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Developing Labor Markets in Ethnic Minority and Mountainous Areas in Vietnam in the Trend of International Integration

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Abstract:

In recent years, along with the efforts of socio-economic development of the whole country, the Party and the State have made many policies to pay attention to socio-economic development of ethnic minority areas with security policies. Social life is concerned to help ethnic minorities keep up with the overall development of the country. Accordingly, Vietnam's economic growth is increasingly reaching positive signs, the prestige in the international arena is expanded, Vietnam is increasingly being affirmed by several countries with a market economy. However, the labor market in general and the labor market in ethnic minority and mountainous areas in Vietnam still have many shortcomings that are not commensurate with the development trend of other types of markets. This paper is based on statistical data to analyze the current situation of the labor market in ethnic minority and mountainous areas, thereby proposing solutions to develop labor market in ethnic minority and mountainous areas to promote the socio-economic development of the region to keep up with the country's development in the trend of extensive international integration.

Keywords: Labor market, labor market development, ethnic minority and mountainous areas

1. Introduction

Along with the trend of globalization and international economic integration, the Party and the State of Vietnam are oriented to develop a market-oriented economy. In parallel with the expansion of business freedom, the development of goods and services markets, the capital and securities markets, labor markets in ethnic minority and mountainous areas are also being formed and developed. Its manifestation is an increase in the proportion of employed labor, improved employment quality, and improved regional minimum wages. However, the development of the labor market in ethnic minority areas has not been commensurate to create a common momentum for the country's socio-economic development. This paper analyzes the current situation of the basic characteristics of the labor market in ethnic minority and mountainous areas in order to identify shortcomings that limit the development of the labor market in the area and suggest some ideas. Recommendations for stakeholders to develop the labor market in the coming time to promote socio-economic development in the regions of particular and in Vietnam in general.

2. Literature Review

According to documents of the World Bank (2013), it is necessary to access livelihood sources (including human capital, physical capital, financial capital, social capital and financial capital). original) [4]. In the Central Highlands region, ethnic minorities have comparative advantages in land resources and resources in terms of capital resources. In addition, due to cultural characteristics, women in this area are industrious, hard to learn and participate in projects and programs to support economic development in the area. Therefore, the implementation of projects to support training on the development of crop production, animal husbandry, development of traditional industries ... in association with socio-economic conditions for ethnic minority women has contributed to helping. For ethnic minority households headed by women in Dak Nong, Dak Lak, Gia Lai, Kon Tum, Quang Ngai and Quang Nam provinces in the Central Highlands, there are positive changes in the economy.

Trieu Van Hung (2013) in his research also emphasized the results of implementing policies of self-employment through social, financial resources ... to improve livelihoods for people in the region. The high and ethnic minorities must inevitably be based on the principle of promoting local potential in terms of natural, economic and social conditions associated with the characteristics of laborers in the region [6].

Income is formed from two sources: (i) endogenous and (ii) exogenous, in which endogenous sources - sources generated by employees from participation in the labor market are the decisive factors to the situation. poverty status and

quality of life of people (Mai Ngoc Anh, 2013) [2]. In order to help people escape poverty and improve their quality of life, the Government supports workers in general and ethnic minority laborers in particular to actively access the labor market to get income jobs. is very important. Recently, in order to achieve the goal of poverty reduction in general for disadvantaged districts, ethnic minority areas, the Party and the Government have issued many programs, projects and policies to help the poor and the people. disadvantaged areas and ethnic minority areas gradually escaped from poverty through financial support, vocational training support ... to create jobs for this group.

ActionAid and Oxfam (2014) confirmed that up to now, ethnic minorities are at a higher level of development than before, so their needs have been expanded and towards better quality of life [first]. Poverty for ethnic minority people is not only related to income but also to access to basic social services. Currently, when the Government issued Decision No. 59/2015 / QD-TTg on promulgating the multi-dimensional approach poverty lines applicable for the period 2016-2020, the review and reassessment of policy implementation results Employment for ethnic minority workers and factors affecting the employment status of ethnic minority labor groups to make appropriate recommendations in the new situation is reasonable. and necessary.

Mai Ngoc Cuong (2011) when studying the goals of socio-economic development of Cao Bang province in the period of 2011-2015 and vision of 2020 analyzed the situation of implementing the functions of consultancy, vocational guidance and job placement. for ethnic minority workers pointed out the inadequacies of this activity, on that basis proposed, in the coming years, in addition to fostering knowledge improvement for the staff of the centers. vocational orientation, these facilities should invest in upgrading equipment. The improvement of knowledge and working conditions at the job placement establishments will help their staff to analyze the development trend of the labor market, thereby bringing out reasonable forecasts, recommendations and advice for job seekers of ethnic minority laborers [3].

