

# Human Resources for Socio-Economic Development in Mountainous Areas of Vietnam: Case Study of the Western Region of Nghe An Province

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## *Abstract*

In Vietnam, mountainous areas account for more than 2/3 of the territory and 1/3 of the population. During the innovation process, the Party and State of Vietnam pay great attention to investing in the development of mountainous areas, demonstrated through many guidelines, policies, programs and projects that have improved the economic, cultural and social situation. Associations in mountainous areas have had many positive changes; The lives of the people have gradually improved.

However, the results achieved are still not as expected. The western region of Nghe An province is no exception to that general situation. Western Nghe An province is one of three dynamic economic regions of Nghe An province, including 10 districts and 1 town with a natural area of 13,745 km<sup>2</sup>, accounting for 83.35% of the total natural area of the province. This is a region with a particularly important strategic position in politics, economics, culture, defense and security not only for Nghe An province but also for the North Central region and the whole country. Human resources in the Western Region of Nghe An province today, overall, are both weak and lacking, not meeting the requirements in terms of quantity, quality and structure for socio-economic development. Lack of human resources, ineffective use of human resources, and poverty are challenges for the Western region of Nghe An province.

The article analyzes the theory of human resources for socio-economic development in mountainous areas, analyzes and evaluates the current situation of human resources in the Western region of Nghe An province, from proposing solutions to develop human resources to meet the requirements of socio-economic development in the Western region of Nghe An province, Vietnam.

**Keywords:** Human; develop; economy; society; Nghe An.

## **1. Ask the problem**

In Vietnam, mountainous areas account for more than 2/3 of the territory and 1/3 of the population. During the

innovation process, our Party and State pay great attention to investing in the development of mountainous areas as shown through many guidelines, policies, programs and projects such as: policies on economic and social development. for remote and remote areas; Program 135, Resolution No. 30a, National target poverty reduction program, infrastructure investment projects, social policies... However, the achieved results are still not as expected: the development gap Both economic and social development between the mountainous areas and the lowlands is still quite large; The life of a segment of the population still faces many difficulties; Ethnic relations in some regions are complicated; Economic difficulties have a significant impact on ensuring security, political stability, etc. The Western region of Nghe An province is no exception to that general situation.

The western region of Nghe An province is one of three dynamic economic regions of Nghe An province (along with the coastal plain and urban areas). The Western region includes 10 districts and 1 town with a natural area of 13,745 km<sup>2</sup>, accounting for 83.35% of the total natural area of the province; The population in 2021 is over 1,237 thousand people, accounting for 36.2% of the province's population (including 7 ethnic groups living together: Thai, Tho, Kho Mu, Mong, Dan Lai, O Du and Kinh). This is a region known as the "Phen Dau" in the West of Nghe An province, with a particularly important strategic position in terms of politics, economics, culture, defense, and security not only for Nghe An province but also for the North Central region and the whole country. Because the entire region has 419 km of border, 4 border gates with Laos; 4 national highways connect the East-West economic corridor and the Ho Chi Minh Trail, facilitating trade with Laos, northeastern Thailand and socio-economic development. The western region of Nghe An province is a region rich in potential: large land area, good concessions for developing agriculture, forestry and fishery industries; Potential for building and developing large specialized production areas... Because of the potential, advantages and particularly important position of this land, the Party Committee and authorities at all levels of Nghe An province have paid much attention, expressed through a system of guidelines and policies on the West. In the document of the 19th Provincial Party Congress, when determining "Some key issues in the coming time" (8 issues), there is a separate issue about the Western region of the province: "Developing the Western region, improving Improve the lives of ethnic minorities, remote areas, especially mountainous areas with special difficulties, in a practical and sustainable way. Narrowing the development gap between the East and West regions of the province" (Communist Party of Vietnam, Nghe An Provincial Party Committee, 2020).

However, in reality, the advantages and potential of the region have not been exploited effectively; Low attractiveness to attract investment from businesses; Therefore, the contribution of Western Nghe An province to the province and country is still very modest; The region's economic growth compared to other regions in the province and the country is low; Health, education and cultural and spiritual life are still lacking. One of the basic causes of this situation is the limited human resources to meet the socio-economic development requirements of the region. Human resources in the Western region of Nghe An province today, overall, are both weak and lacking, not meeting the requirements in terms of quantity, quality and structure for the region's socio-economic development.

On-site human resources in the western region of Nghe An province are low-level compared to other regions in the province, with limited ability and environment to improve qualifications; On the other hand, like most other mountainous regions in the country, the appeal of attracting human resources, especially highly qualified human resources, is very difficult. In recent years, localities in the western region of Nghe An have made many efforts to improve the socio-economic environment and have many policies to develop human resources, but up to now, the problem of human resources still does not have a suitable solution. . Lack of human resources, ineffective use of human resources, and poverty are challenges for the western region of Nghe An province. The article has both theoretical and long-term strategic significance.

## **2. Research methods**

The basic methods used by the thesis include: scientific abstraction method; methods of analysis, synthesis, and practical summary methods to build a theoretical basis, analyze and evaluate the practice of human resources for socio-economic development in mountainous areas. In the thesis, the author uses statistical and comparative methods, methods of collecting, processing and analyzing statistical and survey data to demonstrate research on both quantitative and qualitative aspects. . Document sources and statistical data are collected from official

information such as: People's Committees of western districts and towns of Nghe An province; People's Committee of Nghe An province and departments and branches related to the research topic.

