

ADVANCING HUMAN RESOURCES QUALITY IN THE MODERNIZATION OF THE NORTH MOUNTAINOUS PROVINCES

Vu Dinh Dung

Electric Power University

Email: vudung.vnu@gmail.com

Received: 17/10/2022; Reviewed: 28/10/2022; Revised: 31/10/2022; Accepted: 04/11/2022; Released: 18/11/2022

DOI: <https://doi.org/10.54163/0866-773X/774>

Vietnam in general and the Northern mountainous provinces in particular are in the process of urban modernization, especially when science and technology is applied effectively, the government will provide services and utilities to people and businesses, contributing to improving the quality of life and increasing the competitiveness of the economy. However, the Northern mountainous provinces are currently facing difficulties and obstacles such as: low education level cadres, cadres are lacking in number, inadequate in structure, low in qualifications, especially scientific - technical cadres, economic managers and teachers of high schools at all levels from primary to secondary and high school, colleges, universities. The contingent of cadres with university degrees who are children of ethnic minorities is still too few, while the contingent of lowland cadres working in the northern mountainous provinces have not been assured of long-term attachment. Therefore, before the requirements set forth, improving the quality of human resources of the Northern mountainous provinces with sufficient quality and capacity is an extremely urgent issue, with urgent theoretical and practical significance.

Keywords: *Human resources; Quality of human resources; Northern mountainous provinces; Ethnic minorities.*

1. Introduction

Human resources (human resources) is one of the factors that determine the success of the industrialization and modernization career; to be the process of fundamental and comprehensive transformation of production, business and social activities, from using manual labor which is common to using trained labor along with modern technology, means and advanced methods to create high social labor productivity.

In the past years, our Party and State have had many undertakings and policies to pay attention to investment, development of education, training and retraining of human resources for regions with a large number of ethnic minorities in general. Northern mountainous provinces in particular and achieved many important results. However, the quality of human resources in the northern mountainous provinces is still low compared to the national average.

In this article, the author studies and analyzes the current situation of human resources in the northern mountainous provinces, on that basis, proposing specific solutions to improve the quality of human resources in the northern mountainous provinces in the current period.

2. Research overview

In recent years, topics related to human resources have been studied by many authors. In particular, the issue of human resources of the northern mountainous provinces has been studied and mentioned by many scientists in scientific articles, topics and projects such as:

Le Quan (2015), "Development of human resources to lead and manage the public administration in the Northwest: A case study of Ha Giang province". According to the author's research results, there are two main forms to develop human resources to lead and manage the public administration sector: (i) training and retraining to develop internal human resources. ; (ii) searching and recruiting leaders and managers from outside.

Ngo Minh Tuan (2013), "State management for human resource development in Vietnam: Problems and solutions"; The research has clarified the following issues: "Theory of human resources, human resource development, state management of human resource development; Assessment of the state management of human resources development in Vietnam over the past time; thereby identifying views, orientations and proposing solutions to innovate state management for human resource development in Vietnam in the coming time".

Nguyen Thi My Nguyet (2011), Improving the

quality of tourism human resources in the Northwest provinces in the period of 2012 - 2015; In this article, through analyzing the current situation of tourism human resources in the Northwestern provinces, the author has proposed three groups of solutions to help improve the quality of tourism human resources in the region, including linkages between provinces in the region with reputable training institutions to seek support to have a breakthrough to create a change in the quality of tourism human resources of the region.

Dang Xuan Hoan (2015): “In the context of promoting industrialization and modernization and international integration, human resource development and training is considered as one of the three breakthrough stages of the strategy to transform the socio-economic development model of the country; at the same time training and developing human resources to become the foundation for sustainable development and increasing the national competitive advantage.”

From the existing research results, the author realizes that it is necessary to have a research work to objectively assess the quality of human resources of the Northern mountainous provinces, in order to propose solutions to help improve the quality of human resource quality in the future.

3. Research method

In order to study the current situation of human resource quality of the Northern mountainous provinces, the author reviews the situation and theoretical basis for research on human resources related to human resources of the Northern mountainous provinces from previous studies and focusing on reviewing and assessing: (i) The current situation of human resource quality in the

Northern mountainous provinces; (ii) Proposing a number of solutions to improve the quality of human resources in the northern mountainous provinces; (iii) Discussing some directions for further research related to the quality of human resources in the northern mountainous provinces in the coming time.

