Indian Journal of Information Sources and Services
ISSN: 2231-6094 (P) Vol.16, No.1, 2026, pp.131-141

DOI: https://doi.org/10.51983/ijiss-2026.16.1.14

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

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(Received 23 October 2025; Revised 22 November 2025, Accepted 05 December 2025; Available online 05 January 2026)

Abstract **- The purpose of the Government's policies and interventions on land ownership is to expand the scale of farmers' land ownership into commercial and industrial land ownership. At present, there are primarily three ways in which land may be transferred: ownership, contractual usage, and management Since the Vietnamese government owns all of the country's land, the transfer of use rights is the means by which the laws will be put into effect. That is why not all communities or even some individuals' homes have been completely on board with state policy. The article's goal is to shed light on how happy farmers are with the present laws on land recovery and the transfer of rights to utilize agricultural land for industrial purposes. From 2024 to 2025, the author surveyed farmers in the Dai Kim region, Linh Dam urban area, Phap Van Tu Hiep urban area, and Vinh Hoang urban area in Vietnam's Hoang Mai district to gather data from locations where farmland was reclaimed and repurposed. The SERVQUAL theoretical framework was used to develop a SEM linear structural regression model in AMOS 20 software via quantitative research. (Anderson & Gerbing, 1988). Consequently, it is clear that: farmers are most satisfied when the compensation price for their land is at least equal to or greater than its market value; next, there is a lack of information regarding the 2024 land law's complementary meaning; and finally, the area's sociological and historical features significantly impact farmers' satisfaction.**

Keywords: **Land Transfer, Farmers' Rights, Land Issues, Vietnam**

I. INTRODUCTION

Vietnam has undergone rapid industrialization and urbanization. Vietnam's urban areas have undergone dramatic changes since 1986 when the Vietnamese government initiated economic and social policy reform, abandoned the centrally planned economy, shifted to a market economy, promoted industrialization and modernization, proactively invested in key industries, and established key economic zones. The effects of this strategy have been beneficial. There have been major changes in Vietnam's urban environment as a consequence of the country's prosperous economy and modern culture. There were 500 urban areas in Vietnam in 1990; by 2000, that number had risen to 649; and by 2024, there were 149 additional urban places in Vietnam. As of 2010, there were 755 urban areas in Vietnam. 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. Towns and other category 5 urban areas make up the other 634. 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, the country's urbanization rate was 35.2% as of December 2016. There were 795 urban areas in the country. (Arbuckle, 2011; Bentler, 1980; Browne & Cudeck, 1992). So, 233 more metropolitan areas will have sprung up in Vietnam during the next two decades (Cai et al., 2020). Every month, Vietnam adds one additional urban area to its total. Particularly measuring the growth of the mechanical population and the acceleration of urbanization: "The projected urban population for the entire country in 2015 is approximately 35 million, or 38% of the total population; by 2020, it's estimated to be 44 million, or 45% of the total population; and by 2025, it's projected to reach 52 million, or 50% of the total population."(Cao & Zhang, 2018).

In the midst of a socialist-oriented market economy transition, Vietnam's economy is now experiencing robust development. Land prices are rising, land use demand is on

the rise, and large-scale land use right transfer transactions are occurring in tandem with fast urbanization and population increase. Not only do these deals help the real estate market grow, but they also provide valuable resources for society and the economy (Cao & Jiang, 2024). The transformation of farmland into urban space, however, is a significant trend in the areas around several Vietnamese cities. Land law is integral to the process of moving people from rural to urban regions. The land is fundamental to human existence and community building. Land management has made significant progress after almost a year of implementing the 2024 Land Law. This includes establishing a legal corridor that is synchronous, strict, and feasible, which allows for the exploitation of resources, the rational, economical, and effective use of land, the development of technical infrastructure works, social infrastructure, and urban housing. Additionally, there has been a significant increase in budget revenue, which boosts socio-economic development, national defense, and security (Diep et al., 2022). But there are still problems with land use and management; for example, some farmers have not been satisfied with land use conversion efforts. Numerous studies have shown that the general public will have little faith in the government's new policies, particularly those pertaining to the seizure of their personal property (DT Do et al., 2024). A change in social structure may be precipitated by the purchase of farmland (Fan et al., 2019). Where residents have left their villages in search of better economic possibilities, since a lack of employment and income from farming has made living in the cities more appealing (Girsang, 2021). Social ills are on the increase, yet finding work is next to impossible. A considerable portion of land reclamation really takes place in heavily populated and agricultural regions, particularly in the suburbs of major cities (approximately 70%-80%). This is concentrated in a few communes. Generally speaking, people lose their jobs due to the reclamation of agricultural land, even if this land only makes up a tiny fraction of the overall agricultural land area (Ha et al., 2021; Hair et al., 2006; Bentler, 1980).

