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JOB SETTLEMENT FOR YOUTH WHO LIVE IN HANOI SUBURBAN DURING THE CURRENT URBANIZATION



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Thuy Huong and Co Loa are two Hanoi suburban communities. The process of urbanization in suburban area is happening strongly. The life of the people here is increasingly improved. In the suburban area, previously the youth is mainly involved in agricultural production. But so far, the employment structure of the youth has major changes. They wish to switch their career as workers in factories, enterprises or jobs which will generate stable income. Several factors that affect income and employment of suburban youth currently such as capital sources, resources, social policies, economic development policy of sections, agencies, etc. This article studies the employment issue of suburban youth through surveys in two communities of Chuong My and Dong Anh districts.

From August 1st, 2008, Hanoi official expanded to include the entire natural area and population of Ha Tay province, Me Linh district (Vinh Phuc province) and 4 communes Dong Xuan, Tien Xuan, Yen Binh, and Yen Trung of Luong Son district, Hoa Binh province. The Hanoi expansion will bring a large land fund to develop several important functional areas of capital, infrastructural and technical works, short-term and long-term national projects. After the changes in boundaries and administration, the area of capital land fund has been expanded up to 3,344.7 km², in which the area of suburban area accounted for 2,997.68km² in 2009. In recent years, along with the general development trend of the City, the process of industrialization and urbanization of suburban areas has been also happening strongly, the industrial parks were moved to the suburban areas of Hanoi more.

The suburban area is the districts adjacent to Hanoi City. In the process of current strong urbanization, the suburban communes are invested more than other rural areas so the labor quality in suburban areas of Hanoi may be higher but in fact the labor quality of suburban youth and urban youth in Hanoi still has a big gap. Thuy Huong and Co Loa are two suburban communes in Hanoi, as typical communes in the new rural construction program associated with strong urbanization process of the capital. Along with the projects, technical and social infrastructures in the resident areas surrounding the planning area are improved and upgraded synchronously. The people's life has changed under positive direction, infrastructure and social services system (health, education, transport, etc.) increasingly improved. However, besides the impact of urbanization on socio-economic life in general, it cannot help but mention its impacts on employment of suburban youth currently.

Occupational structure

The economic structure of the two communes has relatively high agricultural rate, so the majority of economy still depends on agriculture. Besides, people do other works to enhance their income. We focus to survey the youth group aged from 15 to 35, occupation of this group is quite diverse and has high transformative career nature. The economic development of these two communes still depends on agriculture, but the rate of youth working in

agricultural sector is relatively low, accounting for about 6.62%. The research shows that, Hanoi suburban youth tends to convert career highly, from agricultural sector to non-agricultural sectors, operating in the fields of industry, handicraft, trade and services, etc. Youth with the main occupation as workers accounts for the highest proportion (37.54 %). The main occupation ranked the second place is pupils and students (29.02 %).

It may see that the occupations of youth here is mainly in agriculture, handicraft and industry so their lifestyle is profoundly influenced from the careers that they are doing. However, in fact it remains a part of unemployed youth. With the location adjacent to urban Hanoi, there are many favorable opportunities in finding jobs, improving skills and income for themselves, but in fact the unemployment situation is increasing. Although its percentage is not high (2.21%), but it also a matter of concern, since this unemployment situation may both cause labor wastage and social evils.

Occupational nature

The career nature of youth in two communes is not inhomogeneous, the job stability is not high, most of youth assess that their work is not stable (48.8%), the rate of "very stable" works is very few (3.1%). The unstable nature of work affects severely the income of youth. In general, the work and income of suburban youth now is insecure that leads the life quality is not high.

The causes of current employment choice of youth is quite diverse, including the major cause derived from "bringing high income" economic factor (75.9 %). Thus, the standard of occupational choice of youth comes from the economic goals, they are not fully aware of their capability, studying professions as well as the demand of social human resources. The higher income the youth achieve, the more motivation they have in their works.

The reality shows that the high income factor in a sector is often unstable, has shifting nature in accordance with the law of supply and demand of market. Currently, a large number of young people leaving school without a job is partly due to the financial crisis and corporates bankruptcy. But the underlying cause of that consequence is that supply source is greater than demand source in many sectors today.

Affecting factors

In addition to the economic factor that is considered as the top priority in choosing a career of suburban youth, there are several factors affecting the decision of their occupational choice. The youth who are oriented will choose occupation better than before, deriving from information source on labor market, and extended training professions. Many people choose their occupation based on their working capacity, the love with work that will make them possibility to stick to the occupation, maximize the creation in job. In addition to consider their possibility of working when choosing a job, they also give priority for the job they were trained (36.5%), and take full advantage of social capital or relationships within family, society to seek employment and develop career.

There are several factors affecting the job and income of suburban youth, including the most influence factor of investment capital (64%), investment of production technology, production scale as well as investment, training and development of human resource during the production. Following is the factor of vocational training qualification (60.9%) that greatly affects the job and defines the main income of employees. Besides, an important factor of the understanding of labor market of youth is limited leading to mentality to follow the crowd thereby leading to the oversupply consequence so employees can be unemployment. In addition, the factor of local authority policy in guiding, training, creating conditions to borrow capital for working that is not good also negatively affects employment and income of people in general and youth in particular.

It can see that in current factors affecting income and employment of suburban youth such as capital source, resources, social policy, economic development policy of authorities, agencies, etc., according to opinion of local youth, the fundamental and decisive factors to the income and employment of youth are derived from capital source, trained professional qualification and the demand of labor market. During the social development of and the integration of current economy, in addition to the factors that should be interested such as capital, experience and relationship to get a job, then the qualification of employee is the key factor to get a stable job. Due to not have capital to invest in production and business, so many young people decide to become workers in factories, enterprises with unstable work due to the volatility of the market, and a low salary, failing to meet the needs in life of a part of suburban youth today.

Besides, the labor market should have the needs to use the available labor source on the market. When the rate of employment youth increases and the rate of unemployment youth reduces, then the income of employee will be more stable. In addition, the interest of local government and the State policy, the rise of themselves, etc., also significantly contribute to the employment and income of youth.

Job settlement is a decisive factor to stabilize and develop the economy, making the society healthy, meeting legitimate

aspirations and pressing demands of employees, especially youth. According to report of the General Department of Statistics on labor and employment, as July 1st, 2014, there were 69.3 million people aged from 15 and older in the whole country, including 53.7 million people from 15 years old and older under the labor force. Although the process of urbanization has been taking place in our country, but so far, there is still 70.2% of labor force concentrating in rural areas. From actual survey in two communes of Thuy Huong and Co Loa about employment of youth in the process of urbanization, we see that.

- Suburban youth have very diverse careers, depending on the local development characteristics. Thuy Huong with traditional villages of wood processing and sculpture so young people here have conditions to develop handicraft village more than Co Loa.

- The causes of employment choice of youth is quite diverse, including the major cause derived from economic factor. In addition, the fundamental difficulties of suburban youth, including the most difficulty as lack of employment, low education, lack of production and business experience, lack of information about labor market, difficult to access capital sources, require worthy solutions from departments and unions to contribute to limit difficulties for young people, improving qualification and skills, and creating jobs for them.

There are several factors affecting the job and income of suburban youth, including the most influence factor of investment capital, investment of production technology, production scale as well as investment, training and development of human resource during the production. The standard for choosing job of youth derives from economic goals as the leading priority.

In short, we can see that Hanoi suburban youth now is quite active in access to information, job selection, maximizing the available resources of themselves and capital sources of society in finding and selecting occupation. They are more proactive, innovate, decisive for their future and career. Those are advantages that they should promote in all circumstances and conditions. But besides, there is still a small part of suburban youth does not have stable jobs at local residence. This is a social issue that should receive further attention of all levels, sectors and the entire society towards the sustainable development in the future, when we participate deeply into the ASEAN community.

Solution

Help youth to orient on employment, provide information about the market, create favorable conditions for youth to borrow capital for business, invest science, technology and techniques into production process to improve labor productivity in suburban areas today.

Youth Union coordinates with local government to organize seminars, extracurricular activities to raise the awareness of young people in all fields of culture, politics, society and economy.

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