

Vietnamese Labor Market Situation After the Covid-19 Pandemic

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ABSTRACT

Through analysis of the Vietnamese labor market after Covid-19 pandemic, the research shows that the Vietnamese labor market is being severely affected by the impact of the Covid-19 pandemic, which is an increase in labor force supply-demand imbalance as well as unemployment and underemployment rates. Along with the results of collection and analysis from secondary data sources, a number of solutions to help restore and develop the Vietnamese labor market in a new normal state.

Keywords: Covid-19 Pandemic, Income, Labor, Labor Market, Vietnam.

Published Online: May 25, 2023

ISSN: 2736-660X

DOI: 10.24018/ejdevelop.2023.3.3.255

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I. INTRODUCTION

Starting from December 2019, Covid-19 has become a global pandemic and negatively affected millions of workers, specifically: in the first quarter of 2021, 9.1 million workers were affected; In the second quarter of 2021, 12.8 million employees were affected, and in the third quarter of 2021, more than 28.2 million workers were affected. In the third quarter of 2021, the situation became the most serious: the whole country had 4.7 million workers lost their jobs; 14.7 million employees had to temporarily stop/suspend production and business; 12 million workers have their working hours cut or forced to take time off, rotating leave and 18.9 million workers have their income reduced. Most of the affected workers are of working age, from 25 to 54 years old, accounting for 73.3% (General Statistics Office of Vietnam, 2021).

In the field of labor and employment, the International Labor Organization (ILO, 2022) believes that the recovery of the labor market in 2022 is slow and uncertain as the pandemic will continue to have a significant impact on the labor market. global labor market. The ILO has downgraded its forecast for labor market resilience in 2022, with the global working time deficit in 2022 compared with the fourth quarter of 2019 to equate to 52 million full-time jobs. The global unemployment rate is expected to remain higher than before the Covid-19 pandemic at least until 2023. The 2022 global unemployment estimate is 207 million, compared with 186 million in 2019. Global workforce participation in 2022 is expected to remain 1.2 percentage points lower than in 2019.

Vietnam's labor market still has many bright spots, the labor force, the number of employed people and the labor's income have all increased; unemployment rate, underemployment rate and informal labor rate all tend to decrease. This shows that under the drastic direction and management of the Government and the whole political system in order to restore the economy, support workers and businesses that are facing difficulties due to the impact of the Covid-19 epidemic, the economic Vietnam's economy in general and the labor market in particular in 2022 are gradually recovering.

The article studies the current situation of Vietnamese labor market situation after the Covid - 19 pandemic, from which, proposes appropriate information, contributing to the academic literature and contributing to the Vietnamese labor market development.

II. EMPIRICAL ANALYSIS AND DISCUSSION OF RESULTS

A. Vietnamese Labor After Covid-19 Pandemic

In 2020, Vietnam achieved certain successes in controlling the Covid-19 epidemic, with the rate of cases per 1 million people among the lowest in the world. However, the labor market is still severely affected.

According to a report by the General Statistics Office, by the end of the year, about 32.1 million people aged 15 and over were negatively affected by the epidemic of which 69.2% had their income reduced, 39.9% had to reduce working hours or take alternate breaks and about 14% were forced to suspend production and business activities. Vietnam's working-age unemployment rate for the whole year of 2020 is 2.48%, 0.31 percentage points higher than in 2019 and the highest in the past 10 years.

In that context, the Government of Vietnam has launched policies to support workers that are considered timely and unprecedented. Right in April 2020, Resolution No. 42/NQ-CP and Decision No. 15/2020/QD-TTg on measures to support people and businesses facing difficulties due to the Covid-19 pandemic were issued.

The labor force aged 15 and over in 2022 is 52.1 million people, an increase of 2.8 million people compared to the same period last year - the time when the Covid - 19 pandemic had a heavy impact on the domestic labor market. The information about the labor workforce in Vietnam has illustrated as Table I:

TABLE I: VIETNAMESE LABOR AFTER COVID-19 PANDEMIC

Indicator	Unit	Year 2020	Year 2021	Year 2022
- Number of labor	million people	52.1	50.7	52.1
- Number of employed workers	thousand people	50863.8	49073.6	51035.4
- Number of underemployed people	thousand people	828.2	1464.1	898.2
- Number of unemployed people	thousand people	1232.5	1601.4	1081.7

Source: General Statistics office of Vietnam (2022)

Efforts should be made to promote production development, soon overcome difficulties and challenges, and take advantage of time to speed up the process of socio-economic recovery and development of the country in the spirit of Resolution No. 11/NQ. -CP on January 30, 2022 has contributed to reducing the number of employees negatively impacted by the Covid-19 pandemic. In the third quarter of 2022, the whole country had just over 4.4 million people aged 15 and over who were negatively affected by the Covid-19 pandemic, down by nearly half (3.6 million people) compared to the previous quarter. Out of a total of more than 4.4 million people negatively impacted by the pandemic, 0.3 million people lost their jobs, accounting for 6.4%; 1.3 million people had to take a break or suspend their production and business activities, accounting for 29.6%, 1.2 million people had their working hours cut or forced to take time off work, or alternate leave, accounting for 27.7% and 3.6 million workers lost income, accounting for 80.7%.

