The Consent of Farmers Regarding the Current Legal Framework for Agricultural Land Conversion in Vietnam

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Abstract: The government's land ownership policies aim to expand farmers' land ownership into commercial and industrial properties. There are three main types of land transfers: ownership rights, contract-based land use rights, and management rights. Vietnamese law is implemented by transferring usage rights because the state controls the land. Some communities and households disagree with the state's policies. This article clarifies farmers' satisfaction with land recovery and the conversion of agricultural land use rights to industrial land policy. The author sent questionnaires to farmers in Hoang Mai District (specifically the Dai Kim area, Linh Dam urban area, Phap Van Tu Hiep urban area, and Vinh Hoang urban area) where agricultural land was recovered and converted from November 2024 to March 2025. The SERVQUAL theoretical framework was employed to apply the SEM linear structural regression model in quantitative research, utilizing AMOS 20 software. Research indicates that farmers are satisfied when land compensation is equal to or higher than the market value. However, limited information is available due to the complementary nature of the 2024 land law. Additionally, sociological and historical factors in the area significantly impact farmers' satisfaction.

1. Introduction

Vietnam has undergone rapid industrialisation and urbanisation. Vietnam's urban areas have undergone dramatic changes since 1986, when the Vietnamese Government initiated economic and social policy reforms, abandoned the centrally planned economy, shifted to a market economy, promoted industrialization and modernization, proactively invested in key industries, and established key economic zones. This policy has had positive impacts. Vietnam's economy and society have achieved significant development results, and the urban landscape of Vietnam has undergone important changes since then. In 1990, the

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country had 500 urban areas. Ten years later (2000), this number increased to 649, and in 10 years, Vietnam had 149 more urban areas. By 2010, the number of urban areas in Vietnam had increased to 755.

As of 2013, of the 770 urban areas, there are two urban areas classified as special, namely Hanoi and Ho Chi Minh City; 10 urban areas classified as type 1 including Hai Phong, Da Nang, Can Tho, Hue (Thua Thien - Hue province), Vinh (Nghe An province), Da Lat (Lam Dong province), Nha Trang (Khanh Hoa province), Quy Nhon (Binh Dinh province), Buon Ma Thuot (Dak Lak province), Thai Nguyen (Thai Nguyen province); 12 urban areas classified as type 2, including Viet Tri (Phu Tho province), Phan Thiet (Binh Thuan province), Bien Hoa (Dong Nai province), My Tho (Tien Giang province), Ca Mau (Ca Mau province)...; 47 urban areas classified as type 3 including cities and towns; 50 urban areas classified as type 4 including towns and towns of provinces nationwide. The remaining 634 are type 5 urban areas, mainly towns. As of December 2016, the country had 795 urban areas, with an urbanization rate of 35.2%, including: 02 special urban areas (Hanoi and Ho Chi Minh City), 17 type I urban areas, including 03 type I urban areas directly under the Central Government (Hai Phong, Da Nang and Can Tho), 25 type II urban areas, 41 type III urban areas, 84 type IV urban areas and 626 type V urban areas [2]; [3]; [4]. Thus, within 20 years, Vietnam is expected to have 233 more urban areas [5].

On average, Vietnam has one more urban area per month. Specifically quantifying the increase in mechanical population and increasing urbanization rate: "In 2015, the urban population of the whole country is forecasted to be about 35 million people, accounting for 38% of the whole country's population; in 2020, the urban population is about 44 million people, accounting for 45% of the whole country's population; in 2025, the urban population is about 52 million people, accounting for 50% of the whole country's population" [6]. Currently, Vietnam's economy is developing strongly in the context of transition to a socialist-oriented market economy. Along with rapid urbanisation and population growth, land values are increasing, land use demand and land use right transfer transactions are taking place more frequently and on a large scale. These transactions not only promote the development of the real estate market but also create important resources for the socio-economy. However, the conversion of agricultural land for urban development is a major process in the vicinity of many cities in Vietnam.

The process of conversion from agriculture to urban areas is closely related to the Land Law. Land plays an important role in human life and social activities. After nearly 1 year of implementing the 2024 Land Law, land management has achieved important results, creating a synchronous, strict and feasible legal corridor for resource exploitation, rational, economical and effective use of land, development of technical infrastructure works, social infrastructure, urban housing; significantly increasing budget revenue, positively contributing to the socio-economic development, national defense and security of the country [7]. However, land management and use still exist, but limitations such as land use conversion activities have not met the needs of some farmers. Many studies have shown that ordinary people are unlikely to trust the government's new policies, especially those related to the recovery of their assets [8]; [9]. The acquisition of agricultural land can have a significant impact on altering social structures, as the lack of jobs and income from farming, combined with a convenient location, has prompted local workers to leave their villages in search of new opportunities [10].

