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Researching Policies for Developing Rural Human Resources in Vietnam

¹ Bui Thi Phuong Thao, ² Le Thuy Ha

^{1,2} University of Labour and Social Affairs, Hanoi, Vietnam

Corresponding Author: Bui Thi Phuong Thao

Abstract

Vietnam is very interested in the issue of rural human resource development; Policies are increasingly progressive and more practical, helping the process of shifting labor structure and rural economic structure take place in a positive direction. In many rural areas, new effective economic development models have appeared; the fields of health, culture and education have developed quite strongly, many "cultural villages" have been recognized, community health has received better care... However, in addition to the relatively positive results, for many years now, policies to

develop rural human resources are still limited, have not been fundamentally resolved, and have not effectively oriented the development of rural human resources. The results show that the process of labor restructuring is still slow, the rate of trained workers is still low, and is not really a driving force for development. Therefore, this study was conducted to evaluate the status of the rural human resource development policy system in Vietnam; propose some solutions to improve Vietnam's rural human resource development policy system.

Keywords: Rural Human Resources, Rural Human Resource Development Policy

1. Introduction

In the period when the economy is transitioning to a knowledge economy, globalization is a trend and happening very quickly, the decisive role of human resources in development is even clearer. Recent economic growth theories have shown that an economy that wants to grow quickly and at a high level must be based on at least three basic factors: A) Applying new technology; b) Developing modern infrastructure and c) Improving the quality of human resources. Of the three factors above, the most important factor and driving force of sustainable economic growth is human resources, especially high-quality human resources, that is, human resources invested in development. Develop and create skills, knowledge, skills, experience and creative capacity.

In Vietnam today, the urbanization process is taking place rapidly and labor is moving strongly from rural to urban areas, causing the labor growth rate in urban areas to be higher than in rural areas; however, the rate of rural labor is still high and the rate of attracting labor from rural agriculture is still very slow. One of the main causes of this situation is the limitation of human resource development in rural Vietnam. This proves that whether the country's industrialization and modernization will achieve the desired success or not depends largely on the development of human resources in rural areas.

In 2023, Vietnam's labor force participation rate is 68.9%. The rate of trained workers with degrees and certificates in 2023 is 27.0%, an increase of 0.6 percentage points compared to 2022; the rate of young people without jobs and not participating in study or training in rural areas is higher than in urban areas, 12.8% versus 9.5%, respectively. The number of working workers tends to increase, but the labor market has not seen any improvement in labor quality as the number of informal workers working in precarious, unstable jobs still accounts for a large proportion. About three-fifths of the total number of employed workers in the country (General Statistics Office, 2024) ^[14]. The quality of labor supply in general and agricultural labor in particular still has many shortcomings and limitations, not meeting the labor demand of a modern, flexible, sustainable and integrated labor market (about 38 million workers have not received training from elementary level or higher). This number shows that there is no small challenge in improving the technical expertise of workers.

The general weakness of Vietnam's rural human resources can be summarized as follows: A) Low qualifications of workers, most rural workers are unskilled workers, b) Understanding about the market and the ability of workers to adapt to changing market conditions is still weak, especially in purely agricultural areas; c) Access to new methods of rural development is still weak, especially in remote areas...

Resolution No. 26/NQ-CP dated February 27, 2023, of the Government Promulgating the Government's Action Program to implement Resolution No. 19-NQ/TW dated June 16, 2022 of the Party Central Committee (XIII) on agriculture, farmers, and rural areas until 2023, with a vision to 2045, with special emphasis on human resource development in the agricultural sector. This is considered a long-term plan for human resource development in the sector. Province agriculture; is the basis for proposing solutions to develop the industry's human resources to serve the tasks of socio-economic development and ensuring national security and defense.

Therefore, research human resource development policies in Vietnam's agricultural sector, evaluate the strengths and achievements, limitations, and weaknesses the human resource development process in Vietnam's agricultural sector, from which it is necessary to propose some recommendations to develop Vietnam's rural human resources.