Research on topics like the Compensation Policy of Agricultural Land Conversion Law and the Satisfaction of the General Public has shed light on the general public's opinion on Vietnam's land conversion policy, (Fan et al., 2019; Hasyim et al., 2024; Hu & Bentler, 1998). Level of trust in agricultural land conversion law and people's satisfaction (Likert, 1932; Nguyen & Kim, 2020; Nguyen et al., 2016). Ability to ensure the law on agricultural land conversion and people's satisfaction (Nuñez Godoy & Pienaar, 2023; Ha et al., 2021). Humanity of agricultural land conversion law and people's satisfaction (Girsang, 2021; Nye et al., 1997). The response of the law on agricultural land conversion (Kulkarni & Jain, 2023; Parasuraman et al., 1991). However, studies have not considered historical factors or sociological characteristics of farmers. This article may need some clarification on this matter (Mustapha et al., 2016).

II. RESEARCH OVERVIEW, THEORETICAL BASIS

The article uses the theoretical framework of service quality satisfaction SERVQUAL proposed by (Anderson & Gerbing, 1988). The theoretical framework is based on farmers' expectations compared to what they receive, which are values or perceptions (Parasuraman et al., 1985; Parasuraman et. al.,1991) have made improvements to suit the importance of service (Parasuraman et al., 1988). The contents of the framework are as follows:

Reliability is defined as the capacity to consistently and correctly carry out the service.

Assurance - the ability to inspire and inspire people's trust

Tangibility - Financial support

Humanity - the level of care provided to each person

Responsiveness - Being ready to assist and attend to people's needs.

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

Compensation policy of agricultural land conversion law and people's satisfaction

As a result of its effects on social structure, the socio-economic impact of repurposing agricultural land for urban development is a major worry for management and society at large (Nguyen et al., 2016; Mustapha et al., 2017). Through surveying 395 randomly chosen families, the authors examined land conversion programs in four districts of Hanoi, Vietnam. Stakeholders' interests were clearly not aligned, according to the findings. The opportunity to transition from farming to non-farming lifestyles, with the possibility of increased revenues owing to substantial investment capital, is essentially available to farmers (Fan et al., 2019).

In light of China's fast industrialization and urbanization, land reclamation policies and farmers' discontent are major societal concerns (Cao et al., 2018). Based on data collected from farmers whose land was repossessed and whose land was kept, the authors used data analysis methods. As a result, managers need to improve compensation criteria which is helpful in improving satisfaction, but not necessary in improving compensation levels. The most important aspect for farmers is how much their income increases. Compensation should be allocated to farmers rather than or rural collectives. Theories of resource endowment and referent dependence, to explain the negative relationship between power and ownership perceptions are uncertain (Hasyim et al., 2024).

According to Cai et al. (2020), using direct interviews with farmers whose land was confiscated in a region in China, they protested and were dissatisfied with the low-value confiscation of their land (Ziwei & Han, 2023). 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 (Hu & Bentler, 1998).

Based on the above empirical research, the author proposes the following hypothesis:

H1: Chính sách bồi thường (Compensation policy - COMP) của pháp luật chuyển đổi đất nông nghiệp có ảnh hưởng tích cực đến sự hài lòng của người dân (People's satisfaction - PSAT)

Level of trust in agricultural land conversion law and people's satisfaction

According to (Strassburg et al., 2014), there is enough land in Brazil for agricultural production, despite the strong industrialization and land conversion process. The research team analyzed land use and the negative impacts from the climate environment on land use levels. From there, the authors disagreed with the view that is often put forward by some agricultural stakeholders that there is not enough land to increase food production and restore illegally deforested areas, often put forward in connection with the revision of Brazilian agricultural and forestry laws (Likert, 1932).