Employment may be impossible, but social evils are on the rise. In fact, land reclamation is concentrated mostly on agricultural land and densely populated areas, particularly in some communes, especially those in the suburbs of large urban areas (approximately 70%-80%). In general, although reclaimed agricultural land accounts for a small proportion of the total agricultural land area, it causes job loss for workers [11]; [12]; [3]. In the world and in Vietnam, numerous studies have clarified people's consensus on the Government's land conversion law, including the Compensation policy of the agricultural land conversion law and people's satisfaction [9]; [13]; [14]. Level of trust in agricultural land conversion law and people's satisfaction [15]; [16]; [17]. Ability to ensure the Law on agricultural land conversion and people's satisfaction [18]; [11]. Humanity of agricultural land conversion law and people's satisfaction [10]; [19]. The response of the Law on agricultural land conversion [20]. However, studies have not taken into account the historical factors or sociological characteristics of farmers. This is a gap that this article needs to clarify.

2. Research Overview, Theoretical Basis

The article uses the theoretical framework of service quality satisfaction, SERVQUAL, proposed by Anderson and Gerbing [1]. The theoretical framework is based on farmers' expectations compared to what they receive, which are values or perceptions [21]. Arbuckle [2] has made improvements to suit the importance of service [22]. The contents of the framework are as follows:

- **Reliability:** The ability to perform the service reliably and accurately
- **Assurance:** The ability to inspire and inspire people's trust
- **Tangibility:** Financial support
- **Humanity:** The level of care provided to each person
- **Responsiveness:** The willingness to help and meet people's needs

On this basis, the author proposes to address the following relationships:

2.1. Compensation Policy of Agricultural Land Conversion Law and People's Satisfaction

According to Ha et al. [11], the socio-economic impact of converting agricultural land for urban development is a significant concern to managers and society due to its effects on social structure. The authors studied papers in four areas of Hanoi, Vietnam, focusing on the conversion of agricultural land, and surveyed 395 randomly selected households that had purchased land. The results showed that there was no equality of interests among stakeholders. Essentially, farmers have the opportunity to transition their agricultural livelihoods into non-agricultural ones, potentially yielding higher incomes through substantial compensation from investors [9]. According to Parasuraman et al. [21], land reclamation policies and farmers' dissatisfaction are of great concern to society in the context of China's rapid industrialisation and urbanisation. Based on data collected from farmers whose land was repossessed and those whose land was kept, the authors used data analysis methods. As a result, managers need to improve compensation criteria, which helps improve satisfaction, but it is not necessary to improve compensation levels.

The most important aspect for farmers is the increase in their income. Compensation should be allocated to farmers rather than groups or rural collectives. Theories of resource endowment and referent dependence, to explain the negative relationship between power and ownership perceptions, are uncertain [13]. According to Cai et al. [5], direct interviews with farmers whose land was confiscated in a region of China revealed that they protested and were dissatisfied with the low value assigned to their land. The analysis results show that farmers would be less likely to protest if the compensation for land confiscation was equal to or higher than the fair value, if the gap between the land confiscation compensation paid to them and the market value of the land was narrowed, compensation was distributed quickly, the processes and procedures were made public, and public participation in the land confiscation process was encouraged. The authors argue that the mass confiscation of farmers' land creates dissatisfaction, and they believe that legal policies are tools for the authorities to confiscate land [14]. Based on the above empirical research, the author proposes the following hypothesis:

H1: The compensation policy (COMP) in agricultural land conversion law has a positive impact on people's satisfaction (PSAT).

2.2. Level of Trust in Agricultural Land Conversion Law and People's Satisfaction

According to Strassburg et al. [24], there is sufficient land in Brazil for agricultural production, despite the country's strong industrialisation and land conversion processes. The research team analysed land use and the negative impacts of the climate environment on land use levels. From there, the authors disagreed with the view often presented by some agricultural stakeholders that there is insufficient land to increase food production and restore illegally deforested areas, as is often presented in connection with the revision of Brazilian agricultural and forestry laws [15]; [29]. According to Nuñez Godoy and Pienaar [18], research on land conservation tools based on PES (programme of ecosystem services) programs is conducted to assess the level of legal credibility of land conversion in a city. Effective PES programs achieve conservation and social equity outcomes by actively engaging diverse landowners in long-term land management and responding to landowner needs. The authors conducted 32 interviews over 2 years with landowners in the PE program.

The results showed that landowners participated in PES because they were restricted from engaging in more profitable land uses, they did not depend on income from their land, they needed PES payments to cover land management costs, they were unable or unwilling to sell their land because their property values had been adversely affected by land use restrictions, they wanted to manage their forest land sustainably, and/or they wanted to protect their property rights. Interviewees reported that long tenure rights, conflicts over user rights, and transaction costs have hindered programs like PES. According to the authors, PES programs built on land conversion laws are appropriate, but better implementation is needed to achieve positive results [16]. Based on the above empirical research, the author proposes the following hypothesis:

H2: Confidence level (CONL) about the agricultural land conversion law has a positive impact on people's satisfaction.

