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Human resources for socio-economic development in the western region of the province Nghe An, Vietnam

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High-quality human resources are a solid premise, a decisive factor for the development and prosperity of a country in general and Nghe An in particular. The article focuses on analyzing the current situation, advantages and disadvantages of human resources for socio-economic development in the Western region of Nghe An province, from which to propose some solutions to improve the quality of human resources in order to improve the quality of human resources. meet the requirements of the current integration and development trend of the Western region of Nghe An province.

1. Introduction

People are always the basic, central, decisive factor and the goal of economic, political and social development. Because of the potential, advantages and particularly important position of this land, the Party Committee and authorities of Nghe An province have paid much attention, reflected in the system of guidelines and policies on the West.

However, in reality, the region's advantages and potentials have not been effectively exploited; attractiveness to attract investment of businesses is low. One of the basic causes of this situation is human resources to meet the socio-economic development requirements of the limited area.

The local human resources of the western part of Nghe An province are low level compared to other regions in the province, the ability and environment to improve qualifications is limited; on the other hand, like most other mountainous areas in the country, the western part of Nghe An province is very difficult to attract, especially highly qualified human resources. In the past years, the western provinces of Nghe An have made many efforts to improve the socio-economic environment, there are many policies to develop human resources, but so far the problem of human resources has not yet had a suitable solution. The shortage of human resources, inefficient use of human resources, and poverty are challenges for the western part of Nghe An province.

2. Human resources for socio-economic development in the Western region of Nghe An province, Vietnam in the period of 2015 - 2021

2.1. Quantity, quality and structure of human resources in the western part of Nghe An province in the period of 2015 - 2021

Number of human resources

- In terms of population size: The number of human resources in the western part of Nghe An province in the period of 2015-2021 is mainly local human resources. Therefore, the number of human resources will depend on the local population and population structure. Population size in the Western part of Nghe An province has increased gradually over the years, with a relatively stable increase.

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

	Population (thousand people)		Population growth rate annual average (%)	
	The whole province	Western Nghe An	The whole province	Western Nghe An
2015	3.160	1.128	-	-
2017	3.246	1.144	0,013	0,007
2019	3.327	1.212	0,011	0,013
2021 (preliminary)	3.409	1.237	0,015	0,013

Source: Nghe An Provincial Statistics Office

Regarding population structure by age: Western Nghe An province has a young population structure

Population structure by sex: female human resources have been relatively stable over the years, accounting for around 50%

- In terms of quantity: Over the past years, the human resource of the Western region of Nghe An province has continuously increased due to the impact of population growth: In 2015 there were more than 704 thousand people, by 2021 there will be more than 729 thousand people. In which, the labor force is very young and the gender structure is relatively balanced (female workers are almost 50%).

In the past 6 years, the western region of Nghe An province has had an increase in population, human resources and trained human resources over the years (table 3.15); the proportion of men - women in the labor force is relatively balanced; unemployment rate is decreasing: from 4.35% in 2015 to 2.73% in 2021.

Quality and structure of human resources

- About the level of education: 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 Population and Housing Census in 2009 and 2019, the literacy rate of Nghe An province's labor force in 2009 was 94.7%, 97.4% in 2019 and; In the Western part of Nghe An province, the literacy rate of the labor force in 2009 was 91.8% and 94.5% in 2019; It is estimated that in 2021, the whole province will reach 97.7%, the West of Nghe An province will reach 94.7%.

- About the level of technical expertise: The proportion of workers with professional and technical qualifications in Nghe An has increased significantly (from 13.6% in 2009 to 20.6% in 2019). In which, the proportion of workers with university degrees increased the most, more than twice (from 3.5% to 7.8%). However, there are still large disparities between urban and rural areas, plains and mountainous areas. In particular, in the five mountainous districts, only 12.2% of human resources have professional and technical qualifications, of which nearly half have university degrees (5.4%).

- In terms of physical strength: Workers in the West of Nghe An province have not met the requirements of weight, average height, endurance, etc.

- Mental strength: According to the survey results, the soft skills of workers in the western part of Nghe An province are at an average level, in which, the most appreciated is diligence (with 65.8 employers' response is satisfied), followed by the spirit of seeking (58%). However, some soft skills are very underrated, reflected in the high rate of "unsatisfied" responses, such as: labor discipline (29.6% are not satisfied), cooperation ability (29.6% are not satisfied), 29.9%, the level of job completion (33.9%) and the lowest level of creativity (63.5% are not satisfied)...

