



Human resource for schools of politics and for international relation during globalization and EVFTA

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Abstract- During integration and globalization era, Vietnam human resources face challenges but also have lots of opportunities. The scope of this paper will focus on human resource for schools of politics and for international relation in the country during globalization and EVFTA.

This paper mainly use qualitative analysis with statistics, synthesis and inductive methods, combine with dialectical materialism methods.

Research results indicate that because many Vietnam human resource do not have enough work skills, foreign language and lack of training programs, so they meet difficulties on job implementation; hence, human resource management need to deal with issues of improving skills and knowledge to meet demand under EVFTA and Industry 4.0.

For international relation, this study also propose some solutions to deal with challenges in Human resources to meet demand from workplace.

Keywords: International Relation, Labor Market, HR Management, EVFTA, Vietnam, Challenges.

I. INTRODUCTION

According to information from VCCI Meeting June/2020, The COVID-19 epidemic has had a great influence on our country's economic and trade situation in recent years. Regarding trade, by the end of May 2020, the total import and export turnover of the country decreased by 2.8%, of which exports decreased by 0.9%, and imports decreased by 4.6%. In April 2020 alone, exports decreased by 27.1% and imports decreased by 16.4% from the previous month, and decreased by 13.9% and 11.4% over the same period in 2019, respectively.

Hence, businesses in Vietnam need to prepare well for EVFTA integration with many opportunities for labor market and challenges.

Esp. Which factors and which training programs will be suitable for officers and human resources in school of politics and in international relation.

Roles of international relation officers will be as golden bridge connecting business opportunities across countries and domestic market.

This study organized with introduction, literature review, methodology, main results, discussion and conclusion.

II. LITERATURE REVIEW

First, Ferris and Judge (1991) pointed new and different perspectives needed to be applied to the Personnel/Human Resources Management field in an effort to promote theory and (P /HRM) research and expand our understanding of the dynamics underlying P/HRM processes. Both theory and research are emerging which characterize important decisions and activities P/HRM substantially influenced opportunistic behavior by of both subordinates and supervisors.

Then, Padgett (2006) stated the aversion of German public opinion to economic reform can thus be explained by the reluctance of the parties (particularly the CDU/CSU) to articulate emphatic reform messages. This is attributable to the weakness of partisan cleavages on socio-economic issues. The linkage between public opinion, party position and partisan cleavages is tested by comparison with three countries – Sweden, Denmark and the Netherlands – that have faced similar problems of economic reform to those now confronting Germany. Drory and Gazot (2010) provided a critical examination of the

meaning of organizational politics (OP) for human resource management (HRM). We develop our discussion in three main sections. First, we explain the commonly negative image of OP and argue that it also has some positive dimensions useful for understanding HRM.

Enchemann and Schwabe (2018) found out Especially on the way towards industry 4.0 the workforce needs to be able to handle fast changing environments and ever-changing working contexts. Furthermore, they have to be familiar with constantly new technologies (e.g. complex user interfaces, mobile devices) that are introduced during the process of company development. Due to this, working people are facing a lifelong learning process and need to evolve to knowledge workers. To fulfill these requirements new concepts are necessary for human resources development directly at the workplace and therefore adequate artifact designs. In this paper we design a layered architecture for mobile learning at the workplace. This layered approach offers the possibility to educate employees with different.

Beside, Kratchtt (2018) specified that the development of standard skills certifications, and the development of advanced manufacturing career pathways are best suited to increase the technical fluency of the workforce while serving to reskill the aging incumbent manufacturing force.

Last but not least, Nguyen ThiBich Ngoc et al (2020) stated that New-generation FTAs have brought to Vietnam opportunities to sell its agricultural, especially traditional products to the world. The changes could be both negative and positive to the conservation of agricultural products of Vietnam. The authors study four case studies of Gao RuongRuoi, Hong Van Cooperative, SinhDuoc Cooperative and Tam Nguyen Fruit in the context of Europe- Viet Nam Free Trade Agreement and point out that: (i) Incentives for sustainable development for the businesses are not visible; (ii) Agriculture products of Viet Nam face risks due to price competition in domestic market. The authors also provide policy recommendations to develop sustainable agriculture products in the context of the agreement toward economic and socio-cultural sustainability and inclusiveness for local people.

Deprez (2018) mentioned that political elite of Vietnam has identified trade, export-oriented growth and international economic integration as international policy preferences and has used international trade integration as a strategic instrument to maximise these national priorities within the regional and international trade system. Therefore, Vietnam has a very strategic view on international trade integration and uses it as an instrument to ensure its national interest and security through increased economic power. Through careful selection of trade agreements, Vietnam aims to position itself in a strategically advantageous position vis-à-vis other economies of the AEC, to ensure continued economic growth through preferential access to key markets and to push through some of the more difficult and sensitive domestic economic reforms, using its commitments under external trade agreements as a lock-in mechanism.