Phan Van Hung (2015) systematized the study of ethnic policy with listing and analyzing 60 research works of many authors [5].

Tran Trung (2018) systematically evaluated both theory and practice of studies on ethnicity and ethnic affairs in Vietnam from 1986 to the present. Research, systematize, evaluate research works on Ethnic Minorities (Ethnic), the relationship between ethnic groups, the impact of ethnic affairs, ethnic policies on the life and development of ethnic groups. Research, systematize and evaluate research works on Ethnic Affairs in the context of more than 30 years of innovation with content issues, organizational models, modes of operation from which to establish arguments. The sciences of ethnic studies and ethnic affairs serve current ethnic affairs and the vision to 2030 to serve the ethnic affairs.

The Committee for Ethnic Minorities (2017) studied, analyzed and assessed the socio-economic situation of 53 ethnic minorities based on survey data on the socio-economic status of 53 ethnic minorities The year 2015 aims to build a comprehensive picture of Vietnamese ethnic minorities with full of socio-economic characteristics.

There are some scientific studies on the labor market, but so far there has not been a systematic study of the labor market for ethnic minority and mountainous areas as well as human resource development policies. force this region.

3. Methodology

The research mainly based on secondary data such as books, articles, and statistical data from reports of the 2015 Vietnam Census of 53 ethnic minorities and published information of the Institute for Strategic and Policy Research - Ministry of Industry and Trade in 2019. Based on these data, we generalize, analyze and compare quantitatively and qualitatively based on the components of the labor market to see a general picture of the labor market situation in ethnic minority and mountainous areas. That could help policy makers find the best solutions to promote the development of labor markets in ethnic minority and mountainous areas to keep up with the overall development process in Vietnam in the volatility environment.

4. The Current Situation of Labor Market Development in Ethnic Minority and Mountainous Areas in Vietnam

Labor market development is a proactive process of size, structure, components and basic relationships in the labor market in order to promote the development of the whole economy - society and people. The basic contents of labor market development include: control the size and improve the quality of labor supply; increase the quantity and quality of labor demand; the improvement of salary regime and working conditions; reduce unemployment; expand and increase the quality of the labor market information and services system. The development of the labor market plays an important role in the national economy. It contributes to ensuring jobs for people who actively want to work to improve their lives and avoid 'unwholesome behaviors' because lack of jobs easily falls into the 'vicious' circle, especially in ethnic minority areas where the accumulation for life is low, self-sufficiency status still exists in many places, deforestation for shifting cultivation, spontaneous migration leads to negative consequences for the country's development. The labor market will provide a full range of areas that need people and change trends in the future, where there is a surplus of labor, who are looking for work to equip with what employers can accept. The competition among workers to find jobs increases the motivation for the supply to hone their knowledge, improve their qualifications to find the desired jobs. The competition between employers - the demand for human resources forces them not only to maintain their salary but also to create attractive and favorable working environments to maintain existing human resources and attract more people who meet job requirements for vacancies. Developing the labor market also helps find and organize jobs for graduates of training schools, as well as those who have not previously worked. Now there is a need to look for a job. Therefore, the situation of labor market development in ethnic minority areas is generalized in the following aspects:

4.1. Population and Population Distribution

These factors have a direct impact on the labor market supply, they are directly proportional to each other. According to the Socio-Economic Situation Survey published by the 53 ethnic minorities in 2015, 53 ethnic minorities have about 13.4 million people (accounting for 14.6% of the national population) with 3.04 million households. Including 6 ethnic groups with a population of over 1 million people (Tay, Thai, Muong, Khme, Nung, Mong), 16 ethnic groups with a population of less than 10,000 people (Cong, Array, Pu Peo, Si La, Co Lao, Bo Y, La Ha, Ngai, Chut, O Du, Brau, Ro Mam, Lo Lo, Lu, Pa Tagn, La Hu), of which 5 ethnic groups with populations under 1,000 include: Si La, Pu Peo, Ro Mam, Brau, O Du.

Ethnic minorities are scattered across 63 provinces/cities with 30,616 communes, wards and towns of which 11% are wards and towns mainly in the Northwest, Central Highlands, Southwest and Central coastal areas of Central Vietnam. Ethnic minorities live in communities mainly in mountainous areas, border areas, deep-lying, remote and extremely difficult areas with divided terrain, difficult transportation and places where the rate of Regional poverty is always highest in the country from 50% -100%.

