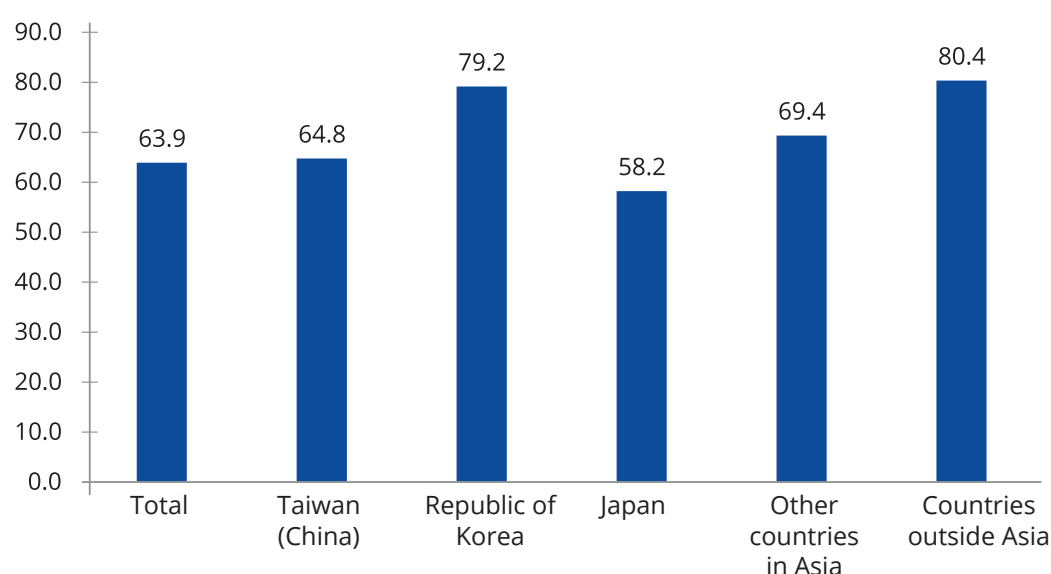
Table 25. Proportion of workers self-paying return costs and average return expenditure by reason for return

Reasons of return	Proportion of workers paying their own return costs (%)	Average return cost (thousand VND)
Total	63.9	12 736.4
Completion of employment contract	58.5	12 557.5
Unable to find employment	100.0	12 958.3
Work difficulties due to the pandemic	100.0	11 562.5
Family-related reasons	70.8	13 326.9
Other reasons	74.2	12 446.9

The extent to which workers had to bear their own return costs also differed considerably across destination markets. Countries outside Asia recorded the highest proportion, reaching 80.4 per cent, followed by the Republic of Korea at 79.2 per cent, indicating that workers employed in these markets were substantially more likely to bear their own return expenses compared with the overall average. Other countries within Asia also recorded a relatively high proportion (69.4%), while Taiwan (China) stood at 64.8 per cent, close to the overall average.

In contrast, Japan recorded the lowest proportion of returning workers having to pay their own return costs, at 58.2 per cent. Overall, across all destination markets, migrant workers remained the primary group responsible for covering return-related costs, with differences observed mainly in the extent of the financial burden rather than in whether such costs were incurred.

Figure 19. Proportion of workers self-paying return costs by destination (%)



4. BORROWING AND DEBT SITUATION AFTER RETURN

4.1. Borrowing and loan amounts

More than half of migrant workers participating in the In-depth Survey⁹ (53.9%) reported they borrowed money to cover the costs associated with obtaining employment abroad, with an average loan amount of approximately VND 121.9 million. Among those who borrowed, as many as 55.4 per cent borrowed more than 70 per cent of their total migration costs. The results indicate that borrowing continues to be an important financial resource, enabling many workers to access employment opportunities in international labour markets.

By destination market, Taiwan (China) stood out in terms of workers' dependence on borrowing, while countries outside Asia were notable for the size of loans. Migrant workers going to Taiwan (China) recorded the highest borrowing rate (64.8%), and among these workers, as many as 72.6 per cent borrowed more than 70 per cent of their total migration costs. Borrowing rates among workers migrating to the Republic of Korea and Japan were relatively similar, at 53.9 per cent and 53.8 per cent, respectively, while the group of other countries within Asia recorded the lowest rate (26.3%). This level of borrowing is also consistent with the relatively high costs borne by migrant workers reported in the preceding sections, particularly among those migrating to Taiwan (China), Japan and the Republic of Korea.

In terms of loan size, migrant workers going to countries outside Asia recorded the highest average loan amount, at approximately VND 193.0 million. Meanwhile, workers migrating to other countries within Asia borrowed approximately VND 104.8 million.

Table 26. Proportion of migrant workers who borrowed, amount borrowed, and distribution of borrowing as a share of total worker-paid costs, by destination

Country/Territory of destination	Proportion who borrowed (%)	Average amount borrowed (thousand VND)	Distribution of borrowing as a share of total worker-paid costs (per cent)				
			Total	Less than 20 per cent	20 per cent to less than 50 per cent	50 per cent to 70 per cent	Over 70 per cent
Total	53.9	121 926.8	100.0	1.0	17.5	26.2	55.4
Taiwan (China)	64.8	111 997.5	100.0	0.2	8.0	19.2	72.6
Republic of Korea	53.9	136 567.5	100.0	1.6	21.4	17.2	59.9
Japan	53.8	113 327.6	100.0	1.0	20.4	30.2	48.4
Other countries in Asia	26.3	104 785.7	100.0	0.0	17.9	25.0	57.1
Countries outside Asia	52.2	193 046.7	100.0	2.4	16.3	26.5	54.8

9. Note: Findings from the in-depth survey should not be interpreted as nationally representative.

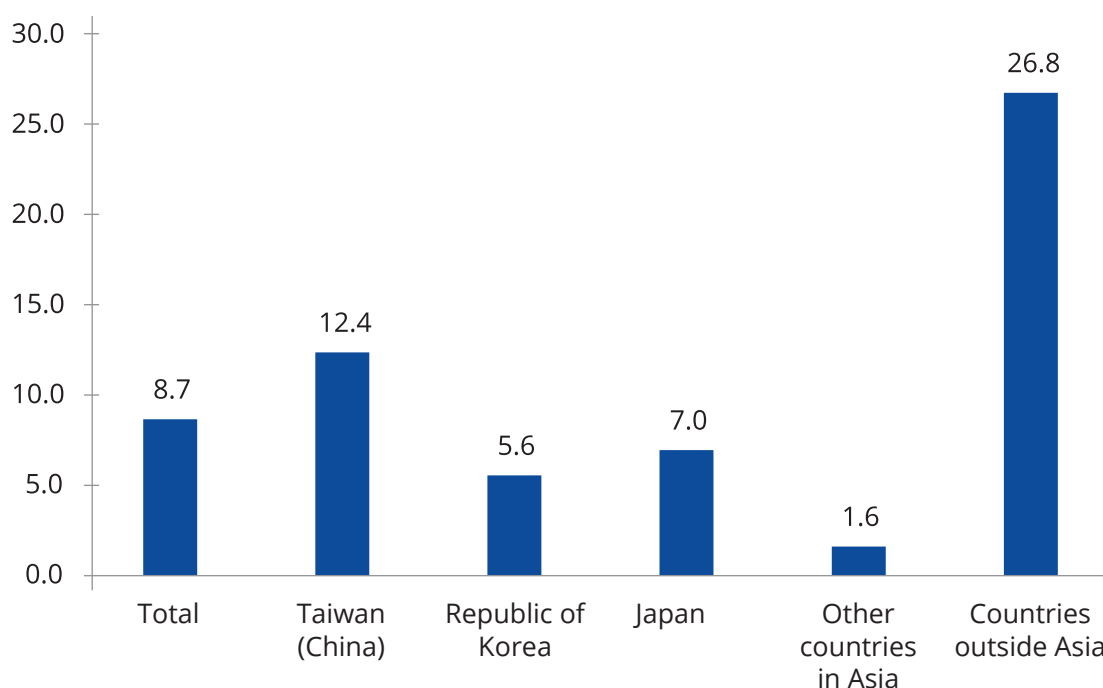
4.2. Debt situation after return

Post-return debt refers to outstanding debts that migrant workers had not fully repaid after returning home, primarily related to migration costs and loans incurred for overseas employment.

In principle, many international migrant workers expect overseas employment to provide sufficient income to repay migration-related debts and support their families. Survey results show that the majority of returned migrant workers reported having fully repaid migration-related debts by the time of return. Around 8.7 per cent of returned migrant workers had still not fully repaid the loans incurred for overseas employment after returning home. The proportion of returnee migrant workers who remained in debt after returning home varied across destination labour markets. Workers returning from countries outside Asia had the highest rate of outstanding debt after return (26.8%), followed by those from Taiwan (China) (12.4%). The proportions of workers remaining in debt were considerably lower in other destination markets, such as Japan (7.0%), the Republic of Korea (5.6%) and other countries within Asia (1.6%).

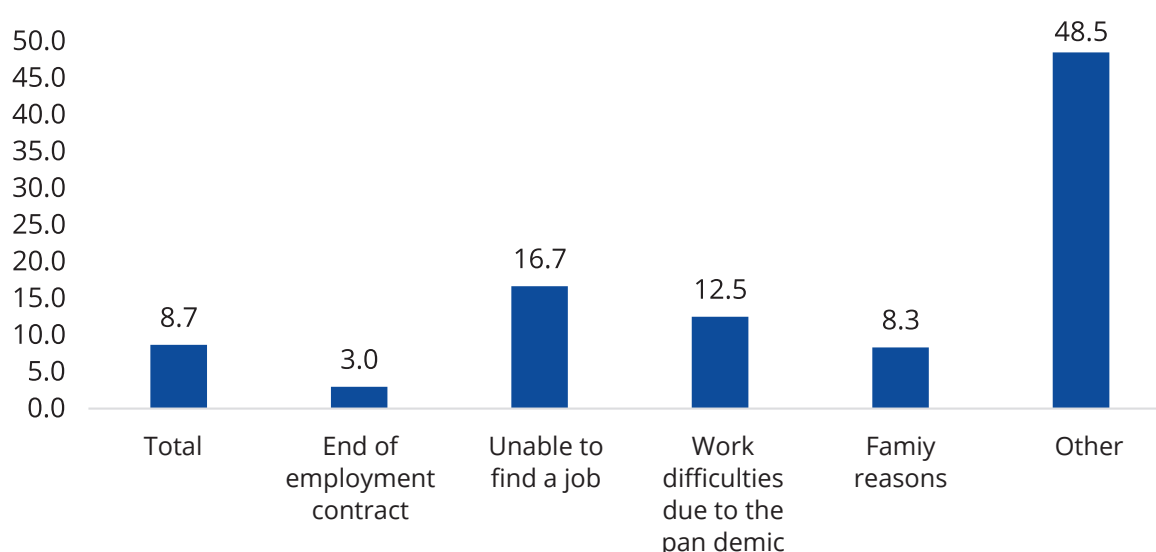
The findings indicate that most migrant workers were able to repay the loans incurred in the process of securing and undertaking employment abroad. However, a proportion of workers continued to meet their financial obligations after returning home. This reflects differences in the initial costs of migration, earnings, duration of employment abroad, and individual circumstances across destination labour markets.

Figure 20. Percentage of return migrant workers still in debt by country/territory of destination (%)



The likelihood of remaining in debt after return was closely associated with whether the return process was voluntary or involuntary. Workers who returned after completing their employment contracts recorded the lowest proportion of outstanding debt, at only 3.0 per cent. Meanwhile, workers returning for other reasons recorded a much higher proportion of remaining in debt (48.5%), followed by those who could not find employment (16.7%) and those whose work was disrupted by the COVID-19 pandemic (12.5%). These findings suggest that completing the intended period of employment abroad may place migrant workers in a better position to accumulate earnings and meet their financial obligations before returning home. Conversely, workers who returned earlier than planned or experienced interruptions during their employment abroad were more likely to have outstanding debt upon return.

Figure 21. Percentage of migrant workers still in debt after return by reason of return (%)



5. CHALLENGES EXPERIENCED ABROAD AND SEEKING SUPPORT

5.1. Challenges experienced abroad

Although 81.5 per cent of migrant workers reported not experiencing any significant difficulties while working abroad, 18.5 per cent of survey respondents encountered at least one challenge related to their work or adaptation to life at the destination. By country and territory of destination, migrant workers in the Republic of Korea reported the highest incidence of difficulties (25.0%), notably higher than those in Japan (18.1%), Taiwan (China) (16.3%), other Asian countries (18.8%) or countries outside Asia (18.5%). Male workers reported a slightly higher incidence of difficulties than female workers (19.2% and 17.6%, respectively).

Table 27. Proportion of migrant workers experiencing challenges while working abroad (%)

	Total	Did not experience challenges	Experienced challenges
Total	100.0	81.5	18.5
By country/territory of destination			
Taiwan (China)	100.0	83.7	16.3
Republic of Korea	100.0	75.0	25.0
Japan	100.0	81.9	18.1
Other countries in Asia	100.0	81.2	18.8
Countries outside Asia	100.0	81.5	18.5
By sex			
Male	100.0	80.8	19.2
Female	100.0	82.4	17.6
By age group (years)			
15–24	100.0	81.8	18.2
25–39	100.0	81.2	18.8
40+	100.0	81.5	18.5

Work pressure and stress were the most reported challenges across destination labour markets. Migrant workers in the Republic of Korea reported the highest prevalence (17.6%), followed by those in Japan (13.2%) and Taiwan (China) (11.8%). Workers in the Republic of Korea also reported relatively higher rates of toxic work environments (9.7%) and unsafe working conditions (4.0%). Wage-related violations, including being forced to work overtime or working overtime without pay, and having wages withheld or unpaid, were reported at low but noteworthy levels (1.1% and 0.4%, respectively).

Regarding workplace relationships and treatment, 3.1 per cent of workers reported having experienced discrimination or disrespectful treatment, with the highest rates recorded among workers in other Asian countries (5.3%) and Japan (3.9%). Conflicts with colleagues or supervisors, as well as incidents involving threats, bullying and sexual harassment, were reported at generally low levels; however, these were more prevalent among workers in the Republic of Korea and Japan.

Although incidents of discrimination, bullying, threats or harassment in the workplace were reported at substantially lower rates than work pressure and stress, the possibility of under-reporting of these sensitive issues cannot be ruled out. In addition, negative experiences in the workplace, even when not reported directly, may contribute to higher levels of perceived work pressure and stress among migrant workers.

A smaller proportion of workers (2.2% overall) reported other challenges related to adapting to life and work abroad, including language barriers, cultural differences and environmental or climatic conditions. Workers in countries outside Asia reported the highest prevalence of such adaptation-related challenges (7.7%), followed by those in the Republic of Korea (4.5%). These challenges tended to be more common among younger workers.



