

Employment for rural workers - A solution for rural economic development in Thai Nguyen province, Vietnam

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Abstract: The job tuberculosis movement farmers village and broadcast development terrible rural health in Thai Nguyen province have termite They are closely related. Sustainable development of the rural economy requires rural labor to have jobs and vocational training. In the period 2022 - 2024, employment for rural laborers in the province has achieved positive results such as: the number of employed rural laborers has increased, and training courses for rural laborers have been effective in helping them find jobs. Research results show that: (1) rural labor is all productive labor activities that create material wealth of rural laborers, including labor in agriculture, forestry and fisheries; (2) employment is all income-generating activities not prohibited by law; (3) In the period 2022 - 2024, the number of laborers of working age has an average growth rate of 100.77% and the rate of laborers receiving vocational training has increased by 2.86%; (4) The study has proposed 5 solutions to create jobs for rural laborers to develop the rural economy in Thai Nguyen province.

Keywords: Employment, rural labor, development, rural economy, Thai Nguyen province

I. Introduction

Agriculture, farmers, and rural areas hold a strategic position in the cause of industrialization, modernization, national construction, and defense. They are the foundation and important force for socio-economic development, maintaining political stability, ensuring national security and defense, preserving and promoting national cultural identity, and protecting the country's ecological environment. The issue of employment for rural laborers, aimed at developing the rural economy to achieve sustainable poverty reduction and addressing social welfare issues in rural areas, is the basis for determining the industrialization and modernization of agriculture

and rural areas, and building a peasant class worthy of the tasks in the new era.

Thai Nguyen is a midland mountainous province in Northern Vietnam, with an area of approximately 3,522 km². Its favorable terrain, located near the gateway to the Northeast region and connected to Hanoi, creates favorable conditions for trade, attracting investment, and a strong labor market. According to statistics, the average population of Thai Nguyen province in 2024 reached 1,365.2 thousand people, including 556.1 thousand urban population, accounting for 40.7%; and 809.1 thousand rural population, accounting for 59.3%. The labor force aged 15 and over in Thai Nguyen province reached 611,921 people (accounting for 45.6% of the population). Of which, the labor force in urban areas accounted for 42.48%; and the labor force in rural areas accounted for 57.52% [1] [2]. The rural workforce accounts for a higher proportion and plays a crucial role in agricultural, forestry, and fisheries production, as well as other rural industries. Thai Nguyen has effectively implemented numerous solutions to create jobs for rural workers. In the period 2022-2024, the total...622,360 workers are employed, including approximately 302,096 rural workers who have new jobs. Regular supply-demand matching activities are taking place to help rural workers access suitable job opportunities; at the same time, the province is promoting sending workers to work abroad under contract for a limited period [3]. In addition, the province is strengthening vocational training, especially agricultural vocational training associated with labor structure transformation, in order to improve the capacity and income of rural people, gradually shifting the labor structure away from traditional agricultural production and bringing this workforce into industrial and service sectors – where many new job opportunities are created. However, to have body broadcast development terrible cell In the new era of the country, rural areas in Thai Nguyen need...Right Have oneteamsleeptuberculosismove

ntfarmersvillageThey receive proper vocational training and have stable employment. This research focuses on the current state of labor and employment in rural areas of Thai Nguyen province during the period 2022-2024, and from there proposes solutions to create jobs for rural workers in the present period.

II. Theoretical basis

Rural labor encompasses all productive labor activities that create material wealth by rural workers. Therefore, rural labor includes: labor in agriculture, rural industries, rural services, etc.

Characteristics of rural labor include: (1) high seasonality, (2) Rural labor is very abundant and diverse in age and highly adaptable. (3) Rural labor is diverse, less specialized, and has low skill level [4].

The labor force (also known as the current economically active population) includes people aged 15 and over who are employed (currently working) or unemployed during the reference period (7 days prior to the observation).

Employment in the economy: Employment refers to all individuals aged 15 years and older who, during the reference period, perform any work (not prohibited by law) for one hour or more to produce goods or provide services for the purpose of receiving wages, salaries, or profit. Employment excludes those engaged in self-production or self-consumption in agriculture, forestry, and fisheries—that is, those whose primary purpose is to produce goods or services for their own or their family's use. Employed individuals include those who were not working during the study week but have a job (excluding self-employment) and remain closely tied to that job (receiving wages/salary during the period of unemployment or being certain to return to work within one month).

