

# Analyzing Labor Mobility Policies in Asean: A Case Study in Vietnam's Education Sector

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## Abstract

Since the establishment of the ASEAN Economic Community (AEC) on 31st December 2015, the members have achieved a significant milestone in the region's comprehensive and growing political, economic, and cultural integration, and each state has actively involved in this process by their own. This paper aims to provide of particular policies in education sector of Vietnamese government on moving labor among ASEAN members while exercising the region's specific commitments to open freely common market under the AEC framework towards sustainable development. We therefore apply deductive approach involving depth interview of professionals, academic in service sector and fieldtrip in some Vietnam's universities to investigate the practical evidence to expose the policies in developing education system. The findings of the study reveal the suggestions for supporting the Vietnamese government and stakeholders' engagement to promote high quality human resource in service sector in the Community.

**Keywords:** ASEAN Economic Community, Labor mobility, Vietnam's education sector, universities

## 1. Introduction

ASEAN is a potential region with population of 665,298,970 millions (UN, 2019) which accounts for approximately 8.59 % the world's population. The region is also significantly determined as the dynamic one as main source of high-quality human resource seeking in doing business of transnational corporations (UNCTAD, 2018, 2019, 2020). The qualified worker mobility is highlighted by numerous studies, and it could be exposed to follow the AEC's commitments and promote the nations' economy. Factors which are driving movement between the country member have been of enduring interest (Nguyễn Ngọc Lan, 2018; Vineless, 2018 a,b). The ILO's research shows the specific immigration lines Myanmar - Thailand, Indonesia - Malaysia, Malaysia - Singapore, Laos -Thailand,

and Cambodia - Thailand (Vineles, 2018 a). Moreover, qualitative method is applied to identify and systemize the framework policies as well policies of labor force in the particular industries (Le Phuong Hoa, 2020).

After over 5 years being officially established, AEC is bringing many challenges and opportunities to member nations, especially providing them with a large scale of well-trained labor force. Under AEC, provisions for labor movement within the community revolve principally around Mutual Recognition Agreements (MRAs), which allow for workers' accreditation, experience and skills to be widely recognized across ASEAN's members if this resource meets certain requirements (Koty, 2016). In additions, World Bank (2019) concludes that high skill AEC's immigration intra-region can have positive impact on output and broader the ASEAN's economies by using computable general equilibrium (CGE), the service sectors, respectively.

There are dramatically deep efforts from the region vision approaches to ASEAN's industry linkage as well the particular member country and annual competition between the skilled worker, firmly in technical field. As the result, ASEAN has been recorded as attractive location for many foreign investors indulging in asset and efficiency seeking for transnational corporations in many developed countries (WIR 2018, 2019, 2020). It is clearly that almost members actively have taken part following the commitments and enhance policies for promoting human resource. From the perspective of a technical field, CAFEO is recognized as non-governmental organization in ASEAN regarding the engineering institutions and organizations. The main purposes are to develop the baseline of engineering profession to facilitate the mobility of engineers within the ASEAN members (CAFEO 38, 2020). The Vietnam Union of Science and Technology Association is represented as CAFEO's members. Workers in these countries have awarded the certificates in numerous technical careers. According to statistics, Secretary Committee proves registration application approximately 3,000 professional engineers annually. To be recognized, registrator must hold a bachelor degree in technical major. In additions, they are required to involve in that industry for 7 years. From perspective of service sector, there are not many studies in immigration of Indonesia to Japan, China in care-workers and nurses (World Bank. 2019). It is clear that research in increasing postsecondary education as well skilled-labor immigrations in ASEAN's member, and in Vietnam's service sector has not deeply conducted, particularly.

There are various studies of labor mobility within AEC to promote more dynamic labor market and effective strategic asset in ASEAN and to create the platform of common job among member countries. This paper contributes to a growing international economics literature of AEC's integration to facilitate professional worker movement in developing the economies. It exposes the authors' perspective in the service sector, including accounting and logistics to contribute the evidence of Vietnam's in education. In so doing the present study proposes for deeply integration of Vietnam education system, promoting well-trained labor mobility in this community.

