LABOUR MOBILITY IN THE ASEAN ECONOMIC COMMUNITY - A STORY IN VIET NAM'S SUSTAINABLE DEVELOPMENT GOALS

Nguyen Duc Huu

ABSTRACT

Purpose: This article analyzes Vietnam's sustainable development strategy when participating in the Southeast Asian Community of Nations (ASEAN) based on 3 pillars: Political-Security Community, Economic Community and Socio-Cultural Community. The admission of labour by member states participating in ASEAN's labour market will become a more cohesive political-economic entity, a community "united in diversity"; continue to be an open and important regional cooperation organization in the Asia-Pacific.

Theoretical reference: The overall objective of the ASEAN Community is to build the Association into a deeper and more binding intergovernmental cooperation organization based on the legal basis of the ASEAN Charter; but not a supranational and non-closed organization that still expands cooperation with the outside.

Methods: the article analyzes the factors affecting the outlook, the labour market in ASEAN has gradually transformed into an intergovernmental cooperation organization with a higher level of legal binding and deeper links but has not become a supranational organization. In that process, Vietnam's participation in the ASEAN labour market is an inevitable process of the ASEAN Economic Community.

Results and conclusions: In the economic field, this is an area with important strides and is currently a driving force for accelerating the process of regional integration. Up to now, ASEAN has basically fulfilled its commitments on the formation of the ASEAN Free Trade Area (AFTA), with most tariff lines having been reduced to 0-5%. ASEAN has identified 12 priority areas for early integration to further boost intra-regional trade. Intra-regional trade currently reaches about US$300 billion and accounts for about 25 per cent of ASEAN's total trade. Vietnam's participation in the ASEAN Economic Community has favorable factors and challenges. Vietnam needs to improve policies in training high-quality human resources to meet labor standards in the ASEAN Economic Community.

Implications of research: The ASEAN Economic Community aims to create a single common market and unified production base, including the free flow of goods, services, investment, capital and skilled labour; thereby enhancing competitiveness and promoting shared prosperity for the whole region; making it attractive for investment - business from the outside. Viet Nam's extensive labour market participation in ASEAN will boost effectiveness in achieving the Sustainable Development Goals.

Originality/value: With the goal of "For an ASEAN Economic Community for Sustainable Development", the article analyzed Vietnam's participation in the ASEAN labour market. Successful integration in the labour market will help Vietnam reduce poverty rates, improve the quality of human resources and develop sustainably.
MOBILIDADE TRABALHISTA NA COMUNIDADE ECONÔMICA DA ASEAN - UMA HISTÓRIA NOS OBJETIVOS DE DESENVOLVIMENTO SUSTENTÁVEL DO VIETNÁ

RESUMO

Objetivo: Este artigo analisa a estratégia de desenvolvimento sustentável do Vietnã ao participar da Comunidade das Nações do Sudeste Asiático (Asean) com base em 3 pilares: Comunidade Política-de Segurança, Comunidade Econômica e Comunidade Sociocultural. A admissão de mão de obra por parte dos Estados-membros que participam no mercado de trabalho da ASEAN tornar-se-á uma entidade político-econômica mais coesa, uma comunidade "unida na diversidade"; continuar a ser uma organização de cooperação regional aberta e importante na Ásia-Pacífico.

Referência teórica: O objetivo geral da Comunidade da ASEAN é fazer da Associação uma organização de cooperação intergovernamental mais profunda e mais vinculativa baseada na base jurídica da Carta da ASEAN, mas não uma organização supranacional e não fechada que ainda amplia a cooperação com o exterior.

Métodos: o artigo analisa os fatores que afetam as perspectivas, o mercado de trabalho na ASEAN gradualmente se transformou em uma organização de cooperação intergovernamental com um nível mais elevado de vínculos jurídicos e mais profundos, mas não se tornou uma organização supranacional. Nesse processo, a participação do Vietnam no mercado de trabalho da ASEAN é um processo inevitável da Comunidade Econômica da ASEAN.

