



International
Labour
Organization



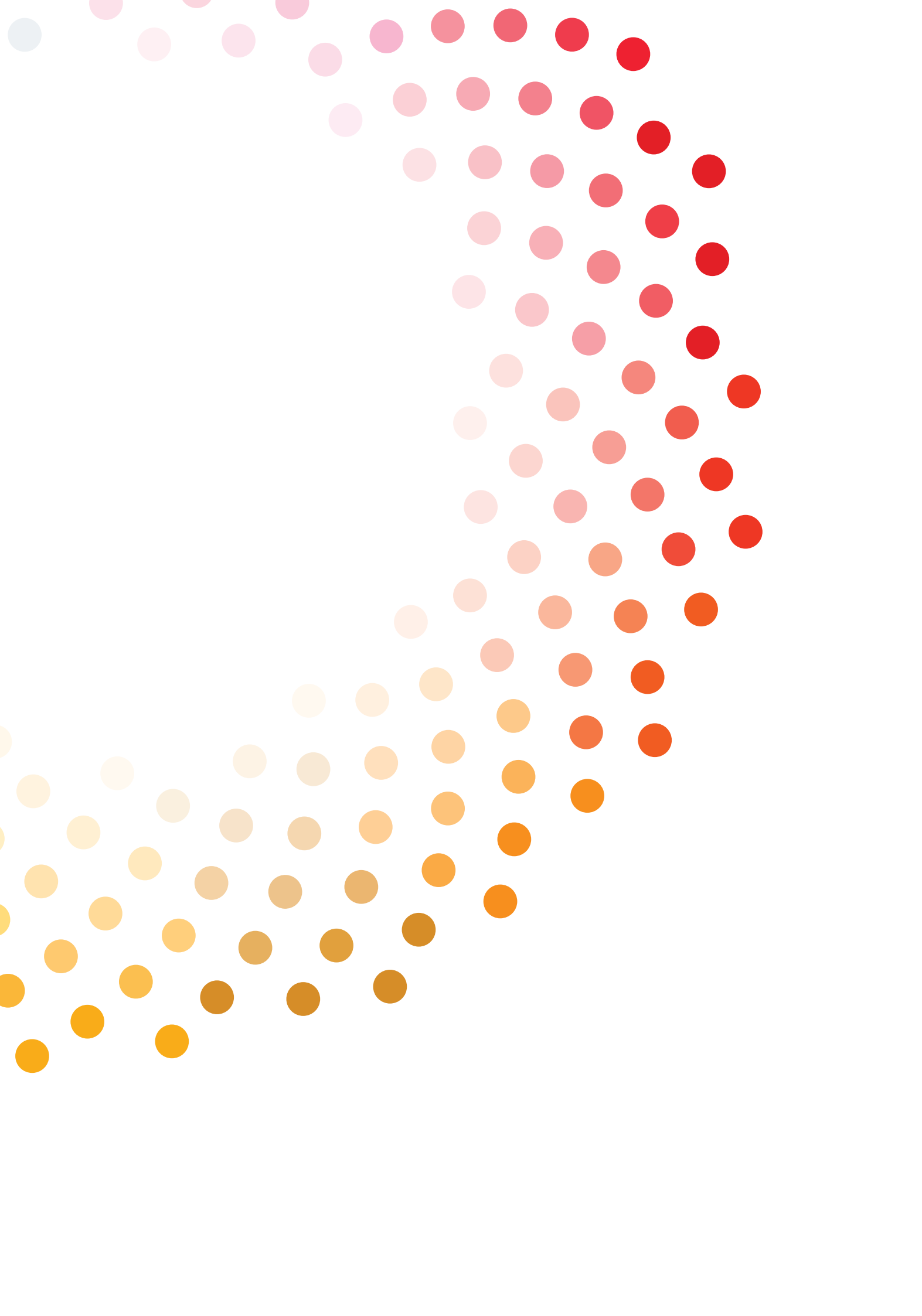
Measuring sustainable development goal indicator 10.7.1 on recruitment costs of Vietnamese workers overseas

Results of the Labour Force Survey 2021



**Spotlight
Initiative**
To eliminate violence
against women and girls





Measuring sustainable development goal indicator 10.7.1 on recruitment costs of Vietnamese workers overseas

Results of the Labour Force Survey 2021

Copyright © International Labour Organization 2022

First published 2022

Publications of the International Labour Office enjoy copyright under Protocol 2 of the Universal Copyright Convention. Nevertheless, short excerpts from them may be reproduced without authorization, on condition that the source is indicated. For rights of reproduction or translation, application should be made to ILO Publications (Rights and Licensing), International Labour Office, CH-1211 Geneva 22, Switzerland, or by email: rights@ilo.org. The International Labour Office welcomes such applications.

Libraries, institutions and other users registered with a reproduction rights organization may make copies in accordance with the licences issued to them for this purpose. Visit www.ifrro.org to find the reproduction rights organization in your country.

Measuring sustainable development goal indicator 10.7.1 on recruitment costs of Vietnamese workers overseas

ISBN: 978 922 0 37985 1 (print)

ISBN: 978 922 0 37986 8 (web PDF)

The designations employed in ILO publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the International Labour Office concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

The responsibility for opinions expressed in signed articles, studies and other contributions rests solely with their authors, and publication does not constitute an endorsement by the International Labour Office of the opinions expressed in them.

Reference to names of firms and commercial products and processes does not imply their endorsement by the International Labour Office, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

ILO publications and digital products can be obtained through major booksellers and digital distribution platforms. For more information, visit our website: www.ilo.org/publns or contact ilopubs@ilo.org.

Printed in Viet Nam.

► Preface

Sustainable Development Goal (SDG) indicator 10.7.1 on recruitment costs was integrated in to the Viet Nam Labor Force Survey in 2021. This survey is now conducted every month pursuant to Decision No. 1750/QĐ-TCTK dated 7th December, 2020 by the Director General of the General Statistics Office in Viet Nam. This is the second time that the information from the measurement of SDG indicator 10.7.1 has been integrated into the Labour Force Survey and supported by the International Labour Organization (ILO) under the framework of the EU funded the Safe and Fair Programme: Realizing women migrant workers' rights and opportunities in the ASEAN region. The first pilot survey was integrated in the fourth quarter of 2019. However, the results of the fourth quarter of 2019 pilot survey have not been enumerated and published officially to represent the country.

This report 'Measuring Sustainable Development Goal Indicator 10.7.1 on Recruitment Costs of Vietnamese Workers Overseas' was developed using data from the Viet Nam Labour Force Survey 2021. This is the first time the General Statistics Office has released a study on Vietnamese workers abroad.

The report results showed basic characteristics of Vietnamese workers overseas within the last three years (2018-2021). In particular, the report has shown that, on average, Vietnamese workers going to work abroad had to use the equivalent of 7.4 months of their first-month salary to pay for or cover recruitment costs for getting their job abroad in the first place. Based on the study results, the report has proposed policy recommendations related to Vietnamese workers overseas.

The development of the report was chaired by the General Statistics Office of Viet Nam, in coordination with ILO specialists (Ms. Deepa Bharathi, Chief Technical Advisor, Safe and Fair Programme, ILO Regional Office of Asia and the Pacific; Mr. Tite Habiakare, Senior Statistician, ILO Regional Office for Asia and the Pacific; Mr. Richard Horne, International Labour Migration Statistics Consultant, Safe and Fair Programme, ILO Regional Office of Asia and the Pacific; Ms. Pham Thi Lan, Country Coordinator, Safe and Fair Programme, Viet Nam; Ms. Nguyen Thi Le Van, Country Coordinator, ILO Viet Nam; Mr. Vu Hoang Linh, National Advisor on International Labour Migration Statistics, Safe and Fair Programme, Viet Nam project) for compilation and technical support from the ILO. The General Statistics Office would like to express our heartfelt thanks for the cooperation and support of the ILO to integrate the information from the measurement of indicator 10.7.1 into the Viet Nam Labour Force Survey 2021 in general, and for compiling this publication in particular. Our sincere thanks are also extended to specialists, officers and staff of ILO Viet Nam and the ILO Regional Office for Asia and the Pacific for their valuable contributions in the process of compiling and finalizing this publication.

The General Statistics Office hopes that the report will meet the requirements of basic information for socio-economic policy makers, particularly for those engaging in the field of labour and employment for Vietnamese workers abroad. We warmly welcome all constructive comments from readers.

GENERAL STATISTICS OFFICE OF VIET NAM

▶ Contents

PREFACE	iii
LIST OF TABLES	vii
LIST OF FIGURES	viii
ABBREVIATIONS	ix
EXECUTIVE SUMMARY	x
1. METHODOLOGY	1
1.1. Objectives of the survey	1
1.2. Subjects and scope of the survey	1
1.3. Content of the survey	1
1.4. Type of survey	2
1.5. Information collection methods	2
1.6. Information processing methods	3
1.7. Selection of enumerators	3
2. CHARACTERISTICS OF VIETNAMESE WORKERS OVERSEAS	5
2.1. Vietnamese workers abroad by demographic characteristics	5
2.2. Vietnamese workers abroad by occupation and industry	6
2.3. Vietnamese workers abroad by last country or territory of destination abroad for employment	8
2.4. Vietnamese workers abroad by legal migration status and modes of job acquisition	10
3. RECRUITMENT COST OF VIETNAMESE WORKERS OVERSEAS	13
3.1. Recruitment costs by demographic characteristics	13
3.2. Recruitment costs by occupation and industry	14
3.3. Recruitment costs by last country or territory of destination	16
3.4. Recruitment costs by legal migration status and modes of job acquisition	18
4. FIRST-MONTH SALARY FROM THE FIRST JOB OF VIETNAMESE WORKERS OVERSEAS	21
4.1. First-month salary from the first job by demographic characteristics	21
4.2. First-month salary from the first job by occupation and industry	22
4.3. First-month salary from the first job by last country or territory of destination	24
4.4. First-month salary from first job by legal migration status and modes of job acquisition	26

5.	RECRUITMENT COST INDICATOR OF VIETNAMESE WORKERS OVERSEAS	29
5.1.	Recruitment cost indicator by demographic characteristics	29
5.2.	Recruitment cost indicator by occupation and industry	30
5.3.	Recruitment cost indicator by last country or territory of destination	32
5.4.	Recruitment cost indicator by legal migration status and modes of job acquisition	33
6.	CONCLUSION AND RECOMMENDATIONS	35
6.1.	Conclusions	35
6.2.	Policy implications	38
	REFERENCES	39
	Annex I: Tabulated tables	41
	Annex II: Labour Force Survey 2021- Questionnaires	58
	Annex III: Sample design of the Labour Force Survey	66
	Annex IV: Estimation of sampling errors - Methodology	68
	Annex V: Estimation of sampling errors – Selected tables	70
	Annex VI: Requirements for statistical enumerators	79
	Annex VII: Definitions and concepts	81

► List of tables

Table 1	Key indicators related to Vietnamese workers overseas	xiv
Table 2	Vietnamese workers overseas by selected characteristics	5
Table 3	Share of Vietnamese workers overseas by mode of job acquisition and sex	11
Table 4	Average recruitment cost of Vietnamese workers overseas by some characteristics	14
Table 5	Average recruitment cost of Vietnamese workers overseas by country or territory of destination and some characteristics	17
Table 6	Average first-month salary from the first job selected demographic characteristics and sex	21
Table 7	Average first-month salary from the first job by the highest educational level attained and sex	22
Table 8	Average first month salary by occupation and sex	23
Table 9	Average first month salary of migrants by economic sectors and sex	24
Table 10	Average first month salary of Vietnamese workers overseas by country or territory of destination and sex	25
Table 11	First month salary from first job, by legal migration status	26
Table 12	Average first month salary by modes of job acquisition and sex	27
Table 13	Recruitment cost indicator by some characteristics and sex	30
Table 14	Recruitment cost indicator by country of destination and some characteristics	32
Table 15	Recruitment cost indicator by legal migration status	33
Table 16	Recruitment cost indicator by country of destination and mode of job acquisition	33

► List of figures

Figure 1	Distribution of Vietnamese workers overseas by highest level of educational attainment and sex	6
Figure 2	Vietnamese workers overseas by selected occupational groups	7
Figure 3	Vietnamese workers overseas by selected industries	8
Figure 4	Percentage distribution of Vietnamese workers overseas by the last country or territory of destination	8
Figure 5	Proportion of Vietnamese workers overseas by sex and last country or territory of destination abroad for employment	9
Figure 6	The share of Vietnamese workers overseas by legal migration status	10
Figure 7	Recruitment cost of Vietnamese workers overseas by occupational skills and sex	15
Figure 8	Recruitment cost of Vietnamese workers overseas by economic areas and sex	16
Figure 9	Average recruitment cost by form of migration	18
Figure 10	Average recruitment cost by mode of job acquisition	19
Figure 11	Average first month salary by country or territory of destination and main occupation	25
Figure 12	Recruitment costs by main occupations	31
Figure 13	Recruitment cost indicator by main economic sectors	31

► Abbreviations

ILO	International Labour Organization
ISCO	International Standard Classification of Occupations
ISIC	International Standard Industrial Classification of All Economic Activities
RCI	Recruitment Cost Indicator
SDG	Sustainable Development Goal
GSO	General Statistics Office
VSDGs	Viet Nam Sustainable Development Goals

► Executive summary

The United Nations 2030 Agenda for Sustainable Development mainstreamed international migrants and migrant workers throughout the Sustainable Development Goals (SDGs). Notably, target 10.7 calls for facilitating orderly, safe and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies. Further, target 10.7 includes indicator 10.7.1: “Recruitment cost borne by employee as a proportion of monthly income earned in country or territory of destination”. The principle behind this indicator is that the cost of recruitment should not be borne by the worker or jobseeker. This is consistent with and is also reflected in the International Labour Organization (ILO) Private Employment Agencies Convention, 1997 (No. 181) and the General Principles and Operational Guidelines for Fair Recruitment, which reiterate that “No recruitment fees or related costs should be charged to, or otherwise borne by, workers or jobseekers” (ILO, 2016).

To assess the implementation of Viet Nam’s National Action Plan for 2030 Sustainable Development Agenda Target 10.6 (equivalent to the global SDG target 10.7), the General Statistics Office of Viet Nam (GSO) in collaboration with the International Labour Organization (ILO) under the framework of the Safe and Fair Programme funded by the European Union sought to include a module to capture recruitment costs of migrant workers in the Labour Force Survey. The module was piloted in the fourth quarter of 2019 in compliance with the 20th International Conference of Labour Statisticians Guidelines Concerning Statistics of International Labour Migration (ILO, 2018), which specify inclusion of persons who have returned temporarily from abroad yet still reside in a foreign country or territory at the time of the survey. It also utilised the ILO and World Bank methodology for measuring the indicator and thus estimating progress relative to reducing or eliminating fees and related costs (ILO and World Bank, 2019).

Following the success of the pilot in the fourth quarter of 2019, the module was included again in the Labour Force Survey 2021. This report analyses this data and presents, for the first time, a representative and official assessment of Vietnamese workers abroad, including recruitment costs, published by the GSO. This collection of data on recruitment costs in the Labour Force Survey 2021 also represents significant progress towards building a data collection system for the regular production of indicator 113 on “Recruitment cost borne by employee as a proportion of monthly income earned in last country or territory of destination abroad” under the Viet Nam Sustainable Development Goal statistical indicators framework. The GSO will continue to refine and improve the methodology based on international standards and the national context.

Characteristics of Vietnamese workers overseas

The Labour Force Survey estimated that there were around 250,287 Vietnamese workers abroad in the last three years (2018-21), defined for the indicator as persons who travelled abroad with the intention to work as employees. The majority (69 per cent) were men and mostly from rural areas (86 per cent). Most migrant workers had secondary levels of education (47 per cent with upper-secondary and a further 23 per cent with lower-secondary). These education levels also reflected the occupational skill levels and industries in which these Vietnamese migrant workers were engaged. More than 70 per

cent of Vietnamese workers abroad were in occupations requiring medium skills, with around 20 per cent in low skilled and ten per cent in high skilled occupations. Around 53 per cent of Vietnamese workers abroad were engaged in 'processing and manufacturing', with a further 13 per cent in 'construction'. Just under ten per cent were engaged in 'accommodation, food and beverage services' – which accounted for the highest share of female Vietnamese workers abroad (51 per cent).

Four countries or territories identified as the 'last country of work abroad' accounted for 86 per cent of Vietnamese workers abroad. These were Japan (40.6 per cent), Taiwan (31.9 per cent), the Republic of Korea (10.9 per cent) and the People's Republic of China (2.8 per cent). The majority of Vietnamese workers in Japan and Taiwan were in the manufacturing or construction industries. Most of those going to these countries did so through official channels, with a regular immigration channel and with a work visa. In fact, most Vietnamese surveyed used such official channels (88 per cent). The most common form of acquiring the first job abroad was through registration and applications with a private recruitment organization in Viet Nam (36 per cent), a further 26 per cent used individual recruiters or brokers, 18 per cent used State organizations in Viet Nam, and 12 per cent used family members, relatives or friends.

Recruitment cost of Vietnamese workers overseas

Total recruitment costs of Vietnamese migrant workers working abroad is the total amount that Vietnamese workers have to pay to get their first job abroad, including the total amount deducted from the worker's salary to get that first job (if any). The average recruitment cost of Vietnamese workers going abroad to work is around 165 million Vietnamese dong (VND) to get their first job abroad. The total cost of recruiting all Vietnamese workers abroad is about VND 38,822 billion (including cases of labour without recruitment costs). Vietnamese workers abroad with an upper secondary educational level or elementary/intermediate vocational level had the highest average recruitment cost, at about VND 176 million. This also corresponded to the occupational skill levels, with the medium skilled, which account for the majority of Vietnamese workers abroad, paying an average recruitment cost of about VND 168 million. This is higher than both the low-skilled (VND 151 million) and high skilled (VND 167 million) Vietnamese workers abroad. The industries accounting for the most Vietnamese workers abroad, namely, 'processing and manufacturing sector', 'construction' and 'accommodation, food and beverages', were also the industries with the highest average recruitment costs, of between VND 160 million and VND 200 million.

For Japan, the Republic of Korea and Taiwan, the recruitment costs for Vietnamese workers are typically higher than other countries. The average recruitment cost in the Republic of Korea was highest at around VND 226 million, followed by Japan at VND 192 million. The average recruitment cost is lowest for China, at around VND 45 million. The average for all other countries is around VND 128 million. Vietnamese workers overseas who used official channels to enter the country or territory abroad, using regular immigration with and with a work visa (majority of Vietnamese migrants abroad) also had the highest recruitment costs, of around VND 171 million. The forms of job acquisition with the lowest recruitment costs are through family members/relatives/friends, which is around VND 112 million. The recruitment costs for other channels, such as from State organizations, private recruitment

organizations or through individual recruiters/brokers, are much higher and range between VND 167 million and VND 172 million.

First month salary of Vietnamese workers overseas

The average salary in the first month of Vietnamese workers abroad was VND 22.4 million. The total salary of Vietnamese workers going abroad received within the last three years is around VND 5,552 billion. By level of education, the first month salary of workers increases as the level of education rises, from VND 19.2 million for those with below lower-secondary education, to VND 27.0 million for those with college and higher education. Accordingly, Vietnamese workers abroad in higher skilled occupations were more likely to receive higher first month salaries, at VND 29.1 million, compared to VND 22.5 million and VND 21.2 million for medium skilled and low skilled occupational categories, respectively. By broad sector group, those engaged in the 'agriculture, fisheries and forestry' sector exhibited the highest first-month salary, at VND 24.7 million, followed by industry and construction at VND 22.4 million, and services at VND 21.8 million. Across all broad sector groups, women earned less than men.

By last country or territory of destination, the highest first-month salary was observed in the Republic of Korea, at VND 27.7 million, followed by Japan at 26.0 million. Taiwan had an average first month salary of VND 18.3 million and China, at VND 11 million. While Vietnamese workers abroad who used official channels had the highest recruitment costs, they also had the highest first-month salary from a first job of around VND 22.9 million. This compares with VND 17.0 million for those using regular immigration but without a work visa. By mode of acquiring a job, the average first-month salary was highest for those who obtained a job from a private recruitment organization in Viet Nam (VND 23.3 million), followed by those who obtained a job through a State organization in Viet Nam (VND 22.9 million). The first-month salary was lowest for those who used family members, relatives or friends to acquire a job (VND 19.7 million), although, notably women using this means had a significantly higher first-month salary (VND 22.6 million) than men (VND 17.8 million).

Recruitment cost indicator of Vietnamese workers overseas

The recruitment cost indicator (RCI), also known as SDG indicator 10.7.1, is defined as "the proportion of recruitment cost borne by an employee compared to the monthly income earned by employee from the job he/she undertook in the country of destination" (ILO and World Bank, 2019). This RCI presented as the equivalent number of months of salary or remuneration that migrant workers have to spend to cover initial recruitment costs when working abroad. The Labour Force Survey 2021 indicates that the overall RCI of all Vietnamese workers abroad was estimated at 7.4. This means that on average, it would take Vietnamese workers abroad around 7.4 months of their first-month salary to pay for or cover recruitment costs they paid to get their first job abroad. Despite the higher first-month salary, the RCI increased with education levels, from 7.4 for those with less than lower-secondary levels of education and rising to 7.8 for those with elementary / intermediate technical degrees. It then dropped to 6.0 for those with college or higher education, the lowest RCI of the different educational categories. By occupation, the RCI was lowest for low-skilled occupations, at 7.1, and rising for medium skilled occupations at 7.5, and then dropping for high skilled at 5.7. By broad sector groups, the RCI was similar at around 7.8 to 8.1 for all three categories.

By last country or territory of destination, Japan had the highest RCI of 8.2, followed by the Republic of Korea at 7.3 and Taiwan at 4.1. By legal migration status, the RCI was highest for those who used regular immigration channels and also had a work visa (7.5), which compares to 4.5 for those who used regular immigration channels but worked without a work visa. In terms of methods of job acquisition that Vietnamese workers abroad used, the RCI was highest, at 8.0, when the job was acquired via a private recruiter or broker in Viet Nam. It was also relatively high for those that used a private organization in Viet Nam, at 7.6. The RCI was lowest for those that used family members/relatives/friends, at 5.7.