According to (Nuñez Godoy et al., 2023), research on land conservation tools based on PES (programme of ecosystem services) programs, through which to assess the level of legal credibility of land conversion in a city. Engaging diverse landowners in long-term land management and responding to their needs are key components of effective PES programs that accomplish conservation and social equality results. Over the course of two years, the writers spoke with thirty-two landowners who were part of the PE program. The results revealed that landowners took part in PES for various reasons. These included being unable to use their land for more lucrative purposes, not relying on land income, needing PES payments to cover land management costs, being unable or unwilling to sell their land due to the negative impact of land use restrictions on property values, wanting to manage their forest land sustainably, and/or wanting to protect their property rights. According to some who have spoken with program administrators, PES has had challenges due to extended tenure rights, disputes over user rights, and transaction expenses. Better execution is necessary to get favorable outcomes, although PES programs based on land conversion regulations are suitable, say the authors (Nguyen & Kim, 2020).

Depends on the above empirical research, the author proposes the following hypothesis:

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

Ability to ensure the law on agricultural land conversion and people's satisfaction

According to (Zhao, 2017), 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. In order to conduct the research, the author gathered data from two populated towns in Nanjing, Jiangsu Province, China. Traditional statistical methods and a survey questionnaire are used in this work. Perceptions of attitudes, social interactions, and involvement are included in the survey, along with material living situations, social security, and job assistance. In the lack of well-established social security programs and formalized work opportunities, landless farmers continue to confront several obstacles in urban life, according to the empirical data. This shows that the ability to ensure from land conversion law needs to take into account appropriate compensation policies and systems, farmers need resettlement areas and livelihoods in the new land regulated by law (Nuñez Godoy & Pienaar, 2023).

(Tuan, 2021) states that Vietnam is firmly implementing a program of massively recovering arable land to support its industrialization. The cultural, economic, and social components are impacted by land reclamation initiatives, regardless of the method used to achieve them. To obtain data on how their livelihoods changed and how satisfied they were with their quality of life, the author contacted 100 families who lost land for the Da Nang High-Tech Park project. Households had a hard time adjusting to their new lifestyles, and the research found that unemployment rates rose and varied by sociodemographic factor. Their way of life and the lives of their families were profoundly affected by the land conversion. The degradation of the environment and other social ills also worsened (Ha et al., 2021).

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.

Humanity of agricultural land conversion law and people's satisfaction

Nguyen et al. (2020) found that while researching a commune in Hanoi, Vietnam's peri-urban region, they watched as agricultural land was converted. Most of the local workers were able to transition out of agriculture and into other professions thanks to the early livelihood conversion process that occurred in the commune, according to the authors (Alipour et al., 2016). This process facilitated the fast urbanization that followed the implementation of legislative restrictions on property ownership. The land conversion process went well since the government created new jobs. Northern Vietnam's peri-urban setting is typical of this early

transition since local people have left their villages in search of better possibilities due to the abundance of metropolitan areas and the dearth of employment and revenue in farming. In search of better economic possibilities, farmers are swarming to the emerging metropolitan centers. To ensure that peri-urban residents benefit from urbanization and land acquisition policies, the report suggests enhancing urban planning procedures and compensation programs (Girsang, 2021).

According to Yang et al. (2021), the process of land conversion is accompanied by the process of rural revitalization through sustainable economic development strategies and the construction of new tourist areas. The authors examine the dynamics of rural communities and their physical and social development through the lens of tourism using multi-source data including remotely sensed photos, construction data, official websites, and field questionnaires. The research found that the sample case's weighted average building height, building volume, and floor area ratio grew constantly from 1988 to 2016, while the non-agricultural employment rate climbed by 99.57%. With a tenfold increase in the value of agricultural production during tourist, the tourism business has surpassed all others to become the largest industry in the study site. This outcome demonstrates that the social community in China benefits from the rural rejuvenation plan. Positive reinforcement Based on these numbers, it's clear that the rural revitalization plan is helping the area (Nye et al., 1997).

