Assessment of Labor Export Activities in Vietnam

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Abstract

Labor export plays an important role in addressing unemployment, increasing foreign currency reserves and stabilizing social security. Compared to other Asian countries, this activity in Viet Nam takes place later, so it is necessary to study and to learn from other countries’ experience aiming to building relevant policies and developing labor export effectively. In addition, we can find a separate direction for labor export activities in our country in the context of integration and internationalization. This research was conducted to clarify the legal framework for labor export activities and review the current status of labor export and the impact of labor export on the social and economic issues in Vietnam. Based on that, this article will propose some solutions and recommendations to promote the role of labor export activities as well as related policies in contributing to national socio-economic development.

Keywords: Labor export, Socio-economic, Viet Nam
1. Introduction

The unequal development of the level of socio-economic development, as well as the uneven distribution of resources, population, science and technology among regions have led to inadequate and synchronous development of the elements necessary for the production and economic development in Vietnam. In order to deal with this unstable situation, labor export has been identified by the Communist Party and the State of Vietnam as an important external economic sector that plays a very important role in the socio-economic development of the country. Vietnam's labor export activities are increasingly expanding to many countries and territories around the world, meeting a part of the labor demand of those countries. Simultaneously, this activity has given Vietnamese workers many opportunities to work and earn more income.

Having approximately 95 million people in 2017, Vietnam is the 14th largest country in the world and third in Southeast Asia, thus this is a big and potential labor market.


*Data from danso.org*

In the period of 2005 - 2017, the population of Vietnam was continuously increasing quickly. Of which, the population aged from 0 to 14 accounted for the largest proportion, followed by the population aged 25-49 (Table 1). One of the most striking features of our country's population nowadays is the declining fertility rate, which reduces the proportion of the population under 15 years old (from 45.50% in 2005 to 41.27% in 2016). Vietnam officially entered the golden population structure period in 2007, with a plentiful young labor force, according to the General Statistics Office. This period will last about 34 years and end in 2041.

<table>
<thead>
<tr>
<th>Targets</th>
<th>Year 2005</th>
<th>Year 2010</th>
<th>Year 2015</th>
<th>Year 2016</th>
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<tbody>
<tr>
<td>Population</td>
<td>%</td>
<td>Population</td>
<td>%</td>
<td>Population</td>
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</table>

*Table 1. Vietnam's population structure by age*

*Unit: thousand persons*
With the pace of labor force growth, the conflict between labor and employment has become increasingly acute. In 2016, more than 1.08 million people were unemployed (Ministry of labour – Invalids and social affairs). In fact, to solve this problem, labor export has become an important sector not only in Vietnam but also in most of the labor exporting countries in the region and in the world. This is a field that achieves simultaneously both socio-economic goals: ensuring employment and creating strong foreign currency reserves to develop the country. In reality, international integration has facilitated and helped Vietnam to establish a labor market-oriented structure, thereby creating opportunities for Vietnamese laborers to participate in the international labor market. In 2016, the planned export of labor was assigned to 100,000 people to work overseas, but the fact that Vietnam has sent 126,296 workers to work abroad (with 46,029 female workers, accounting for 36.45%), 26.29% higher than the annual plan and 108.89% compared with that of 2015 (Ministry of labour – Invalids and social affairs).

Therefore, the study and actual evaluation of labor export activities in Vietnam in the context of the 4.0 industrial revolution aim to provide solutions and recommendations to further promote the role of labor export policy thus contributing to the socio-economic development of the country. Based on the above reasons, this study was conducted with three specific objectives: (i) Overviewing of theoretical basis to clarify legal framework in labor export activities in Vietnam; (ii) Assessing the current status of labor export and its impact on the social and economic aspects of Vietnam; (iii) Suggesting some recommendations to further promote the role of labor export policy in order to contribute to the economic and social development in Vietnam in the coming time.

2. Theoretical basis and research methodology
2.1. Theoretical basis on labor export policy of Vietnam in the recent time

As a developing country, Vietnam is still in the process of sending low skilled workers abroad and receiving foreign investment. Labor export activities have brought good employment opportunities for Vietnamese laborers, thus positively impact on the socio-economic situation. Over the years, the Government of Vietnam has focused on the improvement of the legal framework related to labor export policies and considering as a major policy through the issuance of legal documents regulating this activity.

