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POLICY FOR DEVELOPING YOUNG HUMAN RESOURCES
IN THE NORTHWEST OF VIETNAM

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LIST OF THESIS-RELATED PUBLICATIONS OF THE AUTHOR

1. Tran Van Trung (2008), “Several problems on youth policy in the period of industrialization and modernization”, *Youth magazine*, the edition 19/8-2008, [Page 8-9], Hanoi.
2. Tran Van Trung (2011), “Training young human resources to satisfy the socio-economic development demands of the Northwest”. *Youth magazine*, the edition 24/8-2011, [Page 3-4], Hanoi.
3. Tran Van Trung (2013), “Role of family in developing the young human resources”, *Youth magazine*, the edition 15/4-2013, [Page 12-13], Hanoi.
4. Ministry-level thesis: “*Cultivating youth working skills for cadres of Youth union of the Northwest*”. (Chairman) (2010), Code: TN-2010, Hanoi.
5. Ministry-level thesis: “*Building the framework of cultivation and training program for Youth union at provincial level and district level*” (member) (2011), Code: TN-2011/02, Hanoi.
6. Ministry-level thesis: “*Building the teaching tool set of 6 political argument lessons for Youth unionists*” (member) (2013), Code: TN-2013/08, Hanoi.
7. Tran Van Trung (2009), *Organization and operation manual for Secretary of Youth Branch*, National Political Publishing House, Hanoi
8. Tran Van Trung (2009), *Practicing the presentation skills for cadres of Youth Union*, National Political Publishing House, Hanoi.

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INTRODUCTION

1. Urgency of the researching thesis

- Human resources have an important role and decisiveness on the socio-economic development of each country. The personnel quality improvement is the indispensable rule in all societies, all development periods of the country.

- When developing the human resources, it must pay attention to two objects as: Young human resources (future human resources) and human resources of ethnic groups (the auxiliary human resources), to develop equally, comprehensively, and sustainably.

- Vietnam is one of leading countries with young population structure in the world (the youth occupies 29% and the young generation occupies 64% of total population) and is a multi-ethnic country (64 ethnic groups). Therefore, Vietnam should pay much attention to two characteristics when planning policies for developing human resources.

- The Northwest area has many ethnic minority people who occupy the majority (nearly 80%). This is a mountainous area with low cultural standard, the quantity and quality of human resources is lowest among all regions in the whole country. The Northwest can not decide, it must be regulated by the State.

- There are lots of policies on developing human resources in general and young human resources in particular, but these policies have meet many difficulties when deploying and organizing to implement and they do not have high effects and should be researched, adjusted and increased.

Because of reasons stated above, we select the topic “***Current policy for developing young human resources in the Northwest of Vietnam***” to research and conduct the doctoral thesis in Public administration.

2. Researching purposes and tasks

2.1. Purposes

Basing on clarifying basic argument problem on young human resources and policies for developing young human resources, the thesis focuses on analyzing and evaluating the current situation of policies for young human resources in the Northwest, simultaneously interpreting basic solutions to complement the system of policies for developing young human resources in the Northwest.

2.2. Tasks

- Firstly, to clarify the scientific bases on young human resources, policies for developing young human resources in the Northwest.

- Secondly, to analyze and evaluate the current situation of human resources and current policies for developing young human resources in the Northwest.

- Thirdly, to collect viewpoints and to interpret basic solutions to complete policies for developing young human resources in the Northwest in the current period and in next years.

3. Researching object and scope of the thesis

3.1. Researching object

The researching object of thesis is the system of policies of State related to the development of young human resources in the Northwest, in which the subject includes offices of State at the center and governments of the Northwestern localities, the object includes young human resources in the Northwest.

