

HO CHI MINH NATIONAL ACADEMY OF POLITICS

BUI GIA HUAN

**STATE SUPPORT FOR EMPLOYMENT FOR
PEOPLE WITH DISABILITIES IN HANOI CITY**

SUMMARY OF THE DOCTORAL DISSERTATION

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INTRODUCTION

1. The urgency of the dissertation topic

State management of people with disabilities (PWD), including vocational training and employment resolution, is a state management activity that Hanoi city has been focusing on implementing for many years. However, the support work of the Hanoi city government for employment for people with disabilities still reveals some shortcomings and limitations: some Party committees, authorities, and functional agencies have not truly paid adequate attention to leadership and direction in vocational training and employment resolution for people with disabilities. The content of programs, professions, and training methods is also not reasonable, with a structure that is too theoretical and lacks practical application; in particular, there are no textbooks specifically designed for people with disabilities.

For these reasons, the author chose the topic "State support for employment for people with disabilities in Hanoi city" as their doctoral dissertation in economic management, which is entirely appropriate, ensuring timeliness and having value both theoretically and practically during the research process.

2. Research objectives and tasks

- Research objective: Propose solutions to improve state support for employment for people with disabilities in Hanoi until 2030, with orientation towards 2035.

- Research tasks:

- + Overview of research related to state support for employment for people with disabilities worldwide and in Vietnam;

- + Build theoretical foundations and practical experiences on state support for employment for people with disabilities;

- + Analyze and evaluate the current state of state support for employment for people with disabilities in Hanoi, pointing out strengths, limitations, and causes of those limitations;

+ Propose main directions and solutions to improve state support for employment for people with disabilities in Hanoi in the coming time.

3. Research subjects and scope

- Research subjects: The research subject of the thesis is state support for employment for people with disabilities at the provincial level.

- Research scope:

+ Scope regarding subjects and management objects: The management subjects are the People's Council and People's Committee of Hanoi city, with the advisory agency being the Department of Home Affairs. The management objects are groups of people with disabilities who have labor capacity and are of working age participating in the labor force of Hanoi city.

+ Scope of content: The dissertation studies the theoretical and practical aspects of state support for employment for people with disabilities from the perspective of the Economic Management major, focusing on the following contents: vocational training support; job placement support; self-employment support; and support for organizations and enterprises employing people with disabilities

+ Spatial scope: The research is conducted within the administrative territory of Hanoi City.

+ Time scope: Secondary data used to analyze the current state of state support for employment for people with disabilities in Hanoi city was collected by the author during the period 2020 – 2024, and primary survey data was conducted during January-February 2025. Proposed solutions for Hanoi city are set for 2030, with orientation towards 2035.

4. Theoretical basis and research methods

4.1. Theoretical basis

The research of the thesis is based on the worldview and methodology of Marxism-Leninism, Ho Chi Minh's ideology on socio-economic issues, and the system of theories on state management, social welfare, labor, and

employment.

4.2. Research methods

4.2.1. Method of collecting documents and secondary data

The thesis collects documents and secondary data from scientific research topics, books, scientific articles, theses of domestic and foreign authors to systematize the theoretical basis and practical experience on state support for employment for people with disabilities at the provincial level. In addition, the thesis also collects secondary data from reports of the People's Committee, People's Council of Hanoi city, Hanoi Department of Home Affairs, Hanoi Statistics Office, Hanoi Department of Finance on the situation of people with disabilities and employment support for people with disabilities to analyze the current state of state support for employment for people with disabilities in Hanoi city during the period 2020 – 2024.

4.2.2. Primary Data Collection Method

To assess the current state of government support for employment of people with disabilities in Hanoi, the author conducted surveys and in-depth interviews, specifically as follows:

4.2.2.1. Survey

- Purpose of the survey: to evaluate the current state of government support for employment of people with disabilities in Hanoi during the period 2020-2024.

