

**HO CHI MINH NATIONAL ACADEMY OF POLITICS**

**DANG THI LOAN**

**ENSURING THE RIGHT TO WORK OF EMPLOYEES  
IN THE CONTEXT OF THE FOURTH INDUSTRIAL  
REVOLUTION IN VIETNAM**

**SUMMARY OF DOCTORAL DISSERTATION**

**Major: Human Rights Law**

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**The dissertation can be consulted at: The National Library of Vietnam  
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## INTRODUCTION

### 1. Rationale of the Study

The right to work is a fundamental human right enshrined in both international and Vietnamese legal instruments. At present, the Fourth Industrial Revolution exerts profound impacts on all spheres of socio-economic life including labor and employment. Alongside its positive contributions such as generating new and flexible forms of employment and enhancing labor productivity - it should be emphasized that digital technologies have also generated adverse effects on the enjoyment of the right to work. Workers with limited skills have to face increasing difficulty in accessing employment opportunities, while, notably, many are displaced by automation and artificial intelligence. This situation further entrenches inequality and discrimination between highly-skilled and low-skilled workers.

Vietnam is among the countries most affected by the Fourth Industrial Revolution, given its relatively low level of labor qualifications and its ongoing demographic transition towards an aging population. Therefore, to harness opportunities while minimizing challenges and adverse impacts, safeguarding the right to work has become a matter of both theoretical and practical urgency. Against this background, the dissertation entitled *“Ensuring the Right to Work of Employees in the Context of the Fourth Industrial Revolution in Vietnam”* was undertaken to address pressing issues with both scholarly significance and practical value.

### 2. Research Purpose and Objectives

#### 2.1. Research Purpose

The dissertation aims to provide a comprehensive examination of both theoretical and practical aspects of ensuring the right to work in the context of the Fourth Industrial Revolution in Vietnam. **Built** on this foundation, it

proposes solutions to **adressing** current limitations in order to ensure that workers' right to work is effectively, timely, and substantively protected.

## ***2.2. Research Objectives***

To achieve the stated purpose, the dissertation focuses on the **specific** objectives **as followed**: review domestic and international scholarship, identifying research gaps that require further exploration; clarify the theoretical and legal foundations of ensuring the right to work in the era of the Fourth Industrial Revolution; analyze and evaluate achievements and limitations, as well as the underlying causes of those limitations; establish guiding viewpoints and propose feasible solutions to enhancing the protection of the right to work in Vietnam under conditions of rapid digital transformation.

## **3. Research Object and Scope**

### ***3.1. Research Object***

The dissertation investigates the assurance of workers' right to work within the context of the Fourth Industrial Revolution in Vietnam.

### ***3.2. Research Scope***

- Content scope: The study addresses theoretical and practical issues concerning the right to work of employees who are most affected by the Fourth Industrial Revolution, **not extending** to public employees whose salaries are paid from the state budget.

- Spatial scope: The research focuses on “Ensuring the Right to Work of Employees in the Context of the Fourth Industrial Revolution in the territory of Vietnam”.

- Temporal scope: Data are drawn primarily from the period (2020-2024).

## **4. Theoretical Basis and Research Methodology**

### ***4.1. Theoretical Basis***

The dissertation is grounded in the theoretical foundations of

Marxism-Leninism, Ho Chi Minh's thought, and the viewpoints of the Communist Party of Vietnam on human rights, the state and the law, and the relationship between employers and employees. At the same time, the study draws upon several internationally recognized theoretical approaches, including: the Human Rights-Based Approach (HRBA) developed by the United Nations; theories of industrial and labor relations; and the doctrine of the tripartite state obligations to respect, protect, and fulfill human rights.

#### ***4.2. Research Methodology***

The dissertation employs a combination of methods to ensure scientific rigor, including: analytical and synthetic methods, comparative method, historical method, and statistical method. These methodologies are applied in an interdisciplinary manner to examine both legal doctrine and practical realities.

