
Gender diversity in job changing researched on the job market of immigrants in dalat city, lam dong province, vietnam

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Abstract: Dalat has recently marked a big change in its economics field, and it is said that such a significant breakthrough cannot be completely fulfilled if there is an ignorance of the role of female immigrants in Dalat. This paper mainly focuses on job changing of female immigrants in Dalat job market together with some other related factors resulting in such an issue. The diversity of genders can be considered not only in the presence in different working fields, working areas, working positions but also in various working movements of immigrants. The two surprising findings of this research can prove that 1/ there is a movement of male workers towards non-agriculturally- related jobs in some regions, whereas there is a domination of female immigrants in the agricultural sector in Dalat city; 2/ Many research papers have already found the important role of social capital regarding job changing, yet in this research paper a blurred vision of this culprit has been found compared with such other factors as motivation, purpose, education.... The figure of this paper has been extracted from the doctoral thesis of the researcher.

Keywords: gender diversity, job market, job changing, immigration labor

INTRODUCTION

There is a fact that immigration issue in general and immigration labor in particular has become one of the most controversial topics for both academic researchers and practical policies in many countries (Bevelander, 2005; Rezaei, 2007; Eggerth & Flynn, 2012...). Based on their study, there have been some deeply researched papers about the opportunities to earn good jobs in some such countries as Sweden, Denmark, the U.S., and Vietnam. Pieter Bevelander, (Bevelander, 2005, 173 – 202) and Yanyi K.Djamba (Djamba, 2000) have also discussed something relating to job opportunities and job movement, jobs for male and female immigrants in the labor market. However, there is an obvious truth that such opportunities seem to be highly limited for females than their counterparts as the former are more vulnerable to some certain obstacles from family and society or from gender discrimination, especially in Vietnam. There is no deny that the proportion of getting a job is always lower for females than that for males either in Sweden or in Vietnam; however, the gap seems to be much bigger in Vietnam because of the long-lasting gender discrimination in this country. The two research papers have proved that there is a big chance for job movement of both male and female labor in the employment market during the era of economic development; to be clear, they are able to earn more opportunities for getting jobs. By using the stratified sampling model, Pieter has gained a great success in choosing subjects for his study: long- term immigrants, short- term immigrants and locals, to name but a few. Through the writing, Pieter has well compared the differences in each group of immigrants, which leads to the appropriate policies for a certain group of subjects.

In terms of finding factors resulting in the emigration, some researchers have clearly identified the crucial role of social capital, social network (Halpern, 2005 ; Nguyen, 2005; Phạm, 1992; Granovetter,1973; Ducan, 1980), and that of demography relating to gender, literacy level, religion which strongly affect the immigration tendency and their job selection (Harper & Wheaton, 1995; Dang, 2005, 2007). Another fact is that among such mentioned culprits, gender not only produces the most powerful effect on females' job movement tendency in the employment market but also limits the adaptation to their second hometown as well.

Our research is strongly believed to be valuable because of the following: first, gender diversity and gender equality can be seen as one of the most important policies for the sustainable development in most countries in their region and in the world as well. Second, unlike some previous research, this paper mainly uses logistic regression model (non-interference model) in order to properly evaluate the effect of social capital and definitely prove the minor role of social capital compared to some other factors as purpose, motivation, literacy level towards the immigrants' job movement. Third, there is a significant movement in female labor compared with that in the opposite sex, especially a big difference in agriculture-related careers between female immigrants in Dalat city and those in other regions have been discovered in this paper.

¹This doctoral thesis was successfully completed in 2016 in HCM city University of Social Sciences and Humanities. By using the method of randomized sample collection, systemizing, division into multiple

processes, the researcher has selected 600 subjects including 200 long-term immigrants, 200 short-term immigrants and 200 locals

METHODOLOGY

The data was collected from 2 wards and 1 commune in Dalat, carried out by the researcher in 2014. Based on the methodology of systematic sampling, stratified sampling, multi-stage sampling, 600 subjects were chosen randomly and divided into 3 main groups: 200 long- term immigrants, 200 short- term immigrants and 200 locals.

Long-term immigrants are those who are from 15-59 years old, immigrating into Dalat from other regions and settling their life in Dalat for at least 1 year since the research, registering KT1¹, KT2¹, KT3² in Dalat from over 1 year to under 10 years since the research. Short-term immigrants are those who are from 15-59 years old, immigrating into Dalat from other regions and settling their life in Dalat for under 1 year since the research, registering KT3, KT4² in Dalat. The locals are those who are from 15 to 59 years old, being born and growing up in Dalat, and also owning a permanent household registration book in Dalat. Those who have moved into Dalat from surrounding districts and wards are also considered as the locals.

