



International
Labour
Organization

Progress Report - Viet Nam

01/01/2023 – 31/12/2023

ILO GLOBAL FLAGSHIP PROGRAMME ON BUILDING SOCIAL
PROTECTION FLOORS FOR ALL - PHASE II

ACCELERATING THE ACHIEVEMENT OF UNIVERSAL SOCIAL
PROTECTION, LEAVING NO ONE BEHIND

Project GLO/22/31/IRL



Party Congress Plenary session endorsing the New Resolution on Social Policy to 2030 and Vision to 2045.

01 December 2023

Donor: Ireland
Admin Unit: CO-Hanoi

Project title:	ILO GLOBAL PROGRAMME ON BUILDING SOCIAL PROTECTION FLOORS FOR ALL PHASE II – Accelerating the Achievement of Universal Social Protection, Leaving No One Behind
Report type (pick one):	Annual
Reporting period:	From January to December 2023

Linkages

ILO Strategic Policy Outcome: P&B Outcome 7 - Universal Social Protection

ILO Country Programme Outcome: VNM901- National institutions and systems are enhanced for the promotion, development, and implementation of integrated policy for social justice through decent work.

Sustainable Development Goal: SDG 1.3

Preparation and Review

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1. Country context

In 2023, with the ILO's technical support and advocacy, Viet Nam further expanded social protection coverage despite the still palpable effects of COVID-19. Thus, continuous progress in social protection coverage in Viet Nam is observed in all outcome indicators. For example, between 2022 and 2023, social insurance coverage increased from 38 per cent to 39.3 per cent of the working age labour force; health insurance coverage increased from 92 per cent to 93.4 per cent; and unemployment insurance coverage increased from 31.2 per cent to 31.6 per cent of the labour force.

KEY OUTCOME INDICATORS ON SOCIAL PROTECTION (%)		
	2022	2023
Labour force participating in social insurance	38.0	39.3
Health insurance coverage	92.0	93.4
Unemployment insurance coverage	31.2	31.6
Population with monthly social allowances	3.3	3.5
Older persons with social insurance allowances and social pension	42.8	43.5

Source: VSS/MOLISA

The year 2023 also saw significant development in Viet Nam's legal and policy framework for inclusive, equal and effective social protection reform in the country, with essential support provided by UN agencies led by the ILO. This evolution is manifested in the ongoing revisions of the Social Insurance Law (due to be promulgated in May 2024, after significant progress in 2023 on the draft development), the Employment Law and the new Party

Resolution 42 on social policies, promulgated in November 2023. These pieces of legislation reflect policy priorities and political commitment aimed at strengthening both social protection and employment policies, as well as at promoting transitions from informal to formal employment and greening of the economy.

Despite significant progress in the development of the Vietnamese social protection system in recent decades, some groups in the population nevertheless continue to be disadvantaged.

In 2016, there were 6.2 million people with disabilities in Viet Nam, accounting for 7 per cent of the total population.¹ More than 22 per cent of all people with disabilities are older than 60 years. Around 5.1 million people with disabilities in Viet Nam do not receive any cash disability benefits. Even for those receiving benefits, the adequacy level remains low, as social assistance benefits represent only around 36 per cent of poverty line.

With regard to members of ethnic minorities in Viet Nam, even though they make up roughly 14.7 per cent of Viet Nam's total population, they account for 90 per cent of the country's extreme poor and 51.2 per cent of the poor.² As with other vulnerable groups, they have been disproportionately affected by the negative socio-economic impacts of the COVID-19 pandemic.

Regarding maternity benefits, despite remarkable progress over the last decade, according to an ILO-VWU report, more than 60 per cent of Vietnamese women giving birth do not receive any cash benefits.

ILO/IA intervention priorities are given to reform the social security system in Viet Nam towards a true multi-tiered system social security system, based on a life-cycle approach that is sustainable, inclusive, shock-responsive, gender-sensitive and that guarantees that it leaves no one behind as Viet Nam continues its rapid economic development. **One of the most significant achievements of the ILO/IA programme in Viet Nam** in 2023 was its technical support to develop the Communist Party of Viet Nam's (CPV) **Resolution 42-NQ/TW on reforming Social Policies for 2022-2030, with a vision to 2045**, which is will serve as a **key policy instrument for Viet Nam in the coming decades in the development of an integrated social protection system**. The document includes several of the key points of ILO recommendations, including the need to build a true multi-tiered social protection system and the need for expansion of fiscal space for social protection. **The other key achievement of the programme in 2023 was the support to the ongoing Social Insurance Law revision, which is expected to be**

¹ Source: GSO, 2016, Viet Nam National Survey on People with Disabilities 2016.