Policy implications

Reducing the financial cost of migrant workers' recruitment

With the 7.4 months equivalent of a first-month salary needed to pay off the average recruitment fees, according to the findings of this report, there are potential benefits from reducing the financial cost of migrant workers' recruitment. The findings of the report show that the modes of acquiring a job abroad have different implications for the recruitment cost indicator. Lower recruitment costs process could also be facilitated by addressing barriers to cooperation between the State and brokers/recruitment companies. It calls for stronger enforcement of private recruitment agency regulations, such as ensuring that the allowable costs to charge migrant workers are not exceeded. Lower costs of recruitment could improve access for lower-income households to migrant abroad for work, using regular channels, thereby also reducing the risk of trafficking and exploitation. At the same time, lower costs would translate to higher remittances to be sent back to Viet Nam.

Deploying fair and effective labour recruitment policies for all migrant workers

Fair and effective labour recruitment policies for all workers are needed to address diversity and inequalities in recruitment costs, particularly by sex, education level, occupation and industry, and ensure labour market efficiency and competitiveness. Reduced recruitment costs would also ensure a more effective labour market functioning, promote better skill matching and reduce the risk of exploitative practices. This entails ensuring that workers are able to migrate abroad for work through legal corridors to protect workers working abroad, as encouraged through the implementation of Law No. 69/2020/QH14 of the National Assembly: Law on contract-based Vietnamese overseas workers promulgated on 13 November 2020 and came into effect from 1 January, 2022.

Improving the availability and dissemination of information on costs paid by migrant workers

The regular collection of data on recruitment costs contributes to a data collection system for the regular production of indicator 113 on "Recruitment cost borne by employee as a proportion of monthly income earned in last country or territory of destination abroad" under the Viet Nam Sustainable Development Goal statistical indicators. There is a need to continue gathering and disseminating information on the status of migrant workers and their situations, particularly in terms of recruitment costs and the composition of these costs. This information should be able to inform policy responses to help reduce the costs of recruitment paid by migrant workers. Regular collection of this data can contribute to monitoring and adjustment of policies to protect Vietnamese migrant workers.

Table 1 Key indicators related to Vietnamese workers overseas

	Labour Force Survey 2021
Number of Vietnamese workers overseas from 2018 to 2021 (thousand person)	250.3
<i>By area:</i>	
Urban	34.9
Rural	215.4
<i>By sex:</i>	
Male	171.6
Female	78.7
Rate of trained labour force (%)	24.0
<i>By area:</i>	
Urban	37.7
Rural	21.7
<i>By sex:</i>	
Male	26.8
Female	17.8
Percentage distribution by the last countries or territories of destination for employment (%)	100.0
Japan	40.6
Republic of Korea	10.9
Taiwan	31.9
People's Republic of China	2.8
Other countries	13.8
Average recruitment cost (VND million)	164.9
<i>By area:</i>	
Urban	168.3
Rural	164.4
<i>By sex:</i>	
Male	166.3
Female	161.7

Labour Force Survey 2021	
<i>By the last country or territory of destination for employment:</i>	
Japan	192.4
Republic of Korea	225.6
Taiwan	132.4
People's Republic of China	44.5
Other countries	128.0
Average first-month salary (VND million)	22.4
<i>By areas:</i>	
Urban	24.8
Rural	22.1
<i>By sex:</i>	
Male	23.0
Female	21.2
<i>By the last country or territory of destination:</i>	
Japan	26.0
Republic of Korea	27.7
Taiwan	18.3
People's Republic of China	11.0
Other countries	19.2
Recruitment Costs Indicators (RCI)	7.4
<i>By areas:</i>	
Urban	6.8
Rural	7.4
<i>By sex:</i>	
Male	7.2
Female	7.6



1.

► **Methodology**

► Methodology

1.1. Objectives of the survey

The Labour Force Survey 2021 was conducted under Decision No. 1750/QĐ-TCTK dated 7 December 2020 of the Director General of the General Statistics Office of Viet Nam. This is the survey on the labour force which is conducted annually under the National Statistical Survey Programme approved by the Prime Minister. A module on recruitment costs of Vietnamese workers overseas has been integrated in the Labour Force Survey 2021 for the following objectives:

- Determining the feasibility of integrating the collection of information on international migration in annual labour force survey; and
- Researching and developing a database system to assess the implementation of Viet Nam's Sustainable Development Goal No. 10.6 (equivalent to Goal 10.7 globally): "Facilitating orderly, safe, regular and responsible migration and mobility of people, including the implementation of planned and well-managed migration policies."

1.2. Subjects and scope of the survey

The subjects of the survey are usual residents aged 15 or older in the household, that change the country of residence regularly with the main purpose related to employment and satisfying one of the following conditions:

- (i) Currently residing abroad for less than three years up to the time of survey and working for remuneration or salary (that is, as employees); and
- (ii) Currently residing in Viet Nam but have gone abroad to reside and work for remuneration or salary within three years prior to the time of survey;

The Labour Force Survey 2021 was conducted in 63 provinces and centrally-administered cities in Viet Nam.

1.3. Content of the survey

The module on recruitment costs of Vietnamese workers overseas collected the following information:

- Full name of each usual resident in the household;
- Relationship with household head;
- Sex;
- Month, year of birth or full age according to solar calendar;

- Currently residing in Viet Nam or abroad;
- Name and code of the foreign country where the survey subject is currently living;
- Marital status;
- The highest educational level attained;
- Major of study and year of graduation with the highest educational level;
- The last country of destination;
- The sector and occupation of the first job;
- Form of job acquisition of the first job;
- Way to enter the country of destination for the first job;
- Job application costs;
- First-month salary of the first job;
- Time of returning to Viet Nam for those who are currently in Vietnam; and
- Reasons for not working abroad and returning to Viet Nam for those who are currently in Viet Nam.

1.4. Type of survey

The Labour Force Survey 2021 is a sampling survey with a sample size that ensures national statistical estimates of labour, employment, unemployment and workers' income. To improve the accuracy of the estimates, the alternate sampling method according to the 2-2-2 mechanism was applied. According to this method, households would be surveyed for two consecutive quarters, then excluded for the next two quarters and included in again for two consecutive quarters (see details in Annex III). Sample enumeration areas would be selected and used for the survey in two years 2021-22. There were totally 4,911 enumeration areas in one quarter and 1,637 areas were surveyed per month.

The enumeration areas of the Labour Force Survey 2021 were residential areas identified in the 2019 Population and Housing Census. Using the lists of households and people of the 2019 Population and Housing Census as samplers to select survey households of the Labour Force Survey. These lists were an important tool to help enumerator access households quickly and conveniently, so that the team leader can monitor the enumerator's work.

1.5. Information collection methods

The Labour Force Survey 2021 applied the face-to-face interview method using an electronic questionnaire installed in the enumerator's iPad or smartphone. The enumerator went to each household to ask the information provider and noted all the answers on the electronic questionnaire.

1.6. Information processing methods

The survey data from the electronic questionnaire was synchronized daily by the enumerator to the server system through the online data transmission line. Here, supervisors at all levels performed online data checking and acceptance according to the data inspection and acceptance process guided in Labour Force Survey professional manual.

1.7. Selection of enumerators

The Labour Force Survey 2021 is an in-depth survey, therefore, in order to ensure the quality of information, it is required that the enumerators are experienced and qualified in statistical surveys with an educational level from upper-secondary and higher, proficient in using an iPad or a smartphone to conduct surveys and collect information using electronic questionnaires. Specific criteria for enumerators are presented in Annex VI.

2.

- ▶ **Characteristics
of Vietnamese
workers overseas**

► Characteristics of Vietnamese workers overseas

2.1. Vietnamese workers abroad by demographic characteristics

The Labour Force Survey 2021 results show that the total number of Vietnamese workers abroad in the last three years (from 2018 to 2021) was around 250,287, in which the majority were men (68.6 per cent) (Table 2). The percentage of male workers abroad is lower than in other countries of origin, such as India and Pakistan with mostly male workers, Indonesia with 70 per cent, but higher than some countries such as the Philippines with 56 per cent, Laos PDR with 53 per cent (the reference date of the countries is 2019).¹ Additionally, the majority were from rural areas (86.1 per cent). A median age of 28 years was similar for men and women, which compares to a median age of 40 in the Vietnamese employed population.

Table 2 Vietnamese workers overseas by selected characteristics

	All		Male		Female	
	'000s	%	'000s	%	'000s	%
Total	250.3	100.0	171.6	100.0	78.7	100.0
Urban/rural						
Urban	34.9	13.9	23.2	13.5	11.7	14.9
Rural	215.4	86.1	148.4	86.5	67.0	85.1
Age group						
15-24	78.5	31.4	47.6	27.7	30.9	39.3
25-39	141.6	56.6	105.6	61.5	36.0	45.8
40+	30.1	12.0	18.4	10.7	11.7	14.9
Marital status						
Unmarried	131.2	52.4	90.0	52.4	41.2	52.3
Married	119.1	47.6	81.6	47.6	37.5	47.7

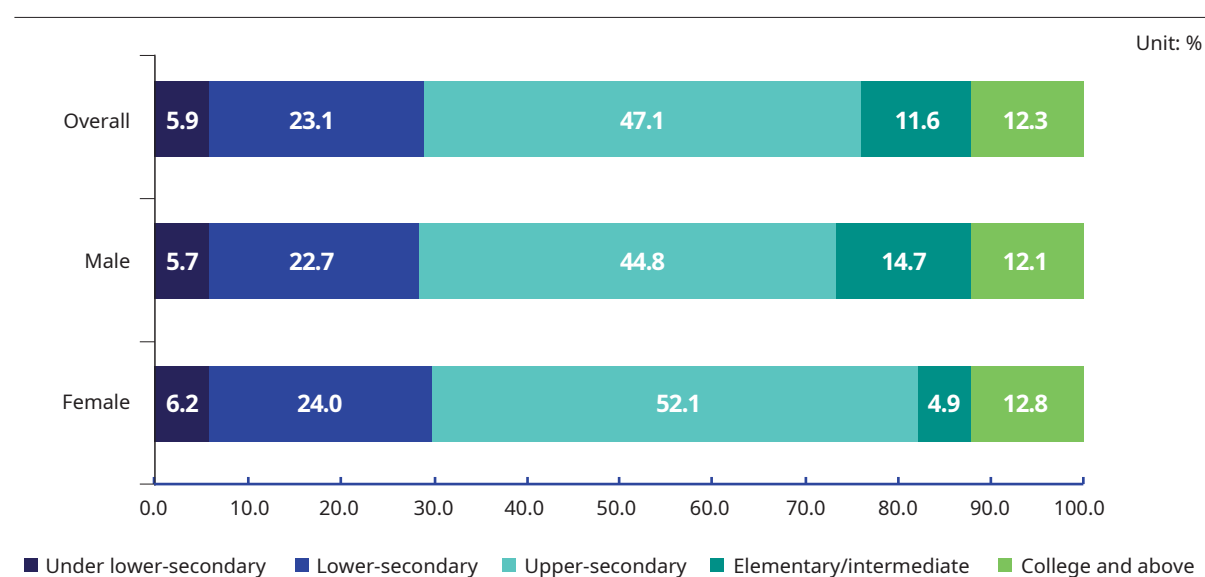
Source: Viet Nam Labour Force Survey, 2021.

¹ ILO, 2021. Labour migration in Asia: Impacts of the COVID-19 crisis and the post-pandemic future. Available at: https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_784823.pdf

According to the results of the Labour Force Survey 2021, Hanoi, Hai Duong, Nghe An, Ha Tinh and Quang Binh are the provinces with the largest population shares in Viet Nam. These were also provinces and cities with the highest percentage of Vietnamese workers overseas, collectively accounting for more than half the country's workers overseas. In which, Nghe An accounted for 16.2 per cent of these workers, Ha Tinh (13.1 per cent), Hai Duong (12.7 per cent), Quang Binh (7.5 per cent) and Ha Noi (5.3 per cent).

The highest level of educational attained by most Vietnamese workers overseas was upper-secondary, accounting for 47.1 per cent of these workers, followed by lower-secondary education (23.1 per cent) (Figure 1). The percentage of workers with upper-secondary education among women was higher than among men (52.1 per cent and 44.8 per cent, respectively).

Figure 1 Distribution of Vietnamese workers overseas by highest level of educational attainment and sex



Notes: Figures for women at elementary/intermediate level were based on few sample cases; these figures should be treated with caution.

Source: Viet Nam Labour Force Survey, 2021.

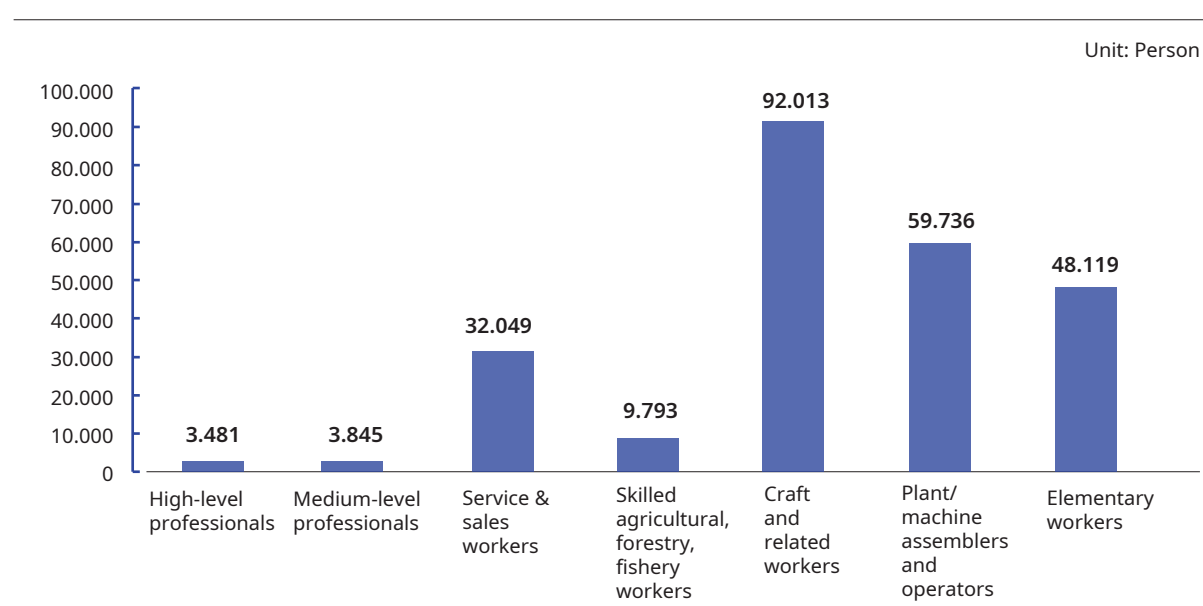
2.2. Vietnamese workers abroad by occupation and industry

Vietnamese workers abroad were employed in a range of occupations (Figure 2).² 'Craft and related workers' accounted for the highest share of these workers (36.8 per cent). Men accounted for around 84 per cent of all Vietnamese workers abroad in this occupational category. 'Plant and machine assemblers and operators' accounted for the second highest

² The Viet Nam LFS 2021 uses the Viet Nam Standard Classification of Occupations. See Annex for more information about the occupational tasks within each classification.

share of Vietnamese workers abroad (23.9 per cent). For which, men accounted for around 63 per cent of all these workers. 'Elementary occupations' accounted for 19.2 per cent of Vietnamese workers abroad, in which men accounted for around 54 per cent of all workers. 'High-level professionals' and 'medium-level professionals' accounted for 1.4 per cent and 1.5 per cent respectively. Occupational groups can be categorised into high, medium and low skilled.³ More than 70 per cent of Vietnamese workers abroad are in occupations requiring medium skills, with just under 20 per cent in low skilled and the remaining ten per cent in high skilled occupations.

Figure 2 Vietnamese workers overseas by selected occupational groups

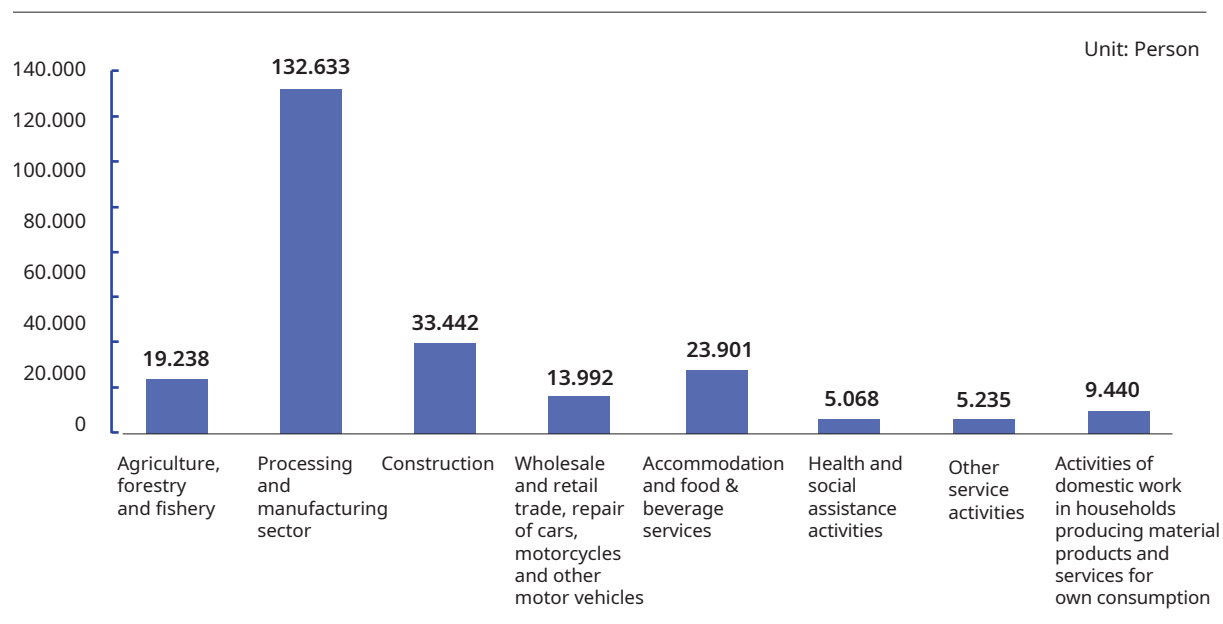


Notes: Figures of high-level and medium-level professionals were calculated based on few sample cases (between 25-39 observations); these figures should be treated with caution.

Source: Viet Nam Labour Force Survey, 2021.

The majority of Vietnamese workers abroad (97.1 per cent) were engaged in one of eight industries at the one-digit level (Figure 3). The majority of Vietnamese workers abroad had been engaged in the processing and manufacturing industry, accounting for 53 per cent. Construction accounted for the second highest share (13.4 per cent). Accommodation, food and beverage services was the third highest group with 9.5 per cent. The highest share of men were engaged in 'Processing and manufacturing sector', accounting for 53.8 per cent of male Vietnamese workers abroad, while for women the highest share was in 'accommodation, food and beverage services', accounting for 51.3 per cent.

³ 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 like: Office assistant, salesperson; skilled workers in agriculture, forestry and fishery; craftsman; plan/machine operator and assembler. Low skill includes: Elementary occupations.

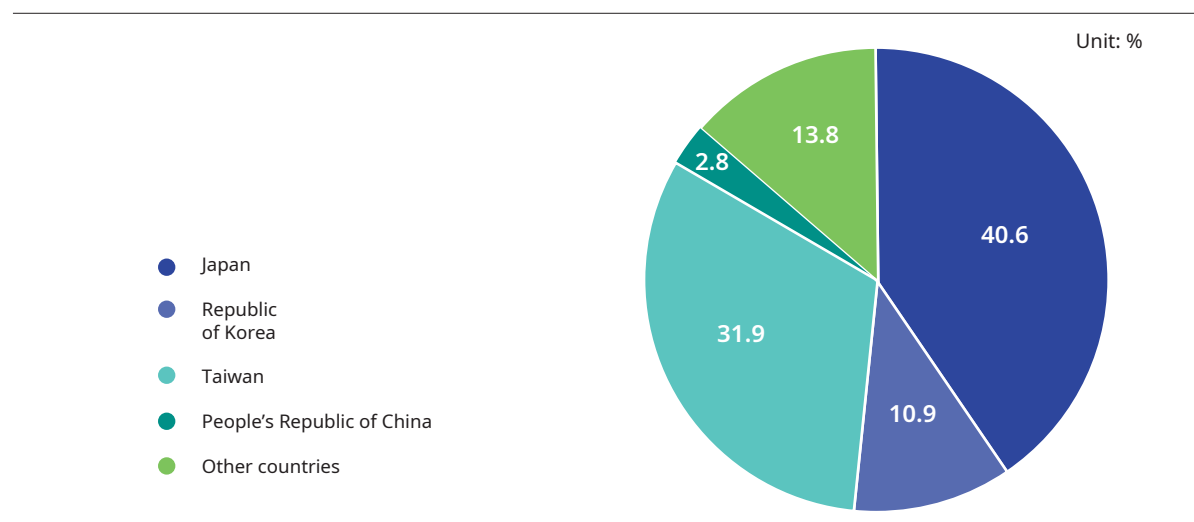
Figure 3 Vietnamese workers overseas by selected industries

Notes: Figures of health and social assistance activities; and other service activities sectors were calculated based on few sample cases (between 25-39 observations); these figures should be treated with caution.

Source: Viet Nam Labour Force Survey, 2021.

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

A total of four countries were the last country or territory of destination abroad for employment for the vast majority (86.2 per cent) of Vietnamese workers abroad. These were Japan (40.6 per cent), Taiwan (31.9 per cent), Republic of Korea (10.9 per cent) and the People's Republic of China (2.8 per cent). Other countries accounted for the remaining 13.8 per cent.

