

Research on Job Opportunities and Challenges in the Field of Labor Export in Vietnam

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Abstract

In recent years, it can be seen that the field of labor export is experiencing steady growth. Labor export is a popular type of economic activity worldwide in general as well as in Vietnam in particular. To be known as the "economic empire", Japan is a developed country, but due to the influence of the aging population structure, there is always a high recruitment demand for foreign workers. According to statistics, Vietnam is one of the countries that provide a relatively large labor force through units associated with Japanese enterprises in many different fields and professions such as nursing and engineering. In the current digital technology era, exporting labor to Japan not only has the opportunity to live and work in a modern technical environment, but also to be paid a premium rate by businesses here. The salary is commensurate with the qualifications of the workers. The article is completed based on survey results, actual interviews, as well as from previous and current available studies and documents. Research results have shown that exporting Vietnamese laborers to Japan not only solves the problem of finding a job after graduating from university, but it is also an opportunity to exchange and learn the virtues as well as other skills. Traditional culture has always been admired by the whole world.

Keywords: Employment, Japan, labor export

1 INTRODUCTION

In the process of international integration like today, reality has shown the importance of labor export, playing an indispensable role in facilitating and promoting Vietnam to establish a new labor-oriented structure market. From there, it creates opportunities for Vietnamese workers to participate more deeply in international labor division and cooperation. Not only that, in recent years, the form of sending workers abroad to work has not only increased in quantity but also in quality has been increasingly enhanced and focused, in order to open the door to export to other countries with high quality market for Vietnamese people [1]. Therefore, it is easy to see that the demand for recruiting highly-skilled workers in many developed countries in the near future is very large and of course it is impossible not to mention Japan, which is considered one of the most important countries in the economic empires in the world. This will be the "golden key" for students nationwide in general and Japanese language majors in particular. With the advantage in terms of language and fully equipped with skills and knowledge about life and people here, many students after graduating with a bachelor's degree in Japanese language have decided to embark on the road export labor through the land of the rising sun. I carry the dream of being able to apply what I have equipped when I was in school and learn more about the way of life and work of people who are considered the norm around the world [2].

2 RESEARCH HISTORY

According to Nguyen (2018), labor export is considered an important and long-term strategy, not only contributing to solving job problems, increasing income sources and improving life for a part of Vietnamese people workers but also generate foreign currency revenue for the country. This is also a measure to acquire and transfer advanced technology from abroad, help train a quality workforce and strengthen international cooperation relations, creating conditions for Vietnam to increasingly integrate and develop. Anh et al (2019) also emphasized that compared to other Asian countries, this activity in Vietnam takes place more slowly, so it is important to strengthen policies to support and develop human resources to export to the international labor market [3].

In the context of the growing gap between the rich and the poor, the phenomenon of labor migration as a trend has not seen an end, so this is considered an urgent issue in Japan since then the government has proposed policies to support foreign workers. Besides, Hoi (2020) mentioned that many large companies in Japan tend to focus on recruiting foreign workers, especially for international students [2]. The government and Japanese universities have also worked together, setting forth policies to support, create conditions, and build an effective learning and working environment for these foreign students. Angsuthanasombat (2008) also emphasized that before there was no announcement of policies on receiving foreign workers, many students after studying in Japan returned home and found jobs like desire [4]. However, after implementing the policy to support, the perception of many international students has changed. In order to survive in the era of industrialization, where competition is increasingly fierce as in recent years, Japanese companies are more and more active in developing global human resources such as highly skilled foreign human resources with in-depth knowledge and skills, as well as research on business employment to support students in the international working community [1].

3 RESEARCH CONTENTS

3.1 Actual situation of Vietnamese labor export to Japan

Accompanying the process of globalization is the issue of international labor migration. Many studies show that there has never been a period in human history when international labor migration has become as widespread as it is today and Vietnam is also one of them. Because it is in the stage of recovery and development, most of the Vietnamese people are still in poverty, unemployed, have little access to modern education, so with the desire to improve and improve the quality of life for the people, the government has strengthened and introduced many policies to promote Vietnamese people to export labor to developed countries, including Japan [4]. As a country that is considered ahead of its time but heavily influenced by the aging population structure, Japan always has a high recruitment demand for foreign workers. According to statistics, Vietnam is always in the top 3 countries with the highest percentage of living and working in Japan. But as a country with a young population structure, abundant labor force, high growth rate but uneven distribution, most of them are concentrated in rural areas where the education level is still low. So in the past, labor export people were mainly in remote areas, with difficult economic conditions, although it could solve the problem of employment, this was also considered a big challenge for the country to improve the knowledge and skills of the working people to catch up with the trend of globalization in the world [3].