The Northern Midlands and Mountains region has the highest number of ethnic minorities (about 6.7 million people), the Central Highlands region (about 2 million people), the North Central and Central Coast regions (1.9 million people), the Southwest region (1.4 million people), and the rest living scattered in provinces and cities across the country. Most of the ethnic minorities live in the mountains, only the Khmer, the Cham, the Chinese live in the plains and urban areas. A people living in different areas and almost no administrative units (village level) is purely an ethnic group. The picture of the distribution of ethnic minorities has changed a lot compared to the past due to migration, especially in the Central, Central Highlands and Southern regions.

Ethnic groups: Tay, Nung, Mong, Dao live mainly in the Northeast; ethnic minorities: Mong, Thai, and Muong live mainly in the Northwest and Western areas of Thanh Hoa and Nghe An; Ethnic minorities: Ede, Mnong, Ba Na, Gia Rai ... living mainly in the Central Highlands; The Cham people live mainly in the South Central Coast; Khmer people live mainly in the Southwest region; The Chinese people live mainly in Ho Chi Minh City and the Southeast provinces.

Ethnic minority groups all live in communities, intertwined with the Kinh. In 51 provinces and cities with a large number of ethnic minorities living in communities: 1 province has a proportion of ethnic minorities accounting for over 90% of the population; 07 provinces have ethnic minorities accounting for 70% - 90% of the population; 04 provinces have ethnic minorities accounting for 50-70% of the population; 04 provinces have the proportion of ethnic minorities accounting for 30% - 50% of the population; 15 provinces have the proportion of ethnic minorities accounting for 10% - 30% of the population; The 20 provinces with ethnic minorities account for less than 10% of the population.

Population quality: The average life expectancy of ethnic minorities is now 69.9 years, lower than the national average life expectancy of 73.2 years now. Disparities in average life expectancy are caused by living conditions, access to health care services, etc. , which can have many consequences including high infant mortality, low life expectancy, the risk of population size decline and are directly related to poverty in some ethnic groups. Child marriage and inbreed marriage are factors that have a negative impact on the life expectancy and population quality of ethnic minority groups. The total child marriage rate of 53 ethnic minorities is 26.6%, equivalent to relatively high compared to the national average. Similarly, inbreeding marriage among ethnic minorities has an average rate of 6.5‰, especially in some ethnic groups with a rate of over 40‰ such as: Ma, Mang and Mnong.

4.2. Educational Status of Ethnic Minorities

By the year 2015, there are still 20.8% of ethnic minorities aged 15 and older in the situation of not being able to read and write in Mandarin, nearly 4 times higher than the national average (this figure is the whole country) 5.3%). Among 53 ethnic minorities, only 7 ethnic groups have the rate of people who can read and write in the common language reach over 90% and are thought to be able to approach the national average of the country, including: Muong, Tho, Tay, San Diu, Ngai, O Du, Hoa. Most of the ethnic minorities have a great distance from the national average, especially, there are 7 ethnic groups with the rate of more than 50% being illiterate (Ha Nhi, Co Lao, Brau, Mong, Mang, Lu, La Hu). Illiteracy is currently a hot issue among ethnic minorities, focusing on 14 key provinces: Lai Chau, Ha Giang, Dien Bien, Son La, Bac Kan, Lao Cai, Yen Bai, Cao Bang and Ninh Thuan, Kon Tum, Gia Lai, Soc Trang, Tra Vinh and An Giang. The most difficult ones are 5 provinces of Lai Chau, Ha Giang, Dien Bien, Son La and Lao Cai.

Up to 40% of ethnic minority women are illiterate, more than 80% of ethnic minorities will be difficult to achieve targets by 2020 on the illiteracy rate of ethnic minority women. Only 9 ethnic minorities have the illiteracy rate of less than 20% and 4 ethnic minorities have the rate below 10% - which is the national target by 2020 and 2025.

4.3. Employment Situation of Ethnic Minority People

The number of employed people aged 15 and over according to the 2015 survey data is 8,079 million, accounting for 15.29% of the employed population aged 15 and above nationwide.

Abundant labor force, long working age (from 5 to 55 or 60 years old). However, they are mostly unskilled workers with low educational levels. The quality of ethnic minority human resources (both physical and intellectual) is low; knowledge, skills, working capacity and adaptability are not high, only meeting the requirements of simple jobs. Ethnic minority workers often lack orientation to change. Only about 6.2% of ethnic minority laborers have been trained, equal to one third of the national average, most of which are of intermediate level, men of ethnic minorities have manual skills. occupations are higher than women (6.4% compared to 5.9%) (Table 1).

