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How to Improve Employment Creation for Labor in Ethnic Minority and Mountainous Areas in Vietnam

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Abstract:

In recent years, the Party and State of Vietnam have focused on promulgating and implementing many preferential policies towards the goal of creating jobs for labor in ethnic minority and mountainous areas in Vietnam, especially for the youth and students - the core workforce, contributing to reducing unemployment, increasing incomes and ensuring social security, promoting socio-economic development in the area. In particular, the Ministry of Labor, Invalids and Social Affairs has recently strengthened solutions to link and connect vocational schools in mountainous provinces with businesses, contributing to effective job creation for young people in ethnic minority region. Furthermore, propaganda activities, The Provincial Employment Service Center cooperates with businesses and units to well organize job trading sessions, job counseling fairs, vocational training and labor export to provide jobs for local workers have been gradually deployed to create jobs, but the unemployment rate is still high and people's lives are still facing many difficulties compared to other regions of the country due to several reasons. This article is based on statistical data to analyze the current situation of employment and job creation for workers in ethnic minority and mountainous areas to point out shortcomings that limit job creation in the area and propose some recommendations for stakeholders to create more valuable jobs for workers in the coming time in order to promote socio-economic development in the region in particular and of Vietnam in general in the trend of extensively international integration.

Keywords: *Employment/job, employment/job creation, labor/workers, ethnic minority and mountainous areas*

1. Introduction

Employment is a category to indicate the appropriate status between labor service and necessary conditions such as capital, means of production, etc., to use that labor service to create products to serve the needs of the individual in society. According to Article 9, Labor Code (2019), employment is an income-generating labor activity that is not prohibited by law. The State, employers and society have the responsibility to participate in job creation, ensuring that everyone, who is able to work, has the opportunity to have a job. Thus, to ensure social security, people need to have jobs to generate income to support themselves and their dependents without being prohibited by law. Job creation is the process of creating the quantity and quality of means of production, quantity and quality of labor power and other socio-economic conditions to combine means of production and labor service. Creating jobs for workers is necessary to reduce unemployment and contribute to the stability and development of the country. Along with the trend of globalization and international economic integration, the Party and State of Vietnam, and local authorities in ethnic minority areas have issued and implemented many preferential policies towards the goal of solving problems of creating employment for workers, especially young people and students from ethnic minorities in the area. Moreover, the Ministry of Labor, Invalids and Social Affairs has recently strengthened solutions to link and connect vocational schools of mountainous provinces with businesses, contributing to effective job creation for young people in ethnic minority and mountainous areas. However, the situation of labor and employment in these areas still has many problems, the unemployment rate is still high, and people's incomes are still low compared to the general level of the country. This article analyzes the current situation of employment and job creation for workers in ethnic minority and mountainous areas to point out several shortcomings of job creation in the area and propose some recommendations for stakeholders to create more valuable jobs for workers in the coming time in order to promote socio-economic development in the region in particular and of Vietnam in general.

2. Methodology

The study mainly based on secondary data such as books, articles, and statistical data from reports of the 2019 Vietnam Census of 53 Ethnic Minorities on population, housing conditions and socio-economic conditions of ethnic minority households to reflect the socio-economic status of 53 ethnic minorities; serving the compilation of statistical indicators under the National Statistical Indicator System and the Statistical Indicator System on ethnic work serving the formulation and policy-making of socio-economic development for the ethnic minorities in the period of 2021-2025; serves as the basis for updating the information and statistical data system on ethnic minorities in Vietnam.

On that basis, the author has synthesized, analyzed and compared to clearly see the current status of labor, employment, and job creation in all fields of the economy to see the overall picture about the reality of job creation for labor in ethnic minority and mountainous areas. That can help policy makers find the best solution to create more valuable jobs for ethnic minority and mountainous workers to keep up with the general development in Vietnam in a volatile global arena.

3. Actual Situation of Creating Jobs for Labor in Ethnic Minority and Mountainous Areas in Vietnam

3.1. Workforce Characteristics

Labor force is the part of the population that provides or is willing to provide labor services for the production of material goods and services for the purpose of generating income for individuals or families. In other words, the labor force is the people aged 15 years and above who were employed or unemployed during the reference period.

According to the results of the 2019 Survey of 53 Ethnic Minorities, there are 8.03 million ethnic minority people aged 15 and above participating in the labor force; in which, women account for 47.9%. The labor force in urban areas is 851.6 thousand people, accounting for 10.6% of the total ethnic minority workforce. Most of the population that participates in the labor force is 25-54 years old, accounting for 67.3% of the ethnic minority workforce.

The proportion of women in the labor force of ethnic minorities in urban areas is lower than that in rural areas, 46.8% compared to 48.1%. This proportion is the lowest in the Mekong Delta (42.6%) and the highest in the Northern Midlands and Mountains (49.1%) (Table 1).

