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## LABOR EXPORTING OF VIETNAM TO JAPAN

*For developing countries, labor export is an important economic sector in order to create jobs for redundant labor on the domestic market, increase foreign currency income, contribute to improving the quality of labor, poverty reduction and sustainable development. Over the past decades, Vietnam has always paid attention to labor export activities to developed countries, including Japan. Japan is a traditional labor export market, favored for its high income and safe living environment. The proportion of labor exported to Japan always accounts for a high proportion of the total labor export of the country. However, this is a difficult market with strict requirements on labor and labor management. The article aims to assess the results of labor export of Vietnam to Japan in recent years and suggest some solutions to this problem...*

**Keywords:** labor export, Vietnam, Japan.

**1. Introduction.** Labor export is an inevitable trend in the context of globalization and international economic integration. Globally, labor export helps balance labor supply and demand in the world, save labor cost, and reduce costs of products and services. From the national perspective, labor export plays an important role in creating jobs for domestic redundant labors, increasing foreign currency income. Concurrently, this is an important measure to increase income for families of abroad workers, contributing to poverty reduction. Through the labor export, there will be a force of skilled, professional and disciplined, experienced labors for the economy.

Japan is a market with great labor demand, but there are many shortages in human resources due to low population size, declining birth rate, very high wages for domestic workers, and industries that employ workers. general, low-skilled do not have enough labor [1]. Over the years, Vietnam has exported hundreds of thousands of both formal and informal workers to Japan by many different ways. Japan has become a traditional, reliable and favored labor export market for Vietnamese workers. However, labor export activities to Japan still have many difficulties and risks for both workers and the labor export service company. Researching and solutions proposing on labor export activities of Vietnam to Japan is a necessary issue to be implemented under many different point of view.

Labor export or going to work for a term abroad is carried out in many different forms. In this article, the author only refers to the official labor export activities under labor contracts, managed by the labor export service companies of Vietnam to the Japan.

The research is carried out by these following methods, including statistics, time series disaggregation, data analysis, comparison to make assessments and propose policy implications for the research problem.

**2. Overview of labor export.** Labor export, also known as sending labor abroad for a definite term, is «the economic activity of one country

that supplies labor to another country on the basis of agreements or legal contract, agreed between the labor sending and receiving country» [4].

**3. Current situation of Vietnam's labor export to Japan.** According to the statistics of the Vietnamese Department of Overseas Labour, there are over 500,000 Vietnamese employees working officially in more than 40 countries and territories [3]. The number of Vietnamese workers exported to Japan in the past decade always accounts for a high proportion of the total number of Vietnamese workers exported. As year of 2019, the number of Vietnamese workers exported to Japan accounts for 54.28 % of the total number of exported labor. For the whole period, this rate reached 30.76 %.

For Northeast Asia (Taiwan, Korea, Japan), the region accounts for over 40 % of the total labor export volume of Vietnam, the number of workers exported to Japan is high and increasing. Up to now, it accounts for 56.46 % and for the whole period it is 35.96 %.

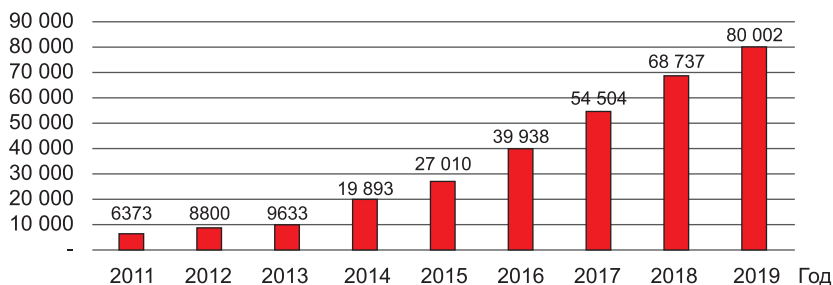
Exported labors of Vietnam period 2011–2019

Year	Labors to Japan	Labors to Northeast Asia countries	Rate, %	Total amount of labors exported	Rate, %
2011	6,373	56,420	11.30	81,412	7.83
2012	8,800	48,500	18.14	80,320	10.96
2013	9,633	61,100	15.77	88,000	10.95
2014	19,893	88,886	22.38	106,840	18.62
2015	27,010	100,150	26.97	115,980	23.29
2016	39,938	116,624	34.25	126,296	31.62
2017	54,504	126,682	43.02	134,751	40.45
2018	68,737	135,644	50.67	142,860	48.11
2019	80,002	141,697	56.46	147,387	54.28
Total	314,890	875,703	35.96	1,023,846	30.76

Source: Vietnamese Department of Oversea Labour.