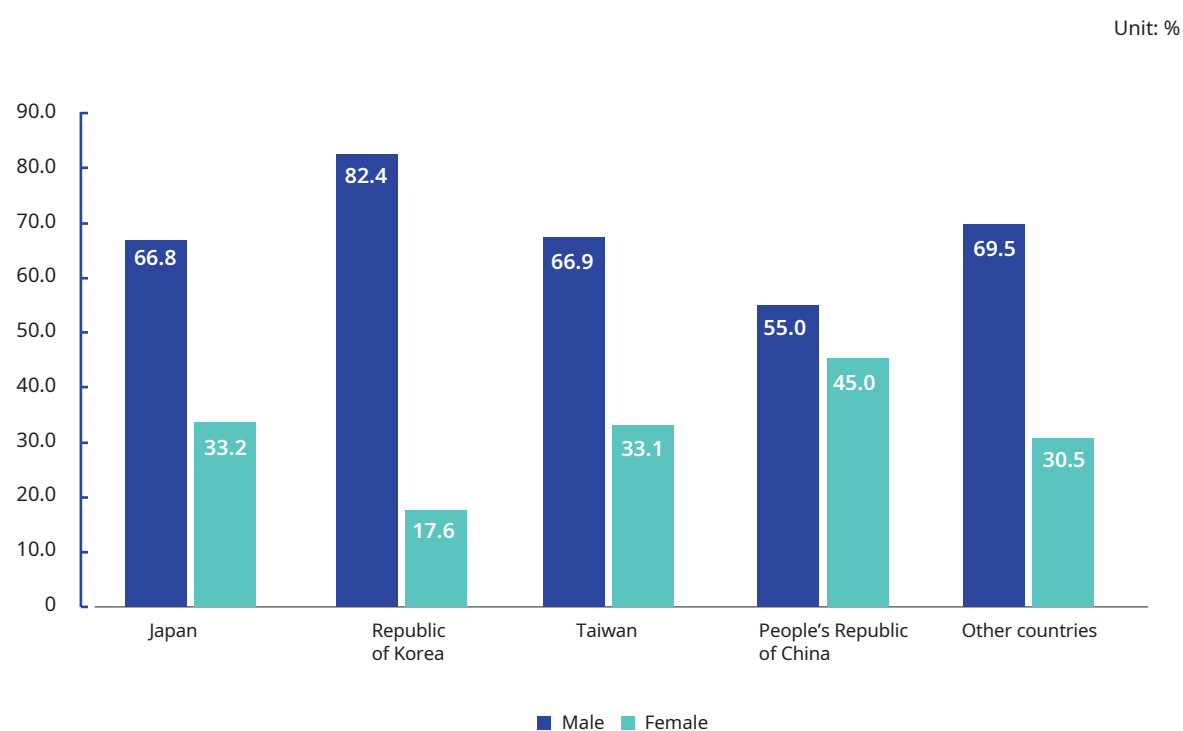
Figure 4 Percentage distribution of Vietnamese workers overseas by the last country or territory of destination

Source: Viet Nam Labour Force Survey, 2021.

The rate of male to female Vietnamese workers abroad varies by the last country or territory of destination for employment (Figure 5). The highest share of returnee migrant workers who were men, by last country or territory of destination, was highest for the Republic of Korea, whereby men accounted for 82.4 per cent of returnee migrant workers. For Japan and Taiwan, the male share was around 67 per cent in both cases.

The majority of Vietnamese workers in Japan or Taiwan were in the industry, processing, manufacturing or construction industries. Around 72 per cent of Vietnamese workers in Japan were engaged in the 'processing, manufacturing and construction sector', while most of the workers to Taiwan are engaged in 'processing and manufacturing sectors' (72 per cent). Meanwhile, in the Republic of Korea, Vietnamese workers were spread over more industries, with 30 per cent were in the 'agriculture, forestry and fisheries' sector and 33 per cent collectively in the 'processing, manufacturing' sectors; and about 13 per cent work in the 'accommodation, food and beverage sector'.

Figure 5 Percentage distribution of Vietnamese workers overseas by the last country or territory of destination



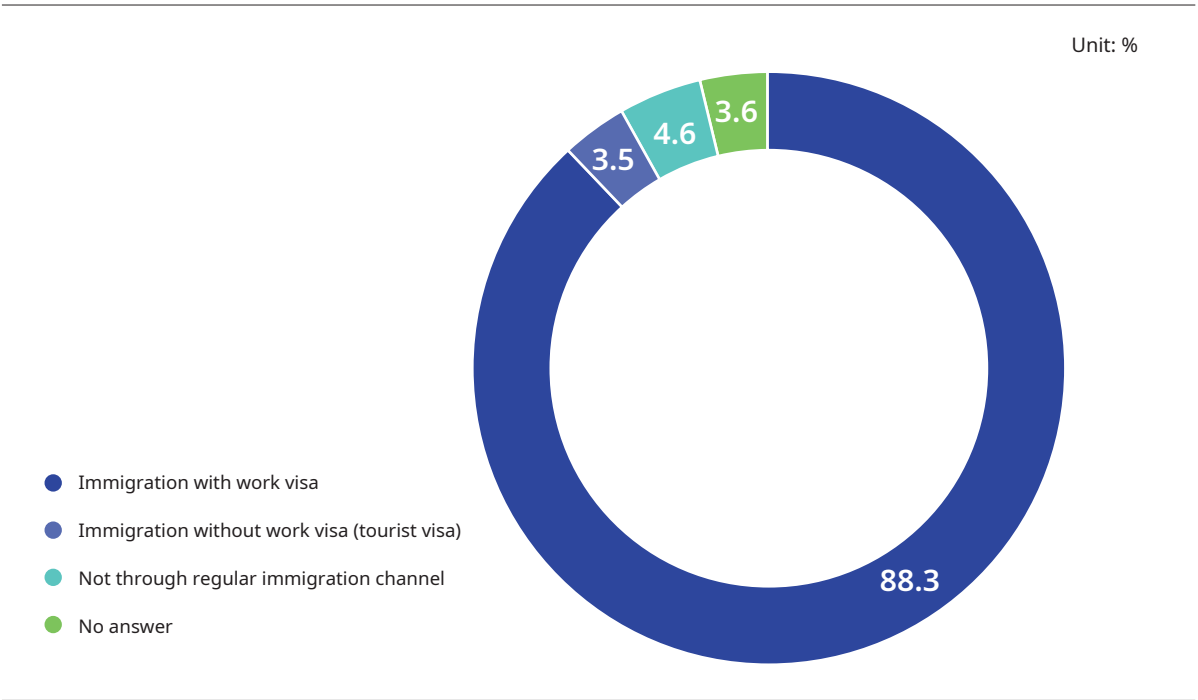
Notes: Figures of men and women from People's Republic of China and that of women from the Republic of Korea were calculated based on few sample cases (between 25-39 observations); these figures should be treated with caution.

Source: Viet Nam Labour Force Survey, 2021.

2.4. Vietnamese workers abroad by legal migration status and modes of job acquisition

Vietnamese workers overseas were asked what legal status they had when they entered the country or territory for the first job abroad, whether they entered through regular immigration (with or without a work visa) or through an irregular channel or entry port. Most Vietnamese workers going to work abroad in the form of immigration with a work visa accounting for 88.3 per cent. Among the three countries with the largest number of Vietnamese overseas workers in the last three years from 2018 to 2021, the percentage of workers entering in the form of immigration with a work visa in Taiwan accounted for the highest proportion (94.3 per cent), followed by Japan (93 per cent) and the Republic of Korea (87.1 per cent). According to the findings of the Labour Force Survey 2021, the majority of the Vietnamese overseas workers used official channels.

Figure 6 The share of Vietnamese workers overseas by legal migration status



Source: Viet Nam Labour Force Survey, 2021.

In the Labour Force Survey 2021, there was a question to identify how Vietnamese workers abroad acquired their first job in the last country or territory of destination. The survey results show that 36.2 per cent of Vietnamese workers going to work abroad acquired a job through registration and applying for a job with a private recruitment organization in Viet Nam. This rate was higher among men than women (36.5 per cent and 35.5 per cent, respectively) (Table 3). The number of Vietnamese workers abroad applying for jobs through individual recruiters/brokers was also common, accounting for 26.2 per cent of

overseas workers. Around 18.4 per cent of workers acquired jobs from State organizations in Viet Nam and 12.1 per cent through family members /relatives or friends. According to the five methods of job acquisition listed in Table 3, acquiring job via family members/relatives/friends relatively was only more common for women than men.

Table 3 Share of Vietnamese workers overseas by mode of job acquisition and sex

Unit: %

	Overall	Men	Women
Total	100.0	100.0	100.0
Assigned/transferred by agency/organization or directly from the employer	4.4	4.6	4.1*
From State organization in Viet Nam	18.4	18.6	17.9
From private recruitment organization in Viet Nam	36.2	36.5	35.5
Via individual recruiter/broker	26.2	27.2	24.1
Via family member/relative/friend	12.1	10.8	14.9
Other	2.7	2.3*	3.5*

Notes: * Figures were calculated based on few sample cases; these figures should be treated with caution.

Source: Viet Nam Labour Force Survey, 2021.

In the three main recipient countries for Vietnamese overseas workers, namely Japan, the Republic of Korea and Taiwan, the destination of Japan was the country with the highest share of Vietnamese workers abroad acquiring a job from a private recruitment organization (41.4 per cent). This compares to Taiwan (39.1 per cent), and the Republic of Korea (32.6 per cent). In Japan and Taiwan, the second most common mode of job acquisition was through an individual recruiter/broker (25.6 per cent and 32.0 per cent respectively). For the Republic of Korea, the second most common mode to acquire a job was via State organizations in Viet Nam (29.3 per cent).



3.

▶ **Recruitment Cost
of Vietnamese
Workers Overseas**

► Recruitment Cost of Vietnamese Workers Overseas

Recruitment costs are understood as “any fees or expenses incurred in the process of applying for a job so that a worker can obtain a job or position regardless of his/her method, time or place” (ILO, 2016, Abella & Martin, 2014, Abella & Ratha 2014, Abella & Martin, 2016, KNOMAD, 2016).

Total recruitment costs of Vietnamese migrant workers working abroad is the total amount that Vietnamese workers have to pay to get their first job abroad, including the total amount deducted from the worker's salary to get that first job (if any). Recruitment costs include: (1) Costs for finalisation of dossiers such as fees for passports, visas, medical check-up, training, skills assessment, insurance, contracting, getting security/travel permit application fees; (2) Fees paid to individuals or recruitment agencies/brokers; (3) Travel costs including food and accommodation; (4) Other formal or informal payments such as payment for friends/relatives for job search assistance, fees and interest to borrow money.

3.1. Recruitment costs by demographic characteristics

The average recruitment cost of Vietnamese workers going abroad to work is about VND 165 million to get their first job abroad. The total cost of recruiting all Vietnamese workers abroad is about VND 38,822 billion (including cases of labour without recruitment costs). The recruitment cost for young people (15-24 years old) tends to be higher than other age-groups, at around VND 181 million (Table 4). Those aged 40 years and above had the lowest costs at around VND 111 million. On average, the cost for men was higher than women (VND 166 million and VND 162 million, respectively), although this also varied by age-group. By marital status, unmarried individuals bore a higher cost than married.

Vietnamese workers abroad with upper secondary educational level or elementary/intermediate vocational level had the highest average recruitment cost, at about VND 176 million. This is the also the group of workers whose educational level accounted for a large proportion of the total number of Vietnamese workers going abroad to work (accounting for about 60 per cent).

⁴ ILO, 2021. Available at: https://www.ilo.org/global/topics/labour-migration/publications/WCMS_670175/lang--en/index.htm

Table 4 Average recruitment cost of Vietnamese workers overseas by some characteristics*Unit: VND million*

	Overall	Men	Women
Total	164.9	166.3	161.7
Age group			
15-24	180.9	176.8	187.4
25-39	166.6	169.2	158.8
40+	111.3	117.1	103.1
Marital status			
Unmarried	178.4	172.0	192.8
Married	149.9	159.8	128.6
Educational level			
Below lower secondary	142.3	168.4	83.4*
Lower secondary	141.6	153.5	118.1
Upper secondary	176.2	172.2	183.8
Elementary/Intermediate	176.3	175.3	182.0*
College and higher	162.6	155.0	180.7

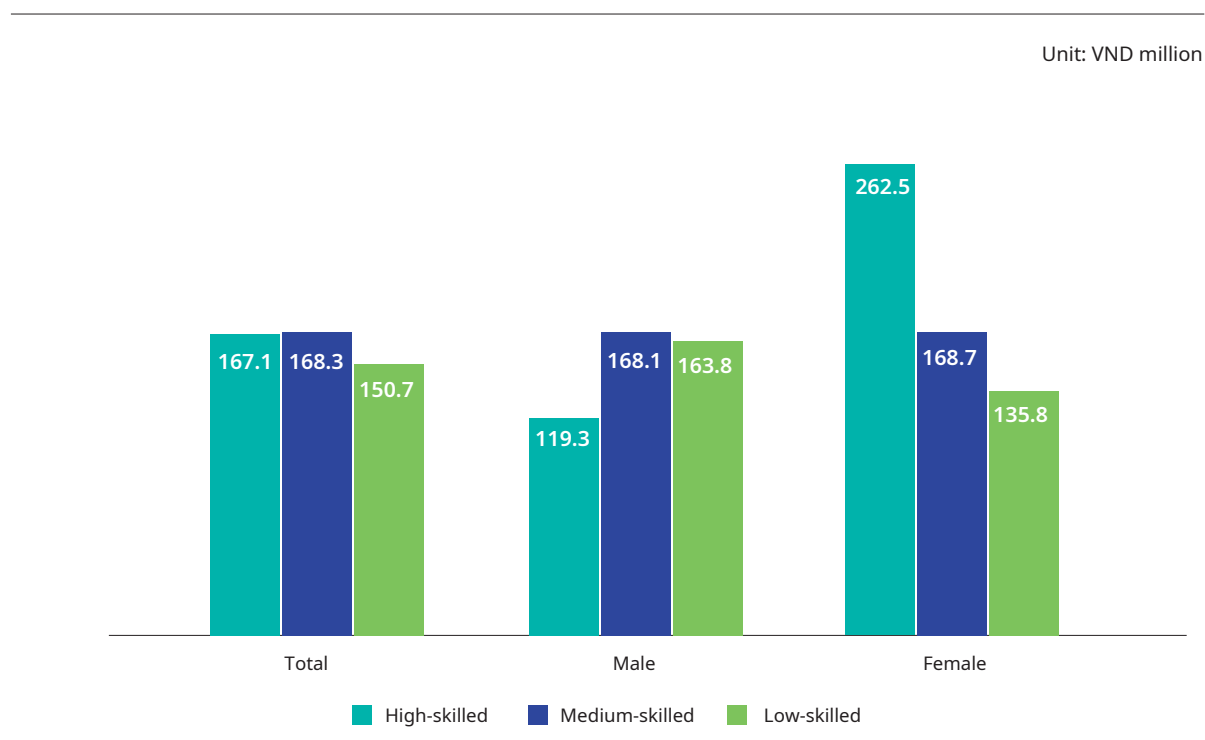
Note: * Data were calculated based on few sample cases; these figures should be treated with caution.

Source: Viet Nam Labour Force Survey, 2021.

3.2. Recruitment costs by occupation and industry

By occupational skill level, the medium skilled, which account for the majority of Vietnamese workers abroad, have to pay an average recruitment cost of about VND 168 million. This is higher than both the low-skilled and high skilled Vietnamese workers abroad (Figure 7).

Figure 7 Recruitment cost of Vietnamese workers overseas by occupational skills and sex



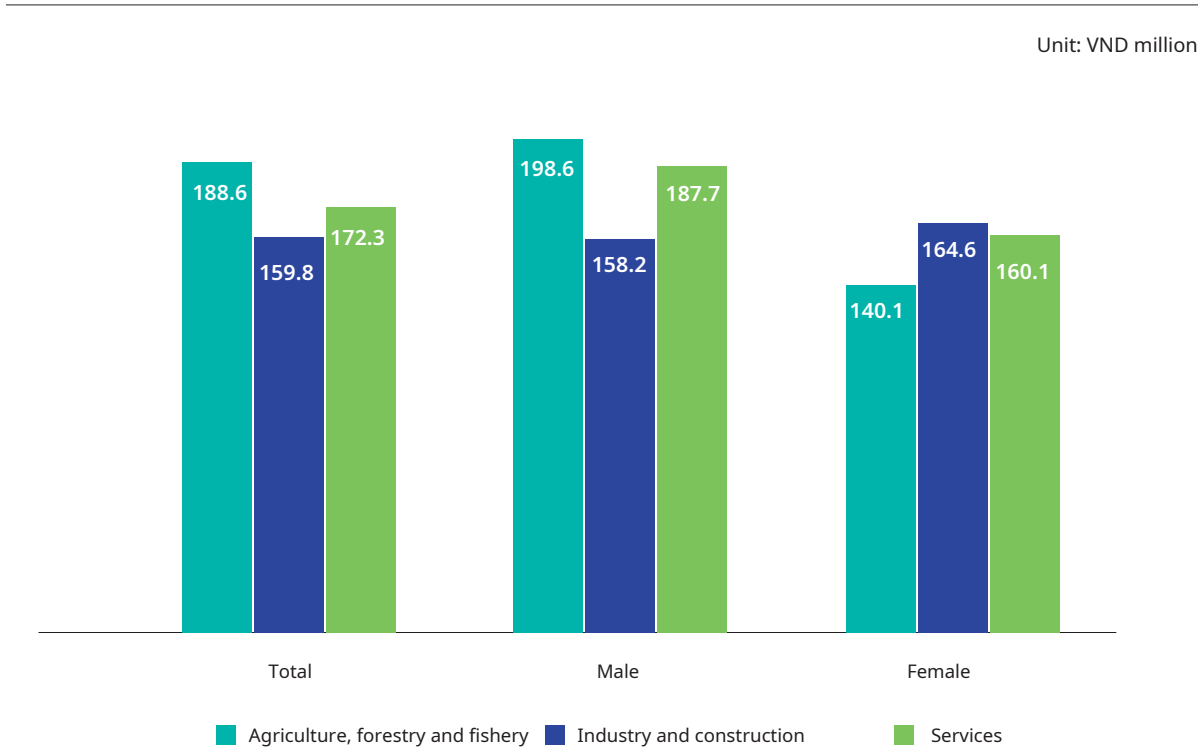
Source: Viet Nam Labour Force Survey, 2021.

By broad sector group, the highest recruitment costs on average are in 'agriculture, forestry and fishery' at VND 189 million, followed by 'industry and construction' at VND 160 million, and finally services at VND 172 million.⁵ These costs varied by sex, with men working in 'agriculture, forestry and fisheries' exhibiting the highest average costs of these broad sector groups, at VND 199 million, and women in the same industry exhibiting the lowest at VND 140 million.

As outlined in Section 2.2, the most popular industries for Vietnamese workers abroad are the 'processing and manufacturing sector', 'construction' and 'accommodation, food and beverage'. These are also the industries with the highest average recruitment costs, of between VND 160 million and VND 200 million.

⁵ For detailed industries per broad sector group please see the Annex.

Figure 8 Recruitment cost of Vietnamese workers overseas overseas by economic areas and sex



Source: Viet Nam Labour Force Survey, 2021.

3.3. Recruitment costs by last country or territory of destination

For Japan, Republic of Korea and Taiwan, the recruitment costs for Vietnamese workers are typically higher than other countries. The average recruitment cost in the Republic of Korea is the most expensive, about VND 226 million, followed by Japan at VND 192 million (Table 5). The average recruitment cost is lowest for the People’s Republic of China, at around VND 45 million. The average for all other countries is around VND 128 million. By highest level of educational attainment, occupation and main sector, there are few common trends across the countries, and instead a degree of heterogeneity, that likely reflects the different skill needs and demands in these countries.

Table 5 Average recruitment cost of Vietnamese workers overseas by country or territory of destination and some characteristics

Unit: VND million

	Overall	Japan	Republic of Korea	Taiwan	People's Republic of China	Other countries
Total	164.9	192.4	225.6	132.4	44.5	128.0
Sex						
Male	166.3	188.8	235.8	134.4	21.7*	119.3
Female	161.7	199.6	168.8*	128.4	65.9*	146.9
Age group						
15-24	180.9	195.6	242.4	123.4	**	206.7*
25-39	166.6	191.7	233.3	137.1	**	133.5
40+	111.3	**	163.8*	123.1	**	89.4
Educational level						
Below lower secondary	142.3	**	299.9*	124.2*	**	71.0*
Lower secondary	141.6	196.3	223.3	128.4	48.6*	107.6
Upper secondary	176.2	196.1	216.5	137.4	**	158.4
Elementary/Intermediate	176.3	215.9	**	131.3	**	125.8*
College and higher	162.6	162.0	**	**	**	**
Economic area	162.6	162.0	**	**	**	**
Agriculture, forestry and fishery	188.6	181.7	259.1	102.9*	**	**
Industry and construction	159.8	190.2	195.8	135.9	33.8*	102.5
Services	172.3	202.3	240.4*	123.6	**	153.9
Occupational skill levels						
High skilled	167.1	**	**	**	**	**
Medium skilled	168.2	192.3	241.2	135.3	**	123.7
Low skilled	150.7	201.8	175.8*	122.0	35.4*	97.3*

Source: Viet Nam Labour Force Survey, 2021.