FINDINGS AND DISCUSSIONS

An overview of the gender diversity in Lam Dong employment market

The result shows that the citizens' careers mainly depend on some certain conditions to develop social economics in that area. Lam Dong can be accepted as an agricultural city, leading to a big number of those at 13 and over holding agriculturally-related jobs, accounting for 77.28% population, while industrial sector makes up 7.0% and commercial sector comprises 5.39%.

In terms of non-agriculturally- related occupations, the result has marked a huge gap in employment between males and females. Males can achieve domination in some working fields demanding high technological skills: exploitation, mechanics, electronics with 2.05% compared with 0.09% of females. Similarly, the superiority of males can also be found in building material production, forestry production, transportation, whereas a high number of females can be recorded in such less laborious jobs as medical care and garment industry, making up 5% compared with 0.72% of males. The same trend can also be found in trading and serving where females account for 18% but only 2.7% can be held by their counterparts

The figure of those at 15 and over possessing high professional skills in Lam Dong constitutes 33,622, accounting for 8.8%- nearly equal to the average rate of the whole country (8.9%). The number of technicians obtaining certificates or not is 3.67%, followed by those at the intermediate working level with 3.22% and that belongs to tertiary level or over is 2%.

Another big difference between males and females can also be found in the number of those with high technical skills- 11.31% and 6.44%, respectively. The same case can also be recorded in the figure of technical workers with 5.98% of males compared to 1.5% of females. The reason for this trend is fairly understandable as Lam dong is the heart of some certain typical fields with a major demand of male workforce such as construction, mechanics, forest industry while females at 15 or over mainly hold an employment level of intermediate at 3.44%.

The gap between males and females holding professional working skills can be clearly noticed in different groups of age. That means the old aged females account for a very tiny number of those with a high level of professional working skills in comparison with their counterparts at the same group of age. For instance, the figure of males at 40-44 is 2.5 times as much as that of females, 4 times is the gap of males and females at 45-49, and at the age of 50 and over the domination of males over females is one tenth. A minor difference between the two genders can be found for those at the younger age range, 30 or under

Gender diversity in the employment market of the immigrants in Dalat

Most of the immigrants in Dalat belong to working class, so their main purpose to immigrate into Dalat is to find a stable job and settle their life. That can explain the fact that before moving out of their hometown, such immigrants had made a very clear plan with specific purposes for their movement. 47.5% of the immigrants into Dalat said that they have "clearly" pointed out the occupations they are going to do when they immigrate into Dalat; their main jobs are low- skilled occupations with 47%, shopkeepers (22.7%) and the rest is for others. Obviously, this feature can build up a typical characteristic of Dalat.

Beside other occupations, a majority of citizens choose agriculture as the sector in which they can find their stable jobs. However, the agricultural sector in Dalat owns a very distinctive feature in comparison with other regions; namely, high- technology agriculture is mainly applied. Thus, there must be an enormous investment together with a high requirement of seriousness in all the steps of the production such as planting, taking care, harvesting.... As a result, the profit can be earned much larger than that in other regions even higher than other non-agriculturally- related occupations.

The contribution and job changing of immigration labor

From the result, it is clear that there are only two main structures which can mark a big difference between males and females. In other words, while "individual business" is dominated by females (56%), their counterparts are more favorable in "family-run business" (100%) and "state-owned business" (63.6%). The reason for this tendency can be clearly explained by the shift of occupations in each gender. The fact shows that there are two main shifts of occupations of the citizens in Dalat: 1/having a tendency to get non-agriculturally-related jobs and 2/ having a tendency to get agriculturally-related jobs. Between the two tendencies, the figure of the former is slightly higher with 49.3% and 47% in turn, among which a significant number can be found for those who change their jobs from non-agricultural sector to agricultural sector with 27.8%, from non-agricultural sector to non-agricultural sector the number is 20% and 14.2% is the number from agricultural sector to agricultural sector. The previous result notices a highly distinctive feature of employment shift in Dalat.

