



The trend of international cooperation to develop high-quality human resources in Vietnam

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Abstract

High-quality human resources play a decisive role in the socio-economic development of each country. In the context of deep and wide integration, along with the strong on going Industrial Revolution 4.0, the trend of cooperation in developing high-quality human resources is an objective requirement to meet the requirements of development and development international integration. The article analyzes the inevitable trend in international cooperation to develop high-quality human resources in Vietnam.

Keywords: Human resources, high-quality human resources, international cooperation, Vietnam

Introduction

In the trend of globalization and international integration, the impact of the Fourth Industrial Revolution, the improvement of the quality of human resources, especially high-quality human resources, is a matter of concern to all countries - peoples, territories, organizations in the world, and Vietnam. In the process of international integration, the development of high-quality human resources has actively contributed to economic restructuring, increased labor productivity, and gradually ensured the living standards of workers; creating a premise, material, and technical foundations for socio-economic development. Within the scope of this research, the author clarifies the objective necessity of exploiting the international cooperation environment for the development of high-quality human resources in both theoretical and practical aspects.

The research mainly uses the methods of history, international relations, regional studies, logic, analysis, synthesis, comparison, contrast... and interdisciplinary, multidisciplinary, and transdisciplinary approaches in humanities and social science research.

Literature Review

In the world, there have been many studies abroad on the theory of human resource development and high-quality human resources. Shuler and Walker in the article "Human resources strategy: Focusing on issues and actions" (Chuler, R. S., & Walker, J. W. (1990) ^[4] study human resource development strategy as an urgent requirement for changes in the workforce business environment. (Shim (2001) ^[23] points out that during the past two decades, OECD governments have actively initiated reforms in the management of public employees; in which, Human Resources Management (HRM) is the McGrath with the article "Skills for development: a new approach to international cooperation in skills development" (McGrath (2002) ^[14] studies human resource development in terms of skills improvement and exploitation environment of international cooperation. Bircan and Gençler on the article "Analysis of Innovation-Based Human Resources for Sustainable Development" (Bircan and Gençler (2015) ^[3] clarify the topic of innovation-based human resource analysis for sustainable development. Lawler and Boudreau in their book "Achieving Excellence in Human Resources Management" (Lawler and Boudreau (2020) ^[15] report findings from the Center for Effective Organizations (CEO) fifth study on the human resource function in corporations. identify the best practices and organizational design that will help develop human resources as a high-value strategic partner Nguyen Van Hiep analyzes the topic High-quality human resources development, focusing on clarification The quality of high-quality human resources in

Vietnam today serves as a basis for proposing directions and solutions to improve quality. Treven, S. with the topic "Human resource management in international organizations" (Treven, S. (2001) ^[24] approach from the perspective of multinational companies in human resource management and development. Joseph G. M. Massaquoi with the article. "Science and Technology Human Resource Capacity Building in Africa – The Role of Regional Cooperation" (Joseph G. M. Massaquoi (2008) ^[12] approaches regional cooperation as one of the strategies to overcome the identified challenges facing development) human resources collaborators in the article *Recursos humanos em saúde: crise global e cooperação internacional* (Portela *et al.* (2017) ^[18] studied international cooperation to improve the quality of human resources exclusively in the health sector.

The International Cooperation and Development Fund in the report "International Human Resource Development" (International Cooperation and Development Fund (n.d.)) studies the exploitation of the international cooperation environment to develop high-quality human resources in the case of Taiwan territory. Loan Asian Development Bank in the report "Strengthening Human Resource Development Cooperation in the Greater Mekong Subregion" (Asian Development Bank (2007) ^[1] the Greater Mekong Subregion Economic Cooperation program launched in 1992 promotes the relationship and closer economic cooperation among the six countries sharing the Mekong River, with a focus on international cooperation to develop regional human resources. Reddy, G. J. in "Human resources: A new dimension of cooperation between India and the Philippines" (Reddy, G. J. (2012) ^[19] research on international cooperation to improve the quality of human resources between India and the Philippines. Tung, R. L., Paik, Y., & Bae, J. research on the topic "Korean human resource management in the global context" (Tung, R. L., Paik, Y., & Bae, J. (2013) ^[25] raises the issue of exploiting the international cooperation environment with improving the quality of Korean human resources. Das, S.B. In the article "ASEAN-Japan Cooperation on ASEAN's Development Gap and Connectivity: Working Together with Regional and Subregional Initiatives" (Das, S.B. (2015) ^[7] case study of international cooperation between ASEAN and Japan related to quality improvement Ma, H. in the topic "On the Quality Construction of Sino-foreign Cooperation Program in China" (Ma, H. 2017) studied the case of China on international cooperation in education to the development of high-quality human resources Santosh Mehrotra in the work "Asia-Africa Cooperation in Human Resource Development" (Santosh Mehrotra (2017) ^[22] examines the practice of international cooperation between Asia and Africa in human resource development).