- Survey subjects: Officials and civil servants implementing mechanisms and policies of the Hanoi city government supporting employment for people with disabilities; people with disabilities; enterprises employing people with disabilities.

4.2.2.2. In-depth interviews

- Purpose of in-depth interviews: To thoroughly explain the current state of government support for employment in Hanoi, the thesis conducted in-depth interviews with three groups: officials and civil servants implementing the mechanisms and policies of the Hanoi city government for

employment of people with disabilities; people with disabilities who received employment support; enterprises that received support for employing people with disabilities. The interview questionnaire is presented in the Appendix of the thesis.

- Interview content: (1) policies and programs supporting people with disabilities related to training, career counseling, and employment support; (2) implementation results and suitability of those policies and programs; (3) needs of people with disabilities related to employment and economic development; (4) limited achievements, advantages and difficulties, and proposals for directions to innovate state management of employment for people with disabilities in Hanoi city.

- Interview scale: Semi-structured interviews for each group with a sample size of about 5-10 people, randomly selected, non-probability sampling.

4.2.3. Document and data analysis methods

** Analytical – synthetic method*

In chapter 4, the thesis uses the analytical method to analyze the new context and solutions to improve state support for employment for people with disabilities in Hanoi city.

** Statistical – descriptive method*

The thesis uses this method in chapter 3, allowing through all statistical tables on state support activities for employment for people with disabilities in Hanoi city to compile indicators and describe the current state of state support for employment for people with disabilities in Hanoi city during the period 2020 - 2024.

5. Scientific contributions of the dissertation

The thesis contributes to completing the theoretical framework on state support for employment for people with disabilities: explaining the employment accessibility of people with disabilities, the forms of state support for employment for people with disabilities, and explaining the

impact of political-social organizations and professional social organizations in supporting employment for people with disabilities.

6. Structure of the dissertation

Besides the introduction, conclusion, list of references, and appendix, the main content of the thesis is structured into 4 chapters.

CHAPTER 1: OVERVIEW OF RESEARCH RELATED TO THE DISSERTATION TOPIC

1.1. RESEARCH ON EMPLOYMENT FOR PEOPLE WITH DISABILITIES

1.1.1. Studies on mechanisms and policies for people with disabilities

Research by Robert Heron (2005): “Job and work analysis. Guidelines on identifying jobs for persons with disabilities”

Research by Arthur O'Reilly (2007): “The right to decent work of persons with disabilities”

Research by David Wittenburg, David R Mann and Allison Thompkins (2013), “The disability system and programs to promote employment for people with disabilities”

1.1.2. Studies on the employment status of people with disabilities

Research by Faraz Vahid Shahidi, Arif Jetha, Vicki Kristman, Peter M Smith, Monique AM Gignac (2024), “The Employment Quality of Persons with Disabilities: Findings from a National Survey”

In Vietnam, research by Nguyễn Quang Hưng (2018) “The theoretical and practical basis for building an effective vocational training model for people with disabilities”

1.1.3. Studies on factors affecting the employment of people with disabilities

Research by Katharina Vornholt, Sijr Uitdewilligen & Frans J. N. Nijhuis (2013): “Factors Affecting the Acceptance of People with Disabilities at Work: A Literature Review”

Research by Javier Nazario Rodriguez (2018): “An Exploratory Factor Analysis: Factors that Influence Employers Disposition to Hire and Retain Persons with Disabilities”

1.2. STUDIES ON STATE SUPPORT FOR EMPLOYMENT OF PEOPLE WITH DISABILITIES

Research by George n. magoulios (2012) “Employment status for people with disabilities in Greece”

Research by Te Whakaaro Nui (2013) “The employment of disabled people in disability support services”

1.3. GENERAL EVALUATION OF RESEARCH RESULTS AND ISSUES RAISED

1.3.1. Achievements and gaps in research on state support for employment of people with disabilities

1.3.1.1. Achievements of the research works

Firstly, the research works have deeply and systematically discussed issues such as: the concept of people with disabilities, characteristics of people with disabilities, classification of people with disabilities, the role of employment resolution for people with disabilities.