### **5. Novel Scientific Contributions of the Dissertation**

The dissertation advances theoretical understanding of the right to work under the profound influence of the Fourth Industrial Revolution. It provides the first comprehensive study in Vietnam, examining the assurance of the right to work from the perspectives of law, policy, and practice in this transformative context.

It identifies and analyzes the institutional, politic, and socio-economic factors underlying existing limitations in ensuring the right to work.

Consequently, based on these findings, the study proposes a scientifically grounded and feasible system of solutions and policy orientations **so as to strengthen** the protection of the right to work amid digital transformation.

### **6. Theoretical and Practical Significance of the Dissertation**

#### ***6.1. Theoretical Significance***

The dissertation systematizes and elucidates fundamental theoretical aspects of ensuring the right to work in the digital age. Moreover, it develops conceptual and legal arguments that contribute to clarifying the content, features, and role of protecting the right to work, thereby providing scholarly insights for the improvement of Vietnam's legal system and mechanisms of enforcement.

### ***6.2. Practical Significance***

- The dissertation serves as a valuable reference for state agencies, organizations, and stakeholders in formulating and improving strategies, policies, and legal frameworks for ensuring the right to work in the context of the Fourth Industrial Revolution in Vietnam.

- It can also be used as academic material for research and teaching at institutions specializing in law, human rights, state and law, and labor-social studies.

## **7. Structure of the Dissertation**

In addition to the Introduction, Conclusion, and References, the dissertation consists of four chapters.

## Chapter 1

### LITERATURE REVIEW ON THE DISSERTATION TOPIC

#### 1.1. EXISTING RESEARCH RELATED TO THE DISSERTATION TOPIC

##### 1.1.1. Studies on the Theoretical Foundations of Ensuring the Right to Work

The dissertation reviews existing scholarship that addresses theoretical issues **involving in** the right to work and the assurance of workers' right to work. These studies examine relevant concepts, features, functions, and substantive content of the right to work, thereby providing an academic foundation for further inquiry.

##### 1.1.2. Studies on the Impacts of the Fourth Industrial Revolution on the Right to Work

A body of **the** research has explored the implications of the Fourth Industrial Revolution for the right to work. On the positive side, Industry 4.0 generates new forms of employment, smart jobs, and opportunities for human creativity, enhances labor productivity, and fosters integration into global labor markets. On the negative side, it results in job displacement due to automation, reduces protection of workers' rights **caused by** changing labor relations, **last but not least** exacerbates inequality and discrimination between highly-skilled and low-skilled workers.

##### 1.1.3. Studies on Ensuring the Right to Work in the Context of the Fourth Industrial Revolution

The dissertation also surveys research focusing directly on the assurance of the right to work under Industry 4.0. These studies generally underscore the importance of protecting workers' right to work in this new context; analyze state responsibilities, obligations, and policy requirements; and propose/**suggest** legal and practical measures from various perspectives.

## **1.2. GENERAL EVALUATION OF THE LITERATURE AND RESEARCH GAPS**

### **1.2.1. General Evaluation**

First, several studies have constructed foundational concepts such as human rights, labor rights, the right to work, employment rights, protection of workers' rights, and assurance of human rights in the context of the Fourth Industrial Revolution. However, the theoretical linkages between these concepts and the unique conditions of Industry 4.0 remain underdeveloped.

Second, while some research has examined the substantive content of labor rights, no study has comprehensively approached the right to work from a human rights law perspective, integrating international legal obligations with an assessment of Vietnam's specific context as a developing country. Moreover, no study has analyzed the relationship between the right to work and the right to access technology for vulnerable groups (women, persons with disabilities, and the elderly) within digital transformation.

Third, despite the fact that some works have analyzed the practical assurance of the right to work under Industry 4.0, their scope is limited to certain aspects and lacks a systematic and comprehensive legal-practical assessment.