3.2. Researching scope

a. About content: The study on policies for developing young human resources in the Northwest has a large connotation, in this thesis, the author only concentrates into researching in the related scope: analyzing and evaluating the current situation on the implementation process, validity and efficiency of policies for developing young human resources in the Northwest, simultaneously interpreting basic solutions to complete the system of policies for developing young human resources in the Northwest. The author only evaluates systematically, but does not go deep into specific policy, considering factors which affect several basic policies in the system of policies for developing young human resources in the Northwest.

b. About researching space: Currently, about the concept of Northwest, there are different viewpoints. To notify in the researching process, the researching data of the Northwest in the thesis are limited by 6 provinces: Hoa Binh, Son La, Dien Bien, Lai Chau, Lao Cai and Yen Bai.

c. About time: Luận án tập trung nghiên cứu giai đoạn từ năm 1990 đến 2013, định hướng đến năm 2020 và tầm nhìn chiến lược đến năm 2030.

4. Researching methods of the thesis

4.1. Methodology

- The topic is researched basing on principles of Marxism – Leninism, Ho Chi Minh's thoughts and lines of the Party and State of Vietnam.

- The topic is combined the theories of administration and development with the combination of argument and reality basing on inheriting studies of political, scientific, social and humanity branches.

4.2. Researching methods

4.2.1. *Theoretical researching method*: Material researching method; Statistical analyzing method; Classifying and theoretical systematizing method; political system evaluating method.

4.2.2. *Actual method*: Quantitative and qualitative researching method; Specialist method; Scientific seminar method.

5. New contributions of the thesis

5.1. In argument:

- The study on human resources and policies for developing young human resources in the Northwest is approached in term of public administration, therefore the thesis focus on researching, analyzing and evaluating the current situation and interpreting solutions for completing policies for developing young human resources in the Northwest.

- About argument, the thesis focuses on the system basically, with scientific base, adding concepts and connotations on human resources and policies for developing young human resources into policies for developing the economy – society of the country.

- The thesis clarifies roles and position of young human resources and relation of young human resources, policies for developing young human resources with several other socio-economic policies.

- The thesis provides information on current situation of young human resources in the Northwest basing on systematizing, analyzing, collecting and proposing characters of this human resource in order to help policy makers have new bases.

- The thesis collects and clarifies viewpoints of the Party about developing young human resources and orienting to build policies and solutions for completing policies for developing young human resources in the Northwest.

5.2. In reality

- Analyzing and evaluating the current situation of policies related to developing young human resources in the Northwest in order to find out advantages, shortcomings and disadvantages in reality when organizing and deploying policies. And then they can withdraw lessons in organizing and implementing policies.

- Contributing and proposing the orientation ideal and development solutions to complete policies for developing young human resources in the Northwest, and contributing into helping offices to make, build and deploy policies for developing young human resources in the Northwest effectively.

6. Argument and actual meanings of the thesis.

6.1. *Argument meaning*: The thesis systematizes sufficiently the argument bases to ensure the scientific foundation for approaching, researching and interpreting policies for developing young human resources in the Northwest basing on combining the domestic researching results and experiences of several countries over the world.

The meaning of thesis does not contribute into completing the administration scientific base, but also provides bases to add and complete the argument, viewpoint, guideline, and lines of the Party about directions for building policies for developing young human resources in the Northwest.

6.2. Actual meaning:

- The researching result of thesis will contribute into adding the scientific base for the Party, State and localities in the Northwest when planning, building, adjusting, adding and completing the system of policies for developing young human resources to satisfy strategies of developing the country until 2020, and the vision of 2030.

- This researching result will contribute into adding more reference when teaching in several Universities, Academies and directly contribute into adding references and completing the argument system for syllabus for training public administration and public policies at National Academy of Public Administration.

7. Researching hypothesis

To unify in the researching process, the author proposes the researching hypotheses of thesis:

- Building the policies for developing young human resources in the Northwest as a component in building ethnic policies of the country and in fact they are policies for developing young human resources of ethnic minorities in the Northwest.

- The weakness on validity and efficiency of policies for developing young human resources in the Northwest is caused by the lack of synchrony in executing policies for developing young human resources in this region for recent years.

