

# MAGAZINE VINATEX

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Vietnam Textile Garment and Fashion Magazine





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# 95 YEARS OF WEAVING TRUST - SEWING ASPIRATIONS

1930  
2025

By: **DR. LE TIEN TRUONG**

*Party Secretary of the Party Committee*

The year 2025 marks a significant transformation as Vietnam enters the "era of national rise." This is also a crucial period for the textile and garment industry to build a strategic development plan for 2025–2030, aiming to double its efficiency within five years while maintaining an annual labor productivity growth and added value per worker above 10%.



## REMARKABLE MILESTONES

For 95 years, the Vietnamese textile and garment industry has grown under the leadership of the Communist Party. From small textile workshops, the industry has overcome wars, economic crises, and epidemics to continuously develop. The historic workers' movement in Nam Định in 1930 exemplified the spirit of unity and leadership in the industry.

In 1995, the government established Vietnam National Textile and Garment Group (Vinatex) to lead the industry, resolve challenges, and develop a national brand. Vinatex has continuously restructured, supported struggling enterprises, and expanded supply chains, helping the industry achieve an export turnover of over \$40 billion annually while creating jobs for millions.

Even during tough times such as the COVID-19 pandemic and post-pandemic economic crises, the industry maintained its production capacity, protected workers' rights, and sustained its position among the top three textile and garment industries globally.

## WEAVING ETERNAL ASPIRATIONS

As the industry enters a new era, it sets ambitious strategic goals:

- Enhancing labor productivity, ensuring an average income of \$750 per month by 2030.
- Modernizing the textile and garment industry, aiming to join the world's advanced textile sector by 2030.
- Accelerating digital transformation, applying AI and data optimization to improve management efficiency.
- Restructuring the organization, focusing on high-impact personnel to drive innovation.
- Ensuring sustainable development, strengthening its position in the global supply chain.



*Mr. Le Tien Truong  
Party Secretary – Chairman of  
Board of Directors of Vinatex*

Vinatex envisions this new era as a time for comprehensive development across four pillars: Environment – Society – Governance – Finance. Through continuous innovation, solidarity and the ability to seize opportunities, the Vietnamese textile and garment industry will continue to expand, contributing to a robust and sustainable national economy.



# Lifelong Learning:

## ENRICHING INTELLIGENCE, COMPLETING CHARACTER, AND POSITIONING ONESELF IN MODERN SOCIETY



The Party Committee of Vietnam National Textile and Garment Group (Vinatex) has organized a study and dissemination session on General Secretary To Lam's speech on "Lifelong Learning". This initiative aims to help Party members and employees recognize the importance of continuous learning as the key to Vietnam's advancement into a new era, particularly as the textile and garment industry moves toward a circular economy and global value chains.

### BECOMING A USEFUL INDIVIDUAL

The General Secretary emphasized that the scientific and technological revolution is creating profound transformations, requiring individuals to constantly learn, dare to think and act, take responsibility, and become valuable contributors. Despite progress, lifelong learning remains underutilized, as many still prioritize degrees over real knowledge and struggle to adapt to the rapid change of the digital era.

To navigate an ever-changing world, lifelong learning enables individuals to enhance intelligence, refine character, overcome challenges, and establish their place in modern society. It is also a crucial way to raising intellectual standards, training a skilled workforce, driving socio-economic development, and ensuring sustainable prosperity.

To foster a learning culture, Vinatex has implemented numerous internal training programs focusing on leadership skills, management knowledge, and professional expertise. Between 2020 and 2025, the company has conducted 14 major training programs, benefiting over 1,500 participants. These initiatives have helped develop a young workforce with innovative thinking and a senior leadership team aligned in vision and action.

Alongside internal training, Vinatex has adopted various employee assessment methods such as 360-degree reviews,

one-on-one evaluations, and position-based salary structures to help staff recognize their strengths and areas for improvement. The evaluation results have shown significant improvements in work quality and performance, reflecting a shift in mindset and an increased ability to meet higher job demands.

### LIFELONG LEARNING – A DRIVING FORCE FOR PERSONAL AND ORGANIZATIONAL GROWTH

Vinatex Chairman Le Tien Truong affirmed that 360-degree evaluations enable individuals to assess their abilities from multiple perspectives and identify weaknesses that need improvement. Continuous and lifelong learning is the most effective way to enhance personal value, meet job requirements and contribute to the organization development.

