MIGRATION EFFECTS ON LABOR MARKET IN HA NOI

[1]NguyenThi Thanh Huyen , [2]Bui Thi Hoa and [3]Tran Thi Thanh Xuan

[1] National Economics University
[2]Trung Vuong University
[3]National Economics University
[1,2,3]Hanoi, Vietnam
[1]Email: huyennt@neu.edu.vn, [2]Email: buihoappc@gmail.com, [3]Email: tttxuan133@gmail.com

Abstract

This article aims to examine the impacts of internal migrants to labor market in Hanoi. To support this research aim, the authors will critically review the concepts related to internal migrants and examine quantitative impact of internal migrants on labor market in Hanoi. Based on analytical results, the authors will provide policy recommendations to government bodies in Hanoi to further improve positive impact of internal migrants on labor market.

Keywords: Internal migrants, Migration, labor market

1. INTRODUCTION

Vietnam is among the countries that have high population and total population of the country is jumped from 32.6 million in 1960 to 95.5 million in 2017 (The World Bank, 2018). In ASEAN region, Vietnam's population is ranked at second place after Philippines which have total population in 2017 is more than 104 million (The World Bank, 2018). UNESCO office in Bangkok publishes a special publication about internal migration in Vietnam and it clarifies that internal migrants in Vietnam is formulating a substantial population of the country (UNESCO, 2018). A latest survey from Vietnam General Statistics Office (2016) highlights that nearly 14% of Vietnam population is internal migrants. It is also revealed that internal migrant portion in urban area of Vietnam is 19.7% while this portion is rural area is 13.4% accordingly (General Statistics Office of Vietnam, 2016). According to UNESCO (2018), main destination for internal migrants in Vietnam is the southeast and central highland. Internal migrants are originated mostly from the north, the South Central Coast, and Mekong Delta. General Statistics Office of Vietnam (2016) reports that highest internal migrant rate is from the southeast and people who is originated from Mekong Delta contributes more than 30% of total internal migrants in the southeast accordingly.

Currently, the management of internal migrants in most of cities and provinces in Vietnam is being followed by traditional method that is through 'Ho Khau' book and this management approach is less strictly enforced since household registration becomes essential services (UNESCO, 2018). However, internal migrants are still facing with a lot of issues compared to native people such as the accessibility to public education for children, insurance services, etc. (Anderson et al., 2017; De Luca, 2017). According to World Bank Group and Vietnam Academy for Social Sciences (2016), internal migrants eventually have lower accessibility to poverty reduction programs from the government. Vietnam has 64 cities and provinces in which Hanoi and Ho Chi Minh are 2 most dynamic cities with strong economic and social development. According to Anderson et al. (2017), Hanoi is fastest growing city in the globe while Ho Chi Minh City is the location with highest internal migrant rate in Vietnam. Both Hanoi and Ho Chi Minh City have greater GDP growth rate compared to average of Vietnam. CBRE (2018) reports that year-on-year GDP growth rate in the last quarter of Hanoi and Ho Chi Minh City are 8.48% and 8.30% while this ratio of Vietnam in this quarter is stood at 6.81%. In these contexts, this article focuses on Hanoi as target location of the study. The choice of Hanoi as location of the study is more needful in the context of there are no empirical evidences about quantitative impacts of internal migrants on labor market even though different topics about Vietnam's internal migrants are examined in many empirical evidences previously (Guest, 1998; Tu et al., 2008; Nguyen et al., 2015).

The first significance which is integrated in the study's outcome is that it consolidates theoretical understandings about internal migrants as well as empirical evidences about the impact of internal migrants on labor market in other countries. By reading this study, other researchers can understand better about internal migrants and utilize this study's outcomes as their references. Second significance of the study is highlighted as some policy guidance are provided to policy-makers in

Hanoi and they can provide better decisions to manage internal migrants in-flowed to Hanoi in the way of positively supporting labor market.