Secondly, the research works have outlined the basic contents in resolving employment for people with disabilities, the state's support content for employment for people with disabilities, criteria for evaluating the state's support for employment for people with disabilities, factors affecting the state's support for employment for people with disabilities.

1.3.1.2. Research gaps on the state's support for employment for people with disabilities

First, there are very few studies in Vietnam addressing the forms of state support for employment for people with disabilities, and the research

context is outdated.

Second, in Vietnam, when researching the criteria for evaluating the state's support for employment for people with disabilities, studies have overlooked the criterion of the beneficiaries' perceived level of effectiveness of the support mechanisms and policies.

1.3.2. Research direction of the dissertation

Firstly, clarify the forms of state support for employment for people with disabilities, and the employment accessibility of people with disabilities.

Secondly, clarify the criterion of the beneficiaries' perceived level of effectiveness of the support mechanisms and policies for employment for people with disabilities.

Third, analyze and clarify the context of the two-level local government model regarding employment support activities for people with disabilities in Hanoi city until 2030, with orientation towards 2035.

1.3.3. Analytical framework of the thesis

Step 1: The doctoral candidate conducts a review of research works by domestic and international authors related to people with disabilities, employment for people with disabilities, and state support for employment for people with disabilities to identify scientific gaps. Based on that, the research direction for the thesis is drawn.

Step 2: The thesis systematizes the theoretical basis and practical experience regarding state support for employment for people with disabilities: concepts, classification of people with disabilities, content, criteria for evaluating state support for employment for people with disabilities, subjective and objective factors affecting state support for employment for people with disabilities, generalizes lessons learned from localities similar to Hanoi in supporting employment for people with disabilities, and draws lessons for Hanoi city.

CHAPTER 2: THEORETICAL BASIS AND EXPERIENCE OF STATE SUPPORT FOR EMPLOYMENT FOR PEOPLE WITH DISABILITIES

2.1. OVERVIEW OF PEOPLE WITH DISABILITIES AND EMPLOYMENT OF PEOPLE WITH DISABILITIES

2.1.1. Concept of people with disabilities

According to Doan Huu Minh (2024): "People with disabilities are those who have defects or impaired functions in one or more body parts, manifested as disabilities that cause them some obstacles in fully, effectively, and fairly participating in social life activities" [15, p.21].

The main types of disabilities include: hearing and speech disabilities, visual disabilities, mobility disabilities, mental disabilities, intellectual disabilities, and other types of disabilities (autism, reading, writing, calculation, hyperactivity and attention deficit, etc.)

2.1.2. Classification of disabilities

(1) Mobility disability is the condition of reduced or lost function in moving the head, neck, legs, arms, or torso, leading to limitations in movement and mobility.

(2) Hearing and speech disability is the condition of reduced or lost function in hearing, speaking, or both hearing and speaking, producing clear sounds and sentences, leading to limitations in communication and verbal information exchange.

(3) Visual disability is the condition of reduced or lost ability to see and perceive light, colors, images, and objects under normal lighting and environmental conditions.

2.1.3. Characteristics of people with disabilities

First, people with disabilities are very diverse in age and gender, including both males and females, from young children to the elderly, all of whom can be people with disabilities. Gender differences may affect the level of loneliness, with disabled females possibly experiencing more

loneliness than males, especially when the degree of disability is more severe.

Second, people with disabilities are a special group: The United Nations (UN) and international organizations have issued many documents to promote the rights and protection, support for people with disabilities, including the International Convention on the Rights of Persons with Disabilities (CRPD), which Vietnam has participated in, stipulating mechanisms for monitoring the implementation of the convention.

