

# Improving human resources in supporting ethnic households to escape poverty sustainably: A case study of Thai people in Thanh Hoa Province

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## ABSTRACT

Analyze the current state of human resources and the impact of human resources in supporting Thai ethnic households on their ability to escape poverty and propose specific solutions to improve human resources. Support Thai ethnic households in Thanh Hoa to escape Province sustainably. Semi-structured interviews with 1,200 questionnaires representing Thai ethnic households in Thanh Hoa province. Statistics describe the current situation, multivariate regression tests, and two-variable correlation analysis clarify the influence of human resources on the ability of ethnic households to escape poverty, thereby proposing special solutions. aim to enhance human resources to support Thai ethnic households in Thanh Hoa, Vietnam to escape poverty sustainably.

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## 1. Introduction

In Vietnam, poverty and re-poverty are some of the socio-economic problems that the Party and Government pay special attention to and actively seek solutions to overcome. Research on poverty reduction conducted since the early 90s of the twentieth century, associated with the implementation of poverty reduction policy programs, has begun to appear in studies approaching the issue of poverty from a diverse perspective. afternoon. When poverty reduction goals in Vietnam focused more on sustainable poverty reduction, in just 10 years (2000 - 2010) there were 76 legal documents, including 08 issued by the Government and 68 documents issued by the Prime Minister related to hunger eradication and poverty reduction, socio-economic development in mountainous areas and ethnic minority areas. Some basic programs and policies such as Program 135; a Policy to support production land, residential land, housing, and domestic water according to Decision No. 134/2004/QD-TTg (Prime Minister, 2004); Policy on lending capital for production development to extremely difficult ethnic minority households according to Decision No. 32/2007/QD-TTg (Prime Minister, 2007) and Decision No. 126/2008/QD-TTg (Prime Minister, 2008a); Program to support rapid and sustainable poverty reduction for 62 poor districts according to Resolution No. 30a/2008/NQ-CP (period 2000 - 2010) (Prime Minister, 2008b).

In Thanh Hoa Province, there are currently 223,316 people, the Thai ethnic group accounts for 35.6% of the ethnic minorities in Thanh Hoa Province. The Thai ethnic group in Thanh Hoa has two groups: Tay Dam (Black Thai); Tay Do (White Thai) are the two main branches of the Thai people in Thanh Hoa Province. People in the White Thai (Tay Do) group mainly reside in Thuong Xuan district (48,142 people) and some mountainous communes of Nhu Xuan and Trieu Son districts. The majority are Black Thai people living in highland mountainous areas such as Quan Hoa, Ba Thuoc, Quan Son, Thai Lat, and Lang Chanh. The major families of

the Thai people are: the Ha family, Pham family, Lang family, Lo family, Vi family, etc. Along with many large Thai families such as: Thai Khoang, Thai Ca da Thai xia, Thai mine, Thai ha, Chieng Van, Thai Ky. Poverty reduction and promoting factors affecting the ability of ethnic minorities in general and Thai ethnic people in particular to escape poverty has always received the attention of the Party and State through many policies and guidelines. In socio-economic development policy, people of all ethnic groups have made many efforts and risen up. However, due to harsh natural conditions, ethnic minority areas still face many difficulties.

Therefore, the study “Enhancing human resources in supporting Thai ethnic households to escape poverty sustainably in Thanh Hoa Province, Vietnam” is of high theoretical and practical significance. Limit the content of the analysis to a level perspective: Analyze the current situation of human resources, the impact of human resources in supporting Thai ethnic households on the ability to escape poverty, and propose specific solutions possible to improve human resources to support Thai ethnic households in Thanh Hoa to escape poverty sustainably. Quantitative data are described in the form of statistics to describe the current situation, multivariate regression tests, and two-variable correlation analysis to clarify the influence of human resources on the ability of ethnic households to escape poverty, thereby Propose specific solutions to improve human resources to support Thai ethnic households in Thanh Hoa, Vietnam to escape poverty sustainably.

## 2. Research history

### *Concept of capacity and capacity to escape poverty:*

According to the British school, capacity is limited by three factors: Knowledge, Skills, and Attitudes, also known as the ASK model (Attitudes, Skills, Knowledge): (1) Knowledge (K) is understood as the ability to collect data information, analytical abilities, and analytical abilities. Synthesis is the ability to evaluate and the ability to connect them to create a complete understanding of a certain thing or phenomenon. Knowledge represents an individual’s intelligence, knowing how to use it in society, that is, in the process of interacting with others. (2) Skill (S) is the ability to turn knowledge into performing tasks or into specific actions that create expected results. Usually, skills are divided into main levels such as imitation (observing and performing stereotypical behavior); application (carrying out some action by following instructions or following theory), applying (carrying out the action more accurately for each situation), and creative application (an action that adapts to the situation) scene, has just become an almost natural reflex). (3) Attitude (A) in the administrative model is emotional capacity, expressing curiosity, curiosity, wanting to know, wanting to do; want to achieve results, want success; have an open style, welcoming new things; have the ability to withstand risks and disadvantages and finally have the ability to adjust or regulate oneself.

The capacity of ethnic minority households to escape poverty includes the following capital sources: (1) Human capital (labor power, capacity and skills: number of workers in the household, professional skills that Human resources in the household are acquired such as: educational level, production expertise, business calculation ability, ability to access and use new technologies in production, household economic management capacity, etc.); (2) Natural resource capital of the household (land, means of production: land area, land quality, water surface area that the household uses for agricultural production, etc.); (3) Household financial capital: ability to ensure cash flow for production costs and living expenses; opportunities to access capital sources: bank credit, etc. (4) Household’s physical capital (assets that households use for production and living); (5) Social capital - an important factor that reflects the relationship of households in production and society, community cohesion; Ethnic connections; Connecting brothers and families; Household reputation; households’ relationships in production

and society, if the household has good family relationships and community connections, etc. within the scope of this study, the author limits research on improving human capital resources in supporting households. Thai ethnic families in Thanh Hoa escaped poverty sustainably.