In this article, the author uses analytical methods and synthesis methods to synthesize and analyze data on human resources of the northern mountainous provinces through synthesis from secondary documents of agencies: The General Statistics Office and the Statistical Offices of the Northern mountainous provinces; thereby analyzing and clarifying the quality of human resources of the northern mountainous provinces, seeing the change in human resources of the northern mountainous provinces, on that basis, proposing solutions to develop and improve the quality of human resources of the northern mountainous provinces.

4. Research results

4.1. The current situation of human resource quality in the northern mountainous provinces

Northern mountainous region is a large area on the northernmost tip of our country including 14 provinces: Ha Giang, Cao Bang, Lao Cai, Bac Kan, Lang Son, Tuyen Quang, Yen Bai, Thai Nguyen, Phu Tho, Bac Giang, Lai Chau, Dien Bien, Son La, Hoa Binh. This is the largest territory in our country with 100,965 square kilometers, accounting for about 28.6% of the country’s area.

The northern mountainous provinces have a rather special geographical position, with a transportation network being invested and upgraded, making it increasingly convenient for exchanges with other regions in the country and building an open economy.

Table 4.1. Amount and distribution of labor force in 2020

Unit: Percent

Place of residence/region	Workforce (Thousands of people)	Proportion (%)			% Female
		Total	Male	Female	
Whole Country	54.842,9	100,0	100,0	100,0	47,4
City	18.171,9	33,1	32,9	33,4	47,7
Rural	36.671,0	66,9	67,1	66,6	47,2
Regions					
Northern Midlands and Mountains	7.665,6	14,0	13,5	14,5	49,3
Red river delta	12.182,1	22,2	21,1	23,4	49,9
<i>In there:</i> Ha Noi	4.124,6	7,5	7,3	7,8	49,1
North Central and Central Coast	11.557,6	21,1	20,8	21,4	48,0
Highlands	3.456,6	6,3	6,3	6,3	47,7
South East	10.082,2	18,4	18,8	17,9	46,2
<i>In there:</i> Ho Chi Minh City	4.769,6	8,7	8,9	8,5	46,4
Mekong river Delta	9.898,9	18,0	19,5	16,4	43,1

Source. Labor and Employment Survey Report 2020 of the General Statistics Office

These provinces have diverse natural resources, capable of diversifying economic structure, with strengths in mining and mineral processing industry, hydroelectric power, tropical agriculture including subtropical and temperate products, integrated development of marine economy and tourism.

Despite having many advantages, many provinces in 14 northern mountainous provinces still cannot balance their own budgets, but mainly rely on the central budget. In particular, the living standards and incomes of people in the northern mountainous provinces are still far from the whole country. According to the 2020 Labor and Employment Survey Report of the General Statistics Office, the total number of working age workers in the northern mountainous provinces is 7,665,600 people, accounting for 14% of the total number of employees in the country.

- About the scale of human resources: the northern mountainous provinces are regions with small human resources, the population is mainly concentrated in rural areas. The population is sparse, the density is lower than the rest of the country, in

which the proportion of ethnic minorities accounts for over 70%. According to the data in Table 4.1, the labor force aged 15 years and over by 2020 will be over 7.6 million employees, of which over 4 million employees are ethnic minorities. With a fairly abundant labor force, the labor participation rate increases every year, the human resources of the Northern mountainous provinces are increasingly making important contributions to the general labor force of the country, however, the labor force is still scattered, not concentrated, and small-scale.

- About the quality of human resources: According to the General Statistics Office in 2020, the proportion of human resources with a high school diploma or higher accounts for 20.5% of the total number of employees aged 15 and over in the country, lower than this rate of the whole country to be 3.5%. The proportion of labor force with elementary qualifications accounts for 4.3% of the trained labor force of the whole country. The proportion of labor force with university degree or higher accounts for 7.5% of the trained labor force of the whole country (lower than 3.6% of this rate of the whole country).