With the introduction of the Law on Vietnamese Laborers going to work abroad under the contract in 2006, the system of legal documents regulating labor export has been gradually improved. On 01/8/2007, the Government issued Decree No.126/2007 / ND-CP for detailing and guiding the implementation of a number of articles of the Law on Vietnamese laborers going to

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Number</th>
<th>Percentage</th>
<th>Number</th>
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<th>Percentage</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 14 years old</td>
<td>37,487.6</td>
<td>45.50</td>
<td>36,554.5</td>
<td>42.04</td>
<td>37,725.6</td>
<td>41.14</td>
<td>38,249.8</td>
<td>41.27</td>
</tr>
<tr>
<td>15 to 24 years old</td>
<td>9,168.0</td>
<td>11.13</td>
<td>9,245.4</td>
<td>10.64</td>
<td>8,012.4</td>
<td>8.74</td>
<td>7,510.6</td>
<td>8.10</td>
</tr>
<tr>
<td>25 - 49 years old</td>
<td>28,432.5</td>
<td>34.51</td>
<td>30,939.2</td>
<td>35.58</td>
<td>31,970.3</td>
<td>34.86</td>
<td>32,418.3</td>
<td>34.97</td>
</tr>
<tr>
<td>50 years of age and over</td>
<td>7,304.0</td>
<td>8.86</td>
<td>10,208.3</td>
<td>11.74</td>
<td>14,001.5</td>
<td>15.26</td>
<td>14,516.4</td>
<td>15.66</td>
</tr>
<tr>
<td>Total</td>
<td>82,392.1</td>
<td>100</td>
<td>86,947.4</td>
<td>100</td>
<td>91,709.8</td>
<td>100</td>
<td>92,695.1</td>
<td>100</td>
</tr>
</tbody>
</table>

(Source: General Statistics Office)
work overseas, following by the documents detailing the contents of supporting labor export activities such as the detailed guiding documents on the Laws and the Decree, policies on job creation support, determining levels, management and use of deposits, documents on the forms of contracts and documents prescribing the contents of sanctioning administrative violations etc. Accordingly, the legal framework for labor export policy focuses on the following main contents:

Firstly, creating favorable conditions for Vietnamese citizens to have enough conditions to work abroad. Labor export in Vietnam is divided into two main groups: (i) general / simple workers, and (ii) high-level workers (college graduates, university graduates). However, one of the difficulties faced by labor exporters is the costs, including the cost of regulation and the out-of-pocket costs. Therefore, in order to safeguard the interests of labor export, prevent laborers from depositing excessive amounts of money, The Ministry of labour – Invalids and social affairs issued Circular No. 21/2013 / TT-BLDTBXH regulating the deposit ceiling that enterprises receive from labor export. Simultaneously, in order to remove financial difficulties for labor export, Decree No. 61/2015 / ND-CP issued a number of regulations on (i) providing preferential loans from the Social Policy Bank to beneficiaries, loans for exported labours that are classified as poor households, households with withdrawn agricultural land and ethnic minorities; (ii) 100% loans from the National Fund for Employment to near poor households or relatives of people with meritorious services to the revolution. These regulations have partly addressed the difficulties encountered by labor export market in the process of signing and engaging in labor abroad.

In addition, in order to improve the quality of labor export, the Vietnamese government has requested functional agencies as well as labor export enterprises to organize training courses for exporters before working abroad. Vocational training and skills for workers preparing for export are considered key steps for labor export to penetrate into new markets requiring high skills. These courses are equipped with a wide range of knowledge, including: (i) dissemination of laws and regulations of the host country, (ii) vocational training and upgrading of skills in the case of receiving countries required; (iii) foreign language classes and extracurricular as well as refresher courses required for labor export. After participating in these classes, the gap between the capacity of labor export and the requirements of enterprises receiving labor export of Vietnam is getting narrowed, which was appreciated by the parties involved in labor export activities.

Secondly, to protect the legitimate rights and interests of workers who go to work overseas and those of enterprises and non-business organizations which send laborers to work abroad. The documents related to this issue focus on the following key aspects:

(i) For labor export: the law on Vietnamese laborers going to work overseas under contracts and guiding documents stipulating relevant contents on labor export interests and responsibilities. At present, the protection of rights and benefits for labor export is handled through two main channels: (i) through the Embassy of Vietnam in the host country; and (ii) through the Vietnam Labor Management Board under the Ministry of Labor, Invalids and Social Affairs (mainly applied to countries with large Vietnamese workers). In addition, the legal documents also stipulate the responsibilities and obligations of employees such as deposit funds, learning the provisions of relevant laws, participating in training necessary knowledge before to work in foreign countries, to abide by the laws of Vietnam and the laws of the host country.