With the spirit of "Lifelong learning to dare to think, act, take responsibility, and sacrifice for the common good" Vinatex is fostering a strong learning culture. This initiative not only drives individual growth but also strengthens the company's position in the global textile and garment industry. □



# 6 8-3 Textile One Member Limited Liability Company Decades OF WEAVING ASPIRATIONS

8-3 Textile One Member Limited Liability Company (8-3 Textile) has undergone a 60-year journey of establishment and development (1965-2025), becoming one of the traditional units in Vietnam's textile and garment industry. From the early days, the company has continuously expanded its scale, increased productivity, and contributed to the country's economic growth.



## FORMATION AND DEVELOPMENT

In 1960, the government decided to establish the 8-3 Textile Factory in Hanoi to supply fabric and yarn for the people and the armed forces. On March 8, 1965, the factory was officially inaugurated and put into operation. On the opening day, President Ho Chi Minh visited the factory, encouraging employees to protect and develop the enterprise.

During wartime, the company not only focused on production but also contributed to national defense efforts. After 25 years of development, 8-3 Textile had more than 7,000 workers and a diverse system of production workshops. Despite facing many challenges during the subsidy period, the factory maintained high production levels to meet market demands.

Entering the economic reform period (1986-1989), the company proactively adapted to the market economy mechanism, investing in upgrading its Spinning - Weaving - Dyeing production lines. Between 2000 and 2010, the company relocated its factory, built a new facility in Hung Yen, and expanded production with modern technology.

## CHALLENGES AND FUTURE DIRECTIONS

Since 2018, 8-3 Textile has faced multiple difficulties due to the U.S.-China trade war, the COVID-19 pandemic and economic crises. However, the company has remained flexible in production, retained employees and maintained stable operations.

To continue the growth, 8-3 Textile aims to become the leading producer of low- and medium-count yarn within the Vietnam National Textile and Garment Group by 2030. The company focuses on investing in Industry 4.0 technology, building a streamlined management model, enhancing productivity, and diversifying its product range. Additionally, it is committed to sustainable production by developing recycled and organic, environmentally friendly yarn products.

The leadership of the Vietnam National Textile and Garment Group has suggested that 8-3 Textile optimize its management, invest in automation and diversify product lines to improve production efficiency. After 60 years, 8-3 Textile continues to uphold the tradition while embracing innovation to achieve sustainable development in the new era. □

# ACCELERATING PRODUCTION FROM THE START OF THE YEAR

## HIGH DETERMINATION

After the Lunar New Year holiday, 100% of businesses within Vinatex have resumed operations, with nearly all workers returning to work. Some companies, such as Nam Dinh Textile and Garment, 8-3 Textile, Hue Textile and Garment, and Hoa Tho Textile and Garment restarted early to meet order deadlines. Nam Dinh Textile and Garment Corporation (Natexco) has introduced innovations in production organization and operational management while expanding fire-resistant fabric production through collaboration with Coats Group.

At Dap Cau Garment, production quickly stabilized, yielding strong business results in January 2025. To ensure sustainable operations, Dagarco is considering investments in automation to reduce labor dependence amid increasing competition with the electronics industry.

Hung Yen Garment aims to increase employee income by over 8% annually, targeting an average salary of VND 20



million per month by 2030. Meanwhile, Tien Hung achieved over USD 42 million in revenue in 2024 and continues to expand production with high-value-added products.

Garco 10 has also started the new year with ambitious business commitments,

From the first days of 2025, enterprises within the Vinatex system have resumed production to seize market opportunities and ensure order fulfillment. Despite ongoing geopolitical challenges, textile and garment businesses are accelerating growth to achieve their annual targets.

aiming for VND 4,766 billion in revenue and VND 144 billion in profit for 2024. Despite market difficulties, the company has optimized costs and focused on small, high-efficiency orders.

## TEXTILE AND GARMENT MARKET OUTLOOK FOR EARLY 2025

Although production orders have been secured until mid-2025, the market remains unpredictable due to U.S. trade policies. Customers are placing orders earlier but are more cautious about signing long-term contracts.

Hugatex predicts that the 2025 market could perform better than in 2024, though Q3 orders show signs of slowing due to concerns over new U.S. tax policies. Hoa Tho Textile and Garment reports stable demand for uniforms and workwear, with the U.S. market potentially growing by 3-5% as orders shift from Mexico to Vietnam.