² Sources: GSO, 2020, Report on Survey on the Socio-economic Situation of 53 Ethnic Minority Groups in Viet Nam

promulgated in the second quarter of 2024. During 2023, the ILO's technical support throughout the drafting process and the interactions between the Government, social partners and the National Assembly, have resulted in significant progress in adjusting the Law so that it ensures significant coverage expansion and increased adequacy and financial sustainability of the social insurance system.

2. Progress report

Outcome 1: Social protection coverage in Viet Nam is extended and enhanced with the aim of increasing inclusiveness, adequacy of benefits and fiscal space.

Output 1.1: A comprehensive national social protection framework and respective implementation plan are developed and implemented

Output status: On schedule

On 8 October 2023, the Central Committee of the Communist Party of Viet Nam endorsed the Party's Resolution on reforming social policies for the 2023–2030 period with a vision to 2045. This Resolution outlines a strategic direction for establishing a comprehensive social policy framework in Viet Nam, aiming for universal coverage in social protection and increased integration between social protection branches and employment policies. Emphasis is placed on addressing the needs of vulnerable groups, including women, people with disabilities and members of ethnic minorities. The ILO led a consortium of UN agencies in providing technical support for the development of this Resolution. In response, the Vietnamese Government requested further ILO assistance in developing an action plan to implement this Resolution, thus shaping the next decade of social policy reform in Viet Nam. The Irish Aid partnership programme in Viet Nam has formalized an implementation agreement with the Ministry of Labour, Invalids and Social Affairs (MOLISA) to develop this action plan.



Party Congress Plenary session endorsing the New Resolution on Social Policy to 2030 and vision to 2045.

Output 1.2 Analysis of social protection gaps in covering those most vulnerable, in particular people with disabilities and ethnic minorities are developed and published

Output status: On schedule

In partnership with the new ILO/Department of Foreign Affairs and Trade (DFAT) project, the programme agreed with the Ministry of Labour, Invalids and Social Affairs (MOLISA) to conduct a comprehensive situational analysis of social protection for people with disabilities and members of ethnic minorities. This

has involved national consultants conducting surveys in five provinces in collaboration with civil society organizations to identify system gaps. An international consultant will be engaged in 2024 to develop the situation analysis report. The analysis will subsequently inform Governments, social partners, civil society organizations and other social protection actors on current state social protection for people with disabilities and members of ethnic minorities, with a particular focus on the concept of inclusive social protection and its relevance to these two categories.

Output 1.3 The campaign for ratification of Convention No. 102 is implemented, which will include comparative assessments between national legislation and practice and ILO social security standards at the request of tripartite stakeholders and tripartite workshops to validate the conclusions and plan ahead

Output status: On schedule

Significant progress has been made towards the ratification of ILO Social Security (Minimum Standards) Convention, 1952 (No. 102). In April 2023, the ILO/Japan project, with support from ILO SOCPRO, assisted the Vietnamese Government in assessing the compatibility of its social protection legal system with provisions in ILO Convention No. 102. This involved setting up four national consultation workshops and a mission by legal experts from SOCPRO to Viet Nam (in the third quarter of 2023) to provide capacity-building on international social security standards and to address concerns over the Convention's ratification. The final report includes recommendations for the future ratification of ILO Convention No. 102 and a road map for this process is being developed with the Government and social partners.



Consultation workshop on the compatibility of Viet Nam law and regulations with ILO's Convention No. 102.

Output 1.4 The design and implementation of effective and sustainable social protection, including contributory and non-contributory schemes, with a focus on people with disabilities, ethnic minorities and other uncovered vulnerable persons, as well as on promoting transitions from informal to formal employment is supported

Output status: On schedule

In March 2023, with the Irish Aid programme's technical support, the Vietnamese Government released a draft of the revised Social Insurance Law for public review and consultation. By July 2023, an updated draft had been submitted to the National Assembly. This draft proposes substantial reforms, including

expanding coverage to new groups, such as household business owners³ and workers in cooperatives, and thereby potentially adding over 4 million workers to the mandatory social insurance scheme. It introduces a multi-tier pension system, addresses the issue of the 'missing middle' in pension expansion and lowers age thresholds for social pension beneficiaries from 80+ to 75+, with an increased pension level. Additionally, it proposes closing options for lump sum social insurance withdrawals and includes reforms to increase compliance and investment of social insurance funds.