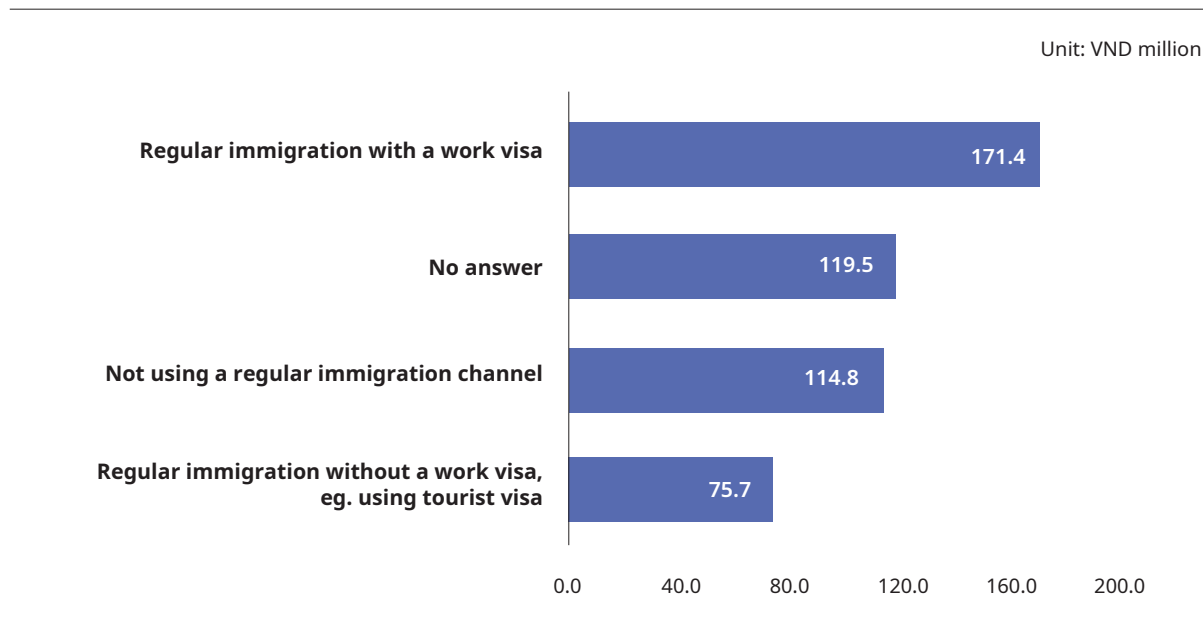
* Data were calculated based on few sample cases (between 25-39 observations); figures should be treated with caution.

** Data were calculated based on very few sample cases (less than 25 observations); data omitted through lack of reliability.

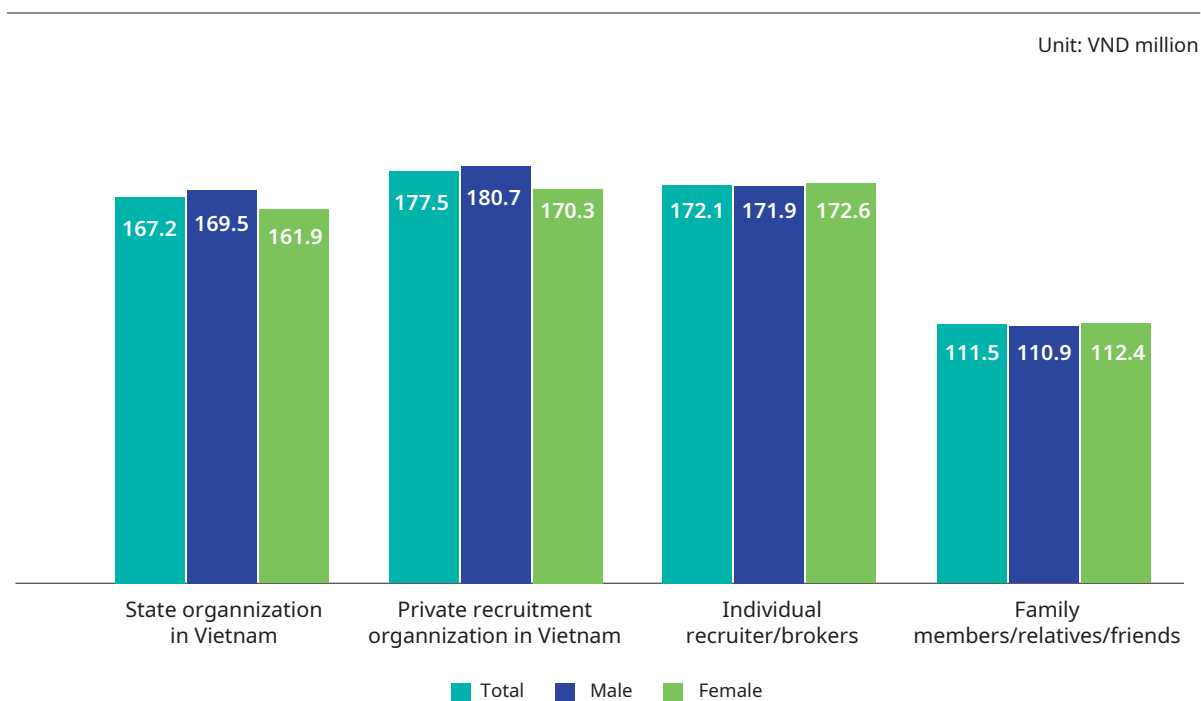
3.4. Recruitment costs by legal migration status and modes of job acquisition

As detailed in Section 2.4, Vietnamese workers overseas used official channels to enter the country or territory for the first job abroad, using regular immigration with a work visa. These workers also had the highest recruitment costs, of around VND 171 million (Figure 9). More than double those used a regular immigration channel (e.g. tourist visa) but without a work visa (VND 76 million).

Figure 9 Average recruitment cost by form of migration



In order to get the first job overseas, the forms of job acquisition with the lowest recruitment costs are through family members/relatives/friends, which is around VND 112 million (Figure 10). The recruitment costs for other channels, such as from State organizations, private recruitment organizations or through individual recruiters/brokers, are much higher and range between VND 167 million and VND 178 million. There are only marginal differences for men and women in each category.

Figure 10 Average recruitment cost by mode of job acquisition

Note: Data of mode of job acquisition are calculated based on few sample cases (between 25-39 observations); these figures should be treated with caution.

Source: Viet Nam Labour Force Survey, 2021.



4.

- ▶ **First-Month Salary
from the first Job
of Vietnamese
Workers Overseas**

► First-Month Salary from the first Job of Vietnamese Workers Overseas

The Labour Force Survey 2021 collected information on the actual wage/remuneration of Vietnamese workers abroad received when undertaking their first job abroad within three years prior to the time of the survey. In this survey, the wage/remuneration received by migrant workers include bonuses, overtime pay, tips, the actual amount they receive and the amount of wages deducted (if any) to get the job in addition to the fixed monthly or hourly wage/remuneration.

4.1. First-month salary from the first job by demographic characteristics

The average salary in the first month of Vietnamese workers abroad was VND 22.4 million. The total salary of Vietnamese workers going abroad received within the last three years is around VND 5,552 billion. In which, the average salary of male employees was VND 23 million, marginally higher than that of female employees (VND 21.2 million). Vietnamese workers abroad coming from urban areas of our country had an average salary of VND 24.8 million, compared to VND 22.1 million for Vietnamese workers abroad from rural areas. These differences might also be explained by the occupations and sectors that workers are engaged (see Section 4.3). By level of education, the first month salary of workers increases as the level of education rises.

Table 6 Average first-month salary from the first job selected demographic characteristics and sex

Unit: VND million

	Overall	Male	Female
Total	22.4	23.0	21.2
Urban, rural			
Urban	24.8	25.2	24.1
Rural	22.1	22.7	20.7
Age group			
15-24	22.8	23.2	22.2
25-39	23.1	23.6	21.8
40+	17.8	18.5	17.0

Source: Viet Nam Labour Force Survey, 2021.

There is a significant difference in the average first-month salary of Vietnamese workers abroad according to the highest educational level attained. The wages of workers are excelling in the highly qualified group. The average monthly salary of workers group with highest educational level (college degree and higher) was 1.4 times higher than that of the group with the lowest education level, equivalent to about VND 8 million (VND 27.0 million compared to VND 19.2 million). Observing the average salary of Vietnamese workers abroad by educational level and sex showed the differences. Men had a higher average monthly salary than women in most of educational levels.

Table 7 Average first-month salary from the first job by the highest educational level attained and sex

Unit: VND million

	Overall	Male	Female
Total	22.4	23.0	21.2
Below lower-secondary	19.2	20.1	17.3*
Lower-secondary	20.2	21.7	17.1
Upper-secondary	22.5	22.9	21.8
Vocational training	23.6	23.6	23.6*
College and higher	27.0	26.3	28.7

Source: Viet Nam Labour Force Survey, 2021.

* Data are calculated based on few sample cases; these figures should be treated with caution.

4.2. First-month salary from the first job by occupation and industry

Vietnamese migrant workers in higher skilled occupations were more likely to receive higher first month salaries, at VND 29.1 million, compared to VND 22.5 million and VND 21.2 million for medium skilled and low skilled occupational categories, respectively (Table 8). This is also observed in the occupational categories, with craft and related workers (who account for 37 per cent of all Vietnamese migrant workers abroad) with a first month salary of VND 22 million. For migrant workers in medium-skilled occupations, skilled workers in agriculture, forestry and fishery have the highest first month salary (around VND 25.2 million). Female migrant workers have lower first month salaries than male workers at all skill levels.

Table 8 Average first month salary by occupation and sex

Unit: VND million

	Overall	Male	Female
Total	22.4	23.0	21.2
By			
Occupation (by skills)			
High skilled	29.1	28.7*	**
Medium skilled	22.5	22.8	21.7
Low skilled	21.2	23.0	19.2
Main occupation group			
Leader, manager; high-level and medium-level professionals	29.1	28.7*	**
Service and sales workers	21.7	22.8	20.7
Skilled workers in agriculture, forestry and fishery	25.2	25.6	**
Craft and related workers	22.1	21.7	24.2
Plant/machine assemblers and operators	23.1	24.5	20.8
Elementary occupation	21.2	23.0	19.2

Source: Labour Force Survey, 2021.

* Data were calculated based on few sample cases; figures should be treated with caution.

** Data were calculated based on very few sample cases (less than 25 observations); data omitted through lack of reliability.

By broad sector group, those engaged in the 'agriculture, fisheries and forestry' sector exhibited the highest first-month salary, at VND 24.7 million, followed by industry and construction at VND 22.4 million, and services at VND 21.8 million (Table 9). Across all categories women earned less than men.

By industry, the lowest pay was for women engaged in 'activities of domestic work in households producing material products and services for own consumption', with a first-month salary of VND 17.3 million. Notably, for the 'accommodation, food and beverage' industry, which is the largest employer of female Vietnamese workers abroad, the average first-month salary was lower for women than for men, at VND 20.5 million to VND 24.4 million, respectively.

Table 9 Average first month salary of migrants by economic sectors and sex

Unit: VND million

	Overall	Male	Female
Total	22.4	23.0	21.2
By			
Broad sector group			
Agriculture, forestry and fishery	24.7	25.2	22.0*
Industry and construction	22.4	22.6	21.9
Services	21.8	23.7	20.2
Industry			
Agriculture, forestry and fishery	24.7	25.2	22.0*
Processing and manufacturing industry	22.2	22.3	21.9
Construction	23.6	23.6	**
Wholesale, retail, repair of automobiles, motorcycles and other motor vehicles	22.2	22.7	**
Accommodation, food and beverage	22.5	24.4	20.5
Activities of domestic work in households producing material products and services for own consumption	17.6	**	17.3

Source: Labour Force Survey 2021.

* Data were calculated based on few sample cases; figures should be treated with caution.

** Data were calculated based on very few sample cases (less than 25 observations); data omitted through lack of reliability.

4.3. First-month salary from the first job by last country or territory of destination

By last country or territory of destination, the highest first-month salary was observed in the Republic of Korea, at VND 27.7 million, followed by Japan at 26.0 million. Taiwan had an average first month salary of VND 18.3 million and the People's Republic of China, at VND 11 million.

Table 10 Average first month salary of Vietnamese workers overseas by country or territory of destination and sex

Unit: VND million

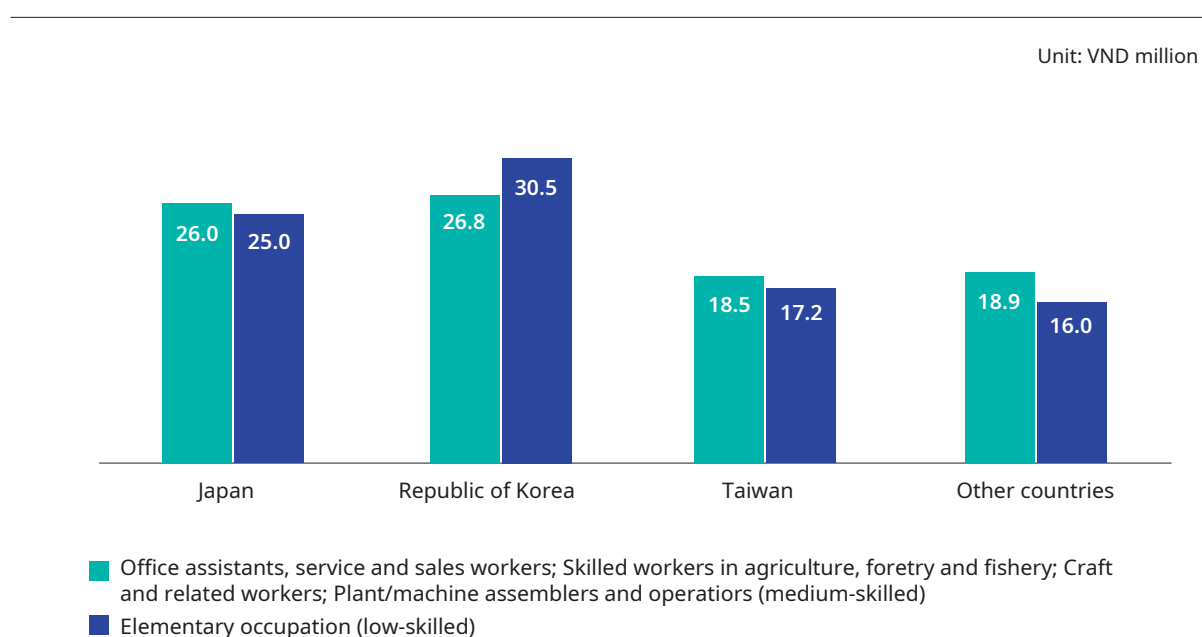
	Overall	Male	Female
Total	22.4	23.0	21.2
Country or territory of destination			
Japan	26.0	26.5	24.9
Republic of Korea	27.7	28.2	24.6
Taiwan	18.3	18.8	17.2*
People's Republic of China	11.0	9.8	12.0
Other countries	19.2	18.5*	20.6*

Source: Viet Nam Labour Force Survey 2021.

* Data were calculated based on few sample cases; figures should be treated with caution.

Observing the average salary of Vietnamese workers by occupational skill level working in some labour markets in some countries (Figure 11), the results show that the average salary of the worker group with medium skills in Japan and Taiwan was higher than that of low skill workers. This observation was reversed in the Korean market, with an average wage of low-skill workers (manual occupation) higher than that of medium-skill workers.

Figure 11 Average first month salary by country or territory of destination and main occupation



Notes: The data of migrant workers to the Republic of Korea with low vocational skills are calculated based on few sample cases, attention should be paid to upon using.

Source: Viet Nam Labour Force Survey, 2021.

4.4. First-month salary from first job by legal migration status and modes of job acquisition

As detailed in Section 2.4, Vietnamese workers overseas used official channels to enter the country or territory for the first job abroad, using regular immigration with a work visa. These workers also had the highest recruitment costs (Section 3.4), but also the highest first-month salary from a first job of around VND 22.9 million. This compares with VND 17 million for those using regular immigration but without a work visa.

Table 11 First month salary from first job, by legal migration status

Unit: VND million

	Overall	Male	Female
Total	22.4	23.0	21.2
By form of migration			
Immigration with work visa	22.9	23.4	21.6
Immigration without work visa, (tourist visa)	17.0	17.9*	**
Not through a regular immigration channel	19.4	19.8	**
No response	18.0*	17.8*	**

Source: Labour Force Survey 2021.

* Data were calculated based on few sample cases (between 25-39 observations); figures should be treated with caution.

** Data were calculated based on very few sample cases (less than 25 observations); data omitted through lack of reliability

By mode of acquiring a job, the average first-month salary was highest for those who obtained a job from a private recruitment organization in Viet Nam (VND 23.3 million), followed by those who obtained a job through a State organization in Viet Nam (VND 22.9 million). The first-month salary was lowest for those who used family members, relatives or friends to acquire a job (VND 19.7 million), although, notably women using this means had a significantly higher first-month salary (VND 22.6 million) than men (VND 17.8 million).

Table 12 Average first month salary by modes of job acquisition and sex*Unit: VND million*

	Overall	Male	Female
Total	22.4	23.0	21.2
Form of job acquisition			
From State organization in Viet Nam	22.9	23.3	21.9
From private recruitment organization in Viet Nam	23.3	24.6	20.4
Through individual recruiter/broker	21.5	22.1	20.2
Via family members/ relatives/friends	19.7	17.8	22.6
Other	24.3	23.5	25.6*

Source: Labour Force Survey 2021.

* Data were calculated based on few sample cases (between 25-39 observations); figures should be treated with caution.



5.

▶ **Recruitment
Cost Indicator
of Vietnamese
Workers Overseas**

► Recruitment Cost Indicator of Vietnamese Workers Overseas

The recruitment cost indicator (RCI), also known as SDG indicator 10.7.1, is defined as “the proportion of recruitment cost borne by employee compared to the monthly income earned by employee from the job he/she undertook in the country of destination” (ILO and World Bank, 2019) and is calculated as the ratio between a “cost” measure and an “income” measure. In order to calculate the RCI, the total recruitment costs paid by the migrant worker and the total income earned by that worker from the first month abroad (within the last three years) are used for each target group to be considered (or for each subgroup presented).

This indicator can be presented as the number of months of earnings equivalent to the first month, that were spent by a migrant worker to get that job abroad. In the 2021 Labour Force Survey, the income from the job that the migrant worker receives from the first job while working abroad was the same as the salary/remuneration that the migrant worker received from the first job while working abroad (within the last three years).

5.1. Recruitment cost indicator by demographic characteristics

The results from Labour Force Survey 2021 showed that the overall RCI of all Vietnamese workers abroad was 7.4, that means, on average, Vietnamese workers abroad had to use about 7.4 months of their first-month salary to pay for or cover recruitment costs to get their first job abroad. The RCI of male migrant workers was lower than that of female migrant workers, however, the indicator difference was marginal (equivalent to 7.2 months of men compared to 7.6 months of women).

Table 13 Recruitment cost indicator by some characteristics and sex

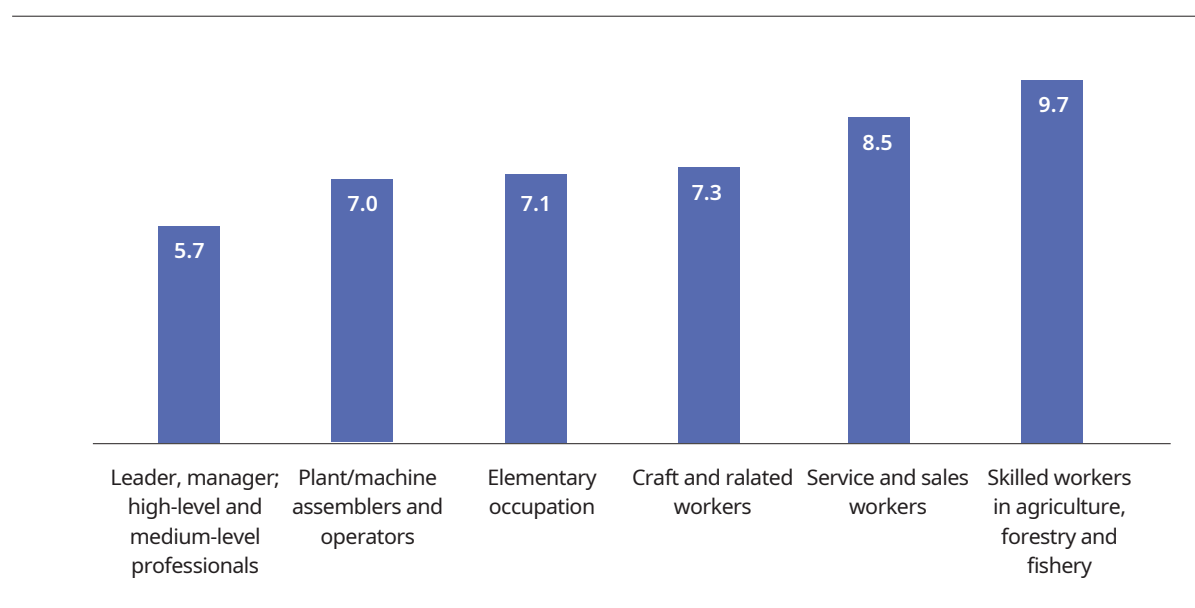
	Overall	Male	Female
Total	7.4	7.2	7.6
Urban, rural			
Urban	6.8	6.6	7.2
Rural	7.4	7.3	7.7
Age group			
15-24	7.9	7.6	8.5
25-39	7.2	7.2	7.3
40+	6.2	6.3	6.1
Educational level			
Under lower-secondary	7.4	8.4	4.8*
Lower-secondary	7.0	7.1	6.9
Upper-secondary	7.8	7.5	8.4
Elementary/intermediate	7.5	7.4	7.7
College and higher	6.0	5.9	6.3*

Source: Labour Force Survey 2021.