2.1.4. Employment of people with disabilities

According to the Employment Law of 2025: "Employment is labor activity that generates income and is not prohibited by law" [27, p.4].

From the perspective of this study, employment is labor activity that generates income for workers, permitted by law.

2.1.5. Accessibility to employment for people with disabilities

2.1.5.1. Accessibility to labor market information for people with disabilities

Access to information technology among people with disabilities is closely related to their accessibility to physical facilities. People with disabilities, especially those living in underdeveloped areas, face great difficulties in accessing material resources, including access to media and information about the labor market. Therefore, their ability to access labor market information is limited.

2.1.5.2. Accessibility to enterprises with labor recruitment needs, employment service intermediary organizations

For people with disabilities, this is the greatest difficulty in accessing employment. Enterprises often hesitate to recruit disabled workers because hiring disabled people requires the enterprise to ensure a suitable working environment for them: workrooms, restrooms, tools, support devices for people with disabilities...

2.1.5.3. Accessibility to vocational education institutions, credit

organizations

Due to certain functional limitations, vocational training for people with disabilities requires specialized classrooms, equipment, curricula, lectures, and support tools specifically designed for people with disabilities. In countries with transitioning or developing economies, due to limited state resources, vocational education institutions pay little attention to investing in or renovating facilities and equipment for vocational training for people with disabilities, which reduces the opportunities for people with disabilities to access vocational training services.

2.1.6. Some foundational theories on employment for people with disabilities

2.1.6.1. Welfare state theory

The welfare state is a government model in which the state plays an important role in creating and protecting jobs and ensuring a high level of social welfare for its citizens.

2.1.6.2. Competency-based approach theory

The competency-based approach theory refers to the policy of helping learners not only to memorize and remember but also to know how to do through specific activities, using the knowledge learned to solve situations posed by life.

2.1.6.3. Inclusive Labor Market Model theory

The theory of the Inclusive Labor Market Model is a modern approach in economics and human resource management, emphasizing creating equal opportunities for all working-age people, especially vulnerable groups, to participate in the labor market, value chains, and benefit from economic growth.

2.2. STATE SUPPORT FOR EMPLOYMENT FOR PEOPLE WITH DISABILITIES AT THE PROVINCIAL LEVEL

2.2.1. Concept of state support for employment for people with disabilities at the provincial level

State support for employment for people with disabilities at the provincial level refers to direct or indirect measures by the provincial government to facilitate and create opportunities for people with disabilities to find jobs suitable to their abilities..

2.2.2. State support objectives for employment of persons with disabilities at the provincial level

State support for employment of persons with disabilities at the provincial level aims to ensure the quantity, quality, and structure of employment for persons with disabilities at the provincial level, so that persons with disabilities have equal opportunities to access employment as non-disabled workers. This is a very important objective to ensure social welfare in countries, especially countries with transitional economies like Vietnam. In countries with transitional economies, resources are often prioritized for economic growth, and ensuring social welfare is always a pressing issue that receives much public attention.

2.2.3. Principles of state support for employment of persons with disabilities at the provincial level

First, state support for employment of persons with disabilities must be appropriate to the abilities and capacities of persons with disabilities.

Second, state support aimed at creating employment for persons with disabilities needs to be in line with the requirements of the labor market.

Third, it is necessary to strictly inspect and supervise the use of resources as well as compliance with the regulations and policies of the State related to employment support for persons with disabilities.

2.2.4. Forms of state support for employment of persons with disabilities at the provincial level

- By type of support: there is financial support and non-financial support

- By form: there is direct support and indirect support.

2.2.5. State support content on employment for people with

disabilities at the provincial level

2.2.5.1. Vocational training support

First, the province provides financial support to people with disabilities who find training institutions themselves and choose training occupations suitable to their abilities and market demand to learn a trade.

Second, the provincial government directly opens training courses to provide vocational training for people with disabilities. Each form of support has certain advantages and limitations.

