



# The Situation and Solutions for Vocational Training for People Who's Land Has Been Revoked in Economic Zones, Industrial Parks: Case Study in Vietnam



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## Abstract

Thanh Hoa province, Vietnam is a region with many key economic zones and industrial zones, attracting domestic and foreign business investment, and changing many aspects of people's lives. It is the transformation of economic models towards modern urbanism, which is the development of urban expansion, narrowing of scale, and rural lifestyle. However, the current development of economic zones and industrial zones has created a shift in the structure of labor and employment and has had a significant impact on the livelihood psychology of workers whose land has been acquired, especially unemployment and job creation. Practice shows that inversely proportional to the positive to the outstanding socio-economic development are the limitations and inadequacies in the labor structure and employment of many workers in these areas. The article presents the current situation and proposes several vocational training solutions to ensure the livelihoods of the people whose land has been acquired, helping to stabilize the socio-economy.

**Keywords:** Vocational training; Land acquisition; Economic sector; Industrial area; Vietnam.

## 1. Introduction

The process of industrialization and urbanization will inevitably entail the conversion of part or all of the agricultural land and residential land into land for industrial parks, export processing zones, and new urban areas. It is the transformation of economic models and people's livelihoods towards modern urbanism, the development of urban expansion, narrowing of scale, and rural lifestyle. Along with that, this process also leads to tens of thousands of farming households having to transfer their land - their most important means of production to projects and resettle in new places (Nguyen Thi Thuan An, 2012). Millions of agricultural workers have to change jobs due to the loss of productive land, including occupations that they never thought of before (Huynh and Ngo, 2010). Such a job change is not only a topical issue, but also a social issue of long-term significance for the cause of industrialization, urbanization, and sustainable development of the country (Nguyen, 2018).

In the past 10 years, the process of urbanization is no longer just a problem in big cities like Hanoi and Ho Chi Minh City but has also become a matter of concern for many cities in the country. The process of adjusting administrative boundaries has turned the peri-urban rural areas into inner cities due to the requirements of the expansion of urban space. Administrative space changes towards industrialization, urbanization, and modernization (Duong, 2013). It is followed by a change in working life, in which the issue of vocational training for people who have lost production land becomes an urgent issue that takes place in many localities with economic zones, industrial

parks, and economic zones. Industry in Thanh Hoa province. How to properly solve the problem of labor and employment, ensuring income and life for employees not only receives special attention from experts and scientists but also receives the attention of experts and scientists. Managers and policymakers.

## **2. Literature Review**

Research on the impact of land acquisition on socio-economic development has attracted the attention of many researchers such as [Isaac et al. \(2019\)](#); [Maitreesh and Dilip \(2014\)](#); [Paul \(1996\)](#); [Sazzad and Vinod \(2016\)](#). The similarity in these studies is that the land acquisition process has strongly affected many areas of socio-economic life of localities and countries. The land acquisition has significantly affected the livelihoods of many households, arising and existing problems need policies and orientations to well solve social security in the following periods.

[Desalegn \(2013\)](#), pointed out that large-scale land acquisition for industrial and commercial development is a rapid development strategy to accelerate urbanization. However, such investments will have a significant negative impact on local communities, especially jobs changed when people have their land acquired. Similarly, [Arup \(2013\)](#) shows that the acquisition of agricultural land to carry out the industrialization process leads to many socio-economic consequences.

[Azeb and Wolfram \(2017\)](#), also conducted a study on the impact of agricultural land acquisition policy on livelihoods in the Gambella region, Ethiopia. Research shows that the Ethiopian government uses agricultural investment as one of the most important and effective strategies for economic growth, food security, and poverty reduction in the country. However, a current reality shows that foreign investors and local investors are acquiring agricultural land to expand industrial zones which has caused great environmental damage in the region such as deforestation, biodiversity degradation, and wetlands drying up.