Fourth, proposed solutions in existing literature remain general and fragmented. They now and then stop at broad policy recommendations and do not provide in-depth or holistic proposals for labor law reforms to address new forms of platform-based and digital employment.

Fifth, much of the international research focuses on developed or technologically advanced developing countries, whereas there is a shortage of analysis on middle-income countries such as Vietnam.



### **1.2.2. Research Gaps Addressed by the Dissertation**

The dissertation therefore seeks to:

First, refine the theoretical framework for ensuring the right to work of employees, adapting it to the requirements and impacts of the Fourth Industrial Revolution.

Second, assess both the positive and negative impacts of Industry 4.0 on the assurance of the right to work in Vietnam; clarify the role, substantive content, and scope of protection.

Third, examine international law, Vietnamese law, and comparative experiences of other countries in safeguarding the right to work.

Fourth, provide a comprehensive evaluation of achievements, shortcomings, and underlying causes in ensuring the right to work in Vietnam under Industry 4.0.

Fifth, develop guiding viewpoints and propose feasible solutions to improving the protection of the right to work in Vietnam in the years ahead. The dissertation thus constitutes the first systematic and holistic study in Vietnam that integrates theoretical, legal, and practical perspectives on the assurance of the right to work in the context of the Fourth Industrial Revolution.

## **1.3. RESEARCH HYPOTHESES AND QUESTIONS**

### **1.3.1. Research Hypotheses**

In the context of the Fourth Industrial Revolution-marked by rapid advances in digital technology and artificial intelligence - if Vietnam's legal and policy frameworks and enforcement mechanisms are not timely adjusted, the right to work, particularly for vulnerable groups, will be severely undermined. The failure to fully recognize emerging challenges and to design comprehensive solutions is a major reason why the right to work has not been effectively guaranteed in practice.

### **1.3.2. Research Questions**

- How does the Fourth Industrial Revolution affect the right to work of employees?
- How do international law and Vietnamese law regulate the assurance of the right to work in this context?
- What are the substantive elements of ensuring the right to work under Industry 4.0?
- What is the current situation of ensuring the right to work in Vietnam amid the Fourth Industrial Revolution?
- What solutions are necessary for Vietnam to protect the right to work against the adverse impacts of Industry 4.0?

### **Conclusion of Chapter 1**

Chapter 1 has synthesized and classified major domestic and international studies related to the topic. It has provided an overall assessment of the literature, identified elements to be inherited, and highlighted research gaps that the dissertation addresses. On this basis, the study formulates its research hypotheses and questions, thereby establishing the orientation for subsequent chapters.

## Chapter 2

# THEORETICAL FOUNDATIONS FOR ENSURING THE RIGHT TO WORK OF EMPLOYEES IN THE CONTEXT OF THE FOURTH INDUSTRIAL REVOLUTION

## 2.1. FUNDAMENTAL CONCEPTS

### 2.1.1. Concept and Substance of the Right to Work

#### 2.1.1.1. *Concept of the Right to Work*

The right to work of employees is understood as each individual's right to freely choose or accept a lawful occupation in accordance with their abilities, under conditions that are fair, safe, and conducive, thereby ensuring income and opportunities for comprehensive personal development. This right is recognized and protected under both international and domestic law.

#### 2.1.1.2. *Substantive Elements of the Right to Work*

The right to work encompasses a broad range of entitlements, including: the freedom to choose and access employment; the right to equal and adequate remuneration; the right to reasonable working hours and rest; the right to safe and healthy working conditions; the right to participate in and join trade unions.

### 2.1.2. Concept and Characteristics of Ensuring the Right to Work in the Context of the Fourth Industrial Revolution

#### 2.1.2.1. *Concept of the Fourth Industrial Revolution and Its Impact on the Right to Work*

\* Concept: The Fourth Industrial Revolution **is built** upon the achievements of previous industrial revolutions, but its foundation lies in digitalization and smart technologies that transform production, business, governance, and daily life with unprecedented levels of efficiency and optimization.