(ii) For labor export enterprises: to be able to participate in labor export supply, enterprises must be granted business licenses by the Department of Foreign Workers Management. They are enterprises which are established and operate under the Law on Enterprises with 100% charter capital of Vietnamese organizations and individuals with a legal capital of 5 billion Viet Nam dong, they also need to meet some certain conditions if they want to do business in this type of service.
(iii) For state management agencies: the Ministry of Labor, Invalids and Social Affairs is the direct agency to assist the Government in managing labor export activities. Accordingly, the Ministry is the unit responsible for inspecting and handling of violations of the law on laborers going to work overseas, settlement of disputes, complaints and denunciations in sending workers to work abroad. Particularly, the overseas Vietnamese representations (the labor management boards) shall have to protect the lawful rights and interests of laborers going to work overseas; to handle violations committed by workers who go to work overseas according to regulations. Depending on each case, a number of other agencies, such as the Ministry of Finance, the Ministry of Public Security, the Ministry of Planning and Investment, the Ministry of Trade, the State Bank, Vietnamese representative missions abroad and other related organization are jointly and severally responsible for managing this activity.

Thirdly, the Government has issued many policies to support the opening of new labor markets, high income markets, labor market through the signing of cooperation agreements. Compared with other countries in Southeast Asia such as Indonesia, Philippines, and Thailand, Vietnam joined the international labor market rather late. Although the labor supply has been in Eastern Europe since the 1980s, the problem of sending Vietnamese workers abroad has really begun improving strongly since the year 2000.

Therefore, since 1992, Vietnam has signed Memorandum of Understanding on labor cooperation with 22 countries and territories in the world, focusing on North East Asia, South East Asia, Middle East and North Africa. In order to implement the agreement or memorandum of understanding on labor cooperation signed with each country, the Ministry of Labor, War Invalids and Social Affairs shall issue documents guiding enterprises and laborers to implement relevant contents. In addition, the labor export policies for each market are expressed through a number of programs to send workers to work in countries such as the EPS to send workers to Korea (new was re-signed on 17/5/2016 after nearly 4 years of interruptions), Labor holiday package combined labor to Australia working pursuant to Resolution No. 24 / NQ-CP dated 01/4/2016 of Government and Joint Circular No. 21/TTLT- BLDTBXH-BCA-BNG dated 29/6/2016 of the Ministry of Labor, War Invalids and Social Affairs, Ministry of Public Security and Ministry of Foreign Affairs, the program for Vietnamese trainees to practice in Japan through the International Organization for Human Development (IM Japan) that has been implemented since 2006 under the agreement between the Ministry of Labor, Invalids and Social Affairs and IM Japan etc.

As a result, the system of policy documents on labor export has made positive adjustments such as: (i) Setting the deposit ceiling (referred to as the maximum margin) service enterprises can agree with workers to clarify the cost of labor export, creating favorable conditions for both enterprises and workers; (ii) Policies to support expenses for laborers going to work, including expenses for vocational training, pre-departure procedures, settling risks while working overseas etc, in particular, the policy of lending up to 100% of the cost of labor abroad is to support workers who wish to work abroad with limited financial resources. (iii) Specify the sample contract for two types of contracts signed between the enterprise and the foreign partner and the contract signed between the enterprise and the employees, to ensure the publicity and transparency of cases where laborers are sent abroad to work; (iv) Specific regulations on the sanction, form, and competence to sanction administrative violations in the field of labor export. The positive changes mentioned above have created a favorable legal corridor in the field of sending laborers to work abroad, creating conditions to encourage labor export activities in the last few years.
2.2. Research Methodology

To achieve the research purpose, research was conducted through a process that included the following steps:

(i) System approach: With this approach, labor export activities are approached as an integral part of the management functions.

(ii) Data collection and processing: To collect data related to the status and socio-economic indicators of labor export activities in Vietnam, the research uses a desk research methodology to collect the necessary data for research purposes. With data from the General Statistics Office; online source (such as: vamas.com; molisa.gov.vn; etc). The collected data will be sorted, aggregated, cleaned and entered into the Excel software to calculate the necessary indicators and to draw graphs.