2. Theoretical basis for rural human resource development policy

2.1 Concept of rural human resources

Human resources is a category used to refer to the potential strength of the population, the ability to mobilize and participate in the process of creating material and spiritual wealth for society at present and in the future. That strength and ability are expressed through the quantity, quality, and structure of the population, especially the quantity and quality of people qualified to participate in social production (Tran Xuan Cau and Mai Quoc Chanh, (2012) ^[6]). Thus, to be able to participate in the production process, people must meet the conditions of health, technical qualifications, working skills, age... Con People both use and exploit natural resources to create products and at the same time use that product, so it can be said that human resources are the most important and dynamic factor of growth and development. Socio-economic development.

Among the resources for socio-economic development, four main resources can be mentioned: Natural resources, capital, scientific and technological level, and human resources. In particular, human resources are human resources, the most important and dynamic factor of socio-economic growth and development, considered in two aspects:

Firstly, in the sense of being the origin and place of origin of resources, human resources are located within each person (different from other resources: Capital resources, finance, land, natural resources), human resources with creative labor activities, impacting the natural world, transforming the world; in the process, labor relations and social relations arise).

Second, in the sense of the total resources of each individual human being, the resource of the development process, human resources are expressed in quantity and quality at a certain time. Human resources determined for a locality, country, territory...

According to the General Statistics Office: Human resources include people 15 years of age or older who are employed and people of working age who are capable of working but are in the following situations:

Unemployed

Going to school

Working as a housewife in my family

No need to work.

People of other statuses have not yet participated in labor.

From the concept of human resources, it can be understood that rural human resources is a part of the national human resources, including people aged 15 years and older in rural areas working in various industries, fields and fields. People of working age who can work but for various reasons are currently not participating in economic activities. People of working age in rural areas who can work but are not currently working due to the following reasons: Being unemployed, going to school, being housewives, and not having the need to work, people of other status.

2.2 The concept of rural human resource development

According to the International Labor Organization, human resource development in a broad sense is not just the practice of people or even includes training in general (intellectual level, technical professional level). But also, about developing human capacity and using that capacity to achieve effective employment, as well as satisfy career and personal life or human resource development is the process of digital transformation. The quantity, quality and structure of human resources are increasingly meeting the requirements of the economy and society. This concept is based on the understanding that people need to use their abilities to achieve effective employment as well as satisfaction in their career and personal life. Skill is perfected by supplementing and improving knowledge in the process of living and working to meet people's expectations.

According to UNESCO, human resource development is to make the entire skills of the population always relevant in relation to the development of the country. This concept associates human resource development with production development, therefore human resource development is limited to the scope of developing labor skills and adapting to employment requirements.

Bui Van Nhon (2006) ^[9] defines "Human resource development as the totality of forms, methods, policies and measures to perfect and improve the quality of human resources (intellectual, physical and personal qualities). Social psychology) to meet the human resource requirements for socio-economic development in each stage of development. The author explains that the quality of human resources includes mental, physical, and mental factors. The physical health of human resources is physical health and mental health. The intelligence of human resources is considered and evaluated from the following perspectives: Cultural level, technical expertise and practical labor skills of workers. The socio-psychological qualities of human resources are reflected in discipline, self-discipline, a spirit of cooperation and industrial style, and a high sense of responsibility...

According to the Institute of World Economy (2003) ^[15] "Human resource development, from a country's perspective, is the process of creating a dynamic workforce with skills and using them effectively, from an individual perspective. The cause is improving skills, action capacity and quality of life to increase labor productivity and income. The above concepts cover the quality of human resources, including physical strength, mental capacity, moral qualities, and human resource development to improve labor productivity and income. However, the concepts do not yet exist. Refers to the quantity and structure of human resources.