	Labor Force (Thousand People)			Proportion (%)			% Women
	Total	Men	Women	Total	Men	Women	
Total	8 025.5	4 178.7	3 846.8	100.0	100.0	100.0	47.9
Urban	851.6	453.3	398.3	10.6	10.8	10.4	46.8
Rural	7 173.9	3 725.4	3 448.5	89.4	89.2	89.6	48.1
Socio-Economic Region							
Northern Midlands & Mountains	4 171.2	2 121.1	2 050.1	52.0	50.8	53.3	49.1
Red River Delta	183.1	93.4	89.7	2.3	2.2	2.3	49.0
North Central & Central Coast	1 201.7	624.5	577.2	15.0	14.9	15.0	48.0
Highlands	1 250.9	647.0	603.9	15.6	15.5	15.7	48.3
South East	564.8	317.2	247.6	7.0	7.6	6.5	43.8
Mekong Delta	653.8	375.5	278.3	8.1	9.0	7.2	42.6

Table 1: Distribution of Ethnic Minority Labor Force by Urban, Rural and Socio-Economic Regions

Source: Survey on the Socio-Economic Situation of 53 Ethnic Minorities in 2019

For every 100 ethnic minority people aged 15 and above, there are 3 people in the workforce. The labor force participation rate of ethnic minority men is higher than that of ethnic minority women. The labor force participation rate of rural areas is higher than that of urban areas. There are significant disparities in labor force participation rates among some ethnic groups. There are 83.3% of ethnic minorities participating in the labor force. The labor force participation rate of ethnic minority men is 7.8 percentage points higher than that of ethnic minority women; of rural areas it is 12.9 percentage points higher than that of urban areas. In both urban and rural areas, the labor force participation rate of ethnic minority men is higher than that of ethnic minority women. However, this disparity is more than twice higher in urban areas than in rural areas respectively 14.0% and 6.8% (Table 2).

	Labor Force Participation Rate			Disparity Between Men and Women
	Total	Men	Women	
Total	83.3	87.2	79.4	7.8
Urban	72.0	79.2	65.2	14.0
Rural	84.9	88.3	81.5	6.8

Table 2: Labor Force Participation Rate of Ethnic Minorities by Sex and Urban-Rural

Unit: %

Source: Survey on the Socio-Economic Situation of 53 Ethnic Minorities in 2019

There are significant disparities in labor force participation rates among some ethnic groups. While some ethnic minorities under 10,000 people have high labor force participation rates such as Co Lao, Lu, Cong; ethnic groups over 10,000 people have low labor force participation rates such as: Cham, Khmer, Hoa. In there, the lowest labor force participation rate belongs to the Hoa (64.3%) and the highest is the Co Lao (94.8%). Some of the reasons for this difference are that the Hoa people live mainly in urban areas where economic conditions are developed, and there is easy access to educational conditions, so there is a tendency to prolong the study period in the young population and to quit working when they have passed the working age (Unlike rural areas, people, who have passed the working age in urban areas, often do not continue to participate in the labor market) (Figure 1).

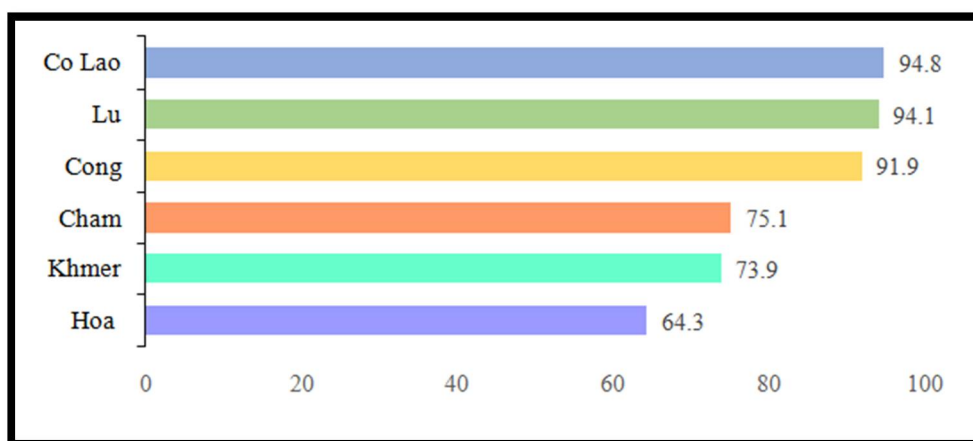


Figure 1: Labor Force Participation Rate of 03 Ethnic Groups with the Highest Rate and 03 Ethnic Groups with the Lowest Rate October 1, 2019
Unit: %

Source: Survey on the Socio-Economic Situation of 53 Ethnic Minorities in 2019

The proportion of the workforce who are ethnic minorities with primary or higher professional and technical training in the country is still low, accounting for only 10.3%. This is a limitation of the ethnic minority workforce in accessing the labor market and improving labor productivity to generate income. The proportion of trained labor force of ethnic minority men is higher than that of ethnic minority women (11.7% compared to 8.9%); of urban areas it is higher than that of rural areas (23.2% vs 8.8%) (Figure 2).

Among the ethnic minority workforce with professional and technical qualifications, 29.3% have had university or higher training. This figure is 1.8 times higher in urban areas than in rural areas, at 44.3% and 24.5 % respectively. This means that in urban areas, about 4 out of 10 ethnic minorities in the labor force have received professional and technical training, with a university degree or higher; meanwhile, in rural areas, this number is equivalent to about 2 people.