Based on the above empirical research, the author proposes the following hypothesis:

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

The response of agricultural land conversion law and social characteristics and people's satisfaction

(Hasyim et al., 2024) states that in an effort to determine what elements impact people's optimism over the transformation of rural Indonesian land from agricultural to urban use. Over the course of 20 years, from 2002 to 2022, 24.01% of the undeveloped land in Mulyoagung Village, Malang City, and Batu City was transformed into built-up land, driven by the increasing demand for housing and industrial space caused by fast population increase in some locations. The findings reveal that community demographics have a pivotal role in farming communities' decisions to transform their agricultural land (Parasuraman et al., 1991).

Based on the above empirical research, the author proposes the following hypothesis:

H5: Response (RESP) to 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

III. RESEARCH METHODS AND MODELS

The author uses the SEM linear structural regression model using AMOS 20 software (Son et al., 2017), based on the SERVQUAL theoretical framework proposed by (Anderson & Gerbing, 1988) to clarify farmers' satisfaction with current policies on land reclamation and conversion of agricultural land use rights to industrial land. The data sample was collected by the author by sending questionnaires to farmers in areas where agricultural land was reclamation 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

The model utilizes a 5-point Linkert scale for all of its variables (Strassburg et al., 2014). The data sample was collected directly by the author of the article through a pre-designed questionnaire distributed to people in land acquisition areas in Hoang Mai district, Vietnam. In order to run the model, the data was cleaned using SPSS 20 and AMOS 20.

The author built a survey form based on the research overview, focusing on Dai Kim area, Linh Dam urban area, Phap Van Tu Hiep urban area, 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 household head, there were 45 people who graduated from junior high school or did not study, 35 people had high school level, 10 people had intermediate level, the remaining 10 people had college or university level. If classified by the number of family members, there are 11 families with 2 children, the remaining 94 families have more than 2 children, accounting for 89.52%. If classified by the form of family livelihood, there are 70 families living on agriculture, accounting for 66.67%, 25 people working in craft villages, accounting for 23.81%, 5 workers and only 5 office workers, accounting for 4.76%.

If classified by monthly income, there are 82 people with income under 5 million, accounting for 78.10%, 18 households with income from 5 - 11 million, accounting for 17.14%, and the remaining 5 families with income over 11 million, accounting for 4.76%. Details in Table I below:

TABLE I 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 2 children	11	10,48
		Over 2 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 actual survey questionnaire

Table I shows that the characteristics of households with middle age and above account for a large proportion, low education level, large families, main occupation is agriculture and relatively low family income.

IV. Results Of Regression Model Testing

The EFA regression results are shown in Fig1, 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%.

