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## **Solutions to Promote the Implementation of Vocational Education for Female Workers in Ninh Binh in the Current Period**

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### **Abstract**

Supporting job creation, raising incomes, and ensuring the quality of life for workers in general and female workers in particular is a strategic goal of Ninh Binh province. To achieve the above goal, it requires the coherence of a system of synchronous solutions. One of the oriented solutions is vocational education for workers, including female workers. Within the scope of this research, the article mentions some solutions related to vocational education activities for

female workers in Ninh Binh province. Secondary literature research methods are used to collect information for analysis of assessment and development of vocational education solutions for female workers. The vocational education solutions targeted vocational education contents, training programs and methods, teaching staff capacity, facilities and the actual capacity and needs of female workers.

**Keywords:** Employment, Job Creation Support, Vocational Training, Female Workers

### **1. Introduction**

According to the planning of Ninh Binh province from 2021 – 2030 and the vision to 2050, the average GDP growth rate (calculated at comparative prices in 2010) per year in the field of industry and construction is achieved at 11.3%/year (the average increase in industry is 13.4%); the service industry is 8.5%/year; The agriculture, forestry and fishery sector is 1.7%/year. Ninh Binh province has also identified supporting industries and tourism services as key economic sectors in socio-economic development. In addition to resource solutions, infrastructure solutions, vocational education solutions for female workers are required. To achieve these goals, it is necessary to be synchronous and consistent in the system of educational solutions supporting employment for workers in general and female workers in particular. In particular, there are groups of vocational education solutions for female workers that not only ensure job creation but also demonstrate commitment to narrowing the gender inequality gap, realizing the national strategic goals of gender equality, and leaving no one behind.

### **2. Characteristics of female workers in Ninh Binh province**

According to data from the Ninh Binh Statistics Office, in the period 2018-2022, the trained female labor force from 15 years old accounted for a lower proportion than men in both rural and urban areas but tended to increase gradually over the years. If the proportion of female employees accounted for 21.8% in 2018, female workers accounted for 27.7%. After 5 years in 2022. The proportion of female employees increased by 6.1%. This result partly reflects a change in the structure of labor by gender.

**Table 1:** The proportion of trained workers from 15 years old by gender and region over the years

	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
<i>General</i>	27.2	28.9	30.2	31.7	31.8
<i>Male</i>	32.7	32.4	36.8	37.8	38.3
<i>Female</i>	21.8	25.4	23.7	25.2	27.7
<i>Urban</i>	52.4	52.8	51.3	55.7	55.8
<i>Rural</i>	21.9	23.7	25.3	25.5	25.5

**Source:** Statistical Yearbook of Ninh Binh province

The increase in the female labor force requires urgent and synchronous implementation of solutions to support labor and

employment for women, especially poor women, single women and women workers.

In 2020, due to the impact of the Covid-19 epidemic, production activities of enterprises in urban areas, industrial parks and industrial clusters face many difficulties. Many workers fell into unemployment because businesses slashed jobs due to disrupted production activities. This leads to a decrease in the proportion of female employees compared to 2019 of 1.7% (in 2019, the proportion of female employees was 5.4%, and 23.7% in 2020). However, after the decline of the Covid 19 epidemic, the proportion of female employees in Ninh Binh has shown signs of an increase, specifically in 2021, the proportion of employees accounting for 25.2% increased by about 1.5% compared to 2020 and by 2022, this rate was 27.7%, up 4.0% compared to the Covid-19 epidemic period.

Although female workers are a group participating in the labor force increased over the years, it is also a group with a relatively high unemployment rate. Specifically, if, the overall unemployment rate of workers in Ninh Binh province was 1.35% in 2018 the unemployment rate of female workers accounted for 0.99%. Particularly in 2020, due to the impact of the Covid pandemic, the female labor group had an unemployment rate 0.38% higher than the male group (the unemployment rate for men was 1.18%, while this rate for female workers accounted for 1.56%).

**Table 2:** Unemployment rate of the labor force in the working age by gender

	2018	2019	2020	2021	2022
General	1.35	0.52	1.37	1.34	1.32
Male	1.68	0.49	1.18	1.80	1.61
Female	0.99	0.56	1.56	0.80	0.98
Urban	1.87	2.73	1.30	0.78	1.10
Rural	1.23	0.02	1.38	1.50	1.38

**Source:** Statistical Yearbook of Ninh Binh province

### 3. Some solutions in vocational training for female workers

#### *Strengthening vocational training for female workers*

To develop socio-economic and raise incomes for workers in general and female workers in particular, vocational training solutions are extremely important. It is necessary to consider the improvement of the qualifications of female workers as a breakthrough point to overcome difficulties in economic development. Vocational training for female workers should be in the direction of improving quality and efficiency to meet the requirements of industrialization and modernization; creating favorable conditions for female employees to participate in training programs suitable to their education levels and local socio-economic conditions; strengthening vocational training for female workers in association with post-training job creation to increase incomes and reduce poverty sustainably; carry out labor restructuring in Ninh Binh province.

To achieve the above objectives, vocational education institutions in the province need to focus on vocational training for female workers to enhance the value of key products at the provincial level, and at the same time determine whether vocational training institutions are eligible and entitled to vocational education activities; do not organize vocational training without forecasting the workplace and income level of female employees after vocational training; vocational training for the right subjects,

for the right purposes and with high efficiency. Policies to support vocational training should meet the needs of female workers in different occupational groups (agriculture, industry, service trade...). In particular, female workers are poor, single female workers raising children,... For the efficiency of vocational training activities, vocational training programs need to meet the actual needs of the labor market based on taking advantage of strengths in the production of key local products and products with high value associated with tourism development.

#### *Solutions related to vocational education contents*

Reviewing and evaluating vocational training and jobs creation models for female employees in the locality; replicating the effective models. Formulating and approving training costs for each profession suitable to the time, place and training progress for female employees. The organization of vocational training for female employees is flexibly implemented in terms of organizational methods and the number of teachers, suitable to the training profession, conditions, health and needs of female employees.

The vocational education network for female workers needs to strengthen the coordination and cohesion between establishments, enterprises and industry associations to effectively implement vocational training and jobs creation programs for female workers lately and orient development in the coming time. With the greater participation of enterprises and industry associations, the network of vocational education institutions for female workers will achieve high efficiency and female workers have opportunities to get jobs after completing vocational training.

It is necessary to develop a program to survey the current status of the application of training methods applied to female employees for specific analysis and evaluation. Research and apply highly effective training methods in the last time. Carry out self-accreditation and register for vocational training accreditation. Advising and implementing policies to expand the scale and network of vocational training to suit the characteristics of the economic, political and cultural situation of Ninh Binh province. Strengthen the activities of training institutions as: (1) Building brands for vocational training institutions for female workers, proactively cooperating and expanding links between vocational training institutions in the province and reputable vocational training institutions to develop vocational training and improve the quality of vocational training for female employees. (2) Organize production in association with the internship of female trainees to improve their practical skills and create confidence when exposed to practical work.

#### *Renovating training programs and training methods*

Developing training contents and programs for female workers according to modules based on the primary qualification framework program approved by MOLISA. The module can be trained separately to form vocational competencies for female workers, integrating theory and practice in one topic so that learners can easily remember and perceive. At the same time, the program content must be flexible, and closely associated with practical work.

Study the application of vocational training methods for female workers by understanding the reality and suitability

of occupations and gender characteristics, ages, family circumstances and actual needs of this labor group. Promulgate documents guiding provincial dispatches and directives on the development of appropriate vocational training programs for female students participating in vocational training: (1) Inspect the assessment of vocational training needs of female employees to develop training programs suitable to vocational training needs. (2) Closely monitor the actual production needs of enterprises to develop appropriate vocational training programs. In this way, it is possible to reduce difficulties for female workers when participating in the labor market. (3) Re-evaluate the application of current vocational training methods to suit female workers. (4) Vocational training institutions develop vocational training curricula and materials to organize training for trainees with the most close to the capacity of female employees. Annually, closely survey the opinions of enterprises having female employees to get their feedback on the training program, thereby adding new content accordingly. (5) Proactively coordinate with enterprises to make learning with internships more easily understood for female employees and improve the quality of the output of female employees. There should be a teaching approach that focuses on skill formation. Skills need to be taught from easy to complex so that learners can easily absorb and reinforce gradually. The design content is refined, knowledge related to skills, focusing on process and manipulation and expanding adaptability and creativity for learners. (6) Diversify forms and methods of training: from full-time teaching to teaching in the community. For the characteristics of female workers, it should focus on training in the community. (7) The application of information technology to teaching and management activities: the use of software for teaching, learning and vocational management; developing electronic lesson plans, teaching with electronic lesson plans is also essential.

#### ***Improving the capacity of teaching staff in vocational training for female workers***

Standardize the contingent of vocational education managers. Develop content, training and fostering programs for managers; to form a contingent of professional vocational education administrators who are professional, knowledgeable and do research when providing vocational training to female employees. Review the qualifications and standards of existing teaching staff. Organize training and fostering vocational pedagogical skills for teachers who have not been standardized according to regulations at vocational education institutions for female employees. Expand the form of contracts with technicians, high-level workers of enterprises and artisans as visiting teachers because they will help female workers learn very well, and easily understand due to practical experience in their profession.

Continue to support investment in key occupations in line with the demand for female labor associated with employment and local needs. Expand exchange relations with organizations and individuals in Ninh Binh province and nearby cities and provinces to seek suitable models and traditional crafts, popularize and replicate, including animal husbandry and cultivation with new trees and varieties bring high economic efficiency to female workers, with the common goal that female workers who are still able to work must have stable jobs and incomes to gradually improve

their lives and ensure family happiness.

#### ***Solutions related to facilities of vocational education institutions for female workers***

Standardize and strengthen facilities, equipment and resources to ensure the quality of vocational education to create opportunities for female employees to access educational institutions. Building multimedia classrooms, specialized rooms for the application of virtual reality equipment, academic teaching equipment and virtual software simulating real teaching equipment at vocational education institutions to reduce equipment investment costs; building e-libraries and open digital learning materials centers for vocational education institutions to participate in building and using. Invest in standardized facilities and equipment for training professions. Gradually modernize technical facilities, especially information technology infrastructure to apply modern technologies to teaching and learning, especially remote teaching, teaching with simulation models.

#### ***Solutions on the legal environment related to vocational training for female workers***

Develop a system of guiding documents to implement the policy on vocational education for female employees to access the education system. Ensure that disadvantaged female employees enjoy the State's policies and social support on health care, vocational training, employment, cultural enjoyment, sports, entertainment, legal aid, and access to information technology suitable to their individual needs. The State shall allocate an appropriate budget annually to implement policies to support education and support for disadvantaged female laborers.

#### ***Solutions to support employment for female employees after vocational training***

Removing barriers for female employees to participate in the labor market is one of the important contents and also the responsibility of vocational education institutions, on the one hand, to fulfill their social responsibility towards female employees. Through that, the position of vocational education institutions also increases, creating opportunities to attract more students to participate in vocational training. The solutions that need to be implemented are: (1) Renovating and upgrading modern teaching infrastructure and equipment to meet the requirements of female employees based on making full use of sources from the State and local budgets. (2) Increase the number of teaching staff involved in vocational training for female workers. Training and fostering pedagogical skills and improving professional capacity for teachers. Create conditions for teachers to study and improve their qualifications, as well as have different remuneration regimes to encourage teachers to improve their professional capacity. (3) Strengthen links with enterprises, employers in general and enterprises and units employing female employees in particular. Create more opportunities for teachers to exchange and learn practical knowledge from enterprises; invite enterprises to participate in developing training programs and content and participate in vocational training for female employees. (4) Strengthen cooperation with job promotion centers and female labor associations to increase the employment opportunities of female apprentices. - Sign contracts with establishments for vocational training for female employees

when enterprises, production and business establishments propose training needs for female employees to enter the workforce. (5) Pay due attention to job creation for sustainable poverty reduction of female workers, encourage business models of female employees, contact production and business establishments that receive female laborers according to the State's regulations, and actively contact domestic and international NGOs to take advantage of livelihood support, training start-up skills or investing in facilities, capacity building for production and business establishments of female employees projects, encouraging the self-employment model, providing economic development services, improving living life of female employees.

### ***Solutions for female employees themselves***

Female employees need to make their efforts to improve their education and professional qualifications to reduce the sense of inferiority complexes and be more active in finding job opportunities in the labor market. It is necessary to mobilize and take advantage of the attention of families, unions, associations and local authorities in introducing and providing information on vocational training and employment for female workers; Female workers themselves need to boldly contact or actively ask for introduction and help. To obtain information on vocational training and employment for female workers, female employees themselves need to join organizations to get more information, programs, projects, vocational courses, and recruitment of female workers. Actively participating in job fairs, recruitment days for female employees.... to have the opportunity to participate in the labor market. Actively explore preferential policies for female employees in all aspects of life, as well as incentives on vocational training and employment to make the most of such support policies from the State and localities. Thereby, opportunities for apprenticeships and participation in the labor market will be increased.

### **4. Conclusion**

In Ninh Binh, the rate of underemployment of female workers in 2022 was 0.09% and the unemployment rate was 0.98%. Therefore, equipping female workers with vocational skills requires the effective participation of the entire vocational education system. A system of synchronous solutions is considered an effective official channel to promote job opportunities for workers in general and female workers in particular. These solutions are: strengthening vocational training, renovating educational contents, training programs and training methods, carefully preparing the facilities of vocational education establishments, building a legal corridor system and improving the proactive capacity of female employees themselves. These not only aim to protect female workers but also create opportunities for them to develop in a healthy, progressive social environment and ensure gender equality.

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