\* Impacts:

- *Positive impacts:* Industry 4.0 creates new employment opportunities, enhances workers' ability to seek and access jobs, improves skills and qualifications, increases flexibility in employment, and improves job quality.

- *Negative impacts:* It generates significant pressure on job creation, exacerbates income inequality, particularly affecting vulnerable groups such as women, persons with disabilities, and older workers; fundamentally alters work organization and labor relations; reduces opportunities for collective association; and imposes new forms of pressure on workers.

#### ***2.1.2.2. Concept of Ensuring the Right to Work under Industry 4.0***

Ensuring the right to work in the context of the Fourth Industrial Revolution refers to the comprehensive application of legislative, executive, and judicial measures **implemented** by the State to maximize positive effects and mitigate negative impacts of technological change on workers' right to work enabling workers to exercise this right in practice while meeting new requirements regarding skills, technological application, flexible work arrangements, and the evolving nature of jobs.

#### ***2.1.2.3. Characteristics of Ensuring the Right to Work under Industry 4.0***

First, closely linked to digital transformation and the application of advanced technologies.

Second, characterized by adaptability, flexibility, and foresight.

Third, requires close coordination among stakeholders: the State, employers, and the scientific community.

Fourth, prioritizes the protection of workers against **the draw-backs** of technological change.

Fifth, necessitates protection in both the physical and virtual domains of work.

### **2.1.3. Substantive Elements of Ensuring the Right to Work under Industry 4.0**

*2.1.3.1. Developing and improving policy and legal frameworks for the right to work.*

*2.1.3.2. Establishing national databases on human resources and employment.*

*2.1.3.3. Promoting education, training, and vocational programs to develop high-quality human resources.*

*2.1.3.4. Expanding labor markets and creating employment opportunities.*

*2.1.3.5. Protecting workers belonging to vulnerable social groups.*

*2.1.3.6. Strengthening inspection, supervision, and enforcement mechanisms.*

### **2.1.4. The Role of Ensuring the Right to Work under Industry 4.0**

- Enables workers to seize opportunities and maximize benefits generated by technological transformation.
- Mitigates risks and challenges posed by Industry 4.0.
- Proactively prepares society for structural transformations in labor and employment.

## **2.2. INTERNATIONAL STANDARDS AND COMPARATIVE EXPERIENCES**

### **2.2.1. International Standards on the Right to Work**

The right to work and its assurance are codified in numerous United Nations conventions, which consistently affirm the State's primary responsibility in guaranteeing this right. Standards focus on:

- Development of national policies, strategies, and legal frameworks on employment;
- Vocational training and human resource development;
- Labor market development and job creation;

- Protection of vulnerable groups (women, persons with disabilities, children, older persons);
- Inspection and supervision mechanisms for the enforcement of the right to work.

### **2.2.2. Comparative Experiences of Selected Countries**

The dissertation examines the experiences of South Korea, Singapore, Japan, and the United States. These countries have established relatively advanced policies, laws, and practices in protecting the right to work in the digital era. Korea and Singapore, as Asian economies with certain similarities to Vietnam, provide particularly relevant lessons.

### **2.2.3. Implications for Vietnam**

- The State must play a central role through legal, policy, and enforcement mechanisms, consistent with the tripartite obligations of respect-protect-fulfill.
- Long-term and comprehensive strategies for human resources and employment are essential to prepare for Industry 4.0.
- Legal and policy systems must be adaptive and responsive to rapid change.
- Strong investment in education and training at all levels is required to ensure adaptability to new technologies.
- Labor market policies should generate high-quality, well-paid jobs to counterbalance job losses from automation.
- Social security systems must be expanded and diversified for workers in digitalized sectors.
- Development of integrated, intelligent labor market and employment databases is vital.
- Special attention should be given to vulnerable groups, particularly women, to narrow the gender gap in access to technology.

