

# WILLINGNESS OF LABOURERS TO MIGRATE FOR WORK: A SURVEY STUDY IN VIETNAM

Nguyen Thi To Vy<sup>1</sup>

Nguyen Thi Thu Phuong<sup>2</sup>

## **Abstract**

The paper is written based on the research on labourers' interest in the Fourth Industrial Revolution (4.0 I.R.) with surveyed sample of 319 people who are working in the enterprises. The statistics analysis method was applied to analyze data. Probit regression model is also approached to quantitatively analyze. The study aims to examine the relationship between historical migration experiences and ability of working migration that a labor may intend in the future. The factors that simultaneously impact on worker's migration decision in the future are two-level migration, marriage status, having children less than 15 years old and living with other members in the family. These effects pointed out significant evidences in this study.

**Keywords:** *labor, work migration, income, adaptability, sustainable occupation*

## **1. Introduction**

The willingness of migration of a person usually depends on the differences between the migrating costs and migrating benefits. An individual might decide to migrate instead of staying at hometown if he or she can predict that expected benefits will be higher than migration cost. At the macro level, the migration decision can be impacted by the socioeconomic determinants. In the current labor market situations, employment opportunities, GDP levels, the levels of wealth, the taxation regimes or even welfare regimes are compared between in and out migrating locations. For instance, someone would move to another place if there are less employment

---

<sup>1</sup>University of Economics Ho Chi Minh City / Vietnam Women's Academy

<sup>2</sup>Branch of Vietnam Women's Academy

opportunities or low income at present location. Hatton and Williamson (2002) pointed out that when income increases, migration phenomena will increase because people could raise fiscal abilities supporting their life. But at a high enough of wealth level, people may have less migration intention because they lack of pressing economic incentives ([Hatton & Williamson, 2002](#)). The migration behavior might be decided by flexible taxation policies of the target location. The high skills employers expect maximize their net incomes with lower taxation regime or higher welfare regime ([Borjas, 1999](#)). Before, Borjos even developed the theoretical model in the economics of immigration to prove that individual's migration behavior is leaded by searching for the better economic opportunities ([Borjas, 1989](#)).

This study is approached migration issue that is defined broadly as “a permanent or semi-permanent change of residence. No restriction is placed upon the distance of the move or upon the voluntary or involuntary nature of the act, and no distinction is made between external and internal migration.” ([Lee, 1966](#)). We also pay attention about the labor force migration as “a form of human investment whereby individuals are thought to incur present costs (both monetary and psychic) in the hope of receiving higher future earnings and other benefits.”([Fields, 1976](#)).

Besides, at the micro level of migration, economic factor is one of the most important personal-level determinants that greatly impact on the migration decision. Sjaastad presented the human capital theory of migration, in which, higher expected wage and better employment opportunities might be directly influence on individual's migration decision ([Sjaastad, 1962](#)). Borjas (1999) also argued that the social security benefits of the target places guide the migration decision of an individual. This point is so called the “welfare magnets” in Borjas's research. An individual's migration intention is always attracted by the good welfare policy. Furthermore, the household's members and financial status are the factors that may influence on the migration intention behaviors. The willingness to share the risk or willing to improve the household's income those promote the willingness of migration of a person ([Mincer, 1978](#); [Stark & Taylor, 1991](#)). There are several literatures were presented that the willingness to migration intention in the future might be influenced by the previous migration experiences. Liebig and Sousa-Poza (2004) and Vandenbarande et al., (2006)

revealed that the next migrating cost is downwardly significantly by the mobility experiences of an individual in the past. It is because the immigrants ensure the certain better information that can help them reduce the total cost of movement in the future. They also have the less psychological pressure if the mobility will be acted ([Liebig & Sousa-Poza, 2004](#); [Vandenbrande, Coppin, & Van der Hallen, 2006](#)).

Therefore, it is essential to know why people migrate and what the impacts of migration are. These two questions have been discussing in a large body of literature. For Vietnam, there are several studies on the former questions but not so many on the latter one. Some popular studies which investigate the pattern and determinants of migration in Vietnam are studies of [A. Dang, Goldstein, and McNally \(1997\)](#) and [Djamba, Goldstein, and Goldstein \(1999\)](#). Meanwhile, there are only three studies which address the quantitative impact of migration. Firstly, [De Brauw and Harigaya \(2007\)](#) using the VHLSS 1993-1998 found that seasonal migration is the reason of increase household expenditures. Secondly, the VHLSS 2002-2004 data is estimated by [Phuong, Tam, Nguyet, and Remco \(2008\)](#) to calculate the impact of long-term migration on house-hold expenditure and inequality. The relationship between the increasing migration expenditures and inequality was also analyzed when the remittance is higher during the time. Finally, [Nguyen, Van den Berg, and Lensink \(2011a\)](#) applied VHLSS 2004-2006 to estimate the impact of migration on three different poverty indicators. They considered the relation between vulnerability and migration by the income diversification level as well as assess additional household welfare indicators besides inequality.