*Livelihoods and sustainable livelihoods:*

According to Chambers and Conway (1991), a livelihood is a diverse set, including capabilities, assets and activities that people acquire and use to meet the needs of life, including the needs of self, family, community and society. According to this understanding, the concept of livelihood includes at least two key components; First, it is the resources that people/families/communities possess, including knowledge, skills as well as assets, wealth and relationships; Second, it is the specific livelihood activities they conduct to exploit the value of resources to serve the purposes of life. These two parts have a close relationship and cannot be separated from each other. Resources are only effective through specific activities, and vice versa, activities will not be possible, or cannot be effective, without the necessary resources.

Sustainable livelihoods: Chambers and Conway (1991) proposed the concept of sustainable livelihoods as follows: "A livelihood considered sustainable must have the capacity to adapt and recover after experiencing shocks and difficult times. Difficulties, while at the same time having the capacity to maintain and enhance resources and assets as well as create sustainable livelihood opportunities for future generations. A livelihood considered sustainable will have the capacity to support other livelihoods at local, national and global levels, in the short as well as the long term" (Chambers & Conway, 1991, pp. 04-05). Although Vietnam's development policies from the 1950s and 1960s created more or less positive impacts on economic efficiency, in reality they lacked sustainability.

The study evaluates the impact of poverty reduction programs as a development strategy in Nigeria. The study examines for the first time the problems of poverty and underdevelopment in Nigeria, underemployment, high illiteracy rates among citizens, poor policy support for the poor, poor access to credit, poor governance public and small financial management, government instability and policy. The author group Cuddy, Hongmei, and Gute (2008) researched factors affecting poverty levels of rural households in Southern China. The focus of this study is to understand the income levels of rural households and the factors that affect income levels.

Lawson, McKay, and Okidi (2013) point out two factors that affect the persistent and short-term poverty of households here: lack of financial capital, lack of natural capital (areas with very difficult natural conditions), and lack of human capital in which limited education is a significant factor. Evaluating the human resources of ethnic minorities is based on three criteria: physical strength, mental strength, and spirit of human resources in mountainous ethnic minority areas.

Some characteristics of the poor are studied based on the qualitative assessment of poverty: Relationship with external factors: they often live in remote areas, far from important transportation routes, almost isolated from the Kinh community, Regarding market capital and institutions, lack of information on prices and input-output markets; dominated by traders, who often buy products from ethnic minorities at low prices and then sell them to the market at much higher prices; Regarding social capital: Cluster social capital among ethnic minorities is relatively strong, bridging, expanding to Kinh ethnic groups and local governments are still weak; Some evils such as gambling and alcohol still exist.

The research explains and analyzes many aspects of the current situation of the ability to escape poverty and the factors influencing the ability to escape poverty of ethnic minority and rural communities in the world and in Vietnam. However, human resources are an important

factor that has a decisive influence on a household's ability to escape poverty and affects other resources in mobilizing household resources to escape poverty sustainably stability of Thai ethnic households in Thanh Hoa.

### 3. Theoretical framework and method

#### 3.1. Theoretical framework

The study uses the *Livelihood Approach* as a basis for building a sustainable household capacity framework to escape poverty, thereby identifying the current situation of the capacity to escape poverty, the factors affecting the capacity to escape from poverty of the household. Livelihood theory is also used to demonstrate the characteristics of Thai ethnic households (household's potential and strengths), identify strengths and weaknesses in the household's ability to escape poverty.

Research on the influence of human resources on the capacity of households to escape poverty determined based on capacity groups according to the sustainable livelihood framework. Accordingly, the capacity to escape poverty of ethnic minority households includes the following capital sources: Human capital (labour, capacity and skills: number of laborers in the household, professional skills that Human resources in the household are acquired such as: cultural qualifications). Natural resource capital; Financial capital; Physical capital; Social capital. Within the scope of this study, the authors limit the analysis of the current situation, the influencing factors and propose specific solutions to improve human resources to support Thai ethnic households in Thanh Hoa Province, Vietnam to reach out of poverty sustainably.

#### 3.2. Method

The data analyzed in this study was analyzed by synthesizing documents, observation methods, and semi-structured interview methods with 1,200 representatives of Thai households belonging to the poor household group and the household group escaping poverty. The questionnaire is built with questions based on the Likert scale, this scale is widely used and suitable for evaluating and analyzing factors affecting the ability of Thai ethnic households to escape poverty. The value of the Likert scale ranges from 1 to 5, specifically as follows:

**Table 1**

Value of 5-level Likert scale

Value	Meaning of scale		
1	Not good	Incorrect	Not important
2	Partly good	Partly correct	Partially important
3	Partly not good	Partially incorrect	Partly unimportant
4	Good	Correct	Important
5	Very good	Exactly	Very important

Source: Construction source of the author team in 2020

To measure the influence of human resources on the sustainable capacity of Thai households to escape poverty, the authors conducted a survey and collected primary data on people's assessment of each criterion of human resources such as the number of laborers in the household, professional skills that human resources in the household have such as cultural level, professional level of production, ability to calculate and do business, ability to think and decide

to choose livelihood forms to ensure livelihood security, prevent risks, ability to access and use new technologies in production, capacity to manage the household economy, type of occupation, health, learning capacity to receive new knowledge; the will to rise out of poverty, etc.

**Table 2**

Rating levels according to that scale Likert 5 levels

Rating level	Meaning
1.00 - 1.80	Least
1.81 - 2.60	Weak
2.61 - 3.40	Medium
3.41 - 4.20	Rather
4.21 - 5.00	Good

Source: Construction source of the author team in 2020

Research model of human capital factors affecting the ability to escape poverty of Thai ethnic households: CAPACITY to get out of poverty =  $\beta_0 + \beta_1$  AGE +  $\beta_2$  EDUCATION LEVELS +  $\beta_3$  HEALTHY EMPLOYEES +  $\beta_4$  DIDN'T KNOW HOW TO WORK +  $\beta_5$  DIFFERENT SKILL +  $\beta_7$  EXPERIENCE EAST CHILDREN +  $\beta_8$  HAS Sick Elderly +  $\beta_9$  NO SOLUTION TO OUT OF Poverty.

In which: The capacity to escape poverty is a dependent variable measuring the household's ability to escape poverty, this variable takes the value 1 if the household has a good ability to escape poverty, and vice versa will take the value 0.