To have more information and practical basis about the research object of the thesis, the author used expert methods and sociological investigation methods, specifically:

**Interview survey:** The interview survey method is used to collect opinions from managers, businesses, and farm owners about human resource needs (quantity and quality) for development. Socio-economic in the western region of Nghe An province.

**Survey through questionnaires:** The author has developed questionnaires to survey households and human resource managers in the western region of Nghe An to collect information about human resources for development. Socio-economic development in this area to have documents and data to serve the analysis and assessment of the current situation and serve as a basis for proposing perspectives on human resource development for socio-economic development in the Western province. Nghe An.

### **3. Research content**

#### **3.1 Concept and characteristics of human resources in mountainous areas**

Hoang Chi Bao believes that "Human resources are a combination of human physical and mental strength, it shows the creativity, quality, operational efficiency and development prospects of the human being" (Hoang Chi Bao Chi Bao, 1993).

Nicolas Henry believes that "Human resources are the human resources of organizations (with different sizes, types, and functions) that have the ability and potential to participate in the development process of the organization along with the development of organizations. socio-economic development of the country, region, and world" (Nicolas Henry, 2010).

The author group George T. Milkovich and John W. Boudreau - Human Resources Management believe: "Human resources are the sum of internal and external factors of each individual that ensure creative resources as well as other content for the success, achieving the common goals of the organization" (George T. Milkovich and John W. Boudreau, 1997).

The Ministry of Labor, War Invalids and Social Affairs believes: "Human resources are the labor potential in a specified period of a country, a region, a locality or an industry" (Ministry of Labor, War Invalids and Social Affairs) and Society, 1999).

From the above concepts, the author believes that: Human resources is the combination of physical and mental capabilities of all people who are and will be participating in labor activities in the national economy. In other words, the human resources of society (locality, industry, production unit...) are the total labor power of society (locality, industry, production unit...) considered in certain periods of time.

Here, human resources are approached from the following aspects: In terms of quantity, human resources includes people who are and will be participating in labor in the national economy, of which the most important part is people of working age and working age. are participating in labor; In terms of quality, human resources are considered according to physical and mental criteria: physical strength, mental strength, mental strength; The determining factor in the effectiveness of human resources is the "physical capacity and mental capacity" of the workers themselves.

- *Concept of human resources in mountainous areas:*

In the process of socio-economic development, each region has its own characteristics, with its own potentials and strengths. According to D.Ricardo's Theory of Relative Advantage, countries in general and regions in particular can exploit their advantages to produce the products they have the most advantage in, thereby exchanging goods. , reaping the highest benefits. Therefore, each region must have human resources suitable for socio-economic development goals in terms of quantity, quality and structure. In Vietnam, mountainous areas often have many difficulties in terms of geographical location, terrain, quality of human resources... Therefore, in

addition to the local labor force, mountainous areas also need a labor force to be attracted to the country.

From there, it can be understood that mountainous human resources are the combination of physical and mental capabilities of all people who are and will be participating in labor activities in mountainous areas, including on-site human resources and laborers. Movement is attracted to the present and future. Accordingly, mountainous human resources is the total labor force of the mountainous area in terms of the territory and mountainous localities considered in certain periods of time.

### **3.2. Characteristics of human resources in mountainous areas**

Mountainous areas are places with terrain consisting mainly of hills, mountains and ranges of hills and mountains, where the terrain is high, uneven, rugged, divided, with harsh weather and climate, and where the level of development is high. Low socio-economic development and slow development. This means that it is a place with human resources with specific characteristics in quantity and quality compared to other territories. Specifically:

*Firstly*, the quantity of human resources in mountainous areas is low compared to the number of human resources in the plains, especially urban human resources. This is reflected in the correlation between land and human resources and the most general indicator expressing this characteristic is population density. It is easy to see that population density in mountainous localities is often lower than the general population density of each country, lower than the general rural population density and at a high difference compared to the city population density. .

*Second*, mountainous human resources have low quality in most aspects: cultural level, technical professional level, production and life organization level, awareness and sense of law observance, and care. health

*Third*, human resources in mountainous areas are scattered and unevenly distributed, concentrated in towns and cities and lacking in remote, remote and especially difficult areas.

*Fourth*, human resources in mountainous localities have a diverse ethnic structure, especially ethnic minorities.

### **3.3. Concept and content of human resource development for socio-economic development in mountainous areas**

#### **3.3.1 Concept of human resource development**

Leonard Nadler: "Human resource development is organized learning experiences that take place over certain periods of time to increase the ability to improve job performance, increase the organization's ability to develop and individual" (Leonard Nadler, 1984). Authors team Henry J. Sredl and Willam J. Rothwell believe: "Human resource development refers to organized learning experiences sponsored by business owners. It is designed and implemented with the goal of enhancing job performance and improving the human condition by ensuring alignment between organizational and individual goals" (Henry J. Sredl & William J. Rothwell, 1997). Jerry W. Gilley believes: "Human resource development is the process of promoting organizational learning, improving work performance, and creating change through the implementation of solutions. (formal and informal), initiatives and management activities aimed at improving organizational capacity, performance, competitiveness and innovation" (Jerry w. Gilley, Steven a . Egglund, and Ann Maycunich Gilley, 2002).

Le Thi Ai Lam defines: "Human resource development is activities aimed at improving and encouraging the better contribution of knowledge and physical strength of workers, better meeting production needs" (Le Thi Ai Lam, 2002).

