



# Solutions on Vocational Training and Job Creation for People whose Land has been Acquired in Industrial Zones in Thanh Hoa City, Vietnam under the Impact of the Urbanization Process

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Received: 11 Dec 2021; Received in revised form: 22 Jan 2022; Accepted: 01 Feb 2022; Available online: 10 Feb 2022

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**Abstract**— Today, along with the urbanization process, the tendency of agricultural land to shrink and the economic structure to shift towards a decrease in the proportion of agriculture has inevitably led to a change in labor structure people's jobs. The construction of industrial parks, joint ventures with foreign countries to expand old urban areas, and construction of new urban areas have narrowed agricultural production land. Therefore, to ensure a stable life for people, it is necessary to have strategic solutions in vocational training and job creation. In this seminar topic, the article focuses on in-depth analysis and emphasizes vocational training and job creation solutions for people whose land has been acquired in industrial zones in Thanh Hoa city.

**Keywords**— Vocational training; Create jobs; Land acquisition; Industrial area; Thanh Hoa.

## I. INTRODUCTION

Over the past 35 years, in Vietnam in general and in Thanh Hoa city in particular, the speed of urbanization has increased significantly, changing the national and local socio-economic development. At the macro level, urbanization is one of the important solutions in the socio-economic development strategy in the direction of economic restructuring to meet the goals of industrialization and modernization, contributing to promoting economic development socio-economic development of the region, improving people's living standards [5]. However, besides the positive aspects, the urbanization process still has many shortcomings that need to be solved: the problem of jobs for farmers who lose their land, method of compensation when clearing land, migration methods, population expansion... Especially the issue of labor-employment for a large part of the rural population who fell into unemployment,

underemployment when the land was confiscated to serve the target urbanization.

The almost inevitable trend of economic development with the increasing speed of industrialization and urbanization in our country makes this social problem arising from unemployment and underemployment in rural areas even more acute cypress. A series of factories and enterprises in urban areas relaxing or laying off workers has raised big questions about the sustainability of agricultural and rural labor restructuring. The question here is how the jobs of the people here have changed under the impact of urbanization. To ensure a good life for the people, what directions and support solutions are needed? Vocational training problems, how to solve jobs? The research will contribute to the basis for formulating policies and solutions to solve the problem of labor and employment. Therefore, research on this issue is becoming more and more necessary and urgent.

## II. INTRODUCTION ABOUT THANH HOA CITY AND INDUSTRIAL ZONES IN THE AREA

Thanh Hoa city is a young urban area, located on both sides of the Ma River, with a very favorable location, ecological landscape, and quite a mild climate. Located in the North Pole of Central Vietnam, 150 km north of Hanoi capital, 1,560 km south of Ho Chi Minh City. Thanh Hoa city is 45 km from Sao Vang airport to the west, 80 km from Nghi Son economic zone to the south, 16 km from Sam Son coastal city to the east... has Le Mon port. Thanh Hoa city is located in the area of influence of the Northern key economic region, at the gateway connecting the North to the Central region, has a convenient transportation system such as the Trans-Vietnam railway, the national highways 1A, 45, 47; Le Mon port and dense river system. As a result, Thanh Hoa city has become the political-economic - cultural center of Thanh Hoa province and is in a favorable position in trade with all provinces in the country.

Currently, the city includes industrial zones such as Le Mon Industrial Park, Hoang Long Industrial Park, Dinh Huong Industrial Park - Northwest Railway Station. The above industrial zones have attracted and settled for 65,000 laborers in production and business in the area [2]; [3]. Contributing to stabilizing people's lives and increasing incomes for many years. It is the transformation of people's economic models in the direction of modern urbanism, which is the development of urban expansion, shrinking, and rural lifestyle. However, the current process of industrial park development has created a shift in the structure of labor and employment and has had a significant impact on the psychological livelihood of workers whose land has been acquired. Practice shows that inversely proportional to the positive and negative contributions to the outstanding socio-economic development are the limitations and inadequacies in the structure of labor and employment [1]; [5]. In which, the issue of jobs for workers who lost their land, methods of compensation for site clearance; Migration, resettlement, etc. of many workers in these areas is still a problem that needs to be urgently solved, especially the issue of vocational training and job creation on the spot for stable people. determine life.

## III. SOLUTIONS ON VOCATIONAL TRAINING AND JOB CREATION FOR PEOPLE WHOSE LAND HAS BEEN ACQUIRED IN THE CITY

*Firstly*, perfecting synchronous and unified institutions, policies, and laws so that the labor market develops in a modern direction: Reviewing and amending relevant legal documents on labor supply and demand, to

connect labor supply-demand to be consistent with the rules of the labor market, international conventions, and standards ratified by Vietnam and in line with the legitimate and legitimate interests of employees and employees employing workers [8]. Develop mechanisms and implement programs and projects to support job creation for people whose land has been recovered after resettlement.