**Table 3**

Interpretation of independent variables in the regression model

Variable name	Unit	Define	Expected
YEAR OLD	Year	Year of birth will receive the value corresponding to the age of the representative of the household at the time of the survey	+
ACADEMIC LEVEL	Year	Education level takes the value corresponding to the number of years of schooling of the representative of the household at the present time	+
NUMBER OF HEALTHY WORKERS WORKING	People	Labor rate, get the value of the ratio of labor directly involved in production, the total number of employees of the household	+
DON'T KNOW HOW TO DO BUSINESS	Ratio	The ability to plan and calculate in production and economic development of the household	+
EXPERIENCE SKILLS	Year	Experience skills receive value corresponding to the number of years of cultivation or husbandry, or trading business of the representative of the household up to the present time	+

Variable name	Unit	Define	Expected
THE CONCEPT OF Poverty IS NORMAL	Ratio	The concept of poverty of Thai ethnic households	+
LOTS OF CHILDREN	People	Is the number of children in a Thai ethnic household	+
OLD OLD PEOPLE	People	Proportion of elderly and sick people who are not healthy enough to work. Belonging to the group of followers, must spend time and money to take care	+
NO SOLUTION TO OUT OF Poverty	Ratio	Not knowing how to plan for production development and economic development to get out of poverty	+

Source: Results of data analysis of the project implemented in 2020

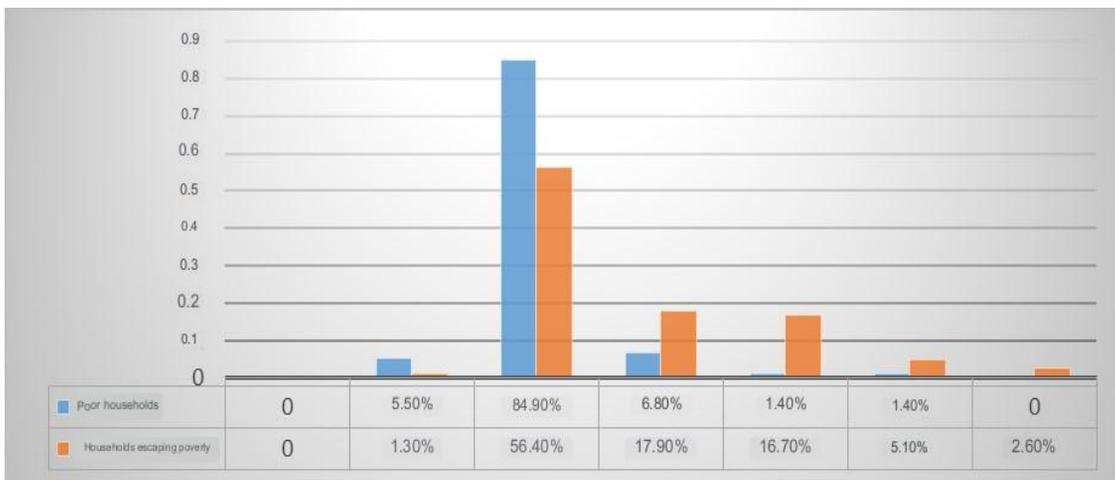
Quantitative information was processed by specialized statistical software SPSS 22.0.

#### 4. Results and discussion

##### 4.1. Situation of human resources of Thai ethnic households in Thanh Hoa

Human capital includes: the number of laborers in the household, the professional skills that people in the household have, such as cultural qualifications, production expertise, ability to calculate and do business, and accessibility and use of new technologies in production, capacity to manage household economy, indigenous knowledge, types of occupation, health, learning capacity to receive new knowledge; the will to rise out of poverty, etc. are subjective factors inside determining the capacity of Thai ethnic households to escape poverty.

##### 4.1.1. In terms of the number of employees who are healthy enough to work then



**Figure 1.** Percentage of labor and labor capacity of the household

Source: Survey results of the topic (2020)

Figure 1 shows that the proportion of households with two workers accounts for a high proportion (84.9% of poor households and 56.4% of households escaping poverty), with 5.5% of poor households having one worker, which affects much to the promotion of the capacity to escape poverty if there is a shortage of laborers. Looking at the chart, we can see that the percentage of labor in households of the T ethnic households is quite high in most of the

household groups, this fact shows that Thai people carry out family planning work. not good, in midwives with many children, possibly having many children is also a factor affecting the ability of Thai people to escape poverty. The labor force of Thai ethnic households has the common characteristic that most workers leave school early and do not learn a job, so they do not have professional qualifications and cannot meet the needs of using modern machinery ability to update knowledge and apply advanced farming techniques.

#### 4.1.2. Academic level

**Table 4**

Education level of household head

Unit: %

Household classification	Don't go to school	Graduated from elementary school	Graduated from high school	High school graduation	Graduated from high school, college, university	Total
Poor households	20.8	23.9	44.2	8.0	0	100
Households escaping poverty	10.9	30.8	34.6	21.1	2.6	100

Source: Survey results of the topic (2020)

Table 4 shows that there is a large difference in education of the head of Thai ethnic group between the poor group and the group of households that escaped poverty. In the poor group, the percentage of head workers who did not attend school and graduated from primary school was twice as high compared with the group escaping poverty (Chi-square test for Sig value = 0.003, with 99% significance level, it proves that education factor is correlated with the ability to escape poverty of Thai ethnic households). This difficulty poses for authorities at all levels to strengthen mass organizations, regularly organize primary vocational training or introduce effective models of farming and livestock in other localities to attract laborers participating poor.