Table 28. Proportion of migrant workers experiencing workplace-related problems (%)

	Forced to work overtime or working overtime without pay	With-holding or non-payment of wages	Unsafe or poor working conditions	Toxic work environment	Excessive work pressure/stress	Discrimination or disrespectful treatment	Physical abuse or threat	Sexual harassment	Conflict with co-workers	Conflict with supervisors/managers	Other (cultural differences, weather, language, etc.)
Total	1.1	0.4	1.8	3.6	12.6	3.1	0.3	0.1	1.7	0.6	2.2
By destination											
Taiwan (China)	2.0	0.5	1.3	2.6	11.8	1.5	0.0	0.0	0.8	1.1	1.8
Republic of Korea	2.0	0.3	4.0	9.7	17.6	2.3	0.6	0.3	1.4	0.3	4.5
Japan	0.8	0.0	1.5	2.6	13.2	3.9	0.3	0.0	2.4	0.7	1.3
Other countries in Asia	1.4	0.0	1.4	7.7	7.7	5.3	0.0	0.0	0.5	0.0	0.5
Countries outside Asia	0.6	2.6	2.2	2.6	8.3	0.6	0.3	0.0	0.6	0.3	7.7
By sex											
Male	1.2	0.5	2.5	4.5	12.8	2.9	0.3	0.0	1.5	0.9	2.8
Female	1.0	0.1	0.8	2.3	12.4	3.4	0.2	0.1	2.0	0.3	1.5
By age group (years)											
15-24	1.0	0.2	1.0	3.1	13.4	3.5	0.4	0.1	1.9	0.6	2.0
25-39	1.0	0.4	2.1	3.6	12.0	3.2	0.2	0.1	1.7	0.5	2.6
40+	2.6	0.9	2.6	5.1	13.6	1.1	0.6	0.0	1.7	1.4	0.9

5.2. Seeking support

When encountering workplace-related difficulties, most workers (86.7%) reported discussing their problems with friends or relatives in Viet Nam or in the destination country or territory. Seeking support through social media communities, such as Facebook or groups on Zalo (a popular Vietnamese messaging platform), was also relatively common (16.0%).

In contrast, other support channels were used less frequently. Only 8.5 per cent of workers reported contacting employers, 8.2 per cent contacted recruitment agencies, 3.2 per cent contacted embassies or consulates and 1.8 per cent contacted overseas labour management authorities. Around 6.8 per cent of workers reported taking no action.

These findings suggest that when faced with difficulties at the workplace, migrant workers tend to seek support from personal networks – such as family members, friends, relatives and social media communities – more frequently than from relevant authorities or formal support organizations. This does not necessarily mean that workers have limited access to formal government support channels; rather, this preference should be considered in relation to the nature of the difficulties they encounter. Most difficulties relate to work-related pressure and stress or issues arising in daily life, for which workers tend to seek support through more immediate and familiar channels, such as friends, relatives, colleagues or company representatives. Only a small proportion of cases involve labour rights issues or legal violations (0.4% involving non-payment or withholding of wages; 0.3% involving threats, bullying or violence; and 0.1% involving sexual harassment) that require direct support from public management agencies.

Table 29. Proportion of workers selecting different approaches to address difficulties (%)

	General	Male	Female
Talk to friends and relatives in Viet Nam/ destination	86.7	86.2	87.5
Share problems in relevant social media communities (Facebook groups, Zalo)	16.0	15.8	16.3
Contact the police	2.3	2.3	2.3
Contact the embassy/consulate	3.2	3.0	3.4
Contact the employer	8.5	9.0	7.6
Contact the non-governmental organization in your country of work	2.9	2.8	3.0
Contact the Department of Overseas Labour	1.8	2.0	1.5
Contact the recruitment agency	8.2	10.1	5.3
Call hotlines	0.0	0.0	0.0
Others	3.2	4.0	1.9
Do nothing	6.8	6.5	7.2

6. INFORMATION NEEDS BEFORE DEPARTURE

Access to essential information prior to departure is an important part of migrant workers' preparation for overseas employment. Results from the In-depth Survey show that migrant workers' information needs prior to departure were clearly stratified according to their relevance to actual working and living conditions in destination countries. The most sought-after information concerned working conditions including contracts, wages, hours, and rights (65.4%), living conditions at the destination (65.3%) and occupational safety and health (62.1%). These findings indicate that workers' information needs were highly practical in nature, focusing on factors that directly affect employment, income, and living conditions abroad.

Workers also expressed considerable demand for information that could support adaptation and reduce risks, such as language and culture (39.9%), recruitment procedures and costs (38.0%), warnings about fraud or unethical recruitment practices (36.2%) and complaint and support mechanisms (33.3%). In contrast, information related to longer-term preparation, such as financial management and remittances (22.9%), and especially return and reintegration planning (9.5%), received lower levels of interest.

By sex, male workers generally showed greater interest than female workers across most categories of information, with the largest difference observed in information related to employment contracts, wages, working hours and workers' rights and obligations (69.1% versus 60.3%), occupational safety and health at the workplace (65.2% compared with 57.7%), and living conditions at the destination, (67.0% versus 62.9%). Conversely, female workers showed greater interest in return and reintegration planning (11.2% compared with 8.3% among male workers).

Table 30. Percentage and type of information needs before departure (%)

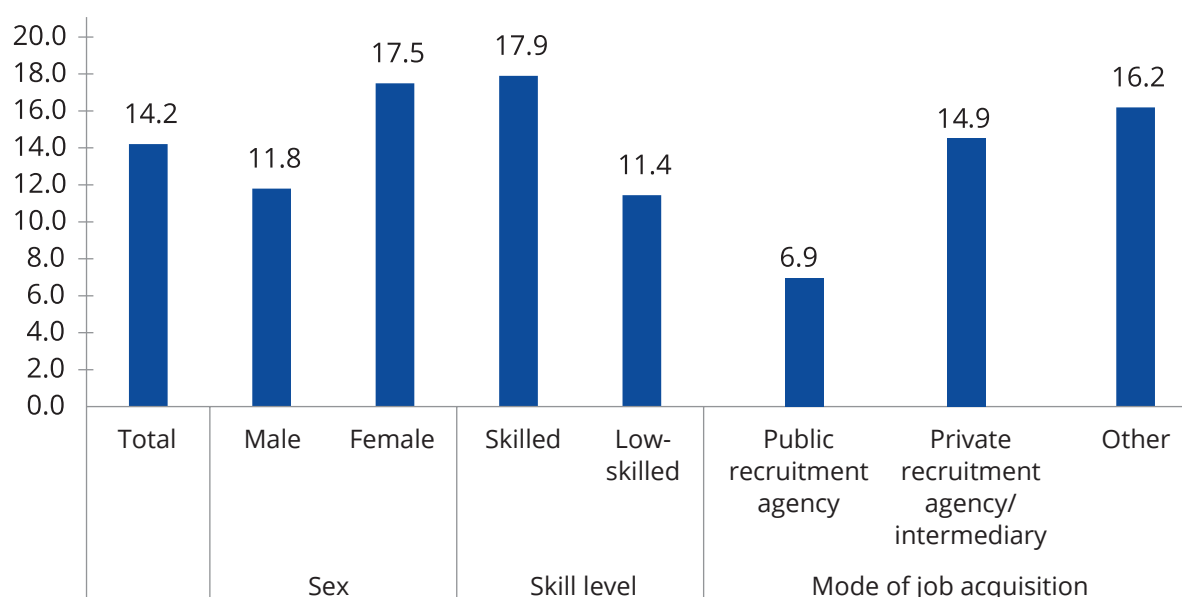
	General	Male	Female
Recruitment procedures and costs	38.0	38.8	36.8
Labour contracts, wages, working hours, overtime, leave, rights and obligations	65.4	69.1	60.3
Complaints and support channels (how to complain, where to get help, hotlines, embassies, non-governmental organizations)	33.3	34.5	31.7
Safety and health in the workplace	62.1	65.2	57.7
Living conditions (housing, transportation, local regulations)	65.3	67.0	62.9
Avoid scams or unethical recruitment practices	36.2	36.4	35.9

	General	Male	Female
Language and culture at the destination	39.9	39.9	39.8
Financial management and remittance	22.9	23.8	21.6
Repatriation and reintegration planning	9.5	8.3	11.2
Nothing – I feel fully prepared	14.2	11.8	17.5
Others	0.1	0.0	0.3

Overall, 14.2 per cent of workers reported feeling fully prepared with the information they needed prior to departure. This proportion was notably higher among female workers than male workers, at 17.5 per cent and 11.8 per cent, respectively. In addition, the level of preparedness was higher among workers with technical or vocational qualifications (17.9%) than among those without such qualifications (11.4%).

By mode of job acquisition, this proportion was lowest among workers recruited through public recruitment agencies (6.9%), considerably lower than among those who obtained employment through individual intermediaries (18.0%), private recruitment agencies (13.9%) and those using other channels (such as job transfers or migration through relatives and friends) (16.2%).

Figure 22. Proportion of migrant workers who felt fully prepared with information prior to migration (%)



7. RETURN, REINTEGRATION AND REMIGRATION

7.1. Employment support after return

Employment support for migrant workers after returning home plays an important role in helping them reintegrate quickly into the domestic labour market, reducing the risks of unemployment and financial pressure after return. At the same time, such policies also contribute to effectively utilizing the skills, experience and work discipline that migrants acquire while working abroad, thereby enhancing the skills and capabilities of the labour force and supporting the country's sustainable economic development.

The In-depth Survey results show that 90.9 per cent of returned migrant workers received some form of employment-related support after returning home. In particular, in the two major urban centres of Hanoi and Ho Chi Minh City, the proportions were exceptionally high, at 97.7 per cent and 98.4 per cent, respectively.

The employment support received by returned migrant workers came primarily from recruitment agencies, which accounted for around 65.0 per cent of all support sources. In contrast, only 1.1 per cent of workers reported receiving support from local authorities. However, this finding only reflects the sources of support reported by workers in the survey and should not be interpreted as indicating a limited role or effectiveness of local authorities in providing employment support to migrant workers after their return, as such support may in practice be delivered through intermediary channels that workers do not identify as direct support from local authorities.

Table 31. Percentage of migrant workers receiving job support after return by type of support and locality (%)

	General	Recruitment agency	Broker	Local authorities	Others	Not receiving support
Total	100.0	65.0	1.7	1.1	23.1	9.1
Hanoi	100.0	74.4	0.8	3.9	18.6	2.3
Phu Tho	100.0	53.1	5.2	0.0	30.2	11.5
Quang Tri	100.0	42.0	4.2	0.8	31.9	21.0
Gia Lai	100.0	60.4	0.0	0.0	27.4	12.3
Ho Chi Minh City	100.0	82.1	0.0	0.8	15.4	1.6
Vinh Long	100.0	71.9	0.7	0.7	19.0	7.8

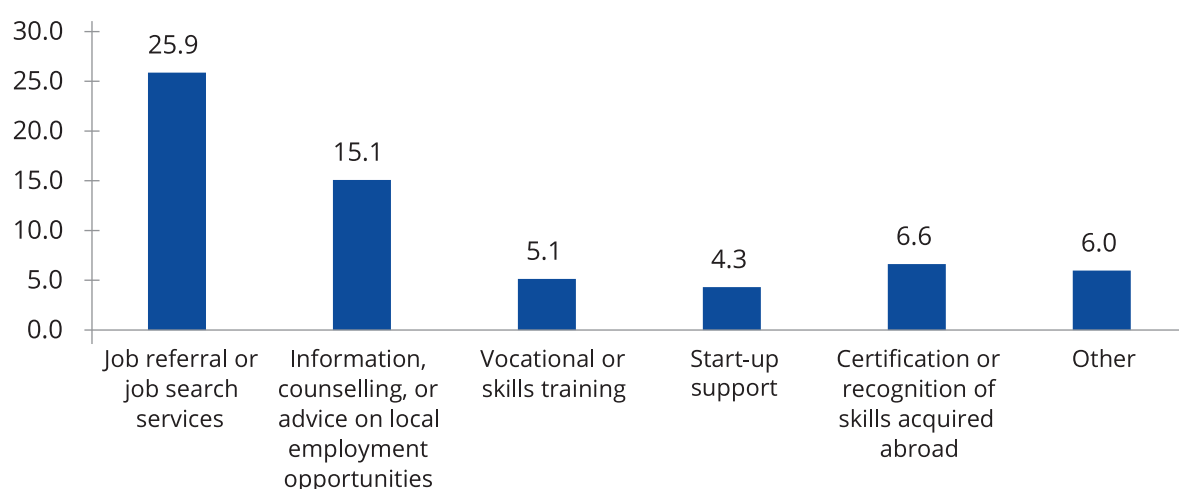
Among those who received support, the proportion required to pay for employment-related support services was relatively low (2.4%), with an average cost of VND 6.7 million. However, the costs incurred were primarily associated with recruitment agencies and intermediaries. Specifically, 2.9 per cent of those receiving support from this group reported having to pay fees, with an average amount of VND 6.9 million. In contrast, no costs were incurred by those who received support from local authorities.

Table 32. Proportion of migrant workers paying fees for employment support services

Sources of support	Proportion paying fees (%)	Cost (thousand VND)
Total	2.4	6 733
Recruitment agencies/ intermediaries	2.9	6 923
Local authorities	0.0	0.0
Other sources	1.3	5 500

Figure 23 shows that employment support for returned migrant workers was primarily concentrated in job referral and job placement assistance (25.9%) and the provision of information and counselling on local employment opportunities (15.1%). In contrast, longer-term forms of support, such as vocational or skills training (5.1%), support for business start-ups (4.3%) and recognition of skills acquired abroad (6.6%), were received by relatively small proportions of returned migrant workers. These findings suggest that the support needs of returned migrant workers currently remain focused primarily on rapidly finding employment and re-entering the labour market, while longer-term support aimed at strengthening professional capacities and promoting sustainable livelihoods remains relatively limited.

Figure 23. Forms of employment support for return workers (%)



The effectiveness of employment support for returned migrant workers varied considerably by source and type of support. By source of support, workers who received assistance from recruitment agencies/intermediaries reported more positive assessments, with 34.7 per cent considering the support very useful and 32.4 per cent considering it somewhat useful. In contrast, support provided by local authorities showed a markedly lower level of utilization, with 75.0 per cent of respondents reporting that they did not use this support.

By type of support, capacity-building forms of assistance were assessed more positively than job-search-related support. Specifically, support for business start-ups recorded the highest proportion of respondents rating it as “very useful” (69.2%), followed by vocational or skills training (64.5%) and certification or recognition of skills acquired abroad (62.5%). In contrast, forms of support such as job referral and job placement assistance and information and counselling on local employment opportunities received lower proportions of “very useful” ratings, at 49.4 per cent and 49.5 per cent, respectively.