Two national high-level consultation workshops were organized jointly by the MOLISA, the National Assembly and the ILO/IA programme to discuss the potential impacts of policy options proposed in the draft Law, as well as collect opinions of workers and employers and other stakeholders on the draft Law. The report of two joint workshops has been submitted to all delegates of the National Assembly to inform the ongoing discussions on the Social Insurance Law.

The ILO/IA programme has also facilitated the development of five technical notes and organized four other national consultations with the National Assembly, Government and social partners on the draft Social Insurance Law. Over 200 National Assembly members have received training on international labour standards (ILS) with respect to social protection to aid in the discussion of the Social Insurance Law reform.



Consultations on the Social Insurance Law with the Government, social partners, the National Assembly and UN agencies.

Outcome 2: Social protection policy measures are adopted to reinforce efficiency, governance, operations and financial management of the social protection system

Output 2.1 Institutional coordination and rights-based approaches for effective delivery of social protection floors in conjunction with active labour market opportunities are supported

Output status: On schedule

The ILO, in collaboration with other UN agencies such as UNICEF, UNFPA and UN Women, supported MOLISA in reviewing the implementation of Decree 20/2021/ND-CP on social assistance policies for vulnerable people. Thus, a survey in five provinces has been conducted to undertake an evidence-based assessment of existing benefits targeting each group specifically, their effective coverage, as well as the challenges these groups face in accessing broader social protection programmes (such as social insurance). The report on reviewing the implementation of Decree 20/2021/ND-CP has been drafted and shared with MOLISA. By the end of 2023, the ILO had led the UN agencies' joint efforts to formalize

³ Workers in household business are already legally covered by the current Social Insurance Law.

continued collaboration with MOLISA in organizing two national consultation workshops on the situation of social assistance policies in Viet Nam, targeting three vulnerable groups, namely: people with disabilities, women during maternity period and members of ethnic minorities. By building on the anticipated results of two forthcoming workshops, the ILO/IA programme will also propose policy options to improve social protection for these vulnerable groups, with a focus on social assistance that can be taken into account in the development of a new Decree to reform social assistance policies in Viet Nam.

Output 2.2 Administrative access to contributory social protection is simplified (SIMPLIFY) with a focus on environmental security and the green economy

Output status: On schedule

The ILO/IA programme has entered into a new collaboration with MOLISA to support **development of two Government Decrees** to guide the **implementation of a multi-tiered pension and household business registration for social insurance**. The ILO/IA programme will collaborate with the ILO/RBSA programme to conduct in the second and third quarters of 2024 a household business survey in some provinces in order to better understand the realities of social insurance registration and its obstacles and to propose simplified procedures for enabling household business registration for social insurance.

The ILO/IA programme in 2024 will further investigate the possibilities of supporting the Government to tackle issues relating to social insurance debt, delayed payments, non-compliance and prevention.

Output 2.3 Technical assistance is provided to ILO constituents and civil society organizations (for example, representatives of women, people with disabilities, ethnic minorities) to encourage their participation and contribution in the design, implementation and monitoring of social protection interventions

Output status: On schedule

A joint ILO-VWU report on the situation of maternity benefits in Viet Nam has been developed and shared with relevant stakeholders in the country. The report has contributed to: (1) informing **key coverage gaps of the maternity benefit** for women in Viet Nam; (2) describing the **overall working trajectory of women** during maternity and the **limitations and constraints they face during the maternity period**; (3) **assessing how taking paid maternity leave influences employment** and social insurance affiliation; (4) identifying the **motivations, choices and constraints underlying labour force participation of women with maternity and care responsibilities**, as well as their social insurance affiliation; and (5) identifying the **possible options** for expanding maternity protection towards universal coverage, including costing of expansion options.