Resultados e conclusões: No domínio econômico, esta é uma área com progressos importantes e é atualmente uma força motriz para acelerar o processo de integração regional. Até à data, a ASEAN cumpriu basicamente os seus compromissos relativos à criação da zona de comércio livre da ASEAN (AFTA), tendo a maioria das rubricas pautais sido reduzida para 0-5%. A ASEAN identificou 12 domínios prioritários para uma integração precoce, a fim de reforçar ainda mais o comércio intrarregional. O comércio intrarregional atinge atualmente cerca de 300 mil milhões de dólares e representa cerca de 25 por cento do comércio total da ASEAN. A participação do Vietnam na Comunidade Econômica da ASEAN tem fatores e desafios favoráveis. O Vietnam precisa de melhorar as políticas de formação de recursos humanos de elevada qualidade para cumprir as normas laborais na Comunidade Econômica da ASEAN.

Implicações da investigação: A Comunidade Econômica da ASEAN visa criar um mercado único comum e uma base de produção unificada, incluindo o livre fluxo de bens, serviços, investimento, capital e mão de obra qualificada; reforçando assim a competitividade e promovendo a prosperidade partilhada para toda a região; tornando-a atrativa para o investimento - empresas do exterior. A ampla participação do Vietnam no mercado de trabalho na ASEAN aumentará a eficácia na realização dos Objetivos de Desenvolvimento Sustentável.

Originalidade/valor: Com o objetivo de “Por uma Comunidade Econômica da Asean para o Desenvolvimento Sustentável”, o artigo analisou a participação do Vietnã no mercado de trabalho da Asean.A integração bem-sucedida no mercado de trabalho ajudará o Vietnã a reduzir as taxas de pobreza, melhorar a qualidade dos recursos humanos e desenvolver-se de forma sustentável.

Palavras-chave: trabalho, mercado de trabalho, ASEAN, desenvolvimento sustentável, Vietnã.
1 INTRODUCTION

At the ASEAN Vision 2020, adopted 12/1997, ASEAN leaders oriented ASEAN to form a Community which will create a stable, prosperous and highly competitive ASEAN Economic Area in which goods, services and investment are flowed smoothly. Capital is flowing more openly, the economy develops evenly, poverty and socio-economic division are reduced. That idea was reaffirmed at HNCC ASEAN 9 (Bali, Indonesia, October 2003), embodied in the ASEAN Reconciliation Declaration II (also known as the Bali II Declaration). Accordingly, ASEAN agreed to aim to form an integrated and self-reliant ASEAN community by 2020 with 3 main pillars: political-security cooperation (ASEAN Security Community – ASC), economic cooperation (ASEAN Economic Community – AEC) and socio-cultural cooperation (ASEAN Socio-Cultural Community – ASCC). The decision to develop the AEC in 2020 in the ASEAN Reconciliation Declaration (Bali Declaration II) states: creating a stable, prosperous and highly competitive ASEAN economic area where there is a free movement of goods, services and investment, freer movement of capital flows, equitable economic development and poverty reduction, narrowing socio-economic disparities.(Review & 2017, n.d.)

In order to accelerate efforts to achieve the goal of forming an ASEAN Community, the 12th ASEAN Summit in Cebu, Philippines, in January 2007 decided to shorten the time limit for forming the Community, including the Economic Community, from 2020 to 2015. The meeting also approved the Master Plan for Building an ASEAN Economic Community on this occasion. (Xuecheng et al., n.d.)

Four characteristics simultaneously constitute the AEC: (i) A single market and common production base, built through: Free movement of goods; Freedom of movement of services; Freedom of investment flow; Free Flow of Capital and Free Flow of Skilled Labor. (ii) A Competitive Economic Area, built through policy frameworks on competition, consumer protection, intellectual property rights, infrastructure development, tariffs and e-commerce. (iii) Balanced economic development, implemented through small and medium-sized enterprises (SME) development plans and implementation of integration initiatives aimed at narrowing the development gap in ASEAN. (iv) Integration into the global economy, undertaken through close consultation in partnership negotiations and in the process of participation in the global supply network (WTO). (Brata et al., n.d.)
The AEC Blueprint to 2025 states: "Facilitating the movement of skilled labour and entrepreneurs. The objective is to facilitate the movement of skilled labour within ASEAN starting with MRAs that will enable those operating in 8 occupational sectors to practice in other ASEAN countries through mutual recognition of quality and, where appropriate, through the implementation of the ASEAN Quality Reference Framework (AQRF) as AMS's voluntary reference base, to support long-term learning and enhance recognition and the ASEAN Agreement on the Movement of Natural Persons (MNP). These agreements are intended to facilitate temporary cross-border movement of natural and entrepreneurial persons carrying out activities in goods, services and investments." The 27th ASEAN Summit (21 November 2015, in Kuala Lumpur) issued a Statement: "acknowledging the completion of eight" Mutual Recognition Agreements (MRAs) on technical services, nursing services, architectural services, accounting services, dental services, medical services, geological surveying and professional tourism, contribute to facilitating the freedom of service sectors through the temporary migration of professionals and skilled workers", accordingly, skilled labour of these 8 occupations will be shifted within the AEC.