There have been a number of recent studies on the migration situation in Viet Nam that mention different aspects of migration. The migration trends are reported in the series of yearly studies of General Statistics Office (GSO) and International Labor Organization (ILO). In Vietnam, migration is always a right purpose to improve people living standard ([A. Dang et al., 1997](#); [Nguyen, Van den Berg, & Lensink, 2011b](#); [Phuong, Tam, Nguyet, & Oostendorp, 2008](#)). It is a popular trend to move from a worse place to a better one to get more income. Migrant people usually prefer send remittances back their hometown than having good individual conditions. They are even accepted living under-standard fettle to save money as much as they could to send back their

family. Over time, the remittance has increased following the increasing of internal and international migration of Vietnamese. According to ([N. A. Dang, Tacoli, & Hoang, 2003](#)), there is around 6.5 percent of the population renovated their residence from 1994 to 1999. Comparing Vietnam Household Living Standard Surveys between 1998 and 2006, the citizens in urban areas increased from 22 to 27 percent. According to Vietnam Labor Newspaper (2008), the annual number of international work migrants reaches up 136 percent balance 85,000 in 2007 compare 36,000 in 2001. In 2018, the International Labor Organization (ILO) estimates that 164 million people are currently migrant workers, up 9% since 2013, when the figure was 150 million. Then, in terms of reasons of migration, the survey results present that occupation opportunities and income are the two main attractive factors for migration decisions and intentions. In particular, the surveyed migrants found that people have to face to many difficulties in their life such as lack of fresh water, electric power, housing etc. In 2016, Vietnam Women Academy has published an investigation report as the project called “Current situation and solutions to support female migrant workers improving their life quality in 2014”. This project aims to investigate the political, economic, culture and social aspects of female labors in the age of 15-59 years old. It shows a general picture of almost aspect of migrated women in Vietnam at the investigated year – 2014, including increasing migration trend, with different migration reasons and low living conditions, in which, the economic migrant is the highest ratio. These women also have lack of conditions to access public services. The common feature of these rescuers is that they all point out the disadvantages that migrant workers face at work and in living at the destination location.

In generally, there are several migration mechanisms which could lead someone to migrate (details in Table 1). From the respect of economics factor, people may be attracted to migrate by the better income and working conditions, namely, this study focus the reasons that encourage an individual moving from a poor wage location to the higher wage destination. The authors also pay attention about migrants decision of individuals base on the behavior economics respect according to the relationship of pushing factors (in the areas of origin) and pulling factors (in the areas of destination).

<b>PUSH FACTORS</b>	<b>MIGRANTS</b>	<b>PULL FACTORS</b>
<b>Areas of origin</b>		<b>Areas of destination</b>
Population growth Young age structure	Demographic factors	Stable population, demographic ageing
<b>Poor wages</b> Lack of jobs Poverty	<b>Economics factors</b>	<b>Higher wages</b> Job prospects Labour demand
Poor wages Lack of jobs Poverty	Economics factors	Higher wages Job prospects Labour demand
Poor wages Lack of jobs Poverty	Economics factors	Higher wages Job prospects Labour demand
Crop failure and famine Pollution Natural disaster	Ecological factors	Food availability Better environment
Limited opportunities Lack of services Family separation	Migration flows and stocks	Family reunification Better quality of life Availability of services

**Table 1: Types and Mechanism of Migration**(source: authors' references)

In previous studies on migration, the aspects related to national migration in Vietnam were mainly addressed through the migration situation in the past. In summary, studies and investigative projects on national migration focus on a number of aspect such as economy, employment, income, physical, mental conditions, governance, civil

etc. in the current period, but not pay enough attention to the aspects of willing ability to domestic migrate in the future period. This paper purposes to examine the factors which might affect migration decision in the future of a labor. The demographic characteristics and migration experiences of a person in the past were investigated to measure his/her probability of willing migration work in the future. A random survey of 400 people who are identified having jobs in enterprises is surveyed by questionnaires. The 05 surveyed areas are Hanoi, Ho Chi Minh City, Bac Ninh, Dong Nai, and Binh Duong. The full sample includes 319 individuals who are at working age 15-60. The main objective of this study is almost using the result of survey to assess the willingness of labourers to migrant for work by panel data. Several demographic characteristics may impact on people's willing to migrant work. The findings are also provide policy recommendations for Vietnam in the new development periods.

