

SOLUTIONS FOR WOMEN'S HUMAN RESOURCES DEVELOPMENT IN THE PERIOD OF 2011 – 2020

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In the development and integration trend of the country, human resources development, including women's human resources, is considering as a critical and vital issue and the fundamental factor to the rapid and sustainable development. Besides improving the quality of human resources to improve economic efficiency and increase integration capacity, human resources development produces positive effects on gender equality goal. Women's human resources development includes education, training, health care and life standard development for women. This article reveals the situation of women's human resources and suggests some solutions for women's human resources development in the period of 2011-2020 based on the State-level survey "Theoretical Basis and Practical Scope for designing policies on women's human resources in the period 2011-2020" marked 58G/2011/ĐTĐL covering 3 regions of Vietnam (including cities and provinces: Ninh Bình, Tuyên Quang, Hà Tĩnh, Kon Tum, Tây Ninh, Sóc Trăng, Hà Nội and Hochiminh City). Sample structure was based on the social structure as in the rural and urban area, ages, and professions, with 2,400 quantitative samples and 168 qualitative samples.

I. The status of women's human resources

1. About health

Health of the workforce is the crucial factors determining the quality of current and future human resources, especially female human resources.

Survey on the health status of female workers showed that 75.9% are in good health, and the rest responded that the

work is too hard for them. However, this ratio is different between regions, economic sector and ecological areas.

Percentage of female workers in urban areas healthy enough to do their jobs is higher in rural areas (85.3% compared with 69.0%). Most of rural female workers working in agriculture face with low income, unstable situation, hard

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work and limited medical care condition; thereby, their health will be reduced. In addition, the proportion of female workers who are treated for occupational diseases in rural is higher than in urban areas (14.2% compared with 9.9%) and more popular in the age group of 40 (55.6%), followed by the 26-40 year old cohort (40.4%) and lowest in the 18-25 year old cohort (4.0%). The cause is the substance abuse in agricultural production which causes environmental pollution and affects the health of rural women.

Almost women workers in the formal sector (whose labor contracts last at least 3 months or on official payroll) found healthy enough to work (93.2%) whereas only 65.9% has been the case in the informal sector. In the formal sector, female workers receive good health care in form of health insurance, regular health checkup,.... meanwhile in the informal sector, they nearly do not have any health care. This difference caused the inequality between two sectors when the workers are directly affected. In the formal sector, number of government female workers have the best health (94.7%) while the worst is witnessed in private sector (62.1%).

The number of women workers who suffer from occupational diseases in formal sector is less than in the informal sector (5.8% compared with 16.2%). Overall, the proportion of female workers who are suffering from occupational diseases and being treated is relatively high (12.4%) and higher than male workers (8.7%). This is a

serious problem to concern while drafting policy for women workforce in this sector.

2. About education

The survey indicated that most of women workers graduated from secondary school and high school (33.3% and 59.5%), primary school (6.7%) and the illiteracy rate is only 0.5%. However, the gap in education levels between geographical regions, economic sectors and age groups is still high. Typically, the percentage of high-schooled female labor in urban areas is close to 2 times higher than in the rural (73.1% compared with 49.7%). The main reason is the education inequality between rural and urban areas. In addition, the proportion of high-schooled female labors in the formal sector (78.9%) is higher than in the informal sector (48.3%), that of younger female workers is higher than elder ones (72.7% in age 18-25 cohort, 60.4% in age 26-40 cohort, 54.3% in aged above 40); especially all the workers aged 18-25 is literacy. This is a good sign for the Vietnam women's human resources, especially in the current integration trend.

3. About technical qualifications

In recent years, although the country's labor education keeps improving, and qualification system remains stable and be standardized, according to research, majority of female labor is still undereducated (60,7%). The number of female labor has college and university degree is 39.3% (5.6% have basic vocational training, 12.7% have intermediate vocational training, 3.3%

have vocational degree, 4.2% finished college, and 12.9% have university degree). Female workers who find their jobs spontaneously, lack of orientation and education, and choose the job that doesn't require specific skill or qualification, which has been the case in rural women workers.

According to 2010 national data, the percentage of unskilled urban workers is 69.6%, while the percentage of rural ones is 91.4% [15]. However, the survey showed that, in rural areas, women workers without qualifications made up 64.1%, while in urban areas, the rate is 39.2%. Only 3.2% rural female workers were trained at college and 8.8% at university, while in urban areas the rate is almost doubled (5.7% and 18.6%). That difference shows the increasing difficulty that rural areas are facing to taking advantage of local human resources to serve the industrialization and modernization process.