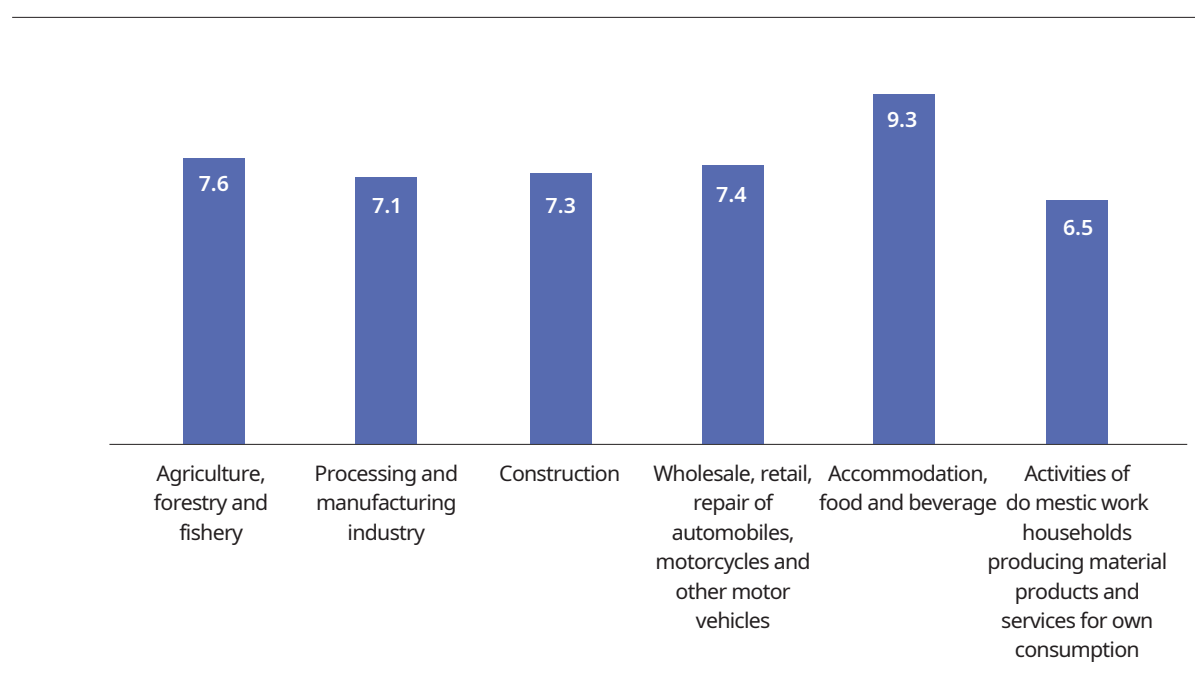
* Data were calculated based on few sample cases; figures should be treated with caution.

5.2. Recruitment cost indicator by occupation and industry

Despite the relatively higher first-month salaries in different occupations (Section 4.2), the corresponding high recruitment costs for these occupations (Section 3.2) resulted in high RCI's for certain occupations. These included 'skilled agriculture, forestry and fisheries' workers, with an RCI of 9.7, followed by 'service and sales' workers with an RCI of 8.5 (Figure 12). The group of high and medium-level professionals had the lowest RCIs, of around 5.7, representing a significant difference in the RCI by occupational skill level.

Figure 12 Recruitment costs by main occupations

The industry of 'accommodation, food and beverages' had the highest RCI, of 9.3, followed by 'agriculture, forestry and fishery' at 7.6. The lowest RCI was observed for 'activities of domestic work in households producing material products and services for own consumption' which, despite the low first-month of salary, had the lowest RCI of 6.5, amongst these occupational categories.

Figure 13 Recruitment cost indicator by main economic sectors

5.3. Recruitment cost indicator by last country or territory of destination

Japan was the country with expensive recruitment costs in most of the main economic sectors. Vietnamese workers to Japan accounted for the majority in the processing, manufacturing, construction or service industries or accommodation and F&B sectors. The majority of Vietnamese workers in Japan had medium skills, and the RCI of these industries and occupations was quite high. Specifically, migrant workers to Japan who get jobs in the processing and manufacturing industry, construction sector, accommodation and F&B services had to pay an average recruitment cost of about 7.1 and 9.5 months of their first-month salary respectively.

Meanwhile, migrant workers that go to the Republic of Korea to work have to bear relatively high recruitment costs in industries such as agriculture, forestry and fishery and processing and manufacturing industries with the RCIs of 8.5 and 7.0, respectively.

Table 14 Recruitment cost indicator by country of destination and some characteristics

	Total	Japan	Republic of Korea	Taiwan	People's Republic of China	Other countries
Total	7.4	7.4	8.2	7.3	4.1	6.7
By						
Sex						
Male	7.2	7.1	8.4	7.1	2.2*	6.5
Female	7.6	8.0	6.9*	7.5	5.5*	7.1
Age group						
15-24	7.9	7.8	9.7	7.0	**	9.7*
25 -39	7.2	7.1	8.1	7.3	**	6.5
40+	6.2	**	6.0*	7.2	**	5.6
Economic area						
Agriculture, forestry and fishery	7.6	7.5	8.5	5.7*	**	**
Industry and construction	7.1	7.1	7.3	7.4	3.2*	6.1
Services	7.9	8.5	9.2*	7.0	**	7.1

Source: Viet Nam Labour Force Survey, 2021.

* Data were calculated based on few sample cases; figures should be treated with caution.

** Data were calculated based on very few sample cases (less than 25 observations); data omitted through lack of reliability.

5.4. Recruitment cost indicator by legal migration status and modes of job acquisition

By legal migration status, the RCI was highest for those who used regular immigration channels and also had a work visa (7.5), which compares to 4.5 for those who used regular immigration channels but worked without a work visa.

Table 15 Recruitment cost indicator by legal migration status

	Overall	Male	Female
Total	7.4	7.2	7.6
Immigration with work visa	7.5	7.4	7.7
Immigration without work visa (tourist visa)	4.5	5.0*	**
Not through regular immigration channel	5.9	5.6	**

Source: Viet Nam Labour Force Survey, 2021.

* Data were calculated based on few sample cases; figures should be treated with caution.

** Data were calculated based on very few sample cases (less than 25 observations); data omitted through lack of reliability.

In terms of methods of job acquisition that Vietnamese workers abroad used, the RCI was highest, at 8.0, when the job was acquired via a private recruitment organization in Viet Nam. It was also relatively high for those that used a private recruiter or broker, at 7.6. The RCI was lowest for those that used family members/relatives/friends, at 5.7.

Table 16 Recruitment cost indicator by country of destination and mode of job acquisition

	Total	Japan	Republic of Korea	Taiwan	Other countries
Total	7.4	7.4	8.2	7.4	6.5
From State organization in Viet Nam	7.3	7.1	7.5	7.4	7.3*
From private recruitment organization in Viet Nam	7.6	7.5	9.3	7.2	7.3
Via individual recruiter/broker	8.0	8.2	9.1*	7.4	7.9
Via family members/relatives/friends	5.7	6.5*	**	7.0*	4.9

Source: Viet Nam Labour Force Survey, 2021.

* Data were calculated based on few sample cases (between 25-39 observations); figures should be treated with caution.



6.

▶ Conclusion and Recommendations

► Conclusion and Recommendations

6.1. Conclusions

The following are a summary of the main findings of the report:

Characteristics of Vietnamese workers overseas

The Labour Force Survey 2021 estimated that there were 250,287 Vietnamese workers abroad in the last three years (2018 to 2021). The majority (68 per cent) were men and mostly from rural areas (86 per cent). Most migrant workers had secondary levels of education (47 per cent upper-secondary, and a further 23 per cent had lower-secondary). These education levels also reflected by the occupational skill levels and industries in which these Vietnamese migrant workers were engaged. More than 70 per cent of Vietnamese workers abroad were in occupations requiring medium skills, with around 20 per cent in low-skilled and ten per cent in high-skilled occupations. Around 53 per cent of Vietnamese workers abroad were engaged in 'processing and manufacturing', with a further 13 per cent in 'construction'. Just under ten per cent were engaged in 'accommodation, food and beverage services' – which accounted for the highest share of female Vietnamese workers abroad (51 per cent).

Four countries or territories accounted for the last country or territory abroad for 86 per cent of Vietnamese workers abroad. These were Japan (40.6 per cent), Taiwan (31.9 per cent), Republic of Korea (10.9 per cent) and the People's Republic of China (2.8 per cent). The majority of Vietnamese workers in Japan and Taiwan were in the manufacturing or construction industries. Most of those going to these countries did so through official channels, with a regular immigration channel and with a work visa. In fact, most Vietnamese surveyed used such official channels (88 per cent). The most common form of acquiring the first job abroad was through registration and applications with a private recruitment organization in Viet Nam (36 per cent), a further 26 per cent used individual recruiters or brokers, 18 per cent used State organizations in Viet Nam, and 12 per cent used family members, relatives or friends.

Recruitment cost of Vietnamese workers overseas

Total recruitment costs of Vietnamese migrant workers working abroad is the total amount that Vietnamese workers have to pay to get their first job abroad, including the total amount deducted from the worker's salary to get that first job (if any). The average recruitment cost of Vietnamese workers going abroad to work is around VND 165 million to get their first job abroad. The total cost of recruiting all Vietnamese workers abroad is about VND 38,822 billion (including cases of labour without recruitment costs). Vietnamese workers abroad with upper secondary educational level or elementary/intermediate vocational level had the highest average recruitment cost, at about VND 176 million. This also corresponded to the occupational skill levels, with the medium skilled, which account

for the majority of Vietnamese workers abroad, paying an average recruitment cost of about VND 168 million. This is higher than both the low skilled (VND 151 million) and high skilled (VND 167 million) Vietnamese workers abroad. The industries accounting for the most Vietnamese workers abroad, namely, 'processing and manufacturing sector', 'construction' and 'accommodation, food and beverages', were also the industries with the highest average recruitment costs, of between VND 160 million and VND 200 million.

For Japan, Republic of Korea and Taiwan, the recruitment costs for Vietnamese workers are typically higher than other countries. The average recruitment cost in the Republic of Korea was highest at around VND 226 million, followed by Japan at VND 192 million. The average recruitment cost is lowest for the People's Republic of China, at around VND 45 million. The average for all other countries is around VND 128 million. Vietnamese workers overseas who used official channels to enter the country or territory abroad, using regular immigration with a work visa (majority of Vietnamese migrants abroad) also had the highest recruitment costs, of around VND 171 million. More than double those that used a regular immigration channel (e.g. tourist visa) but without a work visa (VND 76 million). The forms of job acquisition with the lowest recruitment costs are through family members/relatives/friends, which is around VND 112 million. The recruitment costs for other channels, such as from State organizations, private recruitment organizations or through individual recruiters/brokers, are much higher and range between VND 167 million and VND 178 million.

First month salary of Vietnamese workers overseas

The average salary in the first month of Vietnamese workers abroad was VND 22.4 million. The total salary of Vietnamese workers going abroad received within the last three years is about VND 5,552 billion. By level of education, the first month salary of workers increases as the level of education rises, from VND 19.2 million for those with below lower-secondary education, to VND 27.0 million for those with college and higher education. Accordingly, Vietnamese workers abroad in higher skilled occupations were more likely to receive higher first month salaries, at VND 29.1 million, compared to VND 22.5 million and VND 21.2 million for medium skilled and low skilled occupational categories, respectively. By broad sector group, those engaged in the 'agriculture, fisheries and forestry' sector exhibited the highest first-month salary, at VND 24.7 million, followed by industry and construction at VND 22.4 million, and services at VND 21.8 million. Across all broad sector groups, women earned less than men.

By last country or territory of destination, the highest first-month salary was observed in the Republic of Korea, at VND 27.7 million, followed by Japan at 26.0 million. Taiwan had an average first month salary of VND 18.3 million and the People's Republic of China, at VND 11 million. While Vietnamese workers abroad who used official channels had the highest

recruitment costs, they also had the highest first-month salary from first job of around VND 22.9 million. This compares with VND 17.0 million for those using regular immigration but without a work visa. By mode of acquiring a job, the average first-month salary was highest for those who obtained a job from a private recruitment organization in Viet Nam (VND 23.3 million), followed by those who obtained a job through a State organization in Viet Nam (VND 22.9 million). The first-month salary was lowest for those who used family members, relatives or friends to acquire a job (VND 19.7 million), although, notably women using this means had a significantly higher first-month salary (VND 22.6 million) than men (VND 17.8 million).

Recruitment cost indicator of Vietnamese workers overseas

The recruitment cost indicator (RCI), also known as SDG indicator 10.7.1, is defined as “the proportion of recruitment cost borne by employees compared to the monthly income earned by employees from the job he/she undertook in the country of destination” (ILO and World Bank, 2019). The RCI is presented as the equivalent number of months of salary or remuneration that migrant workers have to spend to cover initial recruitment costs when working abroad. The Labour Force Survey 2021 indicated that the overall RCI of all Vietnamese workers abroad was estimated at 7.4. This means that on average, it would take Vietnamese workers abroad around 7.4 months of their first-month salary to pay for or cover recruitment costs to get their first job abroad. Despite the higher first-month salary, the RCI increased with education levels, from 7.4 for those with less than lower-secondary levels of education and rising to 7.8 for those with elementary / intermediate technical degree. It then dropped to 6.0 for those with college or higher education, the lowest RCI of the different educational categories. By occupation, the group of high and medium level professionals had the lowest RCIs, of around 5.7, representing a significant difference in the RCI by occupational skill level. By broad sector groups, the industry of ‘accommodation, food and beverages’ had the highest RCI, of 9.3, followed by ‘agriculture, forestry and fishery’ at 7.6. The lowest RCI was observed for ‘activities of domestic work in households producing material products and services for own consumption’ which, despite the low first-month of salary, had the lowest RCI of 6.5, amongst these occupational categories.

By last country or territory of destination, Japan had the highest RCI of 8.2, followed by the Republic of Korea at 7.3 and Taiwan at 4.1. By legal migration status, the RCI was highest for those who used regular immigration channels and also had a work visa (7.5), which compares to 4.5 for those who used regular immigration channels but worked without a work visa. In terms of methods of job acquisition that Vietnamese workers abroad used, the RCI was highest, at 8.0, when the job was acquired via a private recruiter or broker in Viet Nam. It was also relatively high for those that used a private organization in Viet Nam, at 7.6. The RCI was lowest for those that used family members/relatives/friends, at 5.7.

6.2 Policy implications

Based on the main findings of the report, the following are selected policy implications.

Reducing the financial cost of migrant workers' recruitment

With the 7.4 months equivalent of a first-month salary needed to pay off the average recruitment fees, according to the findings of this report, there are potential benefits from reducing the financial cost of migrant workers' recruitment. The findings of the report show that the modes of acquiring a job abroad have different implications for the recruitment cost indicator. Lower recruitment costs processes could also be facilitated by addressing barriers to cooperation between the State and brokers/recruitment companies. It calls for stronger enforcement of private recruitment agency regulations, such as ensuring that the allowable costs to charge migrant workers are not exceeded. Lower costs of recruitment could improve access for lower-income households to migrant abroad for work, using regular channels, thereby also reducing the risk of trafficking and exploitation. At the same time, lower costs would translate to higher remittances to be sent back to Viet Nam.

Deploying fair and effective labour recruitment policies for all migrant workers

Fair and effective labour recruitment policies for all workers are needed to address diversity and inequalities in recruitment costs, particularly by sex, education level, occupation and industry, and ensure labour market efficiency and competitiveness. Reduced recruitment costs would also ensure a more effective labour market functioning, promote better skill matching and reduce the risk of exploitative practices. This entails ensuring that workers are able to migrate abroad for work through legal corridors to protect workers working abroad, as encouraged through the implementation of Law No. 69/2020/QH14 of the National Assembly: Law on contract-based Vietnamese overseas workers promulgated on 13 November 2020 and coming into effect from 1 January 2022.

Improving the availability and dissemination of information on costs paid by migrant workers

The regular collection of data on recruitment costs contributes to a data collection system for the regular production of indicator 113 on "recruitment cost borne by employee as a proportion of monthly income earned in last country or territory of destination abroad" under the Viet Nam Sustainable Development Goal statistical indicators. There is a need to continue gathering and disseminating information on the status of migrant workers and their situations, particularly in terms of recruitment costs and the composition of these costs. This information should be able to inform policy responses to help reduce the costs of recruitment paid by migrant workers. Regular collection of this data can contribute to monitoring and adjustment of policies to protect Vietnamese migrant workers.

► References

Anh Thư. 2022. *Expanding the Market for High-Quality Labour Exports*, Available at: [Bangladesh Bureau of Statistics. 2020. *Cost of Migration Survey 2020*. Dhaka. Available at: \[https://www.ilo.org/dhaka/Whatwedo/Publications/WCMS_766198/lang--en/index.htm\]\(https://www.ilo.org/dhaka/Whatwedo/Publications/WCMS_766198/lang--en/index.htm\) \(accessed 10 March 2022\).](https://laodong.vn/cong-doan/mo-rong-thi-truong-xuat-khau-lao-dong-chat-luong-cao-1026551.lido/> , xem 4/5/2022.</p>
</div>
<div data-bbox=)

Baruah, N., Nair, S., & Chaloff, J. 2021. *Labour Migration in Asia: Impacts of the COVID-19 Crisis and the Post-Pandemic Future*. Asian Development Bank Institute, OECD and ILO, Tokyo, Japan.

Dennison, J. 2018. *Public Opinion on Migration. Data Bulletin: Informing a Global Compact for Migration*.

Harkins, B., D. Lindgren, and T. Suravoranon. 2018. *Risks and Rewards: Outcomes of Labour Migration in South-East Asia – Key Findings in Viet Nam*. Hanoi. ILO and International Organization for Migration. Available at: https://www.ilo.org/hanoi/Whatwedo/Publications/WCMS_630870/lang--en/index.htm (accessed January 2022).

Hồng Kiều. 2022. Vietnamese workers overseas 2022: Many flourishing signs, [ILO; General Statistics Office of Viet Nam. 2021. *Measuring Sustainable Development Goal Indicator 10.7.1 on the Recruitment Costs of Migrant Workers*. Hanoi.](https://www.vietnamplus.vn/lao-dong-di-lam-viec-o-nuoc-ngoai-nam-2022-nhieu-tin-hieu-khoi-sac/769801.vnp/> , xem 5/5/2022.</p>
</div>
<div data-bbox=)

ILO. 2019. *Operational Manual on Recruitment Costs – SDG 10.7.1*. Geneva. Available at: https://www.ilo.org/global/topics/labour-migration/WCMS_745663/lang--en/index.htm (accessed January 2022).

ILO. 2016. *General Principles and Operational Guidelines for Fair Recruitment*. Geneva. Available at: https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---migrant/documents/publication/wcms_536263.pdf (accessed January 2022).

ILO; World Bank. 2019. Statistics for SDG Indicator 10.7.1: *Guidelines for their Collection*. Geneva. Available at: https://www.ilo.org/global/topics/labourmigration/publications/WCMS_670175/lang--en/index.htm (accessed January 2022).

Ministry of Labour – Invalids and Social Affairs (MOLISA) Viet Nam. 2022. Improvement of Export Quality. Available at: <http://www.molisa.gov.vn/Pages/tintuc/chitiet.aspx?tintucID=219367/>>, xem 7/5/2022. (accessed 10 March 2022).

Kim Thanh. 2019. Where is Viet Nam’s labour export compared to other countries? Available at: <https://dangcongsan.vn/xa-hoi/lao-dong-xuat-khau-cua-viet-nam-dang-o-dau-so-voi-cac-nuoc-538257.html/>>, xem 6/5/2022.

Law on Contract-based Vietnamese Workers Overseas. 2020. Decision No. 622/QĐ-TTg dated 10/05/2017 of the Prime Minister on the National Action Plan for the Implementation of the 2030 Agenda for Sustainable Development.

► Annex I: Tabulated tables

Table A1: Percentage distribution of Vietnamese workers overseas by some basic characteristics

Unit: %

	Overall	Male	Female	% Female
Total	100.0	100.0	100.0	31.4
Urban/Rural				
Urban	13.9	13.5	14.9	33.5
Rural	86.1	86.5	85.1	31.1
Age group				
15-24	31.4	27.7	39.3	39.4
25-39	56.6	61.5	45.8	25.4
40+	12.0	10.7	14.9	38.9
Marital status				
Unmarried	52.4	52.4	52.3	31.4
Married	47.6	47.6	47.7	31.5

Table A2: Percentage distribution of Vietnamese workers overseas by highest educational level attained, sex and urban/rural

Unit: %

	Overall	Male	Female
Total	100.0	100.0	100.0
Below lower secondary	5.9	5.7	6.2
Lower secondary	23.1	22.7	24.0
Upper secondary	47.1	44.8	52.1
Elementary/intermediate	11.6	14.7	4.9*
College and higher	12.3	12.1	12.8
Urban	100.0	100.0	100.0
Below lower secondary	3.9*	**	**
Lower secondary	15.6	15.1	16.6*
Upper secondary	42.8	39.5	49.2
Elementary/intermediate	12.2*	16.1*	**
College and higher	25.5	25.1	26.4*
Rural	100.0	100.0	100.0
Below lower secondary	6.2	5.9	6.7*
Lower secondary	24.3	23.9	25.2
Upper secondary	47.8	45.6	52.6
Elementary/intermediate	11.6	14.5	5.0*
College and higher	10.2	10.0	10.5*

Notes: * = survey data collected from 25-49 sample cases; ** = survey data collected under 25 sample cases, not reliable enough and not calculated.

Table A3: Percentage distribution of Vietnamese workers overseas by the last country or territory of destination, sex and urban/rural

Unit: %

	Overall	Male	Female
Total	100.0	100.0	100.0
Japan	40.6	39.5	42.9
Republic of Korea	10.9	13.1	6.1*
Taiwan	31.9	31.1	33.5
People's Republic of China	2.8	2.2*	4.0*
Other countries	13.8	14.0	13.4
Urban	100.0	100.0	100.0
Japan	44.4	45.6	42.1
Republic of Korea	9.5*	11.8*	**
Taiwan	24.0	23.6	24.9*
People's Republic of China	**	**	**
Other countries	20.4	18.4	24.4*
Rural	100.0	100.0	100.0
Japan	40.0	38.6	43.0
Republic of Korea	11.1	13.3	6.3*
Taiwan	33.1	32.3	35.1
People's Republic of China	3.0	2.5*	4.1*
Other countries	12.8	13.3	11.5

Notes: * = survey data collected from 25-49 sample cases; ** = survey data collected under 25 sample cases, not reliable enough and not calculated.

Table A4: Percentage distribution of Vietnamese workers overseas by form of migration and sex

Unit: %

	Overall	Male	Female	% Female
Total	100.0	100.0	100.0	31.4
Immigration with work visa	88.2	88.2	88.4	31.5
Immigration without work visa (tourist visa)	3.5	3.5*	3.6*	32.1*
Not through regular immigration channel	4.6	4.9	3.9*	27.1*
No answer	3.7	3.5*	4.1*	35.0*

Notes: * = survey data collected from 25-49 sample cases; ** = survey data collected under 25 sample cases, not reliable enough and not calculated.