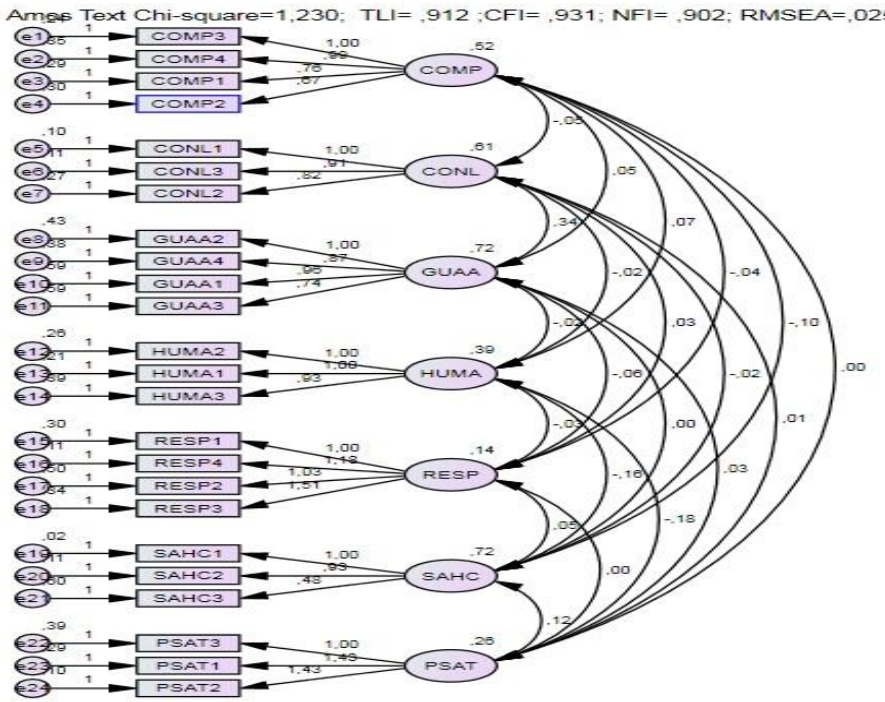

Fig.1 EFA Analysis Estimation Results

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

Observation of Fig. 1 shows that the values of Cmin/df, TLI, CFI, NFI and RMSE meet the testing criteria according to the standards (Tuan, 2021; Tuan, 2022; Vu et al., 2018; Yang et al., 2021). In conclusion, the EFA model is suitable for the actual data because it meets the testing criteria.

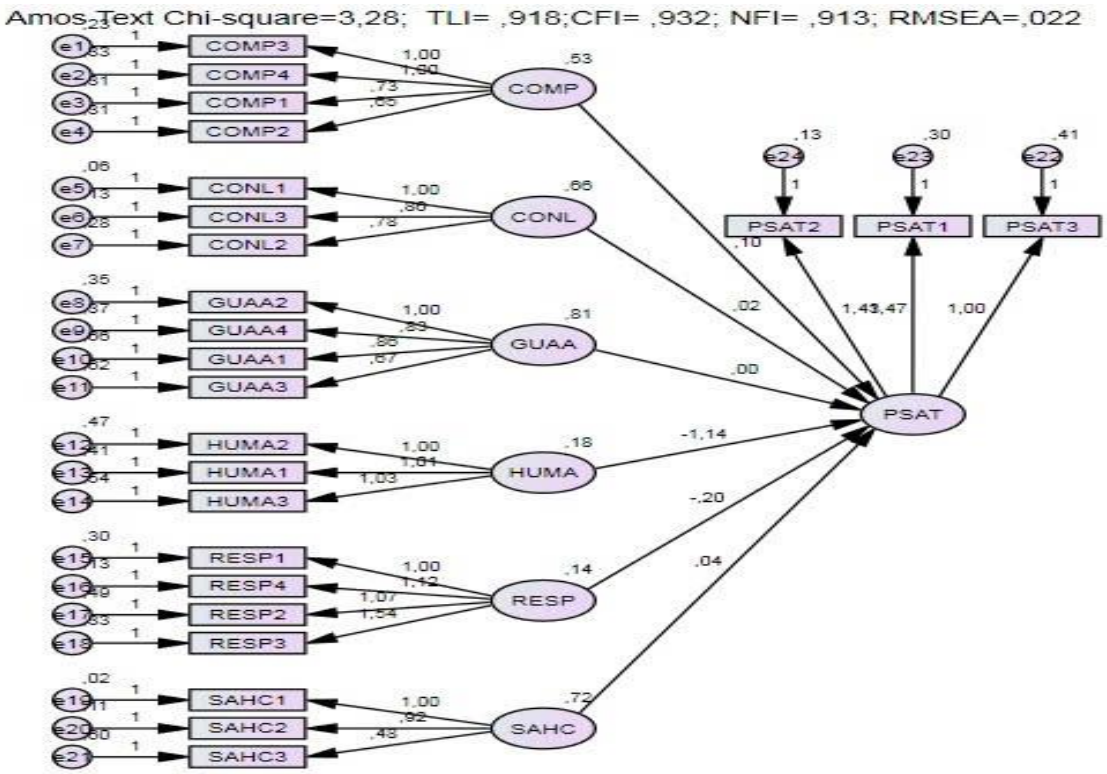

Fig. 2 Model Regression Estimation Results

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

As shown in Fig. 2, the following statistical values are greater than 0.9: Chi-square adjusted by degrees of freedom (Cmin/df) = 3.28, which is less than or equal to 5; 0.918, which is greater than 0.9; 0.932, which is greater than 0.9; 0.913, which is greater than 0.9; and 0.022, which is less than 0.05, for the Root Mean Square Error Approximation. Finally, the integrated model passes the tests, thus it can be used with the real data.