Table 4.2. Proportion of trained labor force in 2020

Unit: Percent

Place of residence/region	Total	Primary	Intermediate	College	University and above
Whole Country	24,0	47,7	4,4	3,8	11,1
Male	26,9	8,3	4,8	3,3	10,5
Female	20,9	0,7	3,9	4,4	11,8
City	39,7	6,1	5,9	5,6	22,1
Rural	16,3	4,0	3,7	2,9	5,7
Regions					
Northern Midlands and Mountains	20,5	4,3	5,1	3,5	7,5
Red river delta	32,6	6,2	6,0	5,2	15,2
<i>In there: Ha Noi</i>	44,8	6,6	6,9	6,3	24,9
North Central and Central Coast	22,7	4,5	4,6	4,0	9,5
Highlands	16,9	4,0	3,1	2,3	7,4
South East	29,5	5,1	3,8	4,5	16,2
<i>In there: Ho Chi Minh City</i>	38,7	4,6	4,0	6,1	23,9
Mekong river Delta	14,9	3,4	2,7	2,0	6,8

Source. Labor and Employment Survey Report 2020 of the General Statistics Office

From the above situation, it shows that the quality of human resources of the northern mountainous provinces is low, leading to limited exploitation and use of other livelihood resources such as natural resources, material resources, social and financial resources.

4.2. Some solutions to improve the quality of human resources in the northern mountainous provinces

4.2.1. Promoting socio-economic development to improve the living standards of the people of the

northern mountainous provinces

Firstly, it is necessary to continue to promote the construction of new rural areas in the northern mountainous provinces, in association with focusing on building rural areas with synchronous and modern infrastructure, developed according to planning, reasonable linkage between agriculture and industry, services and urban areas.

Secondly, promoting the introduction of high technology into production to raise incomes and transform the structure of rural labor, expanding the

system of trade and services to serve production, changing jobs for the people affected by the process of urbanization, hydroelectricity.

Thirdly, building and promoting villages with traditional occupations, giving priority to the development of various types of enterprises processing agricultural, forestry and fishery products. Training traditional crafts and new professions; strengthening agricultural, forestry and fishery extension programs and encouraging supporting industries to improve labor skills, helping farmers to restructure the economy, forming and developing industry and bio-agriculture in the area of the northern mountainous provinces.

Fourthly, creating jobs associated with agriculture and developing agriculture and rural areas, implementing projects on restructuring crops and livestock, restructuring in agriculture,... to contribute to changing the rural face of villages in the northern mountainous provinces. The provinces in the region need to have plans to replicate and promote the search for outputs for products, ensuring an effective and sustainable development process.

Fifthly, continuing to form industrial parks is very important, because it will solve a lot of labor, encouraging rural, remote and isolated workers to actively and proactively improving their skills, searching for job change, improving people's living standards. Encouraging further promotion of development of small and medium enterprises in rural areas. Building a friendly, efficient, civilized and fair working environment, a working environment suitable to the qualifications of employees, encouraging competition, creating attractiveness and attraction for the abundant labor force, especially promoting labor in the agricultural sector.

4.2.2. Strengthening the promulgation of policies on education, training and retraining for the northern mountainous provinces

In the coming time, the Party and State should pay more attention to education and training in the northern mountainous provinces, thereby issuing policies to prevent the deterioration of education in the northern mountainous provinces and speeding up the development of education. According to the analysis results of some education researchers, the Northern mountainous provinces are showing signs of going down according to many criteria, especially high dropout rate, the higher the education level, the lower the enrollment rate; although there has been the attention of the authorities in many localities, the education issue has not yet been involved by the entire government system in the northern mountainous provinces. It is urgent to come up with solutions to reduce the dropout rate at all levels. Many localities in the northern mountainous region have had experience in maintaining student

numbers, the coordination of the education sector and the government, village elders and village heads has brought into play. However, it is necessary to solve the problems of awareness, funding, human resources for production for anchored and poor families. Therefore, the authorities of the northern mountainous provinces need to have appropriate management solutions with support, encouragement and administrative measures for units and localities that do not pay enough attention to education.

4.2.3. Developing policies to motivate students, parents and teachers to invest in learning and teaching

Many people in the northern mountainous provinces still have an incorrect perception of the role of education, have not invested enough time, energy and money for their children to attend compulsory education, training and higher education level. In order to raise the awareness of the people of the northern mountainous provinces about the role of education in social development and in personal life, the propaganda must be realistic, encouraging good examples, individuals and successful families in the community. Encouraging people to participate in discussions, making recommendations and deciding on the direction of education development, mobilizing contributions and propose specific supports from the State.