Criteria	General	Primary school	Vocational Secondary	College	University
General	6.2	0.5	2.7	1.3	1.7
Male	6.4	0.8	2.8	1.1	1.7
Female	5.9	0.2	2.5	1.4	1.7

Table 1: Proportion of Employed People Aged 15 Years and Over, According to the Survey Data on August 1, 2015 Unit: %

Source: Survey on the Current Socio-Economic Situation of 53 Ethnic Minorities in 2015 In Vietnam

There is a high disparity between the different ethnic minorities, the lowest group has an average of less than 2%, while the highest in the highest group has an average of over 7%. The percentage of trained workers is relatively high in some ethnic groups such as Pu Peo (16%), Ngai (15%), Bo Y (10.7%), Si La (9.9%), and Hoa (9.5%), Ta Oh (9%). Some ethnic groups have almost no trained workers: Xtieng, Brau, Array, Ro Mam, Ba Na, Phu La, Raglay, La Hu and Kho Mu. The percentage of male workers who are trained is much higher than that of women in the Si La, San Diu, Co Tu, Ha Nhi, and Lao ethnic groups (about 3.5-6%). It is noteworthy that the Tay, Lo Lo, Ngai and Pu Peo groups have a higher percentage of female trainees than men about 3-5%.

The market of surplus labor in agriculture and rural areas with low labor supply quality, unreasonable distribution and limited mobility; labor demand is low in number and there is still a large proportion of workers working in unskilled occupations that do not require technical expertise, the wage employment sector is slowly developing; although the unemployment rate is quite low, the underemployment rate is still quite serious and two-thirds to three-quarters of jobs are unsustainable, the risk of employment is still high.

Ethnic minorities	Highly skilled labor		Average skilled labor		Unskilled labor		Unemployment	
	Male	Female	Male	Female	Male	Female	Male	Female
Co Tu	6.46	3.34	30.3	33.67	61.76	62.19	1.49	0.8
Kho me	2.26	2.58	41.23	47.4	53.23	46.55	3.28	3.47
Xtieng	0.42	0.16	8.51	24.8	86.75	70.79	4.32	4.07
Cham	5.09	5.48	35.18	39.74	56.32	50.83	3.4	3.95
Hoa	4.23	5.13	51.11	52.78	41.71	39.46	2.95	2.63
Xinh mun	0.21	0.18	0.68	0.21	99.11	99.6	0.29	0
Pu peo	6.06	9.3	6.67	10.08	86.67	79.84	0.61	0.78

Table 2: Labor Qualifications of Ethnic Minorities by Gender Unit: %

Source: Survey on the Current Socio-Economic Situation of 53 Ethnic Minorities in 2015 in Vietnam

Table 2 shows that the unskilled labor accounts for a very high proportion, especially in the Xinh mun, over 99% are unskilled workers in both men and women, but the percentage of women is higher (about 0.5%) and there is no unemployment rate among women. Because the main distribution area of ethnic minorities is mainly in mountainous and highland areas, the employment of this group of people may be mainly labors in the agriculture and forestry areas without technical requirements. However, the unemployment rate for ethnic minorities is considered to be employed, so the unemployment rate of this group is recorded at the lowest level (0%). Men of the Co Tu ethnic group are the most skilled group, accounting for 6.46%, followed by the Pupeo, Cham and Hoa ethnic groups. The large gap between men and women is highest among the Co Tu ethnic group (male 6.46% higher than female 3.34%) while female Pupeo 9.3% is higher than male. 6.06%). The highest unemployment rate was recorded for the Xtieng ethnic group in both men and women and the difference between the sexes was not high at 4.32% for men and 4.07% for women.

The labor market is increasingly demanding, requiring highly skilled labor force, in addition to policies to encourage employment, job creation to create jobs of the Party and State for ethnic minorities; should move labor from unskilled labor to labor requiring skill with significant change. This process, on the surface, can reduce the number of unskilled workers from ethnic minorities to workers with higher qualifications, but actually only slightly increases the quality of unskilled workers. minorities only (workers are trained in skills, work skills but education levels are not supplemented, have universal education but do not go to high school level - high school).