Nowadays, as it becomes a new trend, more and more people choose to export to this industrial country in search of opportunities to work in a dynamic, modern and developed environment [8]. Due to increasingly fierce competition, workers are required to improve themselves, improve their skills, and overcome language barriers to continue on the chosen path. In particular, for the group of people belonging to intellectual workers in general and students after graduation in particular, they are always warmly welcomed by large companies in Japan, because they are equipped with knowledge and essential skills to be ready to enter the process of working, cultivating and gaining experience in this country [4].

3.2 Methods, objectives, scope and objects of the study

This article is based on a number of methods such as survey and statistical analysis from previous and current studies. The two main methods used are the quantitative method and the qualitative method. The objective of the study is to point out urgent problems for students of Japanese language major who are oriented to step into the path of labor export after graduation. The scope and research object of the article are Japanese language students in Ho Chi Minh City as well as aspects of opportunities and challenges of labor export for the target group.

3.3 Research results and discussion

As a country heavily affected since World War II, Japan's economy plunged into a serious crisis. But with the resilience and solidarity of the entire Japanese people, the country's economy is growing at a dizzying speed, which is considered a "miracle" development of the economy in this country at that time. From a ruin after the war, Japan has now become the second economic power in the capitalist world after the United States. Since then, all over the world, especially young people, have begun to tend to learn Japanese with the desire to study and work in this modern country, which is shown in Table 1 below.

Table 1: Opportunities of exporting labor to Japan for students

| Opportunity | 1 | 2 | 3 | 4 | 5 | Total Answers | Total Scores | Average Level |
|--|----|---|---|----|---|---------------|--------------|---------------|
| 1. There are many opportunities to work in a professional environment in Japan | 1 | 2 | 6 | 9 | 2 | 20 | 69 | 0.23 |
| 2. The discipline at work of the Japanese is worth learning, so coming to Japan to work is a good opportunity to practice. | 1 | 0 | 4 | 11 | 4 | 20 | 77 | 0.26 |
| 3. Having the advantage of foreign languages, after graduating from school, it is easy to find a job in Japan | 1 | 8 | 5 | 6 | 0 | 20 | 56 | 0.18 |
| 4. Choose the path to export labor to Japan just for the sake of making money | 1 | 3 | 6 | 10 | 0 | 20 | 65 | 0.21 |
| 5. Japanese language learners can only work in Japanese companies | 14 | 0 | 3 | 0 | 3 | 20 | 38 | 0.12 |
| | | | | | | | 305 | 1.00 |

Out of the total of 5 questions mentioned in Table 1, question 2 shows that it is the Japanese work ethic and discipline that is what many Vietnamese students care about and look forward to learning and experiencing the most when working here. Besides, the number of bachelors majoring in Japanese is increasing, which means that the competitive market is becoming more and more fierce. As through question number 3 also shown in Table 1, most of the answers disagreed, saying that just having an advantage in foreign languages can easily find a job in Japan. Thereby, it shows the true awareness of today's young people about the new labor market. Therefore, in addition to opportunities, labor export also has many potential difficulties for graduates, which are shown in Table 2 as follows.

Table 1: Challenges of exporting labor to Japan that students face

| Challenges | 1 | 2 | 3 | 4 | 5 | Total Answers | Total Scores | Average Level |
|--|---|---|----|----|---|---------------|--------------|---------------|
| 1. Although majoring in Japanese studies, language is still the biggest barrier | 0 | 3 | 5 | 10 | 2 | 20 | 71 | 0.23 |
| 2. Because the demand for recruiting intellectuals in Japan is very high, the market is fiercely competitive, so it is difficult to have a position. | 2 | 4 | 0 | 10 | 4 | 20 | 70 | 0.22 |
| 3. Japanese people are serious and harsh, so they won't be able to bear the pressure when working here | 0 | 3 | 14 | 3 | 0 | 20 | 60 | 0.19 |
| 4. Japanese companies are famous for their behavior of "exploiting labor", so going there is the last way for Japanese learners. | 1 | 6 | 8 | 5 | 0 | 20 | 57 | 0.18 |
| 5. Labor export to Japan is due to the pressure of looking for a job because no one wants to come here to work | 1 | 5 | 11 | 2 | 1 | 20 | 57 | 0.18 |
| | | | | | | | 315 | 1.00 |