Table 33. Perceived usefulness of employment-related support received by returned migrants (%)

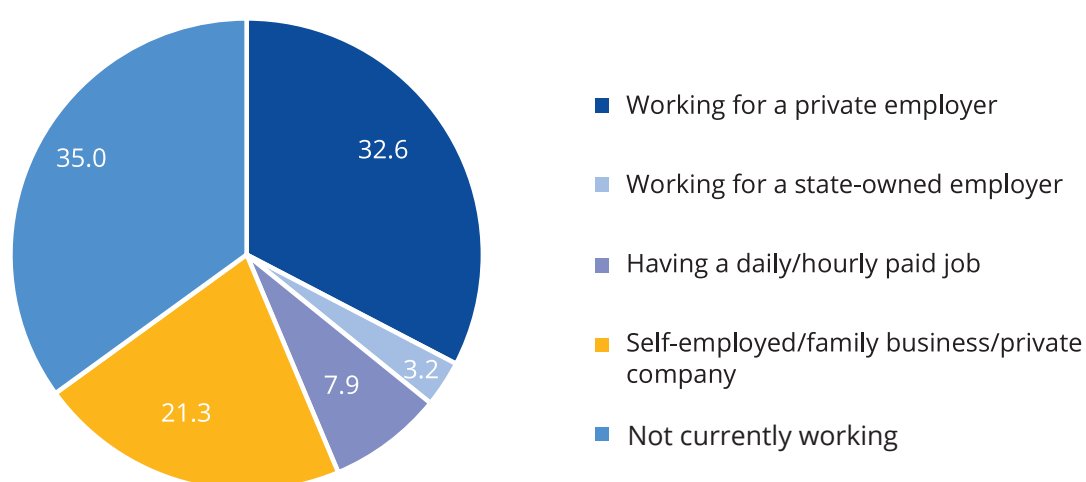
	General	Very useful	Some-what useful	Not useful	Not applicable
Total	100.0	34.4	32.3	9.1	24.2
By support provider					
Recruitment agency/intermediary	100.0	34.7	32.4	8.5	24.4
Local authorities	100.0	12.5	12.5	0.0	75.0
Other	100.0	34.5	32.7	11.3	21.4
By type of support received					
Job referral or job search services	100.0	49.4	39.7	2.6	8.3
Information, counselling or advice on local employment opportunities	100.0	49.5	40.7	3.3	6.6
Vocational or skills training	100.0	64.5	29.0	3.2	3.2
Start-up support	100.0	69.2	19.2	3.8	7.7
Certification or recognition of skills acquired abroad	100.0	62.5	30.0	2.5	5.0
Other	100.0	25.0	11.1	2.8	61.1

7.2. Alignment between current employment and skills and experience acquired abroad

Providing employment opportunities for migrant workers after return plays a crucial role in ensuring social protection and household economic stability, while also serving as an important link in maximizing the use of skills and experience accumulated abroad for local socio-economic development.

32.6 per cent of workers after returning home reported that they had a job worked for the private sector; 21.3 per cent were self-employed, engaged in household business activities or operated their own company; 7.9 per cent performed daily paid or hourly paid work; and 3.2 per cent worked in the public sector.

Figure 24. Employment of migrant workers after returning home



Most returned migrant workers having a job were engaged in elementary or low-skilled occupations that required limited technical or professional qualifications, accounting for as much as 94.7 per cent of post-return employment. Among these, the most common occupations were craft and related trades work (30.7%), followed by personal services, security and sales occupations (25.0%). Only 5.3 per cent of returned migrant workers were employed in occupations requiring professional or technical qualifications. Within this group, professionals accounted for 3.2 per cent, and technicians and associate professionals for 2.1 per cent.

The employment composition of returned migrant workers differed by sex. Among male workers, the most common occupation was craft and related trades work, accounting for 39.7 per cent of employed men. In contrast, female workers were concentrated mainly in personal services and sales occupations, which accounted for 39.0 per cent of employed women. These findings reflect the continued presence of gender-based occupational segmentation in the process of labour market reintegration after return.

Table 34. Main occupations of return migrant workers by sex (%)

	General	Male	Female
Total	100.0	100.0	100.0
Leaders, high-level professionals	3.2	2.7	4.1
Medium-level professionals	2.1	2.0	2.3
Clerical workers, personal service, security and sales	25.0	17.0	39.0
Skilled agricultural, forestry and fishery workers	5.1	7.7	0.6
Craft and other related workers	30.7	39.7	15.1
Machinery assemblers and operators	11.9	10.7	14.0
Elementary occupations	21.8	20.0	25.0
Others	0.2	0.3	0.0

Among migrant workers who returned home, 32.0 per cent remained in the same occupational group. The proportion continuing to work in the same occupational group was particularly high for some occupations, including professionals (76.9%); service and sales workers (65.7%); and craft and related trades workers (60.6%). These findings indicate that some returning workers are able to continue applying the occupational skills and experience they have acquired (Table 35).

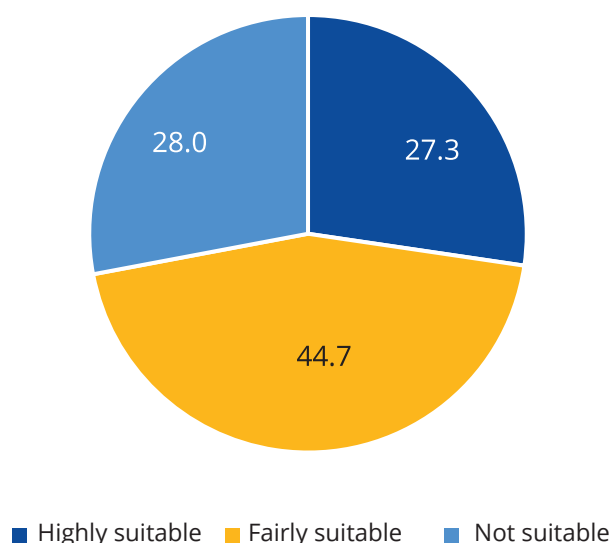
The effectiveness of migration is reflected not only in workers' ability to secure employment after return, but also in the extent to which they are able to utilize the skills and experience accumulated abroad. Survey results show that as many as 72.0 per cent of respondents considered the skills and experience gained through overseas employment to be relevant and useful for their current jobs. Among them, 27.3 per cent assessed the relevance as very high, while 44.7 per cent considered it fairly relevant. Nevertheless, 28.0 per cent reported that these skills and experiences were not relevant to their current work (Figure 25).

These findings suggest that labour migration not only provides income opportunities but also helps workers accumulate valuable skills and experience that can support employment after return. However, the fact that 28.0 per cent of workers considered the skills acquired abroad to be unsuitable for their current jobs also reflects a certain gap between overseas work experience and the demands of the domestic labour market.

Table 35. Main job after return, by job performed while working abroad (%)

	High-level professional	Medium-level professional	Clerical workers, personal service, security and sales	Skilled agricultural, forestry and fishery workers	Craft and related trades workers	Plant and machine operators and assemblers	Elementary occupations
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Leaders/high-level professional	76.9	5.9	2.9	0.0	0.6	1.4	0.7
Medium-level professional	0.0	17.6	5.7	0.0	1.7	1.4	0.7
Clerk, service and sales workers	15.4	29.4	65.7	20.8	16.6	21.7	28.3
Skilled agricultural, forestry and fishery workers	0.0	0.0	0.0	20.8	4.6	4.3	5.8
Craft and related trades workers	0.0	23.5	8.6	12.5	60.6	17.4	12.3
Plant and machine operators and assemblers	0.0	11.8	8.6	12.5	6.3	40.6	6.5
Elementary occupations	7.7	11.8	8.6	33.3	9.7	13.0	45.7

Figure 25. Relevance of skills and experience acquired abroad for current employment (%)



7.3. Intentions for future migration

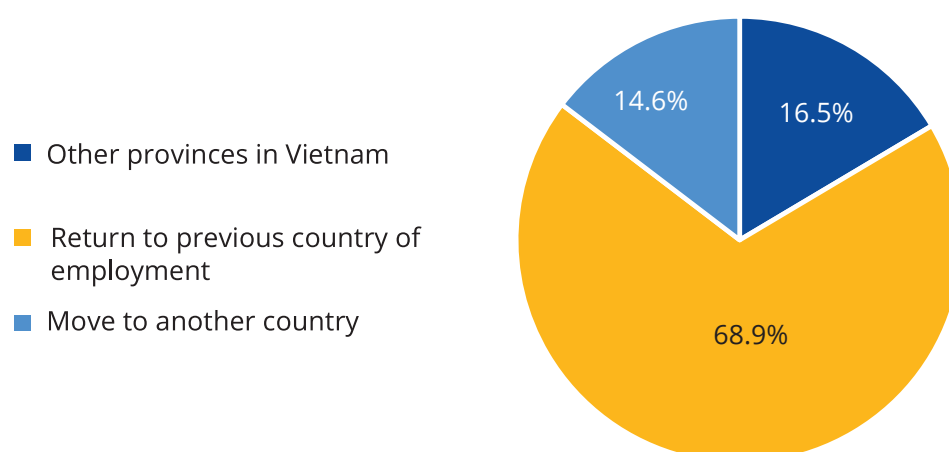
Intentions to migrate again provide insights into migrant workers' future employment aspirations following their experience of working abroad.

Survey results show that 22.6% intended to migrate again, 60.2% did not intend to migrate again, and 17.2% were unsure within the next 12 months.

Among those who intended to migrate again for employment, the majority expressed a desire to return to the same destination country where they had previously worked (68.9%). This may reflect a combination of factors, including relatively positive migration experiences, workers' familiarity with labour markets at the destination, existing social networks and perceptions of employment opportunities in those countries and territories. Meanwhile, 14.6 per cent intended to migrate to other countries and 16.5 per cent expressed interest in migrating to other provinces and cities.

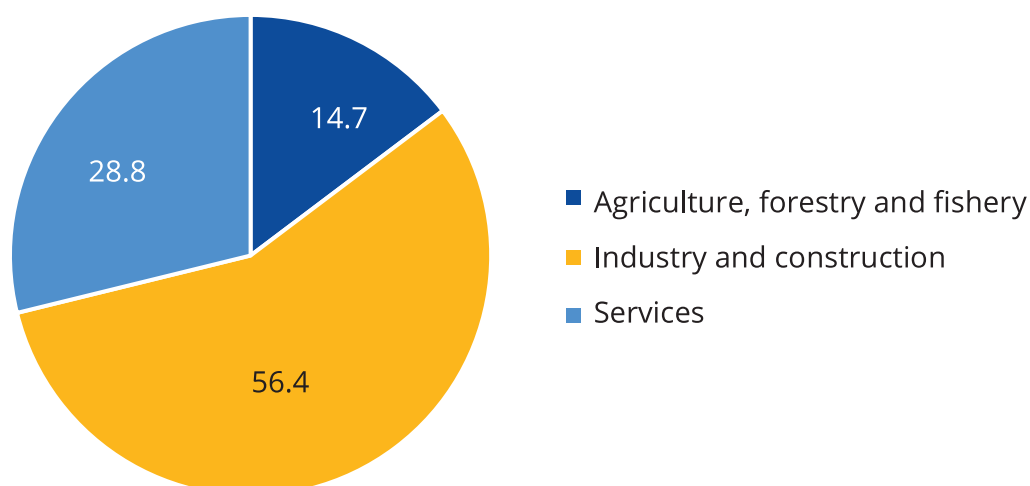


Figure 26. Proportion of migrant workers with intentions to migrate again for employment, by intended destination



Among migrant workers who intended to migrate again for employment, the majority preferred jobs in the industry and construction sector (56.4%), followed by the service sector (28.8%), while the agricultural sector accounted for the smallest share (14.7%). These findings suggest that the employment aspirations of migrant workers continue to be concentrated mainly in non-agricultural sectors, particularly in industries with higher income potential and strong labour demand.

Figure 27. Intended occupations of workers when migrating, by economic sector (%)



PART 4:

CONCLUSION AND RECOMMENDATIONS



I. CONCLUSION

Results from the 2025 LFS show that, at the time of the survey, the number of Vietnamese workers who had gone abroad for employment within the previous three years reached 412,000 people. The workforce was predominantly rural (84.6%), relatively young (median age 27 years) and whilst men made up more than half of all migrant workers (59.0%), the proportion of women increased to 41.0 per cent from 31.4 per cent in 2021. At the same time, the geographic areas of origin have diversified significantly, with the proportion of workers originating from the Northern Midlands and Mountainous Areas and Mekong River Delta growing from 12.3 per cent to 23.0 per cent from 2021 to 2025.

The majority of migrant workers had completed at least upper secondary education (79.6%) and were concentrated in the categories elementary occupations, craft and other related trades workers, plant and machine operators and assemblers, and personal services and sales workers, which together accounted for 88.1 per cent of all migrant workers. The proportion of workers in elementary occupations increased sharply between 2021 and 2025, from 15.3 per cent to 27.2 per cent among men and from 27.9 per cent to 40.5 per cent among women.

While Vietnamese workers were present in 42 countries worldwide, employment remained heavily concentrated in three East Asian markets (Japan, the Republic of Korea and Taiwan (China)) which together accounted for approximately 76.7 per cent of the total.

Compared with 2021, the average cost borne by Vietnamese workers for employment abroad declined substantially by 2025, from approximately VND 164.9 million to VND 125.7 million. This decline was observed for both male and female workers, although worker-paid costs for men remained higher than for women (VND 133.8 million compared with VND 114.0 million).

On average, a migrant worker needed approximately 4.5 months of income to recover initial total costs (RCI = 4.5). Compared with 2021, this indicator declined substantially from 7.4 to 4.5 in 2025, equivalent to a reduction of nearly three months. This improvement was observed across destination markets, occupation groups and both sexes.

The three largest destination markets for Vietnamese workers overseas, Japan, the Republic of Korea and Taiwan (China), were also the markets associated with the highest worker-paid costs. In 2025, the average worker-paid costs reached approximately VND 140.8 million for Japan, VND 139.4 million for the Republic of Korea and VND 130.2 million for Taiwan (China), compared with VND 85.7 million among other destination countries and territories. While RCI values declined across all three markets between 2021 and 2025, the rate of improvement differed substantially: the Republic of Korea recorded the largest reduction (3.2 months), Japan the next largest (2.1 months) and Taiwan (China) the smallest (1.3 months).

According to the results of the In-depth Migrant Worker Survey implemented in six provinces,¹⁰ the average preparation period prior to departure was approximately six months. Costs paid to recruitment agencies or individual intermediaries accounted for the largest share of total migration costs (52.8%).

The high costs of migration resulted in more than half of migrant workers (53.9%) borrowing money to fund their migration. Among these workers, many borrowed more than 70 per cent of their total migration costs. For workers migrating to countries outside Asia, average loan amounts reached VND 193 million.