The imbalance in level of expertise and skill of female labors also reflects in the fact that most of untrained female labors without higher education work in the informal sector while those with higher education (university degree or above) only can only be found in the formal sector. It is notable that among those without technical expertise, most of them work in private sector - 79% (farming in rural areas and casual employment in rural areas) and in foreign invest enterprises is 68% (Most of them are industrial workers in textile, leather, electronic assembly lines where skills are not mandatory but working

condition is not safely guaranteed and earnings are low).

Because the integration period requires high quality human resources to meet the modernization needs, decreasing need for unskilled jobs, limited technical qualifications would be the barriers to female labors to apply for the job which results to unemployment, which is a waste of human resources and a burden for family and society. Thus, it is necessary to develop the the policy to improve female labors' working skills.

Besides, educated labors working in wrong fields is an enormous waste of training costs and human resources. Therefore, managers and planner need to care more about this issue and should propose suitable education policies for the national economic development. There is 57.2% of woman working in wrong fields among 39.3% of trained female labor. Only 27.9% woman workers in informal sector working the right jobs as they are trained for, while the corresponding number of woman in formal sector is 68.3%, in which, the the highest number is working in state agencies (71.7%), while in private sector, the figure is 24.8%. The number female workers that work in wrong fields are difference in rural area (64.9%) and urban area (45.6%). That explains why the opportunities to find the right jobs in countryside is much smaller than in city.

4. About foreign language skills, computing skills

Regarding language proficiency: Although English is becoming more popular

today, in this survey, only one thirds (32.7%) of female employees know English. In addition, the proportion of female employees know other languages is negligible, as Russian (4.0%), French (2.0%), Chinese (1.6%), German (0.7%).

Women workers knowing English differ on different age groups, 18-25 cohort the rate is 55.6%, 26-40 cohort: 40.75%, above 40 cohort: 15.3%. More women aged 18-25 know English than other age cohorts because of better conditions and opportunities. Most of female workers speak English is working in formal sector (66.3%). Urban female workers have more chances to meet foreign language demand than rural worker (24.6% compared to 10.0%). However, the English proficiency of most female workers is basic; this is a very big obstacle for female workers in search for employment opportunities in the period of economic integration.

Regarding computer skills: The number of female employees who know and use the computer to perform their jobs is comparatively small. Only 33.1% of surveyed female workers know office computing skills, 70.4% have poor computing skills and only 7.1% is skilled. The percentage of female workers specialized in computing is even lower, only 15.7%.

Women workers who have office computing skills and informatics expertise are seen more in the aged 18-25 cohort (50.9% compared with 40.7% in 26-40 cohort and 17.9% in above-40 cohort) and in urban areas than in rural areas (47.7% compared with 22.5%).

Women workers in the formal sector have better office computing skills and informatics expertise than female workers in the informal sector (65.3% and 14.5%; 32.7% and 5.9%).

Using information technology and foreign languages will help women workers have more opportunities to update the knowledge, improve professional capacity, and increase job opportunities. Besides, information technology and foreign language open doors to women workers into the international labor market. The lack of these skills is a huge disadvantage for female workers and has a negative effect on the quality of women's human resources. However, according to the survey, the consciousness to learn computer skills and foreign language of female workers is not high. Therefore, the problem is how to raise the awareness of women labor to improve the capacity for language and information technology to meet the needs of the labor market.

5. Regarding the soft skills

Besides the basic knowledge, to meet job requirements, employees have to possess soft skills. However, only one thirds of female workers do not have any difficulties in using techniques and technology. This suggests that besides foreign language and computing skills, this is one of the obstacles of Vietnam female workers during the integration process. About teamwork skills, there are 49.1% of those surveyed actually comfortable to collaborate with others on the job. At present, planning skills

are considered as the worst in the skills of female employees. This is a gap needed to be filled in developing human resources of female workers.

II. Some solutions to develop women's human resources towards 2020

Recognizing the role, position and importance of women in the current period, 27/4/2007, the Politburo issued Resolution No.11-NQ/TU about "Women initiative in the period of boosting industrialization and modernization of the country" in which emphasizes the goal "By 2020, women were improved in all aspects, be educated and trained to meet the requirements of industrialization, modernization and international economic integration, employed, improved considerably the material, cultural, spiritual life, broader participation of the society works, equality in all fields; contribute enormously to society and the family." However, the implementation process of Resolution 11 at all departments, branches and localities have many shortcomings and limitations. From the survey of women's human resources, we propose the following solutions.

1. The goal-oriented solutions

- *Raise awareness of human resource development for the Party leaders and localities:* Focus on propagating to change the awareness of leaders, managers from the central to local to reform radically the state management of education and training, building a learning society and comprehensive health for women's human resources,

the need to raise the income and improve working conditions of this object.