## **2. Data and Methodology**

### **2.1. Data**

The data source is exploited from the surveyed list of 319 labourers asked about "The interest of workers to the Fourth Industrial Revolution – 4.0 IR". The survey was conducted by the authors from 05-12 January 2019. The surveyed labourers are Vietnamese employees working in the enterprises (including companies/factories/offices/manufactories) in Hanoi, Ho Chi Minh City, Bac Ninh, Dong Nai, and Binh Duong.

The information giver are aged 15-60 years who are self-employed or working as a worker in the enterprises in researched areas. There are 319 available surveys were selected by the random surveying 400 labourers by questionnaire. The fieldwork was conducted in 05 listed areas, in which Ha Noi and Ho Chi Minh City have total 231 workers and others locations total of 88 workers. There are main two parts in the survey: the first part includes 22 questions relevant to an individual's perspective about several items as migration, the 4.0 I.R., FDI enterprises. The authors choose 7 items of the first part to design the variables of the model; another one includes 17 questions relate to personal and demographic items. 12 items are chosen from this part to add the independent variables series. The details are presented in Table 2.

No.	Variable	Notation	Definition / explanation	Unit
<b>Dependent variables</b>				
1	Willingness to migrate for work when having a better occupation opportunity	<i>intMwill</i>	1: if a person willing to migrate work at the provincial scale or bigger 0: otherwise	Binary
<b>Independent variables</b>				
1	Migrated in the past at level 1	<i>pastM1</i>	1: if a person who had migrated before 5 years ago 0: otherwise	Binary
2	Migrated in the past at level 2	<i>pastM2</i>	1: if a person has migrated nearest 5 years 0: otherwise	Binary
3	Income of an individual	<i>income</i>	Monthly Income of a person equal: 1: if the total income is less than 5 million VND/month 2: if the total income is from 5 million – below 10 million VND/month 3: if the total income is from 10 million – below 15 million VND/month 4: if the total income is more than 15 million VND/month	Number
4	Sexual	<i>Sex</i>	1: if a person is a man 0: otherwise	Binary
5	Age	<i>Age</i>	According to the real age at the surveyed period	Number

No.	Variable	Notation	Definition / explanation	Unit
6	Number of working experience years of the present job	<i>workexp</i>	The number of years that a person has been working up to the surveyed period	Number
7	Education	<i>Edu</i>	1: if a person who has graduated high school or lower degree 0: otherwise	Binary
8	Marriage status	<i>Marry</i>	1: if a person is at the married or remarried status in the surveyed period 0: otherwise	Number
9	Income of individual's spouse	<i>spouseinc</i>	Monthly Income of an individual's spouse: 0: equal zero if a person has no spouse or the spouse has no income 1: less than 5 million VND/month 2: from 5 million – below 10 million VND/month 3: from 10 million – below 15 million VND/month 4: more than 15 million VND/month	Number
10	The age of children	<i>Childage15</i>	1: if a person has at least one child who is below 15 years old 0: otherwise	Binary
11	Dwelling status	<i>House</i>	1: if a person has at least a private house/flat (including a installment paying house) 0: otherwise	Binary
12	Living with family's	<i>Livewith</i>	1: if a person lives with at least	Binary



No.	Variable	Notation	Definition / explanation	Unit
	members		one more members in the same dwelling (including spouse, children, or parents or brothers/sisters) 0: otherwise	
13	Working in the foreign direct investment enterprises	<i>enterFDI</i>	1: if a person is working in a foreign direct investment enterprise 0: otherwise	Binary
14	Working position of present job	<i>Position</i>	1: if a person is an unskilled labor or a skilled labor 0: otherwise	Number
15	Willing to share own income with others	<i>Wshare</i>	1: if a person willing to share own income with someone 0: a person only willing to share with herself/himself	Binary
16	Worrying about unemployment status or lacking income/job because of 4.0 IR	<i>Worry4.0IR</i>	1: if a person is worry about unemployment status or lacking income or job because of 4.0 IR 0: otherwise	Binary
17	Willing to change the new job	<i>Wchange</i>	1: if a person willing to change the present job 0: otherwise	Binary
18	Province code (just for summary purpose only, not put in the model)	<i>provincecode</i>	1: Ha Noi 27: Bac Ninh 74: Binh Duong 75: Dong Nai 79: Ho Chi Minh City	Number