Out of the total of 5 questions in the table above (Table 2), question 2 shows that most of the students are aware of today's market requirements for good skills and technical skills. Although Vietnam's labor market is rich in quality, it is seriously lacking in quantity. But in recent years, Vietnam has paid more attention to skills training and improving skills for domestic labor force. This not only solves the pressure on jobs, saves a lot of investment capital for employees, but also a huge source of foreign currency revenue for the country. According to statistics, in 2007 the number of Vietnamese nationals in Japan ranked second and second only to China with 240,259 people, accounting for 18.8% of the total. Vietnam's annual growth rate is high at 39.7%, and by 2016, more than the total number of people who export labor here are skilled interns [5]. According to the actual survey, 35% of the total surveyed subjects are students who think that it is the lack of experience and low skill level that is the biggest challenge when intending to export labor from Vietnam to Japan (Figure 1).

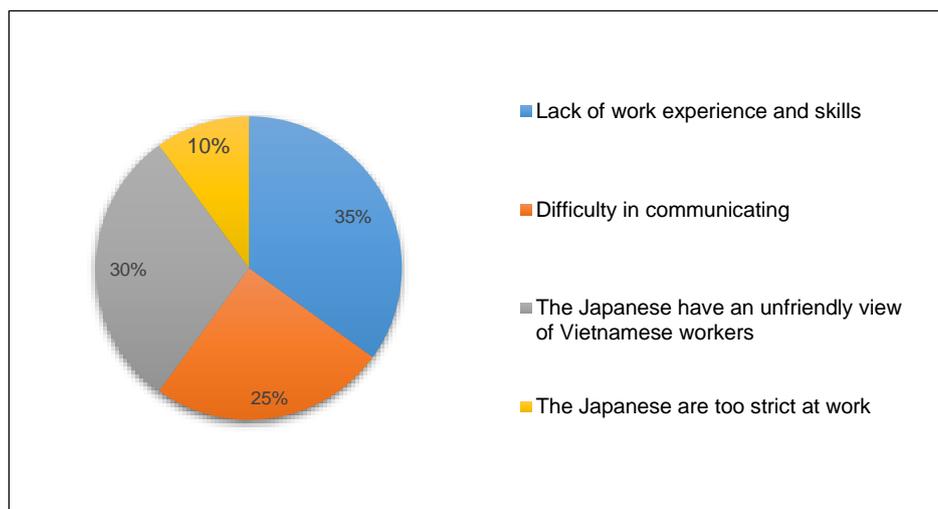


Figure 1: The biggest challenges of exporting labor to Japan that students face

Despite facing many challenges, big and small, this road to Japan still attracts many young people around the world in general and in Vietnam in particular. Partly thanks to the policy of promoting labor between the two countries Vietnam - Japan, helping Vietnamese people overcome all barriers, changing their perception so that they can focus more on the quality of daily life [1]. According to statistics in recent years, more and more Japanese enterprises have appeared that have the need to recruit foreign human resources with high qualifications from university graduates or higher, according to a survey in 2018 more than 57.8% in 2018. A total of 611 companies interviewed are expected to hire international students and this number has increased to 67.8% in 2019 [5]. Facing this motivation, more and more Vietnamese students are following the path of labor export to Japan [9]. Not only have access to a modern and dynamic working environment, but also an attractive salary and bonus scheme. This is the common attraction of most developed countries who want to attract highly qualified and highly skilled human resources to their countries to work [6]. According to the actual survey, 55% of the total respondents said that a high income, generous welfare regime is the biggest motivation when students decide to choose the path of labor export to Japan (Figure 2).

