



Thu Dau Mot University  
Journal of Science

ISSN 2615 - 9635

journal homepage: [ejs.tdmu.edu.vn](http://ejs.tdmu.edu.vn)



## Exploiting the international cooperation environment to develop high-quality human resources in Binh Duong province (2010-2022)

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**Article Info:** Received April 10<sup>th</sup>, 2023, Accepted Aug. 4<sup>th</sup>, 2023, Available online Sep.15<sup>th</sup>, 2023

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<https://doi.org/10.37550/tdmu.EJS/2023.03.464>

### **ABSTRACT**

*The international cooperation environment is the issue affecting international cooperation relations, creating interactions between it and international cooperation relations. There are two types of international cooperation environment: the external environment and the internal environment. Based on the analysis of the international cooperation environment in Binh Duong over the past decade, the article summarizes the opportunities and challenges in exploiting the international cooperation environment to develop high-quality human resources of Binh Duong province.*

**Keywords:** *Binh Duong, human resources, cooperation environment, international cooperation, Vietnam*

### **1. Introduction**

Binh Duong is a province in the Southeast region, located in the Southern Key Economic Zone of Vietnam. The East borders Dong Nai province, the North borders Binh Phuoc province, the West borders Tay Ninh province and part of Ho Chi Minh City, and the South borders Ho Chi Minh city and part of Dong Nai province. The average population is about 2.5 million people, the GRDP per capita is 151 million VND/year; 09 district-level administrative units (including Thu Dau Mot city, Di An city, Thuan An city, Ben Cat town, Tan Uyen town and Bau Bang, Bac Tan Uyen, Dau Tieng and Phu Giao districts ) and 91 commune-level administrative units (41 communes, 45 wards, 05 townships). In the process of international integration, Binh

Duong province is affected by many factors regarding the change of the situation in the world and the country; Vietnam's international cooperation guidelines and policies; cultural background - people of Binh Duong ... Within this theme, the author approaches the above issues through the external environment (international relations, the development of science and technology) and the internal environment. (Instructions and policies of the Party and State, culture and people of Binh Duong).

## **2. Content and discussion**

### **Opportunities in exploiting the international cooperation environment to develop high-quality human resources of Binh Duong province (2010-2022)**

#### *External international cooperation environment*

International relations are the totality of economic, political, ideological, legal, diplomatic, and military relations... among countries & national systems, between major classes and forces. number of social, economic, and political organizations operating primarily on the international stage

International relations strongly influence international cooperation activities, because "international relations are social phenomena... arising in the process of human activities related to the international environment. This international relationship transcends national borders, changes, and becomes extremely complicated because, in the international environment, there are operating mechanisms and rules of the game completely different from those within the country." (Huan, 2010; p.123). Whether international cooperation in developing high-quality human resources is good or not depends on international relations and through it, cooperation in developing high-quality human resources will be established and effectively implemented. At the same time, through international relations, international organizations will create opportunities for organizing international cooperation activities to develop high-quality human resources.

The development practice of Binh Duong province in the past 25 years (1997 - 2022) shows that the province has made good use of the opportunities in international relations, bringing into play its effectiveness in socio-economic development in general, developing high-quality human resources – in particular. The province has also officially joined the World Association of Science Cities (WTA) and the World Smart Community Forum (ICF). Binh Duong province has signed a friendship cooperation agreement with 10 foreign localities. In particular, in recent years, Binh Duong province has stepped up its external relations, focusing on innovating the development model, making breakthroughs in attracting investment, and creating new growth engines through cooperation and development. implementation of the Project "Smart City - Binh Duong" and the Breakthrough Strategy "Binh Duong Navigator 2021".

Science and technology development. Currently, the scientific and technological revolution has strongly and comprehensively impacted all aspects of social life. Developing high-quality human resources, under the profound impact of the scientific-technological revolution, in many aspects: education - training, labor market, international cooperation... Especially The development of information technology makes the exchange and provision of information about training and cooperation processes to develop high-quality human resources fast and timely.