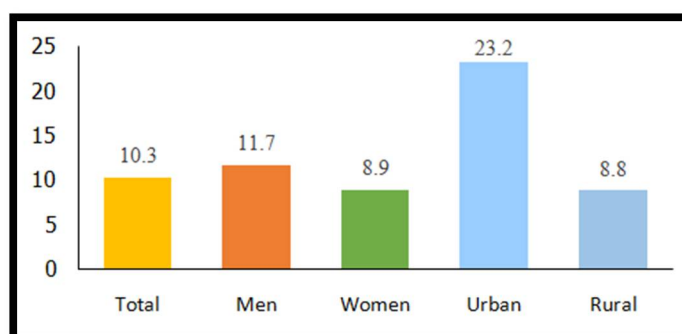


Figure 2: Proportion of Ethnic Minority Workforce with Primary or Higher Training by Sex and Urban - Rural Area
Unit: %

Source: Survey on the Socio-Economic Situation of 53 Ethnic Minorities in 2019

Among ethnic minorities with less than 10,000 people, the proportion of trained labor force is the lowest among Brau (2.2%) and the highest among Pu Peo (29.0%). There are 09/14 ethnic minorities with less than 10,000 people whose proportion of trained labor force is lower than the general level of 53 ethnic minorities (lower than 10.3%). With increasingly strict labor market demands and increasing qualification requirements, the improvement of professional and technical qualifications for ethnic minorities in general and ethnic minorities in particular will create more job opportunities and increase income for these groups of workers (Figure 3).

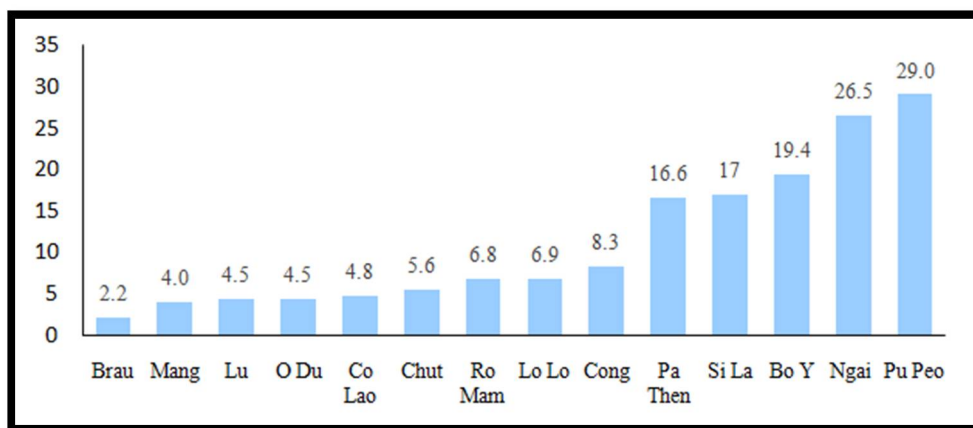


Figure 3: Percentage of Labor Force with Primary or Higher Training of Ethnic Minorities under 10,000 People
Unit: %

Source: Survey on the Socio-Economic Situation of 53 Ethnic Minorities in 2019

3.2. Employment Situation

Employment is an essential issue of the majority of the population, not only providing income but also bringing many other benefits such as poverty reduction, life balance, contributing to positive changes in society. Therefore, studying employment characteristics of ethnic minorities is of great significance in the formulation of strategies, planning and socio-economic development plans for ethnic minorities nationally as well as locally.

The results of the 2019 Survey of 53 Ethnic Minorities showed that the ratio of employed workers to the total number of ethnic minorities aged 15 and above was 82.1%, equivalent to 7.9 million people. This rate is higher among ethnic minority men than ethnic minority women, at 86.0% and 78.3% respectively (Table 3).

	Ethnic Minority Workers Have Jobs (Thousand People)			Proportion of Employed Ethnic Minority Workers to the Total Number of Ethnic Minorities Aged 15 Years And More (%)		
	Total	Men	Women	Total	Men	Women
Total	7 913.0	4 121.2	3 791.8	82.1	86.0	78.3
Urban	836.1	444.4	391.7	70.6	77.6	64.1
Rural	7 076.9	3 676.8	3 400.1	83.7	87.1	80.3

Table 3: Distribution of Employed Ethnic Minority Workers by Sex and Urban - Rural Areas

Source: Survey on the Socio-Economic Situation of 53 Ethnic Minorities in 2019

Only 10.3% of ethnic minority workers have trained jobs, the rest 89.7% do not have professional and technical qualifications. The proportion of ethnic minority workers, who have jobs without technical expertise in rural areas, is 1.2 times higher than in urban areas, at 91.2% and 76.8%, respectively. The LaHu, XinhMun, Xtieng, Brau and Ba Na ethnic groups have the highest proportion of employed workers without professional and technical training with about 98.0% of workers without technical training, while that percentage is the lowest among the PuPeo, ChoRo, Ngai, Tay, and BoY ethnic groups, with 69.5%, 73.2%, 73.6%, 79.4%, and 80.5% respectively (Figure 4).

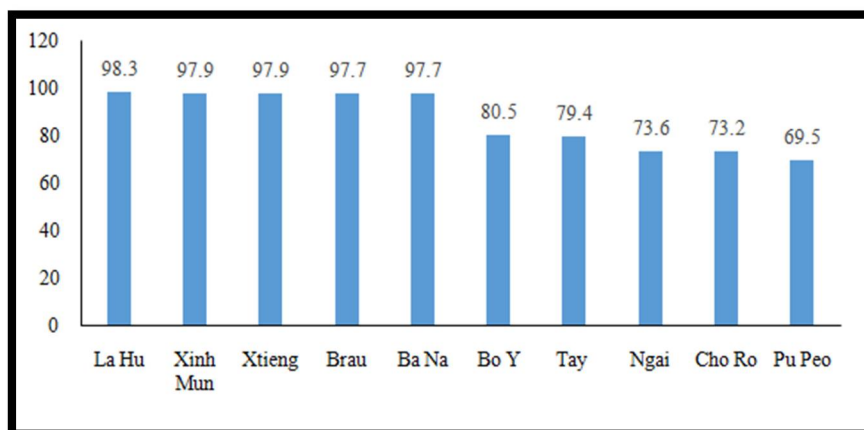


Figure 4: Percentage of Employed Workers without Professional and Technical Qualifications of the 5 Ethnic Groups with the Highest Rate and the 5 Ethnic Groups with the Lowest Rate
Unit: %

