



▶ Future of Work in Textiles and Clothing: Forecasting and Developing Skills in Viet Nam to Advance Decent Work and Productivity in the Sector

April/2023

© ILO

▶ At a glance



Partners

- ▶ Ministry of Labour, Invalids and Social Affairs (MOLISA), Directorate for Vocational Training and Education
- ▶ Ministry of Industry and Trade (MOIT)
- ▶ Viet Nam Chamber of Commerce and Industry (VCCI)
- ▶ Viet Nam General Confederation of Labour (VGCL)
- ▶ Viet Nam Textiles and Apparel Association (VITAS)
- ▶ Other stakeholders, including textiles and garment employers and workers, TVET institutions



Donor

- ▶ Government of the Netherlands
- ▶ Government of Japan



Duration

January 2022 – June 2025



Target beneficiaries

Workers and employers in the textiles and garment industries, and TVET institutions including trainers, trainees and graduates.



Geographical focus

Viet Nam with a focus at central level and in some key provinces and cities for textiles and garment.

▶ Background

Viet Nam is one of the biggest exporters of garment goods in the world. The textiles and garment sector which has become one of the largest manufacturing sectors and plays an important role in driving socio-economic development and job creation, fostering labour mobility, and enabling economic restructuring in the country.

Despite of the long-standing growth and development, there is a lack of skills needed to drive the industries forward in the midst of digital revolution, globalization, climate change, demographic shifts. The COVID-19 pandemic has accelerated the impact of these drivers of change, leading to the bigger need for skills forecasting, and developing current and future skills for workers to support the industries become more resilient, competitive, and sustainable, improving the prospect for creating more and better-quality jobs. These are essential for promoting decent work for all workers and for sustainable and inclusive growth in Viet Nam.

In response to these challenges, the ILO collaborates with MOLISA and other tripartite partners to implement the Future of Work and Skills in Garment sector project (2022-23) with a focus on skills needs anticipation and industry engagement in the skills development in the textiles and clothing sector. The project focuses on workers who are deemed at high employment risk as a result of the COVID-19 crisis and the increased automation and digitalization in the industries.

▶ Objectives

In light of the international labour standards related to human resource development and the conclusions of the 2021 International Labour Conference (ILC) general discussion on skills and lifelong learning, the project contributes **to promoting decent work and productivity in the sector by forecasting skills needs and supporting the development of skills policies and training systems** that better address future market needs, build competencies

► **Future of Work in Textiles and Clothing: Forecasting and Developing Skills in Viet Nam to Advance Decent Work and Productivity in the Sector**



© ILO

for new jobs and occupations, promote social and economic inclusion of women and men workers in the textiles and clothing industries and improve the quality of the jobs.

In particular, the project aims to:

Strengthen the capacity of the government, employers and workers of Viet Nam about the skills that textiles and clothing industries need to develop adequate gender – responsive skills strategies for the sector to recover from the crisis, and to develop in a sustainable way in the context of automation, and digitalization, climate change and other megatrends.

The project works closely with tripartite partners and relevant stakeholders to assess future skills needs in the textiles and clothing industries through tripartite consultations and carrying out forecasting studies, taking into account the situation of both women and men. Based on the skills-needs assessment results, the project supports the development of a skills strategy and building capacity for tripartite partners and selected enterprises for effective implementation of the strategy in the efforts to address decent work challenges and capturing benefits that new technologies and other key drivers of change present for the industries.

Strengthen institutional and legal framework supporting sector-based approaches to skills development in Viet Nam, allowing for a policy uptake of industry needs.

The project promotes industry engagement in skills development to address skills mismatch for better employment outcomes and employability, as well as improved labour productivity. It supports the facilitation of tripartite dialogues to develop legislations that support the institutionalization of Sector Skills Councils. The project also promotes discussions among tripartite constituents on a potential Skills Council in textiles and clothing industries, building on national experience with Sectoral Skills Councils. The Sector Skills Council for the textiles and clothing industries will be instrumental to ensure that the skills strategy for this sector is further taken into future skills policies and programmes.

Promote knowledge sharing of good practices with other Asian producing countries, focusing on women and youth to scale up innovative solutions for developing the skills the industries need now and in the future. The project supports the establishment of a regional platform to advocate the adoption of skills policies and recommendations in the textiles and clothing in the region and foster the sustainability of its results.

© International Labour Organization 2023

► **Contact details:**

ILO Country Office for Viet Nam
Green One UN House
No. 304, Kim Ma Street, Hanoi, Viet Nam
T: + 84 24 3850 0582
E: duyen@ilo.org
W: www.ilo.org/hanoi