In addition, the following specific cases are also considered as people who are employed (have a job):

- a) Individuals participating in training, education, or skill-enhancing activities required by their work;
- b) Apprentices and trainees (including medical interns) who work and receive salaries or wages;
- c) Students/schoolchildren/retirees during the reference period who worked in a job (excluding self-employment) for 01 hour or more to generate income;
- d) Individuals who are seeking employment/applicants or recipients of unemployment insurance but who, during the reference period, worked in a job (excluding self-employment) for 1 hour or more to generate income;

d) Family labor: Individuals who work for the purpose of receiving wages, salaries, or profits, but these wages, salaries, and profits may not be paid directly to the family but are accumulated as part of the family's overall income.

III. Research Methodology

3.1. Methods for collecting secondary data

Research data was collected through reports:

- Report on the employment situation for rural laborers in Thai Nguyen province in 2022, 2023, and 2024 by the People's Committee of Thai Nguyen province.
- Report on vocational training for rural laborers in Thai Nguyen province in 2022, 2023, and 2024.
- Summary report of the Project "Vocational training for rural laborers until 2020" according to Decision No. 1956/QD-TTg dated November 27, 2009 of the Prime Minister on the territory of Thai Nguyen province.
- Report on Plan No. 39/KH-UBND dated March 15, 2023, of the People's Committee of Thai Nguyen province on the Plan for agricultural vocational training for rural laborers in the period 2023-2025 in the province, 2024, Department of Labor - War Invalids and Social Affairs of Thai Nguyen province

3.2. Methods for collecting primary data

This study uses a survey questionnaire employing a 5-point Likert scale to express the level of evaluation by interviewees regarding employment solutions for rural laborers in Thai Nguyen province. The 5-point scale includes: Level 1: "Strongly disagree"; Level 2: "Disagree"; Level 3: "Undecided"; Level 4: "Agree"; Level 5: "Strongly agree". The survey subjects include :

- + Target Group 1: Officials working on job placement for rural laborers in Thai Nguyen province.
- + Target Group 2: Rural workers who find new jobs in 2024.

IV. Current employment situation for rural workers in Thai Nguyen province

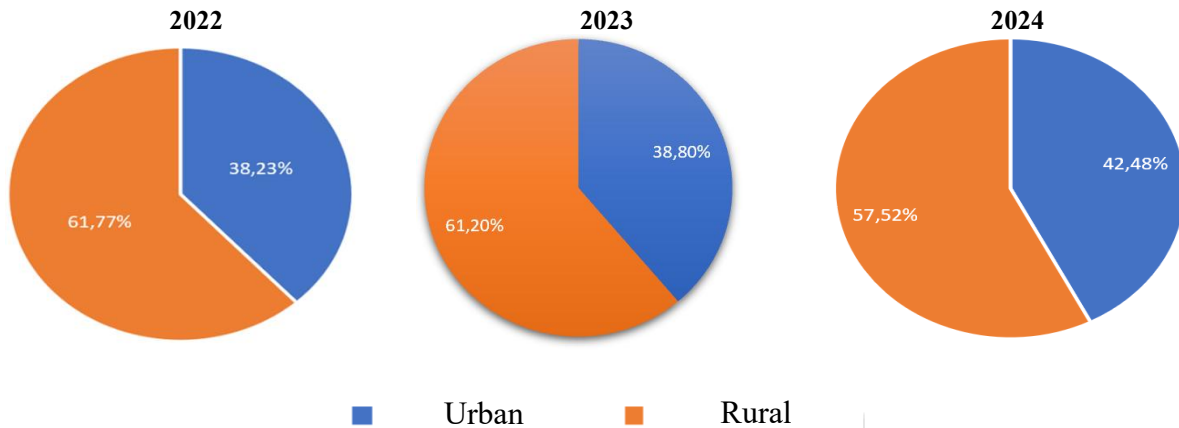
4.1. Annual labor force structure for those aged 15 and over, broken down by urban and rural areas.

Recognizing that creating jobs for rural workers is a key task in rural economic development, helping to reduce poverty and ensure social security, the province pays close attention to job creation and vocational training every year.