2.3. Ability to Ensure the Law on Agricultural Land Conversion and People's Satisfaction

According to Zhao [29], the ability to ensure legal security through some guarantees on the level, characteristics, and satisfaction of farmers when they are repossessed of land and have compensation and resettlement after land repossession. The author collected data from two urbanised towns in Nanjing, Jiangsu Province, China, for analysis. The paper uses a survey questionnaire and conventional statistical analysis. The study considers issues such as Material living conditions, social security, and employment support, as well as perceptions of attitudes, social relationships, and participation. The empirical

results have shown that landless farmers still face various challenges in their urban lives, especially in the absence of institutionalized employment, livelihood support, and fully established social security.

This indicates that the ability to ensure that land conversion law incorporates appropriate compensation policies and systems is crucial. Farmers require resettlement areas and livelihoods in the new land, as regulated by Law [18]. According to Tuan [25], the policy of reclaiming agricultural land on a large scale to support the industrialisation process in Vietnam is being implemented strongly. Land reclaim policies are implemented in different ways, but all affect cultural, economic, and social aspects. The author surveyed 100 households that lost their land for the Da Nang High-Tech Park paper to collect data on changes in their livelihoods and their satisfaction with the quality of their lives. The study's results showed that households faced numerous difficulties in adapting to their new lives, and unemployment rates increased, depending on their socio-demographic characteristics. The land conversion had a strong impact on their livelihoods and their families. Moreover, the problems of environmental pollution and social evils worsened [11]. Based on the above empirical research, the author proposes the following hypothesis:

H3: Guaranteed ability (GUAA) of agricultural land conversion law has a positive impact on people's satisfaction.

2.4. Humanity of Agricultural Land Conversion Law and People's Satisfaction

According to Nguyen and Kim [16], studying the process of agricultural land conversion in a commune in the peri-urban area of Hanoi, Vietnam. The authors found that the process of livelihood conversion in the commune occurred early and helped most local workers transition from agricultural to other occupations as the urbanisation process accelerated and legal regulations on land acquisition were implemented. Thanks to the new livelihoods implemented by the Government, the land conversion process was favourable. This early transition is common in the peri-urban context of northern Vietnam, where the lack of jobs and income from farming, combined with the convenient location, has prompted local workers to leave their villages in search of new opportunities. Farmers actively seek livelihood opportunities around the new urban areas for higher incomes. The recommendation calls for improvements in compensation schemes and urban planning processes to ensure that urbanisation and land acquisition policies are effective for people in peri-urban areas [10]. According to Yang et al. [28], the process of land conversion is accompanied by rural revitalisation through sustainable economic development strategies and the construction of new tourist areas.

The authors utilise multi-source data, including remotely sensed images, construction data, official websites, and field surveys, to investigate the morphological and social evolution of rural communities from a tourism perspective and analyse their dynamics. The results of the study show that from 1988 to 2016, the sample case has continuously increased in terms of weighted average building height, building volume, and floor area ratio; the non-agricultural employment rate increased by 99.57%. The tourism industry has become the leading sector in the study site, with agricultural output value increasing tenfold as a result of tourism development. This result shows that the rural revitalisation strategy is beneficial to the social community in China. Encouragement. These data support that the rural revitalisation strategy is beneficial to the community [19]. Based on the above empirical research, the author proposes the following hypothesis:

H4: The Humanity (HUMA) of agricultural land conversion law has a positive impact on people's satisfaction.

2.5. The Response of the Agricultural Land Conversion Law, Social Characteristics, and People's Satisfaction

According to Hasyim et al. [13], the aim is to identify factors influencing people's Confidence in converting agricultural land to urban areas in rural areas of Indonesia. Urbanisation due to rapid population growth in some areas, promoting the demand for housing, industrial areas, especially Mulyoagung Village, Malang City, and Batu City, has experienced the conversion of 24.01% of undeveloped land into built-up land over a period of 20 years (2002-2022). The research results show that community demographics are the central structure influencing the decision to convert agricultural land of farming communities [20]. Based on the above empirical research, the author proposes the following hypothesis:

H5: Response (RESP) to the agricultural land conversion law has a positive impact on people's satisfaction.

H6: Sociological and historical characteristics (SAHC) have a positive impact on people's satisfaction.