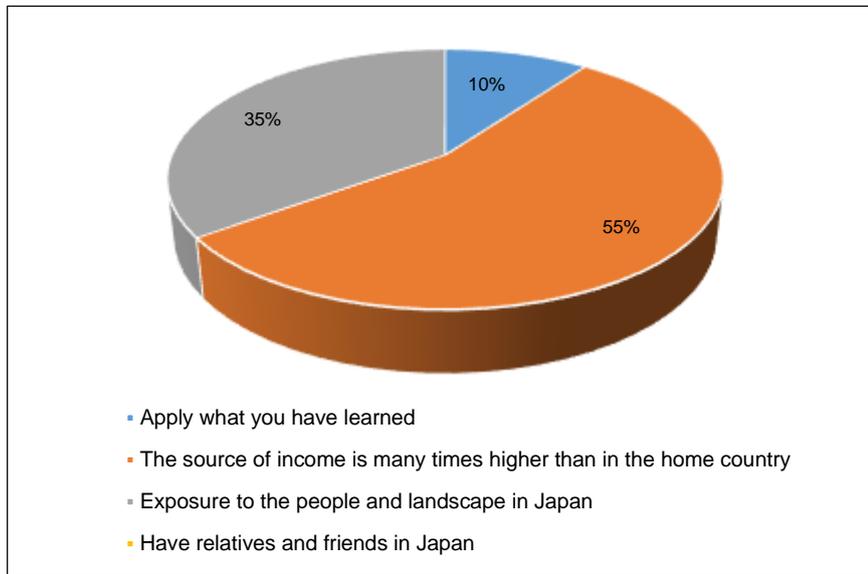


Figure 2: Motivation for new graduates to choose the path of labor export

Through face-to-face interviews conducted via Google forms about job opportunities and challenges in the field of labor export to Japan for new graduates, the majority agreed with the idea that Japan is ideal country to work and collide for those who want to hone their knowledge, skills as well as improve their sense of self. And when the question is asked "Do you intend to go to Japan to work abroad after graduation? Why/Why not?" Only about 30% of the answers indicated that they intend to come here to work to gain experience, the rest do not intend to due to the harsher economic and working environment compared to other companies in Vietnam [10].

3.4 Some proposed solutions

After analyzing the current situation, opportunities and challenges of employment in the field of labor export as well as surveying students' opinions, a number of solutions have been proposed to overcome the difficult problems that students face. New graduates have to face when choosing the export route to Japan to work [1].

First, in order to be able to be more advantageous and dominant than competitors in the market today, it is extremely important to have a solid Japanese language baggage. Not only stopping at familiar sentence patterns and vocabulary used in daily conversations, but due to the characteristics of the working environment, it is necessary to improve business Japanese as well as master the structures related to respectful attitude and humility [5].

Besides, listening and speaking skills will be especially focused when working in Japan. Practicing these two skills well early on will help students from the very beginning. Not only leaving a good impression at the first meeting, but also bringing many promotion opportunities for future work. Due to the different cultural characteristics of each country, companies in Japan also have their own behavioral culture. It will not be superfluous, when from the very beginning, students have equipped themselves and learned through the behavioral culture in companies in Japan. From there, it is possible to limit many unnecessary mistakes and create a good view in the eyes of leaders [4].

On the other hand, with today's fiercely competitive market, it is not enough to just master Japanese, but it is necessary to cultivate other knowledge and skills in order to improve one's working skills (Hoai, 2014). Language in general and Japanese in particular is only seen as a supporting tool, and specialized knowledge and skills are what companies are really looking for [6].

Finally, labor export is to go to work, not to travel, so you should clearly define your position as an employee, you need to absolutely comply with the legal requirements of the employer in Japan. Moreover, when you have just moved to work in a foreign country, making mistakes is inevitable [11]. However, social evils and illegal deeds are absolutely something that should not be involved, because here the image of Vietnam will be judged by the behavior of the Vietnamese people, a bad Vietnamese

person is the whole of Vietnam, this greatly affects the view of the S-shaped country in the eyes of international friends. As an employee, the loss inherently belongs to the working people, so in addition to responsibilities, regularly update information about foreign labor rights as well as know information about the Embassy, the management board of the company, labor managers or export enterprises for timely to get support when unexpected problems occur [12].

4 CONCLUSION

Labor export in Japan is considered a form of building relationships between countries through the process of economic integration and human exchange. Thereby, it can be seen that labor export is considered a long-term development path in Vietnam and is never considered old compared to the times. Therefore, from the survey results, it is shown that besides Japanese, skills and qualifications need to be focused more on improving, which plays an extremely important role for students to be competitive with competitors not only in the country but also in the international market. In addition, cultivating soft skills or accumulating additional cultural knowledge of the host country also contributes to the journey of living and working in the land of the rising sun. Therefore, they must actively learn and improve their own knowledge to be able to meet the actual labor needs of society.

LIMITATIONS

The article still has certain limitations in terms of content and form. Hopefully it will be improved in the not too distant future.

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