2.2.5.2. Employment introduction support

- Organize job exchange floors, job fairs specifically for people with disabilities

- Integrate employment introduction activities for people with disabilities into employment introduction programs for workers

2.2.5.3. Support for self-employment

- i). Preferential interest loans for production and business from the Social Policy Bank.

- ii). Guidance on production and business, support for technology transfer in production, support for product consumption.

2.2.5.4. Support for organizations and enterprises employing people with disabilities

- Preferences for economic units employing people with disabilities
- Issuance of regulations requiring economic units to recruit workers who are people with disabilities

2.2.6. Criteria for evaluating state support for employment for people with disabilities at the provincial level

2.2.6.1. Group of criteria for evaluating support policies

- * Timeliness and appropriateness of mechanisms and policies from central and local authorities in supporting employment for people with disabilities.

- * Ensuring the effectiveness of employment support content for

people with disabilities

2.2.6.2. Group of criteria for evaluating implementation organizations

- Vocational training centers attract and train people with disabilities according to planned targets; Ensure a good team of teachers and vocational training facilities.

- The number of job introduction sessions organized regularly, according to plan;

2.2.6.3. Group of criteria for evaluating support results

- Indicators for evaluating the results of vocational training support for people with disabilities include:

- Indicators for evaluating the results of job introduction support for people with disabilities include:

2.2.7. Factors affecting state support for employment for people with disabilities at the provincial level

2.2.7.1. Objective factors

First, laws and policy mechanisms on employment resolution for people with disabilities by the State.

Second, economic and social conditions

Third, efforts of people with disabilities

Fourth, awareness of enterprises in employing workers who are people with disabilities

2.2.7.2. Subjective factors

First, the organizational structure of the provincial government regarding employment support for people with disabilities.

Second, the professional qualifications and capacity of the management staff and policymakers on state support for employment for people with disabilities.

2.3. STATE SUPPORT EXPERIENCE FOR EMPLOYMENT OF PEOPLE WITH DISABILITIES IN SOME LOCALITIES AND LESSONS LEARNED FOR HANOI CITY

2.3.1. Experience of some localities

2.3.1.1. Experience of Hai Phong City

(i) Strengthening the capacity of training institutions regarding the team of vocational teachers for people with disabilities, means, equipment, and facilities suitable for vocational training requirements and jobs for people with disabilities based on survey results and training organization plans; (ii) Enhancing coordination between training institutions and units providing services related to employment and labor rehabilitation for people with disabilities, ensuring employment for people with disabilities after training;

2.3.1.2. Experience of Da Nang City

The city always promotes and introduces employment for people with disabilities by enhancing the capacity of employment service centers in Da Nang city, both in terms of facilities, barrier-free access systems, employment counseling and introduction, as well as the team of staff performing this work.

2.3.1.3. Experience of Ho Chi Minh City

The city supports free vocational training for people with disabilities through specialized apprenticeship forms via associations. In addition, Ho Chi Minh City has also implemented reasonable vocational training policies for people with disabilities, especially those with mild disabilities, people with disabilities of working age, and students who do not attend school, in order to promptly equip them with skills so they have the opportunity to seek employment or create jobs for themselves easily, contributing to reducing the supply and support from the State and community to have more resources to support the group of people with disabilities, especially those with severe disabilities.

2.3.2. Lessons learned for Hanoi city

Hanoi city needs to regularly review, guide, inspect, and supervise the implementation of policies supporting vocational training and job creation for people with disabilities in accordance with the Labor Code, Law on Persons with Disabilities, Employment Law, Vocational Education Law, and international conventions on the rights of persons with disabilities.