Table A5: Percentage distribution of Vietnamese workers overseas by the last country or territory of destination and form of migration

Unit: %

	Japan	Republic of Korea	Taiwan	Othe countries
Total	100.0	100.0	100.0	31.4
From State organization in Viet Nam	20.5	29.3	19.5	4.0*
From private recruitment organization in Viet Nam	41.4	32.6	39.1	20.2
Via individual recruiter/broker	25.6*	19.6*	32.0*	21.2
Via family members/relatives/friends	5.5*	12.5*	5.8*	39.9
Other	7.0	**	3.6	14.7*

Notes: * = survey data collected from 25-49 sample cases; ** = survey data collected under 25 sample cases, not reliable enough and not calculated.

Table A6: Percentage distribution of Vietnamese workers overseas by the last country or territory of destination and main occupations at one-digit level

Unit: %

	Japan	Republic of Korea	Taiwan	Othe countries
Total	100.0	100.0	100.0	31.4
Service and sales workers	11.3	13.4*	5.2*	30.7
Skilled workers in agriculture, forestry and fishery	2.3*	19.2	**	**
Craft and related workers	41.6	23.5*	38.5	30.3
Plant/machine operators and assemblers	23.8	17.9*	33.0	10.4*
Elementary occupation	17.0	22.4*	20.3	20.5
Other	4.0*	**	**	7.0*

Notes: * = survey data collected from 25-49 sample cases; ** = survey data collected under 25 sample cases, not reliable enough and not calculated.

Table A7: Percentage distribution of Vietnamese workers overseas by some sectors at one-digit level and sex*Unit: %*

	Overall	Male	Female	% Female
Total	100.0	100.0	100.0	31.4
Agriculture, forestry and fishery	7.7	9.1	4.6*	18.7*
Processing and manufacturing sectors	53.0	53.8	51.3	30.4
Construction	13.4	19.4	**	**
Wholesale and retail trade, repair of cars, motorcycles and other motor vehicles	5.6	6.4	3.8*	21.2*
Accommodation, food and beverage services	9.5	7.5	14.0	45.9
Activities of domestic work in households producing material products and services for own consumption	3.8	**	11.7	97.2
Other	7.0	3.6	14.6	65.1

Notes: * = survey data collected from 25-49 sample cases; ** = survey data collected under 25 sample cases, not reliable enough and not calculated.

Table A8: Total recruitment costs and average recruitment costs of Vietnamese workers overseas by some characteristics*Unit: VND million*

	Overall	Male	Female
Total recruitment cost	38 834 630	26 917 515	11 917 115
By			
Age group			
15-24	13 317 346	7 922 752	5 394 594
25-39	22 564 812	17 175 295	5 389 517
40+	2 952 472	1 819 468	1 133 004
Marital status			
Unmarried	22 085 561	14 756 743	7 328 817
Married	16 749 069	12 160 771	4 588 298
Educational level			
Under lower-secondary	1 765 390	1 447 807	317 583
Lower-secondary	7 771 274	5 588 243	2 183 031
Upper-secondary	20 103 956	12 795 059	7 308 897
Elementary/intermediate	4 941 565	4 235 681	705 884*
College and higher	4 252 445	2 850 724	1 401 721
Average recruitment cost	155.2	156.8	151.5
By			
Age group			
15-24	169.6	166.4	174.5
25-39	159.3	162.7	149.6
40+	97.9	98.7	96.7
Marital status			
Unmarried	168.4	164.0	178.1
Married	140.6	149.0	122.4
Educational level			
Under lower-secondary	120.5	147.9	65.3
Lower-secondary	134.3	143.2	115.9
Upper-secondary	170.6	166.5	178.4
Elementary/intermediate	169.5	167.6	181.9*
College and higher	138.0	137.7	138.8

Notes: * = survey data collected from 25-49 sample cases; attention should be paid to upon using.

Table A9: Total recruitment costs and average recruitment costs of Vietnamese workers overseas by form of migration and mode of job acquisition*Unit: VND million*

	Overall	Male	Female
Total recruitment costs	38 822 970	26 915 486	11 907 484
By			
Form of migration			
Immigration with work visa	36 527 988	25 355 235	11 172 753
Immigration without work visa (tourist visa)	557 725	452 510*	**
Not through regular immigration channel	1 094 289	774 810	**
No answer	642 969*	332 931*	**
Mode of job acquisition			
From State organization in Viet Nam	7 561 386	5 331 611	2 229 775
From private recruitment organization in Viet Nam	15 931 780	11 227 129	4 704 651
Via individual recruiter/broker	11 109 375	7 905 970	3 203 405
Via family members/relatives/friends	2 691 531	1 627 655	1 063 876
Other	1 528 898	823 121	705 776*
Average recruitment costs	164.9	166.3	161.7
By			
Form of migration			
Immigration with work visa	171.4	173.2	167.3
Immigration without work visa (tourist visa)	75.7	89.1*	**
Not through regular immigration channel	114.8	111.5*	**
No answer	119.5*	97.0*	**
Mode of job acquisition			
From State organization in Viet Nam	167.2	169.5	161.9
From private recruitment organisation in Viet Nam	177.5	180.7	170.3
Via individual recruiter/broker	172.1	171.9	172.6
Via family members/relatives/friends	111.5	110.9	112.4
Other	129.7	108.4	168.0*

Notes: * = survey data collected from 25-49 sample cases; attention should be paid to upon using.

Table A10: Total recruitment costs and average recruitment costs of Vietnamese workers overseas by occupation and economic sector

Unit: VND million

	Overall	Male	Female
Total recruitment costs	38 822 970	26 915 486	11 907 484
By			
Economic area			
Agriculture, forestry and fishery	3 260 753	2 845 047	415 707*
Industry and construction	25 957 698	19 434 917	6 522 781
Service	9 604 519	4 635 522	4 968 997
Main economic sector			
Agriculture, forestry and fishery	3 260 753	2 845 047	415 707*
Processing and manufacturing sectors	20 294 751	13 824 040	6 470 711
Construction	5 561 186	5 539 149	**
Wholesale and retail trade, repair of cars, motorcycles and other motor vehicles	1 934 526	1 629 562	304 964*
Accommodation, food and beverage services	4 226 026	2 316 612	1 909 414
Activities of domestic work in households producing material products and services for own consumption	1 059 146	**	1 007 097
Occupational skills	933 602*	444 076*	**
Leader, manager; high-level and medium-level professionals (high skill)	31 172 753	22 592 913	8 579 840
Office assistant, service and sales workers; skilled workers in agriculture, forestry and fishery; Craftsman, plant/machine operator (medium skill)	6 716 616	3 878 497	2 838 118
Elementary occupation (low skill)	38 822 970	26 915 486	11 907 484
Main occupation			
Service and sales workers	4 989 876	2 557 923	2 431 952
Skilled agricultural, forestry and fishery workers	2 194 134	2 108 191	**
Craft and related workers	14 545 985	11 946 335	2 599 649
Plant/machine assemblers and operators	9 354 926	5 937 231	3 417 695
Elementary occupations	6 716 616	3 878 497	2 838 118

	Overall	Male	Female
Average recruitment costs	164.9	166.3	161.7
Economic area			
Agriculture, forestry and fishery	188.6	198.7	140.1*
Industry and construction	159.8	158.2	164.6
Service	172.3	187.7	160.1
Main economic sector			
Agriculture, forestry and fishery	188.6	198.7	140.1*
Processing and manufacturing sectors	157.3	154.0	164.9
Construction	171.6	171.6	**
Wholesale and retail trade, repair of cars, motorcycles and other motor vehicles	164.7	172.9	131.3*
Accommodation, food and beverage services	201.4	213.6	188.4
Activities of domestic work in households producing material products and services for own consumption	113.8	**	110.4
Occupational skills			
Leader, manager; high-level and medium-level professionals (high skill)	167.1*	119.3*	262.5**
Office assistant, service and sales workers; skilled workers in agriculture, forestry and fishery; Craftsman, plant/machine operator (medium skill)	168.2	168.1	168.7
Elementary occupation (low skill)	150.7	163.8	135.8*
Main occupation			
Service and sales workers	184.8	201.3	170.1
Skilled agricultural, forestry and fishery workers	243.2	253.6	121.5
Craft and related workers	161.1	156.8	**
Plant/machine assemblers and operators	161.2	162.9	158.3
Elementary occupations	150.7	163.8	135.8

Notes: * = survey data collected from 25-49 sample cases; ** = survey data collected under 25 sample cases, not reliable enough and not calculated.

Table A11: Total recruitment costs and average recruitment costs of Vietnamese workers overseas by country or territory of destination and some characteristics

Unit: VND million

	Overall	Japan	Republic of Korea	Taiwan	People's Republic of China	Other countries
Total recruitment costs	38 822 970	18 798 041	5 646 004	10 424 898	210 488	3 743 539
By						
Sex						
Male	26 915 486	12 404 319	5 002 019	7 074 928	49 795*	2 384 425
Female	11 907 484	6 393 722	643 984*	3 349 970	160 693*	1 359 114
Age group						
15-24	13 315 943	8 892 437	1 557 774	2 123 563	**	737 778*
25-39	22 564 185	9 741 055	3 497 099	7 115 122	**	2 149 822
40+	2 942 841	**	591 130*	1 186 213	**	855 940
Educational level						
Under lower-secondary	1 765 390	**	799 973*	555 498*	**	223 661*
Lower-secondary	7 762 538	1 778 234	1 358 238*	3 320 625	147 774*	1 157 666
Upper-secondary	20 101 927	10 993 636	2 619 545	5 110 930	**	1 337 251
Elementary/intermediate	4 941 565	2 880 276	**	1 023 313	**	530 112*
College and higher	4 251 550	2 967 303	**	**	**	**
Economic area						
Agriculture, forestry and fishery	3 260 753	930 801	1 936 156	386 844*	**	**
Industry and construction	25 957 698	13 638 274	2 242 642	8 512 532	69 900*	1 494 349
Service	9 604 519	4 228 965	1 467 205*	1 525 521	**	2 248 638
Occupational skills						
High skill	933 602*	**	**	**	**	**
Medium skill	31 172 753	15 055 709	4 652 004	8 454 063	**	2 908 950
Low skill	6 716 616	3 408 473	907 772*	1 902 630	100 854*	396 886*
Average recruitment costs	164.9	192.4	225.6	132.4	44.5	128.0
By						
Sex						
Male	166.3	188.8	235.8	134.4	21.7*	119.3
Female	161.7	199.6	168.8*	128.4	65.9*	146.9
Age group						
15-24	180.9	195.6	242.4	123.4	**	206.7*
25-39	166.6	191.7	233.3	137.1	**	133.5
40+	111.3	**	163.8*	123.1	**	89.4

	Overall	Japan	Republic of Korea	Taiwan	People's Republic of China	Other countries
Educational level						
Under lower-secondary	142.3	**	299.9*	124.2	**	71.0*
Lower-secondary	141.6	196.3	223.3	128.4	48.6*	107.6
Upper-secondary	176.2	196.1	216.5	137.4	**	158.4
Elementary/intermediate	176.3	215.9	**	131.3	**	125.8*
College and higher	162.6	162.0	**	121.3*	50.0	**
Economic area						
Agriculture, forestry and fishery	188.6	181.7	259.1	102.9*	**	**
Industry and construction	159.8	190.2	195.8	135.9	33.8*	102.5
Service	172.3	202.3	240.4*	123.6	**	153.9
Occupational skills						
High skill	167.1*	**	**	**	**	**
Medium skill	168.2	192.3	241.2	135.3	59.0	**
Low skill	150.7	201.8	175.8*	122.0	35.4	97.3*

Notes: * = survey data collected from 25-49 sample cases; ** = survey data collected under 25 sample cases, not reliable enough and not calculated.

Table A12: Average salary of Vietnamese workers overseas by country or territory of destination and some characteristics

Unit: VND million

	Total	Japan	Republic of Korea	Taiwan	People's Republic of China	Other countries
Total	22.4	26.0	27.7	18.3	11.0	19.2
By						
Sex						
Male	23.0	26.5	28.2	18.8	9.8*	18.5
Female	21.2	24.9	24.6*	17.2	12.0*	20.6
Age group						
15-24	22.8	24.9	25.0	17.5	**	21.4*
25 -39	23.1	27.1	28.9	18.7	**	20.6
40+	17.8	**	27.3*	17.0	**	15.8
Educational level						
Under lower-secondary	19.2	**	28.6*	17.1	**	16.1*
Lower-secondary	20.2	25.0	29.6	18.9	10.7*	16.5
Upper-secondary	22.5	25.3	26.1	17.9	**	19.6
Elementary/intermediate	23.6	26.3	**	18.8	**	21.1*
College and higher	27.0	28.3	**	**	**	**
Form of migration						
Immigration with work visa	22.9	26.2	27.8	18.3	**	20.4
Immigration without work visa (tourist visa)	17.0	**	**	**	**	11.4*
Not through regular immigration channel	19.4	**	**	**	8.0	**
No answer	18.0*	**	**	**	**	**
Mode of job acquisition						
From State organization in Viet Nam	22.9	24.9	28.7	16.9	0	**
From private recruitment organization in Viet Nam	23.3	26.8	26.4*	19.0	**	20.7
Via individual recruiter/broker	21.5	25.0	**	18.2*	**	17.5
Via family members/relatives/friends	19.7	28.2*	26.7*	19.1*	9.2*	16.7
Other	24.3	26.8*	**	**	**	**

Notes: * = survey data collected from 25-49 sample cases; ** = survey data collected under 25 sample cases, not reliable enough and not calculated.

Table A13: Average salary of Vietnamese workers overseas by country or territory of destination and economic sectors and main occupations

Unit: VND million

	Total	Japan	Republic of Korea	Taiwan	People's Republic of China	Other countries
Total	22.4	26.0	27.7	18.3	11.0	19.2
By						
Economic area						
Agriculture, forestry and fishery	24.7	24.4	30.4	18.0*	**	**
Industry and construction	22.4	26.7	26.8	18.4	10.6*	16.8
Service	21.8	23.9	26.0*	17.6	**	21.6
Main economic sector						
Agriculture, forestry and fishery	24.7	24.4	30.4	18.0*	**	**
Processing and manufacturing sectors	22.2	26.7	27.0	18.5	10.6*	16.9
Construction						
Wholesale and retail trade, repair of cars, motorcycles and other motor vehicles	23.6	26.9	**	17.7*	0	16.9*
Accommodation, food and beverage services	22.2	24.3*	**	**	**	19.9*
Activities of domestic work in households producing material products and services for own consumption	22.5	23.4	25.1*	**	**	19.2*
Occupational skills						
Leader, manager; high-level and medium-level professionals (high skill)	17.6	**	**	16.4*	**	**
Office assistant, service and sales workers; skilled workers in agriculture, forestry and fishery; Craftsman, plant/machine operator (medium skill)	29.1	**	**	**	**	**
Elementary occupation (low skill)	22.5	26.0	26.8	18.5	**	18.9
Main occupation	21.2	25.0	30.5*	17.2	10.9*	16.0
Service and sales workers	21.7	23.2	23.7	18.3*	**	21.1

	Total	Japan	Republic of Korea	Taiwan	People's Republic of China	Other countries
Skilled agricultural, forestry and fishery workers	25.2	22.3*	29.3	**	**	0
Craft and related workers	22.1	25.9	26.8*	18.1	**	16.4
Plant/machine assemblers and operators	23.1	27.9	26.3*	19.0	**	**
Elementary occupations	21.2	25.0	30.5*	17.2	10.9*	16.0*

Notes: * = survey data collected from 25-49 sample cases; attention should be paid to upon using; ** = survey data collected under 25 sample cases, not reliable enough and not calculated.

Table A14: Recruitment Cost Indicator (RCI) of Vietnamese workers overseas by economic sector and main occupation

	Overall	Male	Female
Recruitment cost indicator (RCI)	7.4	7.2	7.6
<i>By</i>			
Economic area			
Agriculture, forestry and fishery	7.6	7.9	6.4*
Industry and construction	7.1	7.0	7.5
Service	7.9	7.9	7.9
Main economic sector			
Agriculture, forestry and fishery	7.6	7.9	6.4*
Processing and manufacturing sectors	7.1	6.9	7.5
Construction	7.3	7.3	**
Wholesale and retail trade, repair of cars, motorcycles and other motor vehicles	7.4	7.6	6.4*
Accommodation, food and beverage services	8.9	8.7	9.2
Activities of domestic work in households producing material products and services for own consumption	6.5	**	6.4
Occupational skills			
Leader, manager; high-level and medium-level professionals (high skill)	5.7*	4.2*	**
Office assistant, service and sales workers; skilled workers in agriculture, forestry and fishery; Craftsman, plant/machine operator (medium skill)	7.5	7.4	7.8
Elementary occupation (low skill)	7.1	7.1	7.1
Main occupation			
Service and sales workers	8.5	8.8	8.2
Skilled agricultural, forestry and fishery workers	9.7	9.9	**
Craft and related workers	7.3	7.2	7.6
Plant/machine assemblers and operators	7.0	6.6	7.6
Elementary occupations	7.1	7.1	7.1

Notes: * = survey data collected from 25-49 sample cases; ** = survey data collected under 25 sample cases, not reliable enough and not calculated.

Table A15: Recruitment Cost Indicator (RCI) of Vietnamese workers overseas by country or territory of destination and some characteristics

	Total	Japan	Republic of Korea	Taiwan	People's Republic of China	Other countries
Total	7.4	7.4	8.2	7.3	4.1	6.7
By						
Sex						
Male	7.2	7.1	8.4	7.1	2.2*	6.5*
Female	7.6	8.0	6.9*	7.5	5.5*	7.1*
Age group						
15-24	7.9	7.8	9.7	7.0	**	9.7*
25 -39	7.2	7.1	8.1	7.3	**	6.5
40+	6.2	**	6.0*	7.2	**	5.6*
Educational level						
Under lower-secondary	7.4	**	10.5*	7.3*	**	4.4*
Lower-secondary	7.0	7.8	7.6	6.8	4.6*	6.5
Upper-secondary	7.8	7.7	8.3	7.7	**	8.1
Elementary/intermediate	7.5	8.2	**	7.0	**	6.0*
College and higher	6.0	5.7	**	**	**	**

Notes: * = survey data collected from 25-49 sample cases; ** = survey data collected under 25 sample cases, not reliable enough and not calculated.

Table A16. Recruitment Cost Indicator (RCI) of Vietnamese workers overseas by country or territory of destination, economic sector and main occupation

	Total	Japan	Republic of Korea	Taiwan	People's Republic of China	Other countries
Recruitment cost indicator (RCI)	7.4	7.4	8.2	7.3	4.1	6.7
By						
Economic area						
Agriculture, forestry and fishery	7.6	7.5	8.5	5.7*	**	**
Industry and construction	7.1	7.1	7.3	7.4	3.2*	6.1
Service	7.9	8.5	9.2*	7.0	**	7.1
Main economic sector						
Agriculture, forestry and fishery	7.6	7.5	8.5	5.7*	**	**
Processing and manufacturing sectors	7.1	7.1	7.0	7.2	3.2*	6.4
Construction	7.3	7.1	**	8.8*	0	5.8*
Wholesale and retail trade, repair of cars, motorcycles and other motor vehicles	7.4	7.3*	**	**	**	7.2*
Accommodation, food and beverage services	8.9	9.5	9.8*	**	**	7.3*
Activities of domestic work in households producing material products and services for own consumption	6.5	**	**	6.5*	**	**
Occupational skills						
Leader, manager; high-level and medium-level professionals (high skill)	5.7	**	**	**	**	**
Office assistant, service and sales workers; skilled workers in agriculture, forestry and fishery; Craftsman, plant/machine operator (medium skill)	7.5	7.4	9.0	7.3	**	6.6
Elementary occupation (low skill)	7.1	8.1	5.8*	7.1	3.2*	6.1*

	Total	Japan	Republic of Korea	Taiwan	People's Republic of China	Other countries
Main occupation						
Service and sales workers	8.5	9.2	9.6*	6.9*	**	7.9
Skilled agricultural, forestry and fishery workers	9.7	8.5*	11.0	**	**	0
Craft and related workers	7.3	7.3	7.7*	7.6	**	5.9
Plant/machine assemblers and operators	7.0	6.8	8.1*	7.1	1.9*	5.2*
Elementary occupations	7.1	8.1	5.8	7.1	3.2*	6.1*

Notes: * = survey data collected from 25-49 sample cases; ** = survey data collected under 25 sample cases, not reliable enough and not calculated.

► Annex II: Labour Force Survey 2021- Questionnaires

(Including information related to Vietnamese workers overseas)

PART 1: Information of household members

1A. FULL NAME OF HOUSEHOLD'S USUAL RESIDENT	
1. What is [NAME] relationship with the household head?	<input type="checkbox"/>
HOUSEHOLD HEAD	1
WIFE/HUSBAND	2
OFFSPRING	3
PATERNAL/MATERNAL GRANDCHILD ...	4
FATHER/MOTHER	5
OTHER FAMILY RELATION	6
DOMESTIC WORKER	7
OTHER (SPECIFY _____)	8
2. Sex of [NAME]	<input type="checkbox"/>
MALE	1
FEMALE	2
3. What is [NAME] solar month and year of birth?	<input type="checkbox"/>
MONTH	<input type="checkbox"/>
YEAR	<input type="checkbox"/>
INDEFINITE YEAR9998	<input type="checkbox"/>
4. What is [NAME] full age now according to solar calendar?	<input type="checkbox"/>
KT1 CHECK QUESTION 3 OR QUESTION 4: IF SURVEY SUBJECT AGED 15 AND OLDER => QUESTION 5; OTHER => ASK THE NEXT	
5. Currently, are [NAME] residing in Viet Nam or overseas?	<input type="checkbox"/>
IN VIET NAM	1 => Q7
OVERSEAS	2
6. Name and code of country _____	<input type="checkbox"/>

PART 2: Characteristics of survey subjects

7. What is [NAME] current marital status?		<input type="checkbox"/>
UNMARRIED	1	
MARRIED	2	
WIDOWED	3	
DIVORCED	4	
SEPARATED	5	
KT2. CHECK QUESTION 5 = 2 => QUESTION 13 OTHER => QUESTION 8		
8. How long have [NAME] lived in this ward, town or commune?		<input type="checkbox"/>
UNDER 1 MONTH	1	
1 TO UNDER 6 MONTHS	2	
6 TO UNDER 12 MONTHS	3	
12 MONTHS TO UNDER 5 YEARS	4	
5 YEARS AND MORE	5 => Q11	
9. From which province/city/country did [NAME] move in?		<input type="checkbox"/>
FROM VIET NAM	1	
PROVINCE/CITY		<input type="text"/>
FROM OVERSEAS.....	2	
COUNTRY NAME AND CODE		<input type="text"/> <input type="text"/> <input type="text"/> => Q11
10. Is [NAME] previous place of usual residence a ward, town or commune?		<input type="checkbox"/>
WARD/TOWN	1	
COMMUNE	2	
11. Are [NAME] currently attending any school within the national education system?		<input type="checkbox"/>
YES	1 => Q13	
NO	2	

12. Are [NAME] currently attending short-term vocational training or fostering your knowledge and skills?

☐

YES 1

NO 2

13. What is the highest level of education that [NAME] has graduated/achieved?

☐

NEVER ATTENDING SCHOOL 1

NOT FINISHED PRIMARY EDUCATION 2

PRIMARY 3.