The survey findings also indicate that financial pressure after return may continue to persist for a proportion of migrant workers. While the majority of returned workers had fully repaid their migration loans, 8.7 per cent still had outstanding debt, rising to 12.4 per cent among Taiwan (China) returnees and 26.8 per cent among those returning from countries outside Asia.

Notably, the proportion of workers who remained in debt after returning was higher among those whose employment contracts ended early or who returned earlier than planned. Workers who were unable to secure employment abroad or had to return due to the impacts of the pandemic all covered the full costs of their return themselves and had relatively high rates of outstanding debt, at 16.7% and 12.5%, respectively.

Although most migrant workers reported broadly stable employment experiences, 18.5 per cent encountered at least one difficulty during their time abroad. Reported levels of workplace-related difficulties tended to be higher among workers in the Republic of Korea compared with other destination markets, particularly in relation to work pressure (17.6%) and toxic working environments (9.7%).

In addition to work-related difficulties, some workers also reported adaptation-related challenges, including language barriers and cultural differences.

When workers did face difficulties, 86.7 per cent turned to support through friends and relatives and 16.0 per cent to online social communities. In comparison, only a small proportion sought assistance from Vietnamese representative offices abroad (3.2%) or labour management authorities (1.8%). This finding should be considered in relation to the nature of the difficulties encountered by workers: the most common difficulties relate to work-related pressure and stress, while issues involving violations of labour rights or the law account for only a small proportion of these difficulties.

Among returned migrant workers, 65.0 per cent were working at the time of the survey. Their jobs were concentrated mainly in craft and related trades (30.7 per cent), personal service, protective service and sales occupations (25.0 per cent), and elementary occupations (21.8 per cent).

10. *The 2025 In-depth Survey of Migrant Workers was conducted by the National Statistics Office in collaboration with IOM in six provinces and cities representing the country's six socioeconomic regions and identified as major migrant-sending areas based on the Labour Force Survey. These locations include Ha Noi, Phu Tho, Quang Tri, Gia Lai, Ho Chi Minh City and Vinh Long. Although the survey is not nationally representative, it was designed to provide in-depth insights that quantitative indicators on migration costs alone cannot fully capture. The survey focuses on how migrant workers and their households mobilize resources to finance migration-related expenses, the risks workers encounter while working abroad and the outcomes and impacts of migration after their return to Viet Nam.*

After returning home, 90.9 per cent of migrant workers received employment-related support from organizations or individuals, primarily from recruitment agencies (65.0%). Among those who received support, only a small proportion (2.4%) reported paying for employment-related support services, with an average cost of VND 6.7 million.

Overall, the analysis shows that international labour migration continues to serve as an important channel for improving income, enhancing skills and expanding employment opportunities for Vietnamese workers. However, in order to make migration safer, more effective and more sustainable, there remains a need to strengthen policies aimed at: reducing migration costs; improving oversight of recruitment and intermediary activities; shortening pre-departure preparation periods; enhancing access to formal support mechanisms; and promoting policies that support labour market reintegration after return. At the same time, greater attention should be given to skills development, support for sustainable livelihoods and the reduction of financial risks faced by workers throughout the entire cycle of international labour migration.



2. RECOMMENDATIONS

Based on the analysis and findings of the survey, the report proposes several recommendations aimed at promoting safer, more effective and more sustainable labour migration in the coming period.

First, strengthen policies to support safe, regular migration and reduce migration costs

The scale of international labour migration from Viet Nam is currently substantial and continues to increase. At the same time, international labour migration continues to generate employment opportunities, improve incomes and enhance the skills and productivity of Vietnamese workers. However, migrant workers still face a high migration cost, with worker-paid costs amounting to 4.5 months of earnings on average. More than half of workers reported borrowing to finance their migration. Therefore, it is necessary to further strengthen support policies and their implementation for international migrant workers, especially young workers and those from rural areas, who account for a large share of migrant workers and may face specific challenges throughout the migration process. At the same time, greater efforts are needed to improve oversight and transparency of recruitment and intermediary-related fees and to reduce unofficial charges. Efforts should continue to promote safe and transparent labour migration pathways, while strengthening the conclusion and implementation of bilateral labour cooperation agreements based on the principles of fair and ethical recruitment. While reducing migration-related costs should remain the priority, expanding access to low-interest and transparent formal credit may help reduce workers' reliance on informal lending. In addition, communication, counselling and support activities should be strengthened to help workers better access regular, safe and transparent migration channels, while monitoring and enforcement against illegal intermediary practices and irregular migration channels should also be reinforced in order to reduce risks faced by migrant workers.

Second, improve the skills and capabilities of the migrant workforce

Although most migrant workers have completed at least upper secondary education, the occupational structure of Vietnamese workers abroad remains concentrated mainly in elementary or medium-skilled jobs. This composition suggests that considerable scope exists to further enhance the skills, capabilities and competitiveness of Vietnamese migrant labour. In addition to strengthening vocational training, technical skills development and language training tailored to the requirements of destination labour markets, further efforts may be needed to expand bilateral cooperation with destination countries, including on skills recognition and access to higher-skilled occupations, in order to increase opportunities for Vietnamese workers to access high-skilled employment abroad – therefore improving earnings and enhancing the competitiveness of Vietnamese workers in international labour markets.

Third, diversify and improve the quality of destination employment opportunities

Although Vietnamese workers are now present in many countries and territories, destination markets remain concentrated mainly in Asia. Heavy dependence on a limited number of traditional destination markets may increase vulnerability when these markets experience changes in labour migration policies or economic conditions. Therefore, it is necessary to further strengthen bilateral cooperation to diversify overseas labour markets, while expanding access to destination markets with stable labour demand, favourable working conditions, and higher incomes. Such efforts would help increase employment options and reduce risks for migrant workers.

However, efforts to diversify destination labour markets should be based on a comprehensive assessment of migration costs, working conditions, workers' access to financing, the level of protection afforded to workers' rights and opportunities for career development in destination countries. Therefore, before promoting new labour cooperation programmes, it is essential to carefully assess both the potential benefits and risks to ensure that market diversification genuinely leads to better outcomes for migrant workers.

In addition to diversifying destination markets, the focus of international cooperation should shift from expanding the number of labour markets to improving the quality of employment opportunities available to migrant workers. Such enhancements include promoting bilateral agreements on the recognition of skills, qualifications, and work experience; expanding recruitment programmes for skilled and technical workers; and establishing mechanisms to support the career development of Vietnamese workers in destination countries. Such measures are crucial for facilitating a transition from low-skilled jobs to employment that offers higher productivity, better earnings and greater opportunities.

Fourth, strengthen information provision, support and protection for workers abroad

Migrant workers have substantial demand for pre-departure information related to employment contracts, living conditions, worker rights, workplace safety in destination countries and territories, and risks associated with the recruitment and migration process. At the same time, a proportion of migrant workers continue to face difficulties during their employment abroad including unfavourable working conditions, work pressure and toxic working environments alongside language barriers and cultural differences. When encountering difficulties, most workers still rely primarily on personal networks rather than formal support mechanisms. Therefore, it is necessary to strengthen the provision of transparent and accessible information and support to workers before and during the migration process including stronger accountability of recruitment agencies. At the same time, the role of Vietnamese representative offices abroad should be enhanced in supporting migrant workers, together with stronger mechanisms for receiving complaints, providing emergency assistance and protecting workers' rights and interests.



Fifth, strengthen support for reintegration after return

Although most returned migrant workers received employment-related support, the practical effectiveness of such support has not yet met expectations. Most of those who were employed upon return worked in elementary occupations requiring limited technical or professional qualifications. Accordingly, policies supporting labour market reintegration should be strengthened, particularly for workers who continue to face employment and financial difficulties after return including those with outstanding migration-related debt. Recognizing skills and experience acquired abroad, supporting retraining, facilitating access to suitable employment opportunities and promoting entrepreneurship support would help make more effective use of returned migrant workers' skills and enhance the sustainability of international labour migration.

Sixth, strengthen data systems and monitoring for SDG indicator 10.7.1

It is necessary to continue improving systems for collecting, updating and analysing data on international labour migration in order to comprehensively monitor migration costs, working conditions, return situations and the reintegration capacity of migrant workers. Improving data quality will not only support monitoring of progress toward SDG indicator 10.7.1 but also contribute to more effective policymaking for safe, orderly and sustainable migration in the long term.



A blue header section featuring various white line-art icons related to travel and migration. These include a location pin, a suitcase, a passport, a globe, a map, a backpack, and a person walking. The icons are scattered across the top of the page.

PART 5:

SUMMARY TABLES



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TABLE A1: PERCENTAGE DISTRIBUTION OF VIETNAMESE WORKERS OVERSEAS BY BASIC CHARACTERISTICS

%

	Total	Male	Female	% Female
Total	100.0	100.0	100.0	41.0
By				
Urban/rural				
Urban	15.4	13.8	17.7	47.0
Rural	84.6	86.2	82.3	39.9
Age group (years)				
15-24	35.0	29.1	43.5	50.9
25-39	53.8	58.6	47.0	35.7
40+	11.2	12.3	9.5	34.9
Marital status				
Unmarried	61.1	61.1	61.0	40.9
Married	38.9	38.9	39.0	41.0

Source: Viet Nam Labour Force Survey, 2025

TABLE A2: PERCENTAGE DISTRIBUTION OF VIETNAMESE WORKERS OVERSEAS BY HIGHEST EDUCATIONAL LEVEL ATTAINED, SEX AND URBAN/RURAL

%

	Total	Male	Female
Total	100	100	100
Below lower secondary	5.1	3.8	7.1*
Lower secondary	15.3	18.1	11.2
Upper secondary	53.1	48.7	59.5
Elementary/intermediate	10.6	13.6	6.2*
College and higher	15.9	15.8	16.1
Urban	100	100	100
Below lower secondary	**	**	**
Lower secondary	12.1	13.9*	10.0*
Upper secondary	41.2	44.2	37.7
Elementary/intermediate vocational school	7.8	10.5*	**
College and higher	22.7	24.6*	20.5*
Rural	100	100	100
Below lower secondary	3.1	3.3	2.8*
Lower secondary	15.8	18.8	11.4
Upper secondary	55.3	49.4	64.2
Elementary/intermediate vocational school	11.1	14.1	6.5*
College and higher	14.7	14.4	15.2*

Source: Viet Nam Labour Force Survey, 2025

*: Survey data are based on a small number of sample observations (25–49 cases) and should therefore be interpreted with caution

**: Survey data are based on fewer than 25 sample observations, are not sufficiently reliable and are therefore not calculated.

TABLE A3: PERCENTAGE DISTRIBUTION OF VIETNAMESE WORKERS OVERSEAS BY THE LAST COUNTRY OR TERRITORY OF DESTINATION, SEX AND URBAN/RURAL

%

	Total	Male	Female
Total	100.0	100.0	100.0
Japan	42.2	37.0	49.5
Taiwan (China)	20.1	25.0	12.9
Republic of Korea	14.5	16.2	12.1
Other countries/territories	23.3	21.8	25.4
Urban	100.0	100.0	100.0
Japan	41.1	39.2	43.2
Taiwan (China)	11.8	15.8	7.3*
Republic of Korea	20.5	20.4*	**
Other countries/territories	26.7	24.7	28.9*
Rural	100.0	100.0	100.0
Japan	42.4	36.7	50.9
Taiwan (China)	21.6	26.5	14.1
Republic of Korea	13.4	15.5	10.3
Other countries/territories	22.6	21.3	24.7

Source: Viet Nam Labour Force Survey, 2025

*: Survey data are based on a small number of sample observations (25–49 cases) and should therefore be interpreted with caution

** : Survey data are based on fewer than 25 sample observations, are not sufficiently reliable and are therefore not calculated.

TABLE A4: PERCENTAGE DISTRIBUTION OF VIETNAMESE WORKERS OVERSEAS BY THE LAST COUNTRY OR TERRITORY OF DESTINATION AND MODE OF JOB ACQUISITION

%

	Total	Japan	Taiwan (China)	Republic of Korea	Other countries
Total	100.0	100.0	100.0	100.0	100.0
Through public organizations in Viet Nam	13.8	16.1	15.0	20.0	4.7*
Through private recruitment agencies in Viet Nam	37.8	46.6	42.0	26.2	25.5
Through individual recruiters/ intermediaries	16.0	16.5	25.5	19.0	5.3*
Through family members/ relatives/friends	23.4	17.0*	14.6	23.7	42.2
Other	9.0	3.9*	2.9*	**	22.4*

Source: Viet Nam Labour Force Survey, 2025

*: Survey data are based on a small number of sample observations (25–49 cases) and should therefore be interpreted with caution

**: Survey data are based on fewer than 25 sample observations, are not sufficiently reliable and are therefore not calculated.

TABLE A5: PERCENTAGE DISTRIBUTION OF VIETNAMESE WORKERS OVERSEAS BY THE LAST COUNTRY OR TERRITORY OF DESTINATION AND MAJOR OCCUPATIONAL GROUP

%

	Total	Japan	Taiwan (China)	Republic of Korea	Other countries
Total	100.0	100.0	100.0	100.0	100.0
Leader, high/medium level professionals	8.4	2.5*	**	**	**
Clerk workers, personal service, security and sales workers	14.9	13.6	5.8	13.9	25.6
Skilled workers in agriculture, forestry and fishery	3.5	2.1*	**	13.5*	**
Craft and other related trade workers	24.2	27.2	29.1	28.7	11.9
Plant/machinery operators and assemblers	16.3	21	27.2	9.2*	**
Elementary occupations	32.7	33.7	35.1	33	28.5

Source: Viet Nam Labour Force Survey, 2025

*: Survey data are based on a small number of sample observations (25–49 cases) and should therefore be interpreted with caution

**: Survey data are based on fewer than 25 sample observations, are not sufficiently reliable and are therefore not calculated.