**Table 5**

Correlation between education and ability to learn business experience of poor households

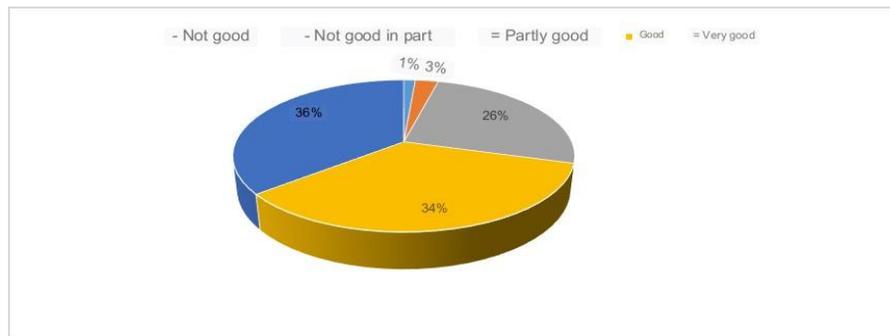
Unit: %

	Does your family have the ability to learn from business experience?					Total
	Not good	Partly not good	Partly good	Good	Very good	
Don't go to school	70.1	22.0	7.9	-	-	100.0
Graduated from elementary school	33.0	32.0	25.0	10.0	-	100.0
Graduated from high school	20.0	17.0	9.4	32.1	22.0	100.0
High school graduation	18.0	14.0	26.0	12.0	30.0	100.0
Graduated from high school, college, university or higher	-	-	-	-	-	-

Source: Survey results of the topic (2020)

The Chi-square test for Sig value = 0.002, with a 99% significance level, proves that the education factor of the household head is correlated with the ability to learn the business experience of poor Thai households in mountainous Thanh Hoa. This result also supports the conclusions of other ethnic minorities in research on sustainable poverty reduction in Nghe An, Central Highlands.

Also according to Table 5, the education level of the group who did not go to school and graduated from primary school has the ability to learn from good business experience, accounting for a high percentage (70% of the group that did not go to school, 33% of the group that graduated from primary school). Education will limit the acquisition of skills, experience, and business knowledge to rise out of poverty.



**Figure 2.** Comments on health capacity of Thai ethnic households

Source: Survey results of the topic (2020)

According to Figure 2, nearly 70% of the respondents said that the household has good and very good health, this is an important factor and advantage for Thai people to generate income and develop the household economy. This fact is in contrast to the qualitative studies that the research team has collected on poor households, they have great difficulties in health capacity, poor households have not escaped poverty and cannot escape poverty because they cannot escape poverty have healthy enough workers to work.

**Table 6**

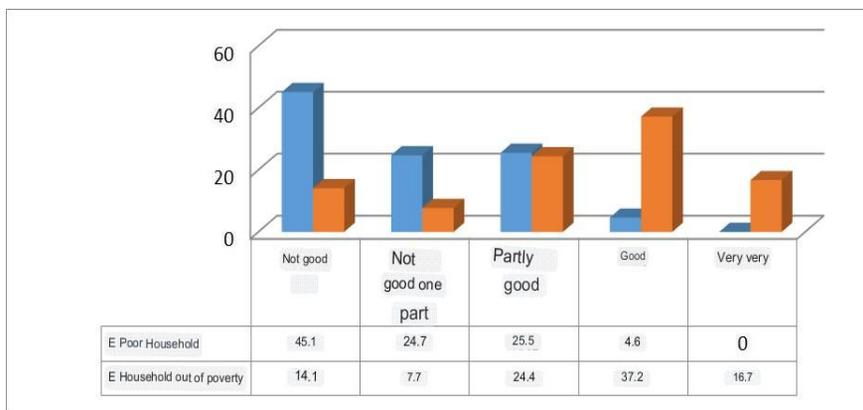
Capacity to learn from business experience of households escaping poverty

Unit: %

	Does your family have the ability to learn from business experience?					Total
	Not good	Partly not good	Partly good	Good	Very good	
Don't go to school	55.80	25.90	13.00	5.3	-	100.00
Graduated from elementary school	50.10	23.00	20.00	5.60	1.30	100.00
Graduated from secondary school	3.80	3.20	33.90	39.30	19.70	100.00
High School Graduation	4.1	3.0	16.90	32.90	40.00	100.00
Graduated from high school, college, university or higher	-	-	24.30	59.30	16.40	100.00

Source: Survey results of the topic (2020)

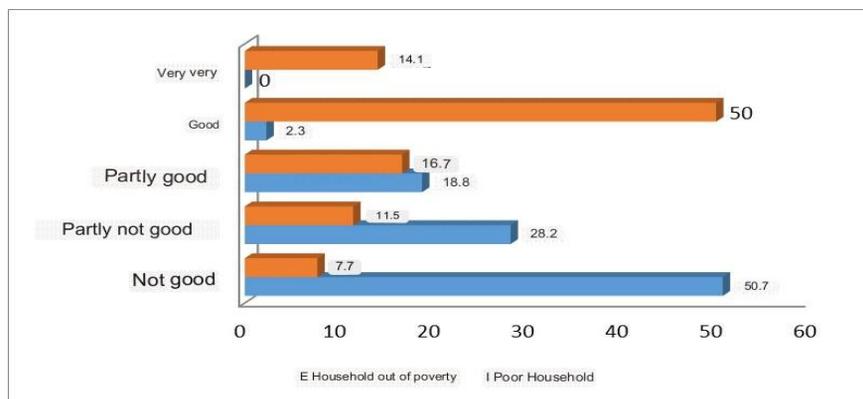
The test gives Sig value = 0.018, with a 95% significance level, showing that education and business learning experience are correlated. Table 6 shows that the ability to learn good and very good business experience belongs to the group with high school education and the group with intermediate, college, and university degrees, in contrast to the groups with difficulties and limitations in employment. Learning from business experience mainly falls in the group of people who do not go to school, primary school level. This correlation confirms that in order to promote the ability to escape poverty, investment in education is the most necessary and sustainable for ethnic minority households.



**Figure 3.** Capital mobilization capacity of Thai ethnic people

Source: Survey results of the topic (2020)

Figure 3 shows that the capital mobilization capacity of the Thai ethnic group is still limited, especially for the poor group of households, with 45.1% saying that the households have low mobilization capacity compared to the poor, with 14.1% of the group of households escaping poverty, compared with the group of households that self-assessed having good and very good capital mobilization capacity, on the contrary, up to 53% of the respondents of the poor group have good capital mobilization capacity compared to the poor group only accounted for 4.6%. This is a relatively clear difference between the poor group and the group escaping poverty, this fact shows that the poor group needs to boldly access capital sources, which is an important and decisive factor for households to escape poverty.



