

**Tran Van Trung**  
PhD, Lecturer  
Thu Dau Mot University  
Thu Dau Mot City, Binh Duong Province, Vietnam.

## **IMPACT OF POLICIES ON DEVELOPING YOUNG HUMAN RESOURCES ON SOCIO-ECONOMIC DEVELOPMENT IN VIETNAM**

***Abstract:*** When it comes to human resources, as an object of exploitation and investment, people often talk about its quantity and quality. But the most important factor in human resources is shown not in the quantity but in the quality of human resources. This is the decisive factor for socio-economic development, as well as for the cause of industrialization and modernization of Vietnam. The issue of raising the level of culture, foreign language, professional expertise, skills, and professional consciousness; training and developing young human resources with high quality, associated with science and technology to meet the requirements of socio-economic development of Vietnam is concerned. This study focuses on analyzing and clarifying the role of young human resources in socio-economic development; at the same time, proposes issues related to mechanisms, policies, and laws to develop young human resources in the socio-economic development of Vietnam.

***Keywords:*** Impact of policies, developing young human resources, socio-economic, Vietnam

### **Introduction**

When planning development programs, the United Nations has always reminded countries about the need to improve human resources. According to the United Nations Development Organization (UNDP), Vietnam is one of the countries with a young population structure and leading young human resources

in the world. To promote and develop this human resource, it is necessary to pay attention to the following aspects: Strengthening human resource education and training activities; take care of health and physical development; ensure a good living environment; release all constraints on human creativity.

Ms. Dr. Matis Sadik - Executive Director of the United Nations Population Fund (2018) recommended that: “Vietnam is a country in the region entering the period with a young population, unprecedented number with 60% of the population under the age of 25. The population under 25 years old is a large and abundant human resource for development, opening up a “window of opportunity” for Vietnam due to its “population surplus”.

Success also depends on investment in education, training, health care, and employment, turning this force into a force for socio-economic growth, but vice versa if there is no investment and loss of poverty. If businesses exist, this force will be a burden for national development, causing social instability” and therefore Vietnam needs “ investment to turn population surplus into opportunities to build human resources” [9, p. 23].

The explosive economic development in Vietnam in recent years is not a coincidence or a coincidence, it is a long process of preparation in all aspects of the State of Vietnam. Male. Along with maintaining and stabilizing the political institution to ensure the stability of social security, the State has decided to open the economy to the world and implement the comprehensive international integration policy. In parallel with the policy of opening the economy, a series of supporting and supporting policies in all aspects of society, culture, and education was introduced to prepare for the development of a sustainable economy. One of the policies that the State has paid special attention to during the past years is the policy of developing young human resources. This is considered an important strategy in the strategy of training a high-quality human resource for the country, in response to the strong development of the economy in the process of international integration, of the development of the

country science and technology, and most importantly, serving the State to approach and deploy the Industrial Revolution 4.0, building an e-Government in Vietnam.

### **Literature review**

The Resolution of the 11th National Congress of the Party (2011) and the national development strategy 2010-2020 affirms: People are the central factor in the national development strategy; Human resources and human 2 resources are decisive factors for the development of the country in the period of accelerating industrialization and modernization. This view shows that the most important factor in the development of every society is not only the economy, technology, capital, but also people. The United Nations' recommendations as well as the viewpoints the leadership of our Party shows the recognition of the great role and importance of human resource development in the development of the country and humanity, as the leading factor, determining success or failure of all nations, all peoples.

The research work and the book “Enhancing employment prospects for young Vietnamese men and women” by the International Labor Organization (ILO) (2019) have provided an overview of Vietnamese youth in the labor market; international initiatives to manage and promote youth employment; youth employment policies and programs, factors of dialogue and cooperation; methods of building the labor market for youth in the 21st century.

In the book “State management of youth and youth work in the new period” edited by Doan Van Thai, the author clearly states the important role of youth development policy, including youth human resource development policy in the period of promoting industrialization and modernization of the country. The author has given quite enough content on youth development and state management of youth. Operational directions in the State's youth management and the role of organizations in State management of youth. “Management and

education of young people is not only the work of the Youth Union but also the responsibility of the Party, the State, and the whole society”.

According to author Dang Canh Khanh (2016) in the book “Young Human Resources of Ethnic Minorities Sociological Analysis” writes: “Talking about human resources as an object of exploitation and investment, people often talk about it. in terms of quantity and quality”, “human resource development means enhancing the position and role of people in development, turning a purely individual person into a human being as a human resource, creating a create new generations to live, work, study and live in accordance with the development of the country” [12].