The paper is organized as follows. Section 2 reviews the literature studies of skill labor mobility in general, and specific sectors in AEC to bridge the research gap in particular. Methodology and data in this work are presented in Section 3. The findings are identified in Section 4 while Section 5 raises some discussion and concluding remarks are presented in Section 6.

## **2. Literature Review**

Throughout the process of recapitulating the numerous works have been implemented in related to labor movement as qualified resource in the AEC, it is recognized the numerous research studies follow some main issues.

## **2.1. Intra-ASEAN Overall Labor Mobility: Challenges and Opportunities**

There have been many studies which revealed intra-ASEAN's labor movement. Reports have well documented that in the ASEAN Community there are mainly moving natural persons in general and free labor. Besides, several studies point out ASEAN employment trends, social conditions, implement action policy and draw experience for governments in the post-crisis period (ILO, ADB, 2015). However, they are only at summing up the labor market figures in ASEAN, not yet focused on intra-regional labor migration analysis. Whereas some specific studies that have looked at comparing labor mobility and approaching method to this issue in practical comparative content in ASEAN and other economic regions in the world (Hamanaka & Jusoh, 2016; Maylaya, 2016; Flavia Jurje & Sandra Lavenex, 2015). The analysis in some works mention the flow of unskilled workers in the region (Susilo & Subhcanifa 2016; Orbeta, 2013). Most ASEAN members have created few opportunities for low-skilled workers to access jobs, while some competing countries public for skilled labor migration. This trend of labor movement is not promoted by national governments as it does not aim for sustainable development for each member as well as in the region.

Furthermore, many studies have attempted to provide inside of moving skilled workers in the context of AEC's integration. In ASEAN, governments all highly appreciate education system since this can promote labor force as main determinant of economic growth. They have engaged heavily in analysis related to skilled labor migration. The common point of the works is to provide an overview of the situation, the trend of skilled labor movement within the region, emphasize the limitations, focusing on the challenge for skilled labor migration, thereby suggesting specific solutions to promote this movement flow in the future respectively. On that basis, Ha Thi Minh Duc (2018) focuses on significant solutions for skilled labor migration in Vietnam within the region. At the same time, the liberalization of skilled labor movement within the AEC has been focused on analysis through commitments to facilitate skilled labor migration within ASEAN and the process of implementing liberalization policy on labor migration and propose for Vietnam to implement its commitments to liberalize skilled labor mobility in the AEC (Le Minh Hanh, 2018). The research scope of those mentioned above studies only limits to the current situation approaches of labor mobility from Vietnam to ASEAN members vice versa and involves in deductive methods. They only emphasize on the factor of liberalization of skilled labor mobility and key solutions to promote liberalization as committed among members of the AEC, the reality of implementing a number of policies in the region without a holistic approach towards controlling liberalization by the government. In other words, the studies have no approach related to the implementation of commitments through the overall participation of stakeholders at the macro level such as building a legal framework, issuing and enforcing policies, as well as control of this process analyzing and deploying specific directions at the micro level such as training institutions and career orientation for skilled workers in Vietnam.

Besides, there are several works have revealed academic collaboration, facilitating research and study exchanges, teaching stays, and international courses intra-ASEAN members. Mutual Recognition Agreements (MRA) is the core and real progress of labor mobility in ASEAN and it facilitates skill labor immigration among the members. Each MRA has its own implementation modality and had made varying level of achievements to date (Mendoza and Sugiyarto, 2015). Despite clear aspiration of the ASEAN's member to facilitate the movement of qualified professionals between countries by December 2015, this process has been slow and uneven. There are three challenges for skill workers to free movement in intra-region: (i) the complexity of the qualification recognition process; (ii) restricting access by country's barriers, and (iii) limitation of qualified labors' interest in moving within the region (Papademetriou et al, 2015). Studies since 2013 until now have mentioned about labor mobility and emphasized the effort to conclude commitments related to labor mobility, researched on intra-ASEAN labor market and the process of signing agreements among ASEAN members. However, there was no overall analysis about labor mobility between country to country.