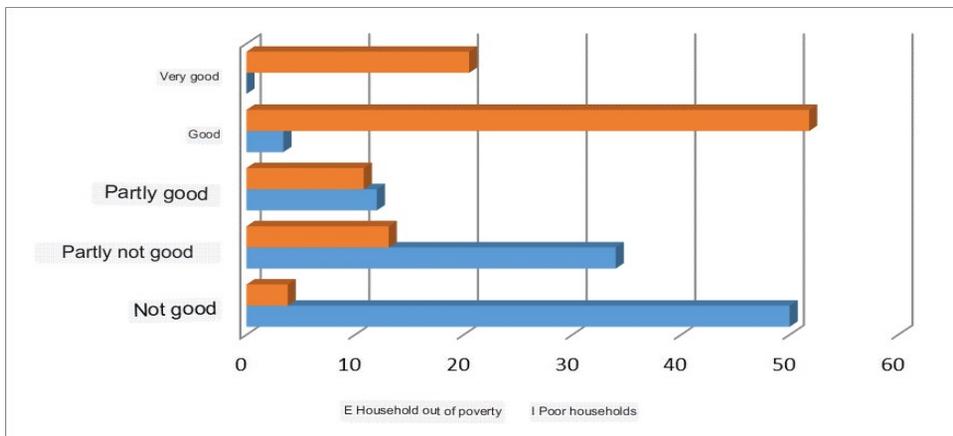
**Figure 4.** Capital use capacity of Thai ethnic people

Source: Survey results of the topic (2020)

Figure 4 shows that in capital use capacity, there is also a big difference between poor households and households escaping poverty 2.3% of poor households compared with 50% of households escaping from poverty think that they have good capital use capacity; capital use

capacity is very good of 14% of the group that escaped from poverty while the poor group did not have any households that claimed to have very good capital use capacity the rate of self-assessment of households with capital use capacity was not good, and It is only partly good, looking for the cause of this situation shows that the farmers themselves think that they have no education, limited skills and experience, do not know how to do business, leading to not using capital for the wrong purpose develop the economy to make a profit, buy a car, build a house, buy equipment for home use.

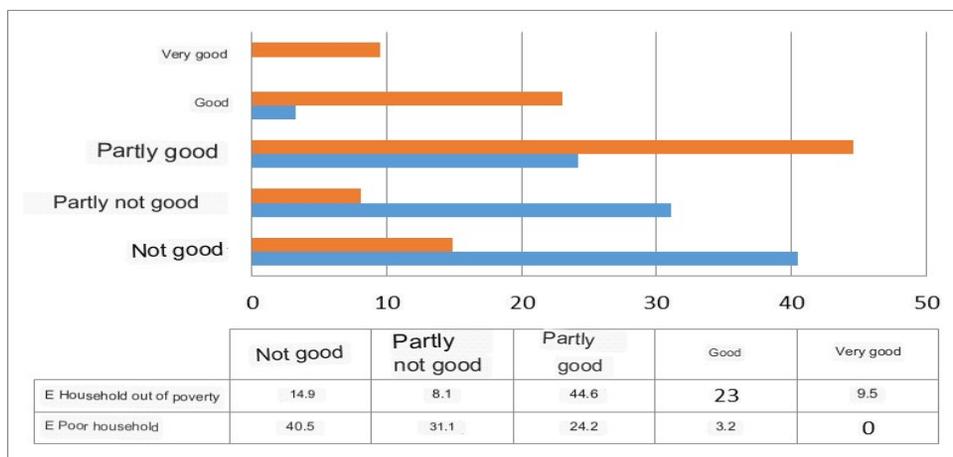
Only a small part thinks that they have good and very good capital mobilization and use skills, which proves that the factors of socio-demographic characteristics have a great influence on the ability to escape poverty, need to training and guiding people on how to do business. The percentage of households with good and very good ability to raise capital and use capital accounts for a modest proportion. Limited access to and use of capital is one of the two factors that directly affect the ability of farmers to escape poverty household.



**Figure 5.** Household’s ability to seek employment outside of home

Source: Survey results of the topic (2020)

There is a clear difference in the ability of poor households to look for work outside and out of poverty. The ability of poor households to look for jobs outside of poverty is more limited than that of households escaping from poverty. Finding the causes of these limitations shows that it is the socio-demographic characteristics of education, occupation, and professional skills in production and business that affect this ability and capacity of households.



**Figure 6.** Capacity to find external markets for product consumption

Source: Survey results of the topic (2020)

In recent years, the issue of product consumption for ethnic minorities has received a lot of attention in the close monitoring of authorities at all levels through supporting the construction and development of mountainous transport to turn people's products into commodity products, or to encourage businesses to purchase products in the area for households, but there is a difference in turning their labor products into products commodity products of two groups of households, the poor group is more limited in finding markets for products, this is also an important factor affecting the ability of households to escape poverty. The quality of the Thai workforce has changed most markedly with the increase in education, skills, experience, health, ability to calculate and do business, and the application of scientific achievements and technology into production, this is called the physical capacity of the household.

#### ***4.2. The influence of human resources on the ability of Thai ethnic households to escape poverty in Thanh Hoa***

Characteristics of poor households of Thai ethnic group: lack of experience, skills, and health to work, poor households are those who do not have stable jobs, are low income, do not work hard to cultivate and raise livestock, limited in their ability to work access to capital, science, and technology in cultivation and husbandry, one group borrowed capital but used it for improper purposes, so they have not been able to escape poverty forever. A part also works hard to do business, but in the household, there are many children, or some people are sick, so they have not escaped poverty.

**Table 7**

The influence of human resource factors on the ability of Thai ethnic households to escape poverty

<b>Criteria</b>	<b>Medium</b>	<b>Influence level</b>
Not enough labor	2.89	4
Don't know how to do business	3.58	1
Lack of experience skills	2.44	6
Low education	2.04	8
The notion that poverty is normal	2.54	5
East children	2.37	7
Are you old and sick?	1.38	9
Poor family before	3.24	2
There is no solution to get out of poverty	2.9	3
Overall Average: 2.70		
<b><i>The results of the ANOVA test of the difference in the subjective factors affecting the ability to escape poverty of Thai ethnic households</i></b>		
F-Statistic: 2.342		
Statistical significance level: Sig: 0.000 > 0.05 shows that there is a difference between the subjective factors on the capacity of Thai ethnic households to escape poverty.		

Source: Survey results , data analysis of the topic (2020)

The group of factors that have the most influence on the ability of Thai ethnic households to escape poverty is KNOW how to do business (3.58), PRIVATE POOR (3.24), and NO SOLUTION to get out of poverty (2.9). The overall average of the subjective factors affecting the ability of Thai ethnic households to escape poverty is MEDIUM (2.70), this assessment score shows the subjective capacity to rise out of poverty and out of poverty. The sustainability of Thai ethnic households has just reached the average level; in order to escape poverty and escape poverty sustainably, households themselves need to make more efforts to improve their skills and subjective capacity.