The report is supported by **a nation-wide qualitative survey** organized by the ILO/IA programme, in collaboration with the Viet Nam Women's Union, to assess the situation of the maternity cash benefits system in Viet Nam. The survey was conducted in four provinces and in cities across the country, namely Thanh Hoa, Da Nang, Ho Chi Minh City and Can Tho, and covering 298 respondents through three types of interventions: in-depth interviews, focused group discussion and consultation workshops.

In October 2023, the ILO/IA programme, in collaboration with UN Women and Viet Nam Women's Union organized a consultation workshop on policy options for expanding maternity protection towards universal coverage in Viet Nam. **More than 60 representatives from the Government, the National Assembly and workers' and employers' representatives** were informed about the situation vis-à-vis access to maternity cash benefits by Vietnamese women and potential policy options for development of a multi-tiered maternity benefit system in Viet Nam.

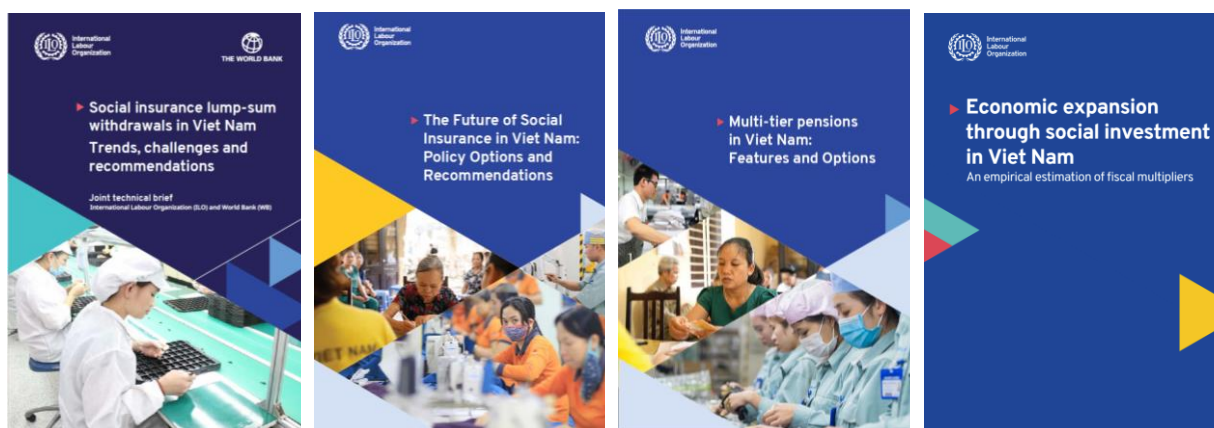
Outcome 3: An inclusive culture of social protection is promoted in Viet Nam, ensuring that the capacity of leaders and practitioners is strengthened and that vulnerable groups are informed about social protection rights and services.

Output 3.1 Knowledge products (policy briefs, RMT, ILO tools, etc.) are published and shared in national, regional and South-South platforms including Asia-Africa dialogues

Output status: On schedule

The programme's emphasis on knowledge dissemination is manifest in the publication in collaboration with ILO/Japan of five policy briefs and reports in 2023 supporting social security reforms. These include various topics, such as the future of social insurance, multi-tier pensions and child/family benefits in the Vietnamese social insurance system. These reports, available on the [ILO website for Viet Nam](#), have been shared with all 500 delegates of the National Assembly to inform the discussion on Social Insurance Law reform during its sitting in October 2024 and they include the following:

1. ILO **Report** (August 2023, publication ongoing): "The Future of Social Insurance in Viet Nam - Policy Options and Recommendations".
2. **Report** (August 2023): "[Multi-tier pensions in Viet Nam - Features and Options](#)".
3. ILO/World Bank **report** (Aug 2023): "[Social insurance lump-sum withdrawals in Viet Nam - Trends, challenges and recommendations](#)".
4. **Report** (August 2023): "[Economic expansion through social investment in Viet Nam - An empirical estimation of fiscal multipliers](#)".
5. **Policy Brief** (August 2023): "[Economic expansion through social investment in Viet Nam - An empirical estimation of fiscal multipliers](#)".



A selection of the ILO/IA programme's reports on social insurance and social policies, published in 2023.

