

SMEs Development, Vocational Training and Protecting Laborers Issues in Industrial Parks – Case in Hanoi Capital, Vietnam

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Abstract

*The purpose of our paper is to analyze **SMEs development, vocational training and Protecting Laborers in industrial parks and clusters**. By using qualitative analysis and synthesis method, This paper pointed that we need Completing institutions, policies, on transparent, fair and healthy business in order to continue to improve the business environment for enterprises, creating maximum advantages for enterprises when participating in domestic and foreign markets.*

Key-words: SMES Development, Protecting Laborers, Vocational Training.

1. Introduction

Our study note that Hanoi is located in the Northern Key Economic Zone, and also in the Red River Delta region (a region with great potential for industrial development and has maintained a high growth rate compared to the average rate). The city's gross domestic product (GDP) in 2010 increased by 11% compared to 2009; the average growth rate of 5 years (2006 - 2010) increased by 10.4%/year,

1.5 times higher than the average growth rate of the whole country. GDP per capita in 2010 reached 37 million VND.

In terms of services, this is the sector that accounts for a high proportion of GDP structure. On average in the period 2006 - 2010, the added value of the service industry increased by 10.24% per year. High-quality service industries such as credit - banking, transportation, post and telecommunications, health care, education, etc. have been focused on development, with high growth rates.

Regarding export turnover, in 5 years (2006-2010) Hanoi achieved a high growth rate, an average increase of 18.3%/year. In 2010, Hanoi's export turnover reached nearly 8 billion USD, up to 26.3% compared to 2009. The structure of exports shifted towards gradually increasing the proportion of industrial and processed goods, gradually reducing exports. Raw materials, low value-added processed products domestically.

Regarding industry - construction, in the period 2006 - 2010 industry - construction achieved an average growth rate of 12.41%/year. Industry is developed selectively, focusing on high-tech industries such as electronics - informatics, telecommunications, biotechnology, precision mechanics and new materials, industrial product groups industry with advantages and brands. The key industries of Hanoi (Mechanical engineering, Electrical - Electronics, Textile - Footwear, Food processing) from the end of 2008 up to now, have been prioritized and have a growth rate of 15 years. 81% is higher than the 11.3% growth rate of the whole industry. In 2010, key economic sectors reached VND71,621 billion, accounting for 68.5% of the whole industry.

Regarding agricultural production, the internal structure of the industry shifted in a positive direction: increasing the proportion of livestock, aquaculture and agricultural services. The added value of agriculture in the period 2006 - 2010 averaged 1.75%/year; total food production reached over 1 million tons/year. The plant structure has been shifted towards efficiency, the area for planting flowers, ornamental plants and specialty fruit trees has continued to be expanded.

The economic structure continues to shift in the right direction: services - industry - agriculture, meeting the requirements of industrialization and modernization of the country. If in 2000, the economic structure of Hanoi is: industry - construction: 36.4%, agriculture - forestry - fishery: 10.4%; services: 53.2%, the economic structure of 2010 is: 41.4%; 6.1%; 52.5%.

Figure 1 - Hanoi Develop Clusters



(Source: internet)

According to DECREE No: 35/2022/ND-CP, Hanoi, May 28, 2022

On REGULATIONS ON MANAGEMENT OF INDUSTRIAL PARKS AND ECONOMIC ZONES.

POLICIES FOR DEVELOPMENT OF INDUSTRIAL PARKS AND ECONOMIC ZONES.

Article 22. Investment incentives for industrial parks and economic zones.

1. An industrial park is an area eligible for investment incentives, applicable to areas with difficult socio-economic conditions in accordance with the law on investment.

Investment incentives for industrial zones specified in the investment law shall apply from the time the industrial park is established.

2. An economic zone is an area eligible for investment incentives, applicable to areas with extremely difficult socio-economic conditions as prescribed by the investment law.

Investment incentives for economic zones specified in the investment law shall apply from the time the economic zone is established.

3. Specific incentives for investment projects on construction and business of infrastructure of industrial parks and functional zones in economic zones and investment projects in industrial parks and economic zones shall be applied according to regulations. provisions of tax law, land law, credit law, accounting law and other relevant laws.

4. Expenses for construction, operation or purchase, lease-purchase or lease of houses, service works, public utilities for employees working in industrial parks, economic zones, technical infrastructure works Technical connection with industrial parks and functional areas of investors implementing investment projects on construction and business of infrastructure of industrial parks and functional zones in economic zones, investors implementing investment projects

Investment in industrial parks and economic zones is a deductible expense when determining taxable income in accordance with the law on corporate income tax.

5. Investment projects on construction of houses, service works and public utilities for employees working in industrial parks and economic zones to enjoy incentives in accordance with the law on construction of communal houses association and other relevant laws.
6. Investors with investment projects in industrial parks or economic zones are supported by competent state agencies to carry out administrative procedures for investment, enterprises, land, construction and environment. , labor, trade under the "one-stop shop, on-site" mechanism, support in labor recruitment and other related issues during project implementation.

Then we see related studies in below table:

Table 1 - Related Studies Summary

Authors	Year	Content, results
UNIDO	2003	As highlighted by UNIDO [6], individual SMEs are often unable to capture market opportunities that require large production quantities, homogeneous standards, and regular supply. Also they have difficulties in achieving economies of scale in the purchase of inputs, such as equipment, raw materials, finance, consulting services, etc. Moreover, small size also constitutes a significant hindrance to the internalization of functions such as training, market intelligence logistics and technology innovation. Furthermore, small scale can also prevent the achievement of specialized and effective internal division of labor, which fosters cumulative improvements in productive capabilities and innovation. Finally, because of their low profit margins, small-scale entrepreneurs in developing economies are often locked in their routine and unable to introduce innovative improvements to their products and processes, or to look beyond the boundaries of their firms to capture new market opportunities Individual SMES offent unable to capture market opportunities that requires large production quantities, homogenous standards and regular supply.
Lambert & Boons	2002	In several industrialised countries, there have occurred initiatives to establish eco-industrial parks. Originally, these were mainly based upon the exchange of resources between heavy industries in industrial complexes. These initiatives are generally referred to with the concepts of industrial symbiosis and eco-industrial parks. Since then, the concept of eco-industrial parks has been extended to another relevant type of industrial park, the so-called mixed industrial park, which consists of various small- and medium-sized enterprises (SMEs), sometimes complemented by a small number of larger industries. Because of the resulting growing ambiguity in the significance of eco-industrial park initiatives, a typology is desirable for entangling the confusion that is introduced. It is argued that mixed industrial parks are poorly investigated although they have a major environmental and spatial impact. Starting from a general consideration of eco-industrial park initiatives, this paper describes the societal and environmental problems that are related to the mixed industrial parks, proposes solutions and discusses the counteracting factors. While our argument relates strongly to the traditionally industrialised countries, it

		is also relevant to newly industrialised countries, as they are faced with similar problems, or will encounter them in the near future
Zeinannehad et al	2011	Finds that entering into cooperative relations with other SMEs and related partner institutions, SMEs will overcome their size limitations as well as improving their productivity, innovativeness and overall. Hence to compete successfully in the domestic and global markets, SMEs need an appropriate benchmarking model suitable for their new improved environment within clusters.
Chen et al	2017	Eco-Industrial Parks are a proven approach that balances environmental protection practices and regional industrial development. However, it is a challenge to relocate small and medium-sized enterprises into industrial parks. Recently in China, there is a new phenomenon where interfirm alliances have started to facilitate local government in promoting the relocation of small enterprises to industrial parks. Policy and managerial aspects of alliances are critical to encouraging small enterprises to move into industrial parks while larger enterprises consider financial and technical effects to be more important. The market factor of alliances affects family-owned SMEs much more than it does for other enterprises. In summary, interfirm alliances are an essential policy implementation tool that has the potential to help local government in promoting the relocation of enterprises into eco-industrial parks and to improve industrial environmental performance.
Nguyen Dinh Trung et al	2022	"Industrial cluster" (CCN) is an area of concentration of centers of enterprises, industrial - handicraft export services for industrial production - handicrafts; have definite geographical boundaries fixed, not inhabited; invested and built mainly to move, about to arrange and attract production, SMEs, individuals and households locally to invest in production and business; decided by the People's Committees of the provinces and cities establishment" first. Thus, industrial cluster is a form of industrial production organization by territory, it meets the requirements of moving, rearranging, strengthening infrastructure to maintain, to expand and reduce environmental pollution for public production and business - cottage industry in rural areas

(Source: author synthesis)

2. Method

Our study uses synthetical method, statistical method, legal analysis method, case study, comparative method, etc., are used to clarify issues relating to SMEs development, handicrafts and craft village, vocational training and protecting laborers in Hanoi region, esp. industrial parks.

3. Discussion

3.1 SMEs Development, Handicrafts and Craft Village

Regarding the non-state economy, including handicrafts and craft villages occupy an important position in the economy of the capital and this is also a significant source of internal resources. The

craft village of Hanoi is the largest and strongest compared to the craft villages in the country. Currently, Hanoi has 1350 craft villages (accounting for nearly 59% of the total number of villages in Hanoi), 272 craft villages are recognized by the City People's Committee, of which 198 traditional craft villages are recognized. Hanoi has 47 occupations out of a total of 52 occupations in the country. Craft villages have contributed to increasing the proportion of industry and commerce to 80% in the structure of production value of craft villages, reaching VND 8,663 billion. The contribution rate of craft villages, mainly through the production value of the handicraft sector to the City's GDP, has increased over the years from: 9.83% (in 2000) to over 11% (in 2010). . In the past 5 years (2006-2010), the city has invested about 50 trillion VND to develop the suburban socio-economic. Hanoi is a city with limited land, a large number of people, little arable land, and low labor time used in agriculture. Developing craft villages, created jobs for 600,000 workers, accounting for 65% of the suburban population and 42% of the total number of industrial workers - handicrafts in Hanoi.

The development of housing, health care, education, post and telecommunications, financial and banking services, and insurance services in Hanoi is better than other provinces. As of 2010, there are 50 universities and 29 colleges in Hanoi, with 643,500 students; 45 professional secondary schools, with a student population of 56,000; 279 Technical Worker schools, with a student population of 117,000. The average number of high school students per ten thousand people is 1,546 people; 113 scientific research institutions (accounting for 85% of the total number of research institutes in the country). The proportion of schools, number of lecturers and students of universities, colleges, professional secondary schools, vocational schools, number of medical examination and treatment establishments, number of hospital beds, number of doctors, number of scientific research institutes, etc. is also high. More than the proportion of the population and ranked first in the provinces and cities.

In fact, SMEs in production and business activities in Hanoi still face many difficulties, such as: Small enterprise size, lack of capital, fragmented, small, unstructured operations, lack of strategic vision. Strategy, long-term and sustainable development, limited technology, inadequate management level and quality of human resources...

3.2. Protecting Laborers Issues in Industrial Parks

+ Vocational training for industrial clusters

Up to now, there are 4 million farmers in Hanoi, of which about 2 million are of working age and about 40,000 workers have lost their jobs due to land acquisition. Although Hanoi's labor force is relatively large and is one of the cities with the highest number of trained workers compared to other

industrial centers in the country, the proportion of trained laborers has only reached 45% of which vocationally trained workers reached 23%. The quality of workers with professional and technical qualifications is unevenly distributed, concentrated in urban areas and inner city districts. Therefore, Hanoi has paid great attention to the training of human resources in the countryside to meet the needs of rural development in general and for industrial zones in particular. By April 2011, 100% of Hanoi's localities had established a Steering Committee and issued documents directing the implementation of the training scheme for rural workers. In 2010, the City supported 4,290 rural workers to learn vocational training, of which 60% were agricultural apprentices, 40% were non-agricultural workers; During the year, management training was also organized for 2,492 people who were presidents, vice presidents, commune-level officials and civil servants. In 2011, the city set the target of vocational training for 10,000 rural workers and professional training for 4,500 commune-level civil servants with a budget of up to 27.5 billion VND, of which vocational training funding for rural labor is VND 25 billion.

However, in reality, Hanoi does not have specific policies and solutions on training human resources for production and business establishments in industrial clusters, mainly in craft villages and formal industrial clusters. Training is still self-training or vocational training. This makes it difficult for enterprises in industrial clusters (CCN) to actively recruit workers. Through the actual survey of some industrial workers, the author found that vocational training in Hanoi has some limitations, which are: i) The percentage of rural laborers who have undergone vocational training is still low; ii) Workers in industrial zones are not interested in vocational training; The quality of vocational training is still low, not meeting the needs of industrial development.

+ Rural market development

Decree 114/2009/ND-CP dated December 22, 2009 has identified the market as an important part of the overall socio-economic infrastructure. In each locality's socio-economic development planning and commercial development planning, market development planning must be included. Market development planning must be consistent with socio-economic development planning, commercial planning, land use planning and other relevant plannings. Rural market is an integral part of the market for industrial development. It contributes significantly in supplying raw materials and consuming products for craft villages and industrial zones. Currently, in the rural area of Hanoi, there are 308 markets of all kinds, out of a total of 402 markets in the whole city, of which 293 are grade III markets, 134 communes / 401 communes do not have markets.

+ Medical infrastructure

Hanoi is one of the three major and specialized medical centers of the country with many large hospitals. As of 2010 in Hanoi, there are about 53 hospitals, 577 commune health stations, 46 medical centers... The health system is basically completed, the hospital system is built in the direction of modernization in terms of healthcare. Facilities and equipment, anticipating advanced and modern technologies.

Comments on Strengths and Challenges for SMEs Development and Protecting Laborers

- Hanoi is the concentration of service providers, banks, investment funds, large financial groups. The place to gather a team of highly qualified intellectuals and scientists; where many universities, colleges, intermediate schools and vocational schools of the country are concentrated. The labor force is abundant and has the highest quality in the country.
- The system of industrial zones and industrial zones has been developed, creating favorable conditions for economic linkage and development of supporting industries.

Difficulties and challenges:

- "Economic" development has not been commensurate with the potential, strengths and position of the capital; product quality, efficiency and competitiveness are still low; knowledge economy, the value-added gray matter content of key economic sectors is not clear; the pervasive power of a "big economic center", the role of an "economic driving force in the northern key economic region and the whole country has not been fully promoted".
- Urban and rural infrastructure systems are not synchronized, not meeting the requirements of capital construction and development.
- Urban planning, construction and management are still weak. Many long-standing problems (planning management, land, construction order, flooding, environmental pollution, traffic jams...) have been focused on solving, but have not yet met the requirements.
- The percentage of trained workers who have not met the requirements, the training structure is inadequate. Especially, there is a shortage of many good business managers, skilled and high-quality workers. The average age of staff and skilled technical workers is relatively high, a part of which cannot keep up with the market economy mechanism, modern technology, and slow thinking and action.
- The state of bureaucracy and corruption of some cadres and civil servants remains, which reduces the competitiveness of CCNs, making it difficult for investors.

4. Recommendations and Conclusion

For socio-economic development, new rural development, industrial clusters development in Hanoi city, the need to train human resources for industrial clusters is very large and urgent. This demand is not only large, the diversity of the number of trained workers to attract people who reach working age every year in Hanoi is huge; provide jobs for people whose land has been acquired for general purposes; but in terms of quality, the training structure is also highly demanding. According to a forecast of the Hanoi Department of Labour, Invalids and Social Affairs, "In 2011, the number of people of working age was about 4.338 million, an average annual increase of about 90,000 people. According to calculations with such an increase, each year the city has about 180,000-200,000 unemployed workers, not counting the number of migrants from the provinces". Currently, many farmers are not interested in vocational training, in some places, the initial classes are crowded and then gradually dispersed, even having to be disbanded because there are too few students. Although there is no tuition fee, but despite campaigning forever, the number of learners is still sparse, then "falling off" gradually. The reason after completing vocational training is not having a job or making a low income. Therefore, it is necessary to attach importance to stimulating training demand and promoting propaganda and counseling on vocational training and employment for rural workers.

- Attract businesses and artisans in craft villages and associate with schools and jobs in human resource training for CCNs. This is a demonstration of the combination of public private and socialization in human resource training for CCN.
- Renovate program content, form and training.

Regarding the content, it is necessary to attach importance to vocational skills training. For workers that are skills, professional standards, for managers and professionals, it is necessary to pay attention to training skills: Marketing, trade promotion; quality management skills; Financial skills, accounting...

The form of training can be studied at centers, vocational training institutions or at infrastructure enterprises. Appreciate vocational training in the form of vocational transmission.

- The city needs to create a mechanism to encourage the establishment of vocational training centers with the coordination between enterprises and vocational schools to directly serve enterprises in industrial zones.
- Improve the training quality of vocational schools and vocational training centers by renewing training curricula, standardizing lecturers, strengthening technical facilities for vocational schools and centers. Along with the policies to encourage learners being applied today, it is

necessary to have clearer and more specific policies for teaching and learners, for example, supporting investment in equipping vocational schools and training schools. Vocational training centers, building a model program on training a number of occupations, training and remuneration for teachers.

Figure 2 –Training Laborers



(Source: Internet)

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Conflicts of Interest

There is no conflict of interest.

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