Low education, many children, lack of experience, the perception that poverty is normal etc., are the factors that have a significant impact on the ability of households to escape poverty.

**Table 8**

General test of the subjective capacity of Thai households to escape poverty

Criteria	Smallest	Biggest	Medium	Standard deviation	Level of significance
Does your family have the ability to mobilize loans for business?	1.00	5.00	3.21	1.14234	4
Does your family have the capacity to use loans effectively?	1.00	5.00	3.42	1.32451	3
Your family has the ability to find markets to consume their products	1.00	5.00	2.34	1.30815	6
Does your family have the ability to learn from business experience?	1.00	5.00	3.35	1.22534	2
Does your family have the capacity to work and bring in income?	1.00	5.00	3.71	1.12352	first
Is your family able to find work outside of your locality?	1.00	5.00	2.55	1.46236	5

Source: Survey results , data analysis of the topic (2020)

Analysis of Table 8 shows that Thai ethnic households self-assess their subjective capacities to escape poverty relatively well; these are strengths and advantages for Thai ethnic households to rise out of poverty and escape poverty lasting. Specifically, health capacity, ability to learn business experience, and capacity to use capital are all assessed as good and good. However, the ability to find jobs outside the locality and the ability to find markets for products are only average, these two limitations also greatly affect the capacity of households to rise out of poverty sustainably.

**Socio-demographic characteristics:** As the strength of the household, which has a direct impact on the household's ability to escape poverty, within the scope of this topic we are interested in the following socio-demographic characteristics: education of the household head; occupation of the household head; number of employees in the household, etc.

**Table 9**

Some socio-demographic characteristics of Thai ethnic households

Targets	Unit	The shortest	Tallest	Medium	Standard deviation
YEAR OLD	Year	15	82	52.21	13.08
ACADEMIC LEVEL	Year	0	13	5.36	3.045
EXPERIENCE SKILLS	Year	first	18	13.2	13.02
NUMBER OF EMPLOYEES	People	3	8	3.43	1.25

Source: Analysis of survey data of the topic (2020)

Based on the overall average test table, the highest working age of the Thai ethnic group is 82, the lowest is 15, and the average age is 52.21. Thai ethnic households have a middle age of production in the middle age range (35 - 50 years old). The average educational level of Thai ethnic households is grades 7 - 8, there is also a difference in education level between poor households and households escaping poverty, in each ethnic group there is a significant difference in education level education between the illiterate and the educated at the elementary, junior high, high school, or intermediate medical, college, and university levels.

Production experience is accumulated and inherited over time, with the average number of years of experience in Thai ethnic households being 13 years. Human capital is one of the most important factors for socio-economic development. In general, for the household economy in particular, in Thanh Hoa Province, to fulfill the goals of hunger eradication and poverty reduction and sustainable poverty reduction at all levels, the authorities at all levels are always interested in human resource development, research on human resources, and human resources.

**Table 10**

Regression analysis of subjective factors on the ability of Thai ethnic households to escape poverty

Variable	Logistic model		Multivariate regression model		VIF
	Coefficient B	Level of significance	Coefficient B	Level of significance	
Constant	-10.054	0.000	0.468	0.054	
Year old	0.592	0.016	0.052	0.121	1.464
Academic level	0.035	0.012	0.063	0.000	1.346
Skills and experience	0.052	0.023	0.052	0.010	1.613
Number of employees who are healthy enough to work	0.364	0.018	0.057	0.019	1.460
The notion that poverty is normal	-0.064	0.674	0.096	0.719	1.021
East children	0.463	0.523	-0.679	0.646	1.025
There are old sick people	0.353	0.130	0.079	0.024	1.038
Poor before	0.466	0.002	0.774	0.000	1.051
Inability to escape poverty	1.546	0.021	0.535	0.000	1.430

Variable	Logistic model		Multivariate regression model		VIF
	Coefficient B	Level of significance	Coefficient B	Level of significance	
Number of observations (N): 1,200			Number of observations (N): 1,200		
Significance level (Sig.) : 0.023			Significance level (Sig.): 0.018		
-2 Log likelihood :165,564			Corrected R <sup>2</sup> Factor : 0.65		
Correct prediction rate: 64,000			Durbin-Watson coefficient : 1.121		

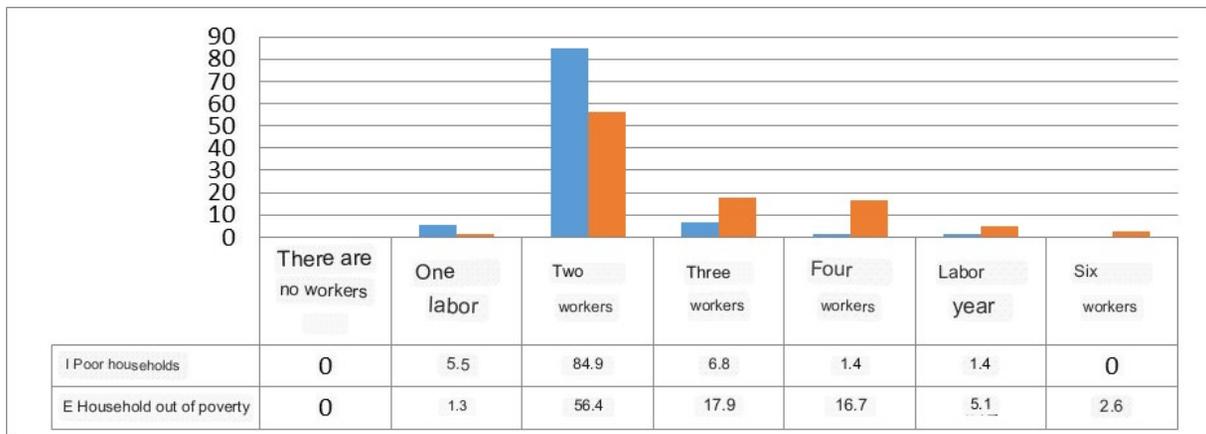
Source: Analysis of survey data of the topic (2020)

Regression test results show that there are two factors that have no influence on the capacity to escape poverty, namely, *having a large family* and *the perception that poverty is normal*, while *the rest of the factors are correlated* factors affecting the ability to escape poverty of Thai ethnic households are accepted. The results of logistic regression analysis show that the significance level Sig = 0.023, the correct prediction rate of the model is 64%, so the model is accepted and used to determine the subjective factors affecting the model capacity to escape poverty of Thai ethnic households. As for the multivariate regression model Sig = 0.018 < 0.5 with a 95% significance level, the variables included in the model have variance magnification (VIF) much smaller than 10, showing that the included variables. The model does not have multicollinearity. The Durbin - Watson coefficient of the model is 1.121, showing that the model is correlated. The model’s adjusted R<sup>2</sup> coefficient is 65%, proving that the independent variables in the model explaining the difference in poverty escape capacity of Thai households are 65%.