In Vietnam, research on human resource development and high-quality human resources has Vu Thi Thu Quyen with the topic "Social human resource management" (Vu Thi Thu Quyen (2016) studies human resources in social human resources, providing an overview of social human resources, development of social human resources; theory and restructuring of social human resources; issues of creating employment or using social human resources and Some other related issues Tran Thi Thuy Van analyzes and clarifies "Knowledge economy with the problem of training high-quality human resources in Vietnam today" (Tran Thi Thuy Van, 2020). He believes that the requirement of building a knowledge-based economy requires proactively and actively

training high-quality human resources with basic solutions such as linking training with the use of high-quality and active human resources changing training and training methods to meet social needs, closely combining training with production, theory with practice. Pham Thi Khanh in the article "Developing quality human resources high quality to meet the requirements of the industrial revolution 4.0" (Pham Thi Khanh, 2021) ^[11] studies the development of high-quality human resources in Vietnam to meet the requirements of the Industrial Revolution 4.0. Tran Thi Dung in the article "Developing human resources, especially high-quality human resources, meeting the requirements and goals of bringing the country to a rapid and sustainable development" (Tran Thi Dung, 2021) ^[6] studies the role of human resources, human resource development practices, especially high-quality human resources in Vietnam. Nguyen Thi Quynh Anh in the study "Applying the law of social mobility in identifying the policy framework to attract high-quality scientific and technological human resources to universities" (Nguyen Thi Quynh Anh, 2021) ^[2] comes from studies on the requirements of the fourth industrial revolution, the law of social mobility of high-quality human resources in the field of science and technology to imply solutions for building a policy framework to attract qualified human resources worth to the university work. Chu Tri Thang focused on the topic "International cooperation in training science and technology human resources - Requirements and prospects" (Chu Tri Thang, 2007) studying the process of exploiting the international cooperation environment to train human resources create high-quality human resources in the field of science and technology in Vietnam.

Nguyen Thi Van Su in "Evaluating the impact of international cooperation programs to improve the quality of teacher training" (Nguyen Thi Van Su, 2011) studies the exploitation of the international cooperation environment to develop human resources in the field of education and training. Phan Phuoc Hien researched the topic "The role of international cooperation in training high-quality human resources in Vietnamese universities - Lessons learned" (Phan Phuoc Hien, 2019) clarified the study. international cooperation in the field of higher education in order to train high-quality human resources.

Results and Discussions

The trend of international cooperation for the development of high-quality human resources

Cooperation is working together, contributing to the development of a job or field with the same purpose. International cooperation or cooperation between countries is when countries all over the world work together and contribute to the development of a certain field with the same purpose, not against or undermining the interests of each other mutual benefit.

The Charter of the United Nations in 1945, signed on June 26, 1945, in San Francisco, entered into force on October 24, 1945, represents the cooperation between nations in "Performing international cooperation in the address international economic, social, cultural and humanitarian problems and promote respect for human rights and fundamental freedoms for all without distinction as to race, women, language or religion" (United Nations, 1945). By 1970, the United Nations had specified several principles of international cooperation: "Every State must cooperate with other Parliaments. in the fields of international relations for

the maintenance of international peace and security, the promotion of stability and progress, the common interests of peoples and international cooperation without distinction of differences. political, economic and cultural regimes” (United Nations, 1970).