## **Conclusion of Chapter 2**

Chapter 2 provides a theoretical framework for ensuring the right to work of employees in the Fourth Industrial Revolution by: (1) Clarifying the concept, substantive elements, characteristics, and role of the right to work and its assurance; (2) Analyzing international standards and the experience of selected countries (Korea, Singapore, Japan, and the United States); (3) Drawing lessons and policy implications for Vietnam in strengthening legal and institutional frameworks for protecting the right to work.

## Chapter 3

# THE CURRENT SITUATION OF ENSURING THE RIGHT TO WORK OF EMPLOYEES IN VIETNAM IN THE CONTEXT OF THE FOURTH INDUSTRIAL REVOLUTION

## 3.1. POLICY AND LEGAL FRAMEWORK

### 3.1.1. Achievements in the Policy and Legal Framework

#### 3.1.1.1. *Strategic Policy Orientations*

The Party and State of Vietnam have proactively developed policies to respond to the Fourth Industrial Revolution. For instance, Decision No. 99/QĐ-TTg (January 14, 2014) approved the scheme on training and developing human resources for information security and safety until 2020, followed by numerous resolutions and official documents addressing Industry 4.0 and its impact on labor and employment.

#### 3.1.1.2. *Codification of New Elements of the Right to Work*

The 2019 Labor Code institutionalized constitutional provisions on labor and employment, addressing practical shortcomings **at the same time** incorporating new regulations on employment relations emerging under Industry 4.0. It created a more flexible and enabling legal framework to adapt to digital transformation.

#### 3.1.1.3. *Regulations on Labor and Employment Databases*

Legal provisions on labor market information and data have been introduced, providing a legal basis for data collection, analysis, forecasting, and dissemination thus gradually meeting governance and public needs in line with digital transformation.

#### 3.1.1.4. *Regulations on Education, Vocational Training, and Human Resource Development*

Vietnamese law encourages the development of vocational skills and employment in science, technology, innovation, digital transformation,



circular economy, and green economy. It promotes training, retraining, self-employment, and sustainable employment opportunities.

#### ***3.1.1.5. Regulations on Labor Market Development***

Policies prioritize investment in digital infrastructure, development of labor market information systems, and the strengthening of employment service organizations.

#### ***3.1.1.6. Protection of Vulnerable Groups***

The Labor Code includes special provisions to ensure substantive equality and non-discrimination for vulnerable groups such as women, older persons, and persons with disabilities.

#### ***3.1.1.7. Inspection and Supervision Mechanisms***

The 2019 Labor Code and the 2025 Employment Law provide frameworks for labor inspection, monitoring, and enforcement that are largely aligned with international standards.

##### ***\* Reasons for Achievements:***

- Ensuring the right to work has been a consistent priority of the Party and State.
- Vietnam already has a comprehensive and relatively coherent legal system on labor and employment.
- Vietnam has actively participated in and implemented international legal commitments related to labor and employment.

#### **3.1.2. Limitations of the Policy and Legal Framework**

- Lack of a long-term, comprehensive strategy on the right to work under Industry 4.0.
- Certain provisions of the 2019 Labor Code remain broad and principle-based, limiting enforceability.
- Legal frameworks have not kept pace with digital transformation.
- No specific policies support or incentivize the creation of innovative jobs in the digital economy.

- Regulations on labor market and employment databases remain incomplete.
- Vocational education and training laws contain gaps in addressing high-quality human resource development.
- Labor market regulations do not yet fully align with ILO Convention No. 88 on employment services.
- Provisions on vulnerable groups do not adequately guarantee equal access to digital employment.

*Underlying Causes of Limitations:*

- Limited and inconsistent awareness of Industry 4.0 within the political system.
- Insufficient strategic forecasting of scientific and technological impacts on employment.
- Delayed and fragmented policy and legal responses.