2. LITERATURE REVIEW

2.1. Internal migration

2.1.1. Definition

Kanbur and Rapoport (2005), migration is a selective process and it is happened in the group of people with certain characteristics. The concept of migration is perceived as residential change of a person or household (Stillwell and Congdon, 1991). Moreover, such definition of migration is delivered with the exclusion of people or household who are tourists or visitors to a destination for short period of time (Clark, 1986). There is also a concept, namely temporarily migration as a person or household just moves from their permanent residence temporarily (Jivraj, 2011). Distance is to become key criteria in conceptualizing migration; this, however, is still in debate among the researchers. According to Lee (1966), a greater distance is not in favorite of people since the cost of movement is higher than what they can afford. Cadwallader (1992) argues that the cost of migration is not always positively correlated with the distance. In this context, the concept of migration is separated between international migration and internal migration (Rowland, 2003; King and Skeldon, 2010).

The difference between these two migration types is not based on a national boundary (King and Skeldon, 2010). In order to understand the difference between international and internal migration, it is better to perceive how internal migration is conceptualized accordingly (Jivraj, 2011). It is denoted that internal migration is broadly defined as residential mobility or a localized flows of people within a nation (Andrew and Meen, 2006). Such definition of internal migration is also accepted by Rowland (2003). Another definition of internal migration is delivered by Clark (1986) and it refers to a movement of people due to they cannot keep commuting between locations and this action allows them to approach the same job. Moreover, internal migration is differentiated by two levels, including long distance and short distance internal migration (Clark, 1982). According to Meen et al. (2005), short distance internal migration is understood as a housing preference while long distance internal migration refers to inter-regional movements.

2.1.2. Related studies about migration effects on labor market

Kaya (2015) conducts a research paper about internal migration in underdeveloped regions of Turkey. This researcher carries out interviews with 300 migrants in order to identify what the cause and effect of internal migration in selected region. It is identified that the changes in rural areas is push factor for internal migration. In addition, this research paper highlights people who seek for internal migration deal up with major problems in life such as unemployed and poverty. This

researcher also emphasizes about the disadvantages to the women since they are considered themselves as family workers with low education level and weak relationship.

Piyapromdee (2014) conducts a research paper about the impact of immigration on wages, internal migration, and welfare. This researcher obtains the result of which the increase in the immigration stock has low impact on wage and social welfare of native workers. In addition, the impact is more depended on previous immigration. There is also indirect effect from unskilled immigrants whether when the stock of unskilled immigrants is increased, the salary of skilled workers is increased accordingly. In addition, net loss of wage and welfare in the group of low skilled workers is small even though there is a decrease in these elements in short term.

Chassamboulli and Pavilos (2013) conduct a research paper about the impact of immigration on the employment and wages of native worker. These researchers examine this impact with the data during 2000-2007 in Greece. Quantitative data analysis is employed in this research paper. Obtained result shows that unskilled migration impacts positively on skilled native workers in wage and employment. However, the impact of unskilled migration on unskilled native workers is ambiguous and it is depended on minimum wage level as well as how this level is determined accordingly.

Le et al. (2012) conduct a research paper with an analysis of interprovincial migration in Vietnam during the period of 1989-2009. These researchers apply quantitative data analysis with logistic regression model to be developed accordingly. The data which is used for data analysis is sampled from the 2009 population and housing census, the 1999 national census, the 1989 national census, and the 2008 Vietnam household living standards survey. They identify that interprovincial migration is associated with provincial economic factors and urbanization factors. Moreover, interprovincial migration is increased in the provinces which have higher monthly income per capita and urbanization rate.

Mohapatra et al. (2010) conduct a research paper about the impact of migration on economic and social development. These researchers highlight that international migration brings some positive effects to sending countries. In more detail, sending countries receive some benefits from international migration such as lower poverty rate, higher income, better health and education, and further economic development. However, there are some negative effect to sending countries such as higher fiscal cost to maintain social services, and the competition between natives and migrants. This research paper also discusses about the effect of international migration to climate change, fertility, national securities, and political institutions.