According to statistics for the entire province of Thai Nguyen, in rural areas, there were 602,562 laborers aged 15 and over in 2022, 606,480 laborers in 2023, and 611,921 laborers in 2024. The total

number of laborers aged 15 and over in 2024 is 9,359 higher than in 2022. The average growth rate is 100.77%.

The structure of the labor force aged 15 and over working annually, broken down by urban and rural areas in Thai Nguyen province, is shown in Chart 1.



Source: Thai Nguyen Province Statistical Yearbook, 2025

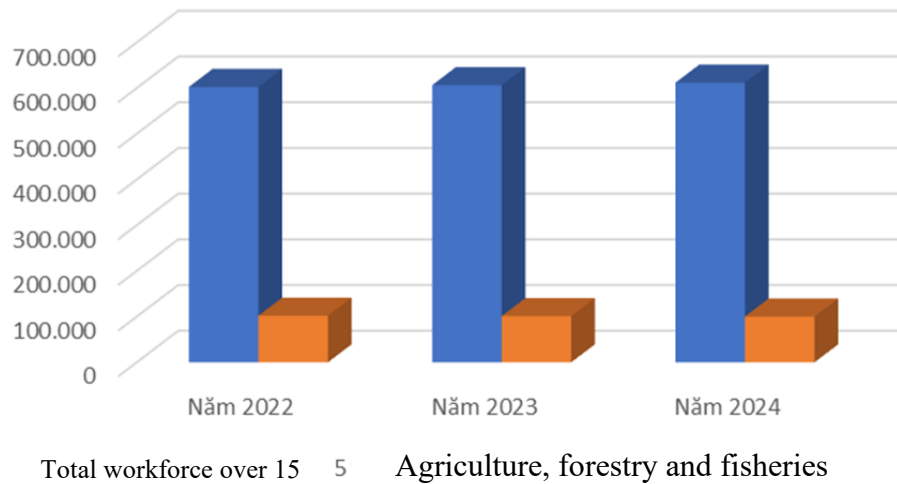
Chart 01: Labor structure by urban and rural areas in Thai Nguyen province

Figure 1 shows that the proportion of the workforce aged 15 and over in rural areas is decreasing. In 2022, the rural workforce accounted for 61.77% of the total workforce over 15, but by 2024, this figure had fallen to 57.52%, a decrease of 4.32% compared to 2022. Thus, while the total number of workers has increased, the structure of the workforce has decreased, demonstrating a shift in labor from rural to urban areas. Labor migration is an objective trend in the development of economies. The shift of agricultural to non-agricultural labor is accelerated alongside economic development, structural changes in industries, and industrialization and urbanization. Particularly in recent years, the pace of

industrialization and modernization in Thai Nguyen has been strong. Industrial clusters and zones require a large workforce, thus leading to a shift of rural labor to work in these industrial zones.

4.2. Percentage of the workforce aged 15 and over employed in agriculture, forestry, and fisheries.

Rural areas are a general term referring to regions in Vietnam where people primarily live by agriculture. Chart 2 shows the percentage of the workforce aged 15 and over employed in agriculture, forestry, and fisheries in Thai Nguyen province during the period 2022-2024.



Source: Thai Nguyen Province Statistical Yearbook, 2025

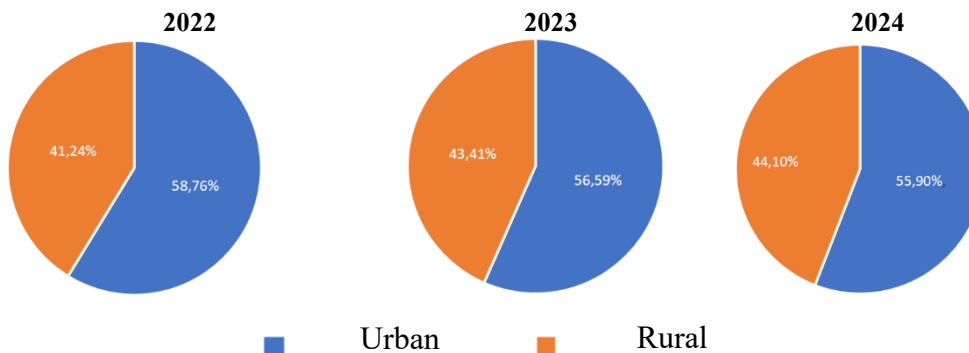
Chart 02: The percentage of the workforce aged 15 and over employed in agriculture, forestry, and fisheries in Thai Nguyen province.