Source: Survey on the Socio-Economic Situation of 53 Ethnic Minorities in 2019

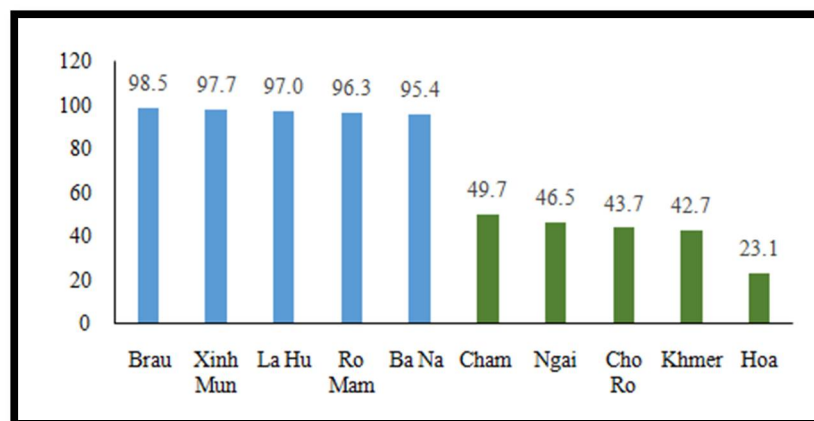
In the period of 2015 -2019, the proportion of ethnic minority workers with jobs by region has changed quite positively in the direction of reducing the proportion of employees in the Agriculture, Forestry and Fishery and increasing the proportion of employees in Industry, Construction and Services. The Government's policies to attract investment and develop Industry, Construction and Services in recent years have created many job opportunities for ethnic minorities, contributing to the positive transition between economic areas. The proportion of ethnic minority workers employed in the Agriculture, Forestry and Fishery sector decreased from 81.9% in 2015 to 73.3% in 2019. However, when compared with the general proportion of nationwide, the proportion of ethnic minority workers working in Agriculture, Forestry and Fishery is still very high, 73.3% compared to 35.3% of the whole country. Only 26.7% of ethnic minority workers work in Industry, Construction and Services (*Table 4*).

	Total Population (from the 2019 Census)	Ethnic Minorities (From the Survey of 53 Ethnic Minorities Year 2015)	Ethnic Minorities (From the Survey of 53 Ethnic Minorities Year 2019)
Total	100.0	100.0	100.0
Agriculture, Forestry and Fishery	35.3	81.9	73.3
Industry and Construction	29.2	8.6	14.8
Services	35.5	9.5	11.9

*Table 4: Proportion of Employed Ethnic Minority Workers by Economic Sector 2015 and 2019
Unit: %*

Source: Survey on the Socio-Economic Situation of 53 Ethnic Minorities in 2019

There is a big difference in the structure of employed labor by economic sector among ethnic minorities. While in some ethnic groups such as Brau, Xinh Mun, LaHu, RoMam, and BaNa, workers are mainly employed in the Agriculture, Forestry and Fishery sector (over 95%), while in some other ethnic groups, the proportion of laborers is high. The number of employees working in this area is quite low (less than 50%), especially the ethnic Hoa with only 23.1% working in this area. Among 14 ethnic minorities with less than 10,000 people, there are 12 ethnic minorities with a higher proportion of laborers working in the Agriculture, Forestry and Fishery sectors than the general rate of 53 ethnic minorities (higher than 73.3%) (*Figure 5*).



*Figure 5: Proportion of Laborers Working in Agriculture, Forestry and Fisheries of 05 Ethnic Groups Has the Highest Proportion and 05 Ethnic Groups Have the Lowest Proportion
Unit: %*

Source: Survey on the Socio-Economic Situation of 53 Ethnic Minorities in 2019

The results of the 2019 Survey of 53 Ethnic Minorities show that the occupation group 'Simple labor' still attracts the most ethnic minority workers with the rate of 68.6% and mainly unskilled workers in the Agriculture, Forestry and Fishery (92.2% simple workers work in this area). However, compared with 2015, the proportion of employees doing simple jobs has decreased by 6.8 percentage points. In 09 occupational groups, ethnic minorities as 'Leader' accounts for the lowest proportion, (0.5%). Most of them are men with 71.8% ethnic minority workers working as 'Leaders' are male, and only 28.2% are female. The group of workers working in 'High-level technical' and 'Middle-level technical' jobs accounted for 3.3% of the total number of employed ethnic minority workers, increased by 0.6 percentage points compared to 2015 but still 7.0 percentage points lower than the proportion of workers in these two groups of the whole country (*Table 5*).