TABLE A6: PERCENTAGE DISTRIBUTION OF VIETNAMESE WORKERS OVERSEAS BY MAJOR ONE-DIGIT ECONOMIC SECTOR AND SEX

%

	Total	Male	Female	% Female
Total	100.0	100.0	100.0	41.0
Agriculture, forestry and fishery	10.3	9.5	11.4	45.5
Processing and manufacturing	45.4	52.5	35.2	31.7
Construction	10.5	17.6	**	**
Wholesale and retail trade, repair of cars, motorcycles and other motor vehicles	10.5	3.6	20.3*	79.5*
Accommodation, food and beverage services	9.4	8.2	11.2	48.8
Other services	14	8.6*	21.6	63.6

Source: Viet Nam Labour Force Survey, 2025

*: Survey data are based on a small number of sample observations (25–49 cases) and should therefore be interpreted with caution

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**TABLE A7: AVERAGE COSTS BORNE BY VIETNAMESE WORKERS
FOR EMPLOYMENT ABROAD BY SELECTED CHARACTERISTICS**

Million VND

	Total	Male	Female
Total	125.7	133.8	114.0
By			
Age group			
15-24	142.9	162.9	123.6
25-39	117.3	119.9	112.6
40+	111.9	130.6	76.9
Educational level			
Below lower secondary	50.9	78.8	29.2*
Lower secondary	105.2	124.0	61.3
Upper secondary	139.1	147.7	129.0
Elementary/intermediate vocational school	155.6	157.7	148.9*
College and higher	104.7	94.7	118.8
Mode of job acquisition			
Through public organizations in Viet Nam	151.9	164.3	130.8
Through private recruitment agencies in Viet Nam	156.7	159.2	153.0
Via individual recruiters/intermediaries	161.1	162.8	157.9
Via family members/relatives/friends	57.8	74.3	44.8
Other	68.0	57.4	103.9*
Main economic sector			
Agriculture, forestry and fishery	127.1	136.0	116.4
Processing and manufacturing	135.3	140.8	123.4

	Total	Male	Female
Construction	139.1	138.9	155.3
Wholesale and retail trade, repair of cars, motorcycles and other motor vehicles	96.5	146.5	**
Accommodation, food and beverage services	149.1	153.2	144.9*
Other services	89.3	53.7*	109.6
Main occupation			
Service and sales workers	133.6	146.0	128.9
Skilled agricultural, forestry and fishery workers	144.6	163.3	**
Craft and other related trades workers	148.9	151.6	134.6
Plant and machine operators and assemblers	141.8	142.9	140.0
Elementary occupations	109.1	128.5	90.3
Others	74.0	54.9	115.8**

Source: Viet Nam Labour Force Survey, 2025

*: Survey data are based on a small number of sample observations (25–49 cases) and should therefore be interpreted with caution

**: Survey data are based on fewer than 25 sample observations, are not sufficiently reliable and are therefore not calculated.

**TABLE A8: AVERAGE COST PAID BY VIETNAMESE WORKERS
FOR EMPLOYMENT ABROAD BY DESTINATION AND SELECTED
CHARACTERISTICS**

Million VND

	Total	Japan	Taiwan (China)	Republic of Korea	Others
Total	125.7	140.8	130.2	139.4	85.7
By					
Sex					
Male	133.8	156.9	132.7	153.5	80.9
Female	114.0	123.6	123.4	112.2	91.5
Age group (years)					
15-24	142.9	134.4	141.0	175.7	170.5
25-39	117.3	147.9	122.9	150.0	71.6
40+	111.9	157.2*	135.4	92.5	103.7
Level of education					
Below lower secondary	50.9	**	124.4*	32.2*	39.0*
Lower secondary	105.2	163.9	142.9	147.7	29.7
Upper secondary	139.1	133.8	125.5	157.1	176.5
Elementary/intermediate vocational school	155.6	171.1	126.7	**	156.7*
College and higher	104.7	142.7*	148.4*	195.4*	64.3*
Mode of job acquisition					
Through public organizations in Viet Nam	151.9	149.2	136.8	174.0	151.2*
Through private recruitment agencies in Viet Nam	156.7	158.7	144.2	182.3	151.5
Through individual recruiters/ intermediaries	161.1	159.3	133.5	177.5	249.7*
Through family members/ relatives/friends	57.8	69.2*	80.7	48.4	46.0
Other	68.0	127.4*	114.6*	**	33.2*

Source: Viet Nam Labour Force Survey, 2025

*: Survey data are based on a small number of sample observations (25–49 cases) and should therefore be interpreted with caution

**: Survey data are based on fewer than 25 sample observations, are not sufficiently reliable and are therefore not calculated.

TABLE A9: AVERAGE COSTS PAID BY VIETNAMESE WORKERS FOR EMPLOYMENT ABROAD BY DESTINATION, MAJOR ECONOMIC ACTIVITY, AND OCCUPATION

Million VND

	Total	Japan	Taiwan (China)	Republic of Korea	Other countries
Total	125.7	140.8	130.2	139.4	85.7
By					
Economic sector					
Agriculture, forestry and fishery	127.1	146.9	143.6	117.0	**
Industry and construction	136.0	161.6	131.0	151.6	58.9
Services	108.2	104.8	119.3	152.9	101.2
Main economic activity					
Agriculture, forestry and fishery	127.1	146.9	143.6	117.0	**
Manufacturing	135.3	163.2	132.5	156.7	40.2
Construction	139.1	152.5	125.7	137.7	141.6*
Wholesale and retail trade; repair of motor vehicles, motorcycles and motorbikes	96.5	58.2*	**	**	147.3*
Accommodation and food service activities	149.1	144.6	**	161.3	168.3
Other service activities	89.3	122.7*	109.2	**	69.4
Occupational skill level					
Managers; professionals and associate professionals (high skill)	67.8	123.3*	**	**	**
Clerical workers/skilled workers/technical workers (medium skill)	143.2	155.9	126.9	145.8	126.6
Elementary occupations (low skill)	109.1	113.5	136.2	127.0	57.6

	Total	Japan	Taiwan (China)	Republic of Korea	Other countries
Main occupation					
Service and sales workers	133.6	137.4	130.1*	121.6	135.0
Skilled agricultural, forestry and fishery workers	144.6	127.0	**	149.1*	**
Craft and related trades workers	148.9	160.3	133.8	159.9	117.5
Plant and machine operators and assemblers	141.8	163.2	117.1	133.8*	**
Elementary occupations	109.1	113.5	136.2	127.0	57.6
Others	74.0	139.6*	**	**	**

Source: Viet Nam Labour Force Survey, 2025

*: Survey data are based on a small number of sample observations (25–49 cases) and should therefore be interpreted with caution

**: Survey data are based on fewer than 25 sample observations, are not sufficiently reliable and are therefore not calculated.

**TABLE A10: AVERAGE EARNINGS OF VIETNAMESE WORKERS
EMPLOYED ABROAD BY DESTINATION AND SELECTED
CHARACTERISTICS**

Million VND

	Total	Japan	Taiwan (China)	Republic of Korea	Other countries
Total	28.1	26.5	21.6	28.8	36.1
By					
Sex					
Male	27.8	26.2	21.5	30.5	35.8
Female	28.5	26.8	21.8	25.6	36.5
Age group					
15-24	25.1	25.2	20.4	27.0	31.5
25-39	30.2	27.8	22.3	28.8	37.8
40+	27.3	30.6*	21.1	30.5	28.8
Educational level					
Under lower secondary	23.0	**	20.5*	24.6*	21.5*
Lower secondary	22.1	25.8	21.6	31.6	16.2
Upper secondary	26.0	25.7	21.5	27.4	36.0
Elementary/intermediate	27.6	29.2	21.6	**	28.4*
College and higher	42.6	29.2	21.9*	33.3*	53.9*
Mode of job acquisition					
Through public organizations in Viet Nam	26.7	26.2	22.8	28.9	34.9*
Through private recruitment agencies in Viet Nam	27.2	24.8	20.2	31.2	42.5
Through individual recruiters/ intermediaries	24.4	24.9	21.4	27.4	27.9*
Through family members/relatives/ friends	27.6	32.1*	24.2	27.5	25.4
Other	41.5	30.1*	23.0*	**	51.1*

Source: Viet Nam Labour Force Survey, 2025

*: Survey data are based on a small number of sample observations (25–49 cases) and should therefore be interpreted with caution

**: Survey data are based on fewer than 25 sample observations, are not sufficiently reliable and are therefore not calculated.

**TABLE A11: AVERAGE EARNINGS OF VIETNAMESE WORKERS
EMPLOYED ABROAD BY DESTINATION, MAJOR ECONOMIC
ACTIVITY, AND OCCUPATION**

Million VND

	Total	Japan	Taiwan (China)	Republic of Korea	Other countries
Total	28.1	26.5	21.6	28.8	36.1
By					
Economic sector					
Agriculture, forestry and fishery	27.4	24.5	23.4	28.7	**
Industry and construction	25.0	27.3	21.6	31.0	20.1
Services	33.3	25.5	20.3	23.4	46.1
Main economic activity					
Agriculture, forestry and fishery	27.4	24.5	23.4	28.7	**
Manufacturing	24.8	27.3	21.5	30.7	18.9
Construction	26.0	27.4	22.1	31.7	25.4*
Wholesale and retail trade; repair of motor vehicles, motorcycles and motorbikes	37.5	32.7*	**	**	46.0*
Accommodation and food service activities	22.3	21.6	**	21.5	29.5
Other service activities	37.6	19.2*	21.2	**	48.6
Occupational skill level					
Managers; professionals and associate professionals (high skill)	51.7	34.7*	**	**	**
Clerical workers/skilled workers/technical workers (medium skill)	26.8	25.7	21.7	29.9	33.6
Elementary occupations (low skill)	24.3	27.4	21.2	26.6	19.2

	Total	Japan	Taiwan (China)	Republic of Korea	Other countries
Main occupation					
Service and sales workers	27.2	18.1	21.6*	19.0	39.2
Skilled agricultural, forestry and fishery workers	28.6	24.2*	**	32.6*	**
Craft and related trades workers	27.6	29.1	21.4	33.7	25.7
Plant and machine operators and assemblers	25.0	26.1	22.1	30.5*	**
Elementary occupations	24.3	27.4	21.2	26.6	19.2
Others	49.8	30.9*	**	**	**

Source: Viet Nam Labour Force Survey, 2025

*: Survey data are based on a small number of sample observations (25–49 cases) and should therefore be interpreted with caution

**: Survey data are based on fewer than 25 sample observations, are not sufficiently reliable and are therefore not calculated.

TABLE A12: RECRUITMENT COST INDICATOR (RCI) OF VIETNAMESE WORKERS OVERSEAS BY SELECTED CHARACTERISTICS

	Total	Male	Female
Total	4.5	4.9	4.0
By			
Age group (years)			
15-24	5.7	6.7	4.8
25-39	3.9	4.1	3.5
40+	4.1	4.6	3.1
Educational level			
Below lower secondary	2.2	3.5	1.2*
Lower secondary	4.8	5.3	3.3
Upper secondary	5.4	6.0	4.7
Elementary/intermediate vocational school	5.8	6.0	5.2*
College and higher	2.5	2.2	2.9
Main occupation			
Managers, professionals and associate professionals	1.3	1.0*	**
Service and sales workers	4.9	6.0	**
Skilled agricultural, forestry and fishery workers	5.3	5.8	4.2
Craft and related trades workers	5.4	5.7	4.4
Plant/machine operators and assemblers	5.7	5.9	5.5
Elementary occupations	4.5	5.7	3.5*

	Total	Male	Female
Economic sector			
Agriculture, forestry and fishery	4.7	5.0	4.3
Industry and construction	5.4	5.6	5.1
Services	3.3	3.1	3.4
Main economic activity			
Agriculture, forestry and fishery	4.7	5.0	4.3
Manufacturing	5.5	5.7	5.1
Construction	5.4	5.3	**
Wholesale and retail trade; repair of motor vehicles, motorcycles and motorbikes	2.6	5.4	2.1*
Accommodation and food service activities	6.7	6.6	6.8
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	4.6*	**	4.8*
Other service activities	2.2	1.0	3.6
Mode of job acquisition			
Through a public organization in Viet Nam	5.7	6.2	4.8
Through a private recruitment agency in Viet Nam	5.8	6.1	5.3
Through individual recruiters/intermediaries	6.6	6.6	6.8
Through relatives/family members/friends	2.1	3.3	1.5
Others	1.7	1.3	3.7*

Source: Viet Nam Labour Force Survey, 2025

*: Survey data are based on a small number of sample observations (25–49 cases) and should therefore be interpreted with caution

**: Survey data are based on fewer than 25 sample observations, are not sufficiently reliable and are therefore not calculated.

TABLE A13: RECRUITMENT COST INDICATOR (RCI) OF VIETNAMESE WORKERS OVERSEAS BY DESTINATION AND SELECTED CHARACTERISTICS

	Total	Japan	Taiwan (China)	Republic of Korea	Other countries
Total	4.5	5.3	6.0	5.0	2.4
By					
Sex					
Male	4.9	6.0	6.2	5.2	2.3
Female	4.0	4.6	5.7	4.4	2.5
Economic sector					
Agriculture, forestry and fishery	4.7	6.0	6.2	4.2	**
Industry and construction	5.4	5.9	6.1	4.9	3.0
Services	3.3	4.1	5.9	7.2	2.2
Main economic activity					
Agriculture, forestry and fishery	4.7	6.0	6.2	4.2	**
Manufacturing	5.5	6.0	6.2	5.1	2.2
Construction	5.4	5.6	5.7	4.3	5.6
Wholesale and retail trade; repair of motor vehicles, motorcycles, motorbikes and other motor vehicles	2.6	1.8*	**	**	3.2
Accommodation and food service activities	6.7	6.7	**	7.5	5.8
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	4.6*	**	5.3*	**	**
Other service activities	2.2	6.6*	5.1*	**	1.3

	Total	Japan	Taiwan (China)	Republic of Korea	Other countries
Occupational skill level					
Managers, professionals and associate professionals (high skill)	1.3	3.6*	**	**	**
Clerical workers/skilled workers/technical workers (medium skill)	5.4	6.1	5.8	5.0	3.8
Elementary occupations (low skill)	4.5	4.1	6.4	4.8	3.0
Main occupation					
Service and sales workers	4.9	7.6	6.0*	6.4	3.5
Skilled agricultural, forestry and fishery workers	5.3	5.2*	**	4.8*	**
Craft and related trades workers	5.4	5.5	6.3	4.9	4.6
Plant/machine operators and assemblers	5.7	6.2	5.3	4.4*	**
Elementary occupations	4.5	4.1	6.4	4.8	3.0
Others	1.5	4.5*	**	**	**

Source: Viet Nam Labour Force Survey, 2025

*: Survey data are based on a small number of sample observations (25–49 cases) and should therefore be interpreted with caution

**: Survey data are based on fewer than 25 sample observations, are not sufficiently reliable and are therefore not calculated.