The impact of Industry 4.0 is posing new problems, that is: many old jobs and skills will be lost or drastically reduced, and at the same time, many new jobs and new skills will appear; Artificial intelligence, robots and machines will play an increasingly large role in production and replace many current job positions. Compared with developed countries in the region and the world, Vietnam has a modest proportion of trained workers with degrees and certificates (26.2%), which is a significant challenge in improving productivity. labor rate. In the current international integration context, the market accepts labor movement between countries, Vietnamese labors who want to go to other countries must comply with the common "rules of the game".

B. Vietnamese Labor's Income After Covid-19 Pandemic

The average monthly income of employees in the fourth quarter of 2022 is VND 6.8 million, an increase of VND 95 thousand compared to the previous quarter and an increase of VND 1.5 million compared to the same period last year. The average monthly income of male employees is 7.8 million VND, an increase of 105 thousand VND compared to the previous quarter and 1.6 million VND compared to the same period last year; the average monthly income of female employees is 5.8 million VND, an increase of 83,000 VND compared to the previous quarter and 1.4 million VND compared to the same period last year.

The lives and incomes of people and labors have gradually returned to normal, incomes have increased, and people's lives have been improved. A number of issues such as housing, motels, welfare policies, and essential needs are also paid more attention by local authorities and authorities.

As for the sustainable poverty reduction program, the Minister of Labor, Invalids and Social Affairs assessed that this is the earliest, fastest, and most synchronous completed program among the three current national target programs.

The management agency soon completed the institutional documents and 48 localities belonging to the target group were allotted and balanced with programs and projects. The basic poverty reduction targets have been achieved.

The average monthly income of workers in the Southeast region increased the highest among the six socio-economic regions, with an average income of 8.3 million VND, up 36.8%, corresponding to an increase of 2.2 million dongs compared to the previous quarter. In which, workers in Ho Chi Minh City, Binh Duong, and Dong Nai have the highest average income in the country, about more than 8 million VND/person/month. In Ho Chi Minh City, the average income of labor is 8.9 million VND/person, up 36.5%, equivalent to 2.4 million VND higher than the previous quarter; income of workers in Binh Duong is 8.6 million VND/person/month, an increase of 54.0%, equivalent to an increase of 3.0 million

VND/person/month compared to the previous quarter; workers in Dong Nai had an average income of 8.5 million VND, up 32.9%, equivalent to 2.1 million VND higher than the previous quarter. The first quarter of this year also recorded a strong recovery in the average income of workers in the Mekong Delta. In the fourth quarter of 2021, workers in this region still recorded a decrease in income, workers' lives continued to suffer many difficulties due to the complicated and widespread impacts of the Covid-19 epidemic; However, in the first quarter of this year, the income of workers in the Mekong Delta had many positive changes, with the average income of employees being 5.6 million VND, up 27.8% compared to the previous quarter. before.

III. CONCLUSIONS AND RECOMMENDATION

The Covid-19 pandemic has severely impacted the Vietnamese labor market, changing the labor market, losing jobs and increasing incomes. Therefore, the implementation of policies and solutions to support the recovery and stabilization of the labor market in the context of the Covid-19 pandemic is very important, demonstrating the spirit of accompanying businesses and people. of the Party and Government, especially in difficult circumstances, contributing to restoring production and ensuring a stable life for the people.

The Vietnamese government needs to have policies to support employees and employers, especially those affected by the pandemic, as well as industries and occupations that are heavily affected during the pandemic. in the spirit that no one is left behind. However, the labor and employment situation in our country is still facing many difficulties and challenges, therefore, in order to gradually restore and develop the Vietnamese labor market in the new normal state. It is necessary to effectively implement synchronous solutions, first of all to control the epidemic, workers must be safe, production must be safe, safe for production, specifically:

Firstly, continue to have timely support policies for employees affected by the Covid-19 pandemic. Authorities and businesses should have close coordination in the effective implementation of support packages for businesses and workers to recover from the pandemic.

Second, job training, improving the quality of human resources. In order to restore and develop production and business and create jobs for employees, it is necessary to train, re-train and improve occupational skills for workers to increase labor productivity and adapt to changes in the labor market due to the impact of the Covid-19 pandemic.

Third, create a favorable and attractive business environment, in line with new trends, capable of regional and international competition with mechanisms and policies to strongly attract international investment capital. and domestic; supporting enterprises, promoting production and business, quickly approaching new, modern and effective forms of production and business.

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