According to Tran Xuan Cau, the concept of human resource development is mentioned as follows: "Human resource development is the process of developing physical strength, mental capacity, cognitive ability and acquiring knowledge, skills, and social dynamism. association and human creativity; culture; historical traditions... With a development approach from a social perspective, human resource development is the process of increasing the quantity (scale) of human resources and improving the quality of human resources , creating an increasingly reasonable human resource structure. With a development approach from an individual perspective, human resource development is the process of making people mature, have social capacity (physical strength, mental capacity, personality) and high social dynamism." (Tran Xuan Cau, 2008).

### 3.3.2. Content of human resource development for socio-economic development in mountainous areas

#### 3.3.2.1 Ensuring quantity, quality and structure of human resources for socio-economic development

##### *\*Number of human resources*

The quantity of human resources is the total labor force of workers as an element of the production labor process. The number of human resources is measured by the number of workers according to certain regulations, of which the most important part is workers of working age, referred to as workers of age.

Mountainous areas in Vietnam often have many difficulties and few advantages, especially in terms of infrastructure (transportation, communications, electricity, water, education, healthcare...), environment and other conditions. conditions for socio-economic activities, so human resources in mountainous areas are still mainly local human resources. Therefore, the number of mountainous human resources depends largely on the population, population growth rate and local population density.

##### *\*Quality of personel*

The quality of human resources is expressed in aspects such as: Cultural level, professional level, level of life organization, factors of psychology and customs, health status, moral qualities. , awareness and sense of compliance with the law...

Thus, the quality of human resources is mainly expressed in the mental, spiritual and physical strength of workers.

First, about mental capacity: The intellectual capacity of workers is expressed through a series of criteria that reflect aspects of human cognition, specifically:

- Cultural level: Cultural level is the knowledge of humanity that workers acquire at different levels.
- Technical expertise: This is the professional and occupational knowledge of workers at different levels.
- Psychological factors and customs: This is also a category that represents the thoughts and habits in production and daily life activities of the population in each region, each ethnic group and each production industry, especially is for mountainous human resources.
- Level of life organization: This is also a criterion that reflects the cultural level, professional qualifications, psychology and customs of the population. Therefore, this is also a factor that constitutes the quality of human resources.

*Second*, about mental strength. The strength of workers is reflected in their morality, awareness and sense of compliance with the law.

*Third*, about physical strength. Physical fitness reflects the health status of workers. High quality human resources are not only reflected in the level of culture and technical expertise, but also in the quality of physical strength. The physical fitness of human resources is expressed on many criteria such as: disease status, longevity, height, weight...

##### *\*Human resource structure*

The human resource structure represents the proportion of workers in the total workforce according to the criteria of gender, age, educational level, professional level, work industry.... Of which special attention is paid. to cultural and professional qualifications because these are the basic criteria for building human resource training strategies; Carry out the assignment and allocation of human resources for socio-economic development

*-Cultural level is expressed through specific indicators:*

- +Rate of literate and illiterate people
- + Percentage of people with primary education
- + Percentage of people with lower secondary education
- +Percentage of people with high school education

- *Professional qualifications are expressed through the following indicators:*

- + Percentage of unskilled workers (untrained) in the total number of human resources workers
- + Proportion of primary level trainers
- + Percentage of people training at intermediate level
- + Percentage of people trained at college and university levels
- + Proportion of people with post-university degrees

### 3.3.2.2 Human resource training

Human resource training, especially on-site training of mountainous human resources, has many advantages: it is training to immediately meet human resources working on the spot, minimizing difficulties caused by moving labor from other places. On the other hand, on-the-job training is an opportunity for training linked to local labor needs, consistent with socio-economic development. At the same time, expanding on-site training will reduce training costs (such as food, accommodation, and travel for students...) so there will be an opportunity to expand training subjects.

Training for mountainous human resources needs to pay attention to the following points:

*Firstly*, the number of trained human resources in mountainous areas is quite large, the input quality is low and uneven, so training faces many difficulties.

The number of untrained mountainous human resources currently accounts for a large proportion (about more than 80% of untrained workers), so the number of workers in need of training is large. Not only is the quantity large, but the quality of human resources in mountainous areas is low, so training will be very difficult.

*Second*, the subjects of human resource training in mountainous areas are very diverse:

The diversity of training subjects is expressed through the diversity of human resources in mountainous areas, especially mountainous rural areas.

In terms of training subjects, human resources are diverse according to age, health status, production and business conditions and living circumstances. For each of the above subjects, the conditions for participating in training to improve the quality of human resources in mountainous areas are different. Therefore, training human resources in mountainous areas needs to be implemented in many forms appropriate to their conditions and circumstances.

*Third*, we must choose the appropriate time, place, and form for training human resources in mountainous areas

Residents in mountainous areas, especially rural areas, have very limited learning conditions because daily work takes up a large amount of their time. Some studies have shown that mountainous and rural areas are large areas, agriculture is the main activity of the majority of residents. Human resources in agriculture, especially direct production labor, are highly seasonal.

*Fourth*, training for mountainous human resources is highly integrated:

Mountainous areas have the characteristic of spreading over large spaces, especially rural areas. Meanwhile, the population lives scattered, the basic mountainous rural administrative system is commune, with a length of 15 - 25 km. The length of each mountainous district is about 50 km. With the above characteristics of population distribution and administrative system, the training system, especially vocational training for workers, also has specific features compared to training in urban areas and there are differences between training and education. jobs for rural workers in the delta and mountainous rural areas.