With the definition of human resource development according to the development approach from a social perspective, Tran Xuan Cau and Mai Quoc Chanh (2008) stated "Human resource development is the process of increasing the number (scale) of human resources. Human resources and improve the quality of human resources, creating an increasingly reasonable human resource structure. All three aspects of quantity, quality and structure in human resource development are closely linked together, in which the most decisive factor of development is the quality of human resources that must be improved. Developing human resources to meet the needs of socio-economic development or developing production and business activities of enterprises, and in turn, socio-economic development requires rapid development of human resources. Human". This concept reflects the increase in quantity, improvement in quality and reasonable structure of human resources, in which the quality of human resources is the most decisive factor. However, in reality, the change in the number of human resources may follow an increasing or decreasing trend depending on the industry and field to suit socio-economic conditions.

Based on the above concepts, according to the research team, rural human resource development is the rationalization of quantity (scale), improvement of quality, appropriate structure and use of human resources. Efficiency, expressed through reasonable human resource structures, improving physical strength, mental strength, and spiritual strength to increase labor productivity and income of workers in rural areas.

Developing rural human resources requires the participation of the State, organizations and individual workers. The State, with its role in human resource planning, develops policies to develop rural human resources to meet the needs of socio-economic development in each period. Organizations participate in training and fostering the unit's workers through separate policies based on the unit's functions and tasks. Individual employees participate in improving their physical strength, skills, working capacity, and technical expertise to meet the requirements of the job.

2.3 Concept of rural human resource development policy

Policies are regulations and decisions that have been institutionalized by competent agencies and organizations to regulate economic, political, cultural and social relationships of people and solve social problems. The Association is setting and implementing identified goals (Ho Chi Minh National Academy of Politics, 2020).

The agencies competent to promulgate such policies are the National Assembly, the People's Council, the Government, ministries, branches, People's Committees, state power agencies and other competent agencies.

Accordingly, socio-economic policy (also known as public policy) is the totality of viewpoints, solutions, and tools that the State uses to influence socio-economic subjects to solve problems. Resolve policy issues, implement certain goals according to the overall goal orientation of the country (Ho Chi Minh National Academy of Politics, 2020). The system of socio-economic policies is an important management tool of the State for all areas of social life, so it is very diverse and can be classified into the following groups: 1) According to the field of impact, it can be divided into economic policy, social policy, cultural policy, foreign policy, security and defense policy; 2) According to the

scope of policy influence, it can be divided into macro policies, meso policies, and micro policies; 3) According to the time of application, it can be divided into long-term policies, medium-term policies, and short-term policies; 4) According to the level of policy, it can be divided into national policies decided by the National Assembly, Government policies, and local policies issued by local authorities (People's Councils and People's Committees). Thus, policies must form a unified whole from central to local levels, covering all social areas, according to the country's common goals.

Rural human resource development policy is a tool of the State to direct the development of rural human resources according to the development orientation of the labor market, shift labor structure, and improve professional qualifications. Techniques and skills for rural workers, increasing the income of rural workers and stabilizing rural development.

The goal of Vietnam's rural human resource development policy is to improve the quality of human resources to meet the requirements of industrialization - modernization of rural agriculture and restructuring of agricultural labor. The village is suitable for economic development. Policies for developing rural human resources are issued on a regular basis to promptly respond to the country's development. Based on the Party's orientation and Government documents, functional ministries/sectors issue Circulars guiding those documents and each locality issues documents directing the implementation of policy documents. Of the Government and functional Ministries/Departments within their territories.

3. Research Methods

The article uses the method of document research, analysis - synthesis, and comparison of data on labor and employment conducted by Vietnam; Annual statistical yearbook data, legal documents on policies for developing human resources in rural Vietnam to evaluate the situation of human resource development in Vietnam's agricultural sector.

4. Research results

4.1 The Party and State's policy system impacts rural human resource development

4.1.1 Policy group to improve the quality of rural human resources

Education reform has directly affected the development of policies for human resource development in general and rural human resources in particular. The educational reform according to Resolution 14 of the Politburo of the Central Executive Committee term IV (January 1979) was implemented until 1987 mainly in general education. Since the 6th Congress, this educational reform has been one step adjusted according to the Party's innovation policy and implemented in the education and training system. The viewpoint "Education and training is the top national policy" was first expressed in Resolution No. 04-NQ/TW of the Fourth Conference of the Party Central Committee (term VII) on continuing to innovate the cause of education and training. Training, January 14, 1993.

