

# Employment of Ethnic Minorities Migrating from the Northern Mountains to the Central Highlands, Vietnam: A Case Study of Pleiku, Gia Lai Province

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## ABSTRACT

The Central Highlands includes five provinces: Lam Dong, Dak Nong, Dak Lak, Gia Lai, and Kontum. The Central Highlands is rich in resources, and fertile land is convenient for agricultural cultivation, especially industrial crops. With that great potential, after 1975, the State organized migration. It redistributed the population and owners throughout the region to the Central Highlands to establish agricultural and forestry farms, especially in the "new economic" regions. In addition to organized migration, the State's plan includes the "free migration" phenomenon of ethnic minorities from the northern mountainous provinces to the Central Highlands provinces. Unlike the original residents regarding soil, climate, and farming methods, the Central Highlands is a promising land that can bring a better life than their native homeland; they come to reclaim, establish villages, cultivate, and organize life on the new land. This paper presents the employment problem of ethnic minorities in the North who migrated to the Central Highlands, Vietnam, through a study in Pleiku City, Gia Lai Province.

**Keywords-** Central Highlands; Migration; Employment; Ethnic minorities; Northern; Vietnam.

## I. INTRODUCTION

The Central Highlands is a long-standing residence area of indigenous peoples such as Jrai, Bahnar, Ede, and Mnong. The Central Highlands is rich in resources, and fertile land is convenient for agricultural cultivation, especially industrial crops. With that great potential, after 1975, the State organized the migration and redistribution of the population, mainly the Kinh ethnic group, throughout the region to the Central Highlands to establish agricultural and forestry farms, especially in the "new economic" regions. In addition to organized migration, the State's plan includes the "free migration" phenomenon of ethnic minorities from the northern mountainous provinces to the Central Highlands provinces. For ethnic minorities from the northern mountains to the Central Highlands, this is a promising land that can bring a better life than their homeland.

The Central Highlands is also one of the beneficiary regions of many national target programs and

international projects, especially in poverty reduction, rural infrastructure, and settlement for ethnic minorities.

For many years, the Central Highlands has also been one of the migration hotspots, especially for free migration of the country (Dang Nguyen Anh, 2015). Free migration to the Central Highlands is ethnic minorities in the North (Tay, Nung, Hmong, Dao). According to statistics, from 2005 to 2017, the total number of ethnic minorities who migrated freely to the area was about 25,732, with 91,703 households (Ha Viet Hung, 2019). They are poor households with low education levels (illiteracy rate of 26.6%; 90% of the workforce does not have professional qualifications) (Dang Nguyen Anh, 2015). According to the results of the review of poor households and near-poor households at the end of 2016, the proportion of poor households who are ethnic minorities migrating accounted for 61%.

The demographic characteristics of migrant ethnic minority households are that most of the heads of households are men, and the age is from 36 to 50 years

old. Workers in migrant minority households are mostly of working age. However, the education level is still low, and the rate of illiterate heads of households still accounts for a remarkably high rate; in Kon Tum, it is 20.45%, and in Dak Nong, it is 21.25%. In addition, survey data also shows that most of the surveyed households are poor, of which 83.54% are former poor.

Ethnic groups in the northern mountainous provinces frequently migrated to the Central Highlands. Some ethnic groups were present in the basalt red land before 1975, and most of the ethnic groups appeared here in the 1980s and 1990s of the twentieth century. They organize into groups of families, relatives, and "free immigrants." The origin of migration is usually the Thai, Muong, Tay, Nung, Hmong, and Dao ethnic groups (Nguyen Dinh Tan, 2020).

Compared to other ethnic groups, the Muong people in Hoa Binh province arrived in the Central Highlands as early as possible. They migrated to Dak Lak in the 50s of the last century. In Buon Ma Thuot city, a group of Muong residents have come to establish a business since 1983. They live in Cao Thang village, Ea Kao commune.

The Muong people in Thanh Hoa province also migrated here in 1990. The people cleared land to establish villages in Ea Pál, Ea O, Ea Sar, Cu Elang, Ea Dar, Cu Ni (Ea Kar district) and Ea Kar town. Since then, dense residential areas and Muong villages have been formed. As of 2019, in the Ea Kar district alone, the Muong community has 680 households with 2,900 households.