The computed coefficients' significance levels are shown in Table II: The accepted hypotheses are based on a p-value<=0.05 and a confidence level >=95%, indicating that the model's components are statistically significant.

TABLE II 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 II, 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 (Fan et al., 2019; Hasyim et al., 2024; Hu & Bentler, 1998). This is appropriate because farmers in Vietnam do not have really high income.

Assuming a 5% threshold of significance, we find that the Humanity (HUMA) of agricultural land conversion laws positively affects people's happiness. Consistent with the research by (Girsang, 2021; Nye et al., 1997). 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 weak point for many previous projects.

With hypothesis H6: A high significance level of 1% indicates that sociological and historical-geographic features positively affect people's pleasure. Consistent with the study by (Parasuraman et al., 1991). In fact, it is the natural factors (geographical location, climate, land...) that 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 always afraid of change, especially those who trade and do business. Therefore, people's understanding of land law limits complaints and denunciations during the compensation process. In addition, other factors such as income, educational level, etc also affect compensation. In addition, the Confidence in Agricultural Land Conversion Law; the ability to ensure agricultural land conversion law and the Compliance with agricultural land conversion law do not positively affect people's satisfaction. This is consistent in Vietnam with the institution and the process of implementing the law strictly and securely.

V. POLICY IMPLICATIONS

Based on the results of testing the SEM linear model, the author of the article 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 by domestic and foreign organizations. On the other hand, it is necessary to improve coordination and sharing of information and working experiences between provincial departments and branches such as coordination between the Department of Natural Resources and Environment; Department of Finance; Department of Construction, Land Fund Development Center, etc. 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 update fluctuations in construction material market items. Provincial People's Committees should establish teams to monitor market information on construction prices, real estate, and urban infrastructure services to promptly synthesize 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 adjustment of construction price lists to be accurate, closely following market prices. This harmonizes the interests of land users and the state, partly helping the compensation and site clearance work to take place more smoothly.

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 organizations in building, managing, educating and training the staff and civil servants; synchronously implement the stages of assessment, planning, training, fostering, using, arranging and assigning staff to ensure the principles and regulations of the State.

Party committees at all levels need to innovate leadership methods, strengthen inspection, guidance, and build a team of cadres and civil servants to ensure the set goals. Promote the role and responsibility of leaders in organizing cadres, strengthen political and ideological education for communal-level civil servants. Innovate the dissemination and study of directives, diversify forms of training and political theory education for civil servants, thereby raising awareness, determining motivation to study, practice, and strive to take on and complete assigned tasks well.

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 the team of cadres, civil servants, public employees, and workers in the public sector need to meet the standards of qualifications and expertise to meet 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 perfect technological applications and processes to help the process of performing public duties operate better and better, providing good services to meet the needs and expectations of the people. Therefore, to improve professional qualifications and skills, staff and civil servants need to participate in formal and serious 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 exploit science and technology to the maximum extent to apply to solve problems. Cadres and civil servants must have skills such as using information technology; ensuring information security, synthesizing and analyzing data, exploiting and using applications in work. In addition, cadres and civil servants need to practice skills, update new knowledge and techniques to avoid falling behind the wave of 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, in order 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 necessary conditions for officials and civil servants to change appropriately and progress in their working methods and product quality to best serve 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 need to have a specific plan for training and fostering professional skills, especially necessary skills in information technology with a roadmap, correct goals, correct subjects, not creating a shortage or surplus of human resources causing social waste. A good plan helps training to be linked to actual needs and requirements of job positions; choosing the right subjects to be trained, the right people, and the right necessary content. Training and fostering human resources must be linked to the actual needs of each agency, organization 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 the basis of competency frameworks will be closely linked to work practices, shortening the gap between theory and practice, helping learners to equip themselves with knowledge and skills closest to the work they are undertaking and prepare 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 purposes, national defense and security purposes; socio-economic development for national and public interests. In addition, it helps people understand the legal regulations on compensation levels, support and resettlement, thereby helping agencies to conduct compensation, site clearance and people have a higher consensus. Through local legal dissemination activities, it will enhance people's understanding of the importance of land acquisition for economic development purposes, national defense and security purposes; socio-economic development for national and public interests. In addition, it helps people understand the legal regulations on compensation levels, support and resettlement, thereby helping agencies to conduct compensation, site clearance and people have a higher consensus.