Law No. 34/2008/QH14 dated November 19, 2018, amending, and supplementing several articles of the Law on Higher Education; Law amending and supplementing a number of articles of Law No. 08/2012/QH13 on Higher Education, which has been amended and supplemented by

Law No. 32/2013/QH13, Law No. 74/2014/QH13 and Law No. 97/2015/QH13.

Law on Vocational Education No. 74/2014/QH13 dated November 27, 2014 with the goal of training human resources directly for production, business and services, with practice capacity corresponding to the training level; have ethics and health; have professional responsibility; have the ability to be creative and adapt to the working environment in the context of international integration; ensuring improved productivity and labor quality; create conditions for learners after completing the course to be able to find a job, create their own job or study for a higher level. The law also points out that investing in expanding the network of vocational training establishments and improving the quality of vocational training contributes to ensuring the human resource structure to serve the cause of industrialization and modernization of the country; create conditions for popularizing occupations for young people and meeting the vocational training needs of workers; Vocational training for workers working abroad. The law also emphasizes focused investment to innovate vocational training content, programs and methods, develop teachers, modernize equipment, and promote scientific research to improve quality. amount of vocational training; Focus on building several vocational training establishments that approach advanced levels of the region and the world; focus on developing vocational training in areas with particularly difficult socio-economic conditions; Invest in training for occupations that the labor market needs.

The Resolution of the 9th Congress and the Resolution of the 10th Party Congress both affirmed that the issue of agriculture - farmers - rural areas is extremely important. The State has considered vocational training for farmers to be a major policy, first of all Focus on vocational training for farmers in areas with strong changes in crop and livestock structure, areas with seedlings for export, areas where farmers have had their land recovered, social policy beneficiaries, and especially difficult areas.

Decision No. 81/2005/QĐ-TTg dated April 18, 2005, of the Prime Minister on policies to support short-term vocational training for rural workers for rural workers of working age who have not yet passed the age. vocational training, have vocational training needs, are eligible for admission to short-term vocational courses, with priority given to workers who have lost production land due to the State's recovery or conversion of land use purposes; workers under policy status and ethnic minorities; female workers and unemployed workers.

Decision 07/2008/QĐ-TTg dated January 10, 2008, on approving the National Target Program on education and training until 2010, which strengthens facilities and vocational training equipment for vocational schools. vocational colleges, vocational secondary schools and vocational training centers; develop a team of vocational teachers and managers, vocational accreditors, and vocational evaluators; develop vocational training programs, build vocational skills standards, test banks, and vocational training quality accreditation standards system; Support primary-level vocational training and regular vocational training for rural workers, ethnic minority youth and disabled people.

Decision No. 103/2008/QĐ-TTg dated July 21, 2008, of the Prime Minister approving the Project to support youth vocational training and job creation in the period 2008 -

2015 with the goal of supporting and creating conditions for Young people borrow capital to learn vocational skills, create jobs and work abroad for a limited time according to current state policies.

Decision No. 1956/QĐ-TTg dated November 27, 2009 of the Prime Minister approving the project on vocational training for rural workers until 2020 and Decision 971/QĐ-TTg in 2015 amending Decision 1956/QĐ-TTg approved the Project on vocational training for rural workers until 2020, which stipulates support policies for learners, creating conditions for rural workers to learn vocational skills and improve their quality of life, improving the quality of rural labor, meeting the requirements of industrialization and modernization of agriculture and rural areas. Decision 1956 encourages, mobilizes, and creates conditions for the entire society to participate in vocational training for rural workers; Vocational training establishments are also supported to improve vocational training capacity, meeting the vocational needs of rural workers and labor market requirements; attach vocational training to expenditure Strategies, planning, and plans for socio-economic development of the whole country, each region, each industry, and each locality.

Decision No. 103/2008/QĐ-TTg, July 21, 2008; iii) Support women in vocational training and job creation in the period 2010 - 2015 according to Decision No. 295/QĐ-TTg dated February 26, 2010; iv) Support for workers after vocational training to borrow capital from the National Employment Fund under the National Target Program on Employment to create self-employment.