The chart shows that the number of workers in agriculture, forestry, and fisheries has fluctuated between 2022 and 2024. In 2022, the total number of workers in this sector was 101,950, accounting for 16.92%, while in 2025, this number decreased to 100,159, representing 16.37%, a reduction of 1,791 workers. This indicates an increase in the number of workers in other sectors. However, the biggest challenge currently facing rural workers when transitioning to other sectors is the low quality of labor. The proportion of trained and skilled workers remains low, the structure of the workforce by training level is inadequate, and the "excess of academics, shortage of skilled workers" situation has yet to be effectively addressed, leading to wasteful use of human resources. The advantage

of cheap labor is gradually being lost, vocational training is not aligned with job market needs, and there are still instances of waste.

4.3. Trained workers aged 15 and above, categorized by urban and rural areas.

Trained workers are workers with qualifications or certificates, including those who satisfy both conditions: (1) Currently working in the economy or unemployed; (2) Have been trained at a school or a professional, technical, or vocational training institution within the National Education System for 3 months or more, have graduated, and have been awarded a degree/certificate certifying that they have achieved a certain level of professional, technical, or vocational skills.



Source: Thai Nguyen Province Statistical Yearbook, 2025

Chart 3: Structure of the trained workforce aged 15 and over by urban and rural areas.

Chart number 3 shows a noteworthy increase in the number of trained workers in rural areas. In 2022, only 41.24% of rural workers received job training, equivalent to 248,497 workers. However, by 2024, this rate had increased to 44.1%, a rise of 2.86%, corresponding to an increase of 16,798 trained rural workers. This result is due to the effective coordination of units such as local vocational training centers and the Thai Nguyen Provincial Employment Service Center. From the beginning of the year, due to the high demand for vocational training among rural workers, these units conducted surveys and assessments of people's vocational training needs, categorized target groups for training, and provided vocational training linked to the market and the actual needs of the workers. In reality, after receiving vocational training, the economic mindset of workers has changed significantly. People have boldly invested in production towards a commodity-oriented approach, meeting market demands.

However, professionalism in labor discipline is also a matter of concern. A significant number of workers have not been trained in industrial labor discipline, and even after training, their compliance with modern industrial regulations and processes is still low. The majority of workers come from rural areas and carry the habits of a

small-scale agricultural production system. This is one of the difficulties when workers move from the agricultural sector to the non-agricultural sector, especially to occupations that require high standards [5].

4.3. Number of newly employed rural workers

Employment for rural laborers is one of the key issues in socio-economic development, of particular importance to stabilizing people's lives, achieving sustainable poverty reduction, and promoting economic restructuring in rural areas. In the context of economic restructuring linked to industrialization, modernization, and post-COVID-19 recovery, the rural labor market is strongly impacted by economic, social, and policy factors. Therefore, analyzing the current state of rural labor and new employment not only helps assess the effectiveness of implemented programs and policies but also provides an important scientific basis for proposing sustainable employment development solutions in the future. Based on this, this study focuses on analyzing the current state of rural labor and new employment in Thai Nguyen province during the period 2022–2024 to clarify the achievements as well as the challenges facing rural economic development.

Target	2022	2023	2024	2023/2022		2024/2023	
				±	%	±	%
Total number of rural workers	602,562	606,480	611,921	3,918	100.65	5,441	100.90
- Rural workers find new jobs.	97,795	99,062	105,239	1,267	101.30	6,177	106.24

Source: Department of Labour, War Invalids and Social Affairs of Thai Nguyen Province, 2025

Data shows that the number of newly employed rural workers in Thai Nguyen province is trending upwards during the 2022-2024 period, reflecting positive changes in the rural labor market. Specifically, in 2022, the number of newly employed rural workers reached 97,795; in 2023, this increased to 99,062, a rise of 1,267 people (corresponding to a 1.30% increase). Notably, 2024 recorded a strong increase, with 105,239 newly employed rural workers, a rise of 6,177 people compared to 2023 (a 6.24% increase). This upward trend demonstrates the effectiveness of policies to develop the rural economy, expand non-agricultural occupations, and promote labor market linkages, thereby contributing to improving income and raising the living standards of rural workers in the province.