Thai people in the Northwest came to the Central Highlands in the 50s of the last century. The Thai community in Hoa Phu commune, Buon Ma Thuot City, Dak Lak province, is mainly from the provinces of Lai Chau and Son La. In 1991, the Thai ethnic people in Quan Son district and Quan Hoa district of Thanh Hoa province set up a business in Dak Ngok commune, Dak Ha district, Kon Tum province.

Since 2000, some Dao people in the northern mountainous provinces have migrated to the Central Highlands provinces to reside and establish a career. In Dak Lak, the Dao ethnic group has more than 15,300 people. In particular, the Dao people are mainly concentrated in the Cu M'gar, M'Drak, and Ea Sup districts. The area of village 3, Cu Sue commune, Cu M'Gar district, Dak Lak, is where many Dao people live.

The Tay and Nung ethnic groups also migrated to many areas in the Central Highlands provinces. They live in districts such as Ea H'Leo, Cu M'Gar, Krong Bong, Buon Ho town, and Dak Lak province (Van Tung, 2023).

The H'Mong ethnic group is also an ethnic group that has continuously migrated to the Central Highlands many times. Since the 1980s of the twentieth century, the Hmong people have begun to migrate to the Central Highlands. The year 1992 to the first decade of the 21st century, the Hmong people massively migrated to this land. From 1994 to 1998, an average of 619 households,

with 3,321 H'Mong people, came to the Central Highlands each year, ranking 3rd among residents from the northern mountainous provinces who migrated to the Central Highlands. Up to now, the H'Mong people have been present in five provinces of the Central Highlands, the most of which is Dak Nong.

In Dak Nong province, the H'Mong people are concentrated in Dak Glong district with 12,000 people, Cu Jut with 4,500 people, and Tuy Duc with 4,500 people (Nguyen Thi Kim Van, 2023). People choose Dak Lak province to set up a business and live with a relatively large population of more than 39,200 people in 2022 (Kha Le, 2023).

According to statistics from the Central Highlands Steering Committee, from 2005 to 2017, the total number of free migrants in the area was about 25,732 households, with 91,703 households, mainly ethnic minorities in the northern mountainous regions. Kon Tum province has 7,243 households with 21,708 households; Gia Lai province has 6,250 households with 23,624 households; Dak Nong province has 5,391 households with 8,038 households; Lam Dong province has 3,862 households with 14,639 households; Dak Lak province has 2,986 households with 8,038 households. From 1976 to 2017, Dak Lak province had 59,616 households, with 290,241 households.

The migration to the Central Highlands has significantly increased the ethnic composition. According to preliminary statistics, in Dak Lak province, 49 ethnic groups reside together, including almost all ethnic minorities in the northern mountainous provinces. In the south of the plateau, Dak Nong province also has more than 40 ethnic groups living together with many ethnic groups from the Northeast, Northwest, and North Central (Le Huong, 2021).

Pleiku City is the political, economic, cultural, and social centre of Gia Lai province, with 260.7 km<sup>2</sup> and 22 commune-level administrative units. The population of Pleiku city is about 269,674 people, with 29 ethnic groups living together. The city's average altitude is about 700-800m, much higher than the entire Pleiku plateau.

From the above context, this article surveys the employment status of some ethnic minorities who migrated from the northern mountains to Pleiku City, Gia Lai province. The survey results will be conducted in 2024, using questionnaires from 35 households. In addition, the research team also used the method of analyzing relevant documents, combining the method of observation of participants and non-participants to collect research information.

## II. MIGRATION ROUTE TO PLEIKU CITY, GIA LAI PROVINCE

Migration is the movement from one territorial unit to another or the movement of a specified minimum distance. This movement occurs during a defined period of migration and is characterized by frequent changes of

residence. Migration is any movement of people in a particular space and time, which is the movement of people from one territorial unit to another to establish a new residence in a certain period.

Currently, the movements or policies of "going to the new economy" (planned migration), such as the 60s, 70s, and 80s of the twentieth century, are no longer there. However, most of them are migrating within provinces and districts. This type of migration takes place in some of the following cases:

Migration to prepare for site clearance for projects (hydropower projects, industrial parks). Households that accept resettlement according to the State's arrangement in vacant areas can be interspersed, planned, and invested in infrastructure by the government. If households do not receive resettlement according to the State's arrangement, they shall voluntarily seek a new place of residence after receiving a compensation fund as prescribed. This group mainly goes to the Central Highlands to buy arable land for production. They often travel in groups of families and receive additional support from the local government regarding infrastructure. This support is exchanged between the government of the place of departure and the place of destination. The communication and maintenance of life information of this migrant group has been maintained by the authorities of the place of departure so far. Migration for resettlement is related to hydropower projects under the government's and the business's responsibility (hydropower). These agencies must fully implement resettlement policies according to regulations on the principle that "the destination must have a higher life or equal to the old place."