Rabe and Taylor (2010) conduct a research paper about the effects of wage, unemployment, and housing price on migration in U.K. Quantitative data analysis is applied in this research paper with a panel data is collected from the period of 1992-2007. These researchers identify that unemployment individuals have higher migration rate than other individuals and unemployment

individuals tend to move to the regions which have higher wage rather than moving to the regions which have higher employment opportunities. In addition, it is also identified that housing price impacts on the decision of moving and high housing prices in potential destination for migration reduces the migration rate due to credit constraints.

2.2. Labor market

According to the International Labor Organization (ILO), labor market is a market in which labor services are purchased and sold through the process of determining the level of employment of workers as well as wage level. This concept emphasizes that the labor services identified through paid employment. The labor market is understood as a system of social relations, norms and social institutions (including the law), ensuring the re production, exchange and use of labor. It also refers to the system of relationships is formed on the basis of value between the employer (the owner of the productive agent) and the employee (labor owner). The labor market - it is a special kind of commodity market, whose content is the problem of buying and selling goods of special significance - labor power, or labor capacity. According to Vietnamese economists, this concept is far more diversified and richer: "The labor market is all labor relations established in the field of labor hiring. The most basic form of labor, such as hiring and firing labor, salaries and wages, social insurance, labor disputes, etc.), where there is an exchange between the parties free labor and one employer. The labor market (or labor market) is the place where social relations between laborers (laborers) and labor buyers (labor users) are made, through various forms of agreement on prices (wages, wages) and other working conditions, on the basis of a written, oral or contractual employment contract or through contractual or contractual arrangements other. The labor market is the place where the social relations between the employed and the hired labor market are realized through the adjustment of wage prices. The labor market demonstrates the relationship between the labor force and the labor user in determining the quantity and quality of labor to be exchanged and the corresponding remuneration.

3. ANALYTICAL FRAMEWORK

An analytical framework is proposed in this study based on the previous empirical evidences and the research objectives. In this section, the researcher would like to conduct different regression analysis with following research models:

$$NFLabor_{it} = \beta_0 + \beta_1 NetMig_{it} + \beta_1 POPD_{it} + \varepsilon_{it} \ (1)$$

$$NSLabor_{it} = \beta_0 + \beta_1 NetMig_{it} + \beta_1 POPD_{it} + \varepsilon_{it} \ (2)$$

$$PSLabor_{it} = \beta_0 + \beta_1 NetMig_{it} + \beta_1 POPD_{it} + \varepsilon_{it} \ (3)$$

Where:

- $NFLabor_{it}$: The number of labors in the non-farm individual business in unit i in year t
- $NSLabor_{it}$: The number of labors in the non-state industry in unit i in year t
- $PSLabor_{it}$: The number of labors in the private trade and services in unit i in year t
- $NetMig_{it}$: The net migration to Hanoi in unit i in year t.
- $POPD_{it}$: The population density in unit i in year t in Hanoi.

Above research models are supported by previous empirical evidences. If out-migration and population downsizing lead to economic distress has been a controversial topic for many years in the economics literature (Card 2009). Neoclassical growth models see migration as the way by which a region adjusts to economic shocks (Pissarides & Wadsworth 1990). According to this view, as labor flows from low income per capita regions towards high income per capita regions, migration is conducive to faster convergence across regions. On the other hand, new economic geography theories have pointed out that migration itself may impede recovery and agglomeration economies cannot occur if the younger, better educated and skilled workers move out in response to economic decline (OECD 2009). There is increasing empirical evidence that workforce demographics are strongly correlated with productivity and output (Feyrer, 2007). The studies of the effects of labor mobility on convergence tend to either find no significant effects (Barro and Sala-i-Martin (1991)), or a negative association (migration leading to lower convergence across regions, Peeters). This study addresses this debate is to explore the tightness of the link between migration and unemployment in our time-varying data for a large and diverse set of regions. As different regions have different economic capacity to adjust to similar variation in their labor force, persistent out-migration may well be a problem only for a limited set of economies, characterized by other (unobserved) structural weaknesses. The researcher provides a model in which the share of labor in each economic sector to be responded to the change in population density and migration rate to the provinces:

4. DATA ANALYSIS AND FINDING

4.1. Evaluation of migrants to Hanoi

4.1.1. Overview of net migrants to Hanoi

In this section, the researcher would like to evaluate the migrants to Hanoi. At first, the data of 29 units with net migrants over the time is presented and examined and net migrant is shorted by highest to lowest values.