3. Research Methods and Models

The author employs the SEM linear structural regression model, using AMOS 20 software, based on the SERVQUAL theoretical framework proposed by Anderson and Gerbing [1], to clarify farmers' satisfaction with current policies regarding land reclamation and the conversion of agricultural land use rights to industrial land [23]. The author collected the data sample

through the distribution of questionnaires to farmers in areas where agricultural land was reclaimed and converted, from November 2024 to March 2025, in Hoang Mai District, Vietnam. The model equation is in the form:

PSAT = f (COMP, CONL, GUAA, HUMA, RESP)

Where:

- **COMP:** Compensation policy
- **PSAT:** People's satisfaction
- **CONL:** Confidence level
- **GUAA:** Guaranteed ability
- **HUMA:** Humanity
- **RESP:** Response
- **SAHC:** Sociological and historical characteristics

All variables in the model are measured using a 5-point Likert scale [24]. The data sample was collected directly by the author of the article through a pre-designed questionnaire distributed to individuals in the land acquisition areas of Hoang Mai District, Vietnam. The data was cleaned before running the model using SPSS 20 and AMOS 20 software. The author built a survey form based on the research overview, focusing on the Dai Kim area, Linh Dam urban area, Phap Van Tu Hiep urban area, and Vinh Hoang urban area. The collected results were entered into an Excel Table, accordingly, 105 observations were collected, if classified by age of household head, there were 18 people under 30 years old, accounting for 17.14%, the age from 30 - 50 years old was 22 people, accounting for 20.95%, the remaining 65 people were over 50 years old, accounting for 61.91%. If classified by the level of the household head, 45 people graduated from junior high school or did not attend school, 35 people had a high school level of education, 10 people had an intermediate level, and the remaining 10 people had a college or university level of education.

If classified by the number of family members, there are 11 families with two children; the remaining 94 families have more than two children, accounting for 89.52% of the total. If classified by the form of family livelihood, 70 families are living on agriculture, accounting for 66.67%. Twenty-five people are working in craft villages, accounting for 23.81% of the total workforce. Additionally, there are five workers and five office workers, accounting for 4.76%. If classified by monthly income, there are 82 people with an income under 5 million, accounting for 78.10%. There are 18 households with an income from 5 to 11 million, accounting for 17.14%. The remaining five families have an income of over 11 million, accounting for 4.76%. Details in Table 1:

**Table 1:** Statistics of characteristics of survey subjects

No.	Characteristics of Survey Subjects		Number (People)	Rate (%)
1	About age	Under 30 years old	18	17,14
		30-50 years old	22	20,95
		Over 50 years old	65	61,91
2	About qualifications	Secondary or no education	45	42,86
		High school	35	33,33
		Vocational school	5	4,76
		Intermediate school	10	9,52
		College, university	10	9,53
3	Number of family members	Under two children	11	10,48
		Over two children	94	89,52
4	Main livelihood of the family	Agriculture	70	66,67
		Craft Villages	25	23,81
		Workers	5	4,76
		Office	5	4,76
5	Family income	Under 5 million	82	78,10
		Minus 5-11 million	18	17,14
		Over 11 million	5	4,76

Source: Author's statistics from the actual survey questionnaire

Table 1 shows that the characteristics of households with middle-aged individuals and above account for a large proportion, including low education levels, large families, a main occupation in agriculture, and relatively low family incomes.

4. Results of Regression Model Testing

The EFA regression results are shown in Figure 1, in which the Tuker-Levis Index value is 1.230, TLI is 0.912, CFI is 0.931, NFI is 0.902, and RMSE is 0.025<5%.
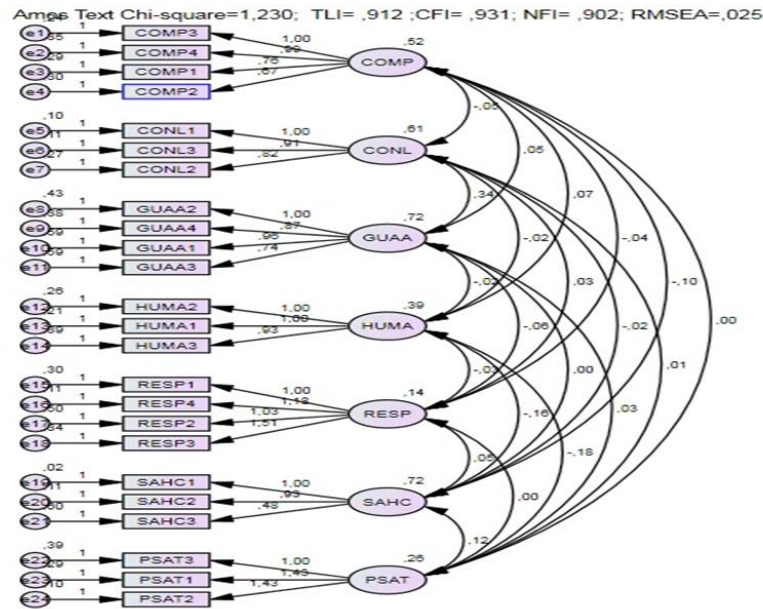
Figure 1: EFA analysis estimation results