In the field of cooperation developing high-quality human resources, requires good application of scientific and technological achievements to meet the labor market, transforming the demand for high-quality human resources, both in terms of industry structure. profession and qualifications. That requires the education sector to train quickly, and promptly to address social needs with a skilled workforce that can adapt to the rapid changes of society, such as the ability to self-study in a new environment innovative and competitive schools; the ability to adapt to changing challenges and job requirements to avoid the risk of being fired; language and communication skills; digital skills and internet connection; skills in communication, behavior, conflict resolution, teamwork, building and maintaining relationships...

In the development strategy, Thu Dau Mot University has been effectively applying scientific and technological achievements, building a smart university model; The school boldly innovates comprehensively in terms of program content, teaching methods, and university administration. The training programs are modified in the direction of multidisciplinary cooperation, comparable to those of advanced universities in the ASEAN region, combining modern technology and new thinking. The university has invested in modern equipment systems, providing adequate resources for training, management, and scientific research activities such as big data centers, community labs, and application areas. hi-tech agriculture, studio for online consulting and online teaching, E-learning system, Kpis performance management system... Currently, Thu Dau Mot University is assigned the responsibility develop and implement a digital transformation training project for civil servants, employees, students, students, and people in Binh Duong province in the 2021-2025 period.

### **Internal environment**

The policy of international cooperation to develop high-quality human resources. After the Asian financial crisis in 1997, most countries in the region, including Vietnam, had to step up reforms and overcome the consequences caused by the crisis. Developing high-quality human resources has been identified as one of the leading solutions for economic development and overcoming the global financial crisis since the early years of the 21st century.

Governments of countries have focused on international cooperation in parallel with implementing policy reforms to develop high-quality human resources. In Indonesia, the

Government has a policy to develop human resources in the direction of creating conditions for unemployed workers to have the opportunity to find work by expanding training and retraining forms and opportunities for workers. motion; supported the provision of educational training programs to improve the quality of human resources in the country and established the Vocational Training Cooperation Institution (VTCI) and the National Vocational Training System (NVTS - VNTS). National Vocational Training System). In the 8th economic development plan, from 2000 Malaysia started implementing the "Human Resource Plan for the 21st century" (Manpower 21 Plan). Singapore considers the policy of developing high-quality human resources as a very important condition to ensure the improvement of the long-term working ability of employees. At the 3rd ASEAN Human Resource Development Conference (2012) ASEAN senior leaders emphasized the importance of improving the quality of the workforce through employment, education, and appropriate training. more and of better quality; and offer solutions to build a workforce that meets the needs of the market.

That situation for me, during the decade 2010-2020, Vietnam and other countries in the region always exploit all possible conditions to improve the quality of human resources. And that is also the goal pursued by education systems in many countries, with a commitment to ensuring equal access to lifelong education, and training for all citizens to acquire the necessary basic life skills.

For Vietnam, the development of high-quality human resources is an urgent need to lead the country to develop along the path of rich people, a strong country, and a just, democratic, and civilized society. Drawing from the experience of the struggle to build the country and between the country throughout the nation's history, at the 5th Plenum of the 8th Central Committee (July 1998), our Party determined: "The most valuable resource, has a role to play. The most decisive role is Vietnamese human resources; is the endogenous strength of the Vietnamese nation itself. The Vietnamese people are the most precious asset of our Fatherland and our socialist regime" (Communist Party of Vietnam, 1998, p. 93). At the 11th Congress, 2011 our Party continued to affirm: "Developing and improving the quality of human resources, especially high-quality human resources, is one of the decisive factors for the rapid and sustainable development of the land country" (Communist Party of Vietnam, 2011, p. 41); At the same time, he considers the development of high-quality human resources "a strategic breakthrough, a decisive factor in accelerating the development and application of science and technology, restructuring the economy, transforming the growth model and is the most important competitive advantage, ensuring fast, efficient and sustainable development" (Communist Party of Vietnam, 2011, p. 130). In 2016, the 12th Party Congress continued to affirm the important role of high-quality human resources: "Industrialization and modernization in the coming period are to continue to promote the implementation of the industrialization model, which is currently modernization in the context of socialist-oriented market economy development and international