### 3.3.2.3 Attracting and using human resources in mountainous areas

Attracting human resources and using human resources for mountainous areas is one of the necessary contents to ensure the socio-economic development of the region. Due to the characteristics of human resources in mountainous areas, there is a shortage compared to the requirements for socio-economic development. Therefore, to ensure human resources for socio-economic development, it is necessary to have mechanisms, policies and

create a favorable environment for attracting human resources from other regions and regions to "settle down and start a business".

#### 4. Human resources for socio-economic development in the Western region of Nghe An province

##### 4.1 Quantity, quality and structure of human resources of Western Nghe An province in the period of 2015 - 2021

###### 4.1.1. Number of human resources

- About the population size of the western region of Nghe An province

On-site human resources for socio-economic development in Anh Son district is 84%; Con Cuong district is 85%; Nghia Dan district is 83%; Ky Son district is 88%; Que Phong district is 87%. Therefore, the number of human resources will depend on the local population and population structure. Population size and quality both reflect the potential and strength of human resources and are the basis for determining local socio-economic development targets.

According to data from the Statistics Department of Nghe An province, the population size of Nghe An province in general, and the western region of Nghe An province in particular, has gradually increased over the years, with a relatively stable increase, except for 2 years 2020 and 2021. The population in Western region of Nghe An province has increased faster than in previous years. The basic cause is due to the relaxation of family planning policies and the labor force from the Northern and Southern industrial zones returning to their hometowns to avoid Covid (Table 1).

The population in the Western region of Nghe An province from 2015 to 2021 increased by 109 thousand people, accounting for nearly 44.1% of the province's population increase. In 2021, Nghe An's population will reach about 3,409,812 people. Of which, the delta region (also known as the East accounts for about 63.71%, the West of Nghe An province (including 6 low mountain districts and 5 high mountain districts) is 1,237,000 people, accounting for about 36.29%. of the total population of the province (Table 1). It can be said that this is a great potential to supplement human resources for local socio-economic development.

**Table 1: Population size and average annual population growth rate of Nghe An province and Western Nghe An province in the period 2015 - 2021**

Year	Population (Thousand people)		Population growth rate annual average (%)	
	The whole province	Western Nghe An province	The whole province	Western Nghe An province
2015	3,160	1,128	-	-
2016	3,203	1,136	0.013	0.007
2017	3,246	1,144	0.013	0.007
2018	3,291	1,196	0.013	0.045
2019	3,327	1,212	0.011	0.013
2020	3,365	1,221	0.012	0.007
2021	3,409	1,237	0.015	0.013

Source: Nghe An Provincial Statistics Department

Regarding population structure: Nghe An is also a province with a young population structure. In 2021, the proportion of the population from 15 to 64 years old will account for 65.3%, the proportion of the population under 15 years old and from 65 years old or older will increase twice as much. 26.3% and 8.4% respectively.

**Table 2. Population structure of Nghe An province and Western Nghe An province by gender**

Year	The whole province		Western Nghe An province	
	Total (thousand)	Female	Total (thousand)	Female

	people)	Total Rate (thousand People)	Ratio (%)	people)	Total Rate (thousand People)	Ratio (%)
2015	3,160	1,586	52.1%	1,128	560	49.6%
2016	3,203	1,605	50.1%	1,136	563	49.5%
2017	3,246	1,626	50.09%	1,144	568	49.6%
2018	3,291	1,647	50.04%	1,196	592	49.5%
2019	3,327	1,654	49.7%	1,212	599	49.4%
2020	3,365	1,680	49.9%	1,221	603	49.4%
2021	3,417	1,695	49.6%	1,237	610	49.3%

Source: Nghe An Provincial Statistics Department

The population structure by gender of the entire province as well as the western part of Nghe An province also shows that female human resources over the years are relatively stable, accounting for around 50% (Table 2). Female labor is quite abundant and is an opportunity to develop economic and social sectors that use female labor such as tourism, processing industry, education, and health care. However, the aging index in Nghe An province tends to increase over the years. According to the results of the Population and Housing Census in Nghe An province in 2009, it was 38.3% and in 2019 it was 46.5% (Table 3).

**Table 3: Aging index by regions in Nghe An province in 2019**

Unit: %

	Total	City	Countryside
<b>The whole province</b>	46.5	52.2	45.5
<b>Eastern region</b>	48.8	52.3	48.0
<b>Low mountainous area</b>	49.6	56.6	48.9
<b>High Moutain area</b>	27.4	36.4	26.9

Steering Committee for the Population and Housing Census of Nghe An province (2020)

The issue of population aging poses additional challenges for Nghe An (especially mountainous areas) when the province is still one of the localities with a low average income. Therefore, it is necessary to have policies to adapt to the aging population as stipulated in Resolution No. 21- Resolution/Central dated October 25, 2017 at the 6th Central Conference of the Party Central Committee. Session XII on population work in the new situation.

- About the labor force of the western region of Nghe An province

In 2021, Nghe An will have 77.2% of the population aged 15 - 59 participating in the labor force, of which the highest proportion belongs to the age group 25 - 29 (14.9%) and the age group 30 - 34 ( 13.5%). This characteristic of Nghe An province is similar to the general characteristics of other countries and regions during the period of golden population structure.