*(**Source:** Author's statistics on AMOS 20 software)*

Observation of Figure 1 shows that the values of Cmin/df, TLI, CFI, NFI, and RMSE meet the testing criteria according to the standards [25]; [26]; [27]. In conclusion, the EFA model is suitable for the actual data because it meets the testing criteria [28].
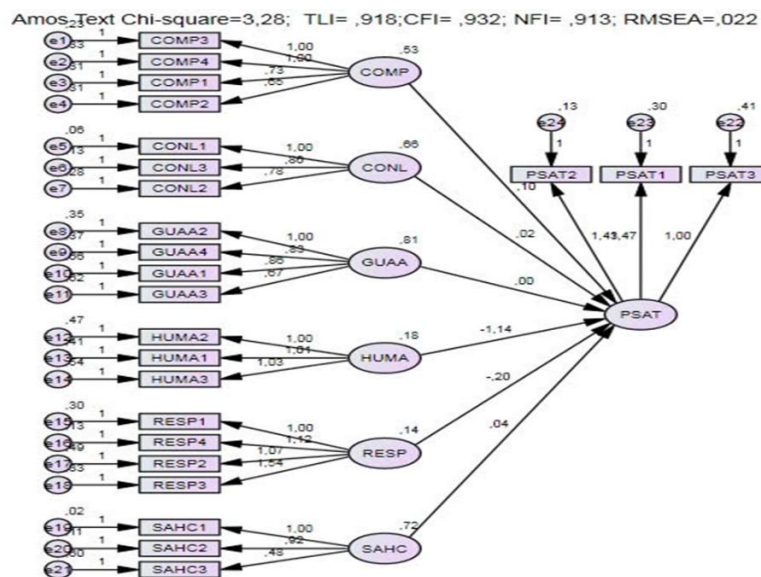
Figure 2: Model regression estimation results

*(**Source:** Author's statistics on AMOS 20 software)*

Figure 2 shows that the Chi-square value adjusted by degrees of freedom (Cmin/df) is 3.28, which is less than or equal to 5, the Tuker-Levis Index value is 0.918, which is greater than 0.9, the Comparative Fit Index value is 0.932, which is greater than 0.9, the Normal Fit Index value is 0.913, which is greater than 0.9, the Root Mean Square Error Approximation value is 0.022, which is less than 0.05. In conclusion, the integrated model is suitable for the actual data because it meets the testing criteria. Table 2 shows the significance level of the estimated coefficients: p-value < 0.05; confidence level> 95%. The factors included in the model are statistically significant, and the hypotheses are accepted.

Table 2: Hypothesis testing results

Hypothesis	Impact			Estimate	S.E.	C.R.	P	Label
H1	PSAT	<---	COMP	0,098	0,034	2,918	0,004	Accept
H2	PSAT	<---	CONL	0,017	0,028	0,609	0,542	Reject
H3	PSAT	<---	GUAA	0,004	0,026	0,158	0,874	Reject
H4	PSAT	<---	HUMA	1,143	0,143	8,023	***	Accept
H5	PSAT	<---	RESP	0,042	0,026	1,587	0,113	Reject
H6	PSAT	<---	SAHC	0,205	0,071	2,863	0,004	Accept

(**Source:** Author's statistics on AMOS 20 software)

Through Table 2, we can see that hypotheses H2, H3, H5 are rejected because P-value>0.05, and hypotheses H1, H4, H6 are accepted because P-value<=0.05, specifically:

- **With hypothesis H1:** Compensation policy (COMP) of agricultural land conversion law has a positive impact on people's satisfaction (PSAT) with a high significance level of 1%. The results are consistent with previous studies [9]; [13]; [14]. This is appropriate because farmers in Vietnam do not have a really high income.
- **With hypothesis H4:** Humanity (HUMA) of agricultural land conversion law has a positive impact on people's satisfaction with a high significance level of 5%. Consistent with the research by Girsang [10] and Nye et al. [19]. This is a strong point of the 2024 land conversion law. Why are farmers' lives and jobs so difficult after resettlement? Many businesses, officials, and public servants use promises as a sedative for farmers when reclaiming land, so that households quickly hand over land for site clearance. This is a common weakness in many previous papers.
- **With hypothesis H6:** Sociological and historical-geographic characteristics have a positive impact on people's satisfaction with a high significance level of 1%. Consistent with the study by Parasuraman et al. [20]. In fact, natural factors (geographical location, climate, and land) have a strong impact on people's income, education level, customs, and habits. Land acquisition forces people to relocate, change their farming methods, production methods, and even spiritual, religious, and belief issues. Most people are often afraid of change, especially those involved in trading and business. Therefore, people's understanding of land law limits complaints and denunciations during the compensation process. Additionally, other factors, such as income and educational level, also influence compensation. In addition, Confidence in the Agricultural Land Conversion Law, as well as the ability to ensure compliance with it, does not positively affect people's satisfaction. This is consistent in Vietnam with the institution and the process of implementing the Law strictly and securely.