	Total Population (From the 2019 Census)	Ethnic Minorities (From the Survey of 53 Ethnic Minorities Year 2019)	Proportion of Women in the Total Number of Ethnic Minorities
Total	100.0	100.0	48.2
1. Leader	0.8	0.5	28.2
2. High-level technical expertise	7.5	2.0	57.4
3. Mid-level technical expertise	2.8	1.3	59.0
4. Staff	1.8	0.5	46.7
5. Personal service, protection and sales	18.3	5.3	59.2
6. Occupation in agriculture, forestry and fishery	7.9	9.9	34.1
7. Craftsmen and other related workers	14.5	6.6	29.6
8. Assembling, operating machinery and equipment	13.2	5.3	45.0
9. Simple job	33.2	68.6	51.1

Table 5: Proportion of Employed Ethnic Minority Workers by Sex and Occupation Unit: %

Source: Survey on the Socio-Economic Situation of 53 Ethnic Minorities in 2019

While considering by ethnic group, there are 11 ethnic minorities whose proportion of employed workers is higher than the national average (according to the 2019 Census, it is 0.8%), such as: SiLa (3.8 %), Laos (2.0%), PuPeo (1.7%), CoLao (1.6%), BoY (1.4%), Ngai (1.1%), Co Tu (1.1%), Co (1.1%), Ha Nhi (1.1%), Tay (1.0%), GiéTrieng (0.9%). In contrast, some ethnic minorities without labor are 'Leaders' such as: Xtieng, Cho Ro, O Du, Brau. The difference in occupational structure by ethnicity is the most evident in the group of 'Simple occupations'. The La Hu, Xinh Mun, La Ha, O Du, Hre and La Chi groups have the highest percentage of simple occupations (more than 91%), nearly double that of the Cham, Xtieng, Khmer, Ngai ethnic groups, whereas Hoa is the group with the lowest proportion of workers in simple occupations (Figure 6).

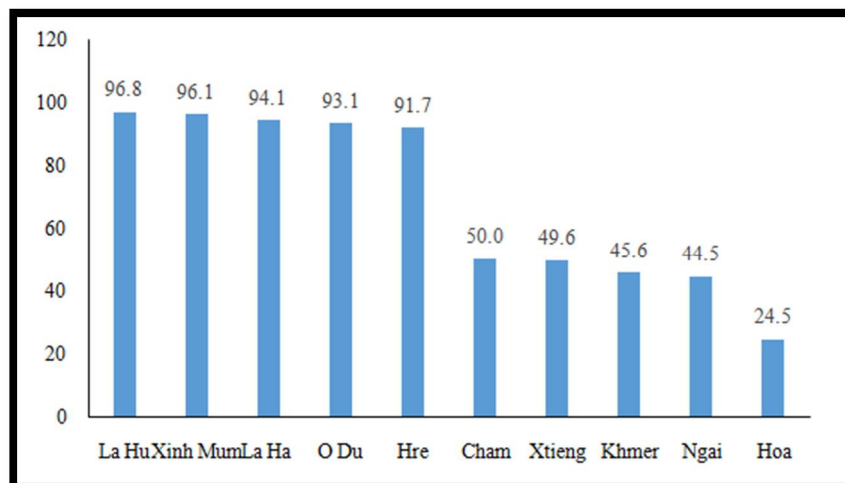


Figure 6: Proportion of Workers in Simple Occupations of the 5 Ethnic Groups with the Highest Proportion and the 5 Ethnic Groups with the Lowest Proportion Unit: %

Source: Survey on the Socio-Economic Situation of 53 Ethnic Minorities in 2019

The majority of employees in the ethnic minority group are under 10,000 people doing simple jobs, only the Pu Peo (66.1%) and Ngai (44.5%) have a lower proportion than the general rate of 53 ethnic minorities (68.6%) (Figure 7).

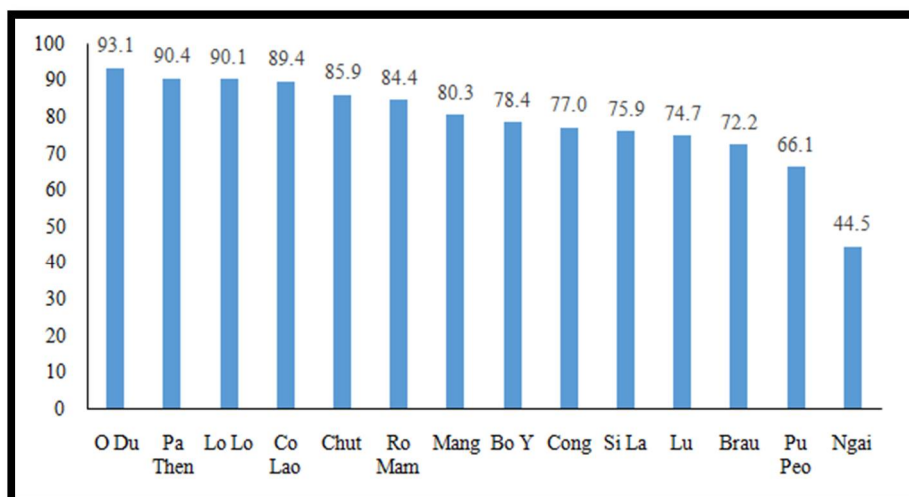


Figure 7: The Proportion of Unskilled Workers in the Total Number of Employed Workers of 14 Ethnic Minorities under 10,000 People, October 1, 2019
Unit: %

Source: Survey on the Socio-Economic Situation of 53 Ethnic Minorities in 2019

In terms of employment status, employees are divided into five groups: 'Owners', 'Self-employed', 'Family workers', 'Salaried workers' and 'Cooperative members'. The number of 'Self-employed' and 'Family workers' account for about three-quarters of the total number of employed ethnic minority workers; in which, 'Family labor' without pay accounted for 38.8%, ethnic minorities as 'Owners' account for a very small proportion (0.5%) (Table 6).