## **3.2. EVALUATION OF PRACTICAL IMPLEMENTATION**

### **3.2.1. Achievements**

#### ***3.2.1.1. Labor and Employment Databases***

National data systems increasingly reflect workers' qualifications, sectors, occupations, job preferences, and employers' recruitment demands.

#### ***3.2.1.2. Vocational Education and Human Resource Development***

Quality and effectiveness of vocational education and training have improved, better meeting labor market demands.

#### ***3.2.1.3. Labor Market Development***

Vietnam's labor market is structured to operate under the principles of a socialist-oriented market economy while adapting to Industry 4.0.

#### ***3.2.1.4. Protection of Vulnerable Groups***

\* *Women:* As of 2023, Vietnam had 24.5 million female workers, representing 46.7% of the national workforce, making significant contributions to development.

\* *Persons with disabilities*: Industry 4.0 provides opportunities for continuous training, skill enhancement, career change, and self-employment.

\* *Older workers*: Legal frameworks remain limited, and a dedicated labor market for this group is underdeveloped.

### **3.2.1.5. Labor Inspection and Supervision**

Over 400 labor inspectors operate nationwide. Inspections and monitoring have contributed to preventing and addressing violations of labor rights.

#### **\* *Reasons for Achievements*:**

- The State has actively promoted the right to work in the context of digital transformation.
- Labor rights are secured under a comprehensive legal system aligned with international standards
- Awareness of digital rights and responsibilities has improved among citizens and officials.
- High internet penetration facilitates workers' access to employment opportunities.
- International economic integration expands opportunities for training and knowledge-sharing.

### **3.2.2. Limitations in Practice**

- Databases: Still lack comprehensive indicators and fail to capture real-time dynamics of the digital labor market
- Vocational training: Has yet to meet labor market demand, particularly in IT and high-tech sectors.
- Labor market services: Remain limited, with risks of fraudulent online recruitment and labor exploitation.
- Vulnerable groups: Continue to face barriers in accessing digital jobs.

- Inspection and enforcement: Failures include untimely detection of violations, superficial resolution of complaints, and insufficient follow-up mechanisms.

*\* Underlying Causes of Limitations:*

- Limited awareness among officials and workers.
- Inadequate application of digital technologies in implementation.
- Labor and employment data remain static and fragmented.
- Vocational training lacks clear strategic direction.
- Employers underinvest in training and reskilling.
- Workers' awareness of new job requirements remains weak.
- Weak coordination in labor market governance.
- Labor inspection capacity remains inadequate, particularly for new models such as remote work and platform-based employment.

### **Conclusion of Chapter 3**

Chapter 3 evaluates the status of ensuring the right to work in Vietnam during the Fourth Industrial Revolution by: Assessing the legal and policy framework, highlighting achievements and shortcomings **as well**; Analyzing practical implementation, including successes, challenges, and underlying causes; Identifying key issues requiring solutions to strengthen the protection of the right to work in the digital transformation era.

## **Chapter 4**

# **VIEWPOINTS AND SOLUTIONS FOR ENSURING THE RIGHT TO WORK OF EMPLOYEES IN VIETNAM IN THE CONTEXT OF THE FOURTH INDUSTRIAL REVOLUTION**

## **4.1. GUIDING VIEWPOINTS**

**4.1.1. The assurance of the right to work must be grounded in the strategic orientations of the Communist Party of Vietnam and the State regarding labor, employment, and human rights under Industry 4.0.**

**4.1.2. Recognizing the Right to Work as a Fundamental Human Right**

**4.1.3. Ensuring the right to work must be associated with the promotion of sustainable employment, including flexible job models suited to digital transformation and automation.**

**4.1.4. Prioritizing the Protection of Vulnerable Groups**

**4.1.5. Vietnam must strengthen bilateral and multilateral cooperation to draw lessons from global best practices in labor governance under the Fourth Industrial Revolution.**

## **4.2. SOLUTIONS**

**4.2.1. Building and Improving the Legal and Policy Framework**

***4.2.1.1. Formulating a National Strategy***

In line with Politburo Resolution No. 57-NQ/TW (December 22, 2024) on breakthroughs in science, technology, innovation, and national digital transformation, a national strategy on human resources development and employment protection under Industry 4.0 should be enacted.