Table 1: Net migrants by Hanoi's units, %

Row Labels	2010	2011	2012	2013	2014	2015	2016	2017
Me Linh	15.61	17.05	22.22	17.58	17.05	17.85	14.37	15.77
Soc Son	14.25	14.81	20.71	18.65	17.97	16.26	15.05	15.08
Thanh Tri	12.31	13.05	14.47	13.92	15.35	11.17	15.81	14.20
Thanh Oai	12.69	15.15	20.36	13.78	12.97	10.86	11.20	13.64
Long Bien	14.21	14.18	17.13	14.89	13.66	13.51	13.40	13.16
Ba Vi	11.41	12.61	17.65	13.47	13.51	12.62	11.24	12.61
PhuXuyen	10.13	10.92	15.14	13.00	13.38	11.94	11.61	12.58
Dong Anh	13.69	14.63	17.20	15.57	15.43	14.07	12.95	12.55
Gia Lam	14.09	13.13	13.32	13.11	12.83	12.59	12.81	12.29
Thach That	11.94	11.72	14.75	13.41	11.96	11.64	9.96	12.22
Tu Liem	9.94	10.26	13.10	12.24	12.29	12.05	12.06	12.08
CauGiay	11.28	11.21	11.16	11.34	11.80	11.66	11.81	11.98
Thuong Tin	12.80	13.32	11.57	12.33	12.14	11.45	10.42	11.98
Hoai Duc	14.32	12.85	20.91	15.03	14.26	13.41	12.20	11.92
Dan Phuong	13.57	15.42	20.11	15.98	14.73	13.65	10.65	11.89
Quoc Oai	14.54	13.44	18.20	15.84	15.58	12.70	11.57	11.75
Chuong My	12.05	11.61	13.40	13.11	12.53	12.17	11.01	10.78
My Duc	15.89	11.75	17.74	14.36	15.19	8.94	12.71	10.77
Hoang Mai	11.53	11.74	15.86	12.51	12.33	11.25	10.64	10.57
Thanh Xuan	10.65	10.54	10.56	10.55	10.50	10.36	10.50	10.50
PhucTho	12.79	13.07	17.25	12.72	11.46	10.78	11.37	10.47
Tay Ho	12.57	12.05	15.65	12.05	12.22	11.87	10.36	10.42
HoanKiem	10.46	13.03	13.43	13.52	12.46	12.81	12.68	10.41
Ba Dinh	11.98	13.44	14.39	13.04	13.31	10.88	10.65	10.10
Ha Dong	14.43	9.86	13.54	13.37	12.56	9.28	11.49	10.09
Son Tay	11.43	10.50	13.44	12.19	11.39	9.77	10.10	9.39
Ung Hoa	9.90	10.26	14.41	10.07	9.44	9.54	8.46	9.04
Dong Da	11.25	12.95	14.31	12.30	11.35	10.36	9.17	8.76
Ha Ba Trung	8.72	10.14	10.57	7.66	8.07	6.01	5.20	6.72
Average	12.43	12.58	15.61	13.37	13.02	11.77	11.43	11.51

Source: Hanoi Statistics Office (2018)

Among 29 units of Hanoi, Me Linh is the province with highest net migrant which is stood at 15.77% in 2017. The second and the third place are belonged to Soc Son (15.08%) and Thanh Tri (14.20%). It is surprisingly due to Me Linh, Soc Son, and Thanh Tri are not closed to the center of Hanoi. On the other hand, there are 9 units which are within Hanoi's center, including Ba Dinh,

CauGiay, Dong Da, Hai Ba Trung, HoanKiem, Hoang Mai, Long Bien, Tay Ho, and Thanh Xuan with net migrant rates are 10.10%, 11.98%, 8.76%, 6.72%, 10.41%, 10.57%, 13.16%, 10.42%, and 10.50%.