In addition, in our country's system of normative documents, circulars account for about 60% of the number of legal documents issued by state agencies. These are documents that have direct effect and are widely applied in the activities of agencies, businesses and people. In recent times, in order 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 in the legal system and have contents that are not consistent with the documents of competent State agencies at higher levels, provide incorrect guidance and exceed the scope of the authorized law. In some cases, circulars are issued to provide temporary solutions, meeting the requirements of progress, taking effect at the same time as the detailed document. In some cases, they are issued to quickly respond to some newly emerging social phenomena that have not been summarized 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 5 land valuation methods, including: Direct comparison; deduction; income; surplus; land price adjustment coefficient. Through specific land valuation, land prices are basically consistent with market prices, limiting losses to the State budget, ensuring the rights of people whose land is recovered.

However, some regulations on land valuation methods have revealed limitations and shortcomings. Some localities are still confused in applying and implementing, affecting 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 incomplete land price database. Regulations on the content and conditions for applying land valuation methods are not suitable and not specific, leading to cases where different methods are applied to a land plot with different results...

Therefore, the issuance of the revised decree is to promptly complete the regulations on land valuation methods, innovate the specific land valuation procedures to ensure the unification of land resources, and at the same time guide localities to unify the 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, creating favorable conditions for projects 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 on the basis of ensuring the harmony of interests of the State, enterprises and people. In recent times, many localities have had good and creative ways of doing things based on legal regulations, however, in some localities, workers are left to learn a trade and find jobs on their own.

Although the Government has specific regulations to support people who lose their land to receive training in new occupations or change their occupations, with the job conversion support amount of 300-700 thousand VND/person, people can only participate in a short-term training course with simple occupations. Older workers (over 35 years old) who have not been trained find it difficult to find jobs, while most of them are the main laborers 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 centers regularly open vocational training classes for people in need.

Hanoi also promotes the implementation of the goal of sustainable multidimensional poverty reduction, limiting poverty relapse and poverty generation, aiming to solve the problem of 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 the poor 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 up "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 the poor.

It is necessary to clarify that the above subjects will enjoy support policies on vocational training, support for domestic employment, and working abroad under contract; 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, people whose land is recovered and participate in elementary vocational training, training under 3 months, will be supported according to the Prime Minister's regulations on support policies for elementary vocational training, training under 3 months. 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 supported at the actual tuition fee of the vocational training institution, but must not exceed the tuition fee ceiling for public vocational training institutions that have not self-financed regular expenses, according to the provisions of law.

People whose land is recovered and participate in vocational training at the elementary level, training under 3 months, intermediate level, and 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 credit for students. Vocational training support funds are included in the training, career conversion and job search plan, and are included in the project 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 supported 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, and other preferential credit sources according to the provisions of law.

Regarding support for working abroad under contract, people whose agricultural land is recovered and work abroad under contract are supported according to the Government's regulations and policies to support 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, and is included in the project investment cost, or the total cost of the compensation, support, and resettlement plan approved by the competent State agency.

In addition, people 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; having signed a contract with a service enterprise or career organization sending 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; having loan guarantees according to the law for loans above a certain value.

Or the maximum loan amount is 100% of the cost of working abroad according to the contract signed between the employee and the service enterprise, the career organization sending the employee to work abroad under the contract.

The loan interest rate is equal to the loan interest rate for poor households in each period as prescribed by the Prime Minister. 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 according to the Government's regulations on the mechanism for handling risk debt at the Social Policy Bank.

Land recovery for socio-economic development for the benefit of 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 stabilize their lives. Over the years, this work has always received close attention and direction and focused implementation from the central to grassroots levels, but there are still many shortcomings that need to be thoroughly resolved.

VI. CONCLUSION

Vietnam's economy is developing strongly in the context of transition to a socialist-oriented market economy. Along with rapid urbanization 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, such as: improving human resources for land valuation; promoting propaganda activities on land conversion law in 2024, developing detailed sub-law documents; linking land recovery policy with job creation. The research has global significance, a useful solution for the Government in developing countries like Vietnam.

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