* Regarding the quality of human resources: cultural level, professional and technical level is increasing day by day; Physical fitness, health of workers is improved, life expectancy is increased, the rate of malnourished children is decreasing. In particular, soft skills of workers such as creativity, adaptability, cooperation ability, discipline... tend to get better and better, especially among young workers and laborers trained. The improvement of 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 the structure of labor by economic sector: The proportion of labor by industry structure has shifted in the right direction, but it is still slow: the proportion of agriculture, forestry and fishery has decreased from 76.49% in 2015 (557.9 thousand people) to 67.16%. 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)

In particular, in comparison with the East and the whole province, the Western part of Nghe An province not only has a more backward labor structure but also a much lower labor productivity (in 2021, the labor productivity will not reach 2/3 of the labor productivity). the average of the whole province and less than half of the labor productivity in the East).

2.2. Limitations and causes

- Limitations

Firstly, the number of human resources in the Western part of Nghe An province is not short of the total demand for human resources, but the structure of human resources is not compatible with the structure of industries in the development trend. Especially, the level of technical expertise and soft skills are still limited; stature and physical strength are not up to standard.

Secondly, the quality of human resources is still limited and the structure is still unbalanced, moving slowly compared to the requirements of industrialization and modernization of agriculture and rural areas.

Third, the attraction and use of human resources are not rational, and the potential of human resources has not been well exploited to promote the static and dynamic advantages of the Western region of Nghe An province.

- The cause of the restriction

Firstly, the awareness of people and employers about human resource development is still limited.

Secondly, the socio-economic development level of the Western region of Nghe An is still low, the economic restructuring in the area has been slow, and has not created many jobs for non-agricultural occupations.

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

Fourth, the technical and economic infrastructure in the Western part of Nghe An province has not yet met the needs of socio-economic development and people's living needs, plus the policies to attract, treat, and utilize highly qualified human resources have not yet met. timely, incomplete.

3. Solutions to develop human resources for socio-economic development in the Western region of Nghe An province, Vietnam to 2030

3.1. Raising awareness of officials at all levels,

sectors and local communities about human resources for socio-economic development in the West of Nghe An province

- For officials at all levels and branches: Properly aware of the role of human resources in socio-economic development to make the right decisions, build effective plans and implementation roadmaps.

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

3.2. Strengthening education - training and human resource development

Firstly, perfect the school network planning, well implement the work of socialization of education and training

Second, improve the quality of vocational training

Third, strengthen the retraining and fostering of local human resources

Fourth, promote vocational education for students:

Fifth, strengthen and improve the quality of teachers and educational administrators at all levels for the Western region of Nghe An province.

3.3. Improve the health status, population quality, improve the living environment of workers

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

- Do well in primary health care.

- Develop grassroots health network

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

- Improve living environment hygiene.

- Implement the prevention of social evils in combination with propagating a healthy cultural lifestyle to the people.

- Strict implementation of family planning work

3.4. Attract and effectively use human resources

Attract human resources

- Prioritize resources for the construction of people's infrastructure systems

- Having a satisfactory remuneration policy for highly qualified, high-performing employees.

- Arrange jobs in the right professional manner, create the most favorable conditions and environment for employees to work, create, dedicate and develop.

- Publicize the list of priority industries to receive. In particular units and special fields, maximum staffing may be prioritized.

- 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 using human resources

- First, it is necessary to pay more attention to investment in job creation

- Standardize the quality of labor to arrange the right people for the right jobs

- Launching emulation movements for technical improvement, creativity, in production.

Establishing basic premise in western Nghe An province for human resource development

- Building a favorable socio-economic environment

- Improve people's livelihood

- Good implementation of human resource development planning

- Properly solving the benefit problem

4. Conclusion

Western Nghe An province has diverse and rich natural resources; The geographical location is strategic, but in order to exploit those potentials and advantages, the decisive factor is human resources.

Continuing to train, develop and attract human resources, especially high-quality human resources identified by the Nghe An Provincial Party Committee as one of three development breakthroughs, creating a solid foundation, ensuring Nghe An in the future. the good preparation and successful implementation of the process of industrialization, modernization and international integration. The study has raised five points of view and proposed five solutions to ensure human resources for socio-economic development in the Western region of Nghe An province by 2030./.

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