Table 2: Net migrants versus population density by Hanoi's units in 2017, %

Row Labels	Net migrant	Population density (people / km2)
Me Linh	15.77	1,591
Soc Son	15.08	1,112
Thanh Tri	14.20	4,081
Thanh Oai	13.64	1,657
Long Bien	13.16	4,871
Ba Vi	12.61	666
PhuXuyen	12.58	1,234
Dong Anh	12.55	2,095
Gia Lam	12.29	2,406
Thach That	12.22	1,124
Tu Liem	12.08	7,537
CauGiay	11.98	22,178
Thuong Tin	11.98	1,944
Hoai Duc	11.92	2,782
Dan Phuong	11.89	2,106
Quoc Oai	11.75	1,271
Chuong My	10.78	1,425
My Duc	10.77	859
Hoang Mai	10.57	10,206
Thanh Xuan	10.50	31,432
PhucTho	10.47	1,556
Tay Ho	10.42	7,010
HoanKiem	10.41	30,359
Ba Dinh	10.10	26,714
Ha Dong	10.09	6,616
Son Tay	9.39	1,324
Ung Hoa	9.04	1,115
Dong Da	8.76	42,259
Ha Ba Trung	6.72	31,516

Source: Hanoi Statistics Office (2018)

To explain for this situation, the researcher compares the net migrant rate and population density by each unit. Obtained result shows that Hai Ba Trung is the unit with lowest net migrant because of it has highest population density at 31,516 people per square kilometer. Me Linh has highest net migrant rate and it is among the units with low population density. Another reason is that Me Linh has some industrial parks in which Quang Minh Industrial Park I has total land size up to 407 hectares and the occupancy rate of 95%. Moreover, Me Linh has 180 firms which are operating in this unit's industrial zone, contributing about VND 400 billion to the state budget and creating more jobs opportunity and compensation level for more than 30,000 workers. Only in the first half of 2018, the industrial production value of the whole district reached over VND 8,320 billion, accounting for 83.4% of the total value of economic sectors of Me Linh. Soc Son is only after Me Linh in term of net migrant rate. The reason is that the government targets Soc Son to become satellite towns to main city center. With the advantage of more than 6,000 hectares of forest and fruit trees have been planted by Soc Son's people under the program of greening bare land and bare hills. Soc Son also has more than 4,500 ha of environmental protection forest that turns the unit to important ecological tourism of the city. Soc Son also has a strong economic structure with the share of industrial and service sector is nearly 90% and the percentage of non-agricultural workers is nearly 70% of total unit's workforces.
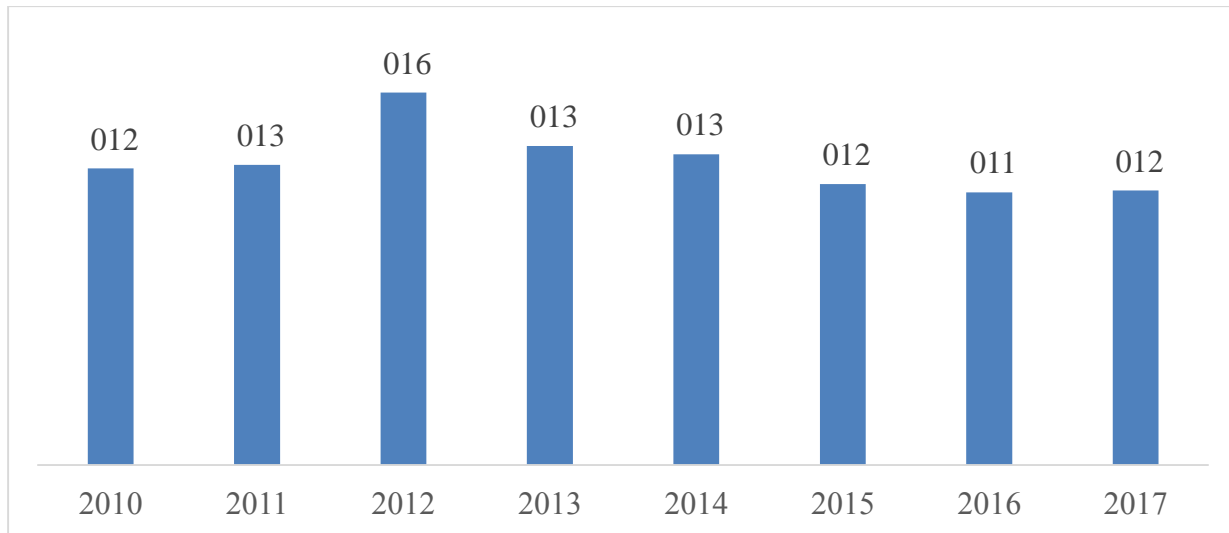