Migration out of special-use forests, migration due to natural disasters, and the environment: This is a type of passive migration from both the government and the people. In order to protect forests, special-use forests, and conservation forests, the government has organized for people to reside and produce in the area and migrate to new places. In general, this type of migration is not much compared to other types. In some cases and regions, the need for migration mainly comes from the people, and they actively propose that the government support them. For migration to avoid natural disasters in areas at risk of landslides or migration out of special-use forests, the government allows people to choose their places to live and support relocation. In the process of staying in the future, the authorities of the places of departure often communicate with the places of immigration and even regularly send officials to the people's places of residence (including in the Central Highlands) to obtain information, pay attention, and have the necessary support.

Spontaneous migration (free migration): It is a form of movement decided by the individual migrant or family member; spontaneous migration does not exist and does not depend on the plan and support of the State and

authorities at all levels. The immigrant is responsible for covering the costs associated with the movement and choice of destination. Migration is a natural and universal law of human society because people tend to move to find a new place with better living conditions than the old one.

Free migrants rely on information from others or from their inherent understanding of the rich forest and land resources of the Central Highlands both in quantity and quality, especially in the basalt red soil, which is favourable for agricultural development forestry, so they chose the Central Highlands as the main immigration area. However, land resources have been reclaimed, forest resources have been exploited, and the population has increased rapidly and densely. It is a significant obstacle for free migrants in terms of socio-economic stability and development.

The living situation of ethnic minorities in urban areas is currently one of the most urgent challenges in human development, which is a group of people who have few opportunities to choose social services and conditions, including employment, for a variety of socio-economic reasons. The life of ethnic minorities in Pleiku City, Gia Lai province, is recognized in the following aspects:

In recent years, the city's population development rate has not decreased; the average population in 2008-2010 increased by 1.58%. Thus, the city's population will increase slightly in the coming time, ensuring an abundant labour supply for economic development.

The workforce in Pleiku City is generally well-educated. The population aged 15 years and over, economically active, regularly illiterate, and not having graduated from primary school accounts for a small proportion of the labour force and gradually decreases over the years. The number of employees who graduated from junior high still accounts for the highest number and proportion. In recent years, the rate of trained workers in Pleiku City has not been high but has increased significantly. In recent years, thanks to the guidelines and policies for urban economic development, people have had conditions for production, cleared abandoned land areas, improved terrible land, and created jobs for inner/suburban people. In particular, ethnic minority people have equipped themselves with knowledge of agriculture and effective production. Many households have a good income and have built solid houses and motorcycles.

The study shows that the main labour force in the agriculture, forestry, and fishery industries accounts for the highest proportion, followed by workers in the trade and repair of motor vehicles, automobiles, motorcycles, the processing industry, and the construction industry. Labour in the mining industry in science and technology accounts for a low percentage.

The production situation and life of people in ethnic minority areas have made new developments.

Agencies, departments, and branches are interested in guiding people to develop production in the direction of restructuring crops and livestock, gradually shifting in the direction of producing goods associated with the market, ensuring food safety, promoting the application of scientific and technological achievements to production, improve the quality and value of commodity products, basically meet the needs of the market, change the mindset of farmers, including ethnic minority people, from agricultural production to agricultural economic thinking.

From 2019 to 2023, the City People's Committee has directed the Economic Department, the Agricultural Service Center, and the People's Committees of communes and wards to implement the Agricultural Extension Program, science and technology with more than 100 training classes, conferences, and seminars on agriculture for more than 5,000 participants with a total budget of more than 400 million VND from the state budget.

Notably, in 2023, the city has organized support and training on planting and caring for durian and passion fruit trees. Implement effective agricultural production development models, such as the Purple Sugarcane Variety Development model, and convert high-yield and quality rice varieties. Vocational training and job creation are interested in being implemented at all levels and branches. City agencies, units, and People's Committees of communes and wards coordinate with Gia Lai College to open 18 classes under 03 months for 570 students, creating jobs for 5,500 employees/per year. The rate of trained workers gradually increases from 62% in 2019 to 71.2% in 2023.