Decision No. 3685/QĐ-BNN-KTHT dated September 29, 2022 of the Minister of Agriculture and Rural Development on approving the Agricultural Vocational Training Plan for rural workers in the period 2022-2025 with the goal of Support training to form a team of professional farmers so that they become the main force in the process of developing the rural economy, building a knowledgeable and highly skilled rural workforce to meet development requirements. New economic and social development. Innovate to improve training quality, improve vocational skills and effectiveness of agricultural vocational training for rural workers, contributing to shifting labor structure, economic structure, creating jobs, and increasing income for workers.

Policy group to support rural human resource development: Since 1986, the country has carried out reforms, the issue of rural agriculture has received special attention from the Party and State, a series of important documents have been issued. Strong impact on rural human resource development, policies such as:

Resolution of the Politburo, No. 10-NQ/TW, dated April 5, 1988, on economic management innovation in agriculture, with breakthrough content, creating a very important new development step for agriculture. Industry and rural areas in the reform period. Resolution 10 affirmed that farmer households are autonomous economic units, able to produce and do business on contracted land for a long time, and the interests of workers are properly cared for. That has strongly liberated production capacity, exploited the potential of labor and land, brought agriculture from self-sufficiency in many regions to commodity production, contributing to solving basic needs for wages. Food, food for people's lives. This is an important basis for human resource development, helping rural workers promote autonomy in production and

business, and create jobs.

Resolution No. 05-NQ/HNTW of the Fifth Conference of the Party Central Committee (term VII) on continuing innovation and rural socio-economic development, June 10, 1993.

Land Law (1993 and amended in 1998, 2001, 2003), Decree 64/CP/1993 regulates long-term land allocation to farmer households.

Agricultural extension policies (Decree 13/CP/1993, Decree 83/2018/ND-CP) on agricultural extension activities and other policies in agriculture have created a driving force that makes rural workers interested. To self-training to improve technical skills and apply technical advances in agriculture.

The National target program to build new rural areas is a program that concretizes Resolution No. 26-NQ/TW of the 7th Conference of the Party Central Committee (term X) on agriculture, rural areas and farmers. This is a comprehensive National Target Program, both a goal and a driving force for long-term, sustainable development in rural areas, aiming for "Rich people, strong country, democratic and industrial society". Equal, civilized".

Resolution 30a/2008/NQ-CP dated December 27, 2008, on the Program to support rapid and sustainable poverty reduction for 61 poor districts.

Decree No. 41/2010/ND-CP dated April 12, 2010, on credit policy for agricultural and rural development and Decree No. 55/ND-CP dated June 9, 2015, on credit policy serving agricultural and rural development. These regulations have directed credit institutions to give more incentives to farmers to enjoy incentives from the State. Decree No. 41/2010/ND-CP is an important policy to help clear capital sources, allowing rural workers to access loans easily, according to preferential mechanisms, increasing capital sources for agriculture and rural areas. High growth, promoting the industry to develop in a common direction and helping people feel secure in production. With Decree No. 55/2015/ND-CP, additional subjects eligible for loans for agricultural and rural development have been added, including individuals and households residing in rural areas or participating in agricultural and rural development. Engage in production and business in the agricultural sector; promote the organization of agricultural production according to the linkage model and high-tech application model.

4.1.2 Policy group for management and use of rural human resources

The problem of creating jobs for rural workers in the context that the number of rural agricultural workers in Vietnam does not have large fluctuations and the level of education and vocational skills of rural workers is still low is quite a problem. Difficult for government organizations and localities. The Party and State have issued many guidelines and policies on creating jobs for workers in general and rural workers in particular.

Decision No. 126/1998/QĐ-TTg dated July 11, 1998 on Approving the National Target Program on Employment to the Year 2000 with the goal of creating new jobs and ensuring jobs for capable workers labor, with job requirements; Implement measures to help unemployed people quickly find jobs and underemployed people have full jobs, especially have policies to specifically support vulnerable people in the labor market; thereby reasonably resolving the relationship between economic growth and creating jobs for workers, in order to gradually realize social

justice and progress.