CHAPTER 3: CURRENT STATE OF STATE SUPPORT FOR EMPLOYMENT FOR PEOPLE WITH DISABILITIES IN HANOI CITY

3.1. OVERVIEW OF HANOI CITY AND PEOPLE WITH DISABILITIES IN HANOI CITY

3.1.1. General introduction about Hanoi

Hanoi is the capital, a centrally governed city, and one of the two special-class urban areas in Vietnam. It is the largest city (in terms of area), serving as the political center, and one of the two important economic, cultural, and educational centers in Vietnam. Hanoi is located to the northwest of the center of the Red River Delta region, with terrain including the central plain area and hilly and mountainous areas to the north and west of the city.

3.1.2. Current situation of people with disabilities and their employment needs in Hanoi

Currently, Hanoi has 111,173 people with disabilities (PWD), accounting for 1.33% of the population, including 18,390 with severe disabilities, 76,665 with moderate disabilities, and 16,118 with mild disabilities; 1,214 PWD are cared for in the community, and 1,930 PWD are being cared for at social assistance facilities in the city.

3.2. CURRENT STATE OF STATE SUPPORT FOR EMPLOYMENT OF PEOPLE WITH DISABILITIES IN HANOI

3.2.1. Current situation of vocational training support

Support results: the number of people with disabilities supported in vocational training in Hanoi city during the period 2020-2024 has continuously increased: in 2020, the entire Hanoi city had 1,238 people with disabilities supported in vocational training, reaching 1,379 people in 2022 (an increase of 141 people). In 2023, the number of people with disabilities supported in vocational training reached 1,402 people and in 2024 reached 1,569 people (an increase of 331 people compared to 2020). Along with the increasing trend above, the rate of people with disabilities participating in vocational training also increased, in 2020 the rate of people with disabilities participating in vocational training reached 3.64%, in 2021 it reached 3.84%. In 2022, the rate of people with disabilities participating in vocational training reached 4.02% and in 2023 reached 4.53% (an increase of 0.89%) compared to 2020.

3.2.2. Current situation of employment introduction support

Regarding support results: In the period 2020 – 2024, Hanoi city organized 14 job introduction sessions for people with disabilities (an average of 2-3 sessions/year), the number of integrated job introduction sessions for people with disabilities in job introduction fairs was 08 sessions [35, p.4]. Thanks to the regular organization of the above activities, the number of people supported in job introduction also increased during the period 2020 - 2024.

3.2.3. Current situation of self-employment support.

To facilitate people with disabilities in accessing preferential loan capital for job creation and the State's support regulations for production and business establishments of people with disabilities, the People's Committee of Hanoi City has also directed the Hanoi City Disabled Association to organize a program guiding the process of requesting the decision to recognize production

and business establishments of people with disabilities using 30% or more of the total labor force as people with disabilities, and guiding the procedures for registering to apply for business licenses, disseminating the process and loan support policies for production and business establishments of people with disabilities.

3.2.4. Current status of support for organizations and enterprises employing people with disabilities

Decree No. 28/2012/ND-CP dated April 10, 2012, detailing and guiding the implementation of certain articles of the Law on People with Disabilities. In this Decree, production and business establishments employing 30% or more of the total labor force as people with disabilities are entitled to the following preferential policies: a) Support for funding the renovation of working conditions and environment suitable for people with disabilities. b) Exemption from corporate income tax in accordance with tax laws.

3.3. GENERAL ASSESSMENT OF THE CURRENT STATE OF STATE SUPPORT FOR EMPLOYMENT OF PEOPLE WITH DISABILITIES IN HANOI CITY FOR THE PERIOD 2020 – 2024

3.3.1. Achievements attained

During the period 2020 – 2024, the Hanoi city government has always paid attention to vocational training for people with disabilities in Hanoi. Every year, the city promptly issues vocational training plans for people with disabilities, assigning the Department of Home Affairs to take the lead, coordinate with relevant state management agencies and levels of the disability association to develop plans and solutions to improve the effectiveness of vocational training for people with disabilities.

Hanoi city has regularly organized job introduction sessions specifically for people with disabilities, as well as integrated job exchange sessions in general. Through these job exchange sessions, many people with disabilities have had the opportunity to find jobs suitable to their abilities, with many finding jobs with relatively high salaries.