**Table 2: Definitions Variables Used in the Model**(source: author's research)

## 2.2. Methodology

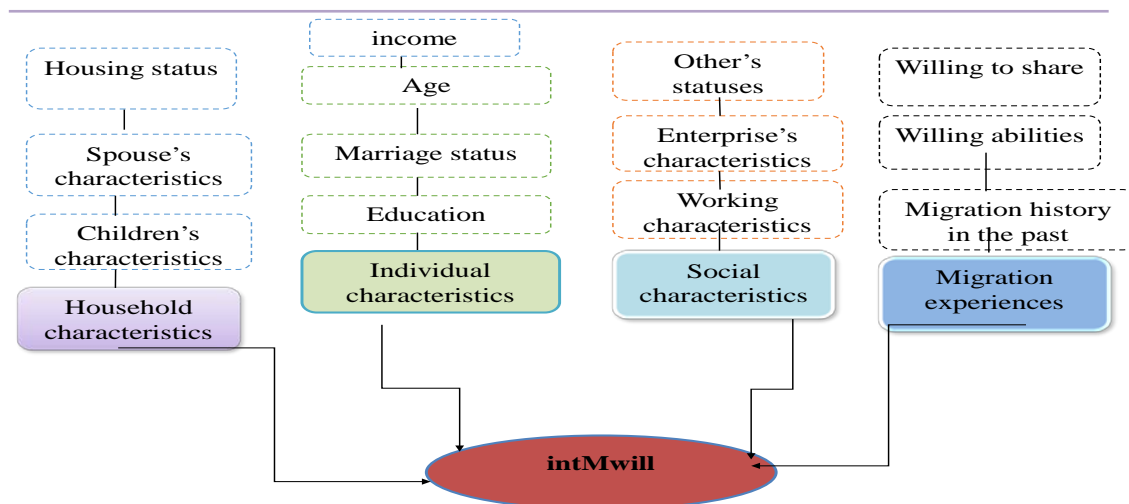
Probit regression model is used to censor and quantitatively analyze the results. Besides, other relationships between ability of working migration and several indicators are also examined through Probit regression output. The Stata software 15.0 is approached to run regression.

Our study approaches human capital theory of migration of Sjaastad (1962), in which, higher expected wage and better employment opportunities can directly influence on individual's migration decision. We also refer the studies of Liebig and Sousa-Poza (2004) and Vandenbarande et al., (2006) to collect the variables and design functions for this study. The study includes one dependent binary variable so call "intMwill". "intMwill" variable is signed by the meaning of the willing ability to migrate work if an individual has a better occupation opportunity. It receives value 1 if the willing ability or migration is available and receives value 0 if otherwise. The working migration scale is understood as a provincial or bigger scale in this paper.

One question is designed to clarify the willing ability to migrate work when a person meets the situation as follow:

- Ask: assume that your present job is good. If you have another better occupation opportunity (better wage or better welfare or better working conditions...), Which work migration scales that you will be ready to change the job and move to new location? (for intMwill" variable).
1. Mobility to another districts or smaller scales (ward scale...) (considered value 0);
  2. Mobility to another provinces/cities or bigger scales (area scale, country scale...) (considered value 1).

The normal probability of willingness to migrate is evaluated by using Probit model through the function is:  $\Pr(\text{willingness to migrate work} = Y = 1) = F(x)$ , where probability = Y is the willingness to migration work of an individual,  $x_1 \dots x_n$  are the variables might influence the migration work's decision of a person. They are including the household characteristics, individual characteristics, social characteristics and several factors of migration experiences of a person (Diagram 1).



**Diagram 1: Conceptual Framework** (source: author's research)

### Definitions of migration indicators

According to the criteria of Vietnam national census (GSO, 2018), a person is determined as a resident of the investigated location if this person has been residing at the present address for 1 month or more. Furthermore, a person who is considered as a migrant if this person has the current residence place (at the surveyed time) and the place of the prior 5 years residence are not the same destinations.

We design three demographic questions to examine two main independent variables.

1. Where were you born – which province?
2. Where did you live in the prior 5 years ago – which province?
3. Where are you living now – which province?