integration associated with the development of the knowledge economy, taking science, technology, knowledge, and high-quality human resources as the driving force. mainly” (Document of the 12th National Congress of Deputies, Office of the Party Central Committee, Hanoi, 2016). Since then, the congress advocated: "Building a strategy for human resource development for the country, for each industry, for each field, with synchronous solutions, in which focusing on training and retraining solutions. human resources in the school as well as in the production and business process, focusing on improving professionalism and practical skills” (Communist Party of Vietnam, 2016).

Thus, from the awareness of the important role of people and high-quality human resources, our Party has considered human resource development and high-quality human resources as the most valuable asset, a breakthrough strategy, is a decisive factor in accelerating the development and application of science and technology, restructuring the economy, transforming the growth model, and is the most important competitive advantage, ensuring rapid development, efficient and sustainable.

To concretize the strategy of developing high-quality human resources, the Party and Government of Vietnam have issued a series of policies on education and training; recruiting, employing and treating talents, promoting research, transferring, applying, and strongly developing science-technology, innovation, etc. to develop high-quality human resources (2010 - 2020). In 2012, the National Assembly promulgated the Labor Code; Law on Vocational Education (2014), Law on Education (2019), Law amending and supplementing several articles of Law on cadres and civil servants, and Law on public employees (2019). The Prime Minister approved the Strategy for Vietnam's Human Resource Development for the period 2011 - 2020 and the Master Plan for Vietnam's Human Resource Development for the 2011 - 2020 period. Ministries, branches, and localities also elaborate, promulgate and organize the implementation of human resource development strategy and planning; implementing many solutions and policies to attract, recruit, train, foster, and develop high-quality human resources.

In general, Vietnam's policy of developing high-quality human resources is aimed at developing human resources for leadership, management, and key fields; creating a fundamental, strong, and comprehensive change in the quality of education and training in association with the mechanism of recruitment, use, and treatment of talents; to associate the development of high human resources with the promotion of research, transfer, application, and development of science - technology, and innovation; arouse the aspiration to develop a prosperous and happy country, the will to strive to rise, promote the cultural values and human strength of Vietnam.

Culture - people of Binh Duong. Binh Duong is a land with a long history of formation and development, but Binh Duong province, as a provincial administrative unit, has been established for 25 years (1997-2022). Binh Duong is a land of convergence of almost all ethnic groups in the Vietnamese ethnic community - Vietnam has 54 ethnic groups, and Binh Duong has 50 ethnic groups. (See the following table).

Population change by ethnicity in Binh Duong through 3 censuses of population and housing 1999, 2009, and 2019 (Hiep, 2022)

No	Ethnicity	1999	2009	2019
	<b>Total population</b>	<b>716.661</b>	<b>1.481.550</b>	<b>2.426.561</b>
1.	Kinh	695.710	1.421.233	2.306.193
2.	Hoa	14.445	18.783	17.993
3.	Khmer	1.490	15.435	65.233
4.	Tày	514	5.443	5.619
5.	Nùng	453	3.050	5178
6.	Mường	315	10.222	9.021
7.	Xtiêng	60	153	355
8.	Thái	59	3.869	6.672
9.	Sán Chay	53	530	406
10.	Chơ ro	27	134	120
11.	Xinh mun	26		3
12.	Dao	23	443	689
13.	Gia rai	22	20	575
14.	Sán đùu	11	383	314
15.	Ngái	8		8
16.	Ê đê	4	99	1.937
17.	Mnông	3	59	356
18.	Thỏ	3	510	789
19.	Raglay	2	19	102
20.	Bru Vân Kiều	2	11	100
21.	Si la	2		6
22.	Cơ ho	1	37	141
23.	Hrê	1	18	287
24.	Mạ	1	18	58
25.	Chu ru	1	14	6
26.	Chăm		837	2.518
27.	Mông		57	907
28.	Giáy		28	14
29.	Cơ lao		23	72
30.	Xơ đăng		18	100
31.	Ba na		10	250
32.	Kháng		6	5
33.	La chí		5	8
34.	Mảng		5	3
35.	Tà ôi		2	101
36.	Phù lá		2	4
37.	Pu péo		2	4
38.	Brâu		1	1
39.	Ô đùu		1	
40.	Khơ mú			262