4.4. Survey results on job creation for rural workers

The study surveyed two groups with a sample size of 60 for group 1, consisting of officials working to provide employment for rural laborers, and 400 for group 2, consisting of rural laborers who had found new jobs in Thai Nguyen province. The survey results are shown in Table 2 as follows.

Table 2: Survey results on job creation for rural workers in Thai Nguyen province

TT	Criteria	Subject 1		Subject 2	
		Point BQ	Level Evaluate	Point BQ	Level Evaluate
1	The province regularly carries out guidance and management work.	3.82	Agree	3.86	Agree
2	Propaganda work is carried out regularly and continuously, in many forms.	3.56	Agree	3.52	Agree
3	Policies related to job creation for rural workers have been implemented promptly and effectively by the province.	3.86	Agree	3.78	Agree
4	Policies related to job creation for rural workers are being implemented by the province, targeting the correct beneficiaries.	4.02	Agree	3.96	Agree
5	Vocational training programs for rural workers that meet market demands.	3.34	Hesitant	3.32	Hesitant
6	Job creation lending activities meet the needs.	3.54	Agree	3.56	Agree

(Source: Compiled from survey questionnaires in 2024)

- Regarding leadership and management: The criterion "Leadership and management are regularly carried out by the district" was rated "Agree" by both survey groups, with average scores of 3.82 and 3.86 for group 1 and group 2 respectively; In reality, the province has paid attention to leadership and has directed localities within the province to proactively include the target of creating jobs for rural laborers as a component of local socio-economic development.

- Regarding propaganda work: Both criteria were rated "Agree" by both survey respondents. For the criterion "Propaganda work is carried out regularly, continuously, and in various forms," respondents 1 and 2 rated it with average scores of 3.56 and 3.52 respectively. Although rated "Agree," the overall average scores for both criteria are quite low, especially for the criterion "Propaganda work is carried out regularly and continuously."

- Regarding the implementation of policies related to job creation for rural laborers: The criterion "Policies related to job creation for rural laborers are implemented promptly and effectively by the province" was rated "Agree" by both survey groups, with average scores of 3.86 and 3.78 for group 1 and group 2, respectively.

- It is crucial that vocational training programs for rural workers meet market demands, as this ensures that rural workers find employment immediately after training. Regarding the criterion "Vocational training programs for rural workers meet market demands," both survey respondents rated it as "Undecided," with average scores of 3.34 and 3.32 points, respectively. This indicates the need for initial surveys on the ability of vocational training

programs to meet market demands before training begins.

V. Solutions for creating jobs for rural workers in Thai Nguyen province

Realcellgivesee, Job creation programs for rural workers in Thai Nguyen province have partially solved the problem of rural economic development. In

addition...childrenprizeFrancesharedexportbroadcast frommusclegovernment, government This book/ research proposes several specific, practical, and feasible solutions to enhance job creation for rural laborers in Thai Nguyen province as follows:

Firstly, strengthen leadership and management.

Focus on leading and directing the serious implementation of directives, resolutions, and conclusions from higher levels regarding employment for rural laborers in the new situation, aiming to raise awareness, the role, and responsibility of heads of relevant agencies and units in leadership and direction, and of laborers in the implementation process. Direct localities to develop practical plans and programs for employment for rural laborers, suitable to the characteristics, requirements, and tasks of each locality. Government at all levels, especially at the commune level, must be the center of employment for rural laborers; it is necessary to clearly identify the characteristics and strengths of each locality to focus on employment in appropriate fields, avoiding scattered investment without a clear focus. Build a close linkage between the "four stakeholders" (State - Farmers - Scientists - Businesses) in all stages and

steps of vocational training and employment for rural laborers.

Secondly, strengthen propaganda efforts.

Further enhance the awareness of Party committees and cadres regarding the position and role of job placement propaganda for rural laborers in the current period; incorporate job placement propaganda for rural laborers into resolutions, programs, and plans of Party organizations at all levels, sectors, and mass organizations. Regularly coordinate with the Thai Nguyen Provincial Employment Service Center and domestic and international job placement and consulting units to promote information and propaganda on the labor market and the Party and State's policies on job placement, thereby creating favorable conditions for rural laborers to choose suitable occupations and for employers to have complete information to select laborers. Develop diverse and in-depth forms of propaganda to address employment issues for rural laborers, disseminated throughout the province. The content of the propaganda must be insightful, attractive, insightful, and relevant to the grassroots level, creating a strong shift in awareness and action among Party committees, government agencies, the Fatherland Front and mass organizations, cadres, Party members, and all strata of the population.