The two-level migration experience of an individual is designed by follow two steps:

The first step: “one-level migration” is understood by the first time migration named “pastM1” or the second time migration named “pastM2”. The “pastM1” is received value 1 if the place of born and the living place of before 5 years ago are different, otherwise receive value 0; The “pastM2” is received value 1 if the resident place before 5 years ago and the current resident place are different, otherwise receive

value 0. These two times of migration are considered as the term of inter-provincial migrant (so called provincial migration scale - It means migrants are individuals who have moved from a province to another one up to date);

The second step, “two-level migration” so called “M2level” is converted by using “if” function in excel: if “pastM1 and “pastM2” simultaneously receive value 1, “M2level” will receive value 1 - it can be explained that a person is considered having the two-level migration experience if he/she had simultaneous two times changing resident location at the inter-provincial scale. The research questions are:

1. Which factors are the strongest effects impacting on willingness of labourers to migrate for work in the future: one-level migration or two-level migration or both?
2. Which characteristics groups are the strongest effects impacting on willingness of labourers to migrate for work in the future: households’ or individual’s or society’s or migration experiences’?

There are seventeen independent variables and one dependent variable in the applied model of the study. The independent variables are gathered into four groups: household’s characteristics; individual’s characteristics; society’s characteristics and migration experiences. We step by step approach Probit model to run regression with the full-sample 1, full-sample 2, sub-sample 1, sub-sample 2. We purpose to compare the willingness to migration work among four regression models. In the full-sample 1, we use all the independent variables including full 17 indicators not include “M2level”. In the full-sample 2 we keep “M2level”, remove “pastM1” and ”pastM2”. In the sub-sample 1, we keep “pastM1”, remove “M2level” and ”pastM2”. In the sub-sample 2, we keep ”pastM2”, remove “pastM1” and “M2level”.

## **Methods**

To evaluate the impact of two level migration experiences in the past on the migration work intention, we run the Probit model with dependent variable is “intMwill” and 17 indicators in the full-sample 1 and 16 indicators in full-sample 2, the equation (1) and (2) are applied as below:

$$\begin{aligned}
intMwill_{f1} = & \alpha_0 + \alpha_1 \text{ pastM1} + \alpha_2 \text{ pastM2} + \alpha_3 \text{ income} + \alpha_4 \text{ sex} + \alpha_5 \text{ age} \\
& + \alpha_6 \text{ workexp} + \alpha_7 \text{ edu} + \alpha_8 \text{ marry} + \alpha_9 \text{ spouseinc} \\
& + \alpha_{10} \text{ childage15} + \alpha_{11} \text{ house} + \alpha_{12} \text{ livewith} + \alpha_{13} \text{ enterFDI} \\
& + \alpha_{14} \text{ postition} + \alpha_{15} \text{ Wshare} + \alpha_{16} \text{ worry4.0IR} \\
& + \alpha_{17} \text{ Wchange} \quad (1)
\end{aligned}$$

and

$$\begin{aligned}
intMwill_{f2} = & \delta_0 + \delta_1 \text{ M2level} + \delta_2 \text{ income} + \delta_3 \text{ sex} + \delta_4 \text{ age} + \delta_5 \text{ workexp} + \delta_6 \text{ edu} \\
& + \delta_7 \text{ marry} + \delta_8 \text{ spouseinc} + \delta_9 \text{ childage15} + \delta_{10} \text{ house} \\
& + \delta_{11} \text{ livewith} + \delta_{12} \text{ enterFDI} + \delta_{13} \text{ postition} + \delta_{14} \text{ Wshare} \\
& + \delta_{15} \text{ worry4.0IR} + \delta_{16} \text{ Wchange} \quad (2)
\end{aligned}$$

The equation 1 and 2 are used as predict models for this study. Where,  $intMwill_{f1}$ ,  $intMwill_{f2}$  are the probability mobility of an individual in the future when this person is asked about the intention of migrating (so call willingness to migrate for work). Coefficients of the independent variables in the equations are  $\alpha$ ,  $\delta$ .

To evaluate the impact of one level migration experiences in the past (at level 1 and level 2) on the migration work intention, the Probit model is continuous to approach running regression with dependent variable is “intMwill” and both 16 indicators in the sub-sample 2. In addition, “M2level” independent variable is replaced by “pastM1” or “pastM2”.

### **Prediction method of marginal effects**

The marginal effects at the means of the explanatory variables are predicted after each procedure of running regression. The probability of willingness of migration work of a person is computed by “dy/dx” – “mfx” command for each independent variable. A value of each “dy/dx” is understood as the percentage points of probability of migration intention of a person that is predicted in the future.