TABLE B1: BASIC CHARACTERISTICS OF VIETNAMESE WORKERS OVERSEAS IN 2025 IN-DEPTH MIGRANT WORKER SURVEY

Persons

	Total	Male	Female
Total	3,596	2,093	1,503
Urban/rural			
Urban	730	440	290
Rural	2,866	1,653	1,213
Age group (years)			
15-24	1,254	676	578
25-39	1,986	1,185	801
40+	356	232	124
Educational level			
Below primary school	40	28	12
Primary school	232	145	87
Lower secondary	481	295	186
Upper secondary	1,301	659	642
Elementary vocational school	576	401	175
Intermediate vocational school	370	226	144
College	298	185	113
University and higher	298	154	144
Main economic sector			
Agriculture, forestry and fishery	338	202	136
Processing and manufacturing	1,822	987	835
Construction	572	562	10
Wholesale and retail trade, repair of cars, motorcycles and other motor vehicles	130	61	69
Transportation and storage	50	32	18

	Total	Male	Female
Accommodation, food and beverage services	290	132	158
Other services	394	117	277
Occupation			
Leader, high professional level	79	51	28
Medium professional level	115	45	70
Clerical support workers	66	30	36
Service and sales workers	385	156	229
Skilled workers in agriculture, forestry and fishery	154	96	58
Craft and related trade workers	1,320	943	377
Plant/machine operators and assemblers	531	273	258
Elementary occupations	946	499	447
Province/City			
Ha Noi	367	246	121
Phu Tho	601	349	252
Quang Tri	605	354	251
Gia Lai	745	497	248
Ho Chi Minh City	669	309	360
Vinh Long	609	338	271
Destination country/territory			
Taiwan (China)	620	455	165
Republic of Korea	356	233	123
Japan	2089	1096	993
Other countries in Asia	213	109	104
Countries outside Asia	318	200	118

Source: 2025 In-depth Migrant Worker Survey, conducted in six provinces and cities. The survey used non-probability sampling and is not representative of all Vietnamese workers overseas.

The background of the page is a solid blue color. It is decorated with white line art icons related to travel and logistics. In the top left, there is an icon of a person with a suitcase. To its right is an icon of an open storage bin. Further right is an icon of a passport or document with a globe on it. In the top right corner, there is a circular icon with a globe and a dashed line. In the center, there is an icon of an airplane with a dashed line trailing behind it. Below the airplane, there are three location pin icons connected by a dashed line. In the bottom left, there is another icon of a person with a suitcase. To its right is an icon of an open storage bin. Further right is an icon of a passport or document with a globe on it. In the bottom right, there is a circular icon with a globe and a dashed line. The word "ANNEX" is centered in the middle of the page in a white, bold, sans-serif font.

ANNEX

ANNEX 1: EXTRACT FROM THE 2025 LABOUR FORCE SURVEY QUESTIONNAIRE

(covering questions relating to Vietnamese workers working abroad)

SECTION 1: INFORMATION ON HOUSEHOLD MEMBERS

QUESTIONS	NAME AND ORDER		
1. What is [NAME]'s relationship to the head of household? HOUSEHOLD HEAD 1 ☐ SPOUSE 2 ☐ BIOLOGICAL CHILD 3 ☐ GRANDCHILD 4 ☐ PARENT 5 ☐ OTHER RELATIVE 6 ☐ DOMESTIC WORKER 7 ☐ OTHER (SPECIFY)8 ☐			
2. Is [NAME] male or female? MALE 1 ☐ FEMALE 2 ☐			
3. In which calendar month and year was [NAME] born? MONTH YEAR →CHECK1 YEAR UNKNOWN 9998 ☐			
4. How old is [NAME] in completed years, based on the calendar year?			
CHECK 1. CHECK QUESTIONS 3 AND 4. IF THE RESPONDENT IS AGED 25–49, ASK QUESTION 5; OTHERWISE → CHECK 2.			
5. Does [NAME] have a child under three years of age living in this household? YES 1 ☐ NO 2 ☐			
CHECK 2. CHECK QUESTION 3 OR QUESTION 4. IF THE RESPONDENT IS AGED 15 OR OVER → QUESTION 6; OTHERWISE → CHECK 10.			
6. Does [NAME] currently reside in Viet Nam or abroad? IN VIET NAM 1 ☐ →Q8 ABROAD 2 ☐			

PART 2: CHARACTERISTICS OF SURVEY RESPONDENTS

QUESTIONS	NAME AND ORDER		
7. Country name and code _____			
8. What is [NAME]'s current marital status?			
NEVER MARRIED.....	1	☐	
MARRIED	2	☐	
WIDOWED	3	☐	
DIVORCED	4	☐	
SEPARATED	5	☐	
CHECK 2A. IF QUESTION 6 = 2 → CHECK 3; OTHERWISE → QUESTION 9.			
9. How long has [NAME] usually resided in this ward, township or commune?			
LESS THAN 1 MONTH	1	☐	
1 MONTH TO LESS THAN 6 MONTH	2	☐	
6 MONTH TO LESS THAN 12 MONTH	3	☐	
12 MONTH TO LESS THAN 5 YEARS	4	☐	
5 YEARS OR MORE.....	5	☐	→ Q13
10. From which province, centrally governed city or country did [NAME] move here?			
FROM WITHIN VIET NAM.....	1	☐	
PROVINCE/CENTRALLY GOVERNED CITY _____			
FROM ABROAD	2	☐	
COUNTRY NAME AND CODE _____			→ Q13
11. Before [NAME] moved here, was their actual place of usual residence in a ward/ township or a commune?			
WARD/TOWNSHIP.....	1	☐	
COMMUNE.....	2	☐	

NAME AND ORDER			
QUESTIONS			
12. What was the main reason [NAME] moved to their current place of residence?			
TO LOOK FOR WORK/START A NEW JOB	1	☐	
LOST A JOB/JOB ENDED/COULD NOT FIND WORK	2	☐	
MOVE WITH FAMILY/HOUSEHOLD RELOCATION	3	☐	
DUE TO EPIDEMICS	4	☐	
MARRIAGE	5	☐	
EDUCATION	6	☐	
OTHER	7	☐	
(SPECIFY)			
13. Is [NAME] currently attending any school or course within the national education system?			
YES	1	☐	
NO	2	☐	
CHECK 3. CHECK QUESTION 4. IF THE RESPONDENT IS AGED 15–29, QUESTION 13 = 2 AND QUESTION 6 = 1 → QUESTION 14; OTHERWISE → QUESTION 15.			
14. Is [NAME] currently undertaking any short-term vocational training or supplementary education or skills training?			
YES	1	☐	
NO	2	☐	
15. What is the highest level of general education that [NAME] has completed/attained?			
NEVER ATTENDED SCHOOL	1	☐	
DID NOT COMPLETE PRIMARY EDUCATION	2	☐	
PRIMARY EDUCATION	3	☐	
LOWER SECONDARY EDUCATION	4	☐	
UPPER SECONDARY EDUCATION	5	☐	
CHECK 4. CHECK QUESTION 15. IF QUESTION 15 = 1 → CHECK 5A; OTHERWISE → QUESTION 16.			

NAME AND ORDER																									
QUESTIONS																									
16. Which of the following qualifications has [NAME] attained? ENUMERATOR: READ EACH QUALIFICATION ALOUD AND ASK THE RESPONDENT IN SEQUENCE. FOR PERSONS UNDER 18 YEARS OF AGE, DO NOT ASK ABOUT QUALIFICATIONS AT COLLEGE LEVEL OR ABOVE. <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 80%;"></th> <th style="width: 10%; text-align: center;">1. YES</th> <th style="width: 10%; text-align: center;">2. NO</th> </tr> </thead> <tbody> <tr> <td>Elementary vocational/driving licence</td> <td style="text-align: center;">☐</td> <td style="text-align: center;">☐</td> </tr> <tr> <td>Intermediate vocational</td> <td style="text-align: center;">☐</td> <td style="text-align: center;">☐</td> </tr> <tr> <td>College diploma</td> <td style="text-align: center;">☐</td> <td style="text-align: center;">☐</td> </tr> <tr> <td>University degree</td> <td style="text-align: center;">☐</td> <td style="text-align: center;">☐</td> </tr> <tr> <td>Master degree</td> <td style="text-align: center;">☐</td> <td style="text-align: center;">☐</td> </tr> <tr> <td>Doctoral degree</td> <td style="text-align: center;">☐</td> <td style="text-align: center;">☐</td> </tr> <tr> <td>Post-doctoral qualification</td> <td style="text-align: center;"> ☐ ↓ </td> <td style="text-align: center;">☐</td> </tr> </tbody> </table>			1. YES	2. NO	Elementary vocational/driving licence	☐	☐	Intermediate vocational	☐	☐	College diploma	☐	☐	University degree	☐	☐	Master degree	☐	☐	Doctoral degree	☐	☐	Post-doctoral qualification	☐ ↓	☐
	1. YES	2. NO																							
Elementary vocational/driving licence	☐	☐																							
Intermediate vocational	☐	☐																							
College diploma	☐	☐																							
University degree	☐	☐																							
Master degree	☐	☐																							
Doctoral degree	☐	☐																							
Post-doctoral qualification	☐ ↓	☐																							
CHECK 5. IF QUESTION 16 CONTAINS ANY CODE "1" AND QUESTION 6 = 1 → QUESTION 17; OTHERWISE → CHECK 5A.																									
17. For [NAME]'s highest qualification—[HIGHEST QUALIFICATION CODED 1 IN QUESTION 16]-what was their field of study and in what year did they graduate? FIELD OF STUDY _____ FIELD-OF-STUDY CODE..... YEAR OF GRADUATION..... →Q19																									
CHECK 5A. IF ALL ITEMS IN QUESTION 16 ARE CODED "2", OR QUESTION 15 = 1, AND QUESTION 6 = 1 → QUESTION 18; OTHERWISE → SECTION 7.																									
18. Is [NAME] recognized as having any of the following skills or qualifications? <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 70%;"></th> <th style="width: 15%; text-align: center;">1. YES</th> <th style="width: 15%; text-align: center;">2.NO</th> </tr> </thead> <tbody> <tr> <td>Technical worker without a diploma/certificate</td> <td style="text-align: center;">☐</td> <td style="text-align: center;">☐</td> </tr> <tr> <td>Occupational skills training of less than three months</td> <td style="text-align: center;">☐</td> <td style="text-align: center;">☐</td> </tr> <tr> <td>Vocational certificate for training of less than three months</td> <td style="text-align: center;">☐</td> <td style="text-align: center;">☐</td> </tr> </tbody> </table>			1. YES	2.NO	Technical worker without a diploma/certificate	☐	☐	Occupational skills training of less than three months	☐	☐	Vocational certificate for training of less than three months	☐	☐												
	1. YES	2.NO																							
Technical worker without a diploma/certificate	☐	☐																							
Occupational skills training of less than three months	☐	☐																							
Vocational certificate for training of less than three months	☐	☐																							

SECTION 7: COSTS PAID FOR EMPLOYMENT ABROAD

Ask persons aged 15 or over, except household members aged 15 or over who were interviewed in the previous quarter and for whom information in Section 7 is already available.

QUESTIONS	NAME AND ORDER		
CHECK 10A. IF QUESTION 6 = 2, ASK QUESTION 75.1; OTHERWISE → QUESTION 75.2.			
75.1. During the past three years—from [SURVEY MONTH] 2022 to the present - did [NAME] perform any paid work?			
YES	1	☐	→ Q75.3
NO	2	☐	→ NEXT RESPONDENT
75.2. In the past 3 years (from [SURVEY MONTH] 2022 to present), did [NAME] reside abroad and perform any paid work?			
YES	1	☐	
NO	2	☐	→ NEXT RESPONDENT
75.3. In which country did [NAME] reside and work?			
NOTE: IF RESPONDENT RESIDED AND WORKED IN MORE THAN ONE COUNTRY, RECORD THE MOST RECENT COUNTRY IN THIS QUESTION			
Country name and code			
75.4. In which month and year did [NAME] begin work in [COUNTRY RECORDED IN Q75.3]?			
Month, year			
		Month	Year
CHECK 10B. IF (Q75.4_MONTH < SURVEY MONTH AND Q75.4_YEAR = 2022) OR Q75.4_YEAR < 2022 → CHECK AND CORRECT THE INFORMATION RECORDED IN QUESTION 75.1, QUESTION 75.2, Q75.4_MONTH OR Q75.4_YEAR FOR THE START OF RESIDENCE.			
C75.5. Before moving to [COUNTRY RECORDED IN Q75.3], did [NAME] work in any other country?			
YES	1	☐	
NO	2	☐	
75.6. How many jobs did [NAME] have in [COUNTRY RECORDED IN Q75.3]?			

NAME AND ORDER																																		
QUESTIONS																																		
75.7. What was [NAME]’s first main job in [COUNTRY RECORDED IN Q75.3]? For example: “Domestic work; packing frozen seafood... DESCRIPTION OF THE JOB _____																																		
75.8. Describe the title of this job (if any)? DESCRIPTION OF JOB TITLE (IF ANY) _____ OCCUPATION CODE																																		
75.9. What was the main activity, product or service of the establishment where [NAME] performed their first main job in [COUNTRY RECORDED IN Q75.3]? For example: Seafood processing, clothing production, electronic chip production.... MAIN ACTIVITY/PRODUCT/SERVICE _____ INDUSTRY CODE																																		
75.10. How did [NAME] obtain this job? <table style="width: 100%; border-collapse: collapse;"> <tbody> <tr> <td style="padding: 5px;">Assigned/ transferred by an agency.....</td> <td style="text-align: center; padding: 5px;">1</td> <td style="text-align: center; padding: 5px;">☐</td> </tr> <tr> <td style="padding: 5px;">Registered and applied through a public organization in Viet Nam</td> <td style="text-align: center; padding: 5px;">2</td> <td style="text-align: center; padding: 5px;">☐</td> </tr> <tr> <td style="padding: 5px;">Registered and applied through a public organization in the destination country</td> <td style="text-align: center; padding: 5px;">3</td> <td style="text-align: center; padding: 5px;">☐</td> </tr> <tr> <td style="padding: 5px;">Registered and applied through a private recruitment agency in Viet Nam</td> <td style="text-align: center; padding: 5px;">4</td> <td style="text-align: center; padding: 5px;">☐</td> </tr> <tr> <td style="padding: 5px;">Registered and applied through a private recruitment agency in the destination country</td> <td style="text-align: center; padding: 5px;">5</td> <td style="text-align: center; padding: 5px;">☐</td> </tr> <tr> <td style="padding: 5px;">Recruited directly by the overseas employer</td> <td style="text-align: center; padding: 5px;">6</td> <td style="text-align: center; padding: 5px;">☐</td> </tr> <tr> <td style="padding: 5px;">Through an individual recruiter or intermediary.....</td> <td style="text-align: center; padding: 5px;">7</td> <td style="text-align: center; padding: 5px;">☐</td> </tr> <tr> <td style="padding: 5px;">Through a family member or relative</td> <td style="text-align: center; padding: 5px;">8</td> <td style="text-align: center; padding: 5px;">☐</td> </tr> <tr> <td style="padding: 5px;">Through a friend</td> <td style="text-align: center; padding: 5px;">9</td> <td style="text-align: center; padding: 5px;">☐</td> </tr> <tr> <td style="padding: 5px;">Through mass media/websites</td> <td style="text-align: center; padding: 5px;">10</td> <td style="text-align: center; padding: 5px;">☐</td> </tr> <tr> <td style="padding: 5px;">Other (please specify).....</td> <td style="text-align: center; padding: 5px;">11</td> <td style="text-align: center; padding: 5px;">☐</td> </tr> </tbody> </table>		Assigned/ transferred by an agency.....	1	☐	Registered and applied through a public organization in Viet Nam	2	☐	Registered and applied through a public organization in the destination country	3	☐	Registered and applied through a private recruitment agency in Viet Nam	4	☐	Registered and applied through a private recruitment agency in the destination country	5	☐	Recruited directly by the overseas employer	6	☐	Through an individual recruiter or intermediary.....	7	☐	Through a family member or relative	8	☐	Through a friend	9	☐	Through mass media/websites	10	☐	Other (please specify).....	11	☐
Assigned/ transferred by an agency.....	1	☐																																
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Through a friend	9	☐																																
Through mass media/websites	10	☐																																
Other (please specify).....	11	☐																																