***4.2.1.2. Reforming Labor Legislation***

- Codify new labor relations arising under Industry 4.0.
- Amend and supplement laws on labor market and employment databases.
- Revise and adopt new provisions on vocational training and high-

quality human resource development.

- Update the 2025 Employment Law to address digital and platform-based labor.
- Reform regulations on social security and insurance to adapt to new forms of employment.
- Strengthen protection of vulnerable groups through targeted legislation.

#### **4.2.2. Enhancing Labor Market Governance and Vocational Training**

##### ***4.2.2.1. Strengthening Labor Market Governance***

First, improve the management and operation of **information systems for national labor market.**

Second, enhance the capacity of labor administrators.

Third, apply modern IT solutions to data collection, processing, and dissemination.

Fourth, Promote linkages between vocational institutions and employment service organizations.

##### ***4.2.2.2. Improving Vocational Training and Reskilling***

First, provide early career guidance at the secondary and high school levels.

Second, reform curricula at all levels in line with regional and international standards.

Third, standardize training institutions, especially in high-tech sectors.

Fourth, strengthen linkages between education providers and enterprises.

Fifth, Train workers **on** advanced technological skills.

Sixth, develop labor market forecasting tools.

Seventh, incentivize enterprises to conduct training and reskilling.

Eighth, establish digital platforms for online vocational education.

Ninth, foster tripartite cooperation among the State, schools, and enterprises in vocational education.

Tenth, promote entrepreneurship and innovation to generate new jobs.

#### **4.2.3. Establishing Early Warning Systems for Job Displacement**

- Collect and regularly update labor and employment data.
- Develop predictive analytics for labor market forecasting.
- Create job-loss risk indicators.
- Design accessible warning interfaces for workers and policymakers.

#### **4.2.4. Strengthening Social Protection Policies**

First, expand enforcement to address enterprises that fail to comply with mandatory social insurance.

Second, broaden coverage of compulsory social insurance to include all workers with income, regardless of contractual status.

#### **4.2.5. Harmonizing National Policies with International Labor Standards**

Align Vietnam's legal and policy framework with international labor standards:

Expand participation in international labor markets and negotiations to secure better rights for Vietnamese workers; enhance vocational training to meet international benchmarks; take proactive initiatives on social security, informal labor, and labor digitalization in regional and global forums.

#### **4.2.6. Protecting Informal and Vulnerable Workers**

##### ***4.2.6.1. For informal workers:***

- Strengthen the legal framework regulating informal employment.
- Revise related laws to harmonize with the Labor Code.
- Support training and job transition for informal workers.
- Establish monitoring indicators for informal job quality, following ILO recommendations.
- Encourage formation of professional associations to protect informal

workers' rights.

#### ***4.2.6.2. For vulnerable groups:***

- Provide tailored employment services for vulnerable groups.
- Develop non-profit, community-based, and rural employment models.
- Create high-quality jobs to reduce risks of displacement and inequality.
- Promote smart agriculture to expand rural employment opportunities.
- Adjust fiscal policies to invest in education, training, infrastructure, and social protection.

#### **4.2.7. Raising Awareness among Workers**

- Conduct awareness-raising campaigns and community education.
- Organize workshops and policy dissemination sessions.
- Share successful reskilling and career transition cases.
- Publish internal materials, videos, and short clips.
- Disseminate information via email and social media.
- Promote a lifelong learning culture and workplace learning ecosystems.
- Encourage entrepreneurship and innovation.