	Total	Employment Status				
		Owners	Self-employment	Family Labor	Cooperative Members	Salaried Employment
Total	100.0	0.5	36.1	38.8	0.0	24.6
Men	100.0	0.7	44.8	26.6	0.0	27.9
Women	100.0	0.3	26.6	52.0	0.0	21.1
Urban	100.0	1.8	28.8	16.3	0.1	53.0
Rural	100.0	0.4	36.9	41.4	0.0	21.3

Table 6: Employment Status of Ethnic Minority Workers by Sex and Urban and Rural Areas
Unit: %

Source: Survey on the Socio-Economic Situation of 53 Ethnic Minorities in 2019

There is a difference in employment status by sex, the proportion of male ethnic minorities in the groups of 'Owners', 'Salaried workers' and 'Self-employed' is higher than that of ethnic minority women. The percentage of female ethnic minority workers participating in the 'Family worker' group - the disadvantaged group of workers is 52.0%, nearly twice as high as the percentage of male ethnic minority workers in this group (26.6%).

There is a difference in the employment status of ethnic minority workers in urban and rural areas in the direction that urban workers have a higher employment position. 53.0% of urban workers work as 'Salaried workers', while this figure is only 21.3% in rural areas. More than 95.6% of people doing as 'Family labor' currently reside in rural areas.

There is a significant difference in the proportion of employees working as 'Owners' among some ethnic groups. While some ethnic groups have a relatively high proportion of employees working as 'Owners', such as Hoa (3.2%), Cho Ro (2.0%), Ngai (1.9%), others do not have laborers working in this position such as: Ro Mam, Brau, O Du, Pu Peo, SiLa.

Considering the employment status of ethnic minorities under 10,000 people, it is shown that the majority of employed workers of these ethnic groups are unpaid 'family workers' and 'self-employed' - group of jobs are weak, unstable and most of them do not have social insurance (Figure 8).

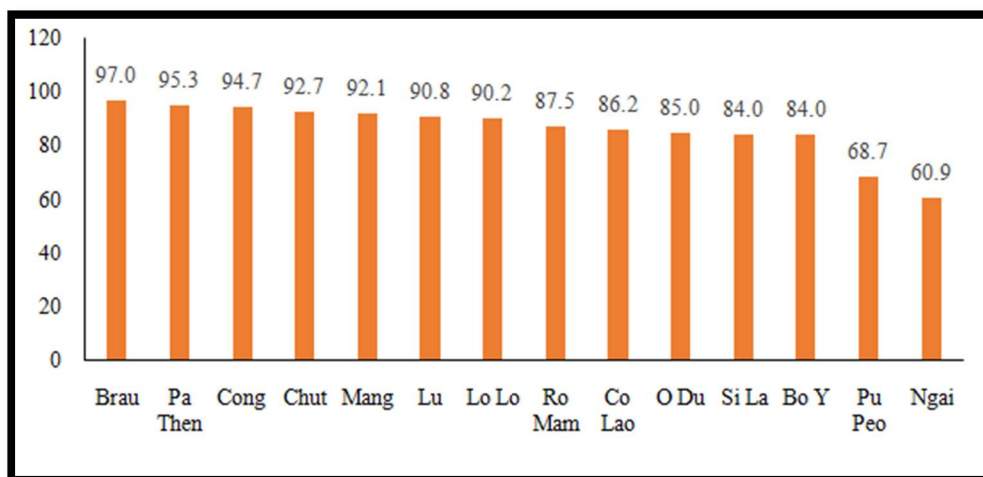


Figure 8: The Proportion of Family Workers and Self-Employed Workers in the Total Number of Employed Workers of 14 Ethnic Minorities under 10,000 People
Unit: %

Source: Survey on the Socio-Economic Situation of 53 Ethnic Minorities in 2019

3.3. Unemployment Situation

The unemployed are people, who are out of work, but have job searching activities and are ready to work as soon as job openings are available during the reference period. Unemployment is a socio-economic issue that many countries are interested in monitoring and developing employment and social security policies.

According to the results of the 2019 Survey of 53 Ethnic Minorities, the unemployment rate of ethnic minorities aged 15 and above is 1.40%, it has 0.65 percentage points lower than that rate of the entire population aged 15 and above (2.05% - the results of the 2019 Census). Most of Vietnam's ethnic minorities live in rural areas, but the unemployment rate in urban areas is 1.3 times higher than in rural areas (1.82% and 1.35% respectively). Differences in access to labor market information, technical expertise and flexible job choice of employees may be the cause of this disparity.

Ethnic minority women are the weaker group than ethnic minority men in accessing jobs as the unemployment rate of women is higher than that of men (1.43% vs 1.38%). Furthermore, the region with the lowest unemployment rate of ethnic minorities is the Central Highlands (1.15%) and the highest is the Mekong River Delta (2.22%) (Table 7).

	Total	By Gender	
		Men	Women
Total	1.40	1.38	1.43
Urban	1.82	1.98	1.64
Rural	1.35	1.30	1.41
Socio-Economic Region			
Northern Midlands and Mountains	1.19	1.25	1.13
Red River Delta	1.74	1.77	1.71
North Central and Central Coast	1.73	1.58	1.90
Highlands	1.15	1.06	1.25
South East	1.77	1.71	1.84
Mekong Delta	2.22	1.94	2.58

Table 7: Unemployment Rate of Ethnic Minorities by Sex, Urban, Rural and Socio-Economic Regions
Unit: %

Source: Survey on the Socio-Economic Situation of 53 Ethnic Minorities in 2019

There is a large disparity in unemployment rates among some ethnic minorities under 10,000 people. While Pu Peo and Chut are the two ethnic groups with the highest unemployment rates, at 8.88% and 6.11% respectively, the unemployment rates of the remaining ethnic groups are below 2%, especially the Lu and Ro Mam have zero recorded unemployment.