Vinatex PD&B has identified three major market trends:

1. A shift towards high-value, small-scale orders.

2. China maintaining an advantage due to its self-sufficient raw material supply.

3. Potential U.S. consumer demand decline if import tariffs rise.

To adapt to these shifts, businesses are exploring niche markets and investing in specialized products such as fire-retardant fabrics, leather and high-end knitted goods. VSC has secured orders until June 2025 and is negotiating contracts for Q3.

For the U.S. suit market, orders remain stable in the first half of 2025, but buyers are becoming more cautious. Hoa Tho Textile and Garment Corporation is adjusting its production strategy, balancing long-term contracts with smaller, fast-delivery orders to maximize business efficiency.

In 2025, textile and garment enterprises are prioritizing production optimization, automation investment and value-added enhancements in each product. In response to market challenges, flexibility in production, cost reduction, and exploring new opportunities will be the key to sustaining growth and expanding market share in the coming year.□

# Tariff and Non-tariff in Trump 2.0

## OPPORTUNITIES AND CHALLENGES

President Donald Trump, in his second term, continues to implement tariff and non-tariff policies against multiple countries, raising the risk of a global trade war. The textile and garment industry, which relies heavily on international supply chains, faces both challenges and new opportunities stemming from U.S. policy changes.

### IMPACT OF TRUMP 1.0

During the 2017-2021 period, U.S. tariff policies had a significant impact on global trade. Exports from Asia to the U.S. grew rapidly, particularly from Vietnam and countries with Free Trade Agreements (FTAs) with the U.S. Meanwhile, China was severely affected by high tariffs, leading to a shift in supply chains to other nations.

### TRUMP 2.0 AND ITS IMPACT ON VIETNAM'S TEXTILE AND GARMENT INDUSTRY

In his second term, Trump's tariff policies continue to put pressure on Vietnam's textile and garment industry due to the risk of retaliatory tariffs. The U.S. is considering raising import taxes on countries with high trade surpluses, and Vietnam currently ranks third on that list. However, Vietnam benefits from the fact that U.S. import tariffs on its industrial goods are among the lowest in Asia.

### OPPORTUNITIES FOR VIETNAM'S TEXTILE AND GARMENT INDUSTRY

Vietnamese enterprises can invest further in the supply chain, enhance production capacity, and meet the U.S. requirements for product origin.

Vietnam's textile and garment industry faces significant challenges due to U.S. tariff policies but also has opportunities to expand market share and attract businesses shifting production. Adapting flexibly, complying with origin regulations and improving product quality will help Vietnam sustain growth amid global trade uncertainties. □



# Linen

**A MEASURE OF THE CREATIVITY**

## Skill & Resilience of H'Mong Women

### THE JOURNEY OF PRESERVING TRADITIONAL WEAVING

Vang Thi De, a young H'Mong woman from Thai Phin Tung commune (Ha Giang), initiated the "Hemp Hmong Vietnam" project to preserve the art of linen weaving. Coming from a poor rural area, she was determined to pursue higher education to change her life and contribute to her community. Recognizing the potential of linen in the fashion industry, De has tried to introduce this fabric to both domestic and international markets.

### BLENDING INNOVATION WITH TRADITION

To develop H'Mong linen products, Vang Thi De not only preserves traditional beauty but also improves production techniques, designs wider weaving frames and leverages social media to promote the fabric. She shares stories about the weaving process and the skilled hands of H'Mong women to help customers better understand the cultural value behind each product.

Linen is not only a common fabric in traditional H'Mong clothing but also carries deep cultural significance. H'Mong women consider linen weaving a testament to their creativity, skill and resilience. Each piece of linen is meticulously handcrafted from natural flax fibers, making it not only durable and water-resistant but also environmentally friendly.





## TOWARDS SUSTAINABLE DEVELOPMENT

De believes that the growing trend of eco-friendly and sustainable fashion will help H'Mong linen find its place in the market. The natural flax material, combined with handcrafted production and plant-based dyeing methods, makes the fabric environmentally friendly. Her project not only creates job opportunities for local people but also provides educational support for children in mountainous areas.



## A VISION FOR THE FUTURE

Vang Thi De aims to expand H'Mong linen products, from souvenirs to home decor and fashion items. Additionally, she plans to create an interactive space where visitors can experience traditional linen weaving firsthand, allowing them to appreciate H'Mong cultural heritage more deeply.

With passion and determination, Vang Thi De is not only preserving traditional weaving but also bringing H'Mong linen to a broader audience, creating lasting value for her community. □