### III. TYPES OF JOBS THROUGH SURVEY RESULTS

The research results show that the industry's structure has changed in the direction of diversification. Currently, many main industry groups are spread out. There are many occupational groups with a rate of  $\leq 11\%$ . There is no longer a job group with a rate higher than 30%. Agricultural production remains the leading employment group that accounts for a high proportion of the employment structure in Pleiku City. Notably, the proportion of employment is gradually shifting to some non-agricultural industries. Job groups in small business occupations include service, business, industrial, and hired occupations. There has been a phenomenon of workers participating in labor export to work in the markets of some regional countries. As new industries emerge that create an expanded labor market, workers have more opportunities to choose to participate in the labor market and employment. A diverse occupational and employment structure will take advantage of the labor force and resources in terms of land, capital, production experience of workers, and manufactured goods, so it will also be more affluent.

**Table 1: Occupational structure according to the survey**

Types	Rate (%)
Cultivation	22.85
Breeding	11.42
Outsourced work in the province	20
Freelance Hire	25.72
Trading and services	14.29
Unemployed	5.72

In Pleiku City, the traditional agricultural production structure includes two fields of cultivation (rice, crops, fruit trees), with 8/35 households accounting for 22.85% and livestock (cattle, poultry, and fish farming), with 4/35 households accounting for 11.42%. The proportion of the two sectors (collectively called agricultural production) accounts for 34.27% of the total number of existing industries.

The proportion of agricultural production households accounted for 37.12%. The city has mechanized over 60% of the land area for agricultural production to convert inefficient rice cultivation areas into vegetable crops, gradually forming concentrated vegetable production areas; agricultural extension programs application of science and technology to crop cultivation and animal husbandry are focused and bring high economic efficiency. Socio-economic infrastructure in rural areas is interested in investment. By 2020, the rate of the commune and inter-commune trunk roads being concreted and plasticized will reach 100%; the rate of the concreted village and village trunk roads will reach 93.6%; the rate of hardened alleys reach 75.4%; the rate of main roads in the field being concreted and motorized vehicles travelling conveniently reached 57.4%; the electricity system meets the needs of agricultural production reaching 70%.

The proportion of the agricultural sector in the city's economic structure has shifted appropriately; per capita income reached 83.2 million VND/person/year. The number of communes completed the criteria for building a new countryside. The rate of trained workers will reach 65% (target 65%); the rate of poor households is 0.53%.

The percentage of employed people is quite high and has formed a relatively prosperous and diverse job market, especially in non-agricultural industries. Of the 16/35 households surveyed, 9/35 households, accounting for 25.72%, still settle in the countryside and do not go to the city to live; their jobs are seasonal and depending on the nature of the work, they are fragmented and irregular

such as coffee harvesting, pepper, and maids in families. There are 7/35 households with outsourced workers accounting for 20% of the production proportion. They are professionally trained, professional, and skilled in making products with high technical standards and quality (for example, electricians, builders, and garment workers at companies); their work is professional and industrialized. In the field of trade and services, there are 5/35 households, accounting for 14.29%, and 2/35 households, accounting for 5.72% temporarily unemployed.

In addition to the hired group with the highest employment rate, there are groups with a reasonably high employment rate, such as the business, trading, and service groups. Mainly small and medium-sized businesses and trading establishments with a small amount of investment capital, gradually accumulated over a long period. Handicrafts are a long-standing traditional employment group in Pleiku City. For many years, this group of jobs has always served as a sub-employment group compared to agricultural production.

In the context of the current commodity-producing economy, this group of jobs does not stop at the level of solving the problem of excess labor in the countryside. Still, it has begun to develop at the level of enterprises with technical and technological investment. Of the 35 households surveyed, the cottage industry is considered the primary source of income, although they are still engaged in agricultural production. The income from employment in the handicraft industry also does not stop at the level of profit-taking as before because the market for selling products has expanded beyond the domestic scope and has been exported to foreign countries such as Japan, Russia, Europe, and ASEAN countries.