Decision 71/2001/QĐ-TTg dated May 4, 2001, of the Prime Minister on National Target Programs for the period 2001 - 2005 with the goal of reducing the rate of poor households and poor communes having sufficient infrastructure. necessities and create jobs for workers; reduce unemployment rate in urban areas to about 5 - 6%; Increase the labor time utilization rate in rural areas to 80% by 2005.

Decision No. 143/2001/QĐ-TTg dated September 27, 2001 of the Prime Minister approving the National Target Program on poverty reduction and employment for the period 2001-2005, with the goal of reducing the rate of poor households (according to new criteria) down to less than 10%, an average decrease of 1.5-2% per year (about 280,000 to 300,000 households/year); Do not let chronic hunger return; Poor communes have enough essential infrastructure (small irrigation, schools, health stations, residential roads, electricity, running water, markets); create jobs for 1.4-1.5 million workers each year; reduce the unemployment rate in urban areas to below 6% and increase the labor time utilization rate in rural areas to 80% by 2005. Projects that directly support hunger eradication and poverty reduction include:

- Group of general poverty reduction projects: Credit projects for poor households to borrow capital to develop production and business; The project guides poor people on how to do business, promote agriculture, forestry, and fishery; Project to build models of hunger eradication and poverty reduction in specific areas (coastal beaches, highlands, borders, islands, safety zones, deep areas of the Mekong Delta); Group of poverty reduction projects for poor communes (with 25% or more poor households and insufficient essential infrastructure) not included in Program 135: Project to build essential infrastructure in poor communes (small irrigation, schools, medical stations, residential roads, electricity, water, markets); Project to support production and develop occupations in poor communes; Project to train and foster officials working in hunger eradication and poverty reduction and officials in poor communes; Project to stabilize migrants and build new economies in poor communes; Sedentary farming and settlement project in poor communes.
- 2. Employment field:
 - Activities aimed at job development are conducted in the following three directions: Socio-economic development aims to stabilize jobs for those who already have jobs and create new jobs by focusing on Directing a number of key economic development programs, creating many jobs; Promote the export of labor and experts; Strengthen direct support activities to create jobs and develop the labor market.
 - Activities to directly support job creation and labor market development are implemented through supporting workers with loans, developing the employment service system, and training management staff. Labor and employment management.

Regulations on creating jobs for workers through labor export are stipulated in documents such as: Law on Vietnamese Workers Working Abroad No. 72/2006/QH11 stipulating conditions for Vietnamese workers go to work abroad.

Decision No. 71/2009/QĐ-TTg dated April 29, 2009 approving the Project to support poor districts to promote

labor export, contributing to sustainable poverty reduction in the period 2009 - 2020.

Project "Supporting women in vocational training and job creation in the period 2010 - 2015" according to Decision No. 295/QĐ-TTg dated February 26, 2010.

4.1.3 Policy group supporting rural human resource development

Agricultural extension is one of the State's priority policies to transfer technical advances, information, spread knowledge and train skills for farmers to improve capacity and efficiency of agricultural production and business. Industry, environmental protection, and new rural construction. The agricultural extension system is organized from the central level to the grassroots (agricultural extension stations of communes). Agricultural extension policies have been issued by the State such as: Decree No. 13-CP dated March 2, 1993, of the Government promulgating regulations on agricultural extension work... Agricultural extension work is increasingly innovated and improved. Develop and grasp modern trends, technology, and methods, helping our country's agriculture develop more and more.

Decree No. 134/2004/ND-CP dated June 9, 2004 stipulates Encouragement of rural industry development with the goal of mobilizing and mobilizing domestic and foreign resources to participate in or support organizations, individuals invest in rural industrial production and industrial promotion services according to the industrial development planning of the country and each locality; contributing to the economic restructuring towards industrialization - modernization, first of all the industrialization of agriculture and rural areas, creating jobs, increasing income, and implementing social labor re-division; Support and create conditions for organizations and individuals of all economic sectors to invest in sustainable development of rural industrial production, improve competitiveness, and effectively implement the

integration roadmap international economy.