(iii) Data analysis: The study used descriptive statistics and comparative analysis to find the variance of the analytical criteria.

3. Research results and discussion

3.1. Status of labor export activities in Vietnam

- Scale of labor export

In the previous year, many service enterprises sent laborers to work overseas under contracts have actively sought and developed overseas labor markets, invested in labor source generation and labor training professions and foreign languages before leaving the country. As a result, the number of Vietnamese workers in international markets has increased steadily (chart 2).

![Chart 2. The size of Vietnamese laborers working abroad 2010 - 2016](chart2)

(Source: Ministry of Labor, Invalids and Social Affairs)

According to the Overseas Labor Management Department (Ministry of Labor, Invalids and Social Affairs), up to now, the labor export market in Vietnam has continuously increased in quantity. It is estimated that around 500,000 Vietnamese workers are working in 40 different countries, bringing in remittances of between $ 1.7 billion and $ 2 billion annually. In terms of the labor market structure, the markets that receive a large number of Vietnamese workers and are relatively stable are Taiwan, Japan and Korea (chart 3).
Vietnam's labor export market is very diversified; however, the main labor export market continues to have high demand for recruitment of Vietnamese laborers such as Taiwan, Japan and Korea. Other markets have a stable demand, Japan's demand for labor recruitment in Vietnam is increasing and diversified in the industry.

The Taiwan market is still regarded as the most labor market in Vietnam. Specifically, in 2017, the total number of workers to work in Taiwan is 66,926 employees. This is also the second consecutive year that the number of workers sending to Taiwan reached over 60,000 people (accounting for nearly 50% of the total number of Vietnamese workers sent to work in markets this year). Along with Taiwan, Japan is also considered as a potential labor export market. Especially, this is one of the markets with good working conditions and income, which is considered by many Vietnamese laborers and registered in basic industries (Table 2).

Table 2. Structure of workers by occupation, country of employment (%)
In Table 2, Vietnamese laborers focus mainly on non-skilled occupations such as agriculture, housework, assembly, sanitation, construction and mainly involved in some Asia markets such as Japan, South Korea, Taiwan, Malaysia, Laos with more than 200,000 people are working in this market. Some potential new markets in the Middle East, Australia, New Zealand, and some European countries are still expanding. Due to low labor skills, low skill occupations, laborers' incomes are not high compared to those of other countries such as Thailand and the Philippines. Due to low labor skills and low skilled occupation, the income of laborers is not high compared to that of other countries such as Thailand and the Philippines.

**- Quality of labor export**

Assess the level of responsiveness of Vietnamese labor export to the standards of education and training: export of Vietnamese labor, mainly manual labor with low skills. According to the Department of Overseas Labor Management, the proportion of trained laborers exported to countries of our country reached about 30%, among them, Workers reach intermediate level rates 20% and that with university degrees account for 10%. Particularly, highly skilled workers still hold a very modest share, and the number of engineers and architects of ASEAN standards is lower than that of Indonesia and Myanmar (chart 4).

![Chart 4. Number of employees qualified engineers and architects recognized by ASEAN in 2016](chart.png)

In addition, the weakest point of Vietnamese labor is its ability to speak foreign languages (English, Japanese, Korean, etc.). In the potential markets such as Japan, Germany,
Europe, etc, with high skills and foreign language, very few Vietnamese workers can meet this requirement. In it, English is a weakness. Vietnamese applicants have an average IELTS score of 5.78, which is in the low end group, behind Malaysia (6.64 points); Philippines (6.53 points) and Indonesia (5.79 points) (chart 5).

**Chart 5: Vietnam's average IELTS score relative to regional countries in 2016**

(Source: Ministry of Labor, Invalids and Social Affairs, 2016)

Evaluating the dynamic level of Vietnamese worker for the standard of knowledge and the social consciousness: Currently, according to the assessment of many countries which use export worker from other countries, the discipline in the industrial environment of Vietnamese exporters is weak, in many cases, workers are less aware of contract breach, violation of labor discipline. The main reason is that Vietnamese laborers are mostly from rural areas with low qualifications and unfamiliar with industrial work.