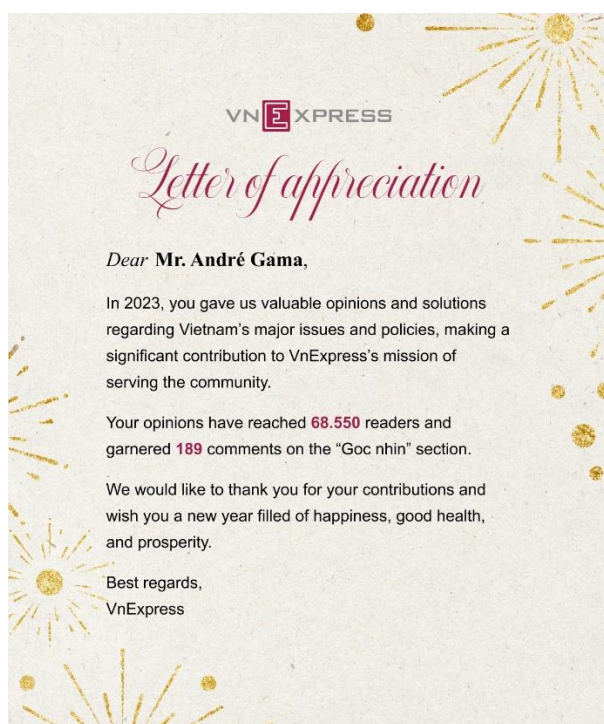
Besides the foregoing reports and policy brief, the ILO/IA programme developed three further reports in collaboration with the ILO/Japan project to inform the policy discussion on reforming the Employment Law, the maternity benefits system and ratification of ILO Convention 102.

- Synthesis report (May 2023) on the unemployment insurance system in Viet Nam and policy options for accelerating the transition towards an inclusive and integrated social protection system.
- Report (Nov 2023) on the compatibility of Viet Nam social security legislation and practices with the ILO Convention No. 102, with the possibility of ratification of the Convention.
- ILO-VWU report (October 2023) on the situation of maternity benefits in Viet Nam.

Output 3.2 Government and social partners are supported to promote a culture of social protection by developing a communication strategy, including within the context of the Convention No. 102 Ratification campaign

Output status: On schedule

The programme's communication strategy has successfully engaged public and social media, providing international perspectives on the draft Social Insurance Law reforms. This outreach, including newspaper articles and television interviews featuring programme staff and the ILO Country Director in Viet Nam, has been highly appreciated by the National Assembly and the Government. The communication messages developed by the ILO to support the revision of the Social Insurance Law, in particular the multi-tiered pension and the closing of social insurance lumpsum have been echoed by the Government, the National Assembly, employers' and workers' organizations, UN systems, civil society organizations and public media. The ILO/IA programme also issued two op-eds on issues pertaining to pensions, maternity benefits, the lumpsum and similar topics, which have been highly appreciated by public media. **In 2023, more than 500 articles were published citing the ILO's stance on social protection reform in Viet Nam.**



Letter of appreciation from VnExpress.net – the most popular public media platform in Viet Nam – commending the social protection programme manager engagement in public media to inform the Government's social security reform of 2023.



An excerpt from an interview with the social protection programme manager concerning the issue of the social insurance lumpsum in Viet Nam, published in Vietnamese public media. The articles received hundreds of comments from workers.

Output 3.3 Capacity-building of social partners and practitioners on developing multi-tiered, shock-responsive and gender-sensitive social protection policies

Output status: On schedule

In Viet Nam, the ILO/IA programme, in collaboration with EU funded SPPFM project, developed an **online gender training package for policy advocacy in social protection**. This training package will help to build up the capacity of the Women's Union staff at the central and subnational levels to actively

participate in policy discussions and dialogues on promoting gender equality in social protection in Viet Nam. Thousands of Viet Nam Women’s Union staff have had access to this training package. In order to facilitate online participation by all members of the VWU at the grassroots level, as well as by other scholars and researchers in the country, the training package has been uploaded to the Viet Nam Women Union website ([Hội LHPN với An sinh xã hội \(hoilhpn.org.vn\)](http://HoiLHPN với An sinh xã hội (hoilhpn.org.vn))).