- *Mobilize resources for investment in women's human resource development and promote the role of civil society organizations, and political-social institutions:* Increase investment for the development credit funds for women. It is necessary to supervise carefully and thoroughly to support the capital needs of different groups of women to offer practical and suitable solutions.

- *Promote the role of civil society organizations, political-social institutions:* Mobilize the active participation of civil society organizations, unions in the implementation of development goals such as Vietnam Women's Union, Vietnam Farmers' Association and Union Youth Hochiminh City.

- *Enhance mental power for women's human resources:* Improve education level for female workers besides focusing training computer skills, foreign languages and other professional skills; training based on the needs of women workers and the requirements of economic development and regional integration.

- *Enhance physical strength for women:* Establish mass media activities to improve the knowledge of people's health; Focus on the reproductive health care for young females; Propagate the protection against epidemic disease; Improve women's human resources through improving nutrition conditions, housing and living environments.

Reduce nutrient deficiencies in children and pregnant women, improving diet, increasing dietary energy and developing nutrition structure for women's human resources.

- *Development psychology for women's human resources:* Continue to develop and implement programs to conserve, develop, and promote the traditional cultural values which creating spiritual power of women in the context of international integration. Renew forms and contents of moral, civic education in schools; Help and develop for women human resources appropriate lifestyle, personality, working attitude to meet the requirements of socio-economic development, require them to accept, place the new values and promote good traditional values, including moral values, the spirit of Vietnam .

2. Specific solutions

- Education Training Development:

Focus on education policies to improve education level and professional careers for women and girls, vocational training for women workers in rural, remployees who converse the use of soil under the impact of industrialization, to reintegrate female workers to the labor market, shape supporting training policies; Amend, add extra services to improve productivity and ensure life for women living in rural areas so they will not immigrate; Arrange funds to investigate the labor market, provide timely and accurate labor market information.

- *Livelihood support for women:* Implement Land Law 2003 and the amendment decrees: all land certificates

have to mention both husband and wife; banks simplify procedures and loan conditions and accept wider variety objects of loans. Improve and promote the effective implementation of social insurance policies, especially unemployment insurance policy; Supplement insurance policies for workers in the informal sector; Reform wage policy aimed at encouraging businesses to apply flexible salary form as paid by contributing labor and production efficiency, business outcome and market relationships to enhance the stimulation and competitiveness of wages. Reform recruitment policies, worker policies, especially the policy about age requirements to participate in training, promoted for female workers, to ensure fair and equal for both male and female workers.

- *Health care:* Ensure that everyone receives health care and growing gradually, consistent with the financial ability of the society. To enhance the effective use of resources to implement the strategy and equality in health care; supplement and shape the policy on social security for women's human resources, especially women workers in the informal sector.

- *Regarding fitness, sport development:* Pay attention at female workforce on physical activities, sports, exercises; treat them as the object to be priority attracted, especially women in rural areas, regions and remote areas, ethnic minority areas. Mobilise resources from all the departments, branches, localities and socio-economic organization and

individuals to develop sports for female workers.

- *Improve gender equality:*

Reduce gender stereotypes, raise awareness of leaders, managers, and the community. Develop the capacity and the role of women to ensure gender equality in the development process and to boost the participation of women in decision-making roles and maximize the effectiveness of this activity. Gender issues should be considered in a systematic way in the planning, setting institutions, policies and laws related to human resource development; Amend and supplement a number of legal documents, the lack of gender-sensitive policies, filling the gap between law, policy and practice.

3. Solutions for the female workers themselves

- *Women need to encourage, strive, and enhance social activeness:* Firstly, it is necessary for women to get rid of inferior complexity and low self-esteem; recognize that self-awareness is the responsibility and duty, strive yourself, especially, the female workforce in rural areas, remote areas. Female workers have to eliminate gender stereotypes, actively participate in the decision-making process in the family, social activities, actively learn and acquire cultural and professional knowledge to meet the requirements of society and labor market.

- *Women should express confidence and organizing capability:* Women workers need to manage skillfully the houseworks, have a suitable timetable,

ask the family and society to share the workload, together make the family a cozy nest.

III. Conclusion

Women's human resources play a very important role in the economic development process. Women's human resources are critical not only for the present but also for the future human resources. However, the quality of women's human resources has not met the requirements of the country's modernization and international integration, while the women's human resources now accounts for 50 % of the total labor. The problem not only affects the development of women's human resources but also the future workforce and affect the development of the country . Therefore, the practical and timely solutions to develop women's human resources is essential □

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