

The Future of Creating Jobs for Vietnamese Workers after Covid-19 Pandemic

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Abstract

The picture of the global economy has experienced a tumultuous year with "dark colours" as the dominant colour due to the severe impact of the Covid-19 pandemic. In December 2020, a vaccine against the acute respiratory infection Covid-19 was released to help control the pandemic and restore economic activity. The world economy has shown significant signs of recovery. Hence, the International Labour Organization (ILO) said that the labour market has begun to recover after unprecedented disruptions caused by the Covid-19 pandemic in 2020. However, the negative impact of the pandemic is still ongoing. The organization's Covid-19 Impact Report provides the latest figures showing that global working hours in 2020 have decreased by 8.8% compared to Q4 2019. This decline includes the number of working hours reduced for those still employed and those who lost their jobs. Notably, about 71% of people who lost their jobs (equivalent to 81 million people) decided to leave the labour market instead of looking for another job and becoming unemployed (GSO, 2021). This article focuses on analyzing the current situation of job creation for Vietnamese workers after Covid-19, pointing out the achieved results, limitations, causes and some recommendations to promote job creation for Vietnamese workers in the post-Covid-19 context.

Keywords: Jobs, workers, Vietnam, post-Covid-19

1. Introduction

The years 2020 and 2021 are considered a year of great difficulties and challenges for the world economy in general, including Vietnam. The world economy is said to be in the most

serious recession in history, and the growth of major economies has fallen deeply due to the negative impact of the Covid-19 pandemic.

The Covid-19 pandemic with unpredictable developments has been affecting all aspects of socio-economic life, it seems to be a combination of natural disasters and economic decline occurring at the same time. In Vietnam, since the first cases of infection appeared, the Government has proposed effective solutions and measures such as declaring and disinfecting pandemic areas and propagating measures to protect personal health. and communities, limit contact, gather in large numbers, isolate sick people and social distance to limit the spread of disease. Therefore, it has also greatly affected the production progress of enterprises, slowed consumption, and employees were forced to reduce working hours or even take a break from work, to ensure public health and safety against these indicators. The government's social distancing measures have had a significant impact on the world economic situation in general and Vietnam in particular. The number of unemployed people of working age in the fourth quarter of 2021 was more than 1.6 million, an increase of 369.2 thousand people compared to the same period last year. The unemployment rate of working age in the fourth quarter of 2021 was 3.56%, up 0.93% over the same period last year. The unemployment rate in urban areas is 5.09%, up 1.39% over the same period last year (GSO, 2022).

Facing that situation, promoting job creation for Vietnamese workers in the post-Covid-19 context is very necessary. Starting from the above practice, the authors want to share their views and propose some recommendations with scientific and practical basis on this issue.

2. Literature Review

According to Nguyen (2022), employment is labour activities, creating, bringing benefits, and income and employment is an activated form of each individual but is always associated with society and is recognized by the public society. Jobs are activities that generate income and benefits; these are legal jobs that are agreed upon between the employer and the employee through a labour contract (Nguyen, 2021).

Author Tran (2013) said that job creation is the process of creating necessary socio-economic conditions so that workers can combine labour power and means of production, in order to carry out the labour process and create goods and services according to market requirements. The aim of all economic activity is to create as much value as possible with scarce resources (including human effort) available. But no matter how much we push the limits of scarcity, those limits will never be defeated. Scarcity will forever prevent us from securing all the things we want. There will always be more work to be done than can be done. So creating jobs is not the problem. The point is to create jobs where people create the highest value (R. Lee, 2000).

The OECD (2014) states that creating more and better quality jobs is the key to promoting growth, reducing poverty and strengthening social cohesion. At the national level, job creation requires a stable macroeconomic framework along with structural policies that encourage innovation, skills and business development. But how can national and local policies be more relevant and tailored to specific local opportunities and challenges? Job creation is often at the top of the development agenda, for policymakers as well as for civil society and civil society partners. This is because labour is not just a factor of production; it is an essential element of any developmental process, of happiness and social cohesion (Pierre, 2015).

In 2021, Hong (2022) assesses that the pandemic situation will be prolonged and more

complicated in 2020 causing millions of people to lose their jobs, and labour in industries will continue to decrease, especially in the service sector. Labour in the industry and construction sector 16.3 million people (accounting for 33.2%), a decrease of 254.2 thousand people compared to the previous year; service sector 18.6 million people (37.9%), down 808,000 people compared to the previous year; the agriculture, forestry and fishery sector 14.2 million people (accounting for 28.9%), an increase of 37,300 people compared to the previous year. During this time, periodical social security and sustainable poverty reduction continued to be a concern and were implemented even in disease conditions, localities have implemented many synchronous solutions, to take care of poor households; The total value of money and gifts to support objects is 9.7 trillion VND, of which, support for people with meritorious services, relatives of people with meritorious services is 4.4 trillion VND, support for households with meritorious services. poor, near-poor households are 2.8 trillion VND; support for hunger relief for social protection beneficiaries and other beneficiaries is 2.5 billion VND. Nearly 29.1 million social insurance cards/books/cards for free medical examination and treatment were distributed and donated to Chung (2021) beneficiaries.

According to Thompson (2015), one of the first things we can expect to see in times of technological transition is a reduction in human labour as a driver of economic growth. In fact, signs that this is happening have been around for quite some time. The share of U.S. economic output paid for in wages fell steadily in the 1980s, reversed some of its losses in the 1990s, and then continued to decline after 2000, accelerating during the period of the Great Depression. It is currently at its lowest level since the government began tracking it in the mid-20th century. We found that 18% of jobs in the UK - 5.9 million in total - are jobs anywhere. Looking at the occupational structure, there are jobs everywhere, mainly in professional occupations (36%), technical (30%) and administrative occupations (24%). Of all jobs anywhere, 1.7 million (28%) are in finance, research and real estate, and 1.1 million (18%) are in transportation and communications. These are also the most vulnerable industries considering the percentage of their workforce at risk David (Palmou, 2021).

Denning (2014) commented that “Policymakers often see small businesses as the employment engine of the economy. But when it comes to job creation power, the size of the business is not as important as age. New and young companies are the main source of job creation in the US economy. Not only that, but these companies also contribute to the dynamism of the economy by driving competition into the market and fostering innovation.” Since 2001, the share of employment in jobs requiring occasional cognitive and social skills has increased from 19 to 23 percent in emerging economies and from 33 to 41 percent in emerging economies. advanced economy. The pace of innovation will determine whether new fields or tasks emerge to counterbalance the decline of old sectors and routine jobs as technology costs drop. Meanwhile, whether labour costs remain low in capital-related emerging economies will determine whether companies choose to automate production or move elsewhere (World Bank, 2018).

According to Fine et al. (2020), as governments prepare to reopen economies after the stalemate, they need to figure out what smart ways to maximize employment and protect against new infections, following global guidelines and those of their local public health authorities. Again, a special focus will be needed on restarting and supporting small businesses, which account for the majority of jobs in most countries. At the same time, governments and businesses will need to create new mechanisms to help people with jobs at risk redeploy occupations where labour demand still outstrips supply — and quickly build skills needed for their new role. The Banking Group's job creation initiatives coordinate efforts on macroeconomic policy, investment climate, industrial development, innovation and

entrepreneurship, private sector development, regulation of labour, education and skills, and social protection. To help countries face their employment-related challenges, the Banking Group is providing technical assistance as well as lending and investment, building an evidence base for successful initiatives and promoting transnational learning (World Bank, 2013).

3. Method

The authors mainly use descriptive statistical methods, analyze the results and limit the situation of job creation for Vietnamese workers. The data is collected and aggregated from the Vietnam Statistical Yearbook 2021, the OECD study on small and medium-sized enterprises and startups in Vietnam 2021, the Report “The impact of the COVID-19 pandemic on businesses” Vietnam” by the Vietnam Chamber of Commerce and Industry (VCCI) and the World Bank (WB) 2020.

4. The Situation of Creating Jobs for Vietnamese Workers after Covid - 19

4.1 The Reality of Job Creation for Vietnamese Workers after Covid-19

4.1.1 Legal Policies of the State of Vietnam Create Jobs for Vietnamese Workers after Covid - 19

Employment policy and labour market development have an important position and role in the development of the economy. In addition, employment policy also helps develop supply-demand relationships in labour, attracting investment and economic competitiveness. The policies of the State of Vietnam on employment support up to now include:

First, Employment Law No. 38/2013/QH13 dated November 16, 2013, of the National Assembly, stipulates the terms of employment and the subjects of employment, including specific groups of workers such as female and female workers. Youth;

Second, Law on Gender Equality No. 73/2006/QH11 dated November 29, 2006, of the 11th National Assembly, specifically Article 13 stipulates gender equality in the field of labour and measures to promote gender equality. in the field of labour;

Third, Labour Code No. 45/2019/QH14 dated October 20, 2019, of the 14th National Assembly, in which Chapter X is dedicated specifically to female employees, stipulating State policies, the employer's obligations towards female employees, maternity protection, job protection for female employees on maternity leave and jobs not permitted to employ female employees;

Fourth, the Youth Law No. 57/2020/QH14 dated June 16, 2020, of the National Assembly, in which Article 18 specifically regulates youth in labour, stipulates the responsibilities of the State, organizations and families to create conditions for young people to have jobs.

The State's policies focus on the contents to promote job creation; perfecting institutions and policies on employment and the labour market in line with the country's socio-economic development orientation in the context of integration; support jobs for female workers, support businesses that use a lot of female workers; supporting young people to set up and start businesses; strengthen the mainstreaming of gender equality content, pay attention to creating jobs for female workers, especially in rural areas through the National Target Programs and the Target Program of Vocational Education - Employment and Training. occupational safety and hygiene period; improve the effectiveness of vocational training in association with job creation; socialize vocational training, encourage enterprises to

participate in vocational training for workers, especially elderly rural female workers; give priority to loans for job creation for projects that create many jobs for youth workers and rural female workers from the National Employment Fund; strengthen information and propaganda about the guidelines and policies of the Party and the State on vocational training, support for job creation and sending labourers to work abroad for female workers, young labourers with disabilities. Along with education, raising awareness about gender and gender equality, etc.

To remove difficulties, promote production and business development, and post-covid-19 economic recovery, the Politburo, National Assembly, National Assembly Standing Committee, Government, Prime Minister, and ministries, The industry has issued many guidelines, policies and solutions with a total of measures to respond to the pandemic promptly. In general, the issued policies and solutions have a combination of fiscal policy, monetary policy and other industry support or social security policies, including short-term solutions, mechanisms and policies in a number of specific industries and fields, groups of fundamental and long-term solutions to remove difficulties for economic growth and support people and businesses; basically consistent with the evolution and impact of the pandemic, similar to the new approach of many countries around the world, highly appreciated by the people and business community. The policies are implemented at a low cost, so they do not affect the major balances of the economy, and at the same time, they reserve room to continue developing and implementing solutions in the next period. As a result, it has made an important contribution to stabilizing the macroeconomy, ensuring social security, helping Vietnam achieve a positive economic growth rate in 2020, and maintaining the country's positive economic outlook. in the medium and long term and strengthen people and businesses' confidence in the guidelines and policies of the Party and State.

4.1.2 Employment Status of Vietnamese Workers after Covid-19

Vietnam's labour force with employment in 2019 increased by 0.69% compared to 2018. Although efforts to restore the economy coupled with pandemic prevention have partly improved the grayscale of the labour situation. domestic employment in 2020 equals 98.08% compared to 2019. In 2021, domestic labourers will account for 91.54% compared to 2020, down 8.46% compared to 2020 and 10.22 % compared to 2019 (Table 1).

While the employed labour force in the state economic sector gradually decreases in the period 2018-2021: in 2020 it will decrease by 3.2% compared to 2019; in 2021, a decrease by 3.58% compared to 2020 and a decrease of 6.5% compared to 2019. The employed labour force in the non-state economic sector: A decrease of 1.94% in 2020 compared to 2019; in 2021, a decrease of 9.48% compared to 2020 and a decrease of 11.24% compared to 2019. The employed labour force in the foreign-invested economic sector: A decrease of 0.73% in 2020 compared to that of 2019. 2019; in 2021, a decrease of 3.12% compared to 2020 and a decrease of 3.82% compared to 2019. Thus, under the impact of the covid-19 pandemic, the labour force has a job in the foreign-invested economic sector. apart from the lowest decrease. The employed labour force in the non-state economic sector is the hardest hit (Table 1).

Table 1. Employment structure of Vietnam's labour force by economic sectors in the period 2018-2021

Unit: thousand people

Target	2018	2019	2020	2021
Population	95,385.2	96,484	97,582.7	98,506.2
Labour force has jobs:	54,282.5	54,659.2	53,609.6	49,072
- Government economy	4,525.9	4,226.2	4,098.4	3,951.7
- Non-state economy	45,215.4	45,664.6	44,777.4	40,534
- Foreign-invested economy	4,541.2	4,768.4	4,733.8	4,586.3

Source: Vietnam Statistical Yearbook 2021

By profession:

Leader: 2019 decreased by 15.79% compared to 2018, in 2020 increased by 6.25% compared to 2019, in 2021 decreased by 13.66% compared to 2020. The reason is the impact of the newly established digital pandemic enterprises in 2021 reached 116.8 thousand enterprises, a decrease of 13.4% compared to the previous year, the number of enterprises temporarily suspending business for a term of nearly 55 thousand enterprises, an increase of 18% compared to the previous year; 48.1 thousand enterprises stopped operating waiting for dissolution procedures, an increase of 27.8% (Table 2);

Advanced technical expertise: in 2019 increased by 12.22% compared to 2018, in 2020 increased by 0.16% compared to 2019, in 2021, decreased by 16.1% compared to 2020 (Table 2).

Mid-level technical expertise: in 2019 down by 0.5% compared to 2018, in 2020 by 6.57% compared to 2019, and in 2021 by 5.65% compared with 2020 (Table 2).

For employees, Personal Services, Sales Guards, Craftsmen and other related workers, the decrease in volatility is not large. However, occupations in agriculture, forestry and fishery in 2020 decreased by 1.74% compared to 2019 but increased by 52.19% in 2021 compared to 2020 (Table 2). According to the General Statistics Office, due to the impact of the Covid-19 pandemic in 2021, more than 2.2 million workers from cities and localities with outbreaks of the pandemic have returned to their hometowns. Accordingly, the area with the highest number of people returning home is Ho Chi Minh City with more than 520,000 people, followed by Hanoi with more than 440,000 people. In addition, more than 600,000 people returned from southern localities (Hong, 2022).

Simple occupations: a decrease of 2.03% in 2019 compared to 2018, a decrease of 5.06% in 2020 compared to 2019, and a decrease of 29.38% in 2021 compared to 2020 (Table 2). One migration characteristic pointed out by the General Statistics Office is that most people leave the city, the epicentre of the pandemic returning to their hometown as self-employed, precarious and homeless workers in the cities, the epicentre of the pandemic.

Table 2. Employment structure of Vietnam's labour force by occupation in the period 2018-2021

Unit: thousand people

Target	2018	2019	2020	2021
Population	95,385.2	96,484	97,582.7	98,506.2
Labour force has jobs	54,282.5	54,659.2	5,360.6	49,072
- Leaders	619.4	521.6	554.2	478.5
- High level technical expertise	3,813	4,279	4,285.9	3,595.7
- Intermediate technical expertise	1,863.7	1,854.5	1,732.6	1,634.7
- Staff	1,085.9	1,071.5	1,016.3	1,126.7
- Personal service, sales protection	9,608.2	9,526.4	9,637.7	9,300.7
- Occupations in agriculture, forestry and fishery	4,984.6	4,008.1	3,938.2	5,993.7
- Craftsmen and other related workers	7,478.9	7,843.2	7,353.9	7,139.9
- Assembling and operating machinery and equipment	5,494.2	6,603.6	7,100.4	6,928.5
- Simple job	19,228.4	18,837.7	17,884.1	12,628.9
- Other	106.1	113.6	106.3	244.8

Source: Statistical Yearbook 2021

Employed workforce:

Salary: in 2019 increased by 8.12% compared to 2018, in 2020 by 0.03% compared to 2019, in 2021, down by 1.88% compared to 2020.

- Owner: an increase of 28.17% in 2019 compared to 2018, a decrease of 3.1% in 2020 compared to 2019, and a decrease of 23.79% in 2021 compared to 2020.
- Do it yourself: in 2019 decreased by 7.31% compared to 2018, in 2020 increased by 0.15% compared to 2019, and in 2021 decreased by 14.35% compared to 2020.
- Family labour: in 2019 down 4.51% compared to 2018, in 2020 down 5.06% compared to 2019, and in 2021 down 13.51% compared to 2020.
- Cooperative members: in 2019 increased by 47.73% compared to 2018, in 2020 increased by 36.92% compared to 2019, and in 2021, decreased by 2.25% compared to 2020.

Table 3. Employment structure of the Vietnamese labour force by employment status in the period 2018-2021

Unit: thousand people

Target	2018	2019	2020	2021
Population	95,385.2	96,484	97,582.7	98,506.2
Labour force has jobs:	54,282.5	54,659.2	5,360.6	49,072
- Wage	23,995.3	25,943.8	25,950.7	25,462.1
- Owners	1,167.2	1,496	1,449.6	1,104.7
- Do it yourself	21,075.8	19,535.3	19,564.8	16,757.4
- Family labour	8,039.8	7,677.6	6,635.6	5,739.2
- Cooperative members	4.4	6.5	8.9	8.7

Source: Statistical Yearbook 2021

In 2021, the pandemic situation is longer and more complicated than in 2020 causing the number of unemployed people of working age in 2021 to be more than 1.4 million, an increase of 203.7 thousand people compared to 2020. unemployment of working age is 3.2%, up 0.72% compared to 2020 and 1.03% compared to 2019 (Table 4). The region with the highest unemployment rate is the Southeast in 2020 at 3.23%, and 4.66% in 2021, an increase of 1.43%. The unemployment rate in the Mekong Delta region in 2020 will be 2.82%, in 2021 it will increase to 4.05%, up 1.23% compared to 2020. The North Central region and the central coast also have unemployment rates. relatively high in 2020 is 3.16% and in 2021 is 3.3%.

Table 4. An unemployment rate of Vietnam's labour force by age group in the period 2018-2021

Unit: %

Target	2018	2019	2020	2021
Unemployment rate of the labour force in working age by region.	2.19	2.17	2.48	3.20
- Red river delta	1.97	1.82	2.05	2.18
- Northern Midlands and Mountains	1.05	1.29	1.06	2.42
- North Central and Central Coast	2.7	2.47	3.16	3.3
- Highlands	1.05	1.37	1.60	0.96
- South East	2.63	2.45	3.23	4.66
- Mekong Delta	2.71	2.9	2.82	4.05

Source: Vietnam Statistical Yearbook 2021

Although the COVID-19 pandemic poses many challenges to the Vietnamese labour market, it also creates great opportunities for the labour market to develop. It is an opportunity for businesses to arrange and structure their production and business in line with the Industrial Revolution 4.0, an opportunity to adjust and reallocate labour among regions and economic sectors, contributing to improving productivity. productivity, promoting digital economic transformation, and green economy. At the same time, this is an opportunity to develop forms of job transactions and innovate vocational education and training in association with the needs of businesses and the labour market. Therefore, it is necessary to have solutions to overcome difficulties and challenges and take advantage of opportunities to gradually restore and develop the Vietnamese labour market in a new normal state.

The average monthly income per person in 2021 at current prices will reach VND 4,205 thousand, down 1.1% compared to 2020. The average income per person a month in 2021 in urban areas will reach VND 5,388 thousand, which is high. nearly 1.5 times higher than the rural area (3,486 thousand VND). The average income per person in a month in 2021 in the Southeast region will reach 5,794,000 VND, 2.04 times higher than the Northern Midlands and Mountains (2,837 thousand VND), 2.03 times higher than the region Central Highlands (2,856 thousand VND) (Table 5).

Table 5. Per capita income per month at current prices and by region for the period 2018-2021

Unit: thousand dong

Per capita income per month at current prices	3,874	4,295	4,250	4,205
- Red River Delta	4,775	5,191	5,084	5,026
- Northern Midlands and Mountains	2,452	2,640	2,745	2,837
- North Central and Central Coast	3,014	3,331	3,405	3,493
- Highlands	2,895	3,095	2,817	2,856
- South East	5,792	6,280	6,024	5,794
- Mekong Delta	3,585	3,886	3,874	3,713

Source: Vietnam Statistical Yearbook 2021

4.1.3 Creating Jobs for Vietnamese Workers through Economic Development

Attracts investment

Table 6. Realized social investment capital at current prices by economic type in the period 2018-2021

Unit: Billion VND

Year	Total	Government Economy	Non-state Economy	Foreign-invested Economy
2018	2,426,400	630,142	1,361,156	435,102
2019	2,670,471	643,094	1,557,937	469,440
2020	2,803,065	734,735	1,605,050	463,280
2021	2,891,912	713,577	1,720,254	458,081

Source: Statistical Yearbook 2021

Realized social investment capital at current prices in 2021 will reach VND 2,891,912 billion, an increase of 3.17% compared to 2021, of which capital of the State economic sector will reach VND 713,577 billion, accounting for 24.67% of the total. capital and decreased by 2.88% compared to 2020; the non-state economic sector reached VND 1,720,254 billion, equaling 59.49% of the total capital and increasing by 7.18% compared to 2020; the FDI sector reached VND 458,081 billion, equaling 15.84% of the total capital and down 1.12% compared to 2020 (table 6).

The total foreign investment capital into Vietnam as of December 31, 2021, including newly registered capital, adjusted registered capital and value of capital contribution and share purchase by foreign investors reached 38.9 billion USD registered capital compared to the previous year; 1,097 turns of licensed projects from previous years registered to adjust investment capital, increasing by 12.8 billion USD, up 76%; 3,924 registrations for capital contribution and share purchase with a total value of the capital contribution of 7.1 billion USD, down 16.7% (Foreign Investment Department, Ministry of Planning and Investment, 2021).

Business Development

Table 7. Number of newly registered enterprises by economic sector in the period 2018-2021

Unit: Enterprise

Department	2018	2019	2020	2021
Country	131,275	138,139	134,940	116,837
Agriculture, forestry and fisheries	1,847	2,029	2,640	1,999
Industry and construction	34,725	36,562	40,277	31,249
Service	94,703	99,548	92,023	83,589

Source: Statistical Yearbook 2021

In 2021, the strong outbreak of the fourth Covid-19 wave along with strict blockades and prolonged social distancing (especially in the third quarter of 2021) had a negative impact on the business community. The promulgation of correct and timely guidelines and policies, the urgent and drastic direction and organization of implementation have made an important contribution to restoring production and promoting the market, gradually creating confidence in the market. for businesses. The number of newly established enterprises in 2021 reached 116,837 enterprises, down 13.42% compared to 2020. Of which, agriculture, forestry and fishery enterprises newly established in 2021 reached 1,999 enterprises, down 24, 28% compared to 2020; Industry and construction enterprises newly established in 2021 reached 31,249 enterprises, down 22.41% compared to 2020; Service enterprises newly established in 2021 reached 83,589 enterprises, down 9.17% compared to 2020 (table 7).

Industry Development

For the whole year of 2021, the added value of the industry increased by 4.82% compared to 2020, of which the processing and manufacturing industry increased by 6.37%, contributing 62.4% of the total added value of the industry. whole economy. In particular, the manufacturing and processing industries maintained a growth rate in line with the industry restructuring orientation. Key industries such as electronics, textiles, footwear, etc. grew at a high rate. high, creating more jobs for society (GSO, 2021).

Agricultural Development

According to the Ministry of Agriculture and Rural Development, the organization of linking production and business chains in agriculture continues to be renewed; Many linkage models between producers and enterprises, and chain cooperatives (cooperatives) have been deployed and replicated. In 2021, 1,250 new agricultural cooperatives will be established, bringing the total number to 78 unions of agricultural cooperatives, 19,100 agricultural cooperatives; newly established and re-operated 1,640 enterprises, bringing the total number to over 14,000 agricultural enterprises (Do, 2022).

The application of science and technology promotes all three product axes, ensuring quality and food safety. The program "One Commune One Product" (OCOP) focuses on combining indigenous resources, and traditional culture with science and technology applications, creating diversified, rich and quality products; By the end of 2021, 5,320 OCOP products will be classified and recognized, and increase of 1.66 times compared to 2020. In 2021, 54 varieties of plants and animals have been accepted and announced; 80 new technical advances, and new technical processes; promulgated and published 9 Vietnamese Standards (QCVN), 106 Vietnamese Standards (TCVN) and accumulated up to now, there are 1,220 TCVN and 232 QCVN (Do, 2022).

Commodity trade in 2021 has experienced many fluctuations and is difficult to predict due to the complicated developments of the Covid-19 pandemic. However, import and export activities have reached a new milestone, exceeding forecasts, and contributing to maintaining the openness of the economy. In 2021, the total export and import turnover of goods and services compared to GDP will reach 186.5 percent; higher than the rate of 163.3 percent in 2020. The merchandise trade balance in 2021 has a trade surplus of 3.32 billion USD, which is the sixth consecutive year that Vietnam has had a trade surplus. Thus, overcoming many difficulties and challenges, enterprises have maintained and restored production to serve export orders, this is an outstanding achievement in the context of the Covid-19 pandemic having a negative impact on the Vietnam economy (GSO, 2022).

4.1.4 Creating Jobs through Labour Export

Out of a total of 45,058 workers going abroad to work in 2021, 39,041 people chose to go to Japan and Taiwan (China). Specifically, 19,531 Vietnamese workers chose to work in Taiwan and 19,510 people chose Japan. Experts in the field of labour export (labour export) predict that this year, these two key markets will continue to attract Vietnamese workers to work (Giang, 2022).

According to data from the Department of Overseas Labour, the total number of Vietnamese workers going to work abroad in 2021 is 45,058 (15,177 women), only reaching 50% of the assigned plan in 2021 (90,000 employees).), equal to 57.29% of the number of migrant workers in 2020 (78,641 employees) (Nam, 2022).

In 2021, Taiwan (China) and Japan are the two main markets receiving Vietnamese labourers to work. Taiwan (China) received 19,531 workers, Japan 19,510 workers; followed by China: 1,820 employees, and Korea 1,036 employees. Notably, in the past year, a number of potential markets have begun to increase the number of Vietnamese workers to work such as Romania's 795 employees, Singapore's 713 employees, Hungary's 465 employees, and Serbia's 304 workers (Hong, 2022).

4.1.5 Job Creation through Vocational Training

According to the General Statistics Office, the proportion of trained workers in Vietnam will increase from 22% in 2018 to 26.1% in 2021. Thus, Vietnam's high-quality human resources have been constantly increasing, in some industries reaching regional and international levels, such as healthcare, mechanics, technology, and construction (Table 8). Although the quality of human resources has improved, in order to respond to the development of the digital economy, Vietnam's human resources still face many challenges:

- Quality of human resources is still low, not meeting the requirements of economic reform in general and digital transformation in particular. Although the proportion of trained workers increased, the growth rate was very slow with an average growth rate of 1.025%/year in the period 2018-2021 (Table 8).
- Distribution of high-quality, trained labour resources, there is a big disparity between urban and rural areas. Although the gap has decreased compared to the previous time, in 2021, the proportion of trained workers with jobs in urban areas will be 41.1%, still 2.35 times higher than in rural areas. with a rate of 17.5%). In 2018, this gap was 2.54 times (Table 8).

Table 8. Proportion of trained workers by urban and rural areas (%)

Year	Overall rate	City	Countryside
2018	22	37.3	14.7
2019	22.8	39	14.9
2020	24.1	39.7	16.3
2021	26.1	41.1	17.5

Source: Statistical Yearbook 2021

4.1.6 Labour Market Development

Up to now, basically, the labour market has been formed and gradually operated according to the market mechanism in the socialist-oriented market economy. Specifically:

(1) The labour market has developed in both breadth and depth, increasingly integrating, and gradually approaching the regional and world labour market.

- Labour market institutions are increasingly perfected. The market information system gradually meets the requirements. Labour relations are established in a harmonious, fair and reasonable manner.

- Market institutions supporting the connection of supply and demand and basic social security institutions are well formed. Employees are facilitated to participate in social insurance and unemployment insurance to actively overcome risks caused by loss or reduction of working hours, occupational accidents, loss of working capacity, retirement, etc.

(2) Labour supply-demand is formed and connected on the principles of the market, in which:

- Regarding demand: Along with the positive economic growth for many years, the demand for labour is constantly increasing in both quantity and quality; structure of industries and occupations in the direction of modernity, gradually creating fuller and more sustainable jobs for workers. Job opportunities increase every year, the labour market creates new jobs for about 1.6 million workers.

- Regarding supply: the training and vocational education system have been developed to be standardized, modernized step by step, socialized and integrated into the world, more closely linked with the needs of the labour market for development. human resources in terms of quantity, the connection between levels, gradually improving the quality of human resources.

- The labour market becomes the driving force promoting labour restructuring in accordance with the economic restructuring in the process of industrialization and modernization of the country.

4.1.7 National Foundation for Employment

The National Employment Fund plays an important role in supporting job creation for workers, especially, through the National Employment Fund, many disadvantaged groups of workers such as disabled workers, labourers, etc. Ethnic minorities and workers in rural areas have the opportunity to access preferential credit sources to expand and develop production and business, contributing to creating and self-employment for themselves and their families and community.

According to a report by the Bank for Social Policy, as of October 31, 2020, the total loan

amount to support job creation is nearly VND 30 trillion, with more than 2.8 million borrowers, helping more than 4.3 million people to create, maintain and expand jobs (Minh, 2020).

Loans for job creation are effectively used by customers, overdue debt is 44 billion VND, equal to 0.15% of total outstanding loans. Of the total loan capital for job creation, the National Employment Fund's capital source is 4,564 billion VND; capital mobilized by the VBSP reached VND 11,584 billion and the local trust fund through the VBSP was VND 13,733 billion (Minh, 2020).

Seven socio-political organizations participating in the program implementation, including the Veterans Association, Vietnam Farmers Association, Vietnam Blind Association, Vietnam Women's Union, Vietnam General Confederation of Labour The Central Committee of the Ho Chi Minh Communist Youth Union and the Union of Cooperatives have helped members, union members and members to easily access preferential loans, invest in product development, and create jobs.

4.2 General Assessment of the Situation of Job Creation for Vietnamese Workers after covid-19

4.2.1 Results Achieved

First, Creating jobs through economic development

Under the unified leadership of the whole political system and the drastic direction and administration of the Government, the Prime Minister issued timely decisions to prevent and control the pandemic and develop socio-economically. . In particular, Resolution No. 128/NQ-CP dated October 11, 2021, on promulgating temporary regulations "safely adapting, flexibly, effectively controlling the Covid-19 pandemic", along with assurance policies Social Security; consensus and consensus of all levels, branches and localities; The consensus, support, sharing and active participation of all classes of people, the business community, creating jobs for Vietnamese workers has achieved encouraging results: GDP in 2021 increased by 2, 58% compared to 2020. Of the overall growth rate of the whole economy, the agriculture, forestry and fishery sector increased by 2.9%, contributing 13.97% to the growth rate of the total added value of the whole economy. economy; the industry and construction sector increased by 4.05%, contributing 63.80%; the service sector increased by 1.22%, contributing 22.23% (Department of Macroeconomics and Forecasting, 2022).

Second, Creating jobs through labour export

Labour export has achieved outstanding results thanks to the efforts of the Labour, War Invalids and Social Affairs sector to implement the guidelines and policies of the Party and State on sending Vietnamese workers to work abroad in a methodical manner. The Ministry, at the same time, actively negotiates and signs relevant international cooperation documents. In addition, the Labour, War Invalids and Social Affairs sector strengthens the inspection, examination and review of enterprises engaged in labour export activities; detects and penalizes many violating enterprises.

Third, Vocational training for workers

Education and training work has been affected by the Covid-19 pandemic, but the education sector has promptly made response plans; appropriate directions and instructions to both ensure the safety of students and teachers and implement the school year plan.

Fourth, Developing the labour market

The labour market has become the driving force for the transformation of labour structure in line with the economic restructuring in the process of industrialization and modernization of the country, strongly shifting agricultural labour to work in the region. commodity production, economy, and labour relations.

Fifth, the National Fund for Employment Creation

The implementation and implementation of loan activities from the National Fund for Employment in the whole country has brought many important meanings, contributing to supporting organizations, units and employees to create jobs in renewing, self-employment. With a practical loan implementation, with the right needs, preferential loans from the National Fund for Employment, but many new ways of doing things in farming and animal husbandry of households, cooperative groups, and cooperatives. The commune does business effectively, creating jobs and increasing incomes for many local workers. Thereby helping many families rise out of poverty and get rich legitimately.

4.2.2 Some Limitations

First, Creating jobs through economic development

The distribution of labour by geographical area is uneven and unreasonable among regions. The labour force is most concentrated in the Red River Delta, the second North Central Coast, the third Central Coast and the Mekong River Delta.

Second, Creating jobs through labour export

Vietnam's labour force is still weak in foreign languages, skills are not suitable for the requirements of the market, and not used to the industrial working style. This also causes many concerns about the quality of the current export workforce. If the training to improve the quality of the export labour force is not well done, Vietnamese workers will not be able and qualified to meet the requirements of the partner, leading to failure to complete the task, and causing damaged contract violations, adversely affecting the reputation of labour export enterprises and the labour export strategy of Vietnam.

Third, Vocational training for workers

The current policy still lacks regulations to encourage enterprises to participate in training and recruit trained rural workers, linking vocational education with employment, especially on-the-job jobs for workers in the region. countryside.

Regulations on conditions to support training, retraining and improvement of vocational skills are quite strict; The vocational training support system mainly addresses learning needs, not focusing on training, developing or improving vocational skills.

The structure of trained labour is both low and not suitable for practical needs.

Fourth, Developing the labour market

In general, the labour market is still an overabundant market; job quality is not high; unequal development, and serious imbalance in labour supply-demand among regions, regions and economic sectors. The intermediary institutions, welfare and insurance policies of the labour market are still weak, with low coverage, and not yet highly effective.

Fifth, the National Fund for Employment Creation

The Fund's lending capital is still limited. The annual state budget additional capital for the Fund is very low; lending activities are mainly in the field of agriculture, the borrowers are small production and business establishments; The loan level and loan term are not suitable for the production cycle in the new situation, in which the borrower is due to repaying the loan but has no revenue due to the long production and business cycle, the products have not been harvested.

4.2.3 The Causes of the Limitations

- Vietnam has not yet developed a strategic master plan to concretize and implement Resolution 29 - NQ/TW of the Party Central Committee on fundamental and comprehensive reform of our education system (dong) The time has not yet been concretized into projects on fundamental reform of general education, projects on a fundamental and comprehensive renovation of vocational education, projects on fundamental reform of higher education, etc.). The strategy for human resource development has not been effectively developed and implemented, especially for high-quality human resources.

- Vietnam has not yet built a synchronous educational development institution in the context of the socialist-oriented market economy in Vietnam and international integration.

- The organization and direction of implementation of Resolution 29 - NQ/TW of the Party Central Committee on "fundamental and comprehensive renovation of education" is still not synchronized, lacks systematicity, and has not yet implemented several mechanisms, policies and solutions not been fully explained in terms of theoretical and practical basis; effectiveness and efficiency are not high. The education and training system has been slowly transformed into in-depth development, strongly oriented towards improving quality and efficiency.

- In the context of the far-reaching impact of the Covid-19 pandemic, Vietnam has not focused on researching and promptly issuing policies on employment, employment, and social security in accordance with the fast and complicated developments of the situation. Currently, in many businesses, the number of employees returning to work is still not enough, there are many businesses that are still short of 20-30% of employees (because workers are still concerned about the impact of the Covid-19 pandemic). , due to the low salary and income regime not being enough to cover the costs incurred, because the welfare regimes are still inadequate, etc.). The resources of the State and society for ensuring social security, labour and employment in the context of the far-reaching impacts of the Covid-19 pandemic are still limited.

- Industrial development in general has not yet met the requirements of industrialization and modernization, there is no spearhead industry that plays a leading role and has high international competitiveness. Industrial production is mainly processing and assembling, with low added value. The economy's internal industrial production capacity is limited and depends on FDI enterprises; domestic production has not met the demand, leading to an increase in imports, especially imports to serve production for export.

- The level of linkage and business cooperation between enterprises in the same industry and between industries is still limited, not creating many linkages for development between industries in the direction of specialized cooperation by the mechanism market. Many enterprises have closed investments and have not yet coordinated their existing capacity with other enterprises to increase internal resources for the industry and achieve higher production and business efficiency. This on the one hand increases investment costs for production, on

the other hand, wastes the overall capacity of the industry, creating unnecessary competition among enterprises in the industry.

- Most of the investment capital in the industrial sector is concentrated in industries with short payback periods such as consumer goods production and food processing industry, the number of investment projects in high technology is not many.
- Supporting industries develop slowly, unable to meet the needs of domestic export industries, leading to low localization rates in industries, and low added value created in the country.
- The goal of the wage policy for many years is that the minimum wage should be close to the labour market price. However, each time the minimum wage increases, only 5-7% of low-wage workers are entitled to it, while the wages of the remaining 93-95% of workers also increase. Thus, there is an inadequacy between the minimum wage and the general wage policy (Dang, 2021).

5. Recommend some Solutions to Promote Job Creation for Vietnamese Workers after Covid-19

5.1 Solutions to Improve the State's Policies and Laws on Job Creation for Vietnamese Workers after Covid-19

Vietnam needs to study and develop a feasible economic recovery and development program. Research to promulgate or propose to promulgate long-term fiscal, monetary and social security policies for the period 2021 - 2025 to stimulate the economy rather than merely support (allowing restructuring). loans, continue to extend debt, reduce or exempt some taxes, fees and charges, exempt and extend the time of application of a number of regulations to increase costs for production and business activities, and reduce interest rates for customers. new loans and loans, supplementing working capital to help enterprises and cooperatives restore production and business activities, and stimulate domestic demand); The Government studies and promulgates a Resolution on supporting and developing businesses in the 2021-2025 period and soon promulgates the Small and Medium Enterprise Support Program for the 2021-2025 period to ensure synchronization, consistency and optimization. resources, avoid spreading, and duplication; direct the implementation of support programs to ensure effectiveness and feasibility.

5.2 Solutions to Create Jobs through Economic Development

Focusing on solutions to promote the development of the private economy, digital economy, and green economy, support businesses and cooperatives to speed up digital transformation, business model innovation and technology innovation. Accelerate the implementation of the National Digital Transformation Program up to 2025, with orientation to 2030 and the National Strategy on Developing Vietnam's Digital Technology Enterprises to 2030. Encourage venture investment, research activities research and development in the private sector. Building a solid foundation for e-commerce development with three decisive factors are logistics, e-payment and network security. Urgently promulgate state management documents to create a basis for the practical implementation of new business models, new business products, electronic money, e-banking services, and FinTech financial technology).

5.3 Solutions to Create Jobs through Promoting Labour Export

For workers, it is necessary to carry out propaganda and dissemination activities to raise awareness about the law, especially the Law on Vietnamese workers working abroad under

contracts in 2006.

For the establishment of labour export organizations, there must be stricter regulations to limit units that do not have the right conditions and functions. Purging these units will help limit negative behaviours.

The local authorities with headquarters of labour export service enterprises must strengthen inspection and supervision of the activities and developments of the labour export situation of these enterprises. Quickly grasp the situation of law enforcement as well as detect violations early. Labour export is an activity that requires coordination between countries that have labour export relationships. In this cooperation process, we need to sign international treaties to create favourable conditions for labour export activities, as well as have the most effective mechanisms to protect the rights and interests of Vietnamese workers abroad.

5.4 Solutions to Promote Vocational Training for Employees

Vietnam needs to accelerate digital transformation, modernize facilities and equipment, and renew training programs and methods. Accordingly, developing data science at all levels and training professions, using the whole industry and linking with the world. Invest in upgrading laboratories, virtual practice workshops, virtual equipment, and augmented equipment in appropriate industries and occupations.

Perfecting standards and standardizing teachers, focusing on practical experience and professional competence in the digital era, modern teaching methods, integrating core skills that the 21st century requires with soft skills, digital skills, and adapting to the industrial revolution.

5.5 Solutions to Promote Labour Market Development

Vietnam needs to continue to perfect its institutions, policies and laws in a uniform and consistent manner so that the labour market can develop towards modernity, fullness and international integration.

Investment in synchronous development of labour market infrastructure (labour supply and demand forecasting system, large labour market database, labour market information and employment services), applying high technology

Vietnam needs to strengthen international cooperation, especially with international organizations such as the ILO, the United Nations Population Fund (UNFPA), the World Bank (WB), and developed countries, countries ASEAN to learn, share experiences, and provide technical and financial support for policy formulation, organization, operation, and effective management of the labour market.

5.6 Solutions to Improve the Efficiency of Using the National Employment Fund

Vietnam needs to make full use of capital from the national fund to support women to start and develop small and micro businesses in the delta and midland areas, especially in towns and traditional craft villages;

The Government needs to increase the State budget every year, supplement many resources of the society (domestic and foreign) to the National Employment Fund, due to the need for loans to create jobs, maintain and open jobs. employment expansion.

6. Conclusion

The overall implementation of solutions: perfecting the State's policies and laws on job

creation for Vietnamese workers after Covid - 19, creating jobs through economic development, promoting labour export, vocational training for workers, developing the labour market, improving the efficiency of the use of the National Employment Fund will improve the efficiency of job creation for Vietnamese workers in the post-Covid-19 context.

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