Thirdly, improve the effectiveness of vocational training.

Actively innovate vocational training programs and curricula towards a streamlined design, increased practical training time, and integration of business and entrepreneurship knowledge into the curriculum so that trainees know how to mobilize capital, organize production, and market goods; link vocational training with socio-economic development projects in the locality; innovate management and training methods towards flexibility, diversity, and suitability to each commune in the district, creating favorable conditions for rural workers to participate in vocational training that matches their educational level, economic conditions, and employment needs; ensure harmonious coordination and cooperation among agencies, units, and organizations to build effective and practical vocational training plans. Vocational training for rural workers must stem from the real labor needs of businesses in the area; and at the same time, be based on the actual occupational needs of the people. Vocational training for rural workers must be linked to job creation, labor restructuring, poverty reduction, and contributing to ensuring social security in rural areas.

Fourth, finalize and define the production structure of the province's industries in each region.

Job creation from industry and handicrafts: Implement policies to attract businesses from within and outside the province to invest in areas where localities have strengths, especially in the processing of agricultural and forestry products; create conditions for businesses to expand production and create jobs for local workers. Promote the development of handicrafts in rural areas, forming small-scale household-based handicraft production centers, focusing primarily on consumer goods production. Emphasize the development of traditional crafts to create jobs for workers and contribute to the shift of labor from agriculture to non-agricultural occupations in rural areas.

Creating jobs through the development of trade, services, and tourism: Continue to promote trade, create a favorable environment, and encourage economic sectors to participate in the development of various types of tourism. Promote the effective planning and use of land at central business locations within commune clusters; review and select rural laborers according to needs and conditions of each locality. Effectively exploit tourism potential, create tours and routes, connect tourist destinations within and outside the district, improve service quality, and meet the needs of tourists from within and outside the province, as well as international visitors. Raise community awareness about tourism activities; promote the development of tourism products that reflect the traditional culture of ethnic groups in the localities, improve the quality of existing products, and diversify new products. Investing and attracting investment to upgrade, expand, and modernize technical facilities and develop tourism infrastructure will contribute to creating more new jobs for rural workers in the tourism sector.

Job creation through labor export: Gradually raise awareness among rural workers, encouraging them to actively participate in labor export. Coordinate with labor export enterprises to implement vocational training and orientation programs for rural workers, explore labor markets suitable to their skill levels, and create favorable conditions for rural workers to participate in labor export.

Fifth, creating jobs through employment-generating loan activities.

Facilitate access to preferential interest rate loans from the employment fund and other current state interest rate support policies for production and business establishments, small and medium-sized enterprises, and rural workers, to invest in

development, expand production, create stable jobs for workers in enterprises, and attract more workers to work in enterprises. Effectively implement loan disbursement through the Social Policy Bank in localities.

VI. CONCLUSION

Rural economic development means with job broadcast development terrible cell farm ers profession in the direction labour profession chemistry, presently grand chemistry, transfer Restructuring the rural economy does not mean abandoning agricultural jobs. but Right know broadcast Huy position strong capital Have.

The study focused on analyzing the employment situation for rural laborers in Thai Nguyen province during the period 2022-2024. The results showed that Party committees, government agencies, and mass organizations from the district to the grassroots level paid attention to and effectively implemented programs and policies related to creating jobs for rural laborers in the area. The province has implemented socio-economic development linked to job creation for rural workers throughout the province. Agencies and units in the province have carried out propaganda and dissemination of information on job creation for rural workers through various forms. During the period 2022-2024, Thai Nguyen province created nearly 302,096 new jobs for rural workers and provided training for 471,797 rural workers. The number of rural workers who found new jobs during this period met and exceeded the set plan. Based on the analysis of the current situation, the study proposed 5 solutions to strengthen the job creation efforts for rural laborers in Thai Nguyen province in the coming time, including: (1) Strengthening guidance and management, (2) Promoting propaganda, (3) Improving the effectiveness of vocational training, (4) Completing and determining the production structure of the province's industries in each area, (5) Creating jobs through job creation loan activities.

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