[Nguyen Thi Ha Thanh, \(2011\)](#) has researched agricultural land conversion and its impact on farmers in the suburbs of Hanoi during urbanization. Research has focused on the rapid urbanization process and agricultural land acquisition policies, especially compensation for agricultural land damage in Hanoi. Similarly, research by [Doan \(2013\)](#) has provided a scientific and legal basis for land acquisition, compensation, support, and resettlement.

Research by author Nguyen Duy Thang on the impact of urbanization on socio-economic aspects of peri-urban areas and issues that need attention ([Duong Ngoc Thanh et al, 2014](#)) shows that the impact is easy to recognize. The most visible effect of urbanization on the economy of peri-urban areas is the conversion of land use purposes from agriculture to non-agricultural purposes such as the construction of industrial parks, residential areas, and service and entertainment areas mind.

[Huynh and Ngo \(2010\)](#), studied the effects of converting agricultural land to non-agricultural land on the livelihoods of farmers whose land was acquired in Hoi An city, Quang Nam province. The results show that the State's acquisition of agricultural land to convert to non-agricultural land and changing resources to create livelihoods is a big shock that disturbs the lives of farmers.

The above studies have clarified the impact of land acquisition on the employment of workers who lost their land. Accordingly, the process of recovering agricultural land to convert it for industrial and commercial purposes has both positive and negative impacts on the area where the land is acquired. Based on the actual situation of land acquisition in economic zones and industrial zones in Thanh Hoa province, we offer vocational training solutions for people whose land has been acquired to create jobs for people in the area of this affected area.

## **3. Research Methods**

The research team has chosen a random sampling method with 2000 households having their land acquired in Nghi Son economic zone and 08 industrial zones in Thanh Hoa province to clarify and collect necessary information for service. for research purposes. The number of survey samples is randomly selected based on the list of households and ensures that all households belong to 3 groups: poor, moderate, and well-off. The pre-designed questionnaire consists of 44 questions, with 6 main contents. All information obtained from the questionnaire will be synthesized, coded, entered, cleaned, and processed through SPSS 22.0 software.

## **4. Results and Discussion**

### **4.1. Results**

The land acquisition leads farmers to find new sources of livelihood, changing the socio-professional structure very quickly and clearly in rural households. When rural households have a sum of money from compensation for land loss, it will contribute to economic growth and shift the labor structure towards industrialization, some part of farmers can work in economic zones with high-income stable income. The proportion of workers in the non-agricultural sector increased rapidly, and in the agricultural sector decreased, accordingly, the structure of labor and occupations also changed significantly.

Table-1. People's occupations change before land acquisition

Occupation type	Occupation	
	Frequency (N)	Ratio (%)
Farmers	1612	80.6
Worker	121	6.1
Handicraft	54	2.7
Purchase	173	8.7
No job yet	27	1.4
Public servants	13	0.7
<b>Total</b>	<b>2000</b>	<b>100.0</b>

Source: Survey data of the subject

Table 1 shows that the main occupation is the occupation in which the employee spends the most time in this job, at the same time providing a stable source of income for the employee and their family. The Chi-square test gives Sig value < 0.05, proving that there is a correlation between the occupation type and gender of the respondents. The survey results show that the main occupation structure of rural workers before a land acquisition is quite diverse in terms of occupations (including cultivation, animal husbandry, small business services, workers, and civil servants), but a small part does other types of occupation).

However, up to 80.6% of the respondents work in agriculture (cultivation, livestock). Next is the group working in the local retail trade, accounting for 8.7 percent. Next is the group of workers in other cities across the country, accounting for 6.1%. This group of workers falls into the group of young, unmarried, and unemployed workers in the locality, so they have to migrate to find jobs.

The number of workers doing handicrafts accounts for only a small percentage (2.7%). The number of unemployed and unemployed workers before land acquisition accounted for a very small percentage (1.4%). The number of cadres and civil servants is also insignificant at (0.7%).