*Number of employees in the household*

Labor characteristics in Thai ethnic households in mountainous Thanh Hoa are among the above common characteristics; ethnic people are not unemployed but lack jobs and generate a stable income, and some households are sick due to illness. Illness should not be healthy to work, etc. This makes farmers fall into sustainable poverty and unable to escape poverty.

Logistic regression test and multivariate regression on the labor level of the household both give Sig = 0.019 and 0.018 < 0.5, showing that the labor source has a great impact on the household’s ability to escape poverty.

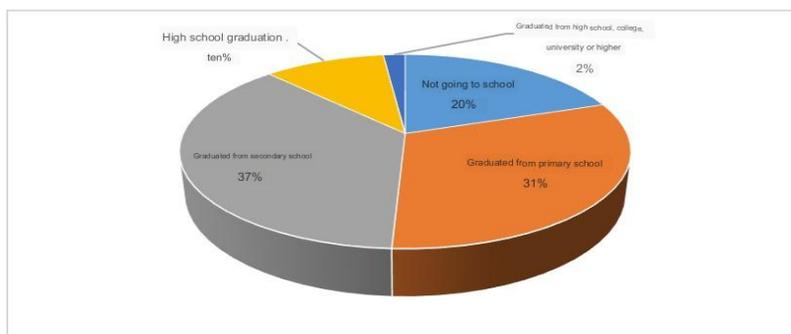


**Figure 7.** Number of employees in Thai ethnic households

Source: Survey results of the topic (2020)

From Figure 7 shows that in both poor households and households escaping from poverty, most of the households have 02 main workers, accounting for the highest percentage (84.9% of poor households and 56.4% of households escaping poverty), as well as according to the above table, the group of households escaping poverty are those with more laborers than the group of households escaping from poverty (17.9% in the group of households with 03 workers and 16.7% in the group of households with 04 workers); a small part of poor households with no labor fall into households with elderly grandparents, or widows working in sick and sick families, etc. This is a group that identifies sustainable poverty and is unable to escape poor.

*Education level of household head*



**Figure 8.** Educational structure of Thai ethnic households

Source: Survey results of the topic (2020)

According to Table 8, the education level of the head of the Thai ethnic group falls into 03 main groups: 20% of the households do not attend school; primary school graduates 31%, lower secondary school graduates 37% the number of laborers graduating from high school and above accounts for a modest proportion, this situation directly affects the ability of farmers to escape poverty household.

**Table 11**

Correlation between education and *lack* of experience and skills leading to poverty in households Thai tribe

Unit: %

Poverty due to lack of experience and professional skills leads to poverty	Education level of household head					Total
	Don't go to school	Graduated from elementary school	Graduated from high school	High school graduation	Graduated from high school, college, university or higher	
Totally not true	-	34.4%	32.2%	20.2%	13.1%	100.0%
Partially incorrect	10.7%	25.1%	64.2%	-	-	100.0%
Partly correct	8.3%	50.6%	33.0%	10.1%	-	100.0%
Correct	29.4%	37.5%	20.6%	10.8%	1.7%	100.0%
Exactly	10.0%	22.1%	37.0%	28.2%	.6%	100.0%

Source: Survey results of the topic (2020)

The chi-square test gives the Sig value = 0.018 < 0.05 with a significance level of 95%, showing that people’s awareness of the causes affecting the ability to escape poverty and education are correlated. This result affirms the role of education in promoting the ability of farmers to escape poverty. If they have high education, they will have more advantages in receiving information, learning skills, experiences, and ways to overcome poverty. Doing new business to get out of poverty and vice versa, if education is low, it will limit a lot in learning, receiving science and technology, and new ways of doing things to get out of poverty.

**Table 12**

Correlation between the educational factor and the ability to plan household economic development and economic management of the Thai ethnic households

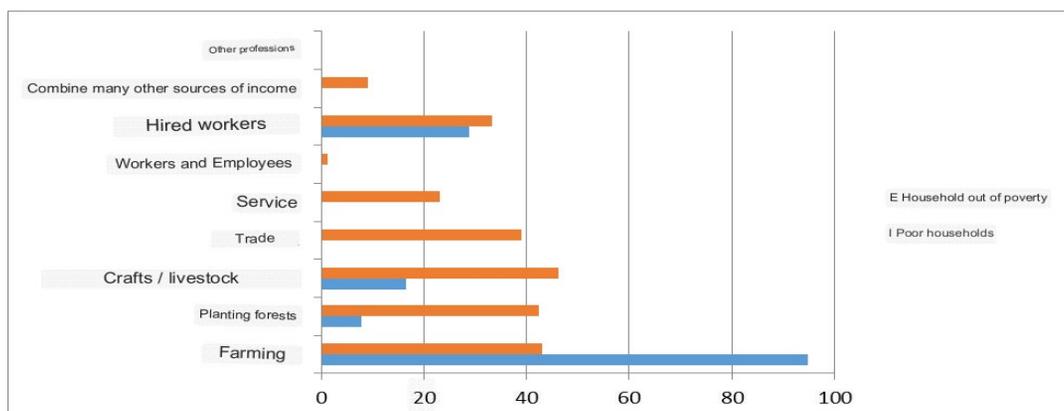
Unit: %

Level	Education level of household head			
	Graduated from elementary school	Graduated from high school	High school graduation	Graduated from high school, college, university or higher
Totally not true	-	3.7%	5.6%	5.0%
Partially incorrect	2.9%	2.8%	9.7%	-
Partly correct	5.5%	12.8%	7.1%	11.0%
Correct	30.5%	21.3%	32.8%	20.0%
Exactly	60.0%	59.5%	44.8%	64.0%
Total	100.0%	100.0%	100.0%	100.0%

Source: Analysis of survey data of the topic (2020)

Chi-Square test for Sig value = 0.011 < 0.05 with 95% significance level shows that the education of the household head is correlated with household economic development planning and economic management of households escaping poverty. Thus, education level is one of the biggest limitations for people to be able to switch to stable, high-income jobs. Because the low level of education will lead to a series of other factors, such as no qualifications or skills, it will be more difficult to access the current job market; it will be difficult Vocational training, new vocational training, etc. All of these factors will directly affect the ability to escape poverty and the life of Thai ethnic households.