The work of developing socialization of vocational training has been directed by the Party and State through Decision No. 1000/2005/QĐ- BLDTBXH dated June 7, 2005, on Approving the Project "Development of socialization of vocational training". vocational training by 2010", with the view that the State creates conditions for the whole society and all people to have the opportunity for lifelong vocational learning and enjoy vocational training achievements at an increasingly high level, especially policy beneficiaries, the poor, and children of ethnic minorities. On the other hand, the Project also emphasizes: Implementing equality policies on emulation and rewards, on recognition of State titles, on training and fostering officials, receiving and transferring officials from vocational training establishments. Public to non-public and vice versa. Gradually eliminate the concept of "payroll", gradually shifting to a long-term labor "contract" regime. This is a policy that shows fairness in encouraging the development of socialization of education and vocational training.

Policies aim to develop traditional occupations and service industries suitable to the locality and encourage businesses to invest and operate production and business activities.

Policies to support loans from capital sources under the national target program on poverty reduction, capital sources of Resolution 30a, Program 135...

4.2 Results of implementing policies to develop rural human resources in Vietnam

4.2.1 Current status of rural human resources

The ratio of rural workers employed compared to Vietnam's population in the period 2018 - 2022 tends to decrease from 58.90% in 2018 to 51.36% in 2022 (Table 4.1); The rate of trained rural workers aged 15 and older in Vietnam tends to increase from 14.70% (2018) to 17.71% (2022). Thus, it can be seen that Vietnam's rural labor source is abundant, but the quality is still limited.

Table 1: Labor structure of rural human resources in Vietnam period 2018-2022

Targets	Unit	2018	2019	2020	2021	2022
Labour force at 15 years of age and above	Thousands of people	37.523,80	37.672,90	36.671,01	32.025,50	32.493,29
Percentage of employed rural workers compared to population	%	58,90	58,54	59,20	50,54	51,36
Percentage of trained labour force at 15 years of age and above by residence	%	14,70	14,9	16,29	17,45	17,71

Source: General Statistics Office, 2022 ^[11]

4.2.2 Results of vocational training for rural workers

According to statistics from the Ministry of Labor, War Invalids and Social Affairs, in 11 years (2009-2020) of implementing Project 1956 - Vocational training for rural workers, nearly 10 million rural workers have received vocational training. On average, nearly 1 million rural workers receive vocational training every year. In the period 2016-2020, the rate of workers having jobs after training reached 89.3%, exceeding 9.3% compared to the period 2020-2015. Nearly 1.2 million people have been recruited by businesses after vocational training. More than 2.3 million workers after vocational training continue to do their old jobs but labor productivity increases by 10-20%. 134,845 poor households had people who participated in vocational training and got jobs and escaped poverty. 261,361 households have people participating in vocational training, getting jobs, and earning higher income than the local average.

From vocational training, many new vocational training models have been built, derived from the actual needs of the people and in accordance with socio-economic development planning and human resource development in localities. brings high economic efficiency to farmers; At the same time, financial support for training has created favorable conditions for farmers to participate in vocational training.

However, the implementation of the Project still has some shortcomings, such as vocational training consulting work is not good, so farmers do not have a proper awareness of the benefits of vocational training for themselves; Training is not linked to the needs of farmers and localities; Limited facilities, equipment, and teaching staff have affected vocational training.

4.2.3 Results in creating jobs for rural workers

The underemployment rate among working ages in rural areas is always higher than in urban areas.

Table 2: Some employment indicators of Vietnam's rural human resources (period 2018-2022)

Targets	Unit	2018	2019	2020	2021	2022
Labour force at 15 years of age and above	Thousands of people	37.523,80	37.672,90	36.671,01	32.025,50	32.493,29
Labour force at 15 years of age and above by residence	%	67,70	67,60	66,90	63,34	62,84
Underemployment rate of labour force at working age by residence	%	2,02	1,87	2,94	2,96	2,52
Average income per capita per month at current prices	Thous.dong	2.990	3.399	3.480	3.486	3.864

Source: General Statistics Office, 2023a^[12]

In 2022, the underemployment rate in the working age for rural workers nationwide is 2.52%; The whole country (urban and rural areas) is 2.21%. Meanwhile, in 2020, the underemployment rate in the working age for rural workers in the country was 2.94%; the whole country (urban and rural areas) is 2.52% (Table 4.2).