**Table 4: Labor force in the Western region of Nghe An province  
period 2015 - 2021**

	2015	2016	2017	2018	2019	2020	2021
Population (thousand people)	1,128	1,136	1,144	1,196	1,212	1,221	1,237



Labor force (thousand people)	704	711	717	726	727	728	729
Ratio (%) of labor force/population	62.41	62.58	62.67	60.70	59.98	59.62	58.93
Unemployment rate in urban areas (%)	4.35		2.88		3.47		2.73

Source: Nghe An Provincial Statistics Department

For the western region of Nghe An province, in recent years, the labor resource has continuously increased due to the impact of annual population growth and especially the outbreak of the covid epidemic, local workers have returned. Living in the countryside has added a significant resource. In 2015, there were 704,311 people. By 2021, there were 748,540 people. On average, in the period 2015-2021, each year adding 7,371 people to the labor force. The labor force in all years at this stage accounts for over 60% of the population (See table 4). The structure of the labor force in the working age (15-60 years old) of the Western Nghe An province is twice that of the remaining population groups. Thus, the labor force of the Western Nghe An province is very young and energetic. This is both an advantage and a great pressure because young workers have the ability to absorb science and technology quickly but the demand for jobs is also very high. The gender structure of the labor force of Western Nghe An province in particular and Nghe An province in general is relatively balanced, with the participation of female workers nearly 50%.

#### 4.1.2. Quality and structure of human resources

##### - About educational level

In Nghe An province, most people aged 15 and over can read and write and the literacy rate tends to increase over the years. According to the results of the 2009 and 2019 Population and Housing Census, the literacy rate of Nghe An province's labor force in 2009 was 94.7%, by 2019 it was 97.4% and; In the Western region of Nghe An province, the literacy rate of the labor force in 2009 was 91.8%, in 2019 it was 94.5%; It is estimated that in 2021 the whole province will reach 97.7%, and the western region of Nghe An province will reach 94.7%.

**Table 5: Literacy rate of the labor force in 2019**

Unit: %

	Total	City	Countryside
<b>WHOLE PROVINCE</b>	<b>97.4</b>	<b>99.3</b>	<b>97.1</b>
Male	98.2	99.4	98.0
Female	96.6	99.2	96.1
<b>DIVISION BY REGION</b>			
EAST	99.1	99.3	99.0

<b>Western</b>	Whole region	94.5		
	Low mountainous area	98.3	99.3	98.2
	High Moutain area	85.1	99.2	84.3

*Steering Committee for the Population and Housing Census of Nghe An province (2020)*

According to the results of the 2019 Census, the labor force with high school graduation level in low mountainous areas is 36.7%, in high mountainous areas it is 23% of the total population aged 15 years and over (Table 6). Compared to 2009 in low mountainous areas, this rate increased 1.8 times (in 2009 it was 20.38%); mountainous areas is 1.4 times higher (in 2009 it was 16.4%) (Steering Committee for the Population and Housing Census of Nghe An province, 2020).

**Table 6. Structure of the labor force in regions of Nghe An province by educational level in 2019**

*Unit: %*

	Total	Haven't graduated from elementary school	Graduated from elementary school	Graduated from secondary school	High school graduation	
<b>WHOLE PROVINCE</b>	100	4.2	14.7	39.4	41.7	
City	100	1.7	7.7	23.8	66.8	
Countryside	100	4.6	15.9	42.1	37.4	
<b>DIVISION BY REGION</b>						
EAST	100	2.0	12.2	39.2	46.6	
WEST	Low mountainous area	100	3.4	15.7	43.3	37.6
	High Moutain area	100	19.2	27.0	30.8	23.0

*Steering Committee for the Population and Housing Census of Nghe An province (2020)*

Data in Tables 5 and 6 show that there are differences in literacy rates and educational levels of the labor force between rural and urban areas, between plains and mountainous areas. In particular, in 5 highland districts of the western region of Nghe An province, the rate of workers who have not graduated from primary school is still very high (19.2%); The rate of workers graduating from high school is the lowest, only 23.0%. The basic cause of that difference is the gap in socio-economic development and infrastructure in the regions.

*- Regarding technical expertise*

In recent years, the proportion of workers with technical expertise in Nghe An has increased significantly (from 13.6% in 2009 to 20.6% in 2019). Among them, the proportion of workers with university degrees increased the most, more than doubling (from 3.5% to 8.4%). However, there are still large disparities between urban and rural areas, plains and mountainous areas. In particular, in 5 highland districts, only 12.2% of the labor force has technical qualifications, of which nearly half have university degrees (5.4%) (Table 7).

Thus, the outstanding advantage of the technical qualifications of the labor force of Nghe An province in general and the western region of Nghe An province in particular in recent times is the sharp increase in the proportion of workers with university degrees. This shows that university and post-university education in the province has

been transforming and making efforts to contribute to improving the quality of human resources. However, compared to the delta, the rate and growth rate of workers with technical qualifications in the Western Nghe An province is much lower.

At the same time, the western highland districts of Nghe An province have a large difference in technical qualifications compared to other localities. The results of the 2019 Population and Housing Census show that: Vinh city has a rate of 43.1% of professional and technical workers; Cua Lo town 14.8%, while districts in the western part of Nghe An province such as: Que Phong district only 9.9%; Ky Son district is 10.6%; Con Cuong district is 10.9% and Tuong Duong district is 11.5% (Steering Committee for Population and Housing Census of Nghe An province, 2020).