LOWER SECONDARY 4

UPPER SECONDARY 5

CHECK QUESTION 13: IF QUESTION 13 = 1 AND QUESTION 5 = 1 => QUESTION KT3. 16; IF QUESTION 13 = 1 and QUESTION 5 = 2 => SECTION 7; OTHER => QUESTION 14

14. Do [NAME] have any license/diploma of [...]?

1.YES 2. NO

Elementary/Driving License

☐
☐
☐
☐

Intermediate

FOR PERSONS AGED 18 AND OLDER ONLY

College

☐
☐
☐
☐
☐
☐
☐
☐

University

Master

Doctor

CHECK: IF ANY ANSWER IN Q14 IS UNDER CODE "1" => QUESTION 15; KT4. IF ALL ANSWERS IN Q14 ARE UNDER CODE "2" and Q5 = 2 => SECTION 7; OTHER => Q16

15. With highest educational level of [ANSWER CODE OF Q14], what was [NAME] major and graduation year?

NAME OF MAJOR OF STUDY

TRAINING CODE

GRADUATION YEAR

KT5. CHECK IF QUESTION 5 = 2 => SECTION 7; OTHER => QUESTION 17

16. Have [NAME] been recognized as or obtained qualifications or any diploma/certificate of [...]?

1.YES 2. NO

Technical worker without
diploma/certificate

☐☐

Vocational skills under 3 months
.....

☐☐

Vocational certificate under 3 months
.....

☐☐

PART 3: Costs of working overseas

**CHECK DATA FROM THE PREVIOUS QUARTERS: IF HOUSEHOLD SURVEY
KT3. SAMPLE REPEATS (INFORMATION IS AVAILABLE IN SECTION 7) => THE NEXT;
OTHER => KT14**

KT4. CHECK IF QUESTION 5 = 2 => ASK QUESTION 70, OTHER => MOVE TO QUESTION 71

70. From the month of [SURVEY] in 2018 to now, have [NAME] resided overseas and taken any job for remuneration/salary?

```
YES ..... 1  => Q72
NO ..... 2  => NEXT
```

71. From the month of [SURVEY] in 2018 to now, have [NAME] ever travelled overseas for residence and taken jobs for remuneration/salary?

YES 1
NO 2 => NEXT

72. Which country did [NAME] reside and work (the last country if he/she works in more than one country) and from which month and year?

Country name and code _____

Month, year when the residence started

moth year

CHECK IF MONTHS < SURVEY MONTHS AND 2018 OR FROM 2017
BACKWARD, REQUEST ENUMERATOR TO CHECK AND CORRECT
INFORMATION IN QUESTION 70 OR QUESTION 71 OR MONTH, YEAR
WHEN RESIDENCE STARTED

73. Before moving to [COUNTRY IN QUESTION 72], have [NAME] worked in other country? ☐

YES 1

NO 2

74. How many jobs did [NAME] take in [COUNTRY IN QUESTION 72]?

--	--

YES 1

NO 2

<p>75. What was [NAME] first primary job in [COUNTRY IN QUESTION 72]?</p> <p>Job description _____</p>																					
<p>76. Could [NAME] describe the title (if any) of this job?</p> <p>_____</p>	<div style="display: flex; align-items: center;"> <div style="border: 1px solid black; width: 20px; height: 20px; margin-right: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-right: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-right: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px;"></div> </div> <p>OCCUPATION CODE</p>																				
<p>77. What were main activities or products or services of the institution where [NAME] took the first primary job in [COUNTRY IN QUESTION 72]?</p> <p>_____</p>																					
<div style="display: flex; align-items: center;"> <div style="border: 1px solid black; width: 20px; height: 20px; margin-right: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-right: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-right: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px;"></div> </div> <p>SECTOR CODE</p>																					
<p>78. How did [NAME] get your first job in [COUNTRY IN QUESTION 72]?</p> <div style="border: 1px solid black; width: 30px; height: 20px; margin: 5px auto;"></div> <table style="width: 100%; margin-top: 10px;"> <tbody> <tr> <td style="padding: 5px;">Assigned/transferred by agency/organization</td> <td style="text-align: right; padding: 5px;">1</td> </tr> <tr> <td style="padding: 5px;">Registered with and obtained a job from a State organization in Viet Nam</td> <td style="text-align: right; padding: 5px;">2</td> </tr> <tr> <td style="padding: 5px;">Registered with and obtained a job from a State organization abroad</td> <td style="text-align: right; padding: 5px;">3</td> </tr> <tr> <td style="padding: 5px;">Registered with and obtained a job from a private recruitment organization in Viet Nam</td> <td style="text-align: right; padding: 5px;">4</td> </tr> <tr> <td style="padding: 5px;">Registered with and obtained a job from a private recruitment organization abroad</td> <td style="text-align: right; padding: 5px;">5</td> </tr> <tr> <td style="padding: 5px;">Directly from an employer overseas</td> <td style="text-align: right; padding: 5px;">6</td> </tr> <tr> <td style="padding: 5px;">Through individual recruiter/broker</td> <td style="text-align: right; padding: 5px;">7</td> </tr> <tr> <td style="padding: 5px;">Via family member/relative</td> <td style="text-align: right; padding: 5px;">8</td> </tr> <tr> <td style="padding: 5px;">Via friend</td> <td style="text-align: right; padding: 5px;">9</td> </tr> <tr> <td style="padding: 5px;">Other (SPECIFY) _____</td> <td style="text-align: right; padding: 5px;">10</td> </tr> </tbody> </table>		Assigned/transferred by agency/organization	1	Registered with and obtained a job from a State organization in Viet Nam	2	Registered with and obtained a job from a State organization abroad	3	Registered with and obtained a job from a private recruitment organization in Viet Nam	4	Registered with and obtained a job from a private recruitment organization abroad	5	Directly from an employer overseas	6	Through individual recruiter/broker	7	Via family member/relative	8	Via friend	9	Other (SPECIFY) _____	10
Assigned/transferred by agency/organization	1																				
Registered with and obtained a job from a State organization in Viet Nam	2																				
Registered with and obtained a job from a State organization abroad	3																				
Registered with and obtained a job from a private recruitment organization in Viet Nam	4																				
Registered with and obtained a job from a private recruitment organization abroad	5																				
Directly from an employer overseas	6																				
Through individual recruiter/broker	7																				
Via family member/relative	8																				
Via friend	9																				
Other (SPECIFY) _____	10																				

78b. How did [NAME] get information of your first job in [COUNTRY IN QUESTION 72]? ☐

- | | |
|---|---|
| Via a friend: who never work abroad | 1 |
| Via a friend: who used to or is working abroad | 2 |
| Via a family member: who never work abroad | 3 |
| Via a family member: who used to or is working abroad | 4 |
| Via an intermediary who is not a family member | 5 |
| Via media | 6 |
| Via website | 7 |
| Via social networks (Facebook, Zalo...) | 8 |
| Other (SPECIFY) | 9 |

79. How did [NAME] go to [COUNTRY IN QUESTION 72] for your first job? ☐

- | | |
|---|---|
| Immigration with work visa | 1 |
| Immigration without work visa, (tourist visa) | 2 |
| Not via regular immigration channel | 3 |
| No answer | 4 |

80. How much did [NAME] pay in total for getting your first job in [COUNTRY IN QUESTION 72]? Including total amount deducted from [NAME] salary to get the first job, if any (UNIT: THOUSAND DONG)

--	--	--	--	--	--	--	--

81. For the first job in [COUNTRY IN QUESTION 72], how much salary did [NAME] receive in the first month, including in-kind payments and bonuses?

UNIT: THOUSAND DONG)

--	--	--	--	--	--	--	--

82. Which month and year did [NAME] you receive this salary?

moth

year

83. How many months have (or will) [NAME] worked/work to offset the costs of applying for this job? UNIT: MONTH)

KT16. CHECK IF QUESTION 71 = 1 => ASK QUESTION 84; OTHER => NEXT

84. How long have [NAME] returned to Viet Nam?

- | | |
|-------------------------------------|---|
| UNDER 6 MONTHS | 1 |
| FROM 6 MONTHS TO UNDER 1 YEAR | 2 |
| FROM 1 TO UNDER 2 YEARS | 3 |
| FROM 2 TO UNDER 3 YEARS | 4 |

85. What was the main reason made [NAME] stop working abroad and return to Viet Nam?

- | | |
|--|---|
| COMPLETION OF EMPLOYMENT CONTRACT | 1 |
| UNABLE TO FIND A JOB | 2 |
| EMPLOYMENT DIFFICULTIES DUE TO COVID | 3 |
| FAMILY AFFAIR | 4 |
| OTHER (SPECIFY) _____ | 5 |

▶ Annex III: Sample design of the Labour Force Survey

LFS sample is stratified in two stages as follows:

Stage 1: Selection of sample enumeration areas (EAs)

The list of sample EAs for each province constitutes a primary stratum which is divided into two secondary strata, urban and rural. At this stage, the list of provincial EAs is taken from the list of EAs of the Population and Housing Census as of 01/04/2019. The EA is selected by the probability proportional to household size in the area.

Stage 2: Selecting and identifying survey households for each month

Selecting and identifying survey households for each month shall follow steps below:

- Step 1: Selection of households

Based on the household list updated by the Provincial Statistics Office, the GSO will select 39 sample households using systematic random sampling method.

- Step 2: Division of household groups

The list of 39 households in each ward in step 1 will be randomly divided into 13 rotational groups (each group includes 3 households). After that, these groups will be named respectively using the following table:

1	2	3	4	5	6	7	8	9	10	11	12	13
2019 Q4	2020 Q1	2020 Q2	2020 Q3	2020 Q4	2021 Q1	2021 Q2	2021 Q3	2021 Q4	2022 Q1	2022 Q2	2022 Q3	2022 Q4

- Step 3: Distribution of survey groups

Out of a total of 13 rotational groups, each EA will select 4 groups for survey each quarter (i.e., 12 households). The method of allocating 4 rotational groups to each enumeration area on a quarterly basis is implemented according to the following diagram

Diagram for identifying rotational survey households under a quarterly 2-2-2 mechanism

NO	YEAR		2021								2022							
	QUARTER		1		2		3		4		1		2		3		4	
	Rotational household group	Times of survey	Rotational household group	Times of survey	Rotational household group	Times of survey	Rotational household group	Times of survey	Rotational household group	Times of survey	Rotational household group	Times of survey	Rotational household group	Times of survey	Rotational household group	Times of survey	Rotational household group	Times of survey
1	2019Q4	4																
2	2020Q1	3	2020Q1	4														
3	2020Q2		2020Q2	3	2020Q2	4												
4	2020Q3				2020Q3	3	2020Q3	4										
5	2020Q4	2	2020Q4				2020Q4	3	2020Q4	4								
6	2021Q1	1	2021Q1	2					2021Q1	3	2021Q1	4						
7	2021Q2		2021Q2	1	2021Q2	2					2021Q2	3	2021Q2	4				
8	2021Q3				2021Q3	1	2021Q3	2							2021Q3	3	2021Q3	4
9	2021Q4						2021Q4	1	2021Q4	2	2021Q4						2021Q4	3
10	2022Q1									2022Q1	1	2022Q1	2					
11	2022Q2											2022Q2	1	2022Q2	2			
12	2022Q3													2022Q3	1	2022Q3	2	
13	2022Q4															2022Q4	1	

Notes: Names of rotational household groups with the first 4 characters standing for year, the last 2 characters for quarter; Survey times: means the number of times the survey is repeated; In fact, some households were not surveyed in 2019, 2020 but assumed to have been surveyed.

► Annex IV: Estimation of sampling errors - Methodology

a) Determining design weights (basic weights).

a.1. Weights of enumeration area selection in the master sample frame of 2019 census.

$$W_{di}^1 = \frac{M_d}{n_d \times M_{di}}$$

in which:

W_{di}^1 : Weights of enumeration area selection in the master sample frame of 2019 census;

n_d : Number of sampled enumeration areas of district d;

M_d : Number of district household according to 2019 census;

M_{di} : Number of households in i area according to 2019 census;

a2. Design weight of 2021 Labour Force Survey (2021 LFS).

$$W_{dpi}^{ttnt} = \frac{W_{di}^1 * M_p^{ttnt}}{n_p^{ttnt} * M_{pi}} * \frac{M_{di}}{m_{di}}$$

in which:

W_{di}^1 : Weights of enumeration area selection in the master sample frame of 2019 census;

W_{pdi}^{ttnt} : Design weights of LFS enumeration areas (stratified by urban or rural areas);

n_p^{ttnt} : Number of sampled enumeration areas of province p allocated in 2021 LFS (stratified by urban or rural areas);

M_p^{ttnt} : Number of households (urban or rural strata) of province p;

M_{pi} : Number of households in enumeration area i according to 2019 census results;

M_{di} : Number of households in enumeration area i;

m_{di} : Number of sample households in enumeration area i;

b) Adjustment of design weights by the number of unenumerated households.

$$W'_{dpi}{}^{ttnt} = W_{dpi}{}^{ttnt} * \frac{m_{di}}{m'_{di}}$$

in which:

$W_{dpi}{}^{ttnt}$: Design weights were adjusted due to insufficient enumeration of the selected households;

$W_{dpi}{}^{ttnt}$: Design weights of enumeration area;

m_{di} : Number of selected enumeration households of area i (for the year that the number of households is multiplied by 3 due to the repeated survey in the year);

m'_{di} : The number of enumerated households in area i (total number of households for the whole year equal to the total number of households for 12 months in the year).

c) Adjustment of general weights by population structure calculated from the estimated population.

* Provincial sample adjustment weights.

$$W''_{dpi}{}^{ttnt} = W'_{dpi}{}^{ttnt} * \frac{p_{pi}{}^{ttnt}}{p'_{pi}{}^{ttnt}}$$

in which:

$W''_{dpi}{}^{ttnt}$: Weights adjusted population by age groups;

$W'_{dpi}{}^{ttnt}$: Design weights adjusted number of unenumerated households;

$p_{pi}{}^{ttnt}$: Urban/rural population, sex by age group i of province p and population estimate;

$p'_{pi}{}^{ttnt}$: Urban/rural population, sex by age group i of province p and adjusted design weights ($W'_{dpi}{}^{ttnt}$).

Data used to calculate annual weights are the data of 12 months of the year. Average population in 2021 published by GSO was used as reference population to estimate the survey results. The Department of Population and Labour Statistics as specifically calculated above mentioned weights for all enumeration areas using SPSS and R software under the guidance of an ILO specialist.

► Annex V: Estimation of sampling errors – Selected tables

Sampling errors are a measure of the variability among estimates from all possible samples. This variability is not known exactly but can be estimated statistically from the survey data. This annex presents the following sampling error measures for each selected indicator:

Standard error (se): The standard error is the square root of the variance of the estimate. For survey indicators, it is the mean, proportion or ratio. The Taylor series linearization method was used to estimate the standard errors.

The coefficient of variation (se/r) is the ratio of the standard error to the value (r) of the indicator, and is a measure of the relative sampling error.

A confidence interval is calculated to indicate an interval into which the true value of the population is reasonably assumed to fall in, with a predetermined confidence level. For any statistics from the census, the value of that statistics will fall within the range of addition or subtraction of two standard deviations ($r + 2.se$ or $r - 2.se$) of that statistic with respect to 95 per cent of samples that can be selected with the same sample size and design.

The following tables present the calculation results. In addition to the sampling error measures described above, the tables include weighted and unweighted counts of the denominators for each indicator.

Table SE1: Standard errors and confidence intervals for Vietnamese workers abroad by some characteristics

	Value (r)	Standard errors (se)	Confidence Intervals		Coefficient of variation (CV)	Unweighted cases
	Lower bound r-2se	Upper bound r+2se				
Total	250 287	12 934	224 885	275 689	0.052	1 841
Sex						
Male	171 633	9 921	152 149	191 118	0.058	1 232
Female	78 654	5 309	68 228	89 080	0.067	609
Age group						
15-24	78 516	5 419	67 874	89 158	0.069	566
25-39	141 627	8 073	125 773	157 480	0.057	1 044
40+	30 145	3 486	23 299	36 991	0.116	231
Educational level						
Under lower-secondary	14 654	2 293	10 150	19 158	0.156	158
Lower-secondary	57 852	6 200	45 676	70 028	0.107	426
Upper-secondary	117 826	7 442	103 211	132 442	0.063	813
Elementary/intermediate	29 147	2 798	23 651	34 642	0.096	213
College and above	30 808	2 788	25 333	36 284	0.090	231
Country or territory of destination						
Japan	101 552	5 472	90 806	112 298	0.054	750
Republic of Korea	27 309	3 333	20 763	33 855	0.122	223
Taiwan	79 776	7 883	64 294	95 257	0.099	542
People's Republic of China	7 023	1 507	4 062	9 983	0.215	71
Other countries	34 629	3 834	27 098	42 159	0.111	255
Main occupations at one-digit level						
High-level professionals	3 481	771	1 967	4 995	0.221	26
Medium-level professionals	3 845	972	1 937	5 753	0.253	30
Service and sales workers	32 049	4 322	23 561	40 537	0.135	212
Skilled agricultural, forestry and fishery workers	9 793	1 975	5 915	13 671	0.202	108
Craft and related workers	92 013	6 208	79 821	104 204	0.067	650
Plant/machine assemblers and operators	59 736	4 633	50 637	68 836	0.078	419
Elementary occupations	48 119	4 232	39 807	56 431	0.088	384
Main sectors at one-digit level						
Agriculture, forestry and fishery	19 238	2 569	14 192	24 285	0.134	194
Processing and manufacturing industry	132 633	8 436	116 065	149 201	0.064	945
Construction	33 442	3 382	26 799	40 084	0.101	244

	Value (r)	Standard errors (se)	Confidence Intervals		Coefficient of variation (CV)	Unweighted cases
			Lower bound r-2se	Upper bound r+2se		
Wholesale and retail trade, repair of cars, motorcycles and other motor vehicles	13 992	2 953	8 192	19 791	0.211	96
Accommodation, food and beverage services	23 901	3 356	17 310	30 493	0.140	163
Health and social assistance activities	5 068	1 029	3 048	7 089	0.203	36
Other service activities	5 235	1 163	2 952	7 519	0.222	41
Activities of domestic work in households producing material products and services for own consumption	9 440	1 770	5 965	12 916	0.187	69
Mode of job acquisition						
Assigned/transferred by agency/organization or directly from the employer	11 098	1 940	7 288	14 908	0.175	74
From State organization in Viet Nam	46 082	4 570	37 107	55 058	0.099	380
From private recruitment organization in Viet Nam	90 521	7 805	75 193	105 850	0.086	662
Through individual recruiter/broker	65 678	6 282	53 340	78 016	0.096	426
Via family members/relatives/friends	30 228	3 622	23 114	37 342	0.120	245
Other	6 680	1 205	4 313	9 047	0.180	54
Forms of immigration						
Immigration with work visa	220 863	12 395	196 521	245 204	0.056	1 611
Immigration without work visa, (tourist visa)	8 826	1 512	5 857	11 796	0.171	73
Not through regular immigration channel	11 426	1 897	7 700	15 152	0.166	92
No answer	9 173	1 852	5 536	12 809	0.202	65

Table SE2: Standard errors and confidence intervals of average recruitment costs for Vietnamese workers abroad by some characteristics

	Value (r) (VND million)	Standard errors (SE)	Confidence Intervals		Coefficient of variation (CV)	Unweighted cases
			Lower bound r-2se	Upper bound r+2se		
Average recruitment cost	164.9	4.6605	155.7260	174.0345	0.0283	1 730
Sex						
Male	166.3	5.2762	155.9434	176.6705	0.0317	1 161
Female	161.7	6.1955	149.5746	173.9131	0.0383	569
Age group						
15-24	180.9	6.7315	167.6950	194.1393	0.0372	537
25-39	166.6	6.1736	154.5006	178.7530	0.0371	991
40+	111.3	9.6111	92.4172	130.1739	0.0864	202
Educational Level						
Under lower-secondary	142.3	19.0522	104.8436	179.6888	0.1339	138
Lower-secondary	141.6	9.0424	123.8814	159.4039	0.0638	406
Upper-secondary	176.2	5.0970	166.2258	186.2492	0.0289	783
Elementary/intermediate	176.3	13.6159	149.5074	202.9965	0.0773	203
College and above	162.6	10.8852	141.2002	183.9619	0.0670	200
Country or territory of destination						
Japan	192.4	7.0989	178.4200	206.3075	0.0369	718
Republic of Korea	225.6	13.4014	199.2441	251.8908	0.0594	200
Taiwan	132.4	4.4859	123.5951	141.2175	0.0339	529
Other countries	44.5	11.4786	21.9542	67.0472	0.2579	56
Occupational skills						
Leader, manager; high level and medium level professionals (high skill)	167.1	35.0330	98.2760	235.9008	0.2100	45
Office assistant, service and sales workers; skilled workers in agriculture, forestry and fishery; Craftsman, plant/machine operator (medium skill)	168.2	5.2463	157.9243	178.5339	0.0310	1 332
Elementary occupation (low skill)	150.7	7.5532	135.8461	165.5183	0.0500	353
Economic area						
Agriculture, forestry and fishery	188.6	16.3784	156.4268	220.7683	0.0868	171
Industry and construction	159.8	5.0858	149.8091	169.7882	0.0318	1 157
Service	172.3	9.8404	153.0050	191.6624	0.0571	402
Mode of job acquisition						
From State organization in Viet Nam	167.2	6.2337	154.9268	179.4155	0.0373	370