Moreover, ethnic minority people tend to go to work early, prolong working age (from 5 to 60+. The labor participation rate in the 15-24 age group accounts for 24.8% compared to 14.2% of ethnic minorities. The proportion of people over 60 years of age participating in labor is about 6% of the total employment of ethnic minority people. Labor in the age group from 25-55 accounts for a high proportion (64%) but lower than the whole country (69.8%). Labor is concentrated mainly in the age group of 15-54 years, which is consistent with the labor law, but the age group 60 and older still accounts for 6.0%. The number of workers with jobs specifically for Hoa, this rate is up to 8% of the total number of employed workers, Mong people tend to work earlier, the age group 15-24 accounts for 36.6% The number of unemployed people followed by Odu people was 34.2%, at religious level of age 60 or higher this ratio is lower than the ethnic Hoa and Tay.

There is a difference in the distribution of employed people by age among different ethnic groups. The Hoa and Tay ethnic groups, working from 15-24, account for 13.8% and 19.2% respectively, while this group of the Mong and O Du

ethnic groups account for over 30%. The difference in age can still be found in the age group above 60. Generally for ethnic minorities, this rate is 6%, while the higher Hoa group is 8% and the O Du ethnic group has only 3.8 %, Mong people are 4.5% (Table 3).

No	Ethnic minorities	Employment structure by age group			
		15-24	25-54	55-59	60+
1	General	24.8	64.0	5.2	6.0
2	Hoa	13.8	70.4	7.8	8.0
3	Tay	19.2	68.3	6.3	6.2
4	Mong	36.6	55.6	3.3	4.5
5	O Du	34.2	58.2	3.8	3.8

Table 3: Employment Structure by Age Group

Unit: %

Source: Survey on the Current Socio-Economic Situation of 53 Ethnic Minorities in 2015 in Vietnam

The labor force (Table 4) mainly works in the agriculture, forestry and informal sector, low productivity, and the status of job sharing and employment sharing is still common, heavily influenced by natural, seasonal and unstable are affected by various factors such as geographical location, education level, access to information to the labor market, supportive policies, and encouragement of employment.

No	Ethnic minorities	Proportion of employees with technical qualifications	Employment structure by economic sector		
			Agriculture forestry seafood	Industry and construction	Service
1	General by Survey of labor and employment of the year 2015	19.9	44.0	22.7	33.2
2	Ethnic minorities by the Survey 2015	6.2	81.9	8.6	9.5
3	Hoa	9.5	26.9	24.1	49
4	Khmer	3.5	58.0	25.0	17.0
5	Cham	8.7	59.9	16.2	23.9
6	O Du	3.8	94.3	0.9	4.5
7	Brau	0.8	100	0	0

Table 4: Employment Structure by Economic Sector

Unit: %

Source: Survey on the Current Socio-Economic Situation of 53 Ethnic Minorities in 2015 In Vietnam

The proportion of employed people of ethnic minorities is mainly in agriculture, forestry and fisheries accounted for 81.9%, nearly double the country (44%), while industry and services accounted for a low proportion of 8.6% and 9.5%, respectively. Particularly, some ethnic groups do not follow the general rule such as: The Hoa ethnic group has a proportion of people working in the agricultural area, forestry and fishery only accounted for 26.9%, but in the service sector, it accounts for 49%, 4 times higher than the average for ethnic minorities. This can be explained by the fact that this group of people living near the border should trade, trade in goods with your country. The Khmer and Cham groups also have a high rate of working in the service sector, respectively 17% and 23.9% of this group usually live in the Central region, possibly related to tourism and trading, in the southwest border area. Particularly the Brau ethnic minority, the percentage of trained workers is only 0.8% and 100% are agricultural and forestry workers. Ethnic Minority service workers are mainly personal services, protection and sales (Table 5).

No	Ethnic minorities	Leaders	High-level technical expertise	Middle-level technical expertise	Staff	Personal Service, safe guard, salesman	Skilled labor	Craftsmen and other related workers	Locksmiths and operators	Simple labor
	General by Survey of labor and employment of the year 2015	1.1	6.5	3.2	1.8	16.6	10.4	12.0	8.5	39.9
	Ethnic minorities by the Survey 2015	0.5	1.3	1.4	0.5	4.2	9.9	4.7	2.1	75.4
1	Hoa	0.6	3.3	2.1	3.2	32.4	5.1	10.9	11.8	30.6
2	Khome	0.2	1.3	0.9	0.5	9.2	21.8	13.8	4.9	47.4
3	Cham	0.2	3.0	3.2	0.6	12.7	17.5	8.1	3.5	51.2
4	O Du	0	1.9	0.9	0	0.9	0	0.9	0.9	94.5
5	Brau	0	0	0	0	0	6.9	0	0	93.1
6	Mong	0.3	0.2	0.4	0.1	0.3	3.6	0.3	0.1	94.7
7	Hre	0.6	0.5	1.0	0.8	0.8	0.1	1.5	0.7	94.0

