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### Employment Policy for Employees from Rural to Hanoi City

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#### Abstract

Migration is an objective factor in the process of socio-economic development in developing countries, it is the driving force promoting equitable development, contributing to the increase of rural income, reducing the rich-poor divide between regions in the country through the distribution of labor and employment needs. Migration helps economic development because migration helps to reallocate labor resources from places where labor is abundant to places where labor is needed.

In which, migrant labor becomes an indispensable component of the development process between regions and territories. Rural labor migration to urban areas and industrial zones is a strong trend, playing a very important

role in the socio-economic development of the country. Over the years, migration has become the choice of people to improve their livelihoods and create business opportunities and it has become an indispensable component of the typical development process. for the reciprocal relationship between regions and territories. However, this is also the most vulnerable labor force and difficult to access to social security policies, including employment policies. Therefore, in this article, the author has deeply analyzed the employment situation of migrant workers from rural areas to Hanoi city and proposed some solutions to improve the employment of this group of people during the period of time next.

**Keywords:** Jobs, Migration, Cities

#### 1. Introduction

In the past decade, the process of industrialization and urbanization has led to strong population growth in urban areas. At the same time, urban lifestyle is increasingly clearly shaped. Demographic characteristics of the urban population are significantly different from those of the rural population, such as: smaller family size in urban areas; Urban people marry later and have fewer children. Urban residents also have many advantages compared to rural residents in the development process: better housing conditions, more opportunities to access life amenities such as grid electricity, hygienic water and good conditions. Study and work in an environment that requires specialized training. These advantages are clearly shown in areas with a high level of urbanization like Hanoi.

However, besides that, employment policy for migrants to the city also poses an urgent problem that needs to be resolved for managers in Vietnam's capital.

#### 2. Theoretical basis for migrant workers and employment policies for migrant workers

Migration is the change of human residence, from one territorial unit to another within a certain period of time. Besides affecting changes in age and gender structures in regions and provinces/cities, migration also changes the urbanization process in our country. This population fluctuation requires appropriate policies and programs to create conditions for migrants to have a stable life.

Migrant workers are often poor, low-skilled workers, mainly from rural areas, so their skills are low, they have not even undergone vocational training, their industrial style and legal knowledge are limited. Unstable, long-term work.

Migration is often associated with a potentially increased level of employment risk in groups of low-skilled and educated workers, female workers, middle-aged and elderly workers due to changes in production structure and change. new growth model. Labor market fluctuations require policies and laws on employment for migrant workers to be innovated and improved to become an effective labor market management and regulation tool with the goal of The purpose is to support workers to proactively prevent and minimize risks, while enhancing skills and opportunities to participate in the labor market for workers.

### 3. Research methods

The article uses qualitative research methods including two basic methods: Data collection, synthesis and analysis and evaluation. Based on the synthesis of data related to the employment status of migrant workers in Hanoi city, the article offers some solutions to improve employment policies for this group in the coming time.

### 4. Current employment situation for workers migrating from rural areas to Hanoi city

#### 4.1 Some results have been achieved in employment issues for workers migrating from rural areas to Hanoi city

*First*, migration from rural areas to Hanoi city has created jobs for a large number of workers: tens of thousands of migrant workers have been recruited to work in factories, agencies, and businesses. businesses in the public and private sectors; Thousands of freelance workers also find very diverse jobs that urban areas need people to do, such as: Scrap purchasing, small businesses, domestic workers, taxi drivers, motorbike taxi drivers, workers. construction,... This shows that migrants have contributed a significant part of the labor source to industrial parks and service industries in the city, contributing to socio-economic development. urban area association.

*Second*, most workers migrating to the city have achieved their goals of finding jobs, increasing income, providing financial help to their families to improve their lives or investing in production. Through that, they have contributed to reducing the pressure on surplus labor in the countryside, creating jobs in general and contributing to poverty reduction in their homeland.

*Third*, the living and working environment in the city is a favorable condition for young migrants to learn many useful things, expand their knowledge, improve their skills and strive to achieve success. your dreams.

#### 4.2 Challenges to employment issues for workers migrating from rural areas to Hanoi city

*First*, the unemployment rate of migrants to Hanoi is still high. According to the 2020 Labor and Employment Survey, the number of unemployed migrants to Hanoi is 3.9 thousand people, equivalent to 6.41%. While this rate in the city. HCM is 5.39%.

*Second*, the majority of people who migrate freely from rural areas to Hanoi city have low skills, are untrained, and are not equipped with the necessary knowledge about industrial working conditions and the environment. Because they live in urban areas, they often have difficulty finding jobs and only do simple, seasonal jobs.

*Third*, the majority of freelance workers, working in the informal economic sector, accept to work without a labor contract or insurance, but only verbally agree on wages and employment with employer. Therefore, they do not know how to protect the rights and interests of workers prescribed by law. Besides, their working time is often longer than the time prescribed by law; Rest regime is not guaranteed; When sick, there is no health care.

### 5. Solutions to improve employment policies for workers migrating from rural areas to Hanoi city

Labor migration is a global problem, no country in the world can stand outside that general trend. However, to protect the legal rights and interests of workers working abroad for a

limited time under labor contracts as well as create conditions for them to make certain contributions to the country after returning., need to implement some of the following solutions:

*First*, establish employment support centers for immigrants. This solution, when implemented, will create conditions to help immigrants find jobs, as well as strengthen management of immigrants working in Hanoi; At the same time, gradually forming a suitable labor market to help managers perform their functions well.

*Second*, consulting and job introduction: Workers are consulted, introduced to jobs and provided with free labor market information at local Employment Service Centers.

*Third*, employment service centers support migrant workers with consulting activities, providing labor and employment information; career counseling, job introduction; Organize fostering and training on job search and working skills.

*Fourth*, to overcome the situation where immigrants to urban areas are generally unskilled or not highly skilled, it is necessary to implement a number of solutions such as: strengthening career guidance propaganda for students right from the start. high school; Open extracurricular vocational courses according to aspirations and strengths for students in high school classes; Based on research on the economy's demand for quantity and quality of labor resources for each type of occupation, vocational schools have appropriate enrollment and training plans.

*Fifth*, survey the situation of migrant workers in provinces, cities, and key economic regions with a large number of migrant workers coming in and localities with a large number of migrant workers leaving; Survey the situation of migrant workers in border provinces to have appropriate policies to protect the legal rights of migrant workers.

### 6. Conclusion

The process of industrialization and modernization of the country, many large industrial parks have been built in Hanoi city along with the rapid urbanization process has led to the development of industrial parks. Industry, urban areas and the dynamism of economic sectors have created many jobs, attracting a large number of workers from rural areas to migrate to Hanoi to find jobs. Migration is an important factor, a positive driving force in promoting socio-economic development, contributing to population redistribution, labor economic restructuring, job creation, hunger eradication and poverty reduction., is a part of the sustainable socio-economic development strategy of the Governments of various countries. However, there are still some issues that need to be resolved in employment policies for workers migrating from rural areas to Hanoi city. Therefore, competent management agencies need to effectively implement measures to improve employment and improve the quality of life for this group of people.

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