3.4. Average Income and Dependency Ratio of Workers in Ethnic Minority Areas

Regarding the average salary of workers working in enterprises in ethnic minority areas: the highest management group has an income of VND 5-8 million, accounting for 52.63%; the group of specialized workers and administrative staff salaries are mainly from VND 3-8 million divided into two equivalent levels (from 3-5 million, accounting for 40.88% and 5-8 million, accounting for 40.03%). In addition, direct production workers with the salary from 5 to 8 million accounted for the highest percentage of 56.14%, followed by the group from 3-5 million accounting for 40.82%. Ethnic minority workers also have the same trend as general workers in enterprises of ethnic minority areas. The salary from 3-5 million accounts for the highest rate of 18.74%, followed by the salary from 3-8 million, accounting for 13.53% of the total number of employees of all ethnic groups.

The dependency ratio is an indicator reflecting the burden of the working age population. The overall dependency ratio represents the percentage of the population under the age of 15 and 65 and older per 100 people in the group aged between 15 and 64 years. In there, child dependency ratio represents the percentage of the population under the age of 15 years per 100 people in the age group between 15 and 64 years and the elderly dependency ratio represents the percentage of the population aged 65 years and above per 100 people in the age group between 15 and 64 years (*Table 8*).

	53 Ethnic Minorities	Nationwide
Child Dependency Ratio (0-14)	45.8	35.7
Old Age Dependency Ratio (65+)	8.2	11.3
Overall Dependency Ratio	54.0	47.0

*Table 8: Dependency Ratio of 53 Ethnic Minorities and the Population of the Whole Country
Unit: %*

Source: Survey on the Socio-Economic Situation of 53 Ethnic Minorities in 2019

The results of the 2019 Census show that the overall dependency ratio of 53 ethnic minorities is higher than the overall dependency ratio of the national population, in which the child dependency ratio of 53 ethnic minorities is quite higher compared to the child dependency ratio of the national population (higher than 10.1 percentage points), whereas the elderly dependency ratio of 53 ethnic minorities is lower than the elderly dependency ratio of the whole country (3.1 percentage points lower). This is because 53 ethnic minorities have a fertility rate higher than the national average and life expectancy is lower than the national average, resulting in a young population (under the age of 15 years) of 53 ethnic minorities and the proportion of the elderly population over 65 years old of 53 ethnic minorities is higher than that of the national population.

Lower income and higher dependency ratio make life difficult for people in ethnic minority areas. Attention to job creation for ethnic minority workers is necessary to reduce unemployment. Having a job will increase income, improve the status of workers, limit social evils. A very painful problem in ethnic minority and mountainous areas is drug addiction which is making people fall into the 'vicious circle'. Specifically, in urban areas, the percentage of drug addicts, who are ethnic minorities, is 20.2%, while this figure is nearly three times higher in rural areas (59.8%). The Northern Midlands and Mountains are a 'hot spot' with the highest percentage of drug addicts from ethnic minorities in the country, accounting for 66.6%. In rural areas, the percentage of ethnic minority people, who are addicted to drugs, tends to increase from 0.24% in 2015 to 0.27% in 2019, while in urban areas; this rate will not change (0.28%). Among the six socio-economic regions, the Northern Midlands and Mountainous Regions, the North Central Coast and the Central Coast have the highest percentages of ethnic minorities, 0.4% and 0.29% respectively.

4. Conclusion and Recommendation

To create jobs requires the coordination of many agencies, organizations as well as individual workers. For employees, in order to find suitable, high-income jobs, they must have a plan to implement and invest in developing their own labor services, that is, relying on their own resources, family and support from organizations and society to participate in training, development and mastering certain occupations - this is a necessary condition for employees to participate in the labor market. On the government's side, promulgate a legal corridor, laws and policies directly related to employees and employers, creating a legal environment that combines labor with means of production - constituting the mechanism of job creation for workers. On the other hand, the employer needs to create, maintain and develop more workplaces, as well as contribute to the profitability of the organization, which means, they need to have capital, know how to seize opportunities to develop production and business activities. With the specific characteristics of ethnic minorities, the Party and State need to have separate special policies to create more valuable jobs for workers such as: Improving people's knowledge, skills and policies on vocational training for ethnic minorities; Associating forest protection and development with ethnic minorities; developing industries in the field of agriculture-forestry products in the areas of residence of ethnic minorities, and connecting ethnic minorities; Promulgate policies to attract development investment in infrastructure in ethnic minority areas, as following:

- *Firstly*, it is necessary to strongly transform direct support policies of 'free' nature into policies that create opportunities for ethnic minorities to lift themselves out of poverty and improve their lives. In which, priority should be given to investment in essential infrastructure, human resource development, vocational training associated with job creation, employment of ethnic minority cadres, poverty reduction, and access to multi-dimensional and sustainable poverty reduction. This is a pre-condition for creating local jobs for ethnic minorities when the competitiveness for jobs in the labor market is not high due to low technical skills.
- *Secondly*, continue to attach importance to vocational training for ethnic minority workers, following on-the-job training method, 'hands-on work'. Signing with vocational training schools on direct training for people to help them find suitable livelihoods. Linking training with enterprises to carry out vocational training according to orders, if done well, will be the right direction to create jobs for ethnic minority youth in the country. This policy has been effectively implemented in the past time in Ha Giang and Dien Bien. In which, the policy of supporting tuition fees for ethnic minority students going to vocational training is focused. Free tuition and support for textbooks and notebooks, and accommodation will boost their learning efforts because most apprentices are the main contributors to their home income and the opportunity cost of missing out the jobs resulting from vocational training needs to be compensated so that they are willing to participate in vocational training.