Table 5: Employment Structure by Occupation

Unit: %

Source: Survey on the Current Socio-Economic Situation of 53 Ethnic Minorities in 2015 in Vietnam

Unskilled labor dominates the employment type of ethnic minorities, accounting for 75% compared to the national average of 39.9% and also has a huge gap between ethnic groups; the highest typical ethnic group is the Mong ethnic group, accounting for 94.7%; followed by Hre 04% and the lowest Hoa ethnic group accounted for 30.6%

Ethnic minorities do personal services. the highest protection and sales are ethnic Chinese accounting for 32.4% followed by Cham people 12.7% and Khmer people 9.2%. Leaders and high-level technical expertise of the Hoa ethnic group are 0.6% and 3.3%, respectively, higher than the common level of ethnic groups of 0.5% and 1.3%. The Cham also have a higher proportion of people owning technical and professional qualifications than the general level of ethnic minorities, respectively 3.0% and 3.2%.

Besides, a small number of ethnic minority people have escaped to work in industrial zones and city. However, this labor force is also a common labor so life is not stable. According to a survey by the Institute for Strategic and Policy Research - Ministry of Industry and Trade in 2019, unskilled labor accounted for 90.78% of the total number of employees working for enterprises in ethnic minority areas (Figure 1).

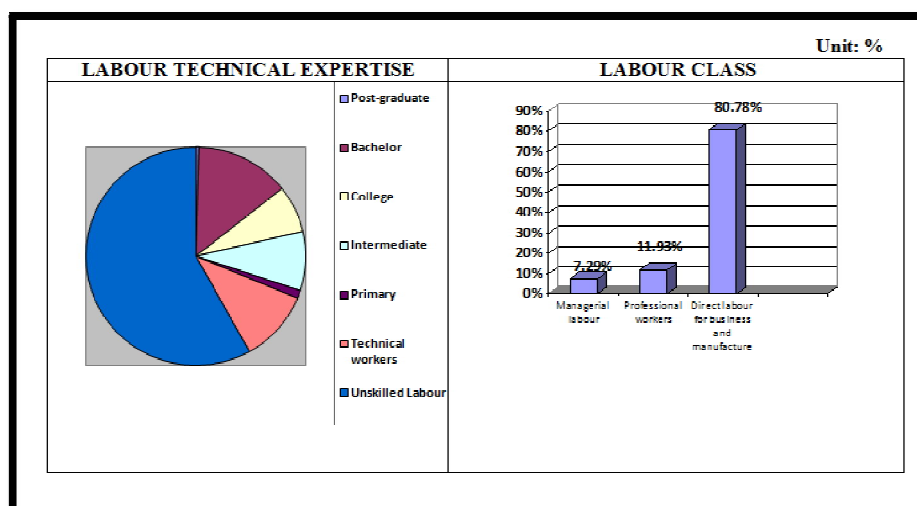


Figure 1: Employees Working in Enterprises in Ethnic Minority and Mountainous Areas by Qualification and Type of Employee

Source: Institute For Strategic and Policy Research - Ministry of Industry and Trade in 2019

Regarding the average salary of employees working in enterprises in ethnic minority areas in the group of labor with highest management in the group with income from 5- 8 million VND, accounting for 52.63%. Specialized labor group. administrative staff salaries are mainly from 3-8 million VND divided into two equivalent levels (from 3-5 million accounting for 40.88% and 5-8 million accounting for 40.03%). The group of workers directly producing the group with the salary from 5 to 8 million accounted for the highest proportion of 56.14%, followed by the group of 3-5 million, accounting for 40.82%. Ethnic minority laborers also have the same tendency as workers in enterprises of ethnic minority

areas. The salary from 3-5 million accounts for the highest rate of 18.74%; followed by the salary of 3-8 million, accounting for 13.53% compared to the total labor force of all ethnic groups (Table 6).