Part-time employment after land expropriation is an indicator of the degree of adaptation to current employment realities. It also helps to understand the mobility of farmers in today's increasingly developed social conditions. The main purpose of doing side jobs is to supplement the household's income, helping them to cover their daily living expenses.

Table-2. Part-time jobs before land acquisition

Occupation	Frequency (N)	Ratio (%)
Yes	1689	84.5
No	311	15.6
<b>Tổng cộng</b>	<b>2000</b>	<b>100.0</b>

Source: Survey data of the subject

The survey results show that 84.5% of the respondents have side jobs, and the remaining 15.6% do not do any side jobs other than the main job in the field. However, farming is hard work, and income is not high and precarious, so some households have to do a few extra jobs to increase their family's income.

*"In the past, my family only worked in the fields with no side job, now I move here to work as a porter, and I don't have a job because I don't have the qualifications and skills, so I don't apply for a job in the company"* (Male, 39 years old, Hai Yen Commune, Nghi Son Town).

Table-3. Correlations between working part-time jobs before land acquisition by age of respondents

Correlation		Age of interviewee				Total
		From 18 to 25	From 26 to 35	From 36 to 45	From 46 to 60	
Part-time job	Yes	59	112	400	579	1150
	No	141	242	125	342	850
<b>Total</b>		<b>200</b>	<b>354</b>	<b>525</b>	<b>921</b>	<b>2000</b>

Source: Survey data of the subject

The results of Chi-Square test between doing extra jobs before land acquisition according to the respondents' age with  $p > 0.000\%$  showed high reliability in the statistical test. In terms of age group, there is a difference in age group in doing side jobs (table 3). In, the age group from 36 - 45 has the highest rate of doing part-time jobs (76.2%), followed by the age group 46 - 60 (62.9%). The third group is the age group from 26 to 35 years old (31.6%) and the lowest in the age group over 18 to 25 years old (29.5%). This is understandable, the age group from 36 to 60 is middle-aged, usually the head of the family, and has grown up and thought carefully about the future of the whole family, so they have to work extra jobs. More side jobs to increase family income. As for the age group of 18-35, who are still young, the calculation still stops at the immediate moment, because they still live with their parents, so they still depend a lot on their parents even though they are married, so the selection of Side work is not much. In addition to the quantitative research results, the qualitative research results also give similar conclusions. On the other hand, they also have the case that the age group over 60 is older, and their health is also poor, so they only focus on farming, unable to take on additional jobs.

The number of laborers with side jobs while farming accounted for only 21%. Side jobs are mainly simple labor, don't need a lot of capital or skills, and often have modest incomes such as small businesses, street vendors, day workers... and are often concentrated in the 35-year-old age group 45. So how will the recovery of agricultural land with the main recovery rate of over 90% affect the employment of people, especially those who depend on 100% on agriculture? This is the difference between farmers who lost their land in Thanh Hoa and other rural areas where their land has been acquired such as Hanoi, Bac Ninh, and Hai Duong. People in economic zones and industrial zones in Thanh Hoa province have very few opportunities to do side jobs in the locality before their land is acquired, like in other rural areas.

The above empirical conclusions support the correctness of the livelihood theory, in the context of the forced restructuring of occupations. Each gender, age, background, and social relationship is different... will choose the most suitable job for themselves.

The fact shows that laborers after land expropriation have moods related to new occupations and livelihoods. That is bewilderment and anxiety, a part is still disappointed and loses confidence in the local government. The reason is that in the process of building and developing economic zones and industrial zones, local authorities are only responsible for announcing top-down directives and policies and propagating and urging people to comply. According to the survey, about a quarter of the respondents always feel insecure about their unstable jobs after losing their land.

Along with this anxiety, they have many concerns related to their children's education, because they have to move to a new place. Only 15.6% of the people whose land has been acquired have a normal mood, are happy because they have money for compensation, and are confident in the work they are and will do.