**Table 7. Percentage of trained labor force according to technical qualifications of regions in Nghe An province in 2019**

*Unit: %*

		Total	Primary	Intermediate level	College	University or higher
<b>WHOLE PROVINCE</b>		20.6	4.4	3.9	3.9	8.4
Male		23.5	7.5	4.6	3.4	8.0
Female		17.6	1.1	3.2	4.4	8.9
City		46.2	7.1	7.4	7.0	24.7
Countryside		16.8	3.9	3.4	3.4	6.0
<b>DIVISION BY REGION</b>						
EAST		24.0	5.0	4.4	4.4	10.2
WEST	Low mountainous area	16.5	4.0	3.3	3.4	5.8
	High Mountain area	12.2	1.8	2.7	2.4	5.4

*Steering Committee for the Population and Housing Census of Nghe An province (2020)*

*- About physical strength*

According to the results of the Nutrition Census from 2009 - 2020 published in April 2021, the average height of Vietnamese people has increased compared to 2010. Specifically: Vietnamese men are on average 168.1 inches tall. cm (an increase of 3.7 cm compared to 2010); The average female height is 156.2 cm (an increase of 1.4 cm compared to 2010). The strongest change in height belongs to the group of teenagers aged 16 - 18 years old. The growth rate of Vietnamese people in the past decade is double the average growth rate of the previous 10 years (from 2000 to 2010). That has helped Vietnam increase two places, currently ranked 4th in Southeast Asia. However, the height of Vietnamese people is still low compared to the world's average height (177 cm for men and 163.7 cm for women).

Like the national workforce, Nghe An province's workforce has not met the requirements for weight, average height, endurance, etc. Regarding average height, Nghe An's workforce is even lower than the average height. The average of workers nationwide is about 1.5 cm. In the Action Program to implement Resolution No. 20 - NQ/TW of the Party Central Committee on strengthening the protection, care and improvement of people's health, Nghe An sets a goal for the year 2025. and 2030 life expectancy is 74.5 years and 75 years; The average height at 18 years old for men is 167 cm, for women 156 cm and for men 168.5 cm and 157.5 cm for women.

Particularly in the western region of Nghe An province, according to the results of a survey of 180 workers in the area, 9.6% of people said their health condition was not good; 42.9% normal; 46.3% good and 1.1% affirmed their health has been very good in the past 5 years; The average height of male workers is 162.3 and that of women is

150.5 (Appendix 9). Thanks to improvements in health care conditions for people, the average life expectancy of people in the Western Nghe An province in 2015 reached 71.8 years old, increasing to 72.5 years old in 2021; The rate of fully vaccinated children increased from 90% in 2015 to 95% in 2021... However, the rate of malnourished children under 5 years old in Western Nghe An province, although decreasing, in 2021 still accounts for about 16%; The proportion of communes that have not met the national health criteria is up to 25%...(Table 8).

**Table 8. Some general indicators on health and health of Nghe An province and western Nghe An province**

	Provincial unit	2015		2021	
		The whole province	Western Nghe An province	The whole province	Western Nghe An province
Percentage of malnourished children under 5 years old	%	17.8	18.9	15.5	16.0
Number of doctors/ten thousand people	doctor	7.0	5.3	8.5	7.0
Percentage of communes with doctors (including additional doctors)	%	90.0	82.0	90	88.0
Percentage of communes/wards meeting national health criteria	%	74.6	65.4	93.0	75.0
Number of hospital beds/10,000 people (not counting the number of beds at medical stations)	Bed	25.0	14.0	35.2	15.5
Percentage of children under 1 year old fully vaccinated	%	93.5	90.0	98.0	95.0
Percentage of commune health stations with midwives or obstetricians and pediatricians	%	98.0	96.0	100	100
Average life expectancy	Year old	72.54	71.8	73.09	72.5

*Source: Nghe An Provincial Statistics Department*

In particular, during the two years of fighting the Covid -19 epidemic, the western region of Nghe An province has done a good job of controlling the epidemic and ensuring social security, especially for people in lonely, difficult and poor circumstances. returning from other provinces. The Covid vaccination campaign is strictly followed by authorities and people at all levels. Therefore, the Covid epidemic did not much affect people's health care goals, and all life activities soon returned to normal after the epidemic.

Table 3.8 shows that the efforts of all levels of government in the period 2015-2021 in health care for people have contributed to improving the physical strength of human resources to meet the needs of local socio-economic development. Because workers will not have high productivity and cannot develop their creative capacity if they lack good health (including physical health and mental health).

*- About mental strength*

Mental strength includes the psychological and social qualities of workers such as: creativity, adaptability, ability to cooperate, sense of discipline, spirit of inquiry... These are the qualities, a necessary quality in a modern industrial economy but a weakness in Vietnamese workers. For Nghe An people, many scholars have assessed that the outstanding characteristics are loyalty, generosity, honesty, living with ideals, diligence, studiousness, respect for love, respect for meaning... However, these The above advantages, when pushed to the extreme, often become weaknesses in the people of Nghe An: loyal to the point of recklessness, honest to the point of rigidity, respectful of love to the point of locality...

According to the survey results, the soft skills of workers in the Western region of Nghe An province are at an average level, of which the most highly rated is diligence (with 65.8 employers responding satisfactorily), followed by the spirit of inquiry (58%). However, some soft skills are rated very low, reflected in the high rate of "dissatisfaction" responses, such as: labor discipline (29.6% dissatisfied), ability to cooperate (29.9%), job completion level (33.9%) and the lowest is creativity (63.5% unsatisfied). These are huge obstacles for the development of human resources to meet the requirements of the process of industrialization and modernization in the context of integration for the purpose of economic development and ensuring social justice in the West. Nghe An province.

