



EMPLOYMENT AT TAN AN ISLET, CA MAU PROVINCE, VIETNAM

Pham Hung Nhanⁱ

Political School of Ca Mau Province,
Vietnam

Abstract:

Tan An, an islet in the Ca Mau province, is located on the historic Hon Khoai island, which serves as the nation's southernmost outpost. The economic condition of the residents there is quite poor, with employment being the most urgent issue. Because this location is crucial for national marine strategies, the paper hopes to contribute to providing the necessary knowledge for those who propose socio-economic development plans for the local economy and national defense.

Keywords: Tan An, Ca Mau, islet, employment

1. Introduction

"Socialism is meant primarily to make the laborers escape from poverty, where everyone has a chance to be employed and to live a happy life," once said President Ho Chi Minh (The Complete Works of Ho Chi Minh, 2006, p. 17). Those words are seen as a scarlet thread running through the government's socioeconomic development policy on employment so far.

As a result, job creation is seen vital to the maintenance and development of both the community and the country. Although rural areas now host the majority of labor resources, providing stable work for them is a primary concern.

The effort to create employment opportunities and expand the rural labor market has just shown extremely significant initial outcomes. Mechanisms and policies related to labor and employment have been gradually adjusted to suit the market principles and the integration of the global labor market. Moreover, many other new laws have been proposed and put into action, such as The Labor Code, the Law on Vocational Training, the Law on Social Insurance, and the Law on Vietnamese Employees Working Abroad, opening up legal avenues for the work of job creation for rural people.

Along with mechanisms, policies, and legal frameworks, the following national programs are also implemented involving agricultural and rural development

ⁱ Correspondence email: hunghantct@gmail.com

programs; industrial and service development; construction and development of export processing zones, main industrial and high-tech zones, etc. These programs help not only create jobs but also step-by-step raise the living standard of laborers.

Tan An is an islet located in Ngoc Hien district, Ca Mau province. There are 1,373 households and 5,187 people, while 2,620 people of working age make up 50.51 percent of the population there. However, most of the citizens have to live in insecurity due to limited job opportunities and means of production. Hence, what they can do to make ends meet is to collect crabs and snails only.

According to statistics collected until December 2019, there are 55 near-poor and 73 poor households in Tan An islet, which together make up around 9.32% of its total population. Occupational training appears to have suffered greatly as a result of the difficulties of living, particularly in poor and near-poor families. Hence, the local labor force can be characterized as "*redundant but insufficient*", redundant in the sense that there are excessive numbers of people who are of working age but are jobless, and insufficient in the sense that there are not enough skilled workers. In an effort to find a solution to the employment issue in this area, I made the following decision for the topic of my article: "Employments at Tan An islet, Ca Mau province, Vietnam".

1.1 Objectives

First, the study aims to investigate the basic problems with creating jobs for the underprivileged in Tan An Island, Ngoc Hien District, and Ca Mau Province. Second, the study aims to assess the current situation and facilities in order to provide feasible solutions, so that less fortunate individuals might receive enough help to enhance their knowledge and skills. It is widely believed that the socioeconomic development goals connected to overall national defense and security can only be accomplished when the population can build a stable life for themselves.

2. Methodology

2.1 Methods of data collection include qualitative and quantitative research

Participatory observation, in-depth interviews, and participant observation to gather qualitative data. Survey of the low-income families using a standardized questionnaire to get quantitative data.

2.2 Methods of data analysis

The study made use of the following methods of data analysis:

- Quantitative analysis of questionnaire-based survey data using statistical tables, focusing on gender-related issues and household chores.
- Exploiting data from in-depth interviews and reports conducted by regional authorities in the survey area.

2.3 Research objects and scope

2.3.1 Research objects

The current situation of the unemployment issue and job creation in an underprivileged islet.

2.3.2 Research scope

Tan An islet, Ngoc Hien district, Ca Mau province - an island hamlet close to Vietnam's southern point.

3. Research Results

3.1. The current situation of employment in Tan An islet - Ca Mau

3.1.1. Some features of its natural conditions

Tan An is a coastal commune islet, having a natural area of 5,583.83 hectares. Geographically, the East Sea borders Tan An Tay commune and Rach Goc town; the South and North are also bounded by the East Sea.

Tan An islet is divided into 5 hamlets: Rach Goc, O Ro, Nha Dieu, Dinh Han, and Xeo Mam, which together have 1,373 households and 5,187 inhabitants. 5 estuaries connect to the sea. There is an offshore group of Hon Khoai islets with a total area of 4.2 hectares that is located 14.2 kilometers from the mainland. This location was the scene of an armed revolt connected to revolutionary Phan Ngoc Hien and the Hon Khoai Uprising on December 13, 1941, which is documented in the annals of national heroic history. Therefore, it is seen as the Fatherland's advance point in the national southernmost position at the moment. Moreover, it has a lot of promise as a tourist attraction for both domestic and international visitors.

Tan An islet has a vast fishing ground with a 17.4 km coastline, making it convenient to exploit the potential of fishing and aquaculture. It is also completely favorable for investment to become a place to trade and sell goods inside and outside of the region since there are specialty aquatic products with high economic value such as sea crabs, three-striped crabs, snails, clams, cockles, pineapple fish, lobsters, giant tiger prawn, etc.; mangroves, banyan, and other valuable trees may be found in the jungle. A total of 9,600 tons of fish are caught each year, of which 5,500 tons is shrimp. The islet is also situated in the Kien Vang protected forest region, which makes it easy to allocate land for aquaculture, forestry, and other uses (Report on socio-economics of Tan An islet in 2019).

3.1.2. Employment issues in Tan An islet

Fisheries have been acknowledged by local authorities and residents as a crucial sector for their economies and for stabilizing their lives. Some occupations need labor, such as offshore fishing, inshore fishing, and sea bottom fishing - a traditional profession. Besides that, other professions include industrial shrimp farming, forest keeping, implementing the model of forest - shrimp combination, color planting, raising livestock - poultry, sea

logistics: ice firm, mechanical repair facilities, petrol and oil business establishments, sailing, taxis, and so on, have partly help to raise income for households.

The issue of employment has always been a concern of the local authorities and citizens, so their efforts to create jobs have had favorable outcomes that have provided more than 150 people with jobs and vocational training, and successfully introduced 260 people to industrial areas inside and outside the province, and sponsored 1 worker to study Korean.

Additionally, socio-political organizations involving social banks, capital, and tech assistance institutions have taken an interest in the issue of employment, hence many projects of supporting loans have been carried out for more than 1,000 households to improve their production capacity with a total amount of nearly 11 billion dong.

Most of the laborers now have employment, which has generally improved living conditions for some homes in the islet. The application of science and technology to manufacturing, however, has been limited due to a lack of adequate skills and qualifications, so people's earnings are not yet stable. Hence, labor is mostly engaged in seasonal employment with no favorable conditions or environments for development,

3.2 Tan An islet's employment data tables in 2019

Table 1: Employed workers by age

Employees	Be employed in the islet (%)	Be unemployed (%)	Leave the islet to find a job outside (%)
From 18 to 35	36,5%	29,5%	33%
From 36 to 45	61,5%	13,5%	25%
From 46 to 55	63,2%	15,8%	21%
More than 55	58,5%	33,5%	8%

Table 2: Employees who have received vocational training by age

Employees	Be trained (%)	Not trained (%)	Leave the islet to find a job outside (%)
From 18 to 35	43,4%	25,6%	31%
From 36 to 45	33,5%	54,5%	12%
From 46 to 55	26,3%	65,7%	8%
More than 55	21,6%	72,4%	6%

Table 3: Employees who have the demands of vocational training

Employees	Need (%)	No need (%)	Leave the islet to find a job outside (%)
Poor	29,5%	38,5%	32%
Almost poor	26,4%	47,6%	26%
Difficult	38,5%	46,5%	15%
Average, middle, and wealthy	72,5%	18,5%	9%

Table 4: People's financial condition for vocational training

Age	Adequate (%)	Inadequate (%)	Leave the islet to find a job outside (%)
From 18 to 35	36,5%	34,5%	29%
From 36 to 45	43,5%	24,5%	32%
From 46 to 55	57,5%	25,5%	17%
More than 55	73,5%	16,5%	10%

Source: Compiled by the author from reports of the Tan An islet's People's Committee, Ngoc Hien district, Ca Mau province in 2019.

The above tables demonstrate the numerous hardships that residents on the islet have been facing, particularly the poor and near-poor households. The apparent cause is their limited and uneven level of education as well as the unsustainable policies of poverty reduction, particularly for the households in the resettlement area. The majority of them are now relying on governmental assistance instead of on themselves. It is understandable since they have little or no chance of consistent work and production resources in the area. Moreover, the policies on job development and vocational training are not in accordance with the available labor force. Hence, the committees and local authorities are particularly worried about this issue.

Underemployment is a problem in rural areas since there are not enough jobs available for people with modest skills and qualifications. It goes without saying that every family must grow for society to thrive. To do it, they must be intellectual representatives who are well-versed and have received systematic training for each sort of occupation.

To train a competent person, cash is first required. However, where the money comes from is the issue of impoverished households, so it is particularly challenging for rural employees. Because the rural workforce is both plentiful and crucial to the country's development, this should be the primary area of focus.

Tan An islet has a large labor force today, however, most of them are manual labor without specialized training. Therefore, they have limited choices in their career that would suit their skill sets. This is a challenging issue that will not be resolved quickly. Although there are other factors as well, restricted spending for skilled labor training may be stated to be the main factor.

Due to challenging economic conditions, many disadvantaged families in the islet do not now have steady employment. In particular, some people are overly dependent on governmental help rather than self-development, which has a big influence on society while people's awareness is still restricted.

Notably, to make ends meet, women have to do men's occupations. Unstable employment and poor family economic situations have resulted in tragic outcomes such as family violence, social evils, and law violations.

If the situation persists, society will be unable to progress and may even regress. As society develops, there is a greater need for skilled people, therefore the race to get a job becomes more competitive, and the allocation of skilled and unskilled workers becomes harder.

3.3 Causes of underemployment at Tan An islet

First and foremost, there has not been consistent propaganda of poverty-reduction programs; the knowledge and responsibility of people participating in poverty reduction have improved but remain restricted.

In certain hamlets, the operational direction has not been forceful, and there is a lack of feasible solutions in administration, resulting in unsatisfactory poverty reduction outcomes. Sustainability is inadequate. Some households have escaped starvation, but their earnings are close to the poverty threshold. People lack producing land and capital. Although local officials' capability has typically increased, they still have a restricted ability to advise on and carry out programs and policies.

Secondly, it is based on the fact that some poor people, especially those who live in ethnic minority groups, are overly reliant on government aid. Most ethnic minorities lack access to scientific and technical advancements in production, have low education levels, and lack the confidence to drastically shift production practices. Furthermore, there are only a limited number of resources available from the state and society to tackle poverty. The budget for capital construction investments has not been guaranteed, and it has not been focused on key sectors. Resources for socialization mobilization fail to fully offer poor households the resources they need for production and capital support. Investment funding for low-paying jobs remains far short of actual demands. As a result, although receiving attention and passionate support from society, the collected capital has not yet met its expectation.

Thirdly, the models used for the deployment of production capital, vocational training, and scaling up production are inappropriate. There is a lack of stability and typically low labor productivity because job generation is still mostly focused on the agricultural and forestry industries. Every year, there is a large demand for workers from professional schools and vocational schools, but there is not enough employment in the area to accommodate such a large labor source. Workers' career education has not gotten the attention it deserves. Workers still have a poor understanding of vocational training. The use of labor and employment-related data sources has not been particularly efficient. Moreover, vocational training and labor export policies have not been the subject of frequent propaganda campaigns, particularly in rural and remote areas. Some people need to migrate for a job, yet their capacity and foreign language proficiency fall short of the criteria.

Thus, employment is one of the most crucial topics in social life, particularly in the economy as a whole. This is a key and cross-cutting issue in economic operations that have a tight link with socioeconomics related to national security and the citizens' behaviors.

4. Discussion

4.1 Some suggested solutions to the employment of Tan An islet

In terms of the current employment situation in Tan An islet, it can be observed that resolving the problem of underemployment needs time and a rigorous procedure.

Although Party committees and authorities have given close attention to this work in the past, there have been certain challenges in the implementation process as well as in the management work, as previously noted. The country's integration process necessitates expanding the role of competent employees. Family members must be educated in a healthy environment and equipped with a career that is appropriate for each individual. To do it, the author offers some feasible solutions as follows:

Firstly, the government should have suitable policies to encourage vocational training which is linked to appropriate employment development. The fact shows that poor people frequently work in manual labor due to a variety of factors, but mostly because of low educational levels and skills. As a result, boosting and diversifying vocational training for the underprivileged is an urgent need that necessitates the cooperation of all levels, sectors, and forces across society. Governments at all levels must invest in propaganda and education to ensure that local people, particularly the poor, are aware of the benefits of vocational training and to dispel the belief that they must attend university to have a job.

Based on having the proper knowledge of vocational training, it is vital to create courses to assist people in choosing the right professions and vocations fit for themselves as well as the socio-economic development requirements of the country and the region. This is not a problem that can be solved in a single day since altering the view and behaviors of an individual and an entire generation requires time and persistence. Having proper form and substance of training is required to categorize vocational training. For the seniors (35 and older), there should be on-site vocational training courses with traditional local businesses.

Following graduation, there is a need for capital assistance to grow the household business. This item may be used to provide mobile vocational training that is combined with agricultural and fishery extension activities. Young people, who constitute society's long-term labor force, should be encouraged to study at vocational schools and centers to guarantee that they have strong skills and competence that can satisfy the demands of enterprises and society. Vocational schools are critical in recruiting and developing students. Hence, the schools are encouraged to enhance the quality of teachers and proactively provide vocational training through joint ventures and linkages with other vocational training institutions, universities or colleges, enterprises, and national defense education centers. As a result, after graduation, students can search for getting a job that meets their own aspirations, and be ready to perform military service when required.

Secondly, for the poor who do not have the essential conditions for vocational training, the state should provide them with appropriate forms such as a one-time vocational training card. Besides, military vocational schools continue to welcome young people from outside the military for training in addition to vocational training for military personnel, because these are skills that are not only required for modern production but also to fulfill national defense. Along with vocational training, it is necessary to promote job markets, as Thailand did after the coronavirus pandemic, by promoting the operation of job placement centers in the community, not only in large

cities, so that companies and employees may meet and serve each other's requirements. Following vocational training, localities should consider sending rural laborers to work abroad for a set period. Rural communities should build employment programs based on local product development and socioeconomic initiatives.

Thirdly, the local authorities should remain developing craft villages and new industries together, such as small-scale handicrafts, agricultural, forestry, and marine processing, in conjunction with vocational training. Localities in industrial estates, in particular, should base firms' operations to steer the development of craft villages or establish new industries to make and sell items for enterprises in the industrial zones. At the same time, it is desirable to establish a specific land fund in industrial sites for rural workers, or for those who do not have the conditions to conduct vocational training. It offers a channel for rural employees to engage in job opportunities, but it also demonstrates the State's policy of consistently prioritizing rural workers.

Fourth, the government should have policies to mobilize and support capital and technology to entice economic sectors to invest in Tan An islet, which is strategically located to safeguard the southern waterways of Vietnam. Tan An islet is known to be rich in potential but has not yet "awakened" due to a lack of investment and jobs. These regions require policies that promote the mobilization of all available investment resources, the expansion of production and services, the utilization of potential, the simultaneous elimination of hunger and poverty, as well as the development of local human resources, logistics, and strategies for strategic defense. Areas confronted with such challenges require a labor force who are youthful, healthy, energetic, qualified, passionate, and has a long-term commitment to the region. As a result, the central and local governments must have reasonable incentive programs on land, capital, and taxes to stimulate investments in the construction of factories, companies, and industrial zones that meet the requirements. Furthermore, they should plan vital economic and social facilities such as roads, residences, domestic water, marketplaces, medical stations, schools, and so on, so that laborers may come here. This has the conditions to provide basic requirements, peace of mind, and the continued development of a strong community. Simultaneously, programs that aim to attract the labor force from other regions to settle down are also necessary.

The issue of producing jobs for the impoverished remains urgent and requires long-term and consistent execution. To achieve the intended results, it is vital to encourage the synergy of all levels, branches, and organizations from the central to local levels during the implementation process, particularly in Tan An islet.

5. Conclusion

It can be observed that to overcome the problem of low employment, an implementation policy and a roadmap are required. It cannot be fixed in one day; thus, everyone's participation and effort are needed. People and society as a whole contribute to the construction of the homeland, and the country becomes more civilized and affluent.

To conclude, World Bank President Jim Yong Kim has stated, "A good job may improve an individual's life, and the right jobs can improve the whole society." "It is critical for governments to collaborate successfully with corporate companies, which creates 90% of all employment, to promote wealth and lift people out of poverty." As a result, the best method for assisting small companies and farms growing should be found early. Work symbolizes hope. Work equals tranquility. Employment will help fragile nations become stronger." (World Development Report, 2013).

Conflict of Interest Statement

The author declares no conflicts of interest.

About the Author

Pham Hung Nhan has been a teacher at Political School of Ca Mau Province, Vietnam.

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