Table 1: The shift in employment sectors of male and female immigrants (%)

Changing in employment sectors	Long-term immigration		Short-term immigration		The locals		Total	
	Male	Female	Male	Female	Male	Female	Male	Female
Students => Non-agricultural sector	21.0	16.0	4.0	9.0	42.0	19.0	22.3	14.7
Agricultural sector => Non-agricultural sector	6.0	1.0	10.0	9.0	15.0	24.0	10.3	11.3
Non-agricultural sector => Non-agricultural sector	29.0	27.0	32.0	10.0	10.0	12.0	23.7	16.3
Students => Agricultural sector	0.0	0.0	3.0	3.0	11.0	13.0	4.7	5.3
Non-Agricultural sector => Agricultural sector	28.0	46.0	34.0	59.0	0.0	0.0	20.7	35.0
Agricultural sector => Agricultural sector	16.0	10.0	15.0	10.0	16.0	18.0	15.7	12.7
Others	0.0	0.0	2.0	0.0	6.0	14.0	2.7	4.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: Researched in Dalat, 2015

The result of Table 1 proves that there is a big difference in the tendency of employment shift between male and female immigrants in Dalat. While females vote for the tendency to move from non-agriculturally-related jobs to agriculturally-related jobs, males are more preferable to a move from both non-agriculturally-related jobs to agriculturally-related jobs and from non-agriculturally-related jobs to non-agriculturally-related jobs. Moreover, the locals also prove that they are more favorable in choosing non-agriculturally-related jobs after graduating from university or college. In comparison with long-term female immigrants and the locals, there is also a superiority of short-term female immigrants in shifting from non-agriculturally-related jobs to agriculturally-related jobs. This fact can be concisely explained: 1/ there is a lack of required conditions and job opportunities (professional level, skills, level of literacy...), so short-term female immigrants find hard to get jobs in non-agricultural field; 2/ a huge area of land in Dalat is used for cultivating vegetables and coffee, so the income can be earned much higher than other jobs. Actually, this tendency has created a strong point in the development of the economics; that means in a very competitive market in the era of 4.0, our female immigrants are able to make an extremely wise and safe choice for their profitably – guaranteed careers. To be clear, our female immigrants have drawn up a thoughtful plan for their career purpose in the potential labor market in Dalat.

Via the regression verification, it is clear that males are more preferable to change their jobs more often than their opposite sex. Specifically, in comparison with the female labored workforce, the male labored workforce has more tendencies to shift their jobs (regression coefficient: + 0.437), with the gap of 1.5 times- fluctuating in a range of 1-2.3 (about 95%). This figure can prove the reliability of the result in table 1 that females have only one tendency for changing their jobs whereas more than one can be found for males.

The tendency of holding and changing jobs in different working sectors of immigration labor

The result shows that there has been a big change in choosing working forms of immigrant labor in the last 10 years. In the past, the three working forms were mainly chosen are "individual business" (54.4%), "state-owned business" (24.4%) and "private business" (16%). Today, the three mentioned working forms have still earned their own domination in the working market, but a significant change in their attraction can be recorded; in particular, there is a fall in the investment of state-owned business and individual business, but the reverse can be found for private business (with 24.4% before the immigration and 37.8% now).

Table 2: The change in working sectors of male and female labor before and after immigration (%)

The change in working sectors of male and female labor before and after immigration	Working sectors before emigration (%)		Working sectors after immigration (%)	
	Male	Female	Male	Female
Individual	49.5	59.3	37.0	47.0
Family	4.0	1.7	8.7	6.7
Team	0.3	1.0	0.7	0.0
Private	16.1	16.0	39.0	36.7
State	28.8	20.0	11.7	6.7
Foreign Enterprise	0.7	1.7	3.0	3.0

Source: Researched in Dalat, 2015

Based on the general tendency, it can be seen that there is a minimal gap in employment shift between male and female immigrants. However, individual business is chosen by more females than males, 47% and 37% in turn. The two groups of labor also prefer moving from individual business to private business for their careers. Moreover, the tendency to choose state-owned business experiences a fall for both groups of the workforce, but the number is still dominated by males, 11.7% compared with 6.7%. Obviously, the result mentioned confirms the wise decision in choosing careers of female immigrants.