#### **4.2.8. Strengthening Inspection and Supervision Mechanisms**

First, consolidate labor inspection agencies, increasing personnel at the local (commune) level under the new administrative structure.

Second, apply advanced technologies (AI, big data, predictive analytics) to monitoring.

Third, Specify timeframes for enterprises to rectify violations.

Fourth, Enhance cooperation among inspectors, social insurance, trade unions, courts, and local authorities.

Fifth, strengthen sanctioning mechanisms and deterrence.

Sixth, raise awareness among inspectors, enterprises, and workers on labor rights and equality in recruitment and employment.



### **Conclusion of Chapter 4**

The Fourth Industrial Revolution presents both opportunities and challenges for Vietnam. Ensuring the right to work is therefore urgent and indispensable. Chapter 4 outlines guiding viewpoints and comprehensive solutions to maximize benefits, minimize risks, and guarantee workers' right to work in a rapidly digitalizing labor market.

## CONCLUSION

The dissertation “*Ensuring the Right to Work of Employees in the Context of the Fourth Industrial Revolution in Vietnam*” contributes to consolidating the scientific foundations and clarifying the practical dimensions of protecting the right to work in Vietnam under the profound transformations of Industry 4.0. To achieve this objective, the study has undertaken the following:

1. Theoretical research: It has analyzed and clarified the theoretical underpinnings of the right to work, including the concept and substantive elements of this right, as well as the characteristics, content, and role of ensuring the right to work under the Fourth Industrial Revolution.

2. Comparative research: It has reviewed international law and the experiences of selected countries in protecting the right to work, thereby identifying essential requirements and drawing valuable lessons for Vietnam.

3. Empirical research: It has examined the current state of ensuring the right to work in Vietnam, analyzing achievements, limitations, and their causes. This includes assessing Party orientations, State policies and laws, and practical implementation, while identifying key issues that require attention to better safeguard workers’ rights.

4. Proposals: Based on theoretical and empirical findings, the dissertation formulates guiding viewpoints and proposes feasible, scientifically grounded solutions to enhance the assurance of the right to work for Vietnamese employees in the digital era.

## LIST OF PUBLISHED WORKS RELATED TO THE DISSERTATION

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2. Dang Thi Loan (2023), “The Right to Employment and Sustainable Development Goal 8 on Decent Work”, *Proceedings of the Institute-level Conference Sustainable Development Goals (SDGs) and Human Rights*, Institute for Human Rights, Hanoi, pp.38-45.
3. Dang Thi Loan (2024), “Impacts of the Fourth Industrial Revolution on the Right to Work and Emerging Requirements”, *Journal of Social Science Human Resources*, 02(129), ISSN 0868-756X, pp.107-113.
4. Dang Thi Loan (2024), “Ensuring the Right to Work under the Fourth Industrial Revolution: An Asian Experience and Implications for Vietnam”, *Journal of Law and Development*, (5), ISSN 0866-7500, pp.16-22.
5. Dang Thi Loan (2024), “Party and State Policies and Laws on Ensuring the Right to Work in the Context of the Fourth Industrial Revolution in Vietnam”, *Journal of Human Rights Law*, (37), pp.3-11.
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7. Dang Thi Loan (2024), “The Role and Value of the Right to Work, Freedom to Choose Occupation, Employment and Workplace in Vietnam’s Socialist-Oriented Market Economy”, *Proceedings of the National Conference Human Beings and Human Rights as the Center, Goal, Subject, and Driving Force of Development*, Ho Chi Minh National Academy of Politics - Communist Review - Vietnam Academy of Social Sciences, Hanoi, pp.508-521.
8. Dang Thi Loan (2024), “Ensuring the Right to Work in the Context of Climate Change in Vietnam Today”, *Proceedings of the Institute-level Conference Climate Change and Human Rights*, Institute for Human Rights, Hanoi, pp.29-36.
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