Supporting the poor, especially ethnic minorities, people in districts and communes with special difficulties in accessing education is very necessary. In fact, many poor families cannot afford to send their children to school due to a lack of human resources, lack of money to contribute or expenses for their children to study under the model of "semi-boarding people". Therefore, strengthening the support of the community and the State is very necessary.

Determining and using payroll under recruitment contracts, creating jobs for trained students with certain professional qualifications. Especially, the use of trained students to replace grassroot cadres who have not gone to school or have low cultural qualifications will create motivation for students and students' parents, which is a way to improve their working capacity of government cadres and grassroot organizations.

Supporting teachers in life, in addition to the salary regime, housing support and living services are required; fostering and improving the qualifications of current teachers, having a roadmap to train ethnic minority cadres to replace Kinh teachers, who currently account for the majority of teachers in the northern mountainous provinces.

There is a roadmap for training professional cadres and managers for ethnic minority areas, paying more attention to building a network

of universities and colleges in the northern mountainous provinces, ensuring adequate training on-site staff for the provinces in the region.

4.2.4. Developing policies to support the development of education infrastructure and facilities

Strengthening facilities, schools at all levels of the northern mountainous provinces. First of all, paying attention to developing the infrastructure of the boarding school system, which prepares the entrance for colleges and universities in the area and the cadres working in the northern mountainous provinces in the future. Middle schools and elementary schools need to be solidified, paying special attention to places where the population is sparse, so they have to teach mixed classes, the investment costs are much higher than in other places. The construction of solid classrooms needs to go hand in hand with the construction of houses for teachers, equipment for laboratories, computers and environmental sanitation conditions, such as providing clean water for schools, building building toilets, providing teaching and learning materials and equipment... meeting the standards of the Ministry of Education and Training.

4.2.5. Formulating policies on strengthening the organization and management of education and training for the northern mountainous provinces

The construction of solid classrooms needs to go hand in hand with the construction of houses for teachers, equipment for laboratories, computers and environmental sanitation conditions, such as providing clean water for schools, building building toilets, providing teaching and learning materials and equipment... meeting the standards of the Ministry of Education and Training. Diversifying education - training and retraining models at all levels; strengthening boarding schools, expanding boarding enrollment quotas; consolidating the model of semi-boarding people with additional support from the State and other funding sources to improve the living and learning conditions of students in the northern mountainous provinces.

Strengthening the quality of training through organizing the teaching process, innovating teaching methods, increasing the teaching of ethnic languages in parallel with Vietnamese so that ethnic students have enough general knowledge when entering life. It is necessary to discuss the quality criteria according to the use requirements, not to impose the general quality requirements of the developed regions. The criteria for foreign languages and specialized subjects need to be changed to suit the needs of users.

5. Discussion

From the above issues, in order to effectively solve the human resource problem in the northern

mountainous provinces, it is necessary to continue to pay attention and study a number of issues such as:

Firstly, the quality of human resources in the northern mountainous provinces is not high due to the lack of a synchronous development policy system on human resource development in this region in recent years.

Secondly, improving the quality of human resources of the northern mountainous provinces is an integral part of the general policy of the state. Human resources of the northern mountainous provinces account for nearly 70% of ethnic minorities, so the policies to improve the quality of human resources of the northern mountainous provinces are essentially policies to develop human resources of ethnic minorities.

Thirdly, the research results have confirmed the decisive role of policies in improving the quality of human resources in the northern mountainous provinces. The right policies will create new motivations for the development of physical fitness, intellectual and spiritual resources for human resources of the northern mountainous provinces.

Fourthly, solutions to improve the quality of the northern mountainous provinces are related to the impacts of policies on socio-economic development, education and training policies,...

However, as mentioned above, the proposed solutions are only macroscopic for the whole Northern mountainous region, or only focusing on solutions to improve quality through proposing a number of solutions related to the formulation of socio-economic development policies or education and training development policies. These are the gaps that require further research on a number of issues: (1) What theoretical basis can be applied to the development of human resource quality in the northern mountainous provinces? (2) What are the contents and requirements of human resource development and human resource development activities for the northern mountainous provinces? (3) What are the criteria for assessing the quality of human resources in the northern mountainous provinces?