Figure 1: Average net migrant rate in Hanoi, %

Source: Hanoi Statistics Office (2018)

Moreover, the trend of net migrant in Hanoi is captured through average value from 2010 to 2017. It is showing that net migrant rate to Hanoi is increased from 2010 to 2012 and then it is decreased continuously from 2013 to 2017 (*see figure 1*).

4.1.2. The reason of migration to Hanoi

To identify the main reason that lead to the migration to Hanoi, the researcher examines a report which is developed by the cooperation between General Statistics Office and UNFPA during 2015.

Table 3: The reason of in- and out-migrants

Reasons	Vietnam	Hanoi	Ho Chi Minh
General reasons			
Total	**100,0**	**100,0**	**100,0**
Job and economic reasons	34.7	40.2	32.6
Learning reasons	23.4	25.2	13.6
Family-related reasons	25.5	19.5	20.0
Others	16.4	15.1	33.8
Number of respondents	*4,969*	*523*	*500*
In-migrants			
Total	**100.0**	**100.0**	**100.0**
Job and economic reasons	38.1	39.8	32.8
Learning reasons	23.4	27.3	14.5
Family-related reasons	21.5	18.4	19.0
Others	17.0	14.4	33.7
Number of respondents	*3,757*	*472*	*469*
Out-migrants			
Total	**100.0**	**100.0**	**100.0**
Job and economic reasons	24.1	43.1	29.0
Learning reasons	23.3	5.9	0.0
Family-related reasons	38.0	29.4	35.5
Others	14.5	21.6	35.5
Number of respondents	*1,212*	*51*	*31*
Male respondents			
Total	**100.0**	**100.0**	**100.0**
Job and economic reasons	38.4	47.0	37.1
Learning reasons	23.7	24.9	14.9
Family-related reasons	20.5	9.7	12.4
Others	17.4	18.4	35.6
Number of respondents	*2,210*	*217*	*202*
Female respondents			
Total	**100.0**	**100.0**	**100.0**

Job and economic reasons	31.8	35.3	29.5
Learning reasons	23.1	25.5	12.8
Family-related reasons	29.5	26.5	25.2
Others	15.6	12.7	32.6
Number of respondents	*2,759*	*306*	*298*

Source: General Statistics Office (2015)

During 2014, 51.1% of migrants decideto move to other cities and provinces in order to find a job while 47.6% of migrants want to improve their living standards and 20.8% of migrants decide to move to other places in order to live near their relatives (GSO, 2004). Thus, economic factors are the most fundamental reason to migrate and following economic reason is the reasons related to the family. According General Statistics Office (2015), economic problems remain a reason that lead to the decision to migrate. It is showing that nearly 30% of migrants decide to move to other places in order to get a job while 11.5% migrants want to have better living conditions, 11.9% of migrants provide a reason of which they want to move to new places as it is convenient for their works.