### **3. Result and Discussion**

### Statistical summary

In the sample of 319 observations, the interviewees are aged 19-57. There is 60.19% of observations are women and 39.91% of them are man, in which, there is 16.53% of males and 17.19% of females answer “yes” when were asked about their willingness to migrate with the higher wage. The proportion of the first period of migration is 59.87%. The percentage of migration in the second period reduces to 28.84% only. A person is considered having the two-level migration experience when he/she had simultaneous two times changing resident location at the inter-provincial scale. The percentage of people having two-level migration experience is 14.42 % with 26.09% of them is expressing that they willing to migrate for work if the wage will be higher in the destination (Table 3).

Comparing the marriage status and having children less than 15 years old, the ratio of parents who is having children less than 15 years old is 65.52%. There is around one of three people having private house/apartment at the surveyed period with 37.62% of people say “yes” when they are asked whether they own private house/apartment or not (own private house including the house of installment status). It is clear that a person who own private housing is not likely to mobility than a person who has not owned any house or flat. However, sometimes people are not likely to move even they have no the stable dwelling place. For instance, there are more than haft of individuals of this sample answer that they do not willing to move to another province even they still do not have any private dwelling place (52.36%).

Items	M2level	pastM1	pastM2	Marry	Child15	Sex	House	livewith	edu	Worry-IR4.0
% of Total	14.42	59.87	28.84	53.6	65.52	60.19	38.24	69.59	76.18	43.26
% of intM-level	26.9	18.85	2.65	13.45	19.14	17.19	18.33	13.06	2.16	18.84

**Table 3: The willingness of labourers for work-migration through indicators**(source: author’s summary)

Generally, it seems to be clear that people who have historical migration experiences do not prefer to change the job than the people have not any migration experiences in this sample. There is 14.42% of surveyed individuals (46 people) have been moved at least two times in their life. But there is 78.09% people of them expressing they are not likely to change the present work anymore. There is 26.33% of labourers (84 people) answering that they are always ready to change the job, in which 73 people do not want to move working to another province and there are 11 people willing to migration work only. When they are asked about the willingness to share their income/salary with whom, there is 73.04% of labors presenting that they are ready to share with their family's members. There is only 26.96% of them answer they will use their income for themselves. The ratio of living with relationship is around two of three (222/319), in which, the number of labourers willing to migration work compare to number of labourers not willing to migration work is one to ten (22/200).

### **Regression result and Discussion**

The running regression results are presented in Table 3. There are three modules are significant, they all have "Prob>chi2" less than 0.000 in both module-I, II and III. The the module-IV is ignored because it's Prob>chi2 is not less than 0.000 (=0.0010). The module-I shows that the first migration and the second migration in the past together positively impact on the willingness to migrate for work of a person in the future ( $p < 0.10$ ). The module-II shows that two-level migration impacts on the migration intention with significant value of 5% ( $p < 0.05$ ). With a better occupation opportunity, holding other indicators are constant, the probability of changing provincial resident place of a person who has two-level migration experience will be higher 0.14 percentage point compare to whom has no two-level migration experience. This evidence is similar to the findings of Liebig and Sousa-Poza (2004) and Vandenbarande et al., (2006). Their findings showed that willingness to migration intention in the future might be influenced by the previous migration experiences.

The marriage status and living with relationship status have negative impacts on the migration work's intention. the probability of migration work's decision of an individual will be fall down compare to 0.27 percentage point in module-I, 0.25 percentage point in module-II and 0.23 percentage point in module-III if this person is

married (significant 5%,  $p < 0.05$ ). The probability of working migration decision of an individual will be fall down compare to 0.16 percentage point in module-I, 0.18 percentage point in module-II and 0.19 percentage point in module-III ( $p < 0.01$ ) if a person is determined living with another. It can be explained that a person is living alone to be likely to migrate than the married individuals also than the living together members.

The running regression results also indicate that, in module-I, income of spouse, having children less than 15 years old, having the private house are factors that impact positively on the working migration intention of a person in the future. If someone's spouse has income to be higher 1 unit, the probability of provincial mobility of this person will be higher around 0.05 percentage point (at  $p < 0.1$ , 90% statistics significant). This number is similar to module-II but it has not significant in module-III. With the statistics significant at 5% ( $P < 0.05$ ) a person who has children less than 15 years old is more likely to move for work with the probability of 0.1 percentage point rather than a person who does not have children less than 15 years old. It is similar significant statistics number in both module-II and module-III. In module-I, a person who owns private dwelling also has migration work's intention stronger than the others - who has no private house (with statistics significant of 10%,  $p < 0.1$ ). In module-II and module-III, the indicator of housing is not significant number.

