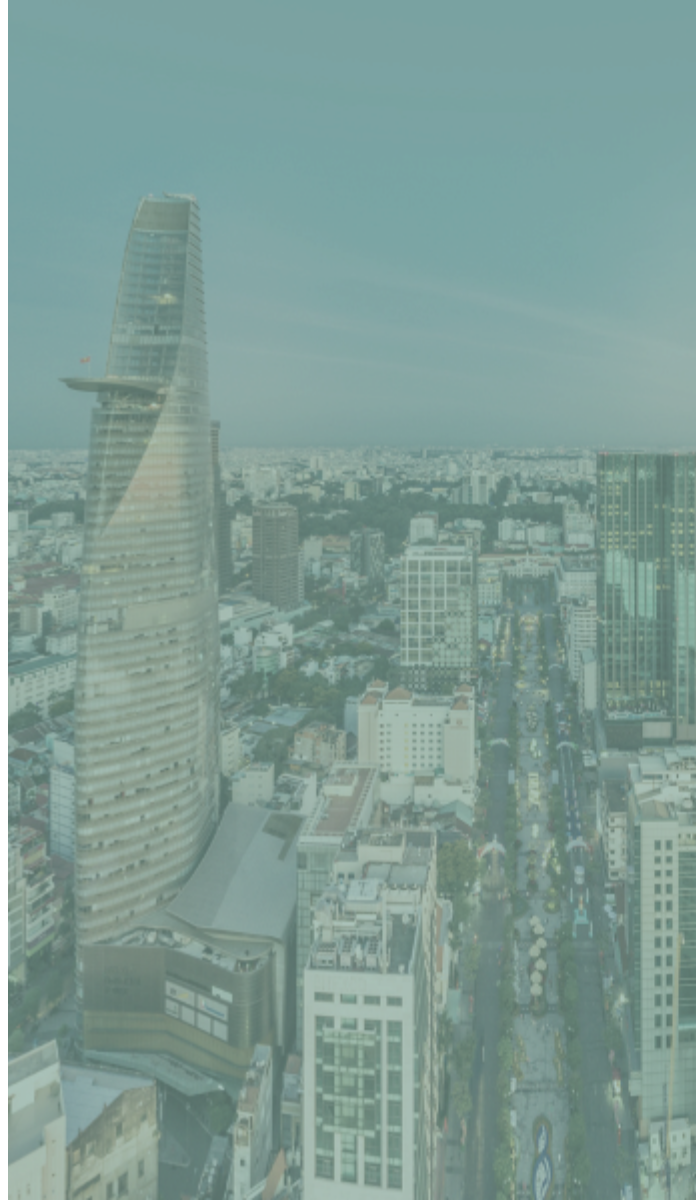


Vietnam

Country & Industry Overview

Including labour laws and
regulations



Quick overview

Vietnam's garment, textiles and footwear (GTF) exports are worth approximately **USD 71 billion (2024)**.

Key export markets:

United States 39.78%
European Union 10.53%
Japan 9.76%
South Korea 8.78%



Industry



3,800 (2023)

Number of factories in the garment industry.



Specialises in:

- High quality denim
- Footwear
- Sportswear and activewear
- Luxury fabrics.

Workforce



2,700,000 (2023)

Number of workers in the garment sector.



72.6% (2023)

Percentage of women workers employed in the garment/textile industry.



USD 142-205 (2024)

Monthly minimum wage.

Labour laws and regulations

Employment Contracts	The Labour Code requires written contracts for both definite (up to 36 months) and indefinite terms. E-contracts are recognised. Many workers, especially in smaller enterprises, lack formal contracts.
Wages	Minimum wages vary by region, ranging from VND 3,070,000 (US\$133) to VND 4,420,000 (US\$191) per month. The minimum wage falls short of the living wage by 36%.
Working Hours & Overtime	Standard working hours are 8 hours/day, 48 hours/week. Overtime is capped at 12 hours/day, 40 hours/month, and 200 hours/year, with certain industries permitted up to 300 hours/year, though excessive overtime is commonplace.

Labour laws and regulations

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Leave & Holidays	Employees are entitled to 12 days of annual leave, with additional days for those in hazardous conditions. Public holidays total 11 days per year. Maternity leave is 6 months with full pay. Compliance varies, especially in smaller enterprises.
Occupational Safety & Health	Employers are required to ensure safe working conditions and provide health checks. Issues such as excessive heat exposure in factories have been reported, affecting worker health.
Unionisation & Dispute Resolution	Trade unions operate under the Vietnam General Confederation of Labor (VGCL). Independent unions are now legally allowed under the 2019 Labor Code, but implementation remains limited.

Sources

1. **Garment / Textile Industry Size:** Vietnam Investment Review, Jan 3rd 2025.
2. **Key Garment / Textile Export Market:** Exports and imports value by months of 2022, National Statistics Office.
3. **Number of Garment / Textile Factories:** Paving the way for the textile industry to enter the global supply chain, Ministry of Industry and Trade of the Socialist Republic of Vietnam.
4. **Garment / Textile Industry Exports:** Exports and imports value by months of 2023, National Statistics Office.
5. **Specialisms:**
6. **Garment / Textile Workers:** The Ministry of Finance e-Portal, National Institute for Finance
7. **Women Workers in the Garment /Textile Industry:** How to achieve gender equality in global garment supply chains. ILO. March 2023
8. **Minimum Wage:** Vietnam minimum wages. Trading Economics. Dec 2024.
9. **Living Wage vs Minimum Wage:** Wages Industry Score, The Industry We Want. 2025.

About Asia Garment Hub

The Asia Garment Hub is a digital one-stop shop tailored to the garment and textiles sector in Asia, viewed through a lens of Decent Work and Sustainability.

Join the AGH Circle

The AGH Circle is a dedicated discussion forum - where you can network and engage with industry professionals in discussions on decent work and environmental sustainability for free.

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