NAME AND ORDER	_____
QUESTIONS	
75.11. How did [NAME] learn about the first job in [COUNTRY RECORDED IN QUESTION 75.3]?	
Through a friend who had never worked abroad	1 ☐
Through a friend who had previously worked or was currently working abroad	2 ☐
Through a relative who had never worked abroad	3 ☐
Through a relative who had previously worked or was currently working abroad	4 ☐
Through an intermediary who was not a relative or friend	5 ☐
Through the press	6 ☐
Through a website	7 ☐
Through social media (Facebook, Zalo, etc.)	8 ☐
Other (specify: _____)	9 ☐
75.12. How did [NAME] enter [COUNTRY RECORDED IN Q.75.3] to take up their first job?	
Immigration with work visa	1 ☐
Immigration without a work visa (e.g. on a tourist visa)	2 ☐
Not through a regular immigration channel	3 ☐
No response	4 ☐
75.13. In total, how much did [NAME] pay to obtain their first job in [COUNTRY RECORDED IN 75.3]? Includes the total amount deducted from [NAME's] salary for obtaining the first job (if any).	
UNIT: VND THOUSAND	
75.14. How much did [NAME] earn in the first month, including in-kind payments and bonuses for the first job in [COUNTRY RECORDED IN Q75.3]?	
UNIT: VND THOUSAND	
75.15. What month and year did [NAME] receive that first earning?	
MONTH	
YEAR	

NAME AND ORDER		_____ ☐ ☐	
QUESTIONS			
75.16. How many months did [NAME] work to recover those costs paid to obtain this job?			
NUMBER OF MONTHS WORKED.....			
CHECK 10C. IF QUESTION 75.2 = 1, ASK QUESTION 75.17; OTHERWISE → NEXT RESPONDENT.			
75.17. How long has [NAME] been back in Viet Nam?			
BELOW 6 MONTHS		1	☐
FROM 6 MONTHS TO LESS THAN 1 YEAR		2	☐
FROM 1 YEAR TO LESS THAN 2 YEARS		3	☐
FROM 2 YEARS TO LESS THAN 3 YEARS		4	☐
75.18. What is the main reason [NAME] stopped working abroad and returned to Viet Nam?			
END OF EMPLOYMENT CONTRACT		1	☐
UNABLE TO FIND WORK		2	☐
WORKPLACE DIFFICULTIES DUE TO AN EPIDEMIC/PANDEMIC		3	☐
FAMILY REASONS		4	☐
OTHER (SPECIFY)		5	☐
CHECK 10. IF THERE ARE NO MORE HOUSEHOLD MEMBERS, PROCEED TO SECTION 8. IF THERE ARE OTHER HOUSEHOLD MEMBERS → QUESTION 1.			

ANNEX 2: 2025 IN-DEPTH MIGRANT WORKER SURVEY QUESTIONNAIRE

MINISTRY OF FINANCE
NATIONAL STATISTICS OFFICE

SURVEY QUESTIONNAIRE COLLECTING INFORMATION ON VIETNAMESE INTERNATIONAL MIGRANT WORKERS IN 2025

*The information collected in this survey shall be used and protected in accordance
with the provisions of the Law on Statistics*

IDENTIFICATION INFORMATION						
PROVINCE/CENTRALLY GOVERNED CITY:	<table><tr><td></td><td></td></tr></table>					
COMMUNE/WARD/SPECIAL ZONE:	<table><tr><td></td><td></td><td></td><td></td><td></td></tr></table>					
VILLAGE/HAMLET/RESIDENTIAL GROUP:.....						
URBAN/RURAL (URBAN = 1; RURAL = 2):.....	<table><tr><td></td></tr></table>					
HOUSEHOLD NO.:.....	<table><tr><td></td><td></td><td></td></tr></table>					
FULL NAME:						
ADDRESS:						

PART 1: GENERAL INFORMATION OF THE RESPONDENT

(ASK FOR INDIVIDUALS AGED 15 AND ABOVE)

NAME AND ORDER		NLFS 2025 NO.	
1. Is [NAME] male or female?			
MALE.....		1	☐
FEMALE.....		2	☐
2. What is [NAME's] month and year of birth (solar calendar)?			
MONTH.....			
YEAR.....			
YEAR UNKNOWN.....9998		☐	
3. At present, how old is [NAME] according to the solar calendar?			
4. Currently, is [NAME] residing in Vietnam or abroad?			
IN VIETNAM.....		1	☐ → C8
ABROAD		2	☐
5. Country name and code			

PART 2: CHARACTERISTICS OF THE RESPONDENT

QUESTION	NAME AND ORDER		
6. What is [NAME's] current marital status?			
NEVER MARRIED.....	1	☐	
MARRIED	2	☐	
WIDOWED	3	☐	
DIVORCED	4	☐	
SEPARATED	5	☐	
7. What is the highest level of general education that [NAME] has completed?			
NEVER ATTENDED SCHOOL.....	1	☐	
BELOW PRIMARY	2	☐	
PRIMARY.....	3	☐	
LOWER SECONDARY	4	☐	
UPPER SECONDARY	5	☐	
CHECK QUESTION 7: IF QUESTION 7=1 → PART 7; OTHER → QUESTION 8			
8. What levels of education or training has [NAME] completed? ENUMERATOR READS AND ASKS FOR EACH LEVEL ONE BY ONE. FOR PEOPLE UNDER 18 YEARS OLD, DO NOT NEED TO ASK FOR COLLEGE QUALIFICATIONS OR HIGHER			
	1. YES	2. NO	
Elementary vocational/driving license	☐	☐	
Intermediate vocational.....	☐	☐	
College.....	☐	☐	
University.....	☐	☐	
Master's.....	☐	☐	
Doctorate	☐	☐	
Postdoctoral Completion	☐	☐	

PART 7: COSTS FOR WORKING ABROAD

QUESTION	NAME AND ORDER		
CHECK ITEM 10A: IF QUESTION 4 = 2, ASK QUESTION 75.1; OTHERWISE, GO TO QUESTION 75.2.			
75.1. In the past 3 years (from 2022 to present), while residing abroad, did [NAME] perform any paid work?			
YES	1	☐	→C75.3
NO	2	☐	→ NEXT RESPONDENT
75.2. In the past 3 years (from 2022 to present), did [NAME] reside abroad and perform any paid work?			
YES	1	☐	
NO	2	☐	→ NEXT RESPONDENT
75.3. In which country did [NAME] reside and work? NOTE: IF RESPONDENT RESIDED AND WORKED IN MORE THAN ONE COUNTRY, RECORD THE MOST RECENT COUNTRY IN THIS QUESTION Country name and code _____			
75.4. In which month and year did [NAME] begin work in [COUNTRY RECORDED IN Q75.3]?			
Month, year			
	Month	Year	
CHECK ITEM 10B: IF Q75.4_YEAR < 2022, CHECK AND CORRECT THE INFORMATION RECORDED IN QUESTION 75.1, QUESTION 75.2, Q75.4_MONTH, OR Q75.4_YEAR REGARDING WHEN [NAME] BEGAN RESIDING ABROAD.			
C75.5. Before moving to [COUNTRY RECORDED IN Q75.3], did [NAME] work in any other country?			
YES	1	☐	
NO	2	☐	→ C75.6

NAME AND ORDER QUESTION	
C75.5a Why did [NAME] change country of work? To earn more income..... 1 ☐ To have better working conditions..... 2 ☐ Job did not meet expectations (too difficult, physically demanding, or not as agreed) 3 ☐ Workplace conflict/ mistreatment, or poor environment 4 ☐ Contract ended or was terminated early..... 5 ☐ To seek more flexible work/part-time work 6 ☐ Family or personal reasons 7 ☐ Other (please specify): 8 ☐	
75.6. How many main jobs did [NAME] have in [COUNTRY RECORDED IN Q75.3]?	
75.7. What was [NAME]’s first main job in [COUNTRY RECORDED IN Q75.3]? For example: “Domestic work; packing frozen seafood...” DESCRIPTION OF THE JOB_____	
75.8. Describe the title of this job (if any)? DESCRIPTION OF JOB TITLE (IF ANY)_____ OCCUPATION CODE	
75.9. What was the main activity, product or service of the establishment where [NAME] performed his first main job in [COUNTRY RECORDED IN Q75.3]? For example: Seafood processing, clothing production, electronic chip production.... MAIN ACTIVITY/PRODUCT/SERVICE _____ INDUSTRY CODE	

QUESTION	NAME AND ORDER		
75.10. How did [NAME] first hear about the job			
From the employer	1	☐	
From friends or acquaintances living in Viet Nam.....	2	☐	
From friends or acquaintances living in the destination country	3	☐	
From family members or relatives living in Viet Nam	4	☐	
From family members or relatives living in the destination country	5	☐	
Through a public organization	6	☐	
Through a private recruitment agency	7	☐	
Through an individual recruiter or intermediary.....	8	☐	
Through newspapers, websites, social media (facebook, etc.) ...	9	☐	
Other (please specify).....	10	☐	
Don't know/ can't remember.....	11	☐	
75.11. How did [NAME] obtain this job?			
Job transfer	1	☐	
Registered with a public organization in Viet Nam.....	2	☐	
Registered with a public organization in the destination country	3	☐	
Registered with private recruitment agency in Viet Nam	4	☐	
Registered with private recruitment agency in the destination country	5	☐	
Recruited directly by the overseas employer	6	☐	
Through an individual recruiter or intermediary.....	7	☐	
Through a family member or relative	8	☐	
Through a friend or acquaintance	9	☐	
Other (please specify).....	10	☐	
Don't know/can't remember.....	11	☐	

NAME AND ORDER			
QUESTION			
75.12. Before starting that job, how did [NAME] enter [COUNTRY RECORDED IN Q.75.3] to take up their first job?			
Immigration with work visa	1	☐	
Immigration without a work visa (e.g. on a student, tourist, visitor visa).....	2	☐	
Not through a regular immigration channel	3	☐	
NO ANSWER.....	4	☐	
75.13. Did [NAME] experience any of the following issues in the workplace? (YES/NO)			
		1. YES	2. NO
Discriminatory/disrespectful treatment	1	☐	☐
Physical abuse or threat	2	☐	☐
Withholding or non-payment of wages	3	☐	☐
Forced overtime or unpaid overtime	4	☐	☐
Unsafe or poor working conditions.....	5	☐	☐
Sexual harassment	6	☐	☐
Conflict with co-workers	7	☐	☐
Conflict with supervisors/managers	8	☐	☐
Toxic work environment.....	9	☐	☐
Excessive work-related pressure or stress	10	☐	☐
Other (please specify):	11	☐	☐
None of the above	12	☐	☐
Don't know/can't remember.....	13	☐	☐
CHECK ITEM 10C: IF ANY ITEM FROM CODE 1 TO CODE 11 IN QUESTION 75.13 IS CODED "1. YES," ASK QUESTION 75.14. IF ALL ITEMS FROM CODE 1 TO CODE 11 ARE CODED "2. NO," OR IF Q75.13_12 = 1 OR Q75.13_13 = 1, GO TO QUESTION 75.15.			

QUESTION	NAME AND ORDER		
75.14. What did [NAME] do to address the problems experienced in the workplace?			
Talk to friends/relatives in Viet Nam and in country of work.....	1	☐	
Share the issue in social media (facebook, Zalo groups).....	2	☐	
Contact the police	3	☐	
Contact the embassy/consulate.....	4	☐	
Contact the employer.....	5	☐	
Contact a non-government organization in the country of work	6	☐	
Contact the Department of Overseas Labour (DOLAB)	7	☐	
Contact the recruitment agency	8	☐	
Call a hotline/helpline (please specify).....	9	☐	
Other (please specify):	10	☐	
No action.....	11	☐	
Don't know/can't remember.....	12	☐	
75.15 After starting work in [COUNTRY RECORDED IN Q75.3], what information did [NAME] wish they had received before leaving Viet Nam? SELECT ALL THAT APPLY.			
Recruitment procedures and costs	1	☐	
Work contract, wages, working hours, overtime, leave, rights and obligations.....	2	☐	
Complaints and support channels (how to make a complaint, where to get help, hotlines, embassies, NGOs).....	3	☐	
Safety and health at work.....	4	☐	
Living conditions (housing, transport, local rules).....	5	☐	
Avoid scams or unethical recruitment practices.....	6	☐	
Language and culture at the destination.....	7	☐	
Financial management and sending remittances.....	8	☐	
Planning for return and reintegration.....	9	☐	
None – I felt fully prepared	10	☐	
Other (please specify):	11	☐	
75.16. In total, how much did [NAME] pay to get his first job in [COUNTRY RECORDED IN 75.3]? Includes the total amount deducted from [NAME's] salary for obtaining the first job (if any).			
			UNIT: VND THOUSAND