**Table-4.** People's mood before land acquisition by gender (%)

People's mood before land acquisition	Gender				Total	
	Male		Female		N	%
	N	%	N	%		
Glad to have compensation	138	12.2	75	8.7	214	10.7
Worry about jobs and livelihoods	432	38.0	464	53.7	1357	67.9
Worried about moving	233	20.5	222	25.7	331	16.6
Feel normal	333	29.3	103	11.9	98	4.9
<b>Tổng</b>	<b>1136</b>	<b>100</b>	<b>864</b>	<b>100</b>	<b>2000</b>	<b>100</b>

Source: Survey data of the subject

Chi-square test for value Sig = 0.009 < 0.05 shows that at a 95% significance level, there is a difference in gender of people whose land is acquired and people's mood before land acquisition. Accordingly, men are less pessimistic than women. The reason women have more moods than men is that women often think emotionally, always want peace and stability, and do not want the disturbance or change much for themselves and their families. On the other hand, due to biological characteristics and natural duties and responsibilities that society assigns to women, leading to the process of restructuring labor and employment, women also face more difficulties than men... making women anxious and less confident.

**Table-5.** Respondent's mood by age group (%)

People's mood before land acquisition	Age group				Total
	From 18 to 25	From 26 to 35	From 36 to 45	From 46 to 60	
Glad to have compensation	27,9	14,5	13,2	9,2	16,2
Worry about jobs and livelihoods	23,1	33,1	34,6	39,2	32,5
Worried about moving	29,5	34,6	46,1	44,2	38,6
Feel normal	19,5	17,8	6,1	7,4	12,7
<b>Total</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>

Source: Survey data of the subject

Table 5, consider the mood of the respondents before land acquisition by age group, with the Chi-square test for Sig = 0.005 < 0.05, showing that at the 95% significance level there is a correlation between the age group and the age group. with people's mood before the land acquisition, according to which young people are less in the mood than older people. Younger rural workers felt more normal and happy before their land was taken over than the older group. Those who feel normal and are happy that compensation is about to be made fall into the high group of young people.

After the land was acquired, many farmers were unemployed or had jobs but infrequently, which means that the number of unemployed and semi-unemployed workers here is quite large. Not having a job or having an unstable job makes the life of farmers precarious and that leads to many negative psychological states and affects the spiritual life of their families.

*“Up until now, I have been trading vegetables in the market. My husband and son work in the fields and as housekeepers. When I had to hand over both house and farmland to the economic zone, so I had no more fields and gardens to work on, so I moved onto the highway and lost my*

business for many years. There is a premise to make up, but paying for new land and building a new house is enough, so now the job is precarious and difficult” (Female, 40 years old, business, trading).

“I think building a factory will also have a lot of work to do, so after the land is recovered, my family happily allotted land to receive compensation and bought land to build a new house. But now it's much harder than before, we are farmers in large yards, we are used to. Currently, in a city-like planning environment, everything is cramped and difficult, so it's very disappointing” (Female, 43 years old, worker).

Rural workers themselves also feel a lack of confidence when their material life is not guaranteed, the worry about food is always constant, and no one feels excited and comfortable.

When rural households have an amount of money from compensation for land loss, it will contribute to economic growth and shift the labor structure towards industrialization, some part of farmers can work in economic zones. Industrial park with stable income. The proportion of labor in the non-agricultural sector increased rapidly, and in the agricultural sector decreased, accordingly, the structure of labor and employment also changed significantly.

**Table-6.** People's main occupations change before and after land acquisition

Labor	Occupation			
	Before the recall		After the recall	
	Frequency (N)	Rate (%)	Frequency (N)	Rate (%)
Farmers	1612	80.6	157	7.9
Worker	121	6.1	1516	75.8
Handicraft	54	2.7	96	4.8
Purchase	173	8.7	209	10.5
No job yet	27	1.4	5	0.3
Public servants	13	0.7	17	0.9
<b>Total</b>	<b>2000</b>	<b>100.0</b>	<b>2000</b>	<b>100.0</b>

Source: Survey data of the subject.