Assessment of the level of responsiveness of Vietnamese export laborers to physical standards: Height and health, assessing the level of responsiveness of Vietnamese export laborers to physical standards: height and health, compared to the world, the shape and physical strength of Vietnamese exporters are low, the average height of the men is about 163cm, the average height of the female is about 153cm, lower than the labor in the region of Thailand, Singapore from 2 - 6cm. This may affect the use and operation of modern machinery, limit labor productivity, force laborers to exercise a great deal and increas the risk of losing occupational safety.

In terms of age, this is an outstanding advantage of Vietnamese labor exporters, most of laborers are in between 18 and 35 years of age and suited for the choice of countries which use export worker.

However, in recent years, Vietnamese laborers have been continuously trained, fostered and improved their skills and foreign languages before being sent to work overseas. A number of labor export service enterprises are organized in the form of labor recruitment, training programs, support and management of laborers when they are sent abroad for work, especially in the markets require highly demanding labor discipline like Japan. Particularly, the Ministry of Labor, Invalids and Social Affairs has finalized and submitted to the Prime Minister a project entitled "Putting workers with professional and technical skills to work overseas" in the period of 2018-2020, by 2025 ". This project will provide good support to the three beneficiary groups including: (i) Workers participating in the program will be supported part of the cost of training foreign languages, vocational training and preferential credit to cover the costs; (ii) participating enterprises will be encouraged to develop market; (iii) vocational schools within the vocational
education system, providing training in the sectors covered by the scheme can borrow capital at preferential interest rates to invest in appropriate vocational training modules.

3.2. Impact of labor export activities on socio-economy aspects in Vietnam

- Income of labor export has been improved

Salaries and other incomes of Vietnamese workers working abroad are much higher than the average salary in the country. According to Nguyen Thi Lan Huong (2016), the income of export workers in the first year in Japan, South Korea and Taiwan is about 7-9 times higher than the income before exporting labor. In addition, according to estimates by the Ministry of Labor, Invalids and Social Affairs, the average wages and salaries of Vietnamese workers in some countries are also comparable to those of the average country, especially in countries like Taiwan, Korea, Japan, Malaysia, Germany, Australia. (Table 3)

Table 3. Average income of export workers in some countries in 2016

<table>
<thead>
<tr>
<th>Numerical order</th>
<th>Country to work</th>
<th>Average salary (USD / month)</th>
<th>Other average income / month (USD / month)</th>
<th>Estimated percentage of the average wage of labor exporters compared to the average wage in the host country (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Taiwan</td>
<td>650</td>
<td>200</td>
<td>45.8</td>
</tr>
<tr>
<td>2</td>
<td>Korea</td>
<td>1,000</td>
<td>250</td>
<td>35.2</td>
</tr>
<tr>
<td>3</td>
<td>Japan</td>
<td>1,400</td>
<td>200</td>
<td>42.2</td>
</tr>
<tr>
<td>4</td>
<td>Malaysia</td>
<td>300</td>
<td>111</td>
<td>46.1</td>
</tr>
<tr>
<td>5</td>
<td>Saudi Arabia</td>
<td>320</td>
<td>100</td>
<td>5.7</td>
</tr>
<tr>
<td>6</td>
<td>Laos</td>
<td>300</td>
<td>113</td>
<td>180</td>
</tr>
<tr>
<td>7</td>
<td>Russia</td>
<td>800</td>
<td>200</td>
<td>41.7</td>
</tr>
<tr>
<td>8</td>
<td>Quata</td>
<td>320</td>
<td>100</td>
<td>4.9</td>
</tr>
<tr>
<td>9</td>
<td>Germany</td>
<td>1,137</td>
<td>-</td>
<td>31.1</td>
</tr>
<tr>
<td>10</td>
<td>Australia</td>
<td>4,000</td>
<td>800</td>
<td>93.8</td>
</tr>
</tbody>
</table>

(Source: Ministry of Labor, Invalids and Social Affairs, 2016)

Overseas income is higher than its in Viet Nam, Labor exporters send a lot of money to make the family significantly improve the living standards of the members stay. The majority of households have better living conditions and better living standards than before having relatives go to work.

Labor export also facilitates the livelihood of the people. In some villages where labor is abundant, many become wealthy. It is estimated that the annual deposit can reach 40-100 billion VND. The amount of money sent home is divided into two parts: spending on raising the standard of living, health care of the family, especially for the children's education; A large portion of savings for future investments. Married migrants leaving their wives and children at home tend to send more than two times of money than unmarried people (Dang Nguyen Anh et al., 2010), many people return home to become investors, build businesses, create jobs for local workers. Many studies show that women tend to send money and bring home more money than men (Dang Nguyen Anh et al., 2010, ISDS, 2010).