Several enterprises producing and exporting handicrafts are invested in technical machinery and applying modern information technology. Businesses mainly hire local workers, create jobs, and use excess labour resources well. Business owners usually have a decent income. The income of workers has now improved. The employment group in the industrial sector accounts for less than 3% and is facing some difficulties in capital and market competition.

The differentiation and division of labor have created a new labor and employment market. The labor market is formed in the direction of career diversification. The group of jobs in traditional occupations of agricultural production no longer accounts for the main proportion of the occupational structure. No employment group accounts for more than 30% of the local occupational structure.

The study also shows that new non-agricultural jobs account for a high proportion of the workforce, such as business, service, and handicraft groups, for better income than traditional agricultural production groups that workers always target.

#### **IV. FACTORS AFFECTING THE CURRENT EMPLOYMENT OF ETHNIC MINORITIES MIGRATING FROM THE NORTHERN MOUNTAINS**

The process of changing the structure of agricultural land during urbanization has affected socio-economic life in Pleiku. In recent years, the speed of urbanization has taken place quite quickly and firmly, following the law of economic development and the orientation of the Party and the State in the period of industrialization and modernization of the country. To promote the process of economic restructuring in the direction of gradually increasing the proportion of industry and services, and at the same time reducing the proportion of the agricultural sector, but still considering agriculture as the foundation for socio-economic development.

In the urbanization process, the demand for agricultural land to build industrial parks and infrastructure significantly impacts land use, changing the structure of traditional agricultural production.

In addition, urbanization also has a significant impact on the lives of farmer households. Especially farmer households whose income depends mainly on agricultural production; urbanization reduces the land area of these households, reducing their income. For farmer households with secondary industries, urbanization creates a market for consuming products and improved infrastructure. The transformation of the economic structure and the process of industrialization and modernization, as well as the pressure on population, employment, and land. This shift is a positive factor in creating jobs, raising incomes, improving lives, creating a premise for household economic development, contributing to hunger eradication and poverty reduction, and creating conditions for migrants to have more opportunities to be exposed to modern industrialization and urbanization.

##### ***Cultural factors and education level:***

Developing urban areas and services for a grade-I urban area is an inevitable trend. However, Pleiku is very interested in both urban development and preserving the culture of the brotherly ethnic groups in the city, which is of top interest.

Migration to cities is a regular socio-economic phenomenon, an objective necessity in the market economy, and a manifestation of uneven development between regions and regions of the country. Previously, the issue of migration to the city was strongly dominated by the planned labor recruitment regime and labor management according to household registration. By meeting most of the employment needs caused by industrial park development, direct investment, and transferring a portion of the proceeds to poorer areas in Vietnam, migration has created significant opportunities

for more equitable and widespread development. They are contributing to reducing disparities between regions. People who migrate to the city mainly go to industrial parks to find work; this trend stems from urbanization and the rapid development of industrial parks and export processing zones, significantly reducing agricultural production land area.

Ethnic minority migrant workers often face many disadvantages due to limited education and technical expertise, lack of long-term stability, low remuneration for workers and commensurate social status, and other disadvantageous social conditions.

The survey results show that the labour level is low; not having graduated from high school, 72.11% of workers have not been trained. Regarding the professional and technical qualifications of workers in Pleiku City, it shows that the higher the level, the lower the number of employees, only 7.57%. The quality of the labor force is low, has not met the requirements of industrialization and modernization, and is not competitive enough in the domestic and international labor market.

Vocational training for employees has not been synchronously invested in both material and technical foundations to program content, training objectives, and teachers. Therefore, the quality of training is low, and it does not meet the requirements of the labor market, leading to the situation of not only over-skilled workers but also surplus workers right after being trained.

Due to a lack of labor skills, they mainly do simple jobs in private companies or workshops, and only those with a high school degree are recruited for technical jobs in joint venture companies. This makes them particularly vulnerable due to their ineligibility for social assistance and inability to access social insurance. Discrimination also prevents ethnic migrants from claiming their economic and social rights. In addition, ethnic minorities also face specific barriers in forming social networks, integrating into urban social structures, and maintaining cultural practices. Compared to Kinh migrant workers, ethnic minority people migrating from rural to urban areas experience many cultural and social challenges based on ethnic factors when they have to work and live in urban areas - a completely new environment for them. Ethnic minorities in urban and industrial zones in Pleiku City often choose to use Mandarin when communicating with the Kinh people. When communicating with their tribe members, they often use their language to share their culture.