- Completing policies for developing young human resources in the Northwest is the responsibility of competent authorities of State and localities of the Northwest and of the whole society.

8. Structure of the thesis

Beside the introduction, conclusion and researching result of thesis is divided into 04 chapters:

- *Chapter 1*: Overview of researching situation and problems related to the thesis.

- *Chapter 2*: Policies for developing young human resources in the Northwest – Several problems on argument and experience lesson.

- *Chapter 3*: Current situation of policies for developing young human resources in the Northwest.

- *Chapter 4*: Viewpoints and solution for completing policies for developing young human resources in the Northwest of Vietnam.

Chapter 1

OVERVIEW OF RESEARCHING SITUATION AND PROBLEMS RELATED TO THE THESIS

1.1. Domestic studies

1.1.1. Study on ethnic policies in Vietnam

1.1.2. Study on youth policies

1.1.3. Study on youth human resources and policies for developing young human resources

1.1.4. Studies on policies for developing human and young human resources in the Northwest.

1.2. Researching works of foreign scientists

1.2.1. Study on ethnic group and ethnic policies in Vietnam

- Study on ethnic policies before 1930
- Study on current ethnic policies

1.2.2. Study on human resources and policies for developing human resources of ethnic minorities in Vietnam.

- Study on human resource policies, especially human resources of ethnic minorities should be paid attention to.

- Study on rural and mountainous human resource policies.
- Study on market of human resources.

1.2.3. Study on human and human resources in the Northern mountainous area of Vietnam.

- Solutions for developing mountainous people of ethnic group.
- Poverty with ethnic minority people in Vietnam.
- Forecast of human development index in ethnic minority areas in Vietnam.

1.3. Problems in researching tasks of the thesis

- Should have intensive researching works on human resources for each ethnic minority area in Vietnam.

- Should build the argument system on policies for developing young human resources.

- Policies for developing young human resources should be exploited in term of public administration.

Chapter 2

POLICIES FOR DEVELOPING YOUNG HUMAN RESOURCES IN THE NORTHWEST – SEVERAL ARGUMENT PROBLEM AND EXPERIENCE LESSONS

2.1. Concept of young human resources and policies for developing young human resources

2.1.1 Human resources and young human resources

2.1.1.1. Resources

Overview of geographic place, natural resources, system of national assets, human resources, political lines, capital and market... in the country and foreign countries can be exploited to serve the economic development of a specific territory.

2.1.1.2. Human resources

Include human resources, total population and human quality, is the overview of human development index thanks to help of community and own effort, is the overview of physical strength, mental strength, living experiences, personality, ethics, ideals, cultural quality, professional capacity of individuals and society mobilized into working and creating lives for the social development and progress.

2.1.1.3. Young human resources

- Young laborer source: is the human resources at labor age from 15 – 30, and is a component of young human resources.

- The young human resource is a component of national human resources with age from 0 -30, is the whole physical strength, mental strength, personality, ethics, ideals of individuals and society mobilized into working and creating lives directly and in long term for the common development and progress of the society.

- Characteristics of young human resources: Occupying a high rate in the society, having high health and mental strength, many dreams, aspirations, enthusiasm, producing many products for the society, being completing personality, easily discouraged, and easily changing...

2.1.2. Human resource development and young human resource development

The young human resource development is the human development, the development of young generation, is training, cultivating, practicing and creating good conditions, so that the young generation can develop their conducts, capacities and levels for satisfying standards and objective requirements and demand of the society in the period of industrialization and modernization and international integration.

2.1.3. Characteristics of young human resources in the Northwest

Originating from the community of ethnic groups in the Northwest, having geographic conditions, the difficult and low-developed economy. Having abundant and complicated manners and customs. Their lives are difficult and the poverty rate is high; their health caring condition and cultural standards are low; the information approach is limited, the rate of people who can speak the common language is not high; getting married soon; having many children...