6. Conclusion

For the socio-economic development of each country in general and in Vietnam in particular, human resources have an extremely important position, determining labor productivity and quality of life. Human resources determine the rapid and sustainable development of each country and ethnic group. The Northern mountainous region has a lot of potentials and advantages both in terms of natural resources and in terms of human resources. It is home to many ethnic minorities living together for a long time, to be a revolutionary and safe base zone for the resistance wars,... However, one of

the reasons causing the strongest impact is that the human resources of the northern mountainous provinces are limited in quantity, poor in quality and have not met the development requirements, reflecting in the fact that the human resources of the northern mountainous provinces have not yet met the job requirements; the proportion of trained laborers still accounts for a modest proportion of the total number of employees.

This article is the first step to research on human resources and the Northern mountainous

area, although the practicality and urgency of the research problem is high, but because of limited time, the author thinks that the results of the article have certain limitations. It is certain that these initial research results will serve as the basis and argument for further scientific works on the quality of human resources in the northern mountainous provinces. But the content of this research will serve as the basis and argument for further scientific works on the quality of human resources in the northern mountainous provinces.

References

- Diem, N. Van, & Quan, N. N. (2004). *Textbook of Human Resource Management*. Hanoi: Publishing House of National Economics University.
- Dinh, D. C. (2005). Vietnam's human resources status and recommendations. *Communist Journal*, 733.
- Duc, T. K. (2010). *Education and human resource development in the 21st century*. Publishing House of Vietnam Education.
- Duoc, V. Q. (1999). *Building human resources for industrialization and modernization in Da Nang city*. Master thesis in economics, Ho Chi Minh National Academy of Politics.
- Duong, V. T., & Hai, H. Van. (2018). *Human Resource Management Textbook*. Hanoi: Publishing House of Statistics.

- Giao, N. L. (2013). Factors affecting human resource development in the current period. *Journal of Social Sciences*, no.2, p.87-90.
- Hac, P. M. (2007). *Development of culture, people and human resources in the period of national industrialization and modernization* (chief edit). Hanoi: Publishing House of National Politics.
- Quan, L. (2015). Developing human resources for leadership and management in the Northwest region: A case study of Ha Giang province. *Science Journal of Vietnam National University, Hanoi: Economics and Business*, 31(1), p.31-40.
- Tuan, N. K. (2004). *Developing knowledge economy to accelerate the process of industrialization and modernization in Vietnam*. Hanoi: Publishing House of National Politics.

NÂNG CAO CHẤT LƯỢNG NHÂN LỰC TRONG QUÁ TRÌNH HIỆN ĐẠI HÓA CÁC TỈNH MIỀN NÚI PHÍA BẮC

Vũ Đình Dũng

Trường Đại học Điện lực

Email: vudung.vnu@gmail.com

Nhận bài: 17/10/2022; Phản biện: 28/10/2022; Tác giả sửa: 31/10/2022; Duyệt đăng: 04/11/2022; Phát hành: 18/11/2022

DOI: <https://doi.org/10.54163/0866-773X/774>

Việt Nam nói chung và các tỉnh miền núi phía Bắc nói riêng đang trong quá trình hiện đại hóa đô thị, đặc biệt khoa học công nghệ được ứng dụng một cách hiệu quả, chính quyền sẽ cung cấp các dịch vụ, tiện ích tới người dân và doanh nghiệp, góp phần nâng cao chất lượng cuộc sống và tăng năng lực cạnh tranh của nền kinh tế. Tuy nhiên, các tỉnh miền núi phía Bắc hiện đang phải đối mặt với những khó khăn, trở ngại đặt ra như: Cán bộ thiếu về số lượng, bất cập về cơ cấu, thấp về trình độ, nhất là cán bộ khoa học - kỹ thuật, cán bộ quản lý kinh tế và giáo viên các trường phổ thông các cấp từ tiểu học đến trung học và cao đẳng, đại học. Đội ngũ cán bộ có trình độ đại học là con em các dân tộc thiểu số còn quá ít, trong khi đó đội ngũ cán bộ miền xuôi lên công tác ở các tỉnh miền núi phía Bắc chưa yên tâm gắn bó lâu dài. Vì vậy, trước yêu cầu đặt ra, việc nâng cao chất lượng nhân lực của các tỉnh miền núi phía Bắc có đủ phẩm chất, năng lực, là vấn đề vô cùng cấp thiết, có ý nghĩa lý luận và thực tiễn cấp bách.

Từ khóa: Nguồn nhân lực; Chất lượng nguồn nhân lực; Các tỉnh miền núi phía Bắc; Dân tộc thiểu số.