3.3.2. Existing issues and limitations

Hanoi city has not yet paid attention to socialization in vocational training for people with disabilities. The funding for supporting vocational training for people with disabilities currently mainly comes from the city's annual budget for education and training. The vocational training targets for people with disabilities have only been integrated into the vocational training targets for policy beneficiaries, making it difficult for many people with disabilities to access equal opportunities for vocational training.

Employment introduction activities, although organized annually, still remain formalistic, without transformation and innovation in the mode of operation. The number of organizations and enterprises participating in job introduction sessions for people with disabilities tends to decrease.

3.3.3. Causes of existing limitations and shortcomings

3.3.3.1. Objective causes

First, the laws and policy mechanisms on employment resolution for people with disabilities by the State are not yet complete.

Second, the efforts of a portion of people with disabilities in Hanoi city are not high.

Third, the awareness of enterprises in employing people with disabilities is not good.

3.3.3.2. Subjective causes

First, the organizational apparatus of the State supporting employment for people with disabilities in Hanoi city is not yet complete.

Second, the professional qualifications and capacity of a portion of management officers and policy planners regarding State support for employment for people with disabilities do not meet the assigned requirements and tasks.

Third, the State's resources supporting employment for people with disabilities in Hanoi city are still limited.

CHAPTER 4: DIRECTIONS AND SOLUTIONS FOR IMPROVING STATE SUPPORT FOR EMPLOYMENT FOR PEOPLE WITH DISABILITIES IN HANOI CITY IN THE COMING TIME

4.1. NEW CONTEXT AND DIRECTIONS FOR IMPROVING STATE SUPPORT FOR EMPLOYMENT FOR PEOPLE WITH DISABILITIES IN HANOI CITY UNTIL 2030, ORIENTED TOWARDS 2035

4.1.1. New context affecting state support for employment for people with disabilities in Hanoi city

The government is accelerating the digital transformation in the economy, along with the shift in social labor division towards higher specialization; many new occupations have emerged requiring workers to have high professional qualifications and grasp advances in modern science and technology....

Along with digital transformation, the fourth industrial revolution is having a profound impact across all sectors and fields of the economy, posing both opportunities and challenges for the employment support work for people with disabilities by the Hanoi city government.

4.1.2. Directions for improving state support for employment for people with disabilities in Hanoi city until 2030, oriented towards 2035

- Strengthen and diversify activities supporting employment for people with disabilities. In addition to allocating resources from the central and city budgets, the Hanoi city government needs to mobilize resources from outside the budget for employment support for people with disabilities through advocacy and encouraging local businesses to fulfill their social responsibilities well.

- Develop a process to attract the participation of people with disabilities in designing services and planning support. Currently, people with disabilities in Hanoi in general and across the country in particular share

a common characteristic of having low self-esteem and hesitation when participating in community activities.

4.2. SOLUTIONS TO IMPROVE STATE SUPPORT FOR EMPLOYMENT FOR PEOPLE WITH DISABILITIES IN HANOI CITY UNTIL 2030, ORIENTED TOWARDS 2035

4.2.1. Improve support for vocational training

Firstly, enhance the capacity of training institutions regarding the team of vocational teachers for people with disabilities, tools, equipment, and facilities suitable for the vocational training requirements and jobs for people with disabilities based on survey results and training organization plans.

Two, effectively use state resources, while focusing on mobilizing resources from organizations and individuals inside and outside the city to support vocational training for people with disabilities. The People's Committee of Hanoi city needs to develop mechanisms and policies to encourage non-governmental organizations and international humanitarian organizations to participate in vocational training for people with disabilities, not only supporting enterprises employing people with disabilities but also supporting enterprises in vocational training for people with disabilities.