Type of labor	Salary (million VND)						Total (person)
	<3	3 - 5	5 - 8	8 - 10	10 - 15	From 15	
Absolute number (person)							
Total (person)							5586
1. Managerial labor	5	81	135	104	73	22	420
2. Professional labor, Administrative staff, officer	28	242	237	71	10	4	592
3. Labor directly business production	32	1867	2568	99	8	0	4574
Ethnic minority labor (person)	49	857	619	101	47	14	1687
II. Proportion (%)							
Total (%)	1.16%	39.21%	52.63%	4.91%	1.63%	0.47%	100%
1. Managerial labor	1.19%	19.29%	32.14%	24.76%	17.38%	0.39%	100%
2. Professional labor, Administrative staff, officer	4.73%	40.88%	40.03%	11.99%	1.69%	0.07%	100%
3. Labor directly business production	1.90%	40.82%	56.14%	2.16%	0.17%	0.00%	100%
Ethnic minority labor	1.07%	18.74%	13.53%	2.21%	1.03%	0.25%	100%

Table 6: Average Salary of Employees Working in Enterprises in Ethnic Minority and Mountainous Areas up to the Present Time by Type of Employee and Salary

Unit: Million VND/Person

Source: Institute For Strategic and Policy Research - Ministry of Industry and Trade in 2019

Accordingly, employed men account for a higher proportion than women. Although this difference is not the same among ethnic groups. Including 53 ethnic minorities. The employed labor force consists of 52% males and 48% females. Some ethnic groups have a much higher proportion of employed males than females. Specifically, headed by the Ngai ethnic group, with 76.4% of employed workers being male. Hoa people also have 58.4% of the labor force is male. A higher proportion of employed men in these two groups is highly related to cultural factors. These are the ethnic groups in which men play a decisive role in the big jobs of the family (women). Some other ethnic groups like Pu Pe, Co Lao, O Du, Khmer, Earth. Cut, Cho Ro and Cham. The rate of male labor is also high, about 55%. There are some ethnic groups where the proportion of employed population is higher than that of male but the difference is insignificant (Ro Mam, Si La, Lo Lo, Gie Trieng, Gia Rai, Cong, Phu La, Xinh Mun).

There is a big disparity between men and women in employment for many reasons. Among them are reasons such as the idea of respect for men and women, child marriage, outdated concepts, backward about women having to do housework, take care of family. Should not learn much. Besides. Many ethnic minority women are responsible for farming activities, forestry. Because there are no conditions for studying, there are few opportunities to find jobs in the labor market.

The world is entering the 4th industrial revolution, digital technology, smart device, robots ... are applied. Widely used in replacement fields, serve, meet human needs. Digital age changes the world, upside down all traditional values, blurring the boundaries, distance of space, time, geography, skin color, nation; Create a flat world. Will change the labor market. There are many professions. Traditional / manual jobs will lose meaning workers in countries will lose many jobs. But it also opens up opportunities for many industries to emerge. New jobs require fewer workers with increasing skills. Abundant labor source. cheap prices will no longer be a factor to create a competitive advantage and attract foreign investment into Vietnam; pressure on job creation and will face an increase in unemployment or underemployment if the quality of human resources does not keep up with changes in new occupations. Although there have been many priority resources for investment, infrastructure conditions for socio-economic development of ethnic minority areas still face many difficulties. People do not have adequate access to essential services. Income mainly depends on agricultural production, forestry. Besides that, ethnic minorities have limited social capital due to language barriers, access to information, prejudice of the community, the guilt, low self-esteem and some customs exist due to outdated culture and lifestyle.

5. Conclusion and Recommendation

With specific characteristics of ethnic minorities in terms of lifestyle, custom, diverse regional culture. Therefore, the Party and the State need to have special policies to develop the labor market, in particular, it is necessary to concentrate resources for the activities: Raising the intellectual level, workmanship, skills through vocational training policies for ethnic minorities appropriately; Attach forest protection and development to ethnic minorities; Development of agriculture and forestry sectors in the area of ethnic minorities' attachment to ethnic minorities; Issue policies to attract development investment into infrastructure of ethnic minority areas.

There is a need to strongly shift the policies of direct 'free' support to policies that create opportunities for ethnic minorities to rise out of poverty, improving life. Inside. Priority should be given to the following areas: essential infrastructure investment. human resource development. vocational training associated with job creation, employ ethnic minority staff, reduce multi-dimensional approach poverty and sustainably reduce poverty.

Appreciate vocational training for ethnic minority workers. follow the on-the-spot training method. 'Hands-on'. Adjustments are needed to ensure that ethnic minority students who have not graduated from high school can attend school for free before apprenticeship. Free tuition and textbook support and notebooks. accommodation support for the children because most apprentices are the main contributors to the family economy and the opportunity cost of job loss due to apprenticeship needs to be compensated for. I can participate in an apprenticeship.