Practices in Vietnam show that the employees are hardly trained and put to work immediately, their skill level is very limited. This results in low labor productivity and low competitiveness of businesses in particular for the whole economy in general.

In addition, the employees' rights are not guaranteed, they are not adequately protected due to lack of qualifications. Workers also have to bear occupational safety risks due to lack of labor skills, being underpaid, being fired at any time when the business changes technology.

III. METHODOLOGY

This study mainly uses qualitative methods, statistics, with synthesis, analytical and inductive methods, combined with dialectical materialism analysis.

IV. MAIN RESULTS

Opportunities

The need for training officers in international relations fields coming from below analysis:

First, The EVFTA Agreement will ensure working conditions for employees. Commitments on labor issues in the EVFTA Agreement as well as the new generation free trade agreements have become a common requirement and trend nowadays, as development partners have higher requirements. In addition to economic development objectives such as labor, environment, climate change, natural resources, etc. Labor commitments are provided for in Article 3 of the Trade and Sustainable Development Chapter of the EVFTA Agreement, issue multilateral labor standards and agreements on trade-related issues. Accordingly, Vietnam and the EU are committed to promoting trade development while helping create sustainable and rich jobs for all, and approving and fulfilling the obligations and regulations of International Labor Organization (ILO) Basic Conventions.

The basic principles and labor rights outlined in the 1998 ILO Declaration include: freedom of association and effective recognition of the right to collective bargaining; eliminating all forms of forced or compulsory labor; abolishing the effectiveness of child labor; and eliminate discrimination in employment and occupation. As such, these commitments will contribute to improving working conditions, reproducing labor power and improving the quality of human resources.



CHART 1. Net import-export between Vietnam -EU 2015-2019 (source Custom and others)

Looking at above chart 1 we recognize that most of years 2015-19 Vietnam exports to EU much higher than import and net values in 2019 reached 56.5 b USD, compared to 17.6 b USD in 2015.

Sheehan (2015) confirmed that the political skill of the HR executive strengthens the positive relationship between high involvement work practices and perceived organisational performance, and also strengthens the positive effect of HR involvement in strategic decision-making on organisational performance. The research provides evidence that HR political skill is important both in reinforcing the impact of human resource management (HRM) and the opportunity for HR to be part of strategic decisions.

Challenges

In addition, the labor structure by training qualifications of our country is still unreasonable, in 2019 the correlation ratio between university and higher level - college - intermediate level -elementary, respectively: 1-0, 35-0.44-0.34, this warns of a shortage of practical and high-level workers.

Moreover, human resource need to be equipped with New technology which are growing, which leads to more jobs and different kinds of jobs. Hence, laborers need to be trained to meet demand (higher) during Industry 4.0.

Last but not least, not only training program need to be suitable with positions of officers, but also the age of human resource in international relation also need to be taken into account, considered and improved, i.e 40-60years age will be the ideal age for officers which can show experience in international relation.

V. DISCUSSION

Thus, the Vietnamese labor market is facing the challenge of "low quality of labor" - a barrier for businesses to take advantage of opportunities from EVFTA. One of the main reasons is the low level of training and professional qualifications of Vietnamese officers, reflected in the low rate of trainee, inadequate training structure, and shortage of laborers with high skills, the gap between vocational education and labor market demand remains large.

EVFTA is also a comprehensive, high quality, balanced agreement of interests for both Vietnam and the EU, and in accordance with the provisions of the World Trade Organization (WTO). Agreement consists of 17 chapters, 2 protocols and a number of memorandums of understanding with the main contents, which are: Trade in goods (including general provisions and commitments to open markets); rules of origin, customs and trade facilitation; food safety and hygiene measures; technical barriers to trade; trade in services, investment, trade defense; competition, state-owned enterprises (DN); Government

procurement, intellectual property; trade and sustainable development, cooperation and capacity building;

There are many solutions to support training programs for human resources during globalization and EVFTA.

For instance, we need to invest more on equipment and infrastructures, as well as quality of trainers for human resources of training schools, so that Vietnam businesses can overcome challenges from EVFTA.

VI. CONCLUSION

Hence, Vietnam human resource need to prepare well before EVFTA.

Vietnam workforce also need training programs to improve knowledge and skills before EVFTA.

Universities, Colleges and training centres need to offer suitable courses for international relations, history, politics.

We also need communication channels to change the awareness of learners about vocational training, in which training and retraining for employees is very important content; focus on on-demand training for both employees and businesses;

Beside, training schools need to invest more on equipment and infrastructures, as well as enhancing effectiveness of educational programs and increase productivity.

LIMITATION OF RESEARCH

This study can be expanded into more details for training programs for laborers.

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