Using young human resources must be based on scientific and artistic perspectives. According to the author Nguyen Huu Dung in the book “Effective use of human resources in Vietnam” that: When considering human resources, it is necessary to pay attention to two sides. First, man is the creator of all material and spiritual wealth. Second, people are users of those resources, consumers of material and spiritual wealth to survive and develop.

In the book: “Labour, Employment and Human Resources in Vietnam 30 Years of Innovation”, authors Nolwen Hewaff and Jean-Yves Martin (2017) assert that policies play an important and decisive role in resource development human resources in Vietnam, policies to promote social forces to participate in fostering and training human resources and encouraging workers to self-study and find jobs by themselves. In Vietnam, young human resources account for a large proportion compared to many countries in the world, Vietnam needs to pay close attention to this feature and needs to adjust policies accordingly.

## **Research results and discussion**

### **The role of young human resources in socio-economic development**

Regarding structure: According to the report of the Ministry of Home Affairs (2019), currently, Vietnam is one of the countries in the “golden population” stage, the leading young population structure in the world. With the

youth force (ages 16-30) there are 22,898,886 people, accounting for 23.8% of the country's population (in 2019). From the point of view of young human resources in Vietnam, it is usually counted as the population aged from 1 to 30 years old, currently, this age group accounts for 58.1% of the population. The population under 30 years old is a large and abundant human resource for development, opening up a "window of opportunity" for Vietnam due to the "population surplus".

For economic development: According to the report of the Ministry of Labor, Invalids and Social Affairs and the General Statistics Office in 2020, the young labor force under 30 years old (15-30 years old) in Vietnam has 13,065.12 people, accounting for 13.6% of the total number of employees in the country; in the youth population, the number of people who are directly employed by young people accounts for over 62%; The social product produced by young people is estimated to account for 57.7% of the national income. It can be said that this is the force that creates the most wealth for the society of all times in Vietnam from the past to the present [7].

For social management: Young people are considered as the leading force in social management. It can be said that the prevalence of social evils among teenagers accounts for over 90% of cases in Vietnam, but young people are a force that society cares about and trusts to participate in management society through state organizations and other social organizations. The main content is participating in social criticism, anti-corruption in the state apparatus and directly doing the work of maintaining social order and security with the view "You don't need to have a young person, what is difficult will happen, there are young people".

Correctly identifying the important roles of this resource, the State of Vietnam affirms a point of view: The success in development and use of this human resource for socio-economic development largely depends on investment in education, training, health care, employment, turning this force into a force

for socio-economic growth and vice versa, if there is no investment and unemployment exists, then this force will be a burden on national development, causing social instability and therefore need to always pay attention to investment to turn population surplus into opportunities to build human resources [10; 13].

### **Perspectives on developing young human resources**

The Vietnamese state always puts the youth in the position of being the backbone of the country, a matter of survival and determination of the nation's mission. This has been confirmed in the Resolutions of the ruling Party and in other laws and legal documents: the Constitutional Law, the Youth Law, the Education Law, the Labor Law, the Law on protection and care children, Law on Gender Equality, etc. From this point of view, the work of directing youth development and developing young human resources has a very clear orientation and the policy of developing young human resources is always placed as a central task in human resource development high- quality force for the country.

The goal of developing young human resources is for the youth, for the youth, and for the prosperity of the nation. All legal policies must be created for the rights and obligations of young people, provide services for young people and build a generation of young people with sufficient knowledge and scientific bravery to serve the country.

Youth development policies must ensure comprehensive development in terms of physical, mental, and spiritual: Fitness is physical development in height, weight, health, living environment, disease prevention, entertainment, etc. Intellectual development is cultural, scientific, professional, professional, etc. Mental development is the development of morality, manners, lifestyle, patriotism, love for the people and colleagues, family, etc.

Ensure fairness and social equality in policies on young human resource development. The State always balances young human resources in all classes,

ethnic groups, and religions in society, and sets out appropriate development policy groups. Policy for youth in rural areas; policies for youth in the industrial sector; policies for youth students, students; policies for youth in the Catholic region; policies for youth in ethnic minority areas, policies for youth with disabilities [see 3; 4; 5].

### **Legislation for the development of young human resources**

The State of Vietnam attaches great importance to the development of laws for youth development and the development of young human resources. This is the legal basis for implementing policies on young human resource development.

The Youth Law was promulgated in 2005 and amended and supplemented in 2020. In addition to regulations on youth's rights and obligations, the State also stipulates the contents of management activities. State management of youth. The Law has introduced a relatively complete system of youth development policies, including 11 groups of policies: Policy on learning and scientific research; Policy on labor and employment; Policy on start-ups; Policy on health protection, care, and promotion; Policies on culture, physical training, and sports; Policy on national defense; Policy with youth volunteers; Calculating with young volunteers; Policy towards talented people; Policies for youth who are ethnic minorities; Policy on youth from full 16 years old to under 18 years old.