	Value (r) (VND million)	Standard errors (SE)	Confidence Intervals		Coefficient of variation (CV)	Unweighted cases
			Lower bound r-2se	Upper bound r+2se		
From private recruitment organization in Viet Nam	177.5	6.4631	164.8464	190.2364	0.0364	652
Via individual recruiter/broker	172.1	7.9926	156.3877	187.7861	0.0464	417
Via family members/relatives/friends	111.5	12.8554	86.2202	136.7218	0.1153	199
Other	129.7	18.0144	94.2684	165.0368	0.1389	92
Form of migration						
Immigration with work visa	171.3	4.9837	161.5567	181.1349	0.0291	1 548
Immigration without work visa (tourist visa)	75.7	17.8051	40.7650	110.7109	0.2351	60
Not through regular immigration channel	114.8	17.4265	80.5692	149.0282	0.1518	77
No answer	119.5	20.8650	78.4689	160.4356	0.1747	45

Table SE3: Standard errors and confidence intervals of average salary for Vietnamese workers abroad by some characteristics

	Value (r) (VND million)	Standard errors (SE)	Confidence Intervals		Coefficient of variation (CV)	Unweighted cases
	Lower bound r-2se	Upper bound r+2se				
Average salary	22.4	0.4294	21.5832	23.2700	0.0191	1 730
Sex						
Male	23.0	0.4749	22.0538	23.9195	0.0210	1 161
Female	21.2	0.6246	19.9688	22.4223	0.0290	569
Age group						
15-24	22.8	0.6315	21.5502	24.0311	0.0280	537
25 -39	23.1	0.5910	21.9634	24.2849	0.0260	991
40+	17.8	0.7536	16.3607	19.3210	0.0420	202
Educational level						
Under lower-secondary	19.2	1.2173	16.8273	21.6093	0.0630	138
Lower-secondary	20.2	0.8347	18.5256	21.8045	0.0410	406
Upper-secondary	22.5	0.5356	21.4698	23.5737	0.0240	783
Elementary/intermediate	23.6	1.1235	21.4012	25.8148	0.0480	203
College and higher	27.0	0.9105	25.2191	28.7958	0.0340	200
Country or territory of destination						
Japan	26.0	0.6855	24.6303	27.3232	0.0260	718
Republic of Korea	27.7	0.7311	26.2261	29.0982	0.0260	200
Taiwan	18.3	0.4518	17.3762	19.1512	0.0250	529
Other countries	11.0	0.8151	9.3507	12.5527	0.0740	56
Occupational skills						
Leader, manager; high-level and medium-level professionals (high skill)	29.1	1.8648	25.4381	32.7636	0.0640	45
Office assistant, service and sales workers; skilled workers in agriculture, forestry and fishery; Craftsman, plant/machine operator (medium skill)	22.5	0.4813	21.5751	23.4659	0.0210	1 332
Elementary occupation (low skill)	21.2	0.7979	19.6325	22.7669	0.0380	353
Economic area						
Agriculture, forestry and fishery	24.7	1.0873	22.5372	26.8088	0.0440	171
Industry and construction	22.4	0.5407	21.3469	23.4709	0.0240	1 157
Service	21.8	0.5783	20.6456	22.9175	0.0270	402
Mode of job acquisition						
From State organization in Viet Nam	22.9	0.8517	21.2268	24.5726	0.0370	370

	Value (r) (VND million)	Standard errors (SE)	Confidence Intervals		Coefficient of variation (CV)	Unweighted cases
			Lower bound r-2se	Upper bound r+2se		
From private recruitment organization in Viet Nam	23.3	0.6595	22.0299	24.6208	0.0280	652
Via individual recruiter/broker	21.5	0.6876	20.1938	22.8949	0.0320	417
Via family members/relatives/friends	19.7	1.2518	17.2078	22.1252	0.0640	199
Other	24.3	1.0900	22.1138	26.3959	0.0450	92
Form of migration						
Immigration with work visa	22.9	0.4605	21.9579	23.7668	0.0200	1 548
Immigration without work visa (tourist visa)	17.0	1.4469	14.1237	19.8077	0.0850	60
Not through regular immigration channel	19.4	1.5303	16.4053	22.4171	0.0790	77
No answer	18.0	1.2305	15.5653	20.3992	0.0680	45

Table SE4: Standard errors and confidence intervals of Recruitment Cost Indicator (RCI) for Vietnamese workers abroad by some characteristics

	Value (r) (VND million)	Standard errors (se)	Confidence Intervals		Coefficient of variation (CV)	Unweighted cases
			Lower bound r-2se	Upper bound r+2se		
Average RCI	7.4	0.1838	6.9911	7.7129	0.0250	1 730
Sex						
Male	7.2	0.2051	6.8321	7.6378	0.0283	1 161
Female	7.6	0.3044	7.0331	8.2290	0.0399	569
Age group						
15-24	7.9	0.3011	7.3469	8.5296	0.0379	537
25-39	7.2	0.2340	6.7460	7.6655	0.0325	991
40+	6.2	0.4394	5.3751	7.1013	0.0704	202
Educational level						
Under lower-secondary	7.4	0.6617	6.1029	8.7024	0.0894	138
Lower-secondary	7.0	0.4003	6.2379	7.8105	0.0570	406
Upper-secondary	7.8	0.2393	7.3552	8.2952	0.0306	783
Elementary/intermediate	7.5	0.4234	6.6341	8.2975	0.0567	203
College and higher	6.0	0.4211	5.1927	6.8470	0.0700	200
Country or territory of destination						
Japan	7.4	0.2750	6.8651	7.9453	0.0371	718
Republic of Korea	8.2	0.4618	7.2472	9.0615	0.0566	200
Taiwan	7.2	0.2602	6.7386	7.7608	0.0359	529
Other countries	6.5	0.5652	5.3532	7.5735	0.0874	283
Occupational skills						
Leader, manager; high-level and medium-level professionals (high skill)	5.7	1.1967	3.3912	8.0922	0.2084	45
Office assistant, service and sales workers; skilled workers in agriculture, forestry and fishery; Craftsman, plant/machine operator (medium skill)	7.5	0.2055	7.0664	7.8737	0.0275	1 332
Elementary occupation (low skill)	7.1	0.3034	6.5119	7.7036	0.0427	353
Economic area						
Agriculture, forestry and fishery	7.6	0.5218	6.6189	8.6689	0.0683	171
Industry and construction	7.1	0.2119	6.7148	7.5473	0.0297	1 157
Service	7.9	0.3797	7.1660	8.6578	0.0480	402
Mode of job acquisition						
From State organization in Viet Nam	7.3	0.3628	6.5876	8.0127	0.0497	370

	Value (r) (VND million)	Standard errors (SE)	Confidence Intervals		Coefficient of variation (CV)	Unweighted cases
			Lower bound r-2se	Upper bound r+2se		
From private recruitment organization in Viet Nam	7.6	0.2581	7.1045	8.1185	0.0339	652
Via individual recruiter/broker	8.0	0.3288	7.3417	8.6334	0.0412	417
Via family members/relatives/friends	5.7	0.6425	4.4060	6.9301	0.1134	199
Other	5.3	0.7200	3.9313	6.7596	0.1347	92
Form of migration						
Immigration with work visa	7.5	0.1939	7.1138	7.8756	0.0259	1 548
Immigration without work visa (tourist visa)	4.5	0.7732	2.9454	5.9830	0.1732	60
Not through regular immigration channel	5.9	0.8139	4.3155	7.5127	0.1376	77
No answer	6.6	1.0078	4.6632	8.6224	0.1517	45

► Annex VI: Requirements for statistical enumerators

1. The enumerators are those who are recruited and trained by the Provincial Statistics Office, and carry out the survey to collect information in the area, playing an important role in determining the quality of information collected and the success of the survey. The enumerators are recruited based on the following criteria:

- People who live in the enumeration area or who have participated in recent statistical surveys;
- The enumerators should complete upper-secondary education and higher (in disadvantaged areas, people with lower-secondary education shall be recruited).
- The enumerators should have a sense of responsibility and have been trained in enumeration skills;
- The enumerators should be proficient in using iPads or smartphones to conduct surveys and collect information by electronic questionnaires; and
- In special cases where enumerators should be recruited from elsewhere, the Provincial Statistics Office shall hire local people who are familiar with the area to show the enumerators way to households. In highland and remote areas with ethnic minority people who do not speak Vietnamese language, the Provincial Statistics Office is allowed to hire guides cum interpreters.

2. The enumerators have the following specific tasks:

During the preparation phase

- a. *Participate in enumeration training:* Fully and seriously participate in enumeration training sessions, fully and actively participate in field trips in the area. Enumerators should pay attention to the lecture, carefully study documents and link with the actual situation of the province to understand their scope of responsibilities and concretize professional issues and enumeration methods.
- b. *Receive all documents and means of enumeration:* Survey form and survey manuals, list of households and household members (with the lists of sample households selected for survey).
- c. *Preparation of the enumeration area:* Being assigned the enumeration areas by the district supervisor on the list and in the field. Review the lists, check and compare all the houses (both inhabited and uninhabited) in the area and the lists of house number, number of households, number of people. Identifying inhabited houses, households and

usual residents in the areas under their responsibility which have been missed or just moved in to add it, revise or make a new list. Check the assigned households to see if they are still present in the area.

- d. *Visit and schedule specific working days with each household:* The enumerator develops a specific working schedule for the first survey day and the following days to avoid having to come to the household many times. Identify households that may be away throughout the survey period and have an appropriate survey plan.

During the survey

- a. *Advocating and introducing the objectives and meaning* of the LFS among the people and upon contacting households.
- b. *Following the information collection method of **face-to-face interview**.* Interviewing and entering information into the electronic questionnaire should comply with professional regulations and interview process, ensuring that survey subjects are not duplicated nor omitted, also not recording extra information nor omitting any items in the questionnaire.
- c. *Fully interviewing all assigned households in the areas that the enumerators are in charge of.*
- d. *Conducting the survey in accordance with regulated schedule:* Conducting the survey in accordance with regulated schedule. The enumerator conducts the survey, makes interviews, and enters information into the questionnaire in accordance with procedures. The supervisor team assists the enumerators to fix all the errors that occur, especially the system errors in interviewing and filling in the questionnaire. The enumerator should absolutely avoid subjective thoughts, quick skimming and careless actions that result in inaccurate outcomes. Synchronize data and upload the information on electronic questionnaire on the server in accordance with procedures.
- e. *At the end of each survey day:* Checking over the filled questionnaire for errors for timely correction, if necessary, coming back to the household for verification and correction. The correction of errors should follow regulations.
- f. *Following guidance of supervisors at all levels:* During the performance of their duties, enumerator shall strictly follow the instructions of supervisors at all levels; have the spirit of mutual assistance and support other enumerators in their profession and work.
- g. *Do not disclose the information recorded on the questionnaire to a third party.*

At the end of the survey

Review the list (enclosed with the list of sample households selected for the survey) to identify sample households and usual residents in the assigned enumeration area that have not been surveyed and recorded. If so, additional enumeration should be conducted.

Enumerator's entitlements: To be informed about remuneration they are entitled to and be paid according to the completion rate (based on the number of questionnaires accepted).

► Annex VII: Definitions and concepts

Occupation:

The Viet Nam Standard Classification of Occupations was issued in accordance with Decision 34/2020/QĐ-TTg dated 26 November 2020 of the Prime Minister for worker management in general and statistics of workers in Viet Nam as the ground for worker management by occupations and international comparison in occupation in particular. This category is built on the version 2012 ILO ISCO 2008, therefore it is, in general, compatible with the international classification. There are ten groups at one-digit level as follows (front numbers are defined as codes of occupational group at one-digit level):

1. Leaders of all sectors, levels and agencies.
2. High-level professionals.
3. Medium-level professionals.
4. Office assistants.
5. Service and sales workers.
6. Skilled agricultural, forestry and fishery workers.
7. Craft and related workers.
8. Plant/machinery assemblers and operators.
9. Elementary occupations.
10. Army force.

On the basis of ten occupation groups at one-digit level in the Viet Nam Occupation Classification List, three main occupation groups are formed and used in this report, equivalent to three main occupational skill levels: Leader, manager, high-level professionals, medium-level professionals (high skills), office assistant, skilled workers in agriculture, forestry and fishery, craftsman, plant/machine assemblers and operators (medium skill), and elementary occupation (low skill).

'Craft and related workers' include occupations that require the necessary knowledge and experience of skilled craftsmen or technical workers. Main tasks include extraction or processing of raw materials; manufacturing and repairing goods; machine; construction, maintenance and repair of roads, houses and other construction works; making different products and craft items.

'Plant and machine assemblers and operators' include occupations that require the necessary knowledge and experience in the operation and supervision of industrial machinery and plant with a full understanding of the machines and plant used in the work. Key duties included the operation and supervision of mining, industrial and construction machinery and in product handling and manufacturing; driving vehicles; drive and operate machines and mobile plant and assemble components into finished products.

'Elementary occupations' includes occupations that entail selling goods on the streets, gate-keepers, doormen and property custodians, cleaning, sweeping, laundry, ironing, and taking unskilled work in the fields of mining, agriculture, forestry, fishery, construction and industry.

'High-level professionals' includes occupations that require professional knowledge, expertise and experience at a high level (university and above) in the fields of science and technology, health, education, business and management, information technology and communication, law, cultural and social affairs. 'Medium-level professionals' includes occupations that require knowledge and experience at the medium-level (college, intermediate level) in the fields of science and technology, health, business and management, law, cultural and social affairs, information and communication, and teachers.

Economic sector:

The Viet Nam economic sector system was issued in accordance with Decision No. 27/2018/QĐ-TTg dated 06 July 2018 by the Prime Minister. This system includes the following industries at the one-digit level (front letters are defined as codes of sector groups at one-digit level):

- A. Agriculture, forestry and fishery.
- B. Mining and quarrying.
- C. Processing and manufacturing sector.
- D. Production and distribution of electricity, gas, hot water, steam and air conditioner.
- E. Water supply; waste and wastewater management and treatment.
- F. Construction.
- G. Wholesale and retail trade; repair of cars, motorcycles and other motor vehicles.
- H. Transport and warehouse services.
- I. Accommodation, food and beverage services.
- J. Information and communication.
- K. Financial, banking and insurance activities.
- L. Real estate activities.
- M. Professional, scientific and technological activities.
- N. Administrative activities and supporting services.
- O. Activities of the Communist Party, socio-political organizations, state management, security and national defense; compulsory social insurance.
- P. Education and training.
- Q. Health and social assistance activities.
- R. Arts, entertainment and recreation.
- S. Other service activities.
- T. Activities of domestic work in households producing material products and services for own consumption.
- U. Activities of international agencies and organizations.

On the basis of 21 economic sectors at one-digit level, the economic areas include 3 areas of: Agriculture, forestry and fishery (including groups of economic sectors denoted as A); Industry and construction (including groups of economic sectors denoted as from B to F, respectively) and services (including groups of economic sectors denoted as from G to U, respectively).

Recruitment cost of Vietnamese workers overseas: In the guidelines for data collection for SDG Indicator 10.7.1 (Statistics for SDG Indicator 10.7.1), recruitment costs are “any cost/fee or expenses incurred during job application process so that workers shall obtain the job or employment position, irrespective of mode, time or place of imposition or collection of their fees”. Recruitment costs include multiple expenditure items and are listed in both the guidelines (ILO and WB, 2019, para 24) and the Operational Manual on Recruitment Costs – SDG 10.7.1 and specified in the ILO definition of recruitment cost and related expenses. This includes a wide range of items, from employer costs and travel expenses to medical and administrative costs required to access work abroad. The items in recruitment costs that need to be paid to get the first job abroad include the following main items (summarized from 14 items in the guidelines):

- Costs for dossier completion such as: Fees for passport, visa, medical check-up, pre-departure training, skill assessment, insurance premium, fees for contract approval and completion of security and exit procedures.
- Fee paid to individual recruiter/broker or recruitment agency including any deposit for Vietnamese workers.
- Travel costs including food and accommodation.
- Any formal or informal amounts such as payments to friends/family members for job search assistance, fee and interest for loan.

As mentioned in the Statistics for SDG Indicator 10.7.1 (ILO and WB, 2019a), these costs are the total amount paid by migrant workers and/or their families to search for work, demonstrating the matching of a job offer from a foreign employer and going to the workplace to embark the first job abroad. In Viet Nam, there are also cases where migrant workers have to make a deposit before leaving for employment abroad and as prescribed by law, this deposit will be refunded to the workers upon their return/repatriation or subject to agreed additional conditions. These deposits should not be included in recruitment costs. However, if the migrant worker does not receive the deposit back, it should be included in the recruitment cost (self-declared by migrant worker).

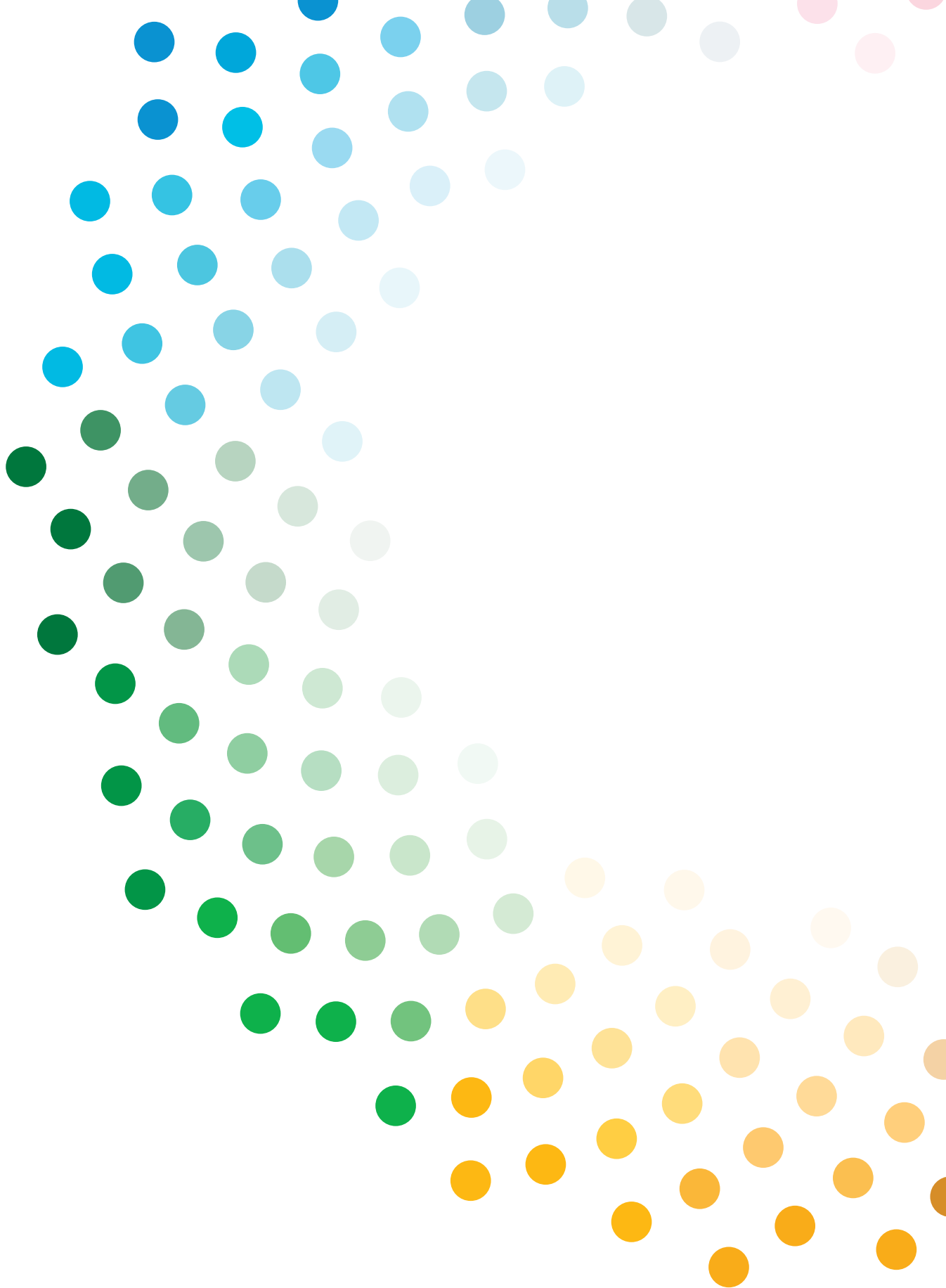
First-month income from the first job:

In line with the guidelines (ILO and WB, 2019a), this survey asked workers about their first-month income from their first overseas job within the past three years. In line with the guidelines, earnings include both tangible and intangible bonuses. In addition, it also includes any deductions from the employer, such as payroll deductions to pay off debt.

The recruitment cost indicator (RCI) of workers is the ratio of recruitment costs paid compared to monthly income from the job overseas, calculated as the ratio of costs to income. This indicator is divided by different sub-categories and is only calculated for Vietnamese workers abroad with recruitment costs and income differing from 0.

Notes:

The LFS, like all sample surveys, is based on a sample of the population. The results are therefore subject to the usual error categories associated with sampling techniques. In order to avoid the publication of statistically unreliable results, for the indicators obtained from 25-49 sample cases, the GSO will calculate data including weights with notes upon using; for indicators obtained under 25 sample cases, GSO will not calculate the data.



The ILO Country Office for Viet Nam

-  304 Kim Ma, Ba Dinh, Hanoi
-  Tel: +84 24 38 500 100
-  Email: hanoi@ilo.org
-  www.ilo.org/hanoi
-  www.facebook.com/Vietnam.ILO



**Spotlight
Initiative**