NAME AND ORDER																
QUESTION																
75.17. To work in [COUNTRY RECORDED IN QUESTION 75.3], did [NAME] pay any travel costs before departing for that country? (e.g. bus, train or air tickets, and food and accommodation during the journey to the country of employment. YES 1 ☐ →AMOUNT UNIT: VND THOUSAND NO 2 ☐																
75.18 To work in [COUNTRY RECORDED IN QUESTION 75.3], did [NAME] pay any pre-departure costs (including visa/passport, insurance, medical examination and language training costs, etc.)? YES 1 ☐ →AMOUNT UNIT: VND THOUSAND NO 2 ☐ Breakdown: <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 45%;">Passport/visa fees</td> <td style="width: 20%;"> </td> <td style="width: 35%;">UNIT: VND THOUSAND</td> </tr> <tr> <td>Medical examination costs</td> <td> </td> <td>UNIT: VND THOUSAND</td> </tr> <tr> <td>Insurance costs:</td> <td> </td> <td>UNIT: VND THOUSAND</td> </tr> <tr> <td>Language and skills training costs:</td> <td> </td> <td>UNIT: VND THOUSAND</td> </tr> <tr> <td>Other (please specify):</td> <td> </td> <td>UNIT: VND THOUSAND</td> </tr> </table>	Passport/visa fees		UNIT: VND THOUSAND	Medical examination costs		UNIT: VND THOUSAND	Insurance costs:		UNIT: VND THOUSAND	Language and skills training costs:		UNIT: VND THOUSAND	Other (please specify):		UNIT: VND THOUSAND	
Passport/visa fees		UNIT: VND THOUSAND														
Medical examination costs		UNIT: VND THOUSAND														
Insurance costs:		UNIT: VND THOUSAND														
Language and skills training costs:		UNIT: VND THOUSAND														
Other (please specify):		UNIT: VND THOUSAND														
75.19. How much time did [NAME] spend on these preparations before departure? MONTH																
75.20 To start working in [COUNTRY RECORDED IN QUESTION 75.3], did [NAME] pay any fees to individual intermediaries or recruitment agencies in Viet Nam or in the country where [NAME] worked? YES 1 ☐ →AMOUNT UNIT: VND THOUSAND NO 2 ☐ Breakdown: <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 45%;">Individual intermediaries</td> <td style="width: 20%;"> </td> <td style="width: 35%;">UNIT: VND THOUSAND</td> </tr> <tr> <td>Public organization in Viet Nam</td> <td> </td> <td>UNIT: VND THOUSAND</td> </tr> <tr> <td>Private recruitment agency in Viet Nam</td> <td> </td> <td>UNIT: VND THOUSAND</td> </tr> <tr> <td>Private recruitment agency in destination</td> <td> </td> <td>UNIT: VND THOUSAND</td> </tr> <tr> <td>Other (please specify): _____</td> <td> </td> <td>UNIT: VND THOUSAND</td> </tr> </table>	Individual intermediaries		UNIT: VND THOUSAND	Public organization in Viet Nam		UNIT: VND THOUSAND	Private recruitment agency in Viet Nam		UNIT: VND THOUSAND	Private recruitment agency in destination		UNIT: VND THOUSAND	Other (please specify): _____		UNIT: VND THOUSAND	
Individual intermediaries		UNIT: VND THOUSAND														
Public organization in Viet Nam		UNIT: VND THOUSAND														
Private recruitment agency in Viet Nam		UNIT: VND THOUSAND														
Private recruitment agency in destination		UNIT: VND THOUSAND														
Other (please specify): _____		UNIT: VND THOUSAND														

NAME AND ORDER	
QUESTION	
KT10D. KIỂM TRA NẾU CÂU 75.2=1 → HỎI CÂU 75.21, KHÁC → CÂU 75.22	
75.21. Did [NAME] pay any costs to return to Viet Nam? Examples: Bus, train or air tickets, and food and accommodation during the return journey. YES 1 ☐ →AMOUNT UNIT: VND THOUSAND NO 2 ☐	
75.22 Did [NAME] pay any other costs to start that job in the country of work? YES 1 ☐ →AMOUNT UNIT: VND THOUSAND NO 2 ☐	
75.22a. In total, how much did [NAME] pay to get their first job in [COUNTRY RECORDED IN 75.3]? Includes the total amount deducted from [NAME's] salary for obtaining the first job (if any). UNIT: VND THOUSAND UNIT: VND THOUSAND	
75.23 Did [NAME] or someone in [NAME]'s family borrow money to cover any part of those costs? YES 1 ☐ →AMOUNT UNIT: VND THOUSAND NO 2 ☐	
75.24. How much did [NAME] earn in the first month, including in-kind payments and bonuses for the first job in [COUNTRY RECORDED IN Q75.3]? UNIT: VND THOUSAND	
75.25. What month and year did [NAME] receive that first earning? MONTH YEAR.....	
75.26. How many months did [NAME] work to recover those costs paid to obtain this job? NUMBER OF MONTHS WORKED.....	
CHECK ITEM 10E: IF QUESTION 75.2 = 1, ASK QUESTION 75.27; OTHERWISE, GO TO THE NEXT PERSON.	

QUESTION	NAME AND ORDER		
75.27. How long has [NAME] been back in Vietnam? LESS THAN 6 MONTHS1 ☐ FROM 6 MONTHS TO LESS THAN 1 YEAR.....2 ☐ FROM 1 YEAR TO LESS THAN 2 YEARS.....3 ☐ FROM 2 YEARS TO LESS THAN 3 YEARS.....4 ☐			
75.28. What is the main reason [NAME] stopped working abroad and returned to Vietnam? END OF EMPLOYMENT CONTRACT.....1 ☐ UNABLE TO FIND WORK.....2 ☐ DUE TO THE PANDEMIC3 ☐ FAMILY MATTERS4 ☐ OTHER (PLEASE SPECIFY) 5 ☐			
75.28a. Does [NAME] or [NAME]'s family have any outstanding debt incurred to cover migration costs? (Select one) Yes.....1 ☐ No2 ☐ No response3 ☐			
75.29. After returning to Viet Nam, from whom did [NAME] mainly receive employment-related support? Recruitment company1 ☐ Intermediary2 ☐ Local authorities3 ☐ Others (please specify):4 ☐ Did not receive any support5 ☐			
75.30. Did [NAME] pay any cost for the job-related support they received? About how much did [NAME] pay in total? ____ (currency) Yes, I paid 1 ☐ → currency UNIT: No, I did not pay anything 2 ☐ → Q75 VND THOUSAND I can't remember/don't know 3 ☐			

NAME AND ORDER	
QUESTION	
CHECK ITEM 10G: IF QUESTION 75.29 = 1, 2, 3 OR 4, ASK QUESTION 75.31; IF QUESTION 75.29 = 5, GO TO QUESTION 75.33.	
75.31. What kind of job-related support did [NAME] receive after returning to Viet Nam? (Select all that apply) Job referral or job placement services1 ☐ Information, counseling or advice on local job opportunities....2 ☐ Vocational or skills training.....3 ☐ Support to start a business4 ☐ Certification or recognition of skills gained abroad5 ☐ Other (please specify):6 ☐ Can't remember7 ☐	
75.32. Was the support [NAME] received helpful for [NAME]'S current employment situation? Yes, very helpful1 ☐ Somewhat helpful.....2 ☐ Not helpful.....3 ☐ Not applicable ([NAME] did not use the support).....4 ☐	
75.33. What is [NAME]'s current main type of work in Viet Nam? (Select one) Working for a private employer (monthly salary).....1 ☐ Working for a state employer, including a state-owned enterprise or company, public service unit, or government agency (monthly salary)2 ☐ Working in a job paid by the day/hour.....3 ☐ Self-employed / family business / own company4 ☐ Not currently working 5 ☐ → Q75.36	
75.34. What is [NAME]'s current main occupation? DESCRIPTION OF JOB _____ DESCRIPTION OF JOB TITLE (IF ANY): _____ OCCUPATION CODE	

NAME AND ORDER			
QUESTION			
75.35 Since returning to Viet Nam, how well has [NAME]'s current main job matched the skills and experience [NAME] acquired or was trained in abroad?			
Very well matched	1	☐	
Somewhat matched.....	2	☐	
Not matched.....	3	☐	
75.36. Does [NAME] intend to leave the province (the locality where [NAME] currently lives) to work within the next 12 months?			
YES	1		
NO	2	→ NEXT PERSON	
Not sure	3	→ NEXT PERSON	
75.37. Where would [NAME] like to work after leaving the province (the locality where [NAME] currently lives)?			
Other provinces in Viet Nam	1	☐	
Same country where [NAME] worked before Q75.3	2	☐	
Other countries (specify:____)	3	→ COUNTRY NAME AND CODE	
75.38 Why does [NAME] intend to leave the province (the locality where [NAME] currently lives) to work?			
SELECT ALL THAT APPLY			
To earn higher income / better financial opportunities.....	1	☐	
To find better working conditions (hours, environment, safety, benefits).....	2	☐	
Limited or no suitable jobs available locally.....	3	☐	
To seek more stable/secure employment.....	4	☐	
To gain new skills or career development opportunities	5	☐	
To access jobs that match my qualifications/experience	6	☐	
To move closer to education/training opportunities	7	☐	
To reunite with relatives/friends/take care of relatives	8	☐	
For better living conditions (housing, services, transport, healthcare)	9	☐	
To seek more flexibility (part-time work, seasonal work, informal work).....	10	☐	
Other (please specify):	11	☐	

QUESTION	NAME AND ORDER		
75.39. What type of work does [NAME] intend to do? (Select one)			
Working for a private employer (monthly salary).....	1	☐	
Working for a state employer (monthly salary).....	2	☐	
Work in a job paid by the day/hour	3	☐	
Be self-employed / family business / own company.....	4	☐	
Any type of work	5	☐	
Other (please specify).....	6	☐	
75.40. Please describe the main activity, product or service of the sector or industry in which [NAME] would like to work.			
DESCRIPTION OF THE MAIN ACTIVITY, PRODUCT OR SERVICE _____			
INDUSTRY CODE			

FULL NAME OF THE RESPONDENT: _____

TELEPHONE NUMBER OF THE RESPONDENT: _____

The National Statistics Office would like to thank you for providing the information.

**The information provided by you is for statistical purposes only
and shall be kept confidential in accordance with the provisions of
the Law on Statistics**

ANNEX 3: SURVEY DESIGN

1. Module Integrated into the 2025 Labour Force Survey

1.1. Survey purpose

This module collects information on the total costs paid by migrant workers, the first-month earnings from their first job abroad and the forms and methods of job search, for the compilation of Indicator 10.7.1 under Viet Nam's Sustainable Development Goals statistical indicator system (VSDGs).

The information collected through the 2025 module will be compared with the results of the 2021 Survey to reflect changes over time in the total costs paid by Vietnamese workers to obtain employment abroad and trends in labour migration.

1.2. Survey coverage

The 2025 Labour Force Survey was conducted in all 34 provinces and centrally governed cities, covering the six new socioeconomic regions.

1.3. Survey unit

Households. The respondent may be a returned migrant worker or a family member of a worker currently working abroad.

1.4. Survey population

Workers who were working abroad during the 2022–2025 period or workers who had worked abroad during the 2022–2025 period and had returned to Viet Nam.

1.5. Survey period: January–December 2025.

1.6. Data collection method

Data were collected directly using a questionnaire programmed on mobile electronic devices through Computer-Assisted Personal Interviewing (CAPI). Information was collected through face-to-face interviews conducted by trained interviewers. This approach enabled real-time data logic checks, secure data transmission and more efficient data processing.

1.7. Survey sample

The survey on migrant workers was integrated into the 2025 Labour Force Survey; therefore, data collection was conducted based on the sample of the 2025 Labour Force Survey.

The 2025 Labour Force Survey was a sample survey with a sample size designed to ensure statistical estimates at the regional level and for Ha Noi and Ho Chi Minh City on a quarterly basis, and at the provincial level on an annual basis. To improve the precision of the estimates, a 2-2-2 rotation sampling scheme was applied. Under this approach, households were surveyed for two consecutive quarters, then rotated out of the sample for the following two quarters, and subsequently rotated back into the sample for another two consecutive quarters.

The Labour Force Survey applied a two-stage stratified sampling method. At Stage 1, sample enumeration areas were selected. At Stage 2, sample households within each enumeration area selected at Stage 1 were selected using systematic random sampling.

The sample enumeration areas selected and used for the 2024 survey continued to be used for the survey in 2025 and subsequent years. A total of 4,911 enumeration areas were covered in each quarter, with 1,637 enumeration areas surveyed each month.

1.8. Survey questionnaire

The survey module consisted of 18 questions integrated into the 2025 Labour Force Survey questionnaire to collect information on total costs paid, earnings and the characteristics of international migrant workers.

2. In-depth Survey of Migrant Workers in 2025

2.1. Purpose

To collect information on the situation of Vietnamese international migrant workers during the 2022–2025 period, including the costs they paid to obtain employment abroad; workers' borrowing in relation to the costs paid to obtain employment abroad; working conditions in destination countries; and return and reintegration experiences, particularly in relation to employment, thereby contributing to the monitoring of Sustainable Development Goal (SDG) Indicator 10.7.1.

2.2. Survey coverage

The survey was conducted in 6 of the 34 provinces and centrally governed cities, representing the six new socioeconomic regions (corresponding to 13 of the 63 provinces and centrally governed cities prior to the change in administrative units on 1 July 2025).

2.3. Survey unit

Households. The respondent may be a returned migrant worker or a family member of a worker currently working abroad.

2.4. Survey population

Workers who were working abroad during the 2022–2025 period or workers who had worked abroad during the 2022–2025 period and had returned to Viet Nam.

2.5. Survey period: October–November 2025.

2.6. Data collection method

Data were collected directly using a questionnaire programmed on mobile electronic devices through CAPI. Information was collected through face-to-face interviews conducted by trained interviewers. This approach enabled real-time data logic checks, secure data transmission and more efficient data processing.

2.7. Survey sample

a) Sample size

The sample size was allocated in proportion to the number of international migrant workers in the provinces and centrally governed cities representing the six new socioeconomic regions and having high levels of migration, based on data from the Labour Force Survey.

The total sample size was 3,596 respondents, comprising 726 returned migrant workers and 2,870 workers currently working abroad. The survey sought to ensure balanced participation of male and female workers in order to enhance the comparability of the results.

Where a worker was abroad, a well-informed household member responded on the worker's behalf and contacted the worker directly to obtain additional information that the household member did not know. The detailed sample allocation is presented in the table below:

No.	Provinces and cities	Sample size
Total		3.596
Northern Midlands and Mountainous Areas		
1. Phu Tho (Phu Tho + Vinh Phuc + Hoa Binh)		601
Red River Delta		
2. Hanoi		367
North Central Region		
3. Quang Tri (Quang Binh + Quang Tri)		605
South Central Coast and Central Highlands		
4. Gia Lai (Gia Lai + Binh Dinh)		745
Southeast		
5. Ho Chi Minh City (Ho Chi Minh City + Ba Ria - Vung Tau)		669
Mekong River Delta		
6. Vinh Long (Ben Tre + Tra Vinh + Old Vinh Long)		609

b) Sampling method

This survey used the snowball sampling method. Specifically:

Provincial and municipal statistical agencies purposively selected approximately 10–20 former international migrant workers for data collection.

Subsequent respondents were selected for data collection using the snowball sampling method, starting from the initial survey respondents and continuing until the planned sample size was reached.

2.8. Survey questionnaire

The questionnaire consisted of two modules tailored to the respective respondent groups:

Module 1 – Applicable to all survey respondents: Approximately 30 structured questions concerning the costs they paid to obtain employment abroad, workers' borrowing in relation to the costs paid to obtain employment abroad and working conditions in destination countries.

Module 2 – Applicable only to returned migrant workers: Up to 20 in-depth questions covering reintegration experiences (employment and income after return), access to reintegration services, training or social protection and difficulties experienced after return.





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