Some evidences could examine as dynamic MRAs applying of the members in the region. Chia Siow Yue (2011) quite adequately reviews all aspects of skilled labor movement within ASEAN such

as the relatively adequate legal framework of the countries involved in moving in and out of skilled labor flows (objectives, action criteria, content of MRAs, MNP, ...); status of applying MRAs, At the same time, there have also been two-way studies in labor mobility. Every country who wants to achieve sustainable development goals, needs a strategy and a policy to develop flexible human resources, including a professional two-way labor movement of a country (Huelser & Heal, 2014). Thus, despite the restricted nations' barrier, many countries remain aspiration to facilitate "free flow of skill labor" in the region. It is necessary to cooperation between the ASEAN's governments in short-term and long-term and they should take the long-term view in national training and education system that prepare workforce in accordance with the common ASEAN – wide standard (Papademetriou et al, 2016). Nevertheless, the studies have not focused on analyzing the content of commitments relating to skilled labor movement within AEC, as well have not yet mentioned all the factors affecting the flow of labor migration, only limited to the view of national law analysis (Papademetriou *et al.*, 2015; Sugiyarto & Agunias, 2014; Corong & Aguitar, 2015).

In Vietnam, many research projects have focused on nationwide as well cross – border labor mobility, including unskilled labor and labor export promotion. In such studies, the authors only expose one aspect of the process of implementing those commitments, namely state management of labor movement in general, nevertheless not to mention skilled labor; and they only reflect labor migration from foreign countries to Vietnam (Le Hong Duyen, 2011; Le Binh Giang, 2011), or only engage in a group of countries in Africa, Central America, and Caribbean. (Pham Thi Thanh Binh & Le To Hoa, 2010). Next, about service trading, ASEAN has agreed to help parties finalize the necessary procedures for the ASEAN Agreement on the effective movement of persons. On that basis, it facilitates the smooth movement of individuals involved in goods, service trade, and other resources of investment activities in the region. In addition, there are also studies of the agreement's objectives including the regulations on movement of natural persons are to make ASEAN a unified market and production base has been strongly promoted by ASEAN, including five basic elements. Vietnam's source immigrant is small and almost is outside of Vietnam (World Bank, 2019).

## **2.2. The Member's Application of High-Quality Labor Movement in the Specific Sector**

In the higher process of commitments within AEC, countries have recognized the labor of members and will promote labor mobility in 8 occupational groups: engineers, architects, surveyors measuring maps, doctors, dentists, nurses, accountants and tourists, specifically. Accordingly, the outstanding studies focus on moving skilled labor among specific occupations (Fukunaga, 2015; Aldaba, 2013; Hickman *et al.*, 2013; Pichayasupakoon & Tiyadah, 2014). These works have in common that they have studied the content of skilled labor movement in committed industries and have implemented by the countries with the analysis related to the situation and difficulties in practices to match national policies and regulations. However, the study was conducted before and after the members participated in the AEC, therefore, it is not clear about what the application status and progress have been applied in the recent years.

From the practical implementation of commitments in the framework of AEC and the trend of competition in regional integration based on high quality human resources, so the study has focused on analyzing labor migration and professional movement of skilled labor among ASEAN members, as well as has analyzed the policies related to implementing the commitments of labor mobility in the member's AEC. Some works focused on approaches to micro-research related to labor mobility in ASEAN in one or a group of sectors or a specific labor objective with different perspectives, studied by Nguyen Quynh Hoa (2017) in tourism industry, Tran Thi Ngoc Quyen (2015) in the service sector. Besides, specified to gender equality from the sociological approach, Nguyen Thi Bich Thuy (2017) has an in-depth evaluation of the group of workers related to knowledge, skills, attitudes, and performance capabilities in the process of labor migration.