Table 6 shows a clear transition between before and after land acquisition in terms of two main occupational groups, agricultural and non-agricultural. Before the land acquisition, rural workers here are mainly engaged in agriculture, accounting for 80.6%, and after land acquisition, this rate is only 7.9%. This shows that the training of new jobs and completely new job transformation of laborers after transferring agricultural land in the locality is quite large and is a difficult problem for the authorities at all levels as well as construction projects construction and industrial development in the locality.

On the other hand, there is a clear increasing trend in three types of occupations: workers from 6.1% to 75.8%, this is the group of occupations that increase the most due to the policy of on-the-job training for workers to create jobs. for the citizen. Type of handicrafts from 2.7% to 4.8% and small trade from 8.7% to 10.5%, this is a group of jobs that do not require education or expertise, capital requirements are not much, and are also suitable options for laborers who lost their land in economic zones and industrial zones. The strong increase-decrease shift of these three occupational groups is consistent with the inevitable trend of the general economic restructuring.

The remaining occupation groups accounted for a small proportion and there was no noticeable difference compared to before land acquisition. However, it is interesting that the rate of unemployed before and after land acquisition has decreased significantly from 1.4% to 0.3%. The reason is that the policy of creating jobs for local workers, especially in the Nghi Son economic zone, is interesting and supported by local authorities at all levels. Some households use land compensation money to open restaurants, grocery stores, and service businesses, thus limiting unemployment and underemployment in the locality.

The survey shows a shift in the employment structure of rural families after the current agricultural land acquisition, which is a sharp decrease in the number of households working in agriculture and an increase in households with multiple occupations. But there is also a difference between rural workers who lose their land in economic zones and industrial zones in the province compared to other rural areas. In other areas, agricultural land is often only partially or partially acquired, or only a part of affected households, so they still have the opportunity to continue farming in a smaller area. In peri-urban areas, which are adjacent to cities and towns, people have many opportunities, and are easy to find an alternative job (Bui Van Tuan, 2015). But in Nghi Son, the land was completely acquired, and farming with households was lost forever. The purely agricultural households in the Economic Zones, Industrial Parks, because they have little contact with the outside world, the problem of finding a job and changing careers is a very difficult problem.

“My family has been farming for three generations, I don't know how to trade, I don't have the qualifications and health, and my age is not suitable to work for other jobs or work as a worker, so my family rented 10,000 square meters of land. 4km from the resettlement place to grow rice and vegetables” (Male, 60 years old, farming).

In recent years, all people in the Industrial Park and our local leaders seem to be going through a transition period in all aspects, especially in terms of employment. The first years were very difficult when people had a lot of money to compensate, so they depended on them, refused to work, and had no skill level....the attraction of local labor was not much because people could not work in the fields. factory is. Currently, on the project side, the Management Board of the

*Industrial Park has many short-term and long-term training courses on skills and occupational skills for people. The attraction of local labor is also large, so it can solve a large labor force with jobs and stable income in the locality” (Male, 43 years old, Industrial Park Management Board).*

*”The allocation of land to economic zones brings many positive as well as negative factors. Positively reflected in the shift from agriculture, to industry and services, the labor structure is also transformed. Local workers have many opportunities to find new jobs with high incomes and higher living standards. In addition, there are many limitations: people lose their land, lack skills, and gender and age factors are not suitable, so the rate of agricultural workers losing their jobs is very high in their localities. It is also from here that many social evils are born from the industrial society” (Female, 44 years old, Industrial Park Management Board).*

## **4.2. Discussion**

From the above research results, some discussions can be made about solutions to improve the quality of human resources to support vocational training and job search as follows:

For households with children of school age: Propaganda to support and encourage households to let their children finish at least upper secondary education and vocational training to have comprehensive knowledge even if they work as laborers limbs also have more thinking. For vocational intermediate level, vocational college:

(i) Priority will be given to the group of workers aged from 18 to under 35 who can grasp and absorb long-term training programs and require a higher level of education to access jobs make it sustainable locally or in the vicinity. The groups of occupations that should be trained are: industrial electricity, civil electricity, industrial mechanics, metal cutting; industrial construction, water supply, and drainage, repair engineering, computer assembly, industrial electronics; Restaurant service; Cooking techniques;

(ii) Vocational training activities should be strictly according to the needs of employers, accordingly, organize training classes according to the orders of enterprises and pre-qualify on-site workers and receive internships. born in enterprises in economic zones and industrial zones. Training classes are also organized based on the needs of the land expropriated, such as sewing classes, industrial embroidery, cooking, simple mechanical repair, driving, driving machines, security services... Associate vocational training with training organizations such as Vocational Colleges, Vocational Colleges, Vocational Training Centers of Thanh Hoa Province, and other establishments registered for vocational training activities to deploy vocational training programs, and vocational training courses. The person whose land is recovered will receive a training voucher to attend the class; The training institution will collect these vouchers to pay the cost after the course is completed.

For the elementary level, the training period is less than 3 months, so priority should be given to the group of workers aged 36-60, specifically for men and women as follows:

Men aged 36-45 should learn occupations such as Construction (building, formwork, civil electricity and water, construction carpentry...), security, simple mechanics (motorcycle repair, umbrella repair) auto), refrigeration... because this is a group of occupations that do not require high technology, are easily receptive, and create high job opportunities for workers.

Females aged from 46 to 60 have vocational courses such as Industrial sewing; Knitting; Crafts; restaurants, hotels, food processing... and occupations that do not require high skills or physical conditions.

Encourage business owners to hire local workers. To implement this solution, the provincial People's Committee requires businesses in the area to report monthly labor recruitment plans with the following information: (i) Expected number of employees; (ii) Type of work and qualification requirements; (iii) Expected recruitment time; (iv) Type of contract (seasonal, short-term, long-term or fixed contract); (v) Salary and benefits.

Promulgate specific regulations for businesses in the province to give priority to recruiting people and households whose land has been acquired and at risk of being vulnerable to work; Require businesses to prove why they can't hire local workers before hiring workers from elsewhere; Require enterprises to provide training in the form of both learning and employment for unskilled or low-skilled local workers; Issuing guidance documents on recruitment of local human resources for enterprises according to the above-proposed policy.

Organization of the registration of job search needs, in which the person whose land has been recovered will provide information about his/her experience, qualifications, age, and desired type of job; Organize recruitment demand registration, in which the employer in the area provides a recruitment plan including the quantity to be recruited, position, labor quality requirements, working regime...; Synthesize requirements on quantity and expertise of employers to form vocational training programs for employees;

Early career orientation for high school students in the region through activities to introduce current and future jobs in economic zones and industrial zones; help students discover their abilities and choose their careers in universities, colleges, or on-site vocational schools. Connecting workers whose land has been acquired with enterprises having the function of labor export to be introduced to localities to recruit workers, assisting them in assessing opportunities and preparing labor export documents.

## **5. Conclusions**

The process of industrialization and urbanization has had a strong impact on changing the employment structure of people whose land has been recovered in economic zones and industrial zones. To ensure sustainable livelihood development for people whose land has been acquired in economic zones and industrial zones in Thanh Hoa province, there needs to be close cooperation between all levels of government and people to overcome these problems. weaknesses, well solve the problem of labor and employment for people whose land has been recovered. Local

authorities need to continue to renew policies to support jobs, provide vocational training for rural workers, and improve the quality of human resources; invest in upgrading infrastructure and material and technical facilities; Diversify industries and sources of income.

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