

The Situation of State Management of Labor in Nghi Son Economic Area, Thanh Hoa Province, Vietnam

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Abstract

State management of labor plays a particularly important role in the socio-economic development of the country and the region. It is an important solution to improve the quality of labor resources, connect supply and demand, create jobs for workers, create wealth for society, generate income for themselves, and improve their lives. Constantly improving capacity and qualifications is also a condition for employees to enjoy achievements in culture and human civilization. Within the framework of this article, the author focuses on analyzing the current state of state management of labor in Nghi Son economic zone, Thanh Hoa province, Vietnam. On that basis, propose some solutions to improve the efficiency of the state management of labor in the study area the next time.

Keywords— State management; Labor; Nghi Son economic area; Thanh Hoa; Vietnam.

I. INTRODUCTION

In response to the requirements of development and integration, Vietnam is demonstrating its ability to take advantage of development opportunities in a multi-dimensional and dynamic way. However, besides the achievements, Vietnam's development itself also faces challenges. In particular, the challenge is to build a workforce to adapt to the trend of industrialization and modernization of the country [9].

There are more than 230 economic zones and industrial zones in the country, which have made important contributions to socio-economic development and play an important role in creating job opportunities for workers. However, in the current development stage, economic zones and industrial zones mainly focus on enterprises using low technology and using low-skilled labor force to take advantage of cheap labor. At the same time, because there has not been synchronous attention to the quality of workers, currently in EZs and industrial zones, there is a large shortage of qualified workforce and high-tech workers, greatly affecting the revenue collection investment [3].

Thanh Hoa is a province with economic characteristics in the North Central region, so far in Thanh Hoa province, there has been 1 Nghi Son economic zone, 9 industrial parks, and 10 industrial clusters, it is expected

that this will be the backbone center. of the North Central economy. Nghi Son economic zone and industrial zones in the province are facing the situation that the percentage of trained laborers working in industrial zones in the area is very low, with nearly 70% of untrained workers, most of which are untrained workers. in the industrial zones are selected as unskilled workers, then organize direct training at the production line in a hand-held fashion and continue to study and work at the enterprise. It can be seen that the working skills of workers in the industrial zones of Thanh Hoa province have not met the job requirements, most workers after being recruited need to be retrained and supplemented with working skills. This is a difficult barrier for industrial zones in the province, to remove this bottleneck, it is necessary to clarify the cause of this situation.

II. RESEARCH LITERATURE REVIEW

State management of labor is always the focus of social life, not only the task of Vietnam but also the task of most countries in the world, including the most developed and richest countries. Government officials at all levels. Scholars study labor and employment issues from a variety of scientific and professional perspectives such as economics, sociology, and economic management. From my point of view, I would like to list

some works that I have read and researched as follows: Le Tuyen Cu and Tran Thi Mai Hoa have papers: Improving working conditions presented in the conference proceedings. country: 20 years of construction and development of industrial parks (IZs), and export processing zones in Vietnam released by the Ministry of Planning and Investment in February 2012 has approached labor quality from the perspective of policy and deeply study the social aspects of human resource development, use of human resources in industrial zones, propose some solutions to improve labor quality when providing better workers in life and work [5].

Author Nguyen Thi Hong Cam (2013) in the research on Improving the quality of human resources in the wood processing industry enterprises in Vietnam used the indicators of working attitude, working psychology, and ability under pressure at work to evaluate the quality of employees. Vietnam is a country with potential for wood production and export, the demand for skilled labor in wood processing and production is very large, so some solutions have been proposed to improve the quality of workers. in general and workers in the wood processing sector in particular, the most notable of which are solutions to support policies of the state in wood enterprises so that enterprises can create conditions for workers to improve their skills. first].

In 2016, author Trinh Hoang Lam wrote an article discussing "Some solutions to improve the quality of human resources in Vietnam" in the Labor and Social Affairs Magazine. The article has highlighted the characteristics of Vietnam's human resources, that is, it has a young and abundant labor force with more than 53 million people, and ranks 13th in the world in terms of population, with a young labor force, and human resources. Abundant resources, and labor at the golden age from 15 to 39 years old will be favorable conditions for the economic development of the country. However, Vietnam's trained skilled labor is low and unevenly distributed among regions and regions across the country, and unemployment still occurs locally, which is the biggest limitation. of Vietnam in improving the quality of human resources. From there, propose solutions to improve the quality of human resources in Vietnam in the coming time, which is to continue renovating national management, perfecting institutions, innovating management methods, developing regulations, and policies to improve the quality of human resources for development; ensuring financial resources; promote educational innovation; actively integrate [4].

Tran Le Duy (2018), Improving the quality of rural labor in Thai Nguyen province, Doctoral thesis at Thai Nguyen University assessing the role of rural labor

in the process of industrialization - modernization in the country we are now. However, the quality of the rural labor force is not high, so the products of the labor source are of low quality, monotonous and uncompetitive. The study shows the limitations and weaknesses of rural labor, thereby showing that national and local policy factors have a strong impact on improving the quality of rural labor in the provinces of Thai Nguyen. This paper proposes a series of solutions to improve the quality of the rural labor force and contribute to the socio-economic development of Thai Nguyen province by 2025 and 2030 [5].

Doctoral thesis: Vu Thi Ha (2016), Improving the quality of human resources for enterprises in industrial parks and export processing zones in Hanoi, Academy of Social Sciences highly appreciated the role of economic development of current EZs and industrial zones. But enterprises in industrial zones in this period mainly use low technology and use unskilled labor to exploit profits. Its consequences are that the quality of human resources in industrial zones is low, and the workers' ability to acquire and master technology is poor and dependent on foreign countries. The current situation in industrial zones in Hanoi shows that the labor force has not yet met the requirements of modern industrial development, up to 65% are unskilled laborers, without training or technical expertise. and become a major barrier to attracting investment. The thesis has proposed several solutions to improve the quality of workers in industrial zones in Hanoi, both in breadth and depth, to meet the trend of integration and development and to make it easier for industrial zones to attract investment in the future. next stage [5].

Vu Thuy Linh (2016), Improving the quality of labor in industrial zones in Bac Ninh province, Master LV, Thai Nguyen University has systematized the theoretical basis of labor quality in industrial parks. , using quantitative research methods, surveying workers in industrial zones in Thanh Hoa province, and providing a system of criteria for assessing the quality of workers such as qualifications, awareness, and behavior. to assess the capacity of workers in industrial zones. The thesis draws out the advantages and disadvantages of activities to improve the quality of labor in industrial zones and proposes some feasible solutions to suit the current conditions of Thanh Hoa province [6].

Vu Thi Mai Hien (2018), Solutions to improve labor quality at Nomura Hai Phong Industrial Park, Master, Hai Phong Private University presented the current situation of workers in Nomura Industrial Park, which is still limited. Most companies recruit untrained and unskilled workers, so the job demand response rate is

not high. Stemming from the current situation of labor quality of Nomura Hai Phong Industrial Park, the article proposes 5 solutions to improve recruitment quality, perfect the arrangement and arrangement of labor, and improve the efficiency of policy administration. currency [2].

Duy Phong (2015), "Innovation in Training human resources in industrial parks and export processing zones in Vietnam", published in the Journal of the Central Propaganda Department, focuses on assessing the current situation of training and using human resources. human resources in economic zones and industrial zones in recent years; identify causes and effects; propose solutions to improve the quality of human resources to meet the requirements of economic zones and industrial zones. The article focuses on the roles, responsibilities, and obligations of political organizations and social organizations in protecting workers in economic zones and industrial zones; Innovations in vocational education mechanisms and policies have a great impact on the training process, thereby affecting the quality of human resources. resources in economic zones and industrial zones [7].

Through some of the above studies, it is possible to see a fairly comprehensive and appropriate picture of the state management of labor and employment, the research has partly provided theoretical issues. and practice in the field of labor and employment, it helps us to generalize the basic and profound contents, on that basis, to offer solutions and a more correct view of labor management. local employment. However, work in this field in recent years has focused only on solving some of the problems of labor or employment in joint research, in the country or elsewhere. There have not been specific and detailed studies on national labor-management issues in Nghi Son EZ, Thanh Hoa province. Therefore, the research of this thesis will overcome the above limitations to strengthen research knowledge in the field of state management of labor.

III. RESEARCH METHODS

Primary Information: Collected through interviews and field observations. Respondents are employees and business representatives from Economic Zones and Industrial Parks in Thanh Hoa Province.

Secondary information: Information collected from published scientific works, theses, publications, books, journals, and proceedings of scientific conferences. Among them, the data comes from the Management Board of Economic and Industrial Zones of Thanh Hoa Province and the Ministry of Labour, Invalids, and Social Affairs.

Expert interviews: Collect opinions from managers, experts knowledgeable in the field of labor and labor training to collect multi-dimensional opinions for research content.

Descriptive statistical method: Using data provided by the Management Board of Nghi Son EZ and industrial zones in Thanh Hoa province, and some enterprises producing in industrial zones in the area. The documents are collected and described by period each year to analyze and evaluate the quality of labor in industrial zones in the province. Using tables and models to document statistics helps readers easily track the fluctuations in the process of improving labor quality every year in industrial zones.

In addition, the author collects information through reports, specialized journals at home and abroad, conference proceedings at home and abroad, and Internet sources. Documents are synthesized and processed through the process of analysis, comparison, and overview to clarify the current situation of the quality of labor resources in industrial zones in Thanh Hoa province and the causes affecting the quality of labor resources.

IV. RESEARCH RESULTS AND DISCUSSION

4.1. Promulgating and organizing the implementation of legal documents on labor in Nghi Son EZ

Law-making and promulgating activities have always played an important role in establishing the national enterprise labor management mechanism. Through the legal system, the state establishes a legal channel for state management of labor in the EZ; stipulates the scope and method of management; establishes and maintains national enterprise labor management agencies, and conducts specific enterprise labor management activities... Like all industrial parks in the country, in Nghi Son EZ, Thanh Hoa province is applying the State's legal documents on labor-management in enterprises [8]. Some main documents are being applied in the industrial park such as:

* System of general documents

The 2013 Constitution has created a legal basis to define the principles and basic orientation content of labor law in general, and labor law in enterprises in particular, such as basic rights and obligations of employees. citizens (employees and employers are also citizens), basic rights and obligations of production and business organizations and individuals (enterprises are production and business organizations), organization and operation of trade unions and representative organizations of employers, organization, and operation of the state management apparatus...

This means that the employer cannot unilaterally terminate the labor contract because the female employee is married; Pregnant; on maternity leave; are raising children under 12 months. Breastfeeding infants under 12 months. The Labor Law 2012 does not provide for the unilateral suspension of labor contract termination for female employees who are pregnant or raising children under 12 months old, which affects the rights and interests of female employees.

* System of documents issued by Thanh Hoa Provincial People's Committee

The 19th Party Congress of Thanh Hoa Province (term of 2020-2025) has determined that by 2030, Thanh Hoa Province will become an industrial province. The Provincial Party Committee and the Provincial People's Council have promulgated many guidelines and policies, which emphasize the content of state management of labor for enterprises to achieve the set goals. To create jobs and improve the quality of labor resources, the Provincial Party Committee has many basic contents, including establishing a system of vocational training institutions and improving the quality of labor. The common goal is that by 2025, Thanh Hoa City will reach the standard of universalizing lower secondary education, improving the people's intellectual level and the quality of human resources, and contributing to accelerating the process of industrialization and modernization. ensure rapid and sustainable development.

The Management Board of Nghi Son EZ and industrial zones shall perform the task of state management of foreign workers working in business zones and clusters authorized by the Provincial People's Committee; coordinate with agencies and units to inspect foreign workers working in business zones and clusters authorized by the provincial People's Committee. , strictly handle according to their competence, and report to the Provincial People's Committee according to regulations. Provincial police strengthen the management of entry, exit, transit, and residence of Vietnamese people who are foreigners; coordinate with agencies and units to review, review and manage foreigners working in the province; strictly handle organizations and individuals that violate the law following the law [8].

* Organization and implementation of legal documents on labor for employees and employers in industrial parks

To help employees and managers understand the provisions of the law directly related to their rights and

obligations when participating in labor relations, creating conditions for employees to understand and participate in the relationship. the labor system, give opinions on issues related to lawful rights and interests, supervise and demonstrate the rights and obligations of employees towards the enterprise, gradually form the habit of handling work according to law, helping employees to harmoniously handle social relationships according to the law, avoiding conflicts with employers. Aware of this, in the past time, the propaganda of laws and policies for employees in EZs and industrial zones has been highly valued by the Management Board of Nghi Son EZ and industrial zones. laws for workers in EZs and industrial zones, and at the same time coordinate with the Ministry of Labor and War Invalids. Provincial social work, provincial social insurance, trade unions of economic zones, industrial parks, and trade unions of enterprises... are organized annually through the website of Nghi Son EZ Management Board. and industrial zones, of the Department of Labor, Invalids and Social Affairs of Thanh Hoa province.

4.2. Establishing, maintaining, and developing labor relations in Nghi Son economic zone

To assess the current situation of using labor resources in Nghi Son Economic Zone, the study has surveyed units in Nghi Son Economic Zone. Talking about the employment situation is talking about the employment structure in terms of number, seniority, age, gender, etc., which can give us a comprehensive understanding of the personnel situation in Nghi Son Industrial Park. First of all in terms of qualifications:

Through the data table, we can see that the number of personnel in EZs has increased in both quality and quantity, compared to 2022 the number of personnel in EZs will increase by 18 people in 2020 ie an increase of 11.15 %. However, the increase in volume is not large and the fluctuation is small. The majority of cadres with university degrees (more than 80%), and cadres with college degrees and above are relatively few, and over the years, the proportion is relatively small. It can be seen that the qualifications of workers in industrial park enterprises are relatively high, in line with the work characteristics of industrial parks. Due to the specific job requirements of managers, their qualifications must be of high quality. Very few people with lower secondary or high school qualifications work as security guards or drivers.

Table 2.1: Structure of labor by qualification

Level	2020		2021		2022	
	Number quantity	Ratio (%)	Number quantity	Ratio (%)	Number quantity	Ratio (%)
Graduate	4	2.50	6	3.5	6	3.37
University	133	83.12	155	90.60	144	80.90
College	9	5.625	2	1.17	2	1.123
Intermediate	10	6.25	7	4.10	19	10.67
High School	4	2.50	0	0	0	0
Total	160	100	171	100	178	100

(Source: Management Board of Nghi Son EZ and industrial zones)

Table 2.2: Labor structure by sex and age

No	Expense	2020	2021	2022
A	By gender	160	171	178
1	Female	58	61	62
2	Male	102 (63.74%)	110 (64.32%)	116(65.16%)
B	By age			
1	Age 18-40	112	130	135
2	Age 40 and up	48 (30%)	41 (24%)	43 (41,4%)

(Source: Management Board of Nghi Son EZ and industrial zones)

Due to the characteristics of the construction and service industries, the proportion of men is relatively high, accounting for more than 60% for many years. However, the percentage of women in office administration work exceeds 30%, because office administrative work requires a relatively balanced ratio of men and women, so the proportion of women is slightly less.

In terms of age, the proportion of workers over 40 years old is relatively low over the years, and the number of young workers gradually increases over the years. This Nghi Son EZ needs to promote to contribute to the rejuvenation of human resources.

The process of labor rearrangement makes the labor force in enterprises in Nghi Son EZ often fluctuate over the years. In which, the increase in the number of employees is greater than the decrease in the number of employees:

Table 2.3: Labor changes over the years in EZ

Year	Labor decrease	Labor increase	+/-
2020	1767	3058	+1291
2021	779	4951	+4172
2022	687	5000	+4313

(Source: Management Board of Nghi Son EZ and industrial zones)

The per capita income of employees of enterprises in industrial parks has generally increased steadily over the years:

Table 2.4: Income situation of employees over the years

Year	Per capita income (million dong)	Increase (%)
2020	33,60	+0
2021	36,00	+6,6
2022	38,40	+6,6

(Source: Management Board of Nghi Son EZ and industrial zones)

About the arrangement and use of personnel:
This job is always a complicated issue but plays an

important role in business. Leaders of most businesses are aware of the importance of human resource allocation.

4.3. Develop mechanisms and institutions to support the development of harmonious, stable, and progressive labor relations

Harmony, stability, and progress are three indispensable components, which are the goals that Thanh Hoa province's leaders aim in building current labor relations in EZs and industrial zones in the province in general and in EZs. Nghi Son in particular.

Nghi Son Economic Zone Trade Union and provincial industrial zones have established, and guided, grassroots trade unions in Nghi Son EZ, trade unions have built a harmonious, stable, and progressive labor relationship, contributing to improving the position and prestige of the trade union organization through directing the grassroots trade unions, helping employees sign labor contracts with the employer, representing the labor collective. formulating, negotiating, and signing collective labor agreements; propagating and disseminating the Party's guidelines and guidelines, policies and laws of the State related to the rights and obligations of employees [8].

Currently, Nghi Son EZ has established a harmonious, stable, and progressive labor relationship, the relationship between management, employment, and product distribution is satisfactorily resolved; The material and spiritual life of employees is cared for, taken care of, have a job, has a stable income, has learning opportunities, and is mutually beneficial. Harmonious relationship, mutual trust, and implementation fulfill their obligations and responsibilities [8].

4.4. Organize the implementation of legal documents on labor in Nghi Son economic zone

Due to the limited level of education and understanding of labor laws, employees in enterprises in the province are still limited in obeying the State's laws and understanding their rights and obligations. still limited, many cases were taken advantage of by lawbreakers. Protracted riots and protests by workers have affected production and company operations. Newspapers and mass media covered it. As a result, employees often "jump" and cannot stick with the company for a long time, because the company does not understand, satisfy and listen to employees' thoughts and aspirations. Therefore, the dissemination of knowledge, policies, and laws to employees is considered a basic value that businesses, departments and government systems must simultaneously pay attention to, promote and effectively implement. fruit. Recognizing the importance of legal education for employees, the Government has implemented a project to

propagate and disseminate the law to employees and employers [4].

Propaganda and dissemination of laws for employees still face difficulties that need to be overcome such as many businesses are afraid to organize communication meetings for employees, especially enterprises with foreign capital and enterprises with foreign capital. outside must conduct propaganda on Saturday and Sunday; Many employers and employees are few Or have not had timely dialogue with employees, leading to not being able to capture the thoughts, feelings, and aspirations of employees, but only organize public contact sessions to inform employees and deal with them in a meaningful way. specific substance. It can be said that, although there are shortcomings that need to be eliminated and overcome, it cannot be denied that through legal lectures that have been widely disseminated to employees, employees have a better understanding of labor contracts. labor, occupational safety, and occupational hygiene. and social security. They know how to protect their legitimate and legitimate interests on matters such as the law, the system, and employee rights. Building a harmonious and progressive labor relationship between employers and employees [4].

4.5. To inspect, examine, supervise, handle violations of the labor law, and settle labor disputes following the law in Nghi Son EZ

Countries with governance capacity attach great importance to the effective organization of inspection, examination, supervision, and handling of enterprise labor violations. According to the experience of other countries, the inspection activities of the labor agencies must ensure the observance of the provisions of the law on working conditions and job protection of workers [8]. The system must have the following basic functions:

- (i) Ensure the observance of legal provisions on working conditions and protection of workers while at work, such as regulations on working hours, wages, safety, health, welfare, and other relevant matters, within the limits of liability to which labor inspectors are assigned;
- (ii) Provide information and suggestions on techniques and ways to comply with legal regulations for employers and employees;
- (iii) Ensure objectivity, fairness, and necessary "respect" in relations with employers.

V. CONCLUSION

The study mentioned theoretical issues related to the State management of labor; analysis of labor resources, socio-economic conditions, and use of labor resources. On that basis, proposing solutions to improve the state

management of labor in Nghi Son EZ, Thanh Hoa province as follows:

Studying the theoretical system to clarify the contents of labor, management, and state management; economic zones, industrial zones; the role of labor resources; authority and content of state management of labor.

Describe the geographical location, characteristics and advantages of the Nghi Son Economic Zone, analyze the current situation of human resources, state management of labor, create jobs and evaluate project results. The main targets of the socio-economic development plan 2020 - 2022 are Nghi Son EZ, Thanh Hoa province. Through the comparison, the advantages, limitations, limitations, and causes of labor management in the locality and the whole country are clarified.

In line with the policy of socio-economic development and labor of the Party and State in the coming time. And based on the analysis of the content of Chapter 2, the next step is proposed to improve the national labor resource management solution in Nghi Son EZ, Thanh Hoa province.

State regulation of labor is a matter of theory and practice. The content of the article is paired, pointing out the science-related problems that need to be done to serve the research work, and indicating specific directions and tasks to overcome the shortcomings and limitations. , regulations and proposed content to be implemented in the state management of labor in Nghi Son EZ, Thanh Hoa province, Vietnam is increasingly effective.

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