To support the discussion on revision of the Social Insurance Law, the ILO/IA programme partnered with the National Assembly Training Centre to organize two national training courses in September 2023. **Over 200 National Assembly members received training on international labour standards on social protection to aid discussions on reform of the Social Insurance Law.**

Output 3.4 CSOs network on social protection are supported with the view to foment and set up partnerships between policymakers and civil society organizations, to facilitate effective participation in, and promotion of, social protection

Output status: On schedule

In 2023, the ILO/IA project explored the possibilities of involvement of the civil society networks through the collaboration with civil society organizations during the work on maternity benefits (with Vietnam Women's Union (VWU) and Family Health International (FHI)) and during the survey on social protection for people with disabilities (for the involvement of people with disabilities and their representative organizations). The online gender training package has been shared with some civil society networks in order to enhance the advocacy capacity of the civil society networks, allowing them to engage with relevant Government stakeholders on policy development.

OUTPUTS: Overall delivery assessment ⁴			
<input checked="" type="checkbox"/>	Highly satisfactory Implementation of almost all (>80%) outputs is on schedule as envisaged in the implementation plan and almost all (>80%) indicator milestones have been met.	<input type="checkbox"/>	Satisfactory Implementation of the majority (60-80%) of outputs is on schedule as envisaged in the implementation plan and the majority (60-80%) of indicator milestones have been met.
<input type="checkbox"/>	Unsatisfactory Some (40-60%) outputs are being implemented on schedule as envisaged in the implementation plan and/or only some (40-60%) indicator milestones have been met.	<input type="checkbox"/>	Very unsatisfactory Few (<40%) outputs are being implemented on schedule as envisaged in the implementation plan and/or only a few (<40%) indicator milestones have been met.

⁴ This is a self-assessment.

Summary of outcome(s)

OUTCOME ACHIEVEMENT ⁵				
Indicator	Baseline (before project start)	Indicator Milestone (compare planned against actual)	Target (end-of-project goal)	Immediate Outcome Summary
Outcome 1: Social protection coverage in Viet Nam is extended and enhanced with the aim to increase inclusiveness, adequacy of benefits and fiscal space				
No of persons registered in Social Insurance (disaggregated by sex).	17,000,000	18,000,000	19,000,000	On track: most milestones met
New Party Resolution on social policies adopted	N/A	Available	available	
No of technical documents developed on SP for most vulnerable, in particular PwD and Ethnic Minorities are developed and published.	0	2	5	
Availability of the Report on comparative assessments between national legislation and practice and ILO social security standards	N/A	Available	available	
Number of policy dialogues organized.	0	7	5	
No of policy brief on SP policies for PwD, ethnic minorities and other uncovered vulnerable persons	0	1	4	
Outcome 2: Social protection policy measures are adopted to reinforce efficiency, governance, operations and financial management of the social protection system.				
Availability of the M&E framework for social protection in Viet Nam	N/A	Available	available	On track: most milestones met
Availability of the M&E framework for social protection in Viet Nam	N/A	Available	available	

⁵ Based on the M&E plan

No of policy brief on Institutional coordination and rights-based approaches for effective delivery of social protection floors	1	1	4	
No of policy brief to simplify administrative access to contributory social protection with a focus on environmental security and the green economy	0	1	2	
No of policy brief to reinforce efficiency, governance, operations and financial management of the social protection system	0	1	2	
Outcome 3: '03.03 - An inclusive culture of social protection is promoted in Viet Nam, ensuring that the capacity of leaders and practitioners is strengthened and that vulnerable groups are informed about social protection rights and services.				
No of knowledge products (policy briefs, RMT, ILO tools, etc.) are published and shared in national, regional and South-South platforms including Asia-Africa dialogues	N/A	2	6	On track: most milestones met
No of key staff in tripartite partners participating in policy dialogues (disaggregated by sex).	N/A	400	500	
No of advocacy and communication materials on C102 developed	N/A	1	3	
No of capacity-building materials on shock-responsive and gender sensitive social protection policies	N/A	1	4	
No of tripartite staff reported their knowledge on shock-responsive and gender sensitive social protection policies improve	N/A	300	600	
No of policy dialogues on social protection policies organized with CSOs	0	1	2	
No of Joint ILO/UN-CSOs policy brief on social protection issued	0	1	3	