Migrants are generally young, healthy, educated, and skilled, with more men migrating than women. Most migrants have low educational levels, which leads to low levels of expertise, technology, and skills. The main occupations that migrants do are workers in private enterprises, builders, domestic helpers, loading and unloading, and harvesting coffee, pepper, and rice. These are simple tasks. As a result, jobs are often unstable.

### ***Some sources of capital are land, natural resources, social relations, and finance:***

The migration of ethnic minorities from rural areas to Pleiku City has contributed to the redistribution of population labor to exploit the potential of land and forests, better serving the economic development of the country and the territory. Promptly meet labor needs for agricultural and forestry farms and other local production establishments during the stressful seasonal months (collecting coffee, tea, pepper, and rubber). At the same time, it also provides a significant workforce of managers and technicians for Pleiku City. It is bringing new industries to immigration places and restructuring the rural economy. All of the above directly impact the promotion of socio-economic development in Pleiku City.

The migrant workforce can do any job at a low wage that workers in the city do not want to do. Therefore, it has promoted the competition for jobs and the emergence of many cheap, "affordable" service professions, creating more jobs and sources of income for those local forces such as: "Popular" rice shops, "affordable" hostels, rental services of practical facilities and tools. Some rural people who migrated to the city mainly wanted to change their fate and life.

However, migration leads to a series of social security problems. Ethnic minorities in general and migrant workers are disadvantaged people, the majority of whom are poor, challenging, and low-intellectual, so people have to leave their hometowns to find opportunities to make a living. The situation of many households lack hunger, malaria, diarrhoea, environmental sanitation, child marriage, and multiple births; it is challenging to resolve land disputes, cutting down and encroaching on forests for farming, illegal exploitation of forest products, trading, and transfer of agricultural and forestry land.

## **V. CONCLUSIONS**

Vocational training is an essential task in the development of human resources, transforming the city's labor structure in the direction of progress, meeting the demand for human resources in each period of industrialization and modernization, striving to bring 15% to 20% of trained laborers in the city each year. To achieve that goal, the city needs to implement some of the following solutions:

Mobilize all resources to upgrade and build a village, renovate teaching equipment and equipment, encourage and motivate teachers to equip themselves with vocational training equipment, coordinate with enterprises and production establishments to use technical equipment and technology for teaching and vocational training, gradually introduce information technology and automation technology into the teaching assistance of teachers and students' learning.

Improve professional qualifications and pedagogical skills; update new technical and technological knowledge for vocational teachers; adopt policies to attract people with high degrees, experienced people, artisans, and skilled workers to work as teachers at vocational training institutions; regularly organize the movement of skill training, exams for good workers and good teachers, and have policies to reward and encourage them.

Strengthen policy support for vocational training; promulgate policies on capital mobilization and credit, as well as land policies; create equal relations between public and non-public vocational training institutions; support and create all conditions for employees to have the opportunity to learn jobs and find jobs.

To coordinate with the provincial vocational training establishments, to cooperate with other local vocational training establishments in opening on-the-spot vocational training classes for each profession following their cultural level, family conditions, and actual local resources, to select experienced vocational training units, thoroughly understand the training profession and the requirements of employees, paying particular attention to practice. To solve the problem of "output" of vocational training courses.

Vocational training should be associated with support services with the motto "labor mobilization goes hand in hand with labor support." Vocational training is the key to effective industry transformation, economic development, and gradually stabilizing life. The primary training professions, such as industrial sewing, industrial machinery repair, veterinary care, plant protection, mechanics, clean vegetable growing, housekeeping, food, and service industries, must undergo regular training to meet the increasing needs of members (Nguyen Thu Trang, 2022).

***Promote career guidance and job introduction:***

The city's labor level is still low; the illiteracy rate is still high. This significantly affects the access to information and policies affecting the city's economic development. Therefore, each employee needs to improve cultural knowledge production knowledge, increase mutual learning, and learn through newspapers and radio.

Encourage investment support from domestic and foreign organizations and individuals to have funding sources for career guidance and job introduction. Job placement centres continue to innovate operations, build websites, and collect information on job placement and labor demand at enterprises so that employees can conveniently contact and register for jobs.

Encourage enterprises and private production establishments to make the most of their local strengths in civil construction, welding mound mechanics,

agricultural product processing, garments, rubber, restaurant, and hotel services.

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