

**ROUNDTABLE – DISCUSSION ON THE LABOR MARKET AND THE  
DEVELOPMENT OF HUMAN RESOURCES IN EUROPE AND VIETNAM**  
(the afternoon session on 22<sup>nd</sup> May 2017)

Vietnam is one of the most important economic partners in Asia and ASEAN. Thanks to the political and economic reforms deriving from the 1980s, Vietnam, which is now considered as the main gateway into Asia, has GDP growth rate of about 7% and income per capital forecasted to increase steadily. The highest unemployment rates are still unskilled people, followed by college graduates

**National University of Art Education: The Rector Dao Dang Phuong would like to discuss about:**

The main hindrances preventing the graduates to find a job and the main problem facing the young and the skilled in Vietnam

**1. The main hindrances preventing the graduates to find a job are:**

**1.1. Lack of the orientation in advance**

The first reason comes from the unsuitable orientation, leading to the wrong majors. In Vietnam, the choice of jobs and majors depends mostly on the decision of parents. Because they always want to protect their children, they tend to choose “safe” professions which can bring fame or reputation such as engineer, doctors ... On the other hand, there is a trend that some of the young tend to select the “hot” jobs not because of their passion and ability .

**1.2. Passive learning**

Due to the fact that the young choose unsuitable majors, they are easily passive and lazy in searching information. They only learn from their lecturers and of course they rarely prepare the lesson before going to class and do not apply what they have learnt into the real life. It is an outdated learning style that students not only cannot master the essential knowledge and but also gradually be familiar with idleness and passiveness in their future jobs. Obviously, no employers would like

to spend money on recruiting such an insolent, machinelike and restricted to renovation person

### **1.3. Lack of foreign language competence**

One of the reasons for the increasing of "unemployed bachelors" is the problems related to English competence. We all know English as a ticket in all jobs in the modern era. In fact, most students at universities have an opportunity to study English. However, due to passive learning and lack of practical use, their English seem not to be satisfactory. Only when can they find out motivations in learning, appropriate learning style, apply more in real life, they will heighten up their level and meet the needs of employers.

### **1.4. Lack of soft skills**

- Lack of soft skills: persuasive skill, group work skill (listen and cooperate with colleagues), update new knowledge, control themselves, problem solving...
- Unidentify the objectives in their jobs.
- Lack of determination to reach the goal

## **2. The main problem facing the young and the skilled in Vietnam?**

**2.1.** In fact, the **quality of human resources in Vietnam is low** and has a large gap compared to that of other countries in the region. Therefore, **Vietnam's labor productivity is low** in Asia-Pacific region (compared to Singapore, Japan and Korea, it is responsively lower 15, 11 and 10 times).

**2.2. The information system of Vietnam's labor market is still weak and limited**, such as the disconnection among regions; the ability to collect and supply information that does not meet the needs of partners in the labor market, especially employers and employees. The labor market indicator system has been promulgated but not yet complete, inconsistent and difficult to compare internationally. Therefore, the current situation of labor supply and demand and "bottlenecks" in demand for human resources in the country has not been evaluated. In addition, there is a lack of a reliable and consistent labor market forecast model, lack of staff and experts in statistics, analysis and forecasting.

**2.3. The drastical competition between the economic sectors.** The competition has made many production facilities and businesses bankrupt and cut down the number of staff. It increases the number of people who do not have a job or work partly. According to the data of the competent bodies, **the unemployment rate in urban areas is quite high whereas it is serious in rural areas.**

**2.4. Income:** According to statistics in 2011, the average monthly income of wage earners is 3.1 million VND / month, in which the male income of 3.3 million /month and the female figure of 2,9 million/ month. Laborers with college degrees have almost twice more income than those without technical training (VND4.9 million per month and VND2.6 million per month).

In terms of economic activity, the average income varies from the lowest of agriculture, forestry and fisheries (about 2.3 million VND / month) to the highest of the "International organizations and agencies ", about 9.8 million per month. Some sectors with good income (about 5 million VND per month) include: "finance, banking and insurance: (5.6 million VND / month); "Information and communication" and "professional activities, science and technology" about 4.7 million per month

***Conclusion:***

In order to improve the quality and competent of Vietnam human resource, it is essential to figure out the solutions that can raise the laborers' awareness; develop the policies and rules; renovate training and connect domestics and foreign labor markets... If we can do all of the above solutions, I believe that Vietnam graduates soon have more chances to find a well-paid jobs.

Thank you all for your attention!