4.1.3. The effect of net migrants to labor market of Hanoi
There are some variables that are collected in this study, including net migration rate, population density, labors in the non-farm individual business, labors in non-state industry, labors in private trade, number of acting enterprises, number of non-farm individual business, and number of establishments in private trade. These variables help the researcher to understand how the net migrants affecting to labor market in Hanoi. Obtained result is presented as below:

Table 1: Descriptive statistics with transformation value

Variables	N	Minimum	Maximum	Mean	Std. Deviation
Net migrant	232	0.05	0.22	0.1271	0.02516
Population density	232	5	6	5.46	0.321
Labors in the non-farm individual business	232	9	11	9.94	0.347
Labors in non-state industry	232	8	11	9.64	0.468
Labors in private trade, services	232	9	10	9.39	0.364
Number of acting enterprises, cooperatives lagged 1 year	232	5	9	7.28	1.212
Number of non-farm individual business	232	9	10	9.34	0.291
Number of establishments in private trade, services	232	8	10	8.93	0.342

Source: Author's Calculation

The data is collected for 29 districts of Hanoi. It is denoted that there are 30 districts but the researchers combine two units together. They are Nam Tu Liem and Bac Tu Liem due to the lack of the past data since these units are separated recently. Moreover, the researcher applies natural logarithm function to transform the value of population density, labors in the non-farm individual business, labors in non-state industry, labors in private trade, number of acting enterprises, number of non-farm individual business, and number of establishments in private trade. In this context, there are 232 observations in the dataset.

4.2. Regression analysis

Obtained result for three research models with fixed and random effect are stated as below:

Table 5: Regression results with fixed effect

Variable	Model 1		Model 2		Model 3	
	Fixed	Random	Fixed	Random	Fixed	Random
Constant	8.435479	8.706944	8.976268	8.836586	6.652929	6.730094
	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)
Net migration	0.4502618	0.5477703	-0.7522864	-0.7015391	2.059133	1.370062
	(0.600)	(0.514)	(0.445)	(0.466)	(0.042)	(0.160)
Population density	0.2812738	0.2290482	0.1345744	0.1590859	0.4558098	0.4577331
	(0.000)	(0.000)	(0.102)	(0.036)	(0.000)	(0.000)
R-Square	0.0006	0.0008	0.0619	0.0635	0.1801	0.1957
Hausman	3.75		0.68		8.17	
	(0.1531)		(0.7129)		(0.0168)	

Table above provides the results of fixed effect (FE) and random effect (RE) model for three models. At first, estimated result for Model 1 with fixed effect shows that population density has positive and significant effect on labor in the non-farm individual business while net migration has positive and insignificant effect on labor in the non-farm individual business and overall R-Square is 0.0006. Hausman test for Model 1 returns the value of 3.75 and p-value is higher than 0.05. Therefore, RE is better than FE in case of Model 1.

Second, estimated result for Model 2 shows that net migration has negative and insignificant effect on labor in non-state industry while population density has positive and significant effect in case of random effect and it has positive and insignificant effect in case of fixed effect. Hausman test returns the value of 0.68 and p-value is higher than 0.05. Therefore, random effect is better than fixed effect in case of Model 2.

Third, estimated result for Model 3 illustrates that both net migration and population density have positive and significant effect on labor in private trade. However, only population density has positive and significant effect on labor in private trade in case of random effect model. Net migration does not have significant effect on labor in private trade in case of fixed effect model. Hausman test returns the value of 8.17 and p-value less than 0.05. Therefore, fixed effect model is better than random effect model in case of Model 3.

5. RECOMMENDATION

In order to properly recognize the role of migrant workers and to adopt appropriate policies for these migrants, there are some recommendations are proposed:

Firstly, employment opportunities should be created for migrant workers. The main reason for motivating migrant workers is economic reasons. Workers who migrate to urban areas, industrial zones are driven by pushes from the countryside; it is lack of arable land, low labor productivity in agriculture and rural areas leads to low and insecure incomes of workers. Reducing economic pressure in the place of emigration leads to a reduction in the pressure of labor migration. Therefore, increasing employment in rural areas will reduce the influx of migrant workers. As their destination is mainly industrial parks and export processing zones, a scattered industry development strategy for rural areas and small urban areas should reduce this migration flow. Of course, when building industrial parks pay attention land fund for housing for workers, as this is the top difficulty of the current workforce. In recent years, big cities such as Ho Chi Minh City, Hanoi and neighboring areas have attracted more foreign direct investment (FDI) and attracted the most migrant workers. Therefore, the policy of developing industrial zones is evenly distributed in regions that will distribute surplus labor from rural areas to help them have jobs right in their homeland. This is a model of non-descent agriculture has been applied quite a lot in the past. At the same time, the local government should have a policy to expand employment opportunities and

support migrants to set up production and business establishments in their local communities in order to utilize the skills and knowledge that they get.

Secondly, it is necessary to have a policy to ensure the legal status of migrant workers. The role of migrant workers is undeniable, they have contributed positively to the socio-economic development where they come. However, their lives are more difficult, especially in terms of housing. Local authorities should pay attention to this object in order to stabilize their lives in terms of housing, their children's education, medical services and other public services. One of the biggest barriers that migrant workers have to overcome is to be equal to the local people who are permanent residents. Since there is no permanent residence register in the locality, it is difficult for migrant workers to apply for their children to attend school, especially kindergartens and primary schools. Local governments need to develop policies to support migrant workers integrate with local people, so that they can participate in associations, mass organizations, communities and cultural associations.

Thirdly, it is necessary to change the administrative procedures in favor of and fair to migrant workers. As analyzed, migrant workers face many difficulties and discriminate in the enjoyment of public services. Therefore, governments at all levels need to change administrative procedures in order to ensure the same. Fair treatment, respect for the rights and legitimate interests of citizens, creating favorable conditions for migrant workers to stabilize their livelihoods and enjoy basic social services.

Fourthly, it is necessary to actively ensure the implementation of social security for migrant workers. Ensuring social security is a key factor for migrant workers and is really useful for the poor and other disadvantaged groups, irrespective of their place of residence. Labor policies and laws should be aimed at protecting the rights of migrant workers in the destination and ensuring access to social services, health care and housing, without necessarily having to Household. Creating stable conditions for migrant workers through social protection and improving access to basic social services is the best way to stabilize society, ensure social security and sustainable development.

6. CONCLUSION

Although there are certain social consequences, migrant workers are clearly indispensable in the current situation in Vietnam. Domestic migrant workers should be recognized as a development problem (rather than a phenomenon to be controlled). This issue should be noted in national strategy documents. Migrants from rural to urban areas are often referred to as unofficial, working in informal areas and are not directly managed by a specific authority. In this respect, state management of migrant workers should be an official function of a ministry / department (the most appropriate one now is the Ministry of Labor, Invalids and Social Affairs). Governments at all levels should grasp the view that migrant workers are an additional source of labor for the locality.

Considering the problem of migrant workers is a development issue rather than a social problem. This is a basic condition for local governments to make policy decisions in the direction for migrant workers. The existence of restrictions on household registration for migrant workers is the result of administrative management with an economic phenomenon. Restricting migrant workers through administrative measures will not reduce the number of migrant workers but only increase the vulnerability of this particular victim. Governments at all levels, therefore, need to reform more thoroughly in the household registration system so that the household registration system is only an administrative tool for population change, support for the calculation and planning social economic development.

The role of local governments is very important because they are the decision-making level that directly affects migrant workers. Support for vocational training, support and advice on employment information, and support in housing policy are tasks that local governments need to do to support migrant workers. At the same time, unions should also ensure increased community integration and the protection of the legitimate interests of migrant workers. In short, migrant workers in the current context are indispensable in the socialist-oriented market economy. In the coming years, the trend of migrant workers will continue to increase. In order to ensure the legitimate interests and equality of the labor force, the State, as well as the localities where migrant workers are working, should develop and implement policies for with the migrant workers in a synchronous, scientific manner, suitable to achieve the goal of a prosperous people, a strong country, an equitable, democratic and civilized society.

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