2 THEORETICAL FRAMEWORK

Wallestein's World Systems theory (1974). According to this theory, the world is a system of systems consisting of peripheral systems with poor states that provide resources (including manpower), to central systems with rich capitalist states. Migration is always the movement of labor from poor peripheral systems into rich central systems and it is the mechanism of operation and operation of social systems as a unified world. This theory can explain the phenomenon of international labor migration, but it is difficult to explain the phenomenon of retirement migration and return and repatriation migration. This theory is also difficult to explain the phenomenon of migration of ethnic minorities from one periphery to another within a country. However, this theory suggests paying attention to the systematic nature of migration. (Siwapimon et al., 2017) Migration is not simply the behaviour of individuals, families and networks of migrants. Migration is also a part of the interaction and interdependence between the world's systems, namely socio-economic systems in both destination, departure and the whole society as a unified social system. The impact of migration on the economic system at both destination and departure, education, health, infrastructure including roads, housing, clean water and
sanitation can be clearly seen. Migration policies that do not care about the socio-economic systems of migration inevitably run into the systemic problems of migration. For example, there are policies that focus only on building resettlement houses so that migrants have accommodation and living while neglecting the creation of production conditions; adopt policies focusing on vocational training for resettled people but lack attention to the output market of trained professional activities. Migration and resettlement policies are unlikely to succeed by focusing only on some of these issues while ignoring other problems of migration's social systems. Therefore, policy solutions to ethnic minority migration must be systematic from the target system to the resource system, from the economic system to the socio-cultural system; from the planning system to the system of inspection, monitoring and overall evaluation of both the system of destination, departure and migrants. (Kyophilavong et al., n.d.)

The institutional theory of Massey et al. (1983), also known as the international theory of migration, emphasizes the important role of organizations and institutions such as government and non-governmental organizations, for-profit organizations and non-profit organizations, civil society organizations and others in encouraging, organizing and regulating the migration process. In many cases of migration of ethnic minorities, village elders, village heads and indigenous cultural and social institutions play a more decisive role in migration than rigid administrative management organizations and institutions. According to this theory, migration policies should be concerned with establishing and strengthening formal institutions that support migration and facilitate the promotion of the positive functions of informal organizations and institutions of migrants. (Durdyev et al., n.d.)

Massey's (1990) theory of cumulative causation holds that migration is an evolutionary process with accumulation factors contributing to change and development in both arrival and departure. For example, migrants can promote income redistribution, land redistribution and capital redistribution, while increasing human capital. All of these factors interact and accumulate together that can create progressive changes in the social structure. Using this theory can help assess the positive impacts of ethnic minority migration on "new economic zones". However, cumulative factors are always twofold: along with evolution, migration progress can cause cumulative effects that increase ecological risks, increase social inequality and social instability in destination. The National Internal Migration Survey found that the majority of migrants quickly settled
down and improved their lives at their destination: 54% of migrants said their jobs were better, 52% said their incomes were better, they found living conditions and opportunities, and just over 10% of migrants said their jobs or their income is worse than before. However, nearly 30% of migrants said their housing conditions were worse than before. In Viet Nam, the majority of migrants feel the environmental conditions are more favourable than in the past, despite the constant trend of population growth and environmental pollution (Aring, 2015).

Structuration theory. This is the direction of research applying structuration theory initiated by Anthony Giddens and applied by authors such as Rob Stones (2005), Karen O'Reilly and colleagues (2012, 2014) in migration research (5). According to this theory, migration is the structuralization process in which the social actions, social interactions and social structures of migrants take place in the constantly expanding spatial-temporal framework. In other words, migration is not simply a mechanical change from one location to another in space. Rather, it is the process of continuous migration that is carried out, sustained and continuously reproduced through migration actions using the resources and rules brought about by the social structure. (Studies & 2021, 2021) This theory overemphasizes the individuality of migrants such as the rational choice of the individual or too much emphasis on external social factors such as the labour market and employment for migration. While researchers may debate the duality of action and structure of migration, this theory points to the need to treat migration as the process of social dialectics in which migrants act, interact with, and reproduce certain social structures of which they are members. This requires migration policy to ensure a harmonious migration process, in which migrants interact with the constituent elements of the social structures to which they are members in order to both function, sustain and renew and create new social structures. dynamic and evolving (Papademetriou et al., 2016).