The change in job positions of immigration labor

Agricultural production, especially cultivating coffee, can be accepted as the main sector of working for the immigration workforce; thus, in comparison with other jobs, to achieve a higher position in working seems to be much harder as there is a high requirement in capital investment for a large scale production. However, compared with pre-immigration it is recorded a significant increase in some cases. To be specific, there is a considerable difference between long- term and short- term groups of immigrants; while the figure of getting higher in careers is 11.5% for short- term group, 14.6% for the locals, that of long- term group experiences a big fall at only 6%. Moreover, compared with before, a fall in working position can also be held by long-term immigrants (45.5%) and the locals (42.7%). This figure reflects that the two mentioned groups of labor show an upward trend in horizontal mobility. That means while the long-term immigrants and the locals change their jobs in the form of horizontal mobility, the short- term immigrants win the vertical mobility for themselves. This fact proves the appropriate tendency when the main purpose of short-term immigrants is to gain higher education in their new place of living and working is just the first step of their mission.

With reference to the relationship between immigrants, the subjects' gender and their shift in working position, a significant difference should be deeply concerned. Particularly, there is a considerable rise in working position for long-term female immigrants, two times of that for long-term male immigrants (8% and 4%, respectively). The opposite tendency can be found for the short-term immigrant group; namely, short- term male immigrants hold a nearly double number in comparison with their counterparts in terms of shifting jobs upward (16% and 7% in turn).

In case of short-term immigrants, the opposite trend can be recorded; in other words, a double rise is experienced in shifting jobs with the upward trend for males compared with females (16% and 7%, respectively). The two mentioned tendencies are not found in the case of the locals. This fact proves the dynamic attitude in changing jobs of female labored immigrants; in comparison with males, females also hold some such necessary conditions like time, experience and especially their motivation is considerably higher than that of their male counterparts

The role of social capital towards job changing of the immigration labor in Dalat.

In other research, many factors have been put into consideration to see their influence on the change of jobs of immigration labor especially of females. However, in this paper, the writer especially focuses on the factor of society with the purpose of proving the noticeable effect of social capital on the career-changing tendency of the immigrants. In fact, there is a similar point of view between immigrants as individuals and as a community on their tendency of changing jobs.

“In my opinion, society plays an important role in my decision to change job. Particularly, I can enlarge my network of relationships which enables me to find out friendship and belief and especially I can get some share about jobs from my close friends. (PVS 9, Female, 29, Office Worker, Long-term Immigrant).

“Mainly depend on our relatives. In Dalat there is a low number of factories and companies, so most of us have to ask for help from our relatives especially those who are holding a high position in a government company or organization. However, earning a job in a state-owned company is extremely difficult even there is support from our relative, or it is also very necessary to have an introduction from our high- positioned relatives if we want to get a good position in a hotel. (PVS 5, Male, 30, Accountant, Short- term Immigrant)

“Before my immigration, my cousins and my sister had arrived and settled their life in Dalat. Actually, one of my cousins' arrival has been a pioneer for all of us. (PVS 6, Female, 39, Shop keeper, Long-term Immigrant)

All the replies from the interview strongly confirm that most of the first- time immigrants always find overwhelming support from three sources: from siblings (27.3%), from relatives and compatriots (17-18.3%), and from friends (27%). Thus, it is obvious that immigration can be done with the first guidance and support of relatives and friends. That means the immigrants’ first social capital is “Bonding Social Capital”. In other words, people can get real help from each other, especially they can share information without any personal benefits.

“Immigrants do have a relationship with the locals or with other immigrants. The immigrants often live in small communities and give each other the best support. For instance, you immigrate into Dalat first and then your siblings and your cousins will follow your step as they know your first arrival will be a guarantee for them. In this area, as a typical example, most of the immigrants are from the North... They live in small groups and give each other a very good support both in material and spiritual life; for example, today I lend my friends some money and tomorrow they will definitely help me back; they also help each other to gain a rise in their income by taking part in one game called “choi huê”. (PVS 1, Male, 25, Teacher, The local).

“There is definitely a close relationship; if not how can they prolong their day-to-day survival? A business relationship needs to be built up between the locals and the immigrants for their mutual benefits; particularly, the locals need workforce from the immigrants and the immigrants need to find jobs for survival. (PVS 10, Male, 55, Shop Keeper, The local).

In this case, it can be clear that there is a cooperation between the immigrants and the immigrants, between the locals and the immigrants in terms of doing business and other community activities as well. Obviously, the immigrants know how to turn Bonding Social Capital into Bridging Social Capital and Linking Social Capital.