*Second*, local authorities must consider vocational training and improve qualifications for people whose land has been acquired as a top priority and need to coordinate with businesses to train the right people, at the right jobs, at the right places, and the right places right need. There are priority policies for people whose land has been acquired for projects to participate in vocational training and create jobs on the spot. Particularly for older workers who find it difficult to join factories and enterprises, they are trained to serve industrial parks such as security guards, tree care workers, laborers...

*Third*, support the development of labor supply-demand: Develop and provide training programs, fostering vocational skills, training programs to improve skills for workers in the working process by the requirements of the labor law specific characteristics of each object of employment. Encourage employers to participate in the process of education, training, and vocational education. Consolidate the organization, personnel and improve the effectiveness of tools to monitor, evaluate and recognize occupational skills according to national standards so that employees are assessed and recognized, reflecting their true working capacity actual work.

Designing training programs and fostering labor skills based on vocational skills standards, applying science and technology; research and developing policies to support training and improve vocational skills for specific groups of workers. Encourage the organization of short-term training courses in digital skills in a regular and flexible form for employees [9].

To encourage enterprises, business associations, and professional associations to participate in the process of innovation and improve the quality of education, training, and vocational education to meet the needs of the labor market. Review and simplify procedures for converting business households into enterprises; adopt policies to support businesses in tax collection, payment, and refund to improve the effectiveness of support for businesses converted from business households.

*Fourth*, there should be timely capital support for households moving from agriculture to non-agriculture; guiding methods of using capital obtained from the transfer, compensation, clearance, rehabilitation, development of handicraft villages, organization of ecological agricultural

farming models, and the use of high technology in agricultural production; organize the association of farmers with limited land into production groups, cooperative groups for the production of specific agricultural products, etc to ensure a stable living for farmers and their children.

*Fifth*, support the development of safety nets and insurance. Increase access to social insurance, health insurance, and unemployment insurance services for employees to ensure people's lives and maintain production [6]. Promote the role and activities of the Vietnam Trade Union and professional associations to develop members, connect, share and exchange information among employees working in the same field, improve the efficiency of labor protection protect workers' rights. Develop a mechanism to provide information and legal advice services for employees to consult when necessary. Diversify the social security service packages provided to employees in terms of form, mode, contribution level, and entitlement level; simplify administrative procedures and develop a mechanism to provide necessary administrative and legal support to employees participating in voluntary welfare programs.

*Sixth*, the profession should be directed to people in three areas. The first field of vocational training: Teaching non-agricultural occupations, including handicrafts, so that learners can organize their jobs, work together to find jobs, or organize production and business establishments in the area to earn income. attract local labor [7]. The second area is to transfer a significant force to non-agricultural workers such as working in factories, industrial parks, export processing zones, etc. And the third field is to organize guidance for rural people to change the way they work doing agriculture by changing the structure of crops and livestock in the direction of improving the efficiency of exploitation on the land area, or changing the structure of crops suitable for urban agriculture.

*Seventh*, support to connect domestic and foreign labor markets, develop specific labor markets. Researching and disseminating systems for certification of occupations and occupational skills according to international standards to support workers to participate in domestic and foreign labor markets. Formulate policies to support the development of specific labor markets, especially the labor market in rural areas, ethnic minorities, and the high-skilled labor market.

*Eighth*, strengthen inspection, examination, and sanctions for violations of labor laws, especially on signing labor contracts, paying social insurance, and other benefits. other social security for employees. Building a system of indicators to evaluate the development of the labor market, employment, and income in the direction of comparison in the region and the world; assessing the disparity in the level

of labor market development, job creation ability, income among provinces, and regions of Vietnam. Enhance learning, experience sharing, technical support on policy formulation, organization, operation, and labor market management.

#### IV. CONCLUSION

Urbanization contributes to many faces of changes in family life affected by the process of land acquisition, the expansion of industrial zones, the promotion of structural transformation of industries, creating more new jobs, reducing agricultural labor, and increasing non-agricultural labor [10]. To strongly and sustainably promote the livelihoods of people affected by the land acquisition process in the city in the coming time, leaders and local authorities need to pay attention to and further promote the issue of land acquisition create jobs for workers, promote vocational training suitable to the characteristics of the situation, age, and qualifications of the employees. Thereby, solving the problem of social security, reducing the unemployment rate, the underemployment situation fighting narrows.

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