Research projects in Vietnam have mentioned about labor mobility in the AEC and some studies have exposed the labor migration flow of Vietnam. Nevertheless, they are only the works at

descriptive statistical methods and have not deeply evaluated this situation, with emphasis on the number of accredited certificates of Vietnamese workers currently in possession being quite limited (World Bank, 2014; Nguyen Thi Hong Thuong, 2016). In fact, they have studied the situation of labor migration in Vietnam within the region applying the descriptive. Therefore, the solutions are proposed to improve labor mobility seem also not specific (Doan Thi Thu Trang, 2016), as well directly involved in education improvement, but not yet associated with the strong movement of highly qualified labor nowadays (Duong Thu Trang, 2016).

In addition to in-depth analysis of each field of labor mobility within AEC, many research works have carried out in specific countries. Many studies have analyzed labor migration policies in each ASEAN member, specifically Thailand, Philippines, Indonesia, and Myanmar. Sujinda Chemsripong (2016) exposes the status and major high quality labor movement trends in Thailand from the time of the official establishment of the AEC but not in the relationship among other countries, labor movement trends in the AEC in general and factors affecting the quality of labor mobility in the ASEAN region, This is an active member in the process of implementing commitments through specific policies related to each industry with clear regulations and liberalization, and it also clearly shows the flexible protection of this country's government... The study of Maruja and Battistella (2013) points out that Philippine is one of the most popular countries in the world, firmly after independence from the United States and workers mainly migrate to the Middle East first and then to Asian countries, including Vietnam. However, in general, Philippine's conditions are not good, leading to labor migration having a negative impact on social policies, unemployment and labor wages. The study also set out policies and laws to protect migrant workers and point out the benefits from the specific labor movement, labor migration, which has motivated the economy to develop. Besides, there is a labor migration analysis in AEC and policy constraints of low-quality labor and other migrant workers and the number of low skilled workers in ASEAN mainly come from Philippine, which emphasizes the benefits of labor mobility will increase the competition between countries in terms of development but also reinforces cooperation among members. At the same time, challenges from uneven economic development cause an imbalance in labor migration, migrant workers often lack identity verification in each country and are difficult to adapt to cultural differences (Philippine Labor Migration, 2014). Next is the report on moving Myanmar within ASEAN countries (Myanmar Research and Development Center, 2014). This is a country with rapid economic renewal policies since 2012, along with liberalizing investment and trade policies, it must emphasize the facilitation of labor mobility to this country of the civilian government. Ismalina *et al.* (2014) on their own study of Indonesia's labor mobility in the AEC analyze the current situation of labor migration flows in ASEAN with an assessment of the labor market from Indonesia to regional members and a policy of increasing intra-regional labor mobility.

From global or regional approaches, several international organizations conduct comprehensive research on labor mobility (World Bank, 1990), as well as changes in demand of labor skills in the world (Martin & Abella, 2014; ILO, 2014). These research studies have emphasized the direction of developing a knowledge-based economy, increasing labor productivity. Quality human resource in all economies, therefore, has become a key factor to improve labor productivity, improving the quality of employment and promoting growth. Supporting to those perceptions, there are researches focused on macro-management in the region related to labor aiming towards the general market and better jobs. (ADB, 2014). In fact, there are many intensive researches related to labor migration in ASEAN, particularly the members' skilled labor. (ERIA, 2010; ILO, 2015). From prior research studies, there is common sense that all academics have interest in the topic of members' policy of accelerating high quality labor movement in ASEAN. They almost show that the governments firmly have enhanced this process towards the AEC commitments as well economic development.

### **2.3. Driving the Professional Worker Movement in Particular Sector between Members in ASEAN and from other Countries to the Region**

This approach would be seen not only to promote the labor movement within the region, but also to facilitate the qualified workers from developed countries as the United States, European countries, People's Republic of China (PRC), The United Kingdom, France that could shape the international movement of ASEAN in the new context. The Phillipines, Malaysia, Thailand can be supposed as the clear evidence in the region ([Papademetriou et al., 2016](#)). Factors affecting the flow of free labor movement in ASEAN have mentioned above related to the regulatory framework of countries, moving students and academics through cooperation programs among universities. Thus, it is necessary to broaden understanding of significant policies in Vietnam's education involving in some bachelor programmes. From the authors' point of view, it should be further study to clarify the fulfillment of Vietnam in the process of implementing specific commitments in AEC and the goals of moving skilled labor in the region among ASEAN's members to deepen cooperation develop economy. There is avenue to analyze the applying framework policy relating labor mobility in ASEAN, and a case study in education sector of Vietnam's universities could be evaluated to bridge the picture of labor mobility within AEC in the digital economy.

## **3. Theoretical Approaches Regarding Labor Mobility**

### **3.1. The factors Influencing the Labor Movement between Countries**

Previous studies have been written history of labor movement or labor migration firmly have identified the factors that influence among countries in the world.

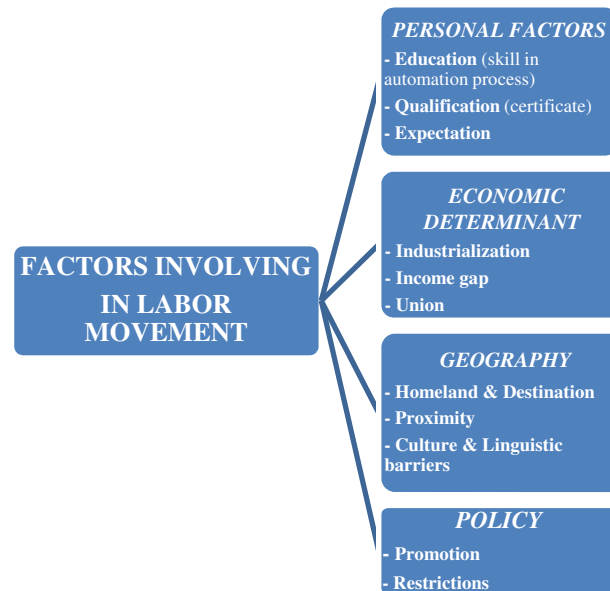
Firstly, the tendency of labors moving from rural sector to other sectors could be exposed in various researches. Lee (1966) analyzes the immigration and reveals 4 additional factors effecting on immigration from rural to urban areas as follows: homeland, destination, restrictions, and personal factors. Following previous studies, Harris and Todaro (1970) indicate developing economy should facilitate the movement of labor from rural sector to other sectors with the advanced technology. The reason explaining this mobility is the differences in incomes between those industries. The study indicates that there are big gaps in outcomes between rural and urban areas. Besides, Arthur Lewis (1979) emphasizes that labors are attracted by high income, and industrialization could be recognized as the key factor. He also points out the long distance could be exposed as the cost of immigration. In addition, some other research studies find the economic determinants as the result of this issue (Lewis, 1979). World Bank (1990) also study the union effects on profits and productivity differ across countries

Later, as Freeman (2010) reveals, the quantity and quality of research on labor institutions in developing countries has increased greatly since the early 1990s, and some countries changed labor regulations in ways that provide good pseudo-experiments of whether institutions help the working of labor markets. In the World Bank's (1990) proclamation, there is one key finding indicating unions are associated with higher wages and non-wage shares of compensation and and less dispersion of pay. Estimates of the union effects on profits and productivity differ across countries, the study results of Le, 2020 also supports that financial integration leads to a decline in the labor share of income for all 30 countries including 15 developing countries during the period of 1970- 2013.

Furrthermore, Population Council (2001) when researching the factors affect the labor migration among EU nations, indicated some crucial factors which must be considered, such as income gap, proximity, tradition and network, cultural and linguistic barriers, and expectation. Some lessons could be applied in the similar case for ASEAN countries to promote the labor movement. While the first three factors induce the mobility, the last two may discourage the movement of labor. ASEAN members have always been diversity in culture and linguistics; however, the difference in cultural and languages may exist as a great obstacle to many labors in deciding to immigrate for long-term work in

a foreign country. Papademetriou et al., (2016) also emphasizes that the diversity in culture make the labor movement process complicated. The main reason is that it creates perceived socio-philosophy which is the key barriers limiting high-skilled labor and professionals to move to another ASEAN country or regional firms employ them. Also, it is possible that a high expectation in national economic development when ASEAN acts in furtherance of AEC, according to Population Council (2001), could reduce subsequent intra-regional migrants. Therefore, there is in needs of agreement in some standards in linguistics and qualification to deep understand.

**Figure 1:** Some core factors affecting skill – labor movement in a country

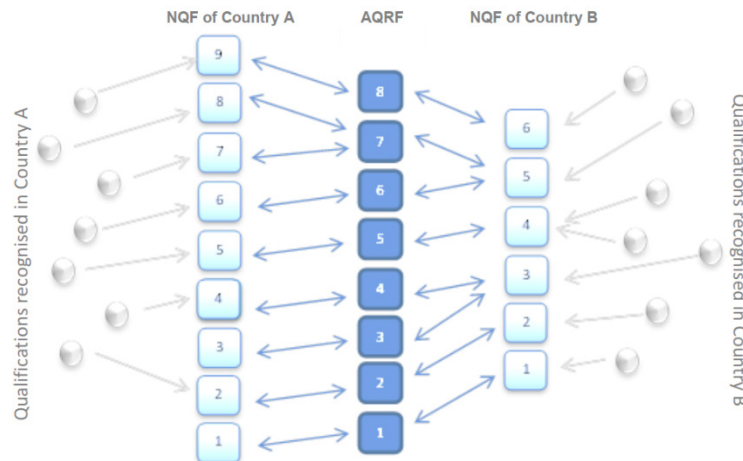


Source: Authors' collection, 2021

### 3.2. Facilitate regional Recognition of Qualifications to Promote Labor Movement

Similar to European Union with the establishment of European Qualification Framework in 2008, ASEAN member nations are in the furtherance of the ASEAN Qualification Reference Framework (AQRF). The AQRF was established in 2014 by a Task Force supported by the ASEAN-Australia-New Zealand Free Trade Area (AANZFTA) Economic Cooperation Support Program (AECSP), and currently in phase IV of the project. This is to encourage the mobility among ASEAN skilled workers and professionals as the AQRF aims to develop the relationship between its 8-levels of common qualification recognition system with different National Qualification Framework/System (NQF/NQS) of ASEAN Member States (AMS) as shown in Figure 1 (ASEAN, 2020)<sup>1</sup>.

<sup>1</sup><https://asean.org/wp-content/uploads/2017/03/ED-02-ASEAN-Qualifications-Reference-Framework-January-2016.pdf>

**Figure 2:** 8-levels of Common Qualification Recognition System in ASEAN

Source: The ASEAN Secretariat, 2018<sup>2</sup>

Papademetriou (2016) presents four components contribute to the skilled labor mobility within ASEAN, which listed as: (1) Portable qualifications, (2) Access to the skilled labor market, (3) Adequate skilled labor supply, and (4) Strong demand for professionals. These has proved that along with the nature characteristics of professional supply and demand, the encouragement to the facilitation of skilled labor mobility lies in the region's common framework. Only with AQR or other equivalent international certified qualification systems can the first three components mentioned in Papademetriou's report fulfill the progress.

The AQR is to cooperate on education and training governance to increase notably trade in services, particularly education sector. Therefore, this study first focuses on studying the recognition qualification facilitation process in two service sectors: logistics and finance as practical evidence from Vietnam.

#### 4. Data and Methodology

We conduct field trip and deep interview candidates from three regions in Vietnam. They are universities in economics and business. There is increasingly the high-quality training program in English as the international standard in accounting and logistics. Two sectors that we would like to investigate including logistics and accounting, can be evaluated. This survey is conducted from November to December 2020 mainly in universities in Hanoi: Foreign Trade University (FTU), Vietnam National University in Hanoi (VNU), National Economic University (NEU), Academy of Finance, Academy of Banking, Phenikaa University,; and in Ho Chi Minh city: Ho Chi Minh Economic University, Hoa Sen University, Ton Duc Thang University; and Danang University. Interviewees in the research are the leaders and senior lecturers of Schools and Faculties of these units.

<sup>2</sup> <https://asean.org/storage/2018/12/AQR-2018-Final.pdf>



**Table 1:** The universities' English bachelor program in Vietnam

No	University code	University name	Training programmes
1	FTU	Foreign Trade University	Accounting (ACCA); LSCM
2	NEU	National Economic University	LSCM (AGKN- LSIC)
3	VNU	Vietnam National University	Accounting (ICAEW CFAB)
4	AOF	Academy of Finance	High quality program in Accounting
5	AOB	Academy of Banking	High quality program in Logistics & Customs
6	HEU	Ho Chi Minh Economic University	High quality program in Accounting & Auditing
8	HSU	Hoa Sen University	Talent's Bachelor in Accounting (ISB); High quality program in Accounting
9	TDU	Ton Duc Thang University	LSCM; Accounting
			English program in Accounting

**Note:** Logistics supply chain management (LSCM)

*Source:* The authors' collection, 2021

According to Papademetriou (2016), we summarize the information relating to encouraging the recognition qualification framework in different university based on 5 following points: (i) Recognition qualifications. (ii) Discussion between government, (iii) Recognition of a school diploma, (iv) Follow through is labour-intensive, and (v) Public support and enthusiasm for the implementation of MRA and AQRF. The evidence on Vietnam could not be random data, however this is allowed to evaluate the particular member's case in ASEAN targeting in recognition qualifications between universities, discussion between ASEAN's governments, Recognition of a school diploma, Follow through is labour-intensive, and Public support and enthusiasm for the implementation of MRA and AQRF in region.

## 5. Findings and Discussion

### 5.1. Education on Logistics and Supply Chain Management

Almost 70% of LSCM high-quality program in Vietnam now is offered in English and integrated with FIATA certificate. FIATA, fully named as the International Federation of Freight Forwarders Associations, is a non-governmental organization representing freight forwarders worldwide. It now has 40,000 members in more than 150 countries, including all countries in Southeast Asia. FTU, HSU, and AOF are the three universities providing 100% English courses in LSCM program among 29 universities have been offered LSCM in Vietnam (we analyze program curriculums from various universities). Following the training programs in Vietnam, it is recognized that LSCM could be evaluated as the universities' popular one.

**Table 2:** High-quality programmes on Logistics and Supply Chain Management accredited by international organizations in Vietnam

Sector	University Code	Bachelor Program	Accredited international organizations	Teaching Language
Logistics	FTU	LSCM	FIATA	English
Logistics	NEU	LSCM	AGKN	Vietnamese
Logistics	HSU	LSCM	FIATA	Vietnamese
Logistics	HSU	LSCM - HS Plus	FIATA	English
Logistics	AOF	LSCM	FIATA	English

*Source:* Authors' Collection, 2021

### 5.2. Education on Finance and Banking

In fact, 75% of universities provide high-quality program in Banking and Finance, taught in English, are now integrate their program with ICAEW CFAB standard (we analyze from program curriculums from various universities). Foreign Trade University has currently provided Banking and Finance

which is assured by international certificate (CFA) equip graduate with international certified qualification to be able to move to another country for work (FTU, 2020<sup>3</sup>). National Economic University has recently offered new undergraduate programs since 2020 in Bachelor of Auditing in English (NEU, 2020)<sup>4</sup>. As the Institute of Chartered Accountants in England and Wales - Certificate in Finance, Accounting and Business is an international professional organization recognized for the number one position in the world in the accounting and finance careers, with over 186,500 Chartered Accountants members and students in more than 190 countries, it is promised to develop learners' ability to acquire job opportunities from intra-ASEAN members and the world (ICAEW, 2020<sup>5</sup>).

**Table 3:** High-quality program on Banking and Finance accredited by international organizations in Vietnam

Sector	University Code	Bachelor Program	Accredited international organizations	Teaching Language
Finance	FTU	BAF	ICAEW	English
Finance	NEU	BOA	ICAEW	English
Finance	HSU	BAF	ACBSP	Vietnamese
Finance	AOF	BAF	ICAEW	English

Source: Authors's Collection, 2021

### 5.3. Analyzing Labor Mobility Policies of Education Sector in Vietnam

From the interviewee's opinion, Vietnam's Government promote advanced training programs in specific leading universities and following high quality in many universities. Furthermore, students in these programs are positively planning their qualification requirement for their future career not only in ASEAN but also in a global environment, including professional certificates, foreign language, and skill courses. Many universities actually have developed exchange courses accordance with international affair cooperation.

From our perspectives, well-trained workers all are good at English as well at a second foreign language such as Chinese, Japanese. They are almost popular as the common linguistic in region's countries. As a result, foreign language gradually could not seen the language barrier for free labor movement as Population Council (2001). And cultural barrier could not be as factor affecting firmly Vietnamese worker mobility as Papademetriou et al (2016). In fact, there are increasingly many opportunities for them to apply a job from foreign firms in Vietnam as far be employed in another ASEAN's location. Thus proximity, destination, and homeland are less key factors for labor decision in region. All countries freely have followed facilitation procedure for ASEAN's residents recent years so the view of Lee (1966) can be easily analyzed.

Besides, in accordance with the tendency of developing human resource in the complex industries, curriculum in universities should be oriented to develop skill labor involving in automation process (Bode and Gold, 2018), particularly to facilitate TVET and STEM in Vietnam's high-quality education and training units. There are many secondary and high schools are strongly implementing those courses recently in Vietnam. It could be adaptable with the job requirement in ASEAN's members skills and workers can apply a good position in Vietnam as expectation. This can be pointed out as policy barrier of labor's skill for human resource (Harris and Todaro (1970); Papademetriou et al (2016)). In the future, Vietnam's Government should further promote education system in the context of ASEAN's collaboration and specific policies of universities should accelerate portable qualifications, access to the skilled labor market, adequate skilled labor supply, and strong demand for professionals.

<sup>3</sup><http://ftu.edu.vn/list-all-categories/tuyensinh>

<sup>4</sup><https://daotao.neu.edu.vn/vi/ctdt-he-chinh-quy/de-an-dao-tao-cu-nhan-kiem-toan-bang-tieng-anh-tich-hop-chung-chi-quoc-te-icaew-cfab>

<sup>5</sup><https://www.icaew.com/about-icaew/who-we-are>

## 6. Conclusions

The paper seeks to provide policies on moving labor among ASEAN member in Vietnamese education sector while exercising the region's specific commitments to open freely common market under the AEC framework towards sustainable development. To the end, we exploit deductive approach involving depth interview of professionals, academic in service sector and fieldtrip in some Vietnam's universities to investigate the practical evidence to expose the policies in developing education system. Some interesting stylized facts emerge from the results as follows:

The ASEAN Economic Community is practically one of the three core pillars of countries' development and all economies are indulging. Since its inception, the AEC has received high interest from many works, due to the great role in the development and integration of this region. Intra-regional labor movement is an important content for regional connection to utilize the human resources and economic development.

In fact, our paper has exposed some practical evidence focusing in some Vietnam's universities to illustrate active policies in this sector. Furthermore, the study only engages in the fulfilling the commitments in some leading universities in Hanoi, Ho Chi Minh city, therefore, could be the avenue for the authors' research in the future. This paper, however, only investigates the practical policies in some universities in economics and business. There is not a picture for all sectors, for instance in technical and social field in Vietnam as well. This may be suggestions for research study to expose the Vietnam's education practice.

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