3. Collaboration and partnerships

The ILO/IA programme's work on social protection in Viet Nam has been conducted in coordination with other UN agencies (including UNICEF, UNDP, UNFPA and UN Women) and through collaboration with the UN's Result Group on Inclusive Growth and Social Protection, which the ILO contributes to. The ILO/IA programme led the UN process to support the Government of Viet Nam in the development of Resolution 42-NQ/TW and the review of the implementation of Decree 20/2021/ND-CP. Similarly, the ILO has undertaken the lead among UN agencies to support the Government of Viet Nam in terms of social insurance as well as the UN's Global Accelerator on Jobs and Social Protection for Just Transitions Initiative, which involves different UN agencies such as UNICEF, UNFPA, UN Women and FAO. The ILO/IA programme has likewise collaborated with UN Women to advocate for expansion of maternity benefits in Viet Nam.

The ILO/IA programme further benefits from coordination mechanisms with other development partners, including the World Bank. Thus, in 2023, the ILO and the World Bank jointly published a technical note with recommendations to the Government to implement policies aiming to close the social insurance lumpsum options.

The ILO/IA programme has engaged closely with social partners, especially the VGCL (as the workers' organization) and the VCCI and VCA (as the employers' organizations). All reports made by the ILO/IA programme have been consulted with social partners and accordingly reflect their opinions where appropriate. Social partners have also participated in consultations supported by ILO/IA programme.

4. Main challenges and corrective actions

In 2023, the Government introduced various changes to procedures with respect to approvals of events involving international organizations, which fortunately did not affect the overall implementation of the programme. The project has already accounted for the new procedures introduced to its 2024 work plan and it will continue to engage with stakeholders to ensure that any adjustments and corrective actions are examined and noted at an early stage so as to minimize any further delays.

5. Summary and outlook

2023 was the first year of the ILO/IA programme's second phase. Building on results achieved in the first phase, the Viet Nam component has accelerated progress in advocacy for improved social protection in Viet Nam towards a true multi-tiered system social security system that is sustainable, inclusive, shock responsive, gender sensitive and that leaves no one behind.

The most significant achievement during the reporting period in Viet Nam has been the technical support to develop the CPV's **Resolution 42-NQ/TW on reforming social policies for 2022-2030, with a vision to 2045**, which is a **key policy instrument for Viet Nam in the coming decades to develop an integrated social protection system**. The document responds to typical and atypical risks that may have serious implications for the labour market, industrial relations, social security, social solidarity, gender equality and social services, with linkages to, among others, safety and health at work as well as sustainable production, skills, incentives to formalize, youth employment and so on.

Another significant achievement is the substantial progress made in **reforming the Social Insurance Law in Viet Nam**. A number of **progressive reform policies** have been introduced in the revised Law, which will potentially lead to substantial improvement of social protection coverage, introducing a multi-tiered pension system that will enable millions of new pension beneficiaries and, in particular, closing the lumpsum withdrawal.

Another achievement worthy of note is the **increased influence of the ILO/IA programme on policy debate**, as well as **close engagement with public and social media in providing international perspectives on social security reforms**. This outreach, including newspaper articles and television interviews featuring ILO officials in Viet Nam, has been highly appreciated by the National Assembly and the Government, employers and workers organizations, UN systems, civil society organizations and other social protection actors. **In 2023, more than 500 articles were published citing the ILO's position on social protection reform in Viet Nam.**

In 2024, the ILO/IA programme in Viet Nam will advance the work on the expansion of social protection for the most vulnerable people, including people with disabilities and from ethnic minorities. Given the link between disability, exclusion and poverty, social protection is critical for ensuring income security and promoting the full and equal participation of people with disabilities and members of ethnic minorities in all aspects of life. The ILO/IA will advocate for policy reforms of the social protection systems and will design programmes that encourage an adequate combination of income security and other related supports for the economic empowerment and social inclusion of people with disabilities and from ethnic minorities. This will be realized through the development of two reports, dedicated to social protection for each particular group, based on national level research and international standards and best practices and informed by further research on the topic developed by the project in 2024 in collaboration with both national and international experts.

In 2023, owing to various changes to Government procedures with respect to approvals of events involving international organizations, some minor delays were encountered in the implementation of certain activities. However, these did not affect the overall implementation of the programme.

The project has already accounted for the new procedures introduced to its 2024 work plan and it will continue to engage with stakeholders to ensure that any adjustments and corrective measures are examined and noted at an early stage so as to minimize any further delays.