

# DEVELOPING HUMAN RESOURCES IN BAC NINH, VIET NAM

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## ABSTRACT

This study is designed to analyze the current situation of human resource development in Bac Ninh province, the findings show that the human resources of Bac Ninh province have a positive change in the size of its human resources, human resources are in the golden age of labor, Thus by providing firms and economic units with favorable conditions to hire quality labor from the province, they contribute to local economic development and develop enterprises and business units. Research findings will serve as a basis to propose recommendations for improving resource quality, contributing to the socio-economic growth of the locality.

**Keywords:** Human resources, development, Vietnam

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## INTRODUCTION

Human resources are essential inputs in production and business processes, not only from the standpoint of production and business but also from the views of administrative and non-business units; any activity requires human resources. Good quality human resources will make numerous contributions to the development of those units.

In the present context of global economic integration, where human resources can freely move between countries, the competitiveness of human resources within the country as well as resources in other countries will also increase and requires human resources themselves to mobilize and improve their capacity to be able to meet the requirements of the employer.

With that important position and role of human resources, research and development of human resources are essential for promoting the socio-economic development of localities and countries, enhancing efficiency, and facilitating enterprises. With good quality human resources, businesses have created a competitive advantage over competitors. Powerful and effective human resources have guaranteed a key input in the production process; as a result, labor productivity will rise, as will operational efficiency, and overall, both enterprises and localities will benefit from socio-economic development.

Besides having quality human resources, Bac Ninh has also attracted a large amount of foreign direct investment capital, which is one of the main reasons for its position in the top group of Vietnam. Furthermore, Bac Ninh province is the leading locality in terms of economic growth in the country; therefore, human resources are of great importance for the province, contributing not only to general socio-economic development but also to the development of enterprises and socio-economic units.

For these reasons, this study research was carried out to analyze the current situation of human resources in Bac Ninh province, thereby assessing the current situation and proposing solutions to develop human resources in Bac Ninh province. Developing human resources is essential for local socio-economic development as well as business development.

## RESEARCH METHODOLOGY

The data for the study were derived from the annual report of the Bac Ninh Statistics Department on population, labor, and employment. Furthermore, data from specialized scientific journals will also be collected and used in the research.

Data analysis methods: Descriptive statistics method, methods of comparing and interpreting research findings will be used for this study.

**RESEARCH RESULTS**

From 2016 to 2020, the labor force tends to increase in size, specifically as follows:

**Table 1: The size of the labor force aged 15 years and older***Unit: People*

Size of the workforce	2016	2017	2018	2019
Total	723.576	741.082	758.310	778.599
Where				
1. Male	349.950	363.561	377.545	385.852
2. Female	373.626	377.521	380.765	392.748

*Source: Statistical Office of Bac Ninh province*

Approximately 723.576 workers aged 15 and overworked in Bac Ninh province in 2016, and the number increased to about 778.599 in 2019, this makes Bac Ninh province a rich source of human resources.

The province of Bac Ninh has a balance between male and female workers of working age, specifically:

In 2016, the number of male employees reached about 349.950 while the number of female employees was about 385.852.

This number by 2019 is about 385.852 male employees while female employees are about 392.748 employees.

The labor force size by age group of human resources in Bac Ninh province as follows:

**Table 2: Size of labor force by age group***Unit: People*

Size of the labor force	2016	2017	2018	2019
Total	723.576	741.082	758.310	778.599
Where				
15-24	98.623	101.012	105.628	114.141
25-49	407.257	409.139	417.013	426.429
+ 50	217.696	230.931	235.669	238.029

*Source: Statistical Office of Bac Ninh province*

In Bac Ninh province, among the total number of employees, those aged 25-49 account for the largest proportion:

In 2016, the number of employees in the group of 25-49 years old reached about 407.257 workers; this number tended to increase sharply to nearly 426.429 employees in 2019, the growth in the number of employees in the group "golden age of labor" shows the quality and strength of human resources in Bac Ninh province.

Older workers are experienced workers making up the second-largest share of the labor force, compared to 25-49-year-olds; In 2016, the labor force in this age group was about 217.696 employees and grew to about 238.029 employees in 2019.

For the 15-24 age group, about 98.623 employees worked in 2016, and by 2019 they would have grown to about 114.141.

Bac Ninh province also has a relatively large division of labor by economic sector, specifically as follows:

**Table 3: Labor structure by economic sector***Unit: %*

Economic sector	2016	2017	2018	2019
Total	100	100	100	100
Where				
Agriculture, forestry, fishery	19,6	16,5	15,2	13,6
Industry and building	53,2	55,1	56,1	68,8
Services	27,2	28,4	28,8	17,6

*Source: Statistical Office of Bac Ninh province*

In the economic sectors, combined with the strength of the Industry and Building compared to other provinces, the proportion of Industry and Building in Bac Ninh province accounted for the highest fraction. Industrial parks and factories are most numerous here than anywhere else in the country. This area has attracted a large number of the labor force in Bac Ninh province. In 2016, the proportion of employees in the Industry and Building sector was about 53,2%, increased sharply to about 68,8% in 2019.

Meanwhile, the Services sector accounts for the second largest proportion of employees with about 27,2% of the number of employees in Bac Ninh province and tends to decrease when in 2019 this sector only accounts for roughly 17,6% of the labor force in the province.

The Agriculture, forestry and fishery sector accounts for the lowest proportion of the labor force in the whole province of Bac Ninh, in 2016 accounting for only 19,6% of the total number of employees, this figure decreased to 13,6% in 2019.

Labor force size has met the needs of using local resources, but the quality of labor is also an issue that needs attention. To enhance the quality of labor and to build a workforce that meets the demands of both businesses and society, recommendations are offered in the concluding content.

## CONCLUSION

A few solutions are recommended to develop human resources to meet the increasing requirements in the current integration context:

Firstly, the workforce must realize the importance of strengthening their skills and qualifications in the context of integration, meeting the escalating needs of society.

Secondly, the workforce should have a complement of soft skills as well as knowledge, and the ability to speak a foreign language and have an understanding of informatics is an advantage for workers in the current integration scenario.

Thirdly, companies need to create career orientation courses as requirements for the required positions so that employees have goals to strive for.

Fourthly, State management agencies should impose sanctions on businesses to encourage them to recruit high-quality workers and supplement their workforce.

Fifthly, state management agencies at all levels should expand training courses to improve the qualifications of the workforce, especially untrained workers in rural areas to meet the labor demand of enterprises/production units.

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