Other legal regulations related to regulations on rights and obligations of youth, adolescents, and children: According to statistics in Vietnam, there are currently 1121 articles in the laws of the Vietnamese legal system that contain stipulate content related to rights, responsibilities, management, use, exploitation and development of young human resources.

Youth development strategy: The State concretizes the law on youth by issuing strategies for youth development in the periods: 2000 – 2010; 2011 – 2020 and 2021 – 2030. These strategies have main contents set out on youth

development indicators such as average height and weight, number of graduates from high schools and universities learn; the number of young people with jobs; unemployment reduction, etc. Through these strategies, localities in provinces, cities, branches, and levels all build and develop youth development for their respective levels and branches on the basis of the central government.

### **Priority and focus policies in developing young human resources**

All policies to develop young human resources in Vietnam ensure the following factors: immediate and long-term; economic and social; Youth and the nation, the nation. Aiming at comprehensive development for youth, economic development, and social security. The following are examples of policies:

Policy for young people to borrow money to study and improve their professional qualifications. Each year, the whole country is estimated to lend about 3,000 - 4,000 billion VND to young people to study at universities and colleges and improve their skills.

Policies to help young people start up: Every year, the State through channels is estimated to help about 10,000 to 15,000 young people and from 2000 to 3000 billion VND in starting a business, starting a business, and creating jobs for young people.

Policy on vocational training and job placement for young people: Up to now, in Vietnam, there are more than 2 500 vocational schools and training centers for young people from technical workers to intermediate and vocational colleges. Every year, about 1.5 to 2.0 million young people are trained at vocational schools here.

Policy on development of special youth groups: To provide training and retraining in cultural learning and vocational training for young people of ethnic minorities, youth with disabilities, and young people in economic regions hard. For these subjects, learning is usually 100% free.

Policy on labor cooperation with foreign countries: As a country with abundant young human resources, the State has policies to encourage cooperation in sending young people to work and study abroad in order to increase their income and at the same time improve vocational skills and experience when returning to serve the economy. According to the assessment of the Ministry of Labor, War Invalids, and Social Affairs, by 2020, the whole country will have about 2 million Vietnamese workers studying, working, and working abroad.

### **Institutions to manage youth activities.**

With the goal of not letting any young people outside of social organizations, currently, over 92% of young people often participate in political, socio-political, social, professional, and professional organizations. (Vietnam Youth Union, 2019).

Youth organizations were established to create an environment for young people to study, practice, exchange knowledge, professional and life experiences, and contribute to protecting the interests of young people and participating in the fight against corruption. Social management. Large, systematic youth organizations from central to local levels include Ho Chi Minh Communist Youth Union; Vietnam Youth Union; Vietnam Youth Committee under the Government; Department of Youth Affairs under the Ministry of Home Affairs [15]; Committee on Culture and Education of Youth, Adolescents, and Children under the National Assembly [16].

In general, youth organizations exist in all professions and sectors from central to local levels. Young people are always guaranteed the right to act and participate in criticism whenever and wherever. These are favorable conditions to promote the strength of the young generation and at the same time promote the strength of the nation in all areas of development, including socio-economic development in recent years in Vietnam. Affairs, 2 018).

### **Socio-economic effects from policies on developing young human**

## **resources**

In Vietnam, there is an adage “Building a house must be built from the foundation”. There is strong growth in economic development from a poor, backward country that came out of hundreds of years of constant wars, but after only 30 years of ending the war, Vietnam has been recognized by countries around the world know, respect, and cooperate for mutual development. Vietnam has become one of the most successful emerging economies in the world today. Vietnam’s GDP in the past 10 years has always achieved a growth rate of 6.5% - 7%. In addition to maintaining a stable political institution, what has brought about the essence of the developed economy in Vietnam in recent years is that the State of Vietnam has determined a strategy to build and develop the economy develop a high-quality young human resource capable of shouldering the nation’s important tasks, a workforce with knowledge, health, and confidence in the leadership of the state.

From the policy of developing young human resources in recent years, Vietnam has been successful in all development indicators of labor, employment, health, education, health, happiness, and child people development index (HDI): From 2005 to 2020, the number of young people graduating from universities and colleges increased from 7.3% to 21.9%. The number of young people receiving vocational training increased from 6.9% to 19.8%. The number of unemployed youth decreased from 11.2% to 2.19%. Vietnam’s HDI in 2019 was 0.704 at the world’s high level of development, an increase of 45.8% from 1990 to 2019 (Ho Chi Minh Communist Youth Union Central Committee, 2019).