4.2.2. Improve support for job introduction

First, innovate the activities of job introduction sessions for people with disabilities, integrated job introduction sessions for people with disabilities to attract more and more people with disabilities to participate in the labor market.

Second, promote communication work to introduce jobs for people with disabilities.

4.2.3. Improve support for self-employment

One, the Hanoi city government needs to lead and direct functional agencies (Department of Home Affairs, Department of Finance) to

coordinate with the Hanoi Social Policy Bank to effectively implement the city's preferential credit policy for people with disabilities.

Two, the People's Committee of Hanoi city needs to lead and direct the Department of Information and Communications to effectively carry out communication work to raise awareness among people with disabilities about self-employment and creating sustainable livelihoods.

4.2.4. Improve support for organizations and enterprises employing people with disabilities

First, the Hanoi city government needs to provide incentives for social enterprises in general and social enterprises employing people with disabilities in particular. The lack of specific incentives and policies for social enterprises employing people with disabilities will create many difficulties in implementing employment support policies for people with disabilities.

Second, the Hanoi city government needs to redefine the criteria for enterprises employing people with disabilities to receive appropriate incentives.

4.2.5. Some other solutions

4.2.5.1. Enhancing the role of political-social organizations and professional social organizations in Hanoi in supporting employment for people with disabilities.

The political-social organizations of Hanoi include: Hanoi Youth Union, Hanoi Women's Union, Hanoi Red Cross, Hanoi Association of People with Disabilities, which play an important role in propagandizing, educating, and raising awareness among people with disabilities in Hanoi about their right to work and their employment needs, helping people with disabilities overcome feelings of inferiority and self-doubt, and actively participate in vocational training activities, job introduction for people with disabilities, helping them develop the will to overcome life challenges so that

people with disabilities understand the legitimate benefits of participating in the labor market.

4.2.5.2. Strengthening socialization efforts in solving employment issues for people with disabilities

In the near future, Hanoi city needs to strengthen the mobilization of resources from the non-state sector to support employment for people with disabilities. This is a very important solution for Hanoi city at present.

4.3. RECOMMENDATIONS

4.3.1. Recommendations to the Government

It is proposed that the Government soon submit to the National Assembly amendments to certain articles of the Law on Persons with Disabilities, including adding conditions for exemption or reduction of land rent and land use fees for production and business for establishments owned by persons with disabilities (currently only regulations for business establishments employing 30% of laborers who are persons with disabilities exist), and adding provisions on a certain quota for recruiting laborers with disabilities in State agencies. The Government should direct relevant Ministries and sectors to study a separate vocational training mechanism suitable for persons with disabilities, allowing organizations and vocational training units to provide employment solutions for persons with disabilities appropriate to their type of disability.

4.3.2. Recommendations to the National Assembly

Summarize and evaluate the implementation of the Law on Persons with Disabilities and the implementation of the United Nations Convention on the Rights of Persons with Disabilities; review and identify obstacles, limitations, and inadequacies; propose that competent state agencies amend, supplement, and improve policies and laws on persons with disabilities to ensure consistency, synchronization, feasibility, and suitability for each stage of the country's socio-economic development and international

commitments; strengthen consultation activities, promote the role and participation of persons with disabilities in the formulation and implementation of policies and laws related to persons with disabilities.

CONCLUSION

The dissertation analyzes the new domestic and international contexts affecting the improvement of state support policies for the employment of people with disabilities in Hanoi City up to 2030. It clarifies the strategic directions and proposes four key solutions to improve state employment support for people with disabilities in Hanoi City in the coming period, namely: enhancing vocational training support; strengthening job placement support; promoting self-employment support; and improving support for organizations and enterprises employing people with disabilities. These solutions serve as valuable reference materials for the Hanoi City government in formulating mechanisms and policies to enhance state support for the employment of people with disabilities in the near future.

**LIST OF WORKS OF THE AUTHOR PUBLISHED RELATED
TO THE DISSERTATION**

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