In Vietnam, very early on, Ho Chi Minh was aware of the need for international cooperation to carry out the revolution, build and exploit an environment of international cooperation to promote the country's development, create build an internationally recognized independence, and gradually raise the country's position with the world. Starting with the revolutionary goal drawn up through the study of Marxism-Leninism and the reality of the world revolution, Ho Chi Minh pointed out the connection between reactionary forces in the world and the inevitability of the relationship. between the forces of the world revolution: “imperialists are communicating with each other, to suppress the weak peoples [...] the capitalists to communicate with each other to deprive the workers of the nations of communication with each other against capital (such as the International Workers' Union). If we are revolutionary, we must also contact all revolutionary parties in the world to fight capitalism and imperialism (such as the Third International)” (Ho Chi Minh, 2011a; p.305) ^[16]. At an early age, Ho Chi Minh placed Vietnam in international links and cooperation in the process of gaining national independence and building socialism: “The revolution of Annam was also a part of the revolution in the world. Those who do revolutions in the world are all comrades of the Annamese people” (Ho Chi Minh, 2011a; p.329) ^[16]. But the Vietnamese revolution has a relationship with the world revolution, especially with its forces the international communist and workers' movement is not in the sense the main - side relationship. The Vietnamese revolution cooperates with the world's revolutionary forces, and the victory of the Vietnamese revolution will help and support the revolution world win.

During the 30s of the twentieth century, Ho Chi Minh had thoughts and actions of international cooperation in training and developing a contingent of revolutionary cadres, the first communists in Vietnam for the cause of independence. Nationalism is associated with socialism. He opened cadre training classes in Guangzhou, China, and invited the world's revolutionary theorists and activists to participate in this work. Revolutionary cadres trained and developed in an international environment like in China and the Soviet Union have become revolutionary cadres with enough virtue and talent, striving and sacrificing for the nation and people. After achieving national independence and giving birth to the first people's democratic government in Vietnam after the victory of the August Revolution in 1945, Ho Chi Minh and the Government of the Democratic Republic of Vietnam made it clear to the world the spirit of international cooperation based on national independence, self-reliance, and self-reliance: "For democratic countries, Vietnam is ready to implement the open-door policy and cooperate in all fields" (Ho Chi Minh, 2016; p.523) ^[17]. From 1954 until his death (1969), the spirit of international cooperation with indispensable and objective significance for Vietnam, and the role of international cooperation in Vietnam's revolutionary goals always been affirmed by Ho Chi Minh and continued to develop, including international cooperation for the development of Vietnamese people, improving the qualifications of cadres and party members, from 1975 to 1985, Vietnam was

basically in the period of orienting revolutionary methods in the new period; researching and researching policies to open up and develop the economy - a national society in the period of independence and unification. Summarizing lessons learned, practical requirements, and summarizing a revolutionary theory, the Party, State and people have advocated following the path of renewal, opening-up, and national development. The Doi Moi policy has affirmed the motto of building a socialist fatherland by the set of objective laws, including the policy of building a socialist-oriented market economy, pushing strong industrialization and modernization of the country; building a socialist rule of law state of the people, by the people, for the people; The foreign policy of independence, self-reliance, diversification, and multilateralization of international relations... In terms of human resource development, the trend of globalization and international cooperation is supported by the Party, State, and people of our country receive and create all favorable conditions for the absorption of experience, training opportunities, and human resource development through exploiting the international cooperation environment. That is an objective and inevitable impact, requiring all countries and ethnic groups to take advantage of, access, and expand the legal corridor and flexible methods to exploit effectively; thereby, firmly consolidating independence and sovereignty, unifying territorial integrity, promoting comprehensive development of the country according to the set goals.

Thus, international cooperation is an objective need of the times, every country will cooperate with other countries to maintain international peace and security; all nations shall cooperate to promote respect and observance of human rights and fundamental freedoms worldwide and eliminate all forms of ethnic and religious discrimination; every State shall conduct its international relations in the economic, cultural, technical and commercial fields by the principles of sovereign equality and non-interference in internal affairs. The current general trend is for countries to cooperate in the fields of economy, culture, and society as well as science and technology and for the development of cultural and educational progress in the world; cooperation for economic development around the world, especially for developing countries.

Within the framework of the United Nations, states that are members of the United Nations are obliged to act collectively or individually to cooperate with the United Nations by the respective provisions of the Charter of the United Nations.