There is a piece of convincing evidence from the view of Putnam that Social capital owns strengths in production; without it individuals find difficulties in gaining some certain achievements (Putnam, 1993: 167). That means Social capital can be seen as one of the most important sources to enrich its relationship with other sources for their future benefits even there is a dim hope in their possibility. Thanks to building up a widespread network of relationships, individuals and business groups enable to increase their social capital for receiving the latest business news, power and character. It can be accepted that Social capital can be seen as a so-called "lubricant" to speed up the process of gaining success. The fact shows that people have a great awareness of the crucial role of relationships in society in general and in their living environment in particular.

However, when putting everything under the consideration of the regression model in relation to other other factors, we can experience a surprising finding. Through 4 regression models, evaluating the change of some related employment elements (working sector, working area, working position, working income and expenditure) it is noticeable that there is no evidence to show the relationship between social capital and the job shift of the immigrants, illustrated in the following table.

Table 3: The regression model and the effects of independent variable on job changing.

Variable	Variable classification	Regression Variable B	Sig.	Exp(B)	Percentage of reliability 95% of Exp(B)	
					Lower	Upper
Level of literacy	Upper High school (a group for comparison)	--	--	--	--	--
	Under Secondary school	-0.987	0.002**	0.373	0.201	0.691
	High school	-0.931	0.003**	0.394	0.211	0.736
Motivation, purpose	Have been decided before immigration	0.651	0.006**	1.9180	1.211	3.039
	Haven't decided before immigrating into Dalat (Group for comparison)					
Social capital	Have friends in Dalat	-0.149	0.587	0.861	0.502	1.476
	Don't have friends in Dalat (Group for comparison)	--	--	--	--	--
Const		-0.899	0.092	0.407		

Note: * sig<0.05; ** sig<0.01; *** sig<0.001; significant levels;

Source: Researched in Dalat, 2015

The result of Table 3 shows that in comparison with literacy level, motivation, and purpose of the immigration, there is no relationship between social capital and the change in working areas of the immigrants in Dalat. This fact is proved by the figure of sig = 0.587 > 0.05, having no statistically significance.

Under the research done by the regression model on the relationship between the change of working areas and the change of working positions, it is clear that the result of sig= 0.860 for the former and sig = 0.284 for the latter- still much higher than sig= 0.05. Thus, the fact that there is a losen relationship between social capital and

job changing of the immigrants is completely reasonable on concrete evidence. In other words, in comparison with other factors, social capital can be seen as the “lubricant” that can be really activated when there is the presence of other factors such as motivation, purpose, or skill level. Therefore, it is advisable that the immigrating labor in general and those in Dalat in particular shouldn’t depend on social capital when they are still in a shortage of other related factors.

CONCLUSION

From the above illustration, it is clear to see gender diversity based on some related working factors. Not only the difference between the two genders is noted but also an increasing tendency of changing jobs of each gender can be found, among which a remarkable feature is marked for females in different types of immigration.

In terms of job changing, females have a tendency to move to agriculturally- related jobs while males are more favorable in both agriculturally- related jobs and non-agriculturally- related jobs. Therefore, a typical characteristic inferred is that females show their domination in single- job areas while multi-job areas are mainly held by males (more evidence should be found). Researching the change of working areas, the writer discovers that there are fewer opportunities for females than males; while it is preferable for females to move from “individual business” to “private business”, males still stick their choice on “private business”, “individual business” and “state-owned business”. This fact shows that to catch up with the development of our society especially in the era of 4.0, female immigrants seem to be very wise in choosing “the safest working area” where they can find their own confidence in stably gaining high income in working and successfully minimizing possible risks, and “the safest working area” in this case is working in the agricultural sector with high technology and large- scale investment. This can create a special feature of Dalat in general and female immigrants in Dalat in particular

Putting only social capital in full consideration, we can see that (relationship and share), there is a considerable relationship between social capital and job changing of the immigrants in Dalat. However, when other factors are concerned beside social capital, this relationship becomes much weaker, which strongly confirms that social capital can be accepted as a so-called "lubricant", pushing the immigrants’ decision to change jobs when they cover enough such important inner conditions as motivation, purpose, and education. And that means their inner conditions are much more concerned than their outer ones.

However, there is no doubt that the result will become more reliable if there is more in-depth research on this topic. In this paper, the concern has been only raised in the case of social capital in terms of relationship and share. Thus, more striking findings can be found if different scales of social capital (individual, family, community) or its diverse states (bonding social capital, bridging social capital and linking social capital) are deeply analyzed in relation to the model.

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