To solve problems. in addition to education literacy measures. It is necessary to organize classes to supplement skill level. Application of science and technology to ethnic minorities. Although education level is not high. However, the ethnic minority unskilled labor force has many working ages. Most of the age group started to work from 5-6 years old. So, the universal introduction of skills guidance in jobs will have immediate applications rather than the universalization of education.

Valuing information on the labor market and developing job placement centers (through people's committees) to introduce jobs to ethnic minority people. Cooperation between educational institutions and other agencies should be strengthened to ensure that information on the labor market is shared and that schools can provide good advice to students about career options. Research is needed to establish a special university for ethnic minorities to provide intermediate and higher education for ethnic students.

Consulting functions, Career guidance and job placement for ethnic minority laborers have pointed out the inadequacies of this activity. Based on that proposed, in the coming years, in addition to conducting training to improve knowledge for the staff of the vocational centers. These facilities should invest in upgrading equipment. The improvement of knowledge and working conditions at the job placement establishments will help their staff to analyze the development trend of the labor market. From there, we can make predictions. reasonable recommendations and advice for job seekers of ethnic minority laborers.

Implement projects to support crop development training. breed. development of traditional occupations ... associated with socio-economic conditions for ethnic minority women, contributing to helping ethnic minority households headed by women

Self-employment policy through social resources support. financial resources ... to improve livelihoods for highland people and ethnic minorities must be based on the principle of promoting local potential on natural conditions. economy. society associated with the characteristics of workers in the region

More policies to encourage investment and ethnic minorities are needed because most of the electricity, road, school and station infrastructure is inadequate to meet the needs of ethnic minorities. It is difficult to promote the economy of ethnic minorities. Other way, it is also necessary to have reasonable employment policies of the Party and the State. helping ethnic minority people to associate with their areas of residence or integrate into ethnic minority communities in industrial parks and urban areas.

Policies should pay more attention to development investment to exploit strengths of ethnic minority areas. upland. Policies to support residential land. Production land for poor ethnic minorities needs to take into account the long-term support to ensure people's lives.

Increasing the participation of people in areas with special difficulties in designing. policy implementation and monitoring. People should be considered as a partner in ethnic affairs and social welfare. labor. decent work in ethnic minority areas. Social security measures for ethnic minorities need to be clearly calculated for differences between ethnic minority groups. timely adjust policies that do not match the characteristics of ethnic minorities. incompatible with intellectual standards and customs. regional practices. ethnic minorities. From that. ensure efficiency and sustainability in the implementation process.

Other way, resources to implement appropriate policies should be ensured. avoid spreading layout. Policies need to ensure coherence, better connectivity such as infrastructure combined with economic development. Credit policy associated with job creation. vocational training associated with employment needs ... Strengthen the implementation of socialization mechanisms and the contribution of resources by organizations. enterprise. Thereby mobilizing the highest resources for poverty reduction. Social security in ethnic minority areas.

Create an environment and conditions for freedom of production and business. Diversify ownership. diversify economic sectors. Ensuring freedom of professional practice according to the provisions of law. freedom of circulation of goods. liberalizing credit interest rates. Enterprises are free to decide and take the initiative in business. This is a necessary condition for the development of commodity production. creating an important basis for forming and developing market types.

Institutionalize guidelines. Party line into law, policy. Ensure all buyer activities, seller, producer. Consumers do it within the framework of the law and are regulated by the law, which is a way for ideas to come to life and be effective in practice. Ensure stable and long-term facilities. build trust for business people. Continue to have policies to promote investment in economic development of ethnic minority areas (tax incentives, business registration, etc.) in order to attract investors to develop the economy of ethnic minority areas and regions. The mountain has just created an attraction to create local jobs. while ensuring national security and defense.

Develop uniform policies on the market, items, monetary and fiscal policies, land, labor, science and technology, investment Synchronization. Consistency of policies will create synergies to promote the development of the market system.

Investment creates the foundation for the birth and stimulates the development of market types. For economically underdeveloped regions. subsistence economy is as common as mountainous areas. deep area. remote areas must invest in building a convenient transportation system for goods exchange between regions. build markets or trade centers to have places to exchange. sales of goods. In areas where the economy and the market are developing, it is mainly intensive investment (investment in gray matter. Modern technical facilities). Must develop service. forming centers of channel flow and market orientation (wholesale market. centers of economic exchange with foreign countries; commodity exchanges; stock exchanges; training and human resource centers ...).

Interested in training and improving the level of management staff, businessman; improve the effectiveness of state management. Implementing multilateralism in foreign relations. diversify international business forms. proactive economic integration with the region and the world.

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