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Understanding the characteristics and the employment situation of migrants to Hanoi is important to provide new insights into the migration process and the nature of the relationship between migration and employment in Hanoi at the onset of the market reforms. Using data from the survey "Migration to Hanoi, 1996", this study aimed to find out the differences in employment situation of migrants compared to non-migrants in Hanoi, including the differences in finding employment and the differences in joining the formal sector.

Labour migrants to Hanoi were characterized by a dominance of young males. The educational level of migrants was not far below that of non-migrants. Age selectivity of labour migrants was clearly shown in this study. The mean age of migrants was almost eight years lower than that of non-migrants (29.1 for migrants versus 36.7 for non-migrants). A high proportion of migrants was concentrated in the age span of 25 to 39 years (50.6 percent), while those labour migrants who were age 40 and over contributed only 13 percent among the total labour migrants. The general

education of labour migrants was as high as that of non-migrants, but for professional education, migrants were far below compared to non-migrants. Most labour migrants to Hanoi had at least some years work experience. Temporary migrants who were in Hanoi for less than 6 months and intended to go back within the next 3 months at the time of interview comprised one-fourth of total labour migration. In Hanoi, the level of unemployment of non-migrants was as low as that of non-migrants. The level of employment of temporary migrants was higher than that of non-migrants and long-term migrants. This study showed that unemployment touches mainly non-migrant youth who are more likely to receive support from their families while searching for a job. Unemployment affected mostly non-migrants with a secondary educational level, and long-term migrants with a professional/technical background, though education seems not to be related to unemployment for the temporary migrant population. However, compared to non-migrants, migrants appeared to have somewhat less access to modern industrial sector jobs. The differences in access to the formal sector between non-migrants and long-term migrants was not so large as between non-migrants and temporary migrants. It seems that migrants, especially temporary migrants, operate in a different labour market than non-migrants in Hanoi. The differences in finding employment between migrants and non-migrants in Hanoi was significant, and these differences was reduced, but not eliminated, when other factors (i.e., demographic and socioeconomic factors) were controlled.