In order to solve the problem, in addition to measures on education to eliminate illiteracy, it is necessary to organize classes to supplement skills and apply science and technology to ethnic minorities. Although the level of education is not high, the unskilled labor force of ethnic minorities has a high working age because most of them start working from the age of 5 to 6. Therefore, the dissemination of instruction on skills in jobs will have more immediate application than the dissemination of lower qualifications.

- *Thirdly*, attach importance to the development of job placement centers (through the People's Committees of communes and districts) to introduce jobs for ethnic minorities. Cooperation between educational institutions and other agencies should be strengthened to ensure that information about the labor market is openly shared and that schools can give good advice to students about career choices. It is necessary to study the establishment of a special university dedicated to ethnic minorities in order to provide intermediate and higher education for ethnic minority students locally.

The functions of counseling, career guidance and job placement for workers in ethnic minority areas have pointed out the inadequacies of this activity. On that basis, these functions are proposed in the coming years, in addition to conducting trainings. To improve knowledge for staff of career centers, these establishments should invest in upgrading equipment. Improving knowledge as well as working conditions at job placement agencies will help the staff of these establishments to analyze the development trend of the labor market, thereby making reasonable forecasts and advice for job seekers in ethnic minority areas.

- *Fourthly*, continue to review and implement projects to support training and development of crop production, animal husbandry, and development of traditional occupations, etc. in association with socio-economic conditions for ethnic minority women. That will contribute to helping ethnic minority households in which women are headed so that they can create jobs for themselves and for other members of the family and in the village. The policy of self-employment through the support of social resources, financial resources,... to improve the livelihoods of the upland and ethnic minorities must be based on the principle of promoting the potential in location in terms of natural, economic and social conditions associated with the characteristics of workers in the region.
- *Fifthly*, the State and local authorities need to make more efforts in researching and promulgating policies to encourage investment in ethnic minority areas because most of the electricity - road - school infrastructure here - stations are not enough to meet the needs of ethnic minorities; hence, it is difficult to promote the economy of ethnic minority areas. Policies need to pay more attention to development investment to exploit the strengths of ethnic minorities and mountainous areas. Policies to support residential and productive land for poor ethnic minorities need to take into account long-term supports to ensure people's lives.

Increase the participation of people in especially disadvantaged areas in policy design, implementation and monitoring. People should be considered as a partner in ethnic minority affairs and social security, labor and decent work in ethnic minority areas. Measures to support the well-being of ethnic minorities need to clearly calculate the differences between ethnic minority groups, and promptly adjust policies that are not suitable for ethnic minorities' characteristics, people's intellectual level and characteristics of regional customs and practices, ethnic minority regions, thereby, ensuring efficiency and sustainability in the implementation process.

On the other hand, it is necessary to ensure appropriate policy implementation resources and avoid spreading them out. Policies need to ensure better linkages such as infrastructure combined with economic development, credit policies associated with job creation, vocational training associated with job demand... Strengthening practice implement the socialization mechanism and the contribution of resources from organizations and businesses, thereby mobilizing the highest resources for poverty reduction and social security in ethnic minority areas.

Create an environment and conditions for freedom of production and business, diversification of ownership, and diversification of economic sectors, and ensure freedom of practice in accordance with the law, freedom of goods circulation, liberalization of credit interest rates. Enterprises are allowed to make their own decisions and take the initiative in doing business. This is a necessary condition for the development of commodity production, creating an important basis for the formation and development of all kinds of markets.

- *Sixthly*, institutionalize the Party's guidelines into laws and policies. Ensure that all activities of buyers, sellers, producers and consumers are carried out within the framework of the law and are regulated by law. That is the way for ideas to come to life and promote effectiveness in practice, to ensure a stable and long-term basis, and to build trust for business people. Continue to have policies to promote investment in economic development in ethnic minority areas (tax incentives, business registration, ...) to attract investors to develop the economy in ethnic minority and regional areas. The mountain is guaranteed to attract local job creation and promote national security and defense.
- *Seventhly*, synchronously develop policies on markets, commodities, policies on finance, currency, land, labor, science and technology, investment. Synchronization and consistency of policies will create synergies to promote the development of the market system. Investment creates a premise for the birth and stimulates the development of all kinds of markets. For regions with slow economic development, where self-sufficiency economy is still popular, such as mountainous, remote and remote areas, it is necessary to invest in building a convenient transportation system for goods exchange between regions, building market or commercial center to have a place to exchange, buy and sell goods. In places where the economy and market develop mainly in-depth investment (investment in brains, modern technical means), services must be developed, and centers of stream broadcasting and market orientation must be formed (wholesale market, economic exchange center with foreign

countries, commodity exchange, stock exchange, training center and human resource supply...). That would lead to offer more on-site valuable work opportunities in ethnic minorities and mountainous areas.

Finally, promote labor export for areas with special difficulties, ethnic minorities and mountainous areas. In the coming time, labor export needs to be paid attention, but there must be changes, such as longer training, lower foreign language requirements, suitable job selection, and attention to the psychology of young people in ethnic minority areas. After exporting labor services back, people here would have both capitals to create jobs themselves and have skills to work better.

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