Migration not only contributes to development at the place of destination, but also contributes to stabilizing the family life of migrants at the place of departure. Recent sociological surveys show that about 30% of migrants have sent money back to their families with an average amount of 27.5 million per household over 12 months. Most of this remittance is used by households to maintain daily life, not for production or business. Labour mobility within the AEC community is essentially a process of worker migration. Skilled workers participating in accepted sectors in the AEC economic community
contribute to ensuring decent work, one of the sustainable development goals of the AEC and Vietnam today.

3 METHODOLOGY

The ASEAN Economic Community has the potential to lead to significant job growth in the region. But to reap these benefits, ASEAN member states must step up regional policies on labour migration: first, they must follow ambitious plans for the free movement of skilled labour, and second, develop a regional approach to labour migration. Low- and medium-skilled jobs will form the foundation of permanent growth in the region. Labor migration has been a longstanding reality in Southeast Asia. In particular, the Philippines can be considered the prototype of a labor-exporting country: After 40 years of labor export policy – initially thought of as a temporary measure – and the creation of a sophisticated state apparatus serving Filipino expats and OFWs (Filipino workers in the country) In addition to ) on temporary contracts, about ten percent of the population currently lives and works abroad. The remittances they send home have become an important source of income for the family and the state as a loophole, but this dependence also has a major drawback: The labor market back home is still insufficient for job opportunities and even the current economic development is positive in the Philippines. It is believed to have a direct impact on growth or unemployment. While migrants in the past often sought employment opportunities in Western countries and Gulf states, migration within ASEAN has actually increased in recent years. The wide economic disparity — a monthly salary of $119 in Laos versus $3,547 in Singapore — has pushed the estimated number of ASEAN citizens residing in other ASEAN member states to about 6.5 million (up from 1.5 million in 1990). (Chia, 2017)The actual number is probably significantly higher, as irregular migration is rampant in the region. Considering the level of bureaucracy and high fees often required when using official EAC channels, this seems like an affordable option from a migrant's perspective. But it makes them even more vulnerable to abuse and exploitation. (Tran et al., 2015)Others have become irregular at the destination because they have overstayed their visas. Even under routine schemes, protection of migrants' rights may not be guaranteed, as destinations, such as Singapore, migrant workers' groups are classified into different categories: skilled workers are prioritized and may have the right to stay; migrants in low-skilled jobs can only receive temporary contracts; And domestic
workers are completely excluded from labor law, since their occupation is not recognized as real work. Labour migration within ASEAN is usually negotiated at the bilateral level and in a non-binding Memorandum of Understanding (MOU). (Jetin, 2016) Clearly, the wide economic disparity between countries (mainly the Philippines, Indonesia, Cambodia and Laos) and recipient countries (mainly Malaysia and Singapore) and the choice to receive countries that meet their migrant labour needs through supplies from multiple and often competing countries leads to unequal bargaining positions. These factors will call for a regional framework to address labour migration. The ASEAN Economic Community (AEC) stresses the need for governance of migration in the region, as the community's anticipated prosperity lies in the parts connected to labour migration. According to the International Labour Organization (ILO) and Asian Development Bank (ADB), the demand for skilled labour is growing but the greatest demand will continue to be for low- and medium-skilled jobs, in sectors such as trade, transport and construction. (Lumpur & 2010, n.d.) This demand will most likely not be met by the domestic workforce, which reinforces the need for labor migration. In fact, models for six of the ten member states predict up to 14 million additional jobs. There have been efforts to solve the problem at the regional level. The 2007 declaration on the protection and promotion of migrant workers' rights was certainly a turning point, but the proposed next ASEAN Framework Instrument is still in the stage of a non-binding draft: countries of destination and origin cannot agree to include family members and irregular migrants in the instrument or not. Other initiatives, such as the establishment of the ASEAN Forum on Migrant Labour (AFML) in 2008 and the ASEAN Agreement in 2012, have provided space for dialogue or summary of existing regulations to no avail. In fact, the AEC transcends irregular and low-skilled labor migration and focuses on free flows of skilled labor in the region. The Asia-Pacific Trade Research and Training Network (ARTNeT) points out: "Current policy, even if fully implemented, is not enough to achieve this. So far, ASEAN countries have agreed to facilitate the issuance of visas and employment approval, but only for professionals who engage in cross-border trade and investment—activities that involve morale. As a result, the majority of the skilled workforce still faces a multitude of visa and employment restrictions in member states, often requiring proof that a position cannot be filled by one country. (Wahyunengseh et al., 2019) Furthermore, countries have completed Mutual Recognition Agreements (MRAs) in eight occupational categories, ranging from engineering and architectural
services to nursing and tourism professionals. But these account for only a small fraction (about one percent) of total employment in the region and vary in their scope. (Herr et al., 2016)