*- Regarding labor structure by economic sector***Table 9: Labor structure by economic sector of the regions****Nghe An province***Unit: (%)*

		2015	2016	2017	2018	2019	2020	2021
Agriculture, forestry, fisheries	West	76.49	75.25	73.70	69.43	68.49	67.81	67.16
	East	48.87	45.70	41.62	36.75	35.33	34.18	33.50
	The whole province	60.14	58.00	55.04	49.30	47.99	47.03	46.30
Construction industry	West	8.31	8.89	9.63	13.24	13.37	14.51	15.23
	East	21.41	22.80	24.76	28.92	29.27	32.28	33.58
	The whole province	16.07	17.01	18.43	22.90	23.20	25.49	26.70
Service	West	15.20	15.86	16.67	17.33	18.14	17.68	17.61
	East	29.72	31.50	33.62	34.33	35.40	33.54	32.12
	The whole province	23.79	24.99	26.53	27.80	28.81	27.48	27.10

*Source: Nghe An Provincial Statistics Department*

The labor size of the Western Nghe An province increases by nearly 4.2 thousand people each year, however the growth rate of each industry and each region is not the same. Labor increased the highest in the industrial and construction sectors with an average increase of 0.23%/year, followed by the service sector with an increase of 0.044%/year, only labor in the agriculture, forestry and fishery sector. average decrease of 0.026%/year. Due to the different growth rates of labor in different sectors, the proportion of labor has shifted in the right direction: reducing the proportion of agriculture, forestry, and fisheries from 76.49% in 2015 (557.9 thousand people) to 67.16% in 2021 (489.8 thousand people); The proportion of industry and construction

increased from 8.31% (60.6 thousand people) to 15.21% (111 thousand people); The proportion of services increased from 15.20% (110.8 thousand people) to 17.61% (128.4 thousand people) (Table 9).

Thus, the shift in labor in the western region of Nghe An province is still slow, not meeting the requirements of industrialization, labor in the agriculture, forestry and fisheries sector still accounts for nearly 2/3, while Industry, construction and services - sectors with higher labor productivity - only account for more than 1/3 of the labor force (Tables 9 and 10).

**Table 10: Labor productivity by economic sector of regions in Nghe An province**

*Unit: million VND*

		2015	2017	2019	2021
<b>Western Nghe An province</b>	Whole region	32,22	37,78	49,55	58,62
	Agriculture, forestry, fisheries	15,96	17,94	25,61	33,57
	Construction industry	100,32	111,81	102,76	108,68
	Service	76,80	82,73	100,71	110,67
<b>East</b>	Whole region	52,52	66,33	76,54	88,17
	Agriculture, forestry, fisheries	23,17	28,84	41,55	54,64
	Construction industry	66,39	82,89	77,44	84,52
	Service	90,80	100,53	110,73	125,99
<b>The whole province</b>	Whole region	46,70	57,44	66,23	76,93
	Agriculture, forestry, fisheries	19,43	22,74	32,86	43,01
	Construction industry	73,55	89,21	83,01	89,83
	Service	87,15	95,85	108,32	122,21

*Source: Nghe An Provincial Statistics Department*

In particular, in comparison with the East and the entire province, the West of Nghe An province not only has a more backward labor structure but also much lower labor productivity (in 2021 labor productivity has not reached 2/3 of labor productivity). average for the entire province and less than half of the labor productivity in the East). This poses many urgent tasks for the western region of Nghe An province in terms of vocational training, job creation, economic restructuring...

#### **4.2 Results achieved in human resource development in Western Nghe An province in the period 2015 - 2021**

##### **4.2.1 Quantity, quality and structure of human resources for socio-economic development in the western region of Nghe An province**

In the past 6 years, the western region of Nghe An province has had an increase in population, labor force and trained labor force over the years (Table 4). In particular, out of a total of 180 people when asked about their desire for their children to work in their hometown, 57.1% answered that they "very much want" their children to work in their hometown. That is a good sign so that the Western region of Nghe An province can effectively mobilize human resources for socio-economic development.

The ideology of "respecting men and despising women" in the mountainous areas, which considers women only as housewives and doing housework, has been gradually eliminated, so the number of human resources in the western region of Nghe An province has been supplemented quite large, currently the ratio is quite large. The weight of men and women in the labor force is relatively balanced (see table 2). That has reduced the labor shortage and especially reduced the pressure on employers regarding the stability of human resources,

accommodation, understanding of local customs and traditions... Reality in these Last year in the Western region of Nghe An province, the gap between supply and demand of labor was not as large as in urban areas and economic centers, the unemployment rate was decreasing: from 4.35% in 2015 to 2.73% in 2015. 2021 (Table 4)

Regarding human resource quality: localities in the western region of Nghe An province have been very active in implementing central, provincial and district policies on education and training. Therefore, the cultural level of human resources is increasingly improved. Localities have paid attention to exploiting state resources in combination with businesses and philanthropists to create important material premises for the development of education and training in the western region of Nghe An province.

Improving the skill level of local human resources has been focused on developing plans, projects, expanding training links... with centralized training forms (possibly locally). or non-local facilities); working while studying; election; Enterprises and production and business establishments also continue to train after recruitment (57.1% of managers said that after recruitment, the unit provides training and retraining for "some" workers). Therefore, the number of human resources in the western region of Nghe An province that have been trained and have technical qualifications tends to increase.

