

COMPLETION REPORT

Research Summary

As of the end of the first quarter of 2010, Japan invested in 1,194 projects worth US\$18 billion, ranking fourth among 89 countries and territories investing in Vietnam. Around 15 Japanese companies (out of 110 companies from various countries) have invested in Que Vo industrial zone (IZ) -one of the biggest IZ in Red River delta of Vietnam. The total invested capital from Japanese firms recorded at more than 1 billion USD in Que Vo IZ. More than twenty thousand workers have currently worked for various firms in Que Vo IZ, of which around 25 percents worked for Japanese firms and the rest worked for firms from Taiwan, Korea, China, Vietnam, etc. This study is designed to assess the attractiveness of Japanese firms in comparison with other firms through the survey of Que Vo IZ workers and then make the implications for enhancing the capability of Japanese firms in attracting more qualified labor force in Que Vo IZ as well as in Vietnam. A total of 75 workers currently employed by Japanese and non-Japanese firms were randomly selected for a face-to-face survey using the standard questionnaires.

The results from the survey reveal that while 86.7% of the surveyed workers in Japanese firms were satisfied with the work and management policies in their firms, the figures in non-Japanese firms were just 51.1%. The working condition in Japanese firms was considered better than that in non-Japanese by more than 70% of Japanese firm workers and by 60% of non-Japanese firm workers. Moreover, majority of survey workers (over 65%) confirmed that the wages paid by Japanese firms were higher than non-Japanese firms though the difference was not much. Workers in Japanese firms also received more other benefits such as year-end bonus, summer vacation travel, and financial support for transportation... The workers in Japanese firms could also get more training opportunities to improve their professional skills and soft skills. However, a significant share of workers (30%) in Japanese firms reported that they still wanted to look for better jobs and if they find one, they could leave their current Japanese firms since their current wage was still low compared with the living expenditures or since the work in Japanese firms was quite hard and stressful. In order to better attract and keep the qualified workers in, the Japanese firms should try to create the better working environment, then reducing the stress for their workers. Japanese firms should also raise the wage for their workers due to the high inflation and living cost rise in Vietnam recently. In addition, the Japanese managers should pay more their attentions to the working conditions, workers' health and be more friendly with their workers.

Publication of the Results of Research Project:

Verbal Presentation (Date, Venue, Name of Conference, Title of Presentation, Presenter, etc.)

The authors have presented the research results in the seminar entitled "The attractiveness of Japanese Firms through assessment by workers in Que Vo industrial zone, Bac Ninh province " on 10th March, 2012 in the Department of Resources and Environmental Economics, Hanoi University of Agriculture

Thesis (Name of Journal and its Date, Title and Author of Thesis, etc.)

Book (Publisher and Date of the Book, Title and Author of the Book, etc.)