In 2022, 62.84% of the labor force will be in rural areas, the issue of creating jobs for rural workers will always be top priority, to stabilize life and ensure social security. Job creation for rural workers is implemented through the National Employment Fund; support workers working abroad; Consulting and supporting employment for women and people with disabilities facing economic and employment difficulties...

The average monthly income per capita in rural areas will also increase from 2,990 thousand VND in 2018 to 3,864 thousand VND in 2022 (Table 4.2), equal to 77.38% of the average income of the country.

5. Recommendations

To develop human resources in Vietnam's agricultural sector, it is necessary to carry out many synchronous solutions based on good use of existing human resources. Within the framework of the study, the author proposes the following main groups of solutions to develop human resources in Vietnam's agricultural sector:

Firstly, the group of solutions on human resource development planning in the agricultural sector

Planning for human resource development in the agricultural sector to meet socio-economic development goals, including the need to build a team of agricultural officials at all levels with sufficient quantity, reasonable structure and qualifications, forming high quality human resources. Synchronously develop the industry's human resources in each locality; at the same time, prioritize human resource development in areas of advantage in each locality.

Second, the group of solutions on training and fostering human resources in the agricultural sector.

Improve educational level, technical expertise and working capacity for officials, production capacity for farmers, enhance working skills for agricultural workers on the basis of Vocational Training Plan agriculture for rural workers in the period 2022-2025.

Training to enhance the value of key products, products imbued with regional ethnic identities, associated with rural agricultural tourism. The content of the training program must follow the local agricultural development planning and the needs of workers in each area. Accordingly, after receiving vocational training, workers can use and apply the knowledge they have learned into production practice, improving the effectiveness of vocational training.

Strengthen training and fostering scientific and technical knowledge of advanced and modern agricultural production for farmers through a team of agricultural officials, especially commune agricultural officials who are the most direct and closest level to the Surname.

To improve the professional qualifications of farmers, it is necessary to increase training for farmers at primary, intermediate and higher levels.

Improving training capacity for agricultural occupations: For occupations, the Ministry of Agriculture and Rural Development has developed a program framework and curriculum in the previous period, localities continue to inherit, update and supplement these new production, business, and processing knowledge and skills, consistent with production and business requirements; Meets regulations and standards.

For training establishments, it is necessary to build a system of standard textbooks and lectures for agricultural occupations in accordance with the conditions and planning of the agricultural sector in each locality, regularly renewing content and modernizing it. The training program follows the regional program and moves towards international standards.

Third, a group of solutions on increasing income for agricultural workers

Implement well the regime for agricultural officials at all levels, research and supplement allowances and training regimes for agricultural officials.

Increase income for farmers through developing markets for agricultural products, ensuring stability in production; Strengthen market and price control, ensure quality and prices of essential goods and products to serve the needs of people's lives and health; Economic development is associated with hunger eradication and poverty reduction, creating jobs to ensure income for people.

6. Conclude

Human resource development in the agricultural sector is the overall change in the scale and quality of the sector's human resources to suit the development of the agricultural sector and socio-economics; That is the change in the number of workers and improving the quality of human resources through increasing the proportion of workers with educational qualifications and technical expertise, enhancing the working capacity of agricultural workers, ensure a reasonable labor structure between labor groups, between workers in economic regions and sectors within the industry. Developing human resources in Vietnam's agricultural sector has received attention from the Party and State and has been implemented in localities across the country. However, human resources in the agricultural sector are still limited in quantity, quality, and structure. To have quality human resources to meet the requirements of socio-economic development, it is necessary to have the active participation of localities and synchronously implement solutions to develop human resources in the agricultural sector. Karma.

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