The physical and health of workers has improved, life expectancy has increased, and the rate of malnourished children is decreasing. In particular, soft skills of workers such as creativity, adaptability, cooperation, discipline... tend to get better and better, especially among young and working groups. trained. Perfecting the above qualities and qualities creates conditions for each worker in the Western region of Nghe An province to integrate into the domestic and foreign market economy. Thereby, contributing to narrowing the socio-economic development gap between the western region of Nghe An province and other regions in the country.

\* *Regarding attracting human resources:* The policy of attracting high-quality human resources and the policy of rotating grassroots officials of the central and provincial levels have supplemented the Western Nghe An province with a large number of grassroots and police officers. , teachers, health care... contribute to meeting local socio-economic development requirements.

\* *Regarding human resource use:* the number of new jobs increases steadily every year, an average increase of about 27,500 people, the average employment growth rate in the period 2015 - 2021 is 2.66%/year. Thus, compared to the average population growth rate, the employment growth rate is always higher. The unemployment rate in the western part of Nghe An province is much lower than in the delta and tends to decrease. From 2015 to 2021, labor restructuring will be in the right direction and consistent with the industry's economic restructuring, that is: reducing the proportion of labor in the agriculture - forestry - fishery sector from 76.49% to 67, 16%, increasing the proportion of labor in the industry - construction industry from 8.31% to 15.23% and in the service industry from 15.20% to 17.61%.

Thus, the western region of Nghe An province has human resources in the "golden stage", abundant, young, with increasing quality, and the structure is shifting in a positive direction. The problem is, how to train and use so that the valuable resource that is still in potential form is activated and developed.

### **4.3 Limitations and causes of limitations**

#### **4.3.1. Limit**

*Firstly*, the number of human resources in the western region of Nghe An province is not lacking compared to the total demand for human resources, but the human resources structure is not compatible with the structure of industries in the development trend. In particular, technical qualifications and soft skills are still limited; stature and physical strength are not up to standard.

*Second*, the human resource structure is unbalanced and moving slowly compared to the requirements of industrialization and modernization of agriculture and rural areas.

*Third*, attracting and using human resources is not reasonable, not exploiting the potential of human resources well to promote the static and dynamic advantages of the western region of Nghe An province.

#### **4.3.2. Cause of limitation**

*Firstly*, awareness of the population and employers about human resource development issues is still limited.

*Second*, the socio-economic development level of Western Nghe An province is still low, economic restructuring in the area is slow, not creating many jobs for non-agricultural occupations.

*Third*, the education and training system has had many positive changes but there are still some shortcomings.

*Fourth*, the economic and technical infrastructure in the western region of Nghe An province has not met economic and social development and people's needs, plus policies to attract, reward, and utilize highly qualified human resources have not yet met. timely, incomplete.

## **5. Solutions to ensure human resources for socio-economic development in the Western region of Nghe An province until 2030.**

### **5.1. Raising awareness of officials at all levels, sectors and local communities about human resources for socio-economic development in Western Nghe An province**

- For officials at all levels and sectors: Correct awareness of the role of human resources in socio-economic development to make correct decisions and develop effective plans and implementation roadmaps.

- For the local community: people need to clearly see their role and actively participate with pride as well as a clear awareness of their responsibilities in local socio-economic development.

### **5.2. Strengthen education and training to develop human resources**

*Firstly*, Complete school network planning, perform well the socialization of education and training

*Second*, improve the quality of vocational training

*Third*, strengthen retraining and fostering of on-site human resources

*Fourth*, promote vocational education for students:

*Fifth*, strengthen and improve the quality of the team of teachers and educational administrators at all levels for the Central Highlands region

### **5.3. Improve health status, population quality, and improve the living environment of workers**

- Strengthen communication and education on health and nutrition for all people.

- Do a good job of primary health care.

- Develop grassroots medical network

- Invest, upgrade and improve medical infrastructure, typically the Northwest General Hospital and the Southwest General Hospital

- Improve living environment hygiene.

- Implement social evils prevention combined with propagating healthy cultural lifestyles to people.

- Serious implementation of family planning work,

### **5.4. Attract and effectively use human resources**

*Attract human resources*

- Prioritize resources for building civil infrastructure systems

- Have a reasonable remuneration policy for highly qualified and highly productive employees.

- Arrange work according to expertise, create the most favorable conditions and environment for employees to work, create, contribute and develop.

- Publicize the list of priority sectors to receive. In specific units and special fields, maximum staffing priority can be given.



- Joint venture with domestic and foreign scientists to take advantage of their knowledge and experience in the socio-economic development of the region.

*Improve the efficiency of human resource use*

- First, we need to pay more attention to investment and job creation
- Standardize labor quality to arrange the right people for the right job
- Launch emulation movements for technical innovation, creativity, and production.

#### **5.5. Create basic premises in the western region of Nghe An province to develop human resources**

- Building a favorable socio-economic environment
- Improve people's livelihoods
- Carry out human resource development planning well
- Correctly resolve benefit issues

#### **Conclude**

The western region of Nghe An province has diverse and rich natural resources; Geographic location is strategic, but to exploit those potentials and advantages, the decisive factor is human resources.

The solutions proposed in the article need to be carried out regularly and synchronously with the support of policies, levels and sectors.

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