

第 5 章 第 3 回国際会議「ビジネスマネジメントの現代的課題」報告

The 3rd International Conference on Contemporary Issues in Business and Management : BUSINESS ADMINISTRATION FOR VIETNAM'S SUSTAINABLE DOUBLE-DIGIT ECONOMIC GROWTH TARGET

新美達也

本国際会議は、2025 年 10 月 25 日にハノイ国家大学経済大学ビジネススクールの主催で開催された。開会に際して在ベトナム・ロシア大使館の Vladimir Murashkin 第一書記官（ロシア Rossotrudnichestvo 代表）から冒頭報告があった。続いて、米国・カナダ・日本の 3 名による基調講演がおこなわれ、その後 6 つの分科会に分かれてセッションが実施された。

その後の分科会において、なかでも第 5 セッションでは、同大学の Tran Thi Hien 博士と筆者が共同座長を務め、「ベトナムの労働実態と海外就労，社会保障制度」をテーマとする 4 人の報告をもとに活発な議論が交わされた。会場からは、社会保障論を専門とするハノイ国民経済大学の Giang Thanh Long 教授や元計画投資省傘下の中央経済管理研究所（CIEM）研究員の Dang Quoc Tuan 博士から示唆に富む貴重なコメントを頂戴した。

本章では、そのうち 3 報告概要を紹介したい。なお、本会議の proceedings はウェブ上のデジタルブックで公開されている。（<https://ebook365.vn/proceedings-of-the-3rd-international-conference-on-contemporary-issues-in-business-and-management-business-administration-for-vietnam-s-sustainable-double-digit-economic-growth-target-bRlKW.html>）以下、各 abstract を掲載する。

第 2 報告（Nguyen Viet Tiep）： Analysis of Urban Informal Workers in Vietnam: A Perspective on Inclusion into Social Security Systems

第 3 報告（Ozawa Kaoru）： Living Conditions and Community Integration of Foreign Residents in Niigata Prefecture A Mixed-Methods Study on Multicultural Coexistence

第 4 報告（Niimi Tatsuya & Nakazawa Shuichi）： Empirical Research on Economic Growth and Labour Migration

<第2報告>

ANALYSIS OF URBAN INFORMAL WORKERS IN VIETNAM:
A PERSPECTIVE ON INCLUSION INTO SOCIAL SECURITY SYSTEMS

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Abstract

This study focuses on urban informal workers and examines what is required to include them in social security systems. Although informal employment has declined with structural changes, it still accounts for about 70% of the labor force in 2021. The limited absorption capacity of secondary industries and inadequate working conditions have led the government to promote measures such as vocational training, formalization of individual businesses, and social insurance reforms. These are positioned as strategies for “formalizing informal workers” and “expanding social insurance coverage.” Qualitative research in three major Vietnamese cities revealed that many informal workers frequently change jobs but ultimately prefer informal employment, with some leaving stable formal positions. Despite the expansion of voluntary social insurance, limited ability to pay contributions and strong self-reliance and savings preferences constrain policy effectiveness. These findings suggest that a universal social security system based on social insurance requires fundamental reconsideration. Drawing on Japan and South Korea, Vietnam could consider multiple policy scenarios, including public subsidies for non-employed workers and tax-based income support, highlighting the critical need to choose the most appropriate direction for future system design.

Keywords: Urban informal workers, Social insurance, Social security system, Labor market.

<第3報告>

Foreign Workers in Regional Japan: Social Integration and Support Systems in Niigata Prefecture

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Abstract

This study examines the social integration challenges and support systems for foreign workers in Niigata Prefecture, Japan, focusing on the small-scale distributed reception model characteristic of regional cities. Using mixed research methods including a survey of 1,044 foreign residents and qualitative interviews with Vietnamese technical intern trainees, we analyzed how Japanese language ability creates social stratification and affects access to healthcare, community participation, and economic integration. Key findings reveal that 79.2% of those who "can hardly speak Japanese" experience anxiety about medical access, while technical intern trainees face extreme economic pressures with monthly living expenses of only 30,000-40,000 yen. The study identifies innovative regional integration initiatives, such as multilingual care guidebooks developed by social welfare councils, while highlighting persistent limitations in community participation (74.4% limited to workplace interactions). Despite the system's premise of technology transfer, 63.2% cite skill acquisition as their motivation, yet qualitative data shows minimal intention for post-return technology utilization. The research contributes to understanding regional-type multicultural coexistence models and provides policy recommendations for sustainable integration systems.

Keywords: foreign workers, social integration, Japanese language barriers, regional cities, multicultural coexistence, technical intern training.

<第4報告>

Empirical Research on Economic Growth and Labour Migration: Focusing on a Survey of Living Expenses in Nghe An Province

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Abstract

According to classical economic theory which is the Lewis Model (Dual-Sector Model) provides a framework for understanding economic development in developing countries. It describes how a surplus of labour from a traditional, subsistence-based agricultural sector can be transferred to a modern, capitalist industrial sector, leading to economic growth. However, in Vietnam there are still over 60% of population live in rural area, even notwithstanding the limitations imposed by the circumstances of the ongoing pandemic, Vietnam's average GDP growth rate has remained above the critical threshold of 5%. A survey was conducted of individuals seeking employment

overseas through three employment agencies in Vietnam, the largest source country for technical trainees in Japan. A comprehensive analysis was conducted on the living expenses of the subjects' respective hometowns, with the study encompassing approximately 80 samples. Moreover, the incorporation of a local household survey in Nghe An Province, Vietnam, is a crucial element of the research. This survey enabled the establishment of a baseline for actual living expenses in rural areas of Vietnam. A common characteristic of these households is that they were able to raise sufficient funds to send one or two members to work in Japan. This is of significant importance, as it indicates that a proportion of surplus labour in rural areas is not simply migrating to cities or overseas destinations. Instead, a select number of household members are being sent to work in the industrial sector, and the remittances from Japan are contributing to the economic growth of individual households. Moreover, this phenomenon appears to have a positive influence on the overall economic growth of the residential area and plays a role in reducing the expansion of regional disparities between urban and rural areas.

Keywords: Human capital, Living costs in rural areas, Labour migration, Regional development