41.	Co			41
42.	Cơ tu			33
43.	Giẻ triêng			20
44.	Hà nhì			8
45.	Chứt			8
46.	Rơ măm			8
47.	La hủ			4
48.	Lô lô			3
49.	Pà thên			3
50.	La ha			1
51.	Foreigner	3.090 <sup>(*)</sup>	47	159

(\*) There is a big difference in the number of foreigners in Binh Duong through 3 censuses due to changes in statistical criteria. The 1999 population and housing census recorded all foreigners with labor contracts, or registered temporary residences, living in Binh Duong. Meanwhile, the 2009 and 2019 surveys only recorded cases of foreigners with Vietnamese nationality, currently living in Binh Duong.

Binh Duong people with strong aspirations to rise are important resources for economic, and social development and integration. The achievements of international cooperation of Binh Duong over the years show the unique features in the culture and people of Binh Duong, especially the initiative, creativity, and shaping of foreign cultural features. expressing the value of "humanity, simplicity, humility, mixed with the generous style of Binh Duong people, but still leaving flexible spaces for the absorption of other cultural elements, gradually positioning Binh Duong has become a land of multicultural diplomacy, an important foundation for creating a diverse society, familiar with investors and workers, creating the intangible attraction of Binh Duong. help connect, attract, and keep people coming and staying in Binh Duong to settle down and settle down" (Becamex IDC Corporation, 2022, p.3).

The achievements in developing high-quality human resources are the contributions of all classes of the population, in which immigrants play an important role. Today, Binh Duong province continues to implement policies to attract workers, intellectuals, and talents..., "sustainably develop population with orientations to build a population database system associated with with the strategy of economic and social development, integrating population policy in economic, social and cultural development programs and plans, linking development policy and population management with population policy sustainable" (Hiep, 2022 p.6).

Promoting the human factor in the strategy of developing high-quality human resources in Binh Duong is to strongly develop education - training, and science - technology; pay attention to harmonizing the relationship of interests under the motto of ensuring social justice in each policy, step by step development; building and implementing a democratic mechanism in all aspects of social life to create an environment and essential conditions for promoting the role of human resources in all fields.

Strongly develop education - training, and science - technology, on the one hand, directly serving the cause of industrialization and modernization; on the other hand, building intellectual potential - the core of high-quality human resources of Binh Duong province. As intelligence is one of the most important indicators in the era of scientific and technological revolution where there are leaps and bounds, science is becoming a direct productive force and the emergence of the knowledge economy. Currently, Therefore, Binh Duong promotes the development of high-quality human resources closely associated with the development of a team of leading experts and scientists; technical human resources, digital human resources, technology management human resources, management human resources, corporate governance; human resources to manage society and organize life and take care of people. At the same time, to promote the role of education - training people in the process of developing high-quality human resources, Binh Duong also well solves the relationship between training and rational and effective use of the workforce. motion; a combination of raising people's intellectual level and developing human resources in public offices, production, and business units; linking science and technology development strategy with raising intellectual content in production, education, and training.

Promoting the human factor in the strategy of developing high-quality human resources in Binh Duong is concerned with harmoniously settling the interest relationships under the motto of ensuring social justice in each policy, step-by-step development. Promoting human factors here is based on benefits and considers it as the leading motivation to promote human factors. Of course, the harmonious settlement of interest relations is the harmonious settlement of individual interests with the interests of the community and the interests of the whole society, between immediate and long-term interests, and between immediate and long-term interests. material benefits with spiritual benefits. That harmony is based on the goal of ensuring social justice and creating conditions for everyone, especially children, disadvantaged groups, and ethnic minorities.

Besides ensuring social justice in each policy, and step-by-step development, the democratic environment in social life is also considered an essential condition for the development of high-quality human resources. This is a factor that directly promotes the positivity, self-discipline, and creativity of high-quality human resources, creating favorable opportunities for all employees, intellectuals, and skilled workers... can contribute their capacity to society, and promote civic responsibility.

In the context of the 4.0 revolution and international integration going on strongly, the Party Committee and the government of Binh Duong province are always deeply aware of the great role of the development of high-quality human resources, considering it as a fulcrum. firmly is a condition for promoting industrialization and modernization, building a smart city - an innovation zone, and strongly shifting the economy towards a knowledge economy. Drawing from the practice of Binh Duong shows that developing high-quality human resources is a regular issue in the current period when people are



identified as the center, subject, and key resource. development goals. Therefore, Binh Duong province determines that combining the strength of the times and the strength of the nation in the current context is to take advantage of all opportunities brought by globalization, international integration, and the development of science and technology. with the promotion of endogenous strengths such as cultural values and aspirations of the people of Binh Duong Vietnam to develop high-quality human resources sustainably.

### **Challenges posed in exploiting the international cooperation environment to develop high-quality human resources of Binh Duong province (2010 - 2022)**

Exploiting the environment of international cooperation to develop high-quality human resources of Binh Duong province (2010 - 2022) still faces many difficulties, the challenges are:

First, is population aging. One of the top concerns for the development of high-quality human resources today in Vietnam in general, and in Binh Duong in particular, is to identify the challenges brought about by the shift in the age structure of the population. Just as the whole country of Binh Duong has now entered the period of population aging, the proportion of elderly people in Vietnam has been increasing rapidly in recent years. The local labor force is increasingly "aging", most of the young labor force immigrates from other provinces.

Second, the quality of training. In recent years, although Binh Duong's high-quality human resources have improved significantly over time, there are still many limitations. The quality of workers still has a large disparity between regions, especially between urban and rural areas. At the same time, qualified human resources and skilled workers have not yet met the needs of the market. The proportion of workers aged 15 and over who are working with training has increased, but in general, it is still low, accounting for only 19.8% in 2019. Among skills shortages, foreign language proficiency, Specifically, English is still poor compared to workers in many countries in the region, so Binh Duong workers often face more difficulties in the integration process, thereby indirectly affecting the competitiveness of Binh Duong's economy.

In addition, there is still a big gap between professional qualifications and practical skills, which shows that Binh Duong employees still need time to adapt, train and supplement to be able to achieve the highest labor efficiency in the industrial environment. Not only that, but the actual feedback from many businesses also shows that the level of responsiveness in skills due to technological changes of workers in enterprises is still low. Currently, in companies and mechanical workshops, positions that require high technology are often filled by foreign workers. Not only that, the gap between vocational education and market demand is still very large. Thousands of students graduate every year. However, businesses are still in a state of labor shortage in many positions.

In the context of the industrial revolution 4.0 and the openness of the economy, business managers are forced to adapt quickly in all aspects, in which the selection, arrangement, and training of human resources bring effective results. active business and increasingly interested businesses. Meanwhile, science and technology capacity in Binh Duong is still weak, with a lack of leading staff, especially a lack of highly qualified junior staff. Investment in science and technology of society is still lacking in both quantity and quality. The education and training system has not yet met the requirements of training high-quality scientific and technological human resources, especially in spearhead industries and new sciences; lack of organic link between scientific research, education and training with actual production and business. The technology market has not been developed, mechanisms and policies in this area are still open or inconsistent and lack of strictness. Human resource training is being increasingly affected by international integration and the industrial revolution 4.0, especially, which will drastically change the labor structure and labor market. Automated systems will gradually replace manual labor in the entire economy. At the same time, the shift from labor to machines will widen the gap between return on capital and return on labor, which will affect the income of unskilled labor and increase unemployment. According to estimates by the International Labor Organization (ILO), up to 86% of workers in Vietnam's Textile and Footwear industries are at high risk of losing their jobs under the impact of technological breakthroughs due to the Industrial Revolution. 4.0. This risk can translate into a significant amount of damage when industries such as Textile, Garment, and Footwear have created a large number of jobs for domestic workers, requiring breakthrough solutions in vocational training, from renewing the legal framework and supporting policies of the State to the renewal and international integration of training, improving the quality of vocational teachers and raising awareness of parents and students about the roadmap vocational training and job opportunities for vocational personnel.

Third, there are limitations in improving the quality of science and technology human resources. In particular, the challenge of renovating economic institutions and management mechanisms of S&T requires strong measures to strengthen science and technology capacity, avoiding the risk of economic and technological lag. Currently, the science and technology capacity in Binh Duong is still weak, with a lack of leading staff, especially a lack of highly qualified junior staff. Investment in the science and technology of society is still lacking in both quantity and quality. The education and training system has not yet met the requirements of training high-quality scientific and technological human resources, especially in spearhead industries and new sciences. There is a lack of an organic link between scientific research, education and training, production, and business reality. The technology market has not yet developed, and the mechanisms and policies in this area are still open or inconsistent and lack strictness.

Fourth, one of the challenges facing the developing Binh Duong when approaching the digital economy is skilled human resources. The current situation of high-quality human resources in Binh Duong makes it difficult to make the best use of the opportunities and opportunities that are coming to the country. If we do not quickly overcome this weakness, we will face new risks and challenges, which will lead to lagging.

If the problem of improving the quality of human resources cannot be solved shortly, Binh Duong will face the risk of a crisis in the quality of human resources, the consequence of which is a decrease in the competitiveness of the economy. economic; difficult to escape from the “middle-income trap”; lost the opportunity to participate in the international labor market.

Fifth, the low quality of human resources will also be a factor holding back labor productivity growth. Although Binh Duong's labor productivity has improved significantly in the past period, there is still a gap compared to the region. It is an undeniable fact that Binh Duong's labor productivity is still very low, especially, the absolute difference in labor productivity when compared with Singapore, Malaysia, and Thailand.

### **3. Conclusion**

The experience of many developed countries in the world shows that to develop high-quality human resources, it is necessary to widen international cooperation relations, strengthen scientific and technological capacity and develop development mechanisms to improve the quality of human resources. the quality of human resources in science and technology. The process of international cooperation to develop high-quality human resources in Binh Duong province opens up opportunities and conditions for the province to take advantage of the achievements of the modern scientific and technological revolution, accelerate the process of industrialization, modernize, and meet the requirements of the socio-economic development of the province. Exploiting the environment of international cooperation for the development of high-quality human resources in Binh Duong shows that we want to develop science and technology human resources as quickly as possible and catch up with the level of countries in the region and the world. In the world, priority should be given to investment in international cooperation in education and training, this is the fastest way to Binh Duong.

However, exploiting the international cooperation environment for the development of high-quality human resources in Binh Duong also poses challenges. In particular, the biggest challenge is to quickly improve science and technology human resources to meet the requirements of building Binh Duong province to develop sustainably in the direction of a smart, civilized, and modern city. At the same time, in the development trend of the knowledge economy, the advantage of natural resources and cheap labor gradually gives way to the advantage of highly qualified and creative human resources. Therefore, from the practice of international cooperation, it is necessary to change the structure of

industries soon, improve professional qualifications, and develop high-quality human resources. And to promote the effectiveness of international cooperation and develop high-quality human resources, Binh Duong province must improve science and technology human resources, a labor force capable of competing with other countries in the region in terms of income. attract investment and advanced technologies from outside.

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