A result of surveys in December 2019 and May 2021 by the Vietnam Youth Research Institute showed very high approval results when asked about trust in the leadership of the Party and State. What are the current state of the country for young people, 91% of young people answered confidently in the leadership of the State (in December 2019) and 97.5% (in May 2021).

Along with economic development, Vietnam is a role model in the fight against the Covid-19 pandemic. This is the result of the high consensus of the people, including the drastic involvement of the whole government system governance, in which the majority is the participation of young people [10]. With the dual goals achieved, epidemic prevention and economic development. This success has brought about the position of the S- shaped country in front of the whole world and the trust of the entire Vietnamese people.

### **Issues to discuss**

It can be said that the quality of resources is expressed in the intellectual content, in which it is necessary to mention the educated and knowledgeable workers, skilled and well qualified, trained and fostered and promoted by an advanced education associated with modern science and technology. The reason why people often talk about the infinity and inexhaustibility of human resources today is talking about the intellectual factor [see 13]. Human intelligence is increasingly developing and has the strongest impact on social progress and development [see 20].

Many scientists have noted to scientific researchers and policymakers the need to clearly distinguish between the concepts of “youth” and “young human resources”, the two concepts are not identical even though they are not identical although they share many similarities [see 1]. Because, youth is only a part, a natural condition of human resources; and to become a human resource, that youth must be trained in professional expertise, political qualities, and other requirements to be ready to participate in socio-economic activities when requesting country.

The Eleventh Party Congresses (2011) and XII (2016) affirmed that “fast development of human resources, especially high-quality human resources”, is one of the three important breakthroughs in the development strategy. In order to do that, the Congress also affirmed that we must: Do well in education on politics, ideology, tradition, ideals, ethics, and lifestyle, create conditions for

study, work, entertainment, etc. physical and intellectual development for the young generation; encourage and encourage young people to nurture dreams and great ambitions, be impulsive, creative, and master modern science and technology; forming an elite class of young people in all fields, faithfully and excellently continuing the revolutionary cause of the Party. These are important orientations in developing young human resources in the future.

The process of renewal and promotion of industrialization and modernization together with the close leadership of the Party, the attention of the State, all levels, branches, and the whole society towards young people have created favorable conditions so that they have the conditions to contribute and grow. Besides, the socio-political stability of our country has also created a great environment and opportunities for young people to promote their roles and strengths in the country and in the international arena [18; 19].

The socio-economic development strategy with the goal of accelerating socialist-oriented industrialization and modernization, building the foundation for our country to basically become an industrialized country by 2030, has set the following requirements: very large in young people. Young people must have a very high level of education, qualifications, expertise, and profession to fulfill the tasks of industrialization, modernization, international integration, and building a knowledge economy.

The market economy mechanism, besides its confirmed strengths, has always had a significant impact on society in general and young people as a young human resource in particular. Therefore, young people must overcome challenges in lifestyle and personality to maintain their morality, pure ideals, and have firm courage in the face of the material temptations of everyday life. This is also a big challenge for young people.

Policies for the young generation are increasingly being perfected in a more specific and realistic direction, meeting increasingly the needs and demands of the youth themselves [21]. The direction and assignment of

responsibilities for youth care, education, and training are more clearly institutionalized in order to gather all society's resources for this important work. The law on youth issues, especially the implemented Youth Law, has created the necessary legal basis for the voluntary and proactive activities of young people in daily life.

In addition to improving the general intellectual level of society, young people who have the ability to think, have intelligence, and are passionate about creative work will have conditions to get ahead. Society always expects and creates conditions for this advanced youth force to develop its full potential. The policy of detecting, fostering, and making good use of the aforementioned talented and advanced youth force will create conditions so that in the coming years, our country can appear many new and prestigious talents not only domestically, but also regionally and globally.

It can be said that under the conditions of good care and nurturing, the development stage of the coming years will be a period of strong development of young talents. These talents will appear first in the key economic and technical fields with the most favorable conditions for development, then will be expanded to other important fields and finally to the whole society. . Society creates conditions for young talents to appear and in turn, these young talents make positive contributions to the progressive development of society.

### **Conclusion**

The achievements of the renovation, construction, and development of the country in which the youth are the core participants have made the youth themselves more and more aware of the future and future of the country and of themselves. Dear. The increased political awareness of young people will help them continue to maintain a proactive and positive spirit in defending and building the country, protecting the revolutionary achievements brought by previous generations.