In generally, we choose the module I and module II to be the predict models for the willingness of migration work in this study. The indicators including two-level migration, marriage status, spouses' income, having children less than 15 years old and living with family members are main five factors of these models. These indicators belong to individual characteristics.

The willingness to share the risk or willing to improve the household's income those promote the willingness of migration of a person ([Mincer, 1978](#); [Stark & Taylor, 1991](#)). But there is not any similar significant evidence that found in our regression results.



Models and results	Probit regression – predicted model (full-sample1)– module I			Probit regression – predicted model with M2level (full-sample2)– module I			Probit regression – comparison model (sub-sample 1)– module III (Remove “pastM2” variable)			Probit regression – comparison model (sub-sample 2)– module IV (Remove Missing “pastM1” variable)		
	Log of likelihood: -123.8495 Pseudo R-square: 0.1462 Prob>chi2: 0.0006 LR Chi2(16): 42.43			Log of likelihood: -124.12276 Pseudo R-square: 0.1443 Prob>chi2: 0.0004 LR Chi2(16): 41.88			Log of likelihood: -125.35337 Pseudo R-square: 0.1359 Prob>chi2: 0.0009 LR Chi2(16): 49.42			Log of likelihood: -125.3842 Pseudo R-square: 0.1357 Prob>chi2: 0.0010 LR Chi2(16): 39.36		
Indicators	Marginal Effects (dy/dx)	coef.	P> z  (z)	Marginal Effects (dy/dx)	coef.	P> z  (z)	Marginal Effects (dy/dx)	coef.	P> z  (z)	Marginal Effects (dy/dx)	coef.	P> z  (z)
pastM1	0.072	0.363	<b>0.084*</b> <b>(1.73)</b>	-	-	-	0.059	0.290	0.155 (1.42)	-	-	-
pastM2	0.091	0.399	<b>0.083*</b> <b>(1.73)</b>	-	-	-	-	-	-	0.072	0.317	0.157 (1.42)
M2level	-	-	-	0.144	0.562	<b>0.032**</b> <b>(2.14)</b>	-	-	-	-	-	-

Marry	-0.266	-	<b>0.016**</b> (-2.41)	-0.248	-1.128	<b>0.022**</b> (-2.29)	-0.230	-1.042	<b>0.032**</b> (-2.14)	-0.229	-1.029	<b>0.035**</b> (-2.11)
spouseinc	0.050	0.24	<b>0.093*</b> (1.68)	0.051	0.247	<b>0.083*</b> (1.74)	0.044	0.207	0.138 (1.48)	0.047	0.222	0.116 (1.57)
Child15	0.101	0.53	<b>0.029**</b> (2.19)	0.097	0.507	<b>0.036**</b> (2.10)	0.098	0.509	<b>0.035**</b> (2.11)	0.099	0.512	<b>0.034**</b> (2.13)
house	0.089	0.40	<b>0.096*</b> (1.67)	0.075	0.341	0.151 (1.43)	0.084	0.380	0.117 (1.57)	0.071	0.324	0.172 (1.37)
livewith	-0.165	-	<b>0.009***</b> (-2.60)	-0.183	-0.749	<b>0.004***</b> (-2.89)	-0.194	-0.784	<b>0.002***</b> (2.23)	-0.189	-0.764	<b>0.003***</b> (-2.95)

**Table 3: Prediction probabilities and marginal effects after running Probit regression in Stata**

(N = 319) (\*\*\*)p<0.01, \*\*p<0.05, \*p<0.1)

#### **4. Conclusion**

The internal migration trend has been increasing over time in Vietnam. In our sample of 319 surveyed individuals, there were 237 people who migrated at least once in the past. These migration experiences have influenced directly or indirectly on their life. The surveyed individuals almost are living in big cities and industrial zones. They may be the rural-to-urban migrations or the urban-to-urban migrations. They have similar characteristics of working in the enterprises. Migration itself can have both advantages and disadvantages. Migration may promote economical development of destination and hometown of labourers. It also might constrain sustainable development if it is a massive migration. The migrants sometimes face with discrimination at work of inequality of wage or job position. Our findings suggest that salary/wage issue may influence on the intention of migrants in the future. In addition, the individual characteristics have more impacted on the willingness to migrate for work than others. The two-level migration is also the strongest effect that impacts on willingness of labourers to migrate for work. These matters suggest a solution as follow:

An attractive salary or a better working condition is always a reason for changing job as well as a mobility of a person. However, as Hatton and Williamson (2002) discussed that people might have less migration intention if they have a great enough of living condition. When as, the pressing financial attraction is too weak to lead them moving their living place. According to our survey question asking whether people are likely to make a mobility or not (if they have a new better occupation opportunity or higher salary, holding other conditions are constant), the results of this study present that the migration intention still is significantly impacted by the salary/wage issue. It dues to current working conditions and wages are still not enough to meet the living needs of workers. It may be the reason of appearing more migration flows also leading to change job of labourers in the future. This might be not good for a stable society and business activities of enterprises. A salary adjustment regime should be reconsidered by policy makers and leadership of enterprises. It can help to reduce migration flows as well as reduce changing job intention a lot.

Furthermore, as we discuss above, having children under working age may be the motivation of migration work. Children are at schooling ages who give no much help in the household's finance, the willingness of migration work is considered the better solution of the parents for improving household's finance. And migration action may also depend on the individual context. Therefore, the workers will be given up the migration intention if their individual contexts are as good as expected. We designed the solutions for answer sheet of own dwelling including the private house that a person is in installment progress. This may be the reason why a person is having private dwelling still expresses his/her migration intention. It is because of the housing loan? Migration work with a higher wage opportunity can help them to solve prompt the loan. The scale of sample of this study is not enough large to answer this question. This is limitation of present study. We hope with a better condition to conduct further studies, we can answer well this issue in the near future.

## References

- Borjas, G. J. (1989). Economic theory and international migration. *International migration review*, 23(3), 457-485.
- Borjas, G. J. (1999). Immigration and welfare magnets. *Journal of labor economics*, 17(4), 607-637.
- Dang, A., Goldstein, S., & McNally, J. (1997). Internal migration and development in Vietnam. *International Migration Review*, 312-337.
- Dang, N. A., Tacoli, C., & Hoang, X. T. (2003). *Migration in Vietnam: A review of information on current trends and patterns, and their policy implications*. Paper presented at the Regional Conference on Migration, Development and Pro-Poor Policy Choices in Asia, on.
- De Brauw, A., & Harigaya, T. (2007). Seasonal migration and improving living standards in Vietnam. *American Journal of Agricultural Economics*, 89(2), 430-447.

- Djamba, Y., Goldstein, A., & Goldstein, S. (1999). Permanent and temporary migration in Viet Nam during a period of economic change. *Asia-Pacific Population Journal*, 14(3), 25-48.
- Fields, G. S. (1976). Labor force migration, unemployment and job turnover. *The review of economics and statistics*, 407-415.
- Hatton, T. J., & Williamson, J. G. (2002). Out of Africa? Using the past to project African emigration pressure in the future. *Review of International Economics*, 10(3), 556-573.
- Lee, E. S. (1966). A theory of migration. *Demography*, 3(1), 47-57.
- Liebig, T., & Sousa-Poza, A. (2004). Migration, self-selection and income inequality: an international analysis. *Kyklos*, 57(1), 125-146.
- Mincer, J. (1978). Family migration decisions. *Journal of political economy*, 86(5), 749-773.
- Nguyen, C. V., Van den Berg, M., & Lensink, R. (2011a). The impact of work and non-work migration on household welfare, poverty and inequality. *Economics of Transition*, 19(4), 771-799.
- Nguyen, C. V., Van den Berg, M., & Lensink, R. (2011b). The impact of work and non-work migration on household welfare, poverty and inequality: New evidence from Vietnam. *Economics of Transition*, 19(4), 771-799.
- Phuong, T., Tam, N., Nguyet, T., & Oostendorp, R. (2008). Determinants and impacts of migration in Viet Nam. *Market, Policy and Poverty Reduction in Vietnam*, 59-92.
- Phuong, T., Tam, N., Nguyet, T., & Remco, O. (2008). Determinants and impacts of migration in Viet Nam. *Market, Policy and Poverty Reduction in Vietnam*, 59-92.
- Sjaastad, L. A. (1962). The costs and returns of human migration. *Journal of political economy*, 70(5, Part 2), 80-93.
- Stark, O., & Taylor, J. E. (1991). Migration incentives, migration types: The role of relative deprivation. *The economic journal*, 101(408), 1163-1178.
- Vandenbrande, T., Coppin, L., & Van der Hallen, P. (2006). Mobility in Europe. Analysis of the 2005 Eurobarometer survey on geographical and labour market mobility.