2.1.4. Policies for young human resource development

2.1.4.1. Policies

Is the specific standards to implement lines and duties; policies implemented in a specific time, in specific fields. The nature, content and direction of each policy depend on nature of political, economic, cultural and social lines and tasks. To have proper political output, it must hold fast to targets, instructions identified in the guidelines, common tasks and applying flexibly into specific situation and condition.

2.1.4.2. Policies for developing young human resources

- Human resource policies

The State institutionalizes lines and instructions, tasks of the Party into legal documents to care and train citizens, so that they can become the high quality human resource and satisfy the period of industrialization and modernization strengthening, build and protect the country, and international integration.

- Policies for developing young human resources

The State institutionalizes lines and instructions, tasks of the Party into legal documents to care and train citizens, so that they can become the high quality human resource and satisfy the period of industrialization and modernization strengthening, build and protect the country, and international integration.

2.1.4.3. Policies for developing young human resources in Northwest

- The State institutionalizes lines and instructions, tasks of the Party into legal documents to care and train citizens, so that they can become the high quality human resource and satisfy the period of industrialization and modernization strengthening in the Northwest, build and protect the country, and international integration.

- Structure and contents of policies for developing young human resources

Including: Targets; principles; subsystems; solutions and tools, basic functions and requirements of policy.

- *Classification of policies for developing young human resources*

- + Group of policies affecting the quantity of young human resources
- + Group of policies affecting the quality of young human resources
- + Group of policies affecting the structure of young human resources
- + Group of policies affecting the recruitment and usage of young human resources.

- *Evaluation of policies for developing young human resources*

Evaluation of policies for developing young human resources is the actual inspection of achievements when implementing solutions of policies for developing young human resources and the comparison of initial targets to identify the target implementation efficiency.

2.2. Roles of policies for developing young human resources in the socio-economic development

2.2.1. Roles of human resources and young human resources for the socio-economic development

- Firstly, the human resource is the main resource which decides the socio-economic development and growth process.

- Secondly, the human resource is one of factors which decide the success of industrialization and modernization.

- Thirdly, the high quality human resource is a condition to shorten the lagging distance, to promote the economic growth and to speed up the industrialization and modernization of the whole country for the sustainable development.

- Forthly, the human resource is a condition of international economic integration.

2.2.2. Roles of policies for developing young human resources for the socio-economic development

Firstly, orienting the strong, balanced and sustainable development of young human resource.

Secondly, regulating and adjusting the structure of young human resource reasonably in order to develop effectively the young human resource in the country development.

- Thirdly, promoting and supporting the human resource to develop and training, cultivating and using subjects.

2.2.3. Policies for developing young human resources have intimate relation to several policies.

Policies for developing young human resources have close relation to policies: economic development policy; social policy; ethnic policy, Youth policy; Policy for hunger eradication and poverty reduction.

2.3. Contents of policies for developing young human resources

2.3.1. Group of policies affecting the quantity of young human resources

- Group of policies related to human resources who do not access jobs. Policies for children; Policies for young people who do not have jobs.

- Policies for developing natural population; Policies for developing mechanical population.

- Policies for re-distributing inhabitants in the area.

- Policies for attracting the youth to settle in rural areas, mountainous areas and border areas.

- Policies for investing and developing the industrial areas.

2.3.2. Group of policies affecting the structure of young human resource

2.3.2.1. Policies for adjusting the structure reasonably.

Policies for promoting and changing trees and domestic animals to create the large production areas, concentrating into producing competitive goods; Policies for agricultural – forestry – fish-breeding expansion encouragement; Policies for accumulating the cultivated land; Policies for regrouping lands; Policies for lending capitals for learning and vocational activities and solving jobs and working overseas.

2.3.2.2. Policies affecting the reasonable distribution of human resources

Policies for developing the industrial zones; Policies for promoting services and business activities; Policies for establishing cities and towns; Policies for developing the traditional handicraft branches; Policies for developing the ecological tourism, historical tourism, and hazardous tourism.