5. Policy Implications

Based on the results of testing the SEM linear model, the article's author proposes solutions from a legal perspective. Specifically: Firstly, improve human resources for land valuation. The human factor is the most important factor for any success. Improve the professional qualifications and skills of staff through training, cooperation programs to share experiences with domestic and foreign organisations. On the other hand, it is necessary to improve coordination and the sharing of information and working experiences between provincial departments and branches, such as coordination between the Department of Natural Resources and Environment, the Department of Finance, the Department of Construction, and the Land Fund Development Centre, among others. Through each land acquisition, in the work of building unit prices and compensation practices, it is necessary to summarize activities, thereby drawing out the shortcomings and deficiencies and perfecting the building of unit prices in the decision on promulgating prices for new construction of houses, temporary houses, and architectural works as a basis for determining compensation and support values when the State acquires land in localities.

Continuously monitor fluctuations in the construction material market. Provincial People's Committees should establish teams to monitor market information on construction prices, real estate, and urban infrastructure services to promptly synthesise and report on assessments of construction material price movements and forecast scenarios in case of material price fluctuations as a basis for advising on mechanisms, policies, and management work of the Government in general and the People's Committee in particular. Determining and strictly controlling the prices of construction materials and supplies helps the construction

process and ensures the accuracy of construction price lists, closely following market prices. This harmonises the interests of land users and the State, partly facilitating the smooth operation of compensation and site clearance work. In particular, improve the effectiveness of directing the improvement of the quality of the communal-level civil servant team.

Enhance the role and responsibility of Party committees, authorities, departments, branches, and organisations in building, managing, educating, and training staff and civil servants; synchronously implement the stages of assessment, planning, training, fostering, using, arranging, and assigning staff to ensure adherence to the principles and regulations of the State. Party committees at all levels need to innovate leadership methods, strengthen inspection and guidance, and build a team of cadres and civil servants to ensure the set goals. Promote the role and responsibility of leaders in organising cadres, and strengthen political and ideological education for communal-level civil servants. Innovate the dissemination and study of directives, diversify training and political theory education for civil servants, thereby raising awareness, motivating them to study, practice, and strive to complete assigned tasks effectively. To effectively apply science and technology in any field, workers need to be good at their expertise and profession. Therefore, in the digital age, especially for teams of cadres, civil servants, public employees, and workers in the public sector, it is essential to meet the standards of qualifications and expertise required for job requirements. Once they understand the operating principles of each industry and field, managers and workers will choose appropriate technology, use it effectively, and develop and refine technological applications and processes to help the process of performing public duties operate more efficiently, providing good services that meet the needs and expectations of the people.

Therefore, to enhance professional qualifications and skills, staff and civil servants should participate in formal and rigorous training and development programs. To operate a digital government, cadres, civil servants, public employees, and workers in the state apparatus must not only be proficient in technological operations to interact at work, but also must utilise science and technology to the maximum extent to apply solutions to problems. Cadres and civil servants must possess skills such as using information technology, ensuring information security, synthesizing and analyzing data, and exploiting and utilizing applications in their work. In addition, cadres and civil servants need to practice their skills, update their knowledge, and adopt new techniques to stay ahead of the rapid technological change. The rapid development of science and technology creates the risk of falling behind for those who do not promptly update their knowledge, grasp information, and keep up with technological changes. Human resources in any industry, to survive and develop, need to be able to flexibly adapt to the scientific and technological environment and digital transformation, within the framework of the Law. Flexibility to provide the best public services, meet the needs of people and businesses, and promote economic development. Flexibility and creativity are essential conditions for officials and civil servants to adapt effectively and improve their working methods and product quality, thereby best serving the people.

Therefore, it is necessary to develop a reasonable strategy and plan for training and fostering the staff and civil servants. Agencies and units must have a specific plan for training and developing professional skills, particularly those in information technology, with a roadmap, clear goals, relevant subjects, and a strategy that avoids creating a shortage or surplus of human resources, thereby preventing social waste. A good plan helps training to be linked to the actual needs and requirements of job positions, including selecting the right subjects to train, the right individuals, and the necessary content. Training and fostering human resources must be linked to the actual needs of each agency, organisation, and the general requirements of the administrative system. Complete the identification of job positions and competency frameworks for cadres and civil servants. Agencies, units, and localities need to develop and complete competency frameworks for job positions as a basis for human resource management activities, including training and development. The competency framework needs to update the necessary knowledge and skills of cadres and civil servants in the digital transformation period. The content of training and development programs, built on competency frameworks, will be closely aligned with work practices, thereby reducing the gap between theory and practice. This helps learners equip themselves with knowledge and skills most relevant to the work they undertake, preparing them to adapt well to the challenges of the digital age. Secondly, promote the dissemination of land conversion laws in 2024, and develop detailed sub-law documents. Continue to innovate the content and forms of land law dissemination and education to suit each region and subject.

Innovate the content of land law dissemination and education to suit the subjects and actual needs of each locality and region; Innovate the form of land law dissemination and education to suit the target audience and actual needs in each locality and region; Raise awareness, capacity, responsibility and role of organizations and individuals working in land law dissemination and education; Strengthen direction, organization and implementation of land law dissemination and education for central agencies and local authorities at all levels to ensure quality and effectiveness. Through local legal dissemination activities, it will enhance people's understanding of the importance of land acquisition for economic development, national defence and security, and socio-economic development, in the interest of the nation and its public. Additionally, it helps people understand the legal regulations governing compensation levels, support, and resettlement, thereby enabling agencies to conduct compensation and site clearance more effectively and facilitating a higher level of consensus among the affected parties. Through local legal dissemination activities, it will enhance people's understanding of the importance of land acquisition for

economic development, national defence and security, and socio-economic development, in the interest of the nation and its public.

Additionally, it helps people understand the legal regulations governing compensation levels, support, and resettlement, thereby enabling agencies to conduct compensation and site clearance more effectively and facilitating a higher level of consensus among the affected parties. Additionally, in our country's system of normative documents, circulars account for approximately 60% of the total number of legal documents issued by state agencies. These are documents that have a direct impact and are widely applied in the activities of agencies, businesses, and individuals. In recent times, to improve the quality of circulars guiding the Law on Land of ministries and ministerial-level agencies, the Law on promulgation of legal documents has had more specific provisions on the order and procedures for drafting, collecting opinions, regulations on appraisal by legal organizations and in some cases, the Advisory Council for appraisal before the Minister and Head of the ministerial-level agency sign and issue. Some documents have not ensured consistency and synchronization within the legal system and contain content that is inconsistent with that of competent State agencies at higher levels, providing incorrect guidance and exceeding the scope of the authorized law.

In some cases, circulars are issued to provide temporary solutions that meet the requirements of progress and take effect simultaneously with the detailed document. In some cases, they are issued to quickly respond to newly emerging social phenomena that have not been previously summarised in practice, have not been assessed for impact, and have not been fully estimated for implementation resources. Therefore, the feasibility is not high, and in many cases, the newly issued document must be revised, supplemented, and replaced. In addition, Vietnam currently has five land valuation methods, including: Direct comparison, deduction, income, surplus, and land price adjustment coefficient. Through specific land valuation, land prices are generally consistent with market prices, thereby limiting losses to the State budget and ensuring the rights of people whose land is acquired.

However, some regulations on land valuation methods have revealed limitations and shortcomings. Some localities are still confused about applying and implementing, which affects the progress of land valuation. Some land valuation methods are not suitable for the actual conditions of market information, land use rights are still lacking in transparency, and are not suitable for State management of land prices in the context of an incomplete land price database. Regulations on the content and conditions for applying land valuation methods are not suitable and not specific, resulting in cases where different methods are applied to a single land plot with varying results. Therefore, the issuance of the revised decree aims to promptly complete the regulations on land valuation methods, innovate specific land valuation procedures to ensure the unification of land resources, and, at the same time, guide localities to unify their implementation.

The purpose of amending and supplementing the regulations on land valuation methods, procedures for applying land valuation methods in accordance with the conditions of information sources, input data, and practical implementation conditions, removing difficulties and obstacles, handling backlogs and shortcomings in land valuation work, promoting budget collection, and creating favourable conditions for papers to be implemented in localities. Thirdly, linking land recovery policies with job creation. Land recovery for socio-economic development, associated with job creation for people after land recovery, is always a topical issue and is linked together based on ensuring the harmony of interests among the State, enterprises, and people. In recent times, many localities have developed innovative and creative approaches to implementing legal regulations; however, in some areas, workers are left to learn a trade and find employment independently.

Although the Government has specific regulations to support people who lose their land in receiving training in new occupations or changing their occupations, with a job conversion support amount of 300-700 thousand VND/person, participation is limited to short-term training courses with simple occupations. Older workers (over 35 years old) who have not received training often struggle to find employment, despite being the primary breadwinners in their families. Therefore, according to the author, it is necessary to implement solutions such as Developing craft villages, especially tourism craft villages. Implementing policies to support vocational training and job creation for people whose land has been recovered, because vocational training facilities in many localities only train in common occupations such as sewing, handicrafts, veterinary medicine, etc. The provincial and district training and employment support centres regularly offer vocational training classes to those who need them.

Hanoi also promotes the implementation of the goal of sustainable, multidimensional poverty reduction, aiming to limit poverty relapse and poverty generation, and address the shortage of basic social services. Taking economic development as the focus to reduce poverty sustainably, contributing to ensuring social security, improving life, and increasing income for people in general and people experiencing poverty in particular. All levels and sectors of Hanoi City will strengthen propaganda on the implementation of the emulation movement "For the poor - no one is left behind", arousing the will of self-reliance, self-improvement, promoting internal strength to rise, "escape poverty, build a prosperous life" of the people and the community. Propaganda, education, raising awareness and responsibility of cadres, party members, civil servants, public employees, and

workers; strongly promoting the tradition of solidarity, the spirit of "mutual love and affection" of the nation towards people experiencing poverty.

It is necessary to clarify that the above subjects will enjoy support policies for vocational training, domestic employment, and working abroad under contract, as well as support for loans to work abroad under contract. The support period is 5 years, from the date of the land recovery decision. Specifically, regarding vocational training support, individuals whose land is recovered and participate in elementary vocational training lasting under 3 months will be supported according to the Prime Minister's regulations on support policies for elementary vocational training. For example, People whose land is recovered and participate in intermediate and college vocational training will be supported with tuition fees for one course. The tuition fee is set at the actual tuition fee of the vocational training institution. Still, it must not exceed the tuition fee ceiling for public vocational training institutions that have not self-financed their regular expenses, as stipulated in the Law.

People whose land is recovered and who participate in vocational training at the elementary, intermediate, or college level are eligible to borrow student credit. The method, loan amount, term, interest rate, documents, and procedures for lending shall comply with the Prime Minister's regulations on student credit. Vocational training support funds are included in the training, career conversion, and job search plan. They are part of the paper investment costs or the total cost of the compensation, support, and resettlement plan approved by the competent State agency. Regarding support for domestic employment, people whose land is recovered are provided with free job counseling and referrals at the employment service center. They are also entitled to loans to support job creation, job maintenance, and expansion from the National Employment Fund, as well as other preferential credit sources, as stipulated in the Law.

Regarding support for working abroad under contract, individuals whose agricultural land has been recovered and who work abroad under contract are supported in accordance with the Government's regulations and policies for workers working abroad under contract. People whose business land is recovered and who go to work abroad under contract are supported as workers whose agricultural land is recovered. The support fund for working abroad under contract is also built into the training, career conversion, and job search plan. It is included in the paper investment cost, or the total cost of the compensation, support, and resettlement plan approved by the competent State agency. Additionally, individuals whose land is recovered are entitled to preferential loans to work abroad under contract from the Social Policy Bank.

More specifically, the conditions for borrowing capital include having full civil capacity and having signed a contract with a service enterprise or career organisation that sends workers to work abroad under a contract. They also need to have permanent residence registration in the area where the Social Policy Bank handles procedures for people with land to recover loans, and they must have loan guarantees in accordance with the Law for loans above a certain value. Or, the maximum loan amount is 100% of the cost of working abroad, as specified in the contract signed between the employee and the service enterprise, which is the career organisation sending the employee to work abroad under the contract. The loan interest rate is equal to the rate prescribed by the Prime Minister for poor households in each period.

The overdue debt interest rate is equal to 130% of the loan interest rate. The maximum loan term is equal to the term of the contract sending Vietnamese employees to work abroad, excluding the contract extension period. The handling of loan risk debt is implemented in accordance with the Government's regulations on the mechanism for managing risk debt at the Social Policy Bank. Land recovery for socio-economic development, benefiting the nation and the community, is the correct policy of the Party and the State. Along with that is the issue of creating jobs for workers in general and those whose land is recovered in particular, helping people stabilise their lives. Over the years, this work has consistently received close attention, direction, and focused implementation at all levels, from central to grassroots. However, there are still many shortcomings that need to be thoroughly resolved.

6. Conclusion

Vietnam's economy is developing strongly in the context of transition to a socialist-oriented market economy. Along with rapid urbanisation and population growth, land value increases, land use demand, and land use right transfer transactions occur more frequently and on a large scale; however, the conversion of agricultural land has many shortcomings. The authors of the article propose solutions from a legal perspective to improve the effectiveness of this activity, including: enhancing human resources for land valuation; promoting propaganda activities on land conversion law in 2024; developing detailed sub-law documents; and linking land recovery policy with job creation. The research has global significance, offering a valuable solution for governments in developing countries, such as Vietnam.

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