*Occupation of household head*

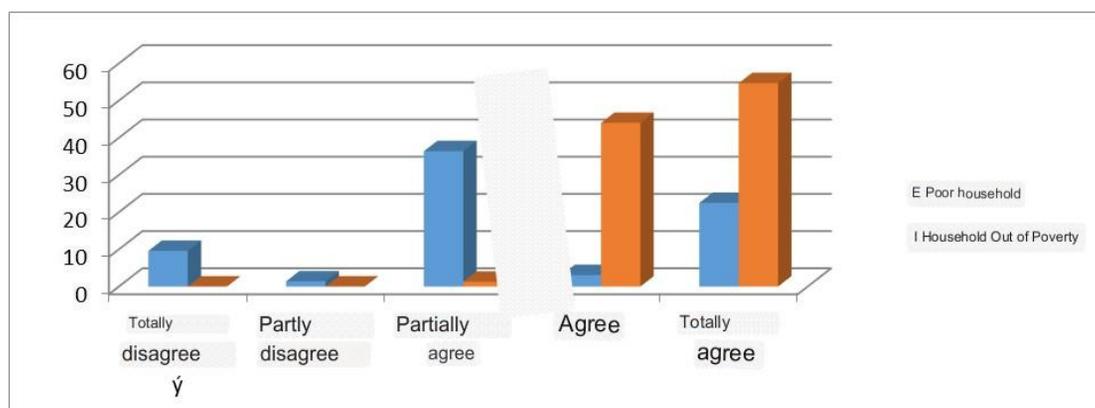


**Figure 9.** Occupational status of Thai ethnic households

Source: Survey results of the topic (2020)

Through the above table, we can see that there is a difference in the type of occupation between the two groups of poor households and households that have escaped poverty, the biggest difference is in the farming group (there are 94.7% of the poor households working in the fields compared to the households that have escaped poverty is the 43.0%), in the type of trade and service occupation, not a single poor household is in this group, while 23% of the households that escaped poverty work in services and 38% in trade, from the fact that This means that if you want to get out of poverty, you have to diversify your occupations, create jobs from many sources of income, you can't just depend on farming.

To get out of poverty, how did the households actively look for jobs outside the locality?



**Figure 10.** Household actively looking for work outside of the locality

Source: Survey results of the topic (2020)

To try to get out of poverty and get out of poverty, more than 70% of households have actively looked for jobs outside of the locality, independent of and dependent on the state, support from programs, policies, and other programs. The union can only support a small part, besides farming in the locality when investing is risky due to natural disasters, high weather and epidemic, so some households are migrating to look for work in other regions. such as: Hanoi, Saigon and other localities, etc.

#### ***4.3. Solutions to improve human resources to support Thai ethnic households to escape poverty sustainably***

The survey results on promoting the capacity of Thai people to escape poverty show that the causes of poverty fall into two main groups:

*First:* Poverty due to lack of means of production, lack of employment, limited knowledge and skills in farming and animal husbandry, they do not know how to apply science and technology to production, etc. are important issues and most serious for the group of poor households here which the most lacking is experience, skills in farming and livestock, and a way to do business to get out of poverty. However, they have a progressive spirit and desire to learn to get out of poverty, this is a group capable of escaping poverty, with this group of people, they need to focus on lending capital, supporting production materials, guiding science and technology learn techniques, track and monitor too their employment process, creating jobs, migrating labor inside and outside the country to escape poverty.

*Second:* Part of the poor households are unwilling to work, do not know how to organize their lives, fall into social evils, and have the mindset of relying on the state's policies and programs. For this group, it is necessary to propagate and mobilize people to change their thoughts and awareness so that people can take the initiative and boldly borrow capital, and learn

knowledge, skills, and experience in business to rise out of poverty. Otherwise, the support will not be effective; when supported, people don't know how to do it, sell it for money to use, etc., and they are still poor.

On the other hand, poor households being Thai ethnic people still have limitations such as: (1) Some customs and habits lead to a waste of time and material, such as weddings, weddings, and funeral arrangements are lengthy and costly in terms of time and money, etc.; (2) Production practices are still empirical, not actively applying science and technology to production, etc.; (3) Most of the poor households do not have any forms of production linkage and production cooperation; (4) The percentage of poor households receiving vocational training is low among Thai people, mainly self-employed, working far away; The percentage of self-employed to have a job, develop the household economy and create jobs for others accounts for a very low percentage; (5) The support policies of the state partly create inertia in people's awareness, etc.

## 5. Conclusion

Human resources of Thai ethnic households include: number of laborers in the household, education, occupational skills, health, access to and application of new technologies in production, capacity to manage household economy, etc. The number of healthy workers in the household falls into the group of 02 workers, accounting for a high proportion (84.9% of the poor households group; and 56.4 groups of escaping poverty); Education has a great impact on the ability to learn business experience, the ability to raise capital and use capital, the ability to search for markets and sell products, etc. a part of the group lacks healthy workers to work, low education, health capacity, skills and experience to absorb and learn advances in production are still very limited. Improving knowledge about the role of human resources in supporting sustainable poverty reduction in ethnic minority areas is important in realizing the goal of sustainable poverty reduction in Thanh Hoa Province. It is necessary to raise awareness of all levels, sectors, organizations and individuals about the importance of investing in human resources in poverty reduction. From there, the necessary resources will be mobilized to implement solutions to improve human resources in supporting sustainable poverty reduction.

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