
Policy on Sending Workers Abroad in Ha Tinh Province: Current Situation and Solutions

Quang Thang, Dao¹

¹Vinh University (Vu), Vinh City, Vietnam

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Abstract

This article examines the current status and proposes solutions regarding the policy of sending laborers from Hà Tĩnh province to work abroad, based on the theoretical framework of local-level labor export policies. Accordingly, the study analyzes the system of policies that connect labor supply and demand. The proposed policy solutions focus on: training and support policies to encourage laborers to work abroad; support policies for enterprises involved in labor export; and support policies for labor supply organizations. Given the current socio-economic context and labor demand, the Hà Tĩnh provincial government should develop suitable policies aligned with central government regulations to effectively facilitate labor migration.

Keywords: labor migration; labor export policy in Hà Tĩnh

1. Introduction

Laborers may work abroad through the following arrangements: (1) contracts with service enterprises or authorized public institutions that send laborers overseas; (2) contracts with enterprises that have won tenders or received investment licenses to implement projects abroad and employ Vietnamese workers; (3) contracts involving skill-enhancement internships through enterprises engaged in sending laborers overseas under such arrangements.

In line with the degree of decentralization from the central government, localities possess a certain scope to enact policies related to labor export. Typically, local governments may choose from or combine the following policy measures:

- Providing comprehensive programs including training, credit access for outbound laborers, and reintegration loans upon return;
- Designing training programs to improve labor quality prior to departure, such as general orientation courses, basic legal knowledge of the host countries, and professional skills training relevant to the destination (e.g., nursing in Japan, livestock care in South Korea);
- Offering short-term vocational training, language courses, and essential orientation for vulnerable labor groups with aspirations to work abroad;
- Facilitating access to credit for overseas laborers, especially to address the lack of collateral and service fees prior to departure;
- Encouraging and supporting enterprises to send workers to overseas projects, production

facilities, or business ventures established through international contracts;

- Implementing collaborative policies between local governments, training institutions, and labor export companies to improve labor supply and reduce recruitment costs.

Local authorities play an essential role in:

1. Labor market research and forecasting to supply information that helps training institutions and labor export organizations enhance the quality and quantity of workers meeting international demands;
2. Linking vocational training centers with labor export service providers;
3. Supporting training institutions that provide labor export-oriented programs.

Numerous studies have been conducted on labor export policies in Hà Tĩnh, forming the empirical basis for analyzing labor export activities and related policy-making.

The growing disparity in economic development and substantial economic benefits for migrant workers have intensified migration flows to developed countries. Therefore, scholars such as Stouffer (1944) and Locsly (1966) analyzed the economic efficiency of labor mobility through cost-benefit models. Furthermore, based on the large foundation of international migration, Ravenstein (1988) proposed the "push-pull" theory, being the first to analyze the migration flow from Ireland to England in the early 19th century, arguing that "pull" factors outweighed "push" factors and was the main reason for migration to England. Additionally, in the study *"Blueprinting Migration Analysis: Why Theoretical Applications of International Migration Are Not One-Size-Fits-All"* by Larrison, Jennica A. (2013), the discussion about the new trend of migration from developing countries to other developing countries is also an objective inevitability. UNESCO has also introduced a talent research program called MOST (*Management of Social Transformation*). That research focused on the trend of high-skilled labor mobility between countries, as well as issues related to the management and effective utilization of this human resource.

Several scholars have analyzed policies and plans for sending workers abroad, primarily focusing on national-level and central government policies to address overseas labor migration issues. In 2005, while studying the policy framework for sending workers to South Korea under the Employment Permit System (EPS), June J.H. Lee (2005) proposed the concept of "labor export policy" or "labor-exporting country" to analyze the labor migration practices of twelve countries sending workers to South Korea. Subsequently, Alegao, Dean Tiburcio (1992), in his study *"The Political Economy of International Labor Migration from the Philippines"* highlighted the case of the Philippines as one of the world's leading labor-exporting nations during the 1974-1991 period. The study demonstrated that labor export policies served as a short-term solution to address unemployment, while the resulting remittances helped alleviate the Philippines' substantial balance-of-payments deficit during the 1980s. Notably, the Philippines implemented policies establishing a comprehensive legal framework for the rights and working conditions of exported labor. Therefore, given the significant role of overseas labor migration, local authorities must base their labor export policies on workers' needs, socioeconomic contexts,

and central government policy regulations to develop appropriate frameworks for sending workers abroad.

2. Research Methodology

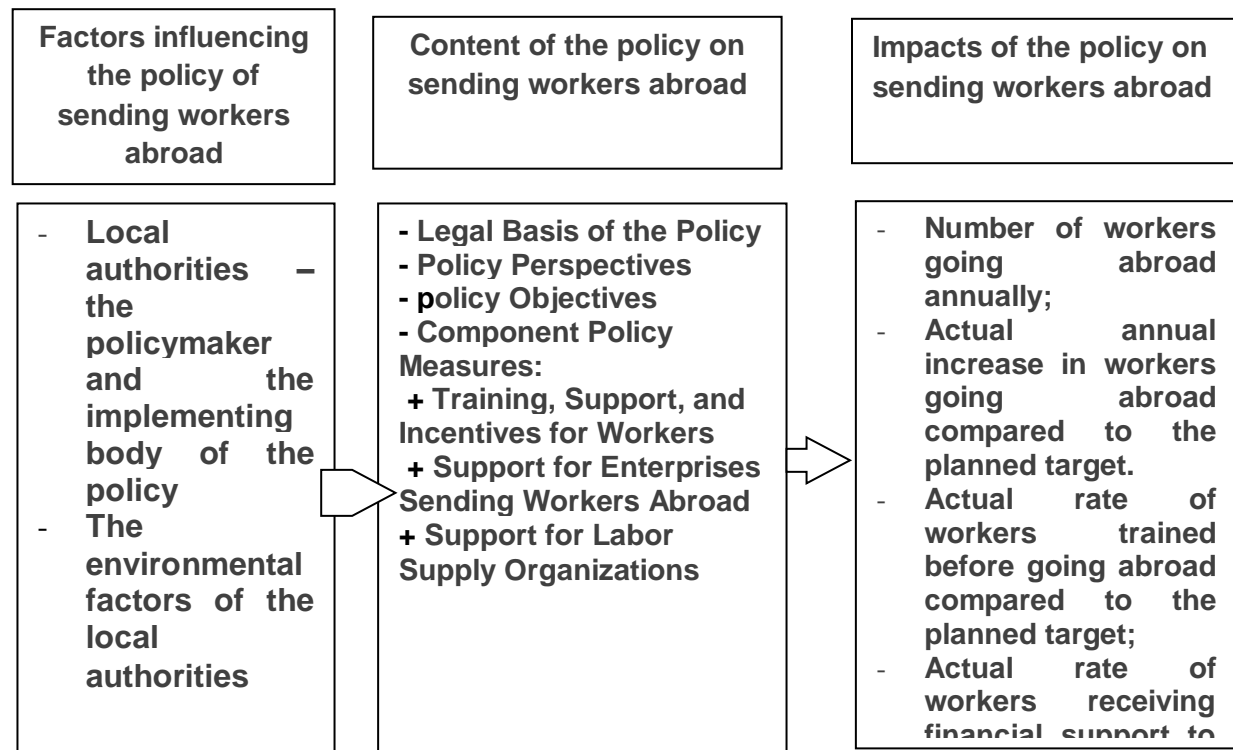
2.1. Research Approach and Framework

Research Approach

In examining the policy of sending workers abroad, the author adopts a systemic perspective and employs a systems analysis approach to assess the existing policy framework in Hà Tĩnh Province. This includes an evaluation of the interconnected factors that influence policy effectiveness, particularly those related to the local government and its institutional environment. A micro-level analytical lens is also applied to investigate public employment service policies by focusing on the fundamental components of employment policy: policy rationale and objectives, policy orientations, stakeholders and target groups, and policy instruments and implementation mechanisms. To support policy refinement, the study incorporates a comprehensive set of evaluation criteria, reflecting the multifaceted objectives of employment policy. This integrated perspective is further utilized in the survey of policy beneficiaries, as well as among policymakers and implementers responsible for labor export initiatives.

Research Framework

To study the policy on sending workers abroad in Hà Tĩnh, the research approaches the system of employment policies based on labor supply-demand linkage policies. The research framework is illustrated in the diagram below:



Source: the author

Figure 1: Research Framework on the Policy of Sending Workers Abroad at the Local Level

2.2 Research method

To achieve the research objectives, the author employs the following methods:

- System analysis method is used to identify the component policies of the system for sending workers abroad, analyze the policies, and propose a comprehensive set of solutions to improve the policy framework.

- Secondary data collection method is applied to synthesize data on the current state of labor and employment in Hà Tĩnh Province.

- The study also utilizes expert interviews, questionnaire surveys, case studies, and in-depth interviews to assess the policy framework, implementation, and outcomes. The survey targets include: 30 experts; 200 workers; 30 labor management officials from the provincial and district People's Committees; 30 labor export enterprises in Hà Tĩnh Province. The survey focuses on employment conditions, opinions on labor export policies, and recommendations for improving overseas labor deployment. The survey period runs from September to December 2024.

- Descriptive statistical methods, along with mean and standard deviation analysis, are applied. Using the comparative method to analyze the labor and employment trends of Ha Tinh Province

over the years, compare the results of implementing employment policies, and compare the annual employment status in the province.

3. Analysis and Assessment of the Current Situation of the Policy on Sending Workers Abroad in Ha Tinh Province

3.1. Factors Influencing the Policy on Sending Workers Abroad in Ha Tinh Province

The policy on sending workers abroad is significantly influenced by both internal and external factors that may directly or indirectly affect its outcomes. Therefore, when analyzing the current state of this policy in Ha Tinh, it is necessary to consider these factors to gain a comprehensive understanding of its implementation.

a. Factors related to the local government

Province are those related to the provincial government itself. These include the determination of provincial leaders to address employment issues, the local socio-economic development plan, the process of policy formulation and implementation for employment by the provincial government, and the financial capacity of the province. In fact, these factors have strongly influenced the effectiveness and efficiency of the policy through the issuance of numerous official documents related to vocational training and employment, such as Resolution No. 150/2019/NQ-HĐND, which outlines policies for job creation and supports workers going abroad under contracts for the 2019–2025 period. Additionally, the province has developed and promulgated the Comprehensive Socio-Economic Development Plan of Ha Tinh Province for the 2020–2030 period, which serves as a foundation for formulating the policy on sending workers abroad. As a result, the policy has demonstrated significant improvements compared to previous periods.

b. Factors related to the local government's environment

The environment of the local government in Ha Tinh Province has a significant impact on the policy of sending workers abroad. Factors influencing this policy include the characteristics of the local labor force; the economic development of neighboring provinces such as Nghe An and Quang Binh; national employment strategies and policies; decentralization in employment policy formulation; support and coordination from relevant organizations; and the natural, economic, and social conditions of Ha Tinh Province.

3.2. Current status of policies on sending workers abroad in Ha Tinh province

3.2.1. Support and incentives for workers going abroad

Decision No. 09/2011/QĐ-UBND stipulates policies to support the development of export-oriented production, business, and services, including specific provisions for supporting workers seeking employment abroad. Accordingly, workers who are children of martyrs, war invalids, sick soldiers, victims of chemical poisoning, or members of poor and near-poor households are eligible for support.

Decision No. 36/2012/QĐ-UBND, dated July 16, 2012, issued by the Provincial People's Committee and based on Clause 1, Article 3 of Joint Circular No. 09/2016/TTLT-BLĐTBXH-BTC, regulates support for workers who are contracted by labor export enterprises to work abroad and are permitted to depart. These workers receive financial support for orientation training, foreign language courses, and health checks prior to departure. Specifically, vocational training is supported based on actual costs, not exceeding the levels specified in Article 4 of Decision No. 46/2015/QĐ-TTg dated September 28, 2015, issued by the Prime Minister, which regulates support policies for primary-level training and courses under three months; foreign language training is supported based on the actual cost and training duration, up to 3 million VND per person per course; essential knowledge training is supported based on actual costs, up to 530,000 VND per person per course; meal allowances during training are set at 40,000 VND per person per day; travel expenses (one round trip) from the worker's legal residence to the training location are supported at 200,000 VND per person per course for those residing 15 km or more away, and 300,000 VND per person per course for those living in areas with particularly difficult socio-economic conditions and residing 10 km or more from the training location. Labor export enterprises and labor supply units are responsible for directly disbursing support funds for orientation training, foreign language courses, health checks, and passport fees for workers upon receiving their departure schedules.

Resolution No. 150/2019/NQ-HĐND of the Ha Tinh Provincial People's Committee introduced several policies regarding employment and support for workers going abroad during the 2019–2025 period. This resolution aims to send 16,000 workers abroad each year throughout the period. Eligible beneficiaries include workers who are relatives of persons with meritorious services to the revolution, ethnic minorities, members of poor or near-poor households, or individuals whose agricultural land was reclaimed without compensation. Workers are entitled to wages, medical care, social insurance, occupational accident insurance, and other benefits as stipulated in their labor contracts. They may also transfer salaries, wages, income, and other legal assets back to Vietnam in accordance with Vietnamese law and the laws of the host country. Additionally, workers are entitled to the protection of their lawful and legitimate rights and interests while working abroad under contracts that comply with Vietnamese law, the host country's laws, and relevant international laws and practices.

Loan support for working abroad is addressed in Decision No. 3178/QĐ-UBND dated October 14, 2013, issued by the Provincial People's Committee, under the Employment and Labor Export Program of Ha Tinh Province. Eligible beneficiaries include immediate relatives of revolutionary contributors, poor workers, ethnic minorities, and workers whose agricultural land was reclaimed. The maximum loan amount is 30 million VND, based on the overseas employment contract, borrowing needs, and repayment capacity. Additionally, workers participating in specific programs, such as the South Korea employment program, may borrow up to 100 million VND [85].

A survey was conducted with the following respondents: state officials (denoted as B, 30 people), labor export enterprises (denoted as C, 30 people), and workers (denoted as D, 200

people). The results of the survey on public employment services in Ha Tinh are presented in Table 1 below:

Table 1: Survey results on policies to support workers going to work abroad

Criteria	Civil servant	Labor export enterprise	Labor	Average	Standard deviation		
	B	C	D		B	C	D
The policy has covered all subjects in need of support.	3.2	2.8	2.5	2.83	0.91	0.89	0.87
Diverse types of support, suitable for labor needs	4.5	4.3	4.1	4.30	0.89	0.90	0.87
Reasonable support costs	3.2	2.9	2.5	2.87	0.89	0.90	0.83
Reasonable level of loan support for overseas laborers	2.6	3.3	2.6	2.83	0.92	0.79	0.89
Current loan rates are fair	3.5	3.5	2.8	3.27	0.92	0.89	0.88
Reasonable interest rates applied	4.2	3.6	3.7	3.83	0.91	0.82	0.86
Fair interest rates	4	3.8	3.5	3.77	0.88	0.91	0.87
Suitable loan support period	3	2.7	2.3	2.67	0.90	0.98	0.79

Source: the author

According to the survey results, the policies supporting workers going abroad in Ha Tinh Province were rated relatively well in terms of the diversity and suitability of forms of support, as well as reasonable interest rates, with scores above 3.8. However, some criteria received less positive evaluations, such as the coverage of policy beneficiaries, support costs, loan support amounts, and loan support duration, with scores below 3.

3.2.2. Support for enterprises in sending workers abroad

The policies supporting enterprises engaged in sending workers abroad were issued under Decision No. 36/2012/QĐ-UBND and Decision No. 3178/2013/QĐ-UBND.

According to Decision No. 36/2012/QĐ-UBND, dated July 16, 2012, issued by the Provincial People's Committee on policies supporting and encouraging labor export, eligible enterprises must fully comply with labor contract regulations with foreign partners; organize training, orientation, and foreign language courses for workers as stipulated in the Law on Vietnamese Contract-Based Overseas Workers; ensure stable employment and income for workers, with wages meeting or exceeding the contracted amount; cooperate with domestic and foreign labor management agencies to resolve any issues arising during the implementation of labor contracts between employees and foreign employers. Enterprises that send 200–500 employees of the

province to work abroad in 1 year will receive support of 100,000 VND per employee; enterprises sending more than 500 laborers from the province to work abroad in 1 year will receive support of 120,000 VND per laborer.

Decision No. 3178/2013/QĐ-UBND, dated October 14, 2013, issued by the Provincial People's Committee on the Employment and Labor Export Program of Ha Tinh Province, also stipulates support for enterprises involved in large-scale labor export activities. The level of support is applied in accordance with the above Decision No. 36/2012/QĐ-UBND.

3.2.3. Support and incentives for labor supply units

According to Decision No. 36/2012/QĐ-UBND, dated July 16, 2012, issued by the Provincial People's Committee on the policy to support and encourage labor export, the supported units are those that cooperate with labor export enterprises to effectively carry out activities such as consulting, generating labor sources, disseminating information, and guiding laborers in implementing labor export policies; selecting appropriate markets and job orders to advise and guide laborers in signing labor export contracts; and coordinating with labor export enterprises and the Department of Labor, Invalids and Social Affairs of districts, cities, and towns to address issues arising during the implementation of labor export contracts. Decision No. 18/2014/QĐ-UBND amended and supplemented a number of provisions related to the policy to support and encourage labor export in Ha Tinh Province. However, up to now, no unit has met the eligibility conditions for support.

A survey was conducted with the following subjects: state officials (symbol B, 30 people), labor export enterprises (symbol C, 30 people), and employees (symbol D, 200 people). The results of the public employment service survey in Ha Tinh are presented in Table 2.

Table 2: Survey results on support policies for labor export enterprises and units cooperating with labor export enterprises

Criteria	Civil servant	Labor export enterprise	Labor	Average	Standard deviation		
	B	C	D		B	C	D
There are appropriate policies to support labor export enterprises and units cooperating with labor export enterprises.	3.8	3.5	3.8	3.7	0.85	0.89	0.91
Diverse types of support, suitable for business needs	2.4	2.3	2.7	2.47	0.87	0.86	0.91
The current method of supporting employees is reasonable.	2.3	2.5	2.1	2.3	0.85	0.90	0.86
Support level is not enough	2.2	3.4	2.9	2.83	0.92	0.90	0.91

to encourage businesses							
Reasonable support conditions	3.0	2.8	3.3	3.1	0.89	0.92	0.91

Source: Author's investigation

According to the survey results on support policies for labor export enterprises and units cooperating with such enterprises, most enterprises generally appreciate the provincial support policies. However, the types of support are not truly diverse or aligned with the interests of the enterprises. Support based on the number of employees is not favored, and the level of support is insufficient to effectively encourage enterprise participation. The criteria that received low levels of support from enterprises had average scores ranging from 2.1 to 3 points.

3.3. Assessing the impact of the policy of sending workers to work abroad in Ha Tinh province

Ha Tinh is a province with more workers working abroad than other neighboring provinces. This result is due to the province's active policy of sending workers to work abroad, including policies to support and encourage workers to work abroad, support businesses to send people to work abroad, support and encourage labor supply units.

Table 3. Workers working abroad

Target	20 20	20 21	20 22	20 23	20 24	Total
Number of employees working abroad for a limited period of time (people)	6,988	5,587	11,517	12,205	11,360	58,260
<i>Split into several large markets</i>						
Taiwan	3,384	3,006	6,041	5,349	5,786	27,696
Malaysia	9		17	27	1	60
Korea	337	441	306	1,408	1,296	4,284
Japan	2,631	1,478	4,151	4,519	3,383	22,424
Algeria	51		12	92	69	285
Arabeuse		5		9	16	45
Qatar	7	47	17	6	30	129
Romania	292	164	91	137	198	942
UAE	15	4	2		2	59
Other countries	95	268	439	871	651	24

Source: Department of Labour - Invalids and Social Affairs in Ha Tinh Province

During the period 2020 - 2024, Ha Tinh Province has sent an additional 58,260 workers to work abroad, the number of people working abroad each year is between 5,500 and 11,500 workers, of

which female workers account for about 1/3 of the exported workers. Workers working abroad each year still focus on major markets such as Taiwan, Japan, and Korea. The above results are due to the advantages of the province's policy of sending workers to work abroad.

Figures from the Department of Labor, Invalids and Social Affairs show that in the period 2020 - 2024, 400 workers were supported to learn a trade with a support budget of about 1,600 million VND, of which 620 people were able to work abroad with a support budget of 950 million VND for necessary procedures before departure. However, this policy Only implemented in practice since 2022 so results are still modest.

Table 4. Vocational training support results (under the labor export support project under the National Target Program on Employment - Vocational Training)

Target	2020	2021	2022	2023	2024	2020 - 2024
Number of people supported for vocational training (people)	X	X	50	100	250	400
Support budget (million VND)	X	X	450	550	600	1600
Number of people sent to work abroad for a limited period of time (people)	X	X	180	210	230	620
Funding to support necessary procedures before departure (million VND)	X	X	285	310	355	950

Source: Department of Labour - Invalids and Social Affairs in Ha Tinh Province

During the period 2020 - 2024, Ha Tinh Province lent capital to 620 workers with preferential interest rates, with a total outstanding loan balance of VND 17,708 billion. However, the number of workers receiving loans tends to decrease over the years, and the amount of capital borrowed per worker tends to increase.

Table 5. Results of loan support for workers going to work abroad

	2020	2021	2022	2023	2024	2020 - 2024
Number of people supported with loans to work abroad (people)	18	57	180	210	230	620
Loan cost (million VND)	391	543	1,077	3,070	2,429	17.708
Loan amount/employee (million VND)	80.97	82.97	95.86	112.3	116.4	488,43

Source: Department of Labour - Invalids and Social Affairs in Ha Tinh Province

Data on enterprises and support for enterprises sending workers to work abroad shows that the number of enterprises There are very few enterprises operating in this field in Ha Tinh Province (7 enterprises). During the period of 2020 - 2024 , no enterprise in the province was granted a new business license for the service of sending people to work abroad. Among the enterprises

providing this service, only 3 enterprises were able to send more than 1,000 workers/year to work abroad. Despite the above support policies, only 3 labor export enterprises of the province were supported from the provincial budget for labor export with a total cost in the period of 2020 - 2024 of more than 1 billion VND.

Table 6. Business situation and support for businesses sending workers to work abroad

Target	20 20	20 21	20 22	20 23	20 24	2020 - 2024
Total enterprises licensed to export labor (enterprises)	7	7	7	7	7	7
New level in the year	X	X	x	x	X	X
Number of enterprises sending workers abroad (enterprises)	6	5	6	6	7	7
In which the number of enterprises exporting over 1000 VND/year	4	3	3	3	3	3
Number of enterprises supported to export labor (times)	3	3	3	3	3	3
Total funding to support businesses (million VND)	359	422. 5	487. 4	493. 2	515. 7	2277.8

Source: Department of Labour - Invalids and Social Affairs in Ha Tinh Province

4. Key policy solutions for sending workers abroad in Ha Tinh province

In recent years, Hà Tĩnh Province's policies on sending workers abroad have contributed significantly to employment generation for a large number of local workers. This is a key policy in addressing employment issues. Therefore, the provincial authorities need to research and implement a systematic set of solutions, covering both workers and labor export enterprises (DNXKLĐ). Based on the analysis and evaluation of Hà Tĩnh's overseas labor export policies, it is evident that to ensure labor supply organizations and DNXKLĐ provide the most optimal and worker-friendly services, these policies need to be more comprehensive. Accordingly, the provincial government should introduce more specific policies for workers going abroad as follows:

4.1. Solutions for training and supporting, encouraging workers to work abroad

- Hà Tĩnh Province should develop comprehensive programs that integrate training, support, and financial assistance for targeted labor groups in need of employment solutions, with a focus on rural youth and young people from households affected by land acquisition for economic and industrial zone development.

- + Analysis of provincial socio-economic conditions to identify priority groups for comprehensive training programs based on research findings, three key labor groups in Hà Tĩnh Province should be prioritized for comprehensive training programs: (1) young people from

households whose land has been recovered; (2) rural youth who have completed military service and now return to their hometown to start a business; (3) laborers whose land has been recovered and who have changed careers.

- + Analyze the requirements of the receiving countries regarding language, training level, professional skills, understanding of the culture and laws of the receiving country, and procedural requirements to be able to work in the receiving country.

- + Analyze the characteristics of the three target labor groups mentioned above to determine their occupational status; desire and need to work abroad; training level; available skills; foreign language proficiency; socio-cultural understanding; legal understanding; financial capacity and ability to pay necessary expenses when working abroad.

- + Determine the objectives of the package programs based on the requirements of the receiving country and the current characteristics of the target labor groups; determine specific projects in the program to implement the above objectives.

- + Develop indicators to monitor and evaluate the implementation of the above-mentioned comprehensive program. The indicators need to be linked to the program's objectives and the objectives of each project in the program.

Overseas work support programs in Ha Tinh will be more effective if they focus on the aforementioned target labor groups, and have specific programs for each labor-importing country. The province should not build a general program for all target groups, and for all countries receiving exported workers.

- For disadvantaged labor groups who want to work abroad, the provincial government should have separate support policies and expand the level of support to be more encouraging than at present, such as providing loans, supporting short-term vocational training costs, food expenses, health check-up costs, passport costs, criminal records, etc.

4.2. Solutions to support businesses sending workers to work abroad

Enterprises sending workers to work abroad are the subjects that play an important role in ensuring more sustainable employment and income for workers. Therefore, improving policies to encourage these entities should be considered the cornerstone of the policy system related to overseas labor export.

According to this study, Ha Tinh Province's support and incentives for enterprises should not follow the current per-worker equal allocation principle but should instead shift toward motivating businesses to seek and maintain high-income, sustainable jobs for workers. Accordingly, the level of support for labor-exporting enterprises and organizations authorized to send Ha Tinh workers abroad should be based on the following criteria: (1) ensuring stable employment with sufficiently long working periods; (2) workers' income (as stated in the overseas labor contracts signed with workers); (3) the risk incidence rate among workers sent

abroad by the enterprise; (4) compliance with legal regulations. Thus, support levels will be higher for organizations sending workers abroad for stable employment exceeding 12 months and for enterprises securing jobs with incomes above \$400/month (the current common threshold). Additionally, support will also be higher if the risk rate among workers sent abroad by the enterprise is low (typically below 4%, as regulated in some provinces today).

On the other hand, to encourage large-scale job creation, the province could issue policies such as: Enterprises (or authorized labor-exporting organizations) sending 200 to under 400 provincial workers abroad within a year will receive 200,000 VND per worker; those sending 400 or more workers abroad within a year will receive 250,000 VND per worker. This addresses the currently excessively low support level (100,000 VND per worker). Adjustments should also be made regularly in response to market fluctuations.

In addition to direct financial support, the provincial government should explore solutions to facilitate land access, preferential capital, interest rates, and credit guarantees for enterprises and organizations implementing overseas investment projects with high labor export results, contributing sustainably to job creation for the province's workers.

4.3. Solutions to support labor supply organizations

In addition to organizations sending workers abroad, labor supply units play a crucial role in the process of sending workers overseas in Hà Tĩnh Province. Over the years, the role of these organizations has been evident in counseling, labor sourcing, advocacy, and guiding workers to effectively comply with policies on overseas employment. They also help select suitable markets and job orders, advise workers on signing labor export contracts, and collaborate with labor export companies and local Departments of Labor, Invalids, and Social Affairs to resolve issues arising during contract implementation. Therefore, the province should study and issue policies to promote and support labor supply organizations to maximize their role:

Therefore, the Province is studying and issuing solutions to propagate and support labor supply organizations to best promote their role: (1) Introduce policies on tax payment extensions, preferential capital, and interest rates for enterprises cooperating in labor export with over 200 workers/year; (2) Establish higher support levels to encourage these organizations. Specifically, units cooperating with labor export companies to send over 200 workers abroad should receive 100,000 VND/worker (compared to the current 50,000 VND). Support levels should be flexible based on market fluctuations. (3) Introduce new support rates per worker for labor supply organizations that participate in pre-departure training for workers going abroad.

5. Conclusion

The trend of fierce competition in the goods and services market means that employers increasingly demand high-quality labor, along with creating better job quality. Therefore, addressing employment in Hà Tĩnh province requires a harmonious combination of prioritizing job quantity and improving job quality. Three important aspects of the job creation quality

indicator include: Policies generating job outputs for workers based on economic development and finding labor export markets; Policies ensuring necessary inputs for workers to secure jobs, such as job creation credit policies, vocational training, information provision, and labor supply-demand matching policies like developing employment services, including public employment services. Thus, Hà Tĩnh province's vocational training policy system linked to employment must have sufficient practical foundations, meet workers' needs and expectations, and most importantly, be outcome-oriented based on employment results. The issuance of any employment solution must be based on practical surveys of the labor market, businesses, vocational training organizations, and employment services.

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None.

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