The number of labor export markets to Japan in the early research period was limited. The second half of the decade saw a rapid growth. The amount of labor exported to Japan is increasing year by year, surpassing previous favored markets such as Taiwan, Korea.

The characteristics of the Japanese labor market are quite diverse in receiving foreign workers, with close geographical conditions, natural and cultural conditions, and food. Japan is also a country with the top high level of science and technology in the world, so it can accept skilled workers, allowing workers to access new production techniques. In particular, Japan is a country famous for its labor discipline and creative



Growth in labor export from Vietnam to Japan

Source: own development.

and effective spirit, so Vietnamese workers in Japan can absorb a lot of knowledge, skills and experience in working time here. Japan's labor policy does not accept low-skilled or unskilled workers. Unskilled workers can only work in Japan under the program «Trainee» with a term not more than 1 year. This is quite a difficult condition for Vietnamese workers, especially workers from rural areas to be accepted to work in Japan.

However, Japanese policies are always interested in the interests of workers, with strict regulations on working and rest time. The level of income is high compared to the region. The income of workers exporting to Japan is relatively high, on average about 900–1,000 USD per month, compared with the corresponding level in Korea of 300–600 USD per month (except for sea transportation at equivalent level), in Taiwan is 300–400 USD per month [3].

Another difficulty in labor export activities to Japan is the labor fleeing, living and working illegally. The consequences of this lead to the failure to guarantee contracts of labor export enterprises with Japanese business owners, causing the loss of the social security of Japan. The Japanese authority may stop accepting workers when this situation increases and becomes uncontrollable. This requires the labor export companies to be strict in selecting and managing labor in Japan.

**4. Conclusion.** Labor export is an important economic sector of Vietnam, helping to create jobs, keep social stability, increase foreign currency income and contribute to poverty reduction and sustainable development. Japan is a potential labor export market, bringing a lot of value to Vietnamese workers. The Vietnam-Japan diplomatic relationship has increasingly closely and sustainably cooperated, creating opportunities for all economic relations between the two countries, including labor export. It is necessary to maintain and promote the labor export activities to this market, focusing on the quality of labor to achieve high value in foreign currency income and income for workers' families. At the same time, there are macro policies to support and generate labor for export.

For labor export companies, it is necessary to improve the quality of labor recruitment, language training, skills and labor discipline education, strengthen labor management in Japan, and prevent The situation of labor fleeing, living and working illegally, violating the laws of Japan.

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## THE CONCEPT OF DESTINATION RESILIENCE AND ITS ADVANTAGES FOR EXPERIMENTAL DESTINATIONS IN BELARUS

Resilience is determined as a sequential and interrelated triad of the following abilities of organisational units of any nature: to absorb shock, avoiding degradation of the system to a qualitatively and quantitatively worse state; to become re-organised, in order to maintain the system's internal structures and functions; and to leave room for positive transformation and development, involving both structural and behavioural changes that allow the system to eventually reach a higher level of development.

At the same time, perspective (post-COVID19) framework conditions bring tourism science to a broader question: What is the difference between the systemic crises and its consequences to the holistic socio-economic system, on the one hand, and the well-investigated corporate or economic crisis of particular enterprises, on the other hand? What is the case for tourism destinations, tourism enterprises, tourism community with their guests as the key organisational units in tourism? Which frameworks, approaches, already exist or can be newly introduced?

From this perspective, the concept of destination resilience is relevant for future tourism development as post-COVID19 framework con-