If recent studies have shown that the proportion of young people actively striving to join the Ho Chi Minh Communist Youth Union and the Communist Party of Vietnam is increasing, in the coming years this rate will also continue to increase be maintained. Young people will still be present with revolutionary impulses and strong political will in all key areas of the country's industrialization and modernization. They will continue to be the main force on the front to protect political security, social order, and safety. With the positive and selfless spirit of volunteers, they also appear in difficult and arduous places, poor areas, underdeveloped socio-cultural, and remote hamlets and villages, to labor, produce, help people.

The active participation of young people in the construction and development of the country allows us to believe that the young generation of our country will have the political ability and bravery to undertake important historical tasks important in the new era.

#### **References:**

1. Asola, W.A., and Anali, R.A. Human Capital Development and Economic Growth: Empirical Evidence from Negeria // Asian Economic and Financial Review. 2005. No.2(7). Pp. 813-827.
2. Bassanini, A., &Scarpetta S. Does human capital matter for growth in OECD countries? Evidence from pooled mean-group estimates (OECD Economics Department Working Paper No.282. Paris: OECD, 2001.
3. Communist Party of Vietnam. Documents of the 11th Party Congress. Hanoi: National Politics., 2011.
4. Communist Party of Vietnam. Documents of the 12th Party Congress. Hanoi: National Politics, 2016.
5. Communist Party of Vietnam. Documents of the 13th Party Congress. Hanoi: National Politics, 2021.

6. Dao N.V & Van V.H. Social Network And Its Impact On Psychology And Learning Attitude Of Students: The Study Case Freshman Students At Universities Of Ho Chi Minh City // Journal of Natural Remedies. 2020. No.21(8(1)). Pp. 163-175. Retrieved from <https://jnronline.com/ojs/index.php/about/article/view/546>.

7. General Statistics Office. Vietnam's population structure in 2019. Hanoi: National Truth, 2020.

8. Hanushek E. Economic Growth in Developing Countries: The Role of Human Capital. Stanford University, 2013.

9. Ho Chi Minh Communist Youth Union Central Committee. Overview of youth situation and youth work 2015-2018. Hanoi: Youth, 2019.

10. Ho Duc Hiep, Nguyen Xuan Phong, Vu Hong Van. Change The Methods Of Higher Education: Necessity, Barriers Difficulties And Solution // Journal of Natural Remedies. 2020. No.21(8(1)). Pp. 150-162. Retrieved from <https://jnronline.com/ojs/index.php/about/article/view/545>

11. Hong Van V. Identify Methods Of Teaching And Learning To Create Interest, Self-Study, And Creativity Of Students // Humanities & Social Sciences Reviews. 2020. No.8(3). Pp. 646-656. <https://doi.org/10.18510/hssr.2020.8369>

12. Khanh D.C. Policy on human resource development of ethnic minorities in Vietnam. Hanoi: Youth, 2016.

13. Le Thuy Hang & Vu Hong Van. Building Strong Teaching and Learning Strategies through Teaching Innovations and Learners' Creativity: A Study of Vietnam Universities. International Journal of Education and Practice. 2020. No.8(3). Pp. 498-510. DOI: 10.18488/journal.61.2020.83.498.510

14. Luong P.V. & Van V.H. Education Responsibility Protection Environmental For Students: Duties, Requirements And Necessity // Journal of Contemporary Issues in Business and Government. 2021. No.27(1). Pp. 155-166.

15. Ministry of Home Affairs. Vietnam Youth Development Strategy 2011 – 2020. Hanoi: Youth, 2018.

16. National Assembly of the Socialist Republic of Vietnam. Youth Law. Hanoi: National Politics, 2020.

17. Schultz T.P. The Role of Education and Human Capital in Economic Development: An Empirical Assessment. Yale Economic Growth Center Discussion Papers Series. No. 670, 1992.

18. Trung N.S. & Van V.H. Educating Traditional Cultural Values in Vietnam Universities. South Asian Research Journal of Humanities and Social Sciences. 2020. No.2(3). Pp. 210-214.

19. Trung N.S., & Van V.H. Vietnamese Cultural Identity in the Process of International Integration // Journal of Advances in Education and Philosophy. 2020. No.4(6). Pp. 220-225.

20. Van V.H. Social Responsibility of Students: The Role and Importance of Education // Journal of Natural Remedies. 2020. No.21(8(1)). Pp. 241-254. Retrieved from <https://jnronline.com/ojs/index.php/about/article/view/560>.

21. Vietnam Youth Research Institute. Overview of Vietnamese youth. Hanoi: Youth, 2018.