- Remittances from labor export activities tend to increase over the years

Financial resources are the most visible issue of labor export to families, communities and society. Overseas Vietnamese workers are mostly young people, with low levels of education,
technical expertise and simple employment in agriculture, forestry and fishery. They want to have better jobs to improve their economic status, raise incomes and reduce poverty. Therefore, working abroad is a way out of poverty for farmers. In 2013, Vietnam ranks 8th in receiving remittances among middle-income countries (Table 4).

<table>
<thead>
<tr>
<th>Table 4: Top -10 Remittance Receiving counties by Country Income Group, 2013</th>
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</thead>
<tbody>
<tr>
<td><strong>High - incomes counties</strong></td>
</tr>
<tr>
<td>France</td>
</tr>
<tr>
<td>Germany</td>
</tr>
<tr>
<td>Begium</td>
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<tr>
<td>Spain</td>
</tr>
<tr>
<td>South Korea</td>
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<tr>
<td>Italy</td>
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<tr>
<td>Poland</td>
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<tr>
<td>Russia</td>
</tr>
<tr>
<td>United States</td>
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<tr>
<td>Potugal</td>
</tr>
</tbody>
</table>

(Source: World Bank, 2013)

There are currently over 4 million Vietnamese living abroad. Including overseas Vietnamese, students, or labor exporters in more than 100 countries around the world, who need to send back money to help their family, relatives, savings or investment. Over the past few years, the government has loosened the remittance policy of people living abroad, so the remittance to Vietnam via the official channel has increased markedly.

On average, each person sends $2,000 to their relatives. This abundant capital has partly alleviated the national financial burden, as a counterbalance to an importing country like Vietnam. As a result, remittances are viewed as stable and stable foreign currencies over time (Table 5).

<table>
<thead>
<tr>
<th>Table 5. Remittances transferred to Vietnam through official channels, 2001-2017</th>
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</thead>
<tbody>
<tr>
<td><strong>Year</strong></td>
</tr>
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<td>2001</td>
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</tbody>
</table>


It can be seen that, through the scale and increasing speed and stability of remittances, the net foreign currency has contributed significantly to the imbalance in the balance of payments, improving the reserve. Foreign exchange, lower exchange rate pressures. At the same time, direct
positive impacts on households and their relatives help improve lives, build homes and invest in production and business. However, the amount of remittances decreased in 2016-2017 due to not only low interest rates sent to the US dollar, but also because of the economic recession leading to the business and manufacturing market in Vietnam which is very low profitability.

- **The social impact of labor export**

Labor export has provided employment opportunities for tens of thousands of workers, especially youth workers, to tackle labor stagnation, address employment pressures for the country, reduce social evils caused by unemployed workers.

For a country of nearly 100 million people, with more than half the working-age population, the number of unemployed in urban areas is up to 5.6% and in rural areas is up to nearly 20%. Labor is a channel for solving employment problems for workers. In recent years, the number of export workers in our country has reached over 70 thousand people and up to now there are about 800 thousand Vietnamese people are working in more than 40 countries and territories. Through the export of labor, the laborers going to work overseas have improved their technical qualifications, foreign languages, gained advanced technologies, worked in industry, formed a contingent of highly skilled laborers.

4. **Overall assessment of the status of labor export activities in Vietnam**

4.1. **Result**

It is a potential market and can provide a hard-working, industrious, and fast-paced workforce that is knowledgeable about science and technology and modern manufacturing technologies for countries around the world. Labor export activities in Vietnam have made remarkable progresses and results, namely:

*Firstly,* The number of labor export has increased steadily over the years; simultaneously, the labor export market of our country has gradually stabilized and expanded. With a stable and expanding trend of sending laborers into high-income markets such as Japan, Korea, Germany and Australia, the income of laborers going to work abroad sent to the country increased gradually. year, continue to contribute significantly to sustainable poverty reduction and new rural development.

*Secondly,* The quality of labor export has been improved due to state management and improved conditions to be considered for licensing activities of sending laborers to work abroad for enterprises in order to ensure that only The company provides qualified workers who are capable of working well abroad.

*Thirdly,* Overseas remittances from the Vietnamese labor force for export have tended to increase over the years, contributing a large proportion of total remittances to the country.

*Fourthly,* Labor export activities contribute to job creation, laborers are skilled, acquire new production technologies etc, simultaneously, contributing to sustainable poverty reduction, ensuring social security, promoting socio-economic development for Vietnam.

4.2. **Limit**

Despite the positive results, however, there are also many negative aspects that need to be paid more attention in order to make labor export become the strength of Vietnam. Specifically:

*Firstly,* Vietnamese workers are still weak in foreign languages, difficult to adapt to living conditions and working environment in foreign countries. The situation of workers being exploited due to lack of information, direct access to recruitment agencies takes place in many places.
Secondly, Although the quality of labor export has improved considerably in recent years, the proportion of simple, low-skilled workers on the total number of export workers is still quite high. Not only that, the sense of law observance, regulations of labor export is still bad when bad conditions such as labor escape from the workplace, labor export does not comply with the provisions of the Law on labor export.

Thirdly, Labor export costs are relatively high, causing difficulties for laborers. Under the current regulations, the margin for collateral that businesses negotiate with employees in some markets average $ 3,000 for the market Japan, Korea, $ 2,000 d for the Australian, Germany, US. About $ 1,000 for Taiwan and about US $ 300 for Malaysia, Thailand, Laos, etc. So, the ability to work in some markets in Northeast Asia, Europe is Difficult due to the high deposit level compared to living standards of the majority of workers. In addition, the cost of labor export may in fact be much higher than the above, leading to the impact that workers have to borrow outside interest, causing difficulties for labor, especially policy beneficiaries.

5. Conclusions and recommendations

5.1. On the side of the State

Firstly, continue to improve the laws and policies related to labor export. On the one hand, it is necessary to supplement and amend mechanisms and policies that are lacking or inappropriate such as investment policy to expand the market; Policies to support training and credit for export workers; Credit policies for people working abroad, social insurance policies, incentives for transferring money and goods back to the country, return policies after completion of tasks.

Secondly, in terms of education and training, countries in the region have soon established a vocational training system with certificates in accordance with regional and international standards. Employers have the opportunity to work in the ASEAN Economic Community and difficult markets; enhancing the competitiveness of domestic labor among other ASEAN member countries. From the experience of other countries, Vietnam should soon reform the structure of vocational education, link between training with the labor market and the participation of enterprises; promote international cooperation on vocational education.

Thirdly, intensify the inspection, examination, rectification and strict handling of service enterprises in violation of law provisions and ineffective enterprises, particularly, the inspection and examination work should focus on the organization of the operation apparatus of the enterprise, the selection and fostering of necessary knowledge and the collection of charges. In addition, the coordination between relevant ministries and localities should be strengthened to detect and strictly handle violations in order to prevent organizations and individuals having no right to export labor.

Fourthly, to train and improve the quality and sense of labor for the laborers before supplying them abroad; To expand the number of laborers with professional and technical qualifications to work overseas. In parallel with that, raising the sense of observance of the law provisions of laborers when working abroad; Return home after the termination of the contract with the employer, not to work illegally.

5.2. On the side of the business

Firstly, intensify the selection process, adhere to the criteria in the selection; Resolutely not select employees who show the sense of poor discipline, etc. Develop training content tailored to the needs of the receiving side, attaching importance to the training of employees for global job
skills, the ability to work in industrial societies and the ability quickly adapt to the ever-changing work environment.

Secondly, to improve the quality of education and training, aiming at limiting the state of labor to flee, maintaining and developing key markets. Enterprises also need to study and develop high quality labor export, suitable with the market situation and trend, thereby contributing to reduce the initial labor cost of laborers in order to attract a large number of employees, going to labor export.

Thirdly, to invest capital and facilities for labor export and to add a contingent of highly qualified teachers. Enterprises need to change their views on dynamic market demand, actively develop training programs, innovate teaching methods, processes, learners-centered and labor market needs as a training orientation.

5.3. On the side of the labor

Workers should actively improve their technical skills, skills and foreign languages; to understand the regulations on labor export in order to raise the knowledge and sense of discipline and labor safety; comply with laws and regulations in the course of living and working in foreign countries.

6. References


14. Websites:
   Ministry of Labor, Invalids and Social Affairs: www.molisa.gov.vn
   the Department of Overseas Labor Management, Ministry of Labor, Invalids and Social Affairs: www.dolab.gov.vn
   Census: www.danso.org