In the first two decades of the 21st century, with the trend of development and international integration always playing a leading role, any country, large or small, regardless of the socioeconomic system, will be affected by international relations. Reality shows that at present, every country has to face many potential and unpredictable factors in the world and the region such as political instability, financial crisis, and natural disasters caused by natural disasters. Climate change and the global spread of COVID-19 disease have directly and severely affected most countries in the world... but peace, cooperation, and development are still the mainstream. In any industry or field, this trend always shows its importance and brings many opportunities and challenges to each country in its socio-economic development. Therefore, international cooperation in the development of high-quality human resources is an inevitable and objective trend.

Trends of international cooperation for the development of high-quality human resources

International cooperation appeared when the productive forces and division of labor developed to a certain level and the need for economic cooperation between nations appeared – including cooperation (alliance) in war. The initial forms of cooperation were only bilateral trade forms, then expanded and developed in the form of business and production links. Today, in the context of the scientific and technological revolution developing as the production force and information technology have been developing rapidly at an unprecedented rate. Such a situation both demands and creates the possibility of reorganizing the market on a global scale and expanding the scope of international cooperation. At the same time, countries today have more and more interdependent relationships, needing mutual support in economic relations, human resource development, etc., creating an inevitable trend in cooperation. international. Based on interests, countries, regardless of their level of development, find their benefits when participating in international cooperation. Developed countries, through international cooperation, can promote trade, investment, and technology transfer abroad, expand production scale, and utilize and exploit natural resources. from outside such as resources, labor, and markets...as well as increasing its economic and political influence in the international arena. As for developing countries, it can be said that they need to reorganize the world market The world market first comes from industrialized countries because they are strong, so they often impose rules.

Therefore, the inevitable trend in exploiting the international cooperation environment for the development of high-quality human resources today is integration and cooperation based on mutual benefits. At the same time, cooperation between countries in all fields of politics, economy, culture, society, security, and defense... inevitably leads to international cooperation in developing quality human resources. high quality, especially in the context of the strong development of the industrial revolution 4.0.

Today, to maintain international peace and security, countries always uphold the spirit of international cooperation, regardless of the political regime and socio-economic development as stated in the Declaration of the Socialist Republic of Vietnam. United Nations “States must cooperate in all areas of international relations, independent of political, economic and cultural systems, to maintain international peace and security.” and contribute to the stability of the world economy, the common well-being of people, and international cooperation” (United Nations (1970). According to this principle, states must conduct international cooperation economy to solve economic, cultural, and social issues... including developing high-quality human resources.

Conclusion

In the context of globalization, international cooperation is an inevitable trend. In economic cooperation is the strongest, creating the link between a country's economy and regional and global economic cooperation organizations. Since the end of the second world war (1945), there have been international cooperation organizations on a global scale such as the European Union, the Council for Mutual Economic Assistance (SEV), and the General Agreement on Tariffs, and Trade (GATT). From the 1990s onwards, the process of international cooperation developed strongly along with the

trend of globalization of economic life, reflected in the appearance of many regional and global economic organizations.

If in the past, international cooperation only focused on tax reduction activities, market expansion... Nowadays, international cooperation not only expands in each field but also expands in many different fields. For example, international cooperation in the economic field today is understood as the implementation of an open economic policy by a country, participation in international economic-financial institutions, liberalization, facilitating trade and investment benefits, etc. At current international and regional forums, international cooperation activities take place in a wide variety of fields. It shows that all countries are mass implementing economic, cultural, and social cooperation activities to improve their capacity and position in the integration process.

In the modern world, the development of the market economy requires countries to expand their markets, forming regional and international markets. This is the main driving force promoting the process of international cooperation.

The practice of international cooperation in the last two decades (2010 - 2020) shows that the nature of international cooperation is for national and national interests. Countries participating in international cooperation are all for the prosperity of their nation. Generally, international cooperation has three main levels: global, regional, and bilateral. These modes of cooperation are deployed in different areas of social life. Up to now, for Vietnam, international cooperation has been implemented in three main areas, including international cooperation in the economic field, politics, defense, security, and international cooperation. international cooperation in the fields of culture - society, education, science - technology, and other fields. And whether cooperation is in any field (economics, politics, culture, science-technology, etc.), international cooperation for the development of high-quality human resources still plays a key role.

Thus, from a global perspective, international cooperation for the development of high-quality human resources not only shows the objective necessity in the context of the times but also the need for international cooperation in all fields area of social life. That comprehensiveness reflects the objective need for international cooperation in the development of high-quality human resources.

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