2.3.3. Group of policies affecting the quality of young human resources

- Policies affect the mental strength.

- Policies affect the strength of mind.

- Policies affect the physical strength.

2.3.4. Group of policies for recruiting and using young labor force

2.3.4.1. Recruitment policies.

2.3.4.2. Job creation policies.

2.3.4.3. Income policies.

2.3.4.4. Social security policies: Social insurance policies; Health policies; Social welfare policies.

2.4. Framework for analyzing and evaluating the policies for developing young human resources in the Northwest.

2.4.1. Analysis framework.

- Analysis forms: Future analysis, past analysis and collective analysis. In the thesis, the author uses the form of collective analysis.

- Analysis content: the organization and implementation process; validity, efficiency, solutions and document system.

2.4.2. Evaluation framework

- Evaluation content: Political evaluation, judicial evaluation and administrative evaluation.

- Evaluation form: Evaluating according to professional methods, evaluating pursuant to targets; evaluating through opinion poll.

- Targets: Validity, efficiency, equity, comprehensiveness, impacts of policies and the policy implementation process.

2.5. Policies for developing human resources and young human resources in several countries in the world.

2.5.1. Common orientation of United Nations for developing human resources and young human resources

2.5.2. Policies of several countries: People's Republic of China, Japan, Korea

2.5.3. Experiences for Vietnam

- In order to have an abundant and high quality human resources, our State should increase more dramatically the budget for education.

- The state should have training policies and use young laborers, especially the attraction of cadres and students trained overseas.

- The state should broaden the training forms, attract the whole society to participate into training human resources and ensure the equity in training and education.

- The Party and State always appreciate and prioritize the socio-economic development in general and the personnel development in mountainous ethnic areas in particular.

- Concentrating all financial resources into training and developing the human resources, especially young human resources in the mountainous area is the leading priority in the process of industrialization and modernization.

- Investment policies for training and developing the human resources in mountainous areas are the solid step for the equity and harmony of Vietnamese ethnic groups, repelling the nationality dividing plots, increasing the national solidarity and ensuring the national safety and security.

Chapter 3

CURRENT SITUATION OF POLICIES FOR DEVELOPING YOUNG HUMAN RESOURCES IN THE NORTHWEST OF VIETNAM

3.1. The overview of development condition of the Northwest

3.1.1. Natural characteristics

Geographic place, forest resources, mineral resources have huge impacts on the development of young human resources in Northwest.

3.1.2. Economic characteristics

Infrastructure and economy of the Northwest: Industrial economy, Tourist economy, service, potentiality and advantages of the Northwest are factors which have direct impacts on the development of young human resources in the Northwest.

3.1.3. Social characteristics

Population, living level, and social characteristics have impacts on the development of physical strength and mental strength of young human resources in the Northwest.

3.1.4. Cultural characteristics

Cultural beliefs, religion, cultural characters of Northwestern ethnic groups have indirect impacts on the development of young human resources in the Northwest.

3.2. Current situation of human resources and young human resources in the Northwest.

In order to evaluate scientifically when researching and implementing the thesis, beside reading materials, reckoning up and comparing, the author has used the surveying and sociological investigating by questionnaire at 6 province with 2400 cards for Youth unionists, pupils, students, and young cadres and officials.

3.2.1. Current situation of human resources in the Northwest.

3.2.1.1. About quantity of human resources in the Northwest

According to formal statistical data of General Statistics Office, until December 31st 2009, the Northwest has total population of 3,552,137 people, occupying 4.35% population of the whole country. In which, there are 23 ethnic minorities, occupying 79.2% population of this area and 24.2% population of ethnic minorities in the whole country.

3.2.1.2. Distribution of human resources in the Northwest

Distribution: according to territory, business lines, fields, urban and rural areas.