ASEAN lacks standards in recognition of qualifications, undermining the free flow of skilled labour. Regulation in areas such as skills development, qualifications and certificates of dedication should be a priority of the AEC. On the other hand, as the ILO points out, skills shortages and mismatches can hinder job development in ASEAN. There is also the risk of working at a desk, for example university graduates from the Philippines may prefer to work in low-skilled jobs abroad because of the huge pay difference. Mobility facilitation measures, from more standardized skill recognition for savings and remittance investment schemes to social security, can help turn a user’s brain into a regainable brain for countries of origin. But the most pressing area is the governance deficit in regional migration beyond skilled labour. This includes protecting the rights of undocumented migrants and employment contracts. Countries like Malaysia routinely implement highly open deportation programs, while its economy actually often relies on cheap and easily exploited foreign labor. (Thanh & Nguyen, 2015)

4 RESULTS AND DISCUSSION

The ratification and implementation of relevant UN and ILO conventions will be the first step in providing a working environment that takes into consideration the interests of the migrant workforce. (fig.1)

Figure 1: Differences in displaced labor groups in the EAC community

The mobility of social and labour rights can be an incentive to reduce irregular migration. And strong organised migration civil society in the region can serve as an important partner in migration governance in the region: in stark contrast to the draft by ASEAN states, the Civil Society Expert Group Initiated (TF-AMW) has compiled a comprehensive ASEAN-ASEAN Framework Instrument on Protection and Promotion. Although ASEAN has explicitly stated its goal to promote skilled labour mobility, current policies point not only in the direction of the European Union, where freedom of movement is not impeded, but also less ambitious regional trade agreements such as the North American Free Trade Agreement (NAFTA) Caribbean Community (CARICOM). The lack of a cohesive regional framework, nationalist and protectionist policies, and mediated politics will impede ASEAN's skilled labour mobility. However, employers can still take advantage of policies that facilitate the hiring of skilled workers in certain sectors to address the shortage of skilled labour frequently found in ASEAN countries (Rana et al., n.d.)

Vietnam has the strongest change in the number of jobs in the AEC's 10 countries. (Chuc et al., n.d.) In Viet Nam, the number of jobs added compared to the baseline scenario was 6.0 million, accounting for 9.5% of total employment. Especially for skilled workers, freedom of labor movement in ASEAN will bring many positive benefits to workers. In the short term, with 8 labour sectors in ASEAN free to move through agreements recognizing equivalent skills, skilled workers with foreign language proficiency will not only have more jobs in the country, but they will also have job opportunities in 10 intra-bloc countries. (fig. 2)

Figure 2: Selected economic and labour market indicators in Viet Nam

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<tr>
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<th>2011</th>
<th>2012</th>
<th>2013</th>
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<tr>
<td>GDP growth rate (%)</td>
<td>6.2</td>
<td>5.2</td>
<td>5.4</td>
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<tr>
<td>Merchandise trade (% of GDP)</td>
<td>164.7</td>
<td>161.2</td>
<td>154.9</td>
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<tr>
<td>Output per employed person, PPP (constant 2005 international $)</td>
<td>5 082</td>
<td>5 239</td>
<td>5 440</td>
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<tr>
<td>Total employment (thousand)</td>
<td>52 208</td>
<td>26 830</td>
<td>25 378</td>
</tr>
<tr>
<td>Labour force participation rate (%)</td>
<td>77.5</td>
<td>82.1</td>
<td>73.2</td>
</tr>
<tr>
<td>Unemployment rate (%)</td>
<td>2.2</td>
<td>2.1</td>
<td>2.2</td>
</tr>
<tr>
<td>Agriculture share of total employment (%)</td>
<td>46.8</td>
<td>45.0</td>
<td>48.8</td>
</tr>
<tr>
<td>Vulnerable employment rate (%)</td>
<td>62.7</td>
<td>56.7</td>
<td>69.1</td>
</tr>
<tr>
<td>Average monthly wages (US$)</td>
<td>181</td>
<td>189</td>
<td>169</td>
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Source: ADB and ILO: ASEAN Community 2015: Managing integration for better jobs and shared prosperity (Bangkok, ILO, 2014), Annex F.
Using a cap leveling model, looking at Figure 2, we can forecast that the number of Vietnamese workers moving within ASEAN by 2025 is about 10,996 workers. If skilled workers who previously wanted to access foreign labor markets had to go through organizations or governments, they now have direct access to more foreign businesses, thereby finding the most suitable jobs. Calculations by the International Labour Organization (ILO) of employment changes under the AEC scenario compared to the baseline scenario show that Viet Nam has the strongest change in the number of jobs for both men and women. That confirms once again the opportunities of Vietnamese workers. In addition to having more job opportunities, skilled workers will be able to study and work in a more professional, dynamic and high-pressure environment, thereby perfecting necessary job skills. (Gold et al., n.d.)

4.1 CHALLENGES IN THE INTEGRATION OF VIETNAMESE WORKERS IN THE AEC

Challenges from cultural differences: Southeast Asia brings together most of the world's major religions. Countries are very respectful of religious freedom, so workers moving to other countries will still have their own religion worshipped. For Vietnamese people, family plays a very important role. Although working in a dynamic environment with high salaries, if there is no policy to bring family with them, it will make skilled workers worried. At that time, they both faced an unfamiliar environment, language, and laws and were under mental pressure when they did not have their families around. (Gugler et al., n.d.)

Challenges from legal differences: ASEAN is a heterogeneous bloc in terms of political system. Institutional differences among ASEAN countries are the basis for legal differences. Therefore, the Labour Codes of different countries have different regulations for workers coming from abroad: on social security for each country, on immigration rights, some countries may offer an open-door policy, but some have very high requirements - typically Singapore. Currently, the system of providing information to workers in Vietnam has not really developed, the difference in laws, the difficulty of accessing and understanding the policies of the host country is a great challenge in moving skilled workers of our country. (fig.3)
Figure 3: Change in various economic and labour market indicators under the AEC scenario relative to the baseline in Viet Nam, 2025 (per cent)


Professional challenges: Of all the obstacles for labor, mobility skills, the qualification of workers is the biggest one. Skilled workers in Vietnam, in terms of qualifications, are many, but they do not gain the trust of society in general and employers in particular in their own country. (Ai et al., n.d.) Therefore, with the current level of technical expertise, it is difficult for Vietnamese workers to meet the requirements of enterprises from other ASEAN countries. The Vietnamese Qualifications Framework has not been completed to match the ASEAN Qualifications Framework that has been put in place, while other countries in the bloc have reached the final steps in developing the National Qualifications Framework. Even if workers are considered skilled in Vietnam, they have to work very hard to perfect all skills according to international standards. Vietnam does not have a policy to recognize the capacity and qualifications of workers experienced through labor practice and occupation. Therefore, as a result, low-degree people with a lot of experience, can handle situations, job capacity well but are not recognized. (Gugler & Vanoli, 2017)

Vietnam has promulgated the Sustainable Development Strategy for the period of 2011 - 2020 with the goal of sustainable and effective growth, in parallel with progress, social justice, protection of natural resources and environment, maintenance of socio-political stability, firm protection of independence and sovereignty, national unity and territorial integrity. Vietnam is one of the countries with many efforts and has achieved many achievements on the journey of sustainable development. Vietnam has promulgated
a national program on sustainable development, established a National Council for Sustainable Development and Enhanced Competitiveness. In 2018, Vietnam ranked 69/190 in terms of business environment (World Bank assessment); ranked 77/140 in competitiveness (WEF), ranked 54/162 countries in the Top 30% of countries in sustainable development (only behind Thailand in ASEAN). Currently, Vietnam's labor force is quite abundant, while economic conditions are not developed, jobs in the industrial sector are still small, people's lives are still difficult, it is necessary to continue maintaining appropriate labor export policies. (Nguyen et al., n.d.)

Sending workers to work abroad must always be identified as a long-term solution, but a strategy must be developed according to the roadmap towards training and exporting skilled labor that increases the value of labor power. Gradually improve the quality of labor, gradually shifting from general labor export to high-skilled/qualified labor export. (fig.4)

![Figure 4: Estimated change in employment by skill level in Viet Nam, 2010-25 (thousand and per cent)](https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-hanoi/documents/publication/wcms_304629.pdf)

Vietnam needs to continue to improve its laws and policies related to labor export in line with international and ASEAN commitments and regulations. (Jr, 2013) On the one hand, it is necessary to supplement and amend missing or inappropriate mechanisms and policies such as: Investment policies to expand the market; Policies to support training and credit for employees going to export; Credit policies for people going to work abroad, social insurance policies, policies to encourage the transfer of money and goods to the country, policies to receive back after completing tasks. (Harkins et al., n.d.)
Viet Nam should strengthen the state management of labour export and migrant labour, minimize illegal labour, or illegal labour export rings, avoid giving absolute power to a single agency to manage and recruit workers that can lead to corruption, negative. Establish a strict migrant worker management system. For intra-bloc labour mobility to be effective, these flows must be managed to limit negative impacts on participating countries and economies across the region. The management mainly focuses on controlling employees and relationships in labor management, ensuring to promote positive impacts, not affecting the socio-political of participating countries. (Vuong et al., n.d.)

In terms of education and training, countries in the region have soon built vocational training systems with certificates according to regional and international standards. Thereby, employees have job opportunities in AEC and difficult markets; improve competitiveness between domestic labor and other AEC member countries. From the experience of other countries, Vietnam needs to soon renovate the structure of vocational education, linking training with the labor market and the participation of enterprises; promote international cooperation in vocational education. On that basis, employees are not only equipped with professional qualifications and knowledge but also understanding of the working environment, social culture and legal system of the host country, so that when moving, employees can integrate quickly. (Fig.5)

Figure 5: Change in labour productivity under the AEC in Viet Nam, 2010-25 (per cent)

Vietnam implements policies to attract talents, improve the quality of domestic labor and export, so that Vietnamese workers can compete and ensure equal rights as workers in the host country. Research and negotiate bilaterally to be recognized as equivalent to vocational skill levels of Vietnamese workers with those of host countries and AEC. To create good conditions for intra-bloc labour mobility, it is necessary to be proactive in protecting migrant workers. Some countries in the region do this well, bringing lessons to Viet Nam from eliminating discrimination (domestic and foreign workers), universalizing adequate social protection and creating networks to receive and handle migrant workers' problems.

5 CONCLUSION

Sustainable development is both an urgent need and an inevitable trend of social development. During more than 30 years of renovation (1986-2019), Vietnam has synchronously implemented many solutions to promote sustainable development and achieved many important achievements such as macroeconomic stability, Vietnam's economic growth was maintained at a high level, and the quality of growth was raised. Given ASEAN's goal of creating the free movement of skilled labour, investors running businesses in the region may be surprised to see such limited movement between countries. In fact, companies that employ highly skilled foreign workers often have no more incentive to hire employees from an ASEAN country than internationally. In most cases, hiring a foreign worker from another ASEAN member state requires following the same visa and work permit procedures as applying for other countries. Freedom of labour movement within ASEAN requires policy reforms and procedural synchronization at both national and regional levels. ASEAN, for example, still lacks a uniform visa update system for foreign businesses and skilled workers. Work permits and work visas are still subject to local rules and laws. With many legal hurdles remaining, member states are unlikely to change their policies anytime soon to quickly realize the AEC's ideal of a free zone of skilled labor mobility. In addition, disagreements around mutual recognition agreements as well as lack of synchronization on professional training systems and diploma certificates of member countries, practical application is a risky job while the responsibility for recognizing professional qualifications falls under the management mechanism of subordinate state levels. The serious absence of awareness of agreements to recognize and understand the AEC is a significant hindrance, limiting the socio-
political incentives to advance this process may arise, especially given ASEAN's uneven level of development and regulatory complexity. These are also significant challenges for member countries and Vietnam in achieving the Sustainable Development Goals when the workforce participates in the AEC community.
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