3.2.1.3. About quality of human resources in the Northwest

- *Physical strength*: The nutritional situation of laborers in the Northwest shows that this area has the lowest rate of physical strength in the whole country: Number of normal people 42.8%; number of too thin people 2.1%, thin people 12.2%; rather thin people 18.6%; fat people and too fat people 24.3%.

- *Mental strength*: The statistical data show that the education and training for inhabitants in the Northwest have many progresses for 10 recent years (from 1989 to 2009). The rate of educated laborers in 2009 met 87.8%, in comparison with 1989, this rate increased 16.7%... but in comparison with the whole country, this area has the lowest cultural and professional level [96, Page 22].

+ *Strength of mind*: Among 64.2% laborers who are questioned whether they love their jobs or not. 24.5% laborers feel pleased with their jobs, and 11.3% laborers who do not like their jobs and want to change jobs. Their aspirations of training and improving their professional skills, specialties and techniques are high 87.2%; the rate of laborers pleased with their professional skills is 8.2% and the rate of laborers who do not want to improve skills is 4.6% [76, page 16].

3.2.2 Current situation of young human resources in the Northwest

3.2.2.1. About quantity of young human resources in the Northwest

According to formal statistical data of General Statistics Office in the population survey in 2009, the Northwest: The Northwestern population is 3,553,137 people, in which young human resources: from 0 – 30 years old is 2,237,836 people occupying 63% population. In which the rate of male is 49.8%, the rate of female is 50.2%. The rate of young human resources who are ethnic minority people is 81.2%.

3.2.2.2. Structure of young human resource in the Northwest

- The structure according to age and sex: Male rate is 49.8% and the female rate is 50.2%.

- The structure of the Northwestern youth according to population: occupies 63% the Northwestern population.

- The structure according to area: rural area is 61.9% and urban area is 39.1%.

- The structure of youth in social laborers: occupies 71.2%.

- The Northwestern youth in professional structure: Agriculture, forestry and pisciculture is 44.4%, industry and construction is 28.4%, service and other business lines is 27.2%.

- The youth who operate in business components: Business household 70.8%, collective is 0.2%, State is 10.3%, Private is 13.3%, enterprises with foreign capitals is 7.4%.

3.2.2.3. Quality of young human resources in the Northwest

- About physical strength:

+ The children human resources:

The children human resources in the Northwest currently occupy 33.7%, this personnel group is divided into two separate personnel groups: the personnel group before primary school age (0-5 years old) occupies 14.8% and the primary and secondary school age group occupies 18.9%.

+ The personnel group at young age:

According to the survey result of the youth researching institute, this personnel group occupies 29.3% the Northwestern population (1,040,776 people), in which there are 617,865 male people, occupying 59.1%, 422,911 female people occupying 40.6%. In which the direct laborers are 821,172 people, occupying 78.9%. The policies for this personnel group are mainly policies on training, cultivating, employment, income, physical strength and entertainment.

- About mental strength of Northwestern youth
- + For teenager human resources (6-15 years old)
- + For young human resources (16 -30 years old)
- About strength of mind:

The survey in 2009 has 10.9% youth in the Northwest who are totally optimistic and excited before economic and political changes in the country and the world (this rate reduces 2.1% in comparison with 2006); the rate of people who are many concerns 63.2% (reducimh 1.9% in comparison with 2006); in addition there are 3.3% people who worry but do not have answers.

According to reports of organization board of central committee of the Ho Chi Minh Communist Youth Union, the number of youth unionists admitted, which shows that the Northwest youth believes the instructions of the Party, has many aspirations to become party members.

3.2.2.4. About employment of youth human resources in the Northwest

- About employment of the Northwestern youth
- About employment of the Northwestern youth
- + Current situation of employment
- + Current situation of lacking employment
- + Current situation of unemployment.

3.3. Impacts of policies for developing young human resources on the socio-economic development in the Northwest area.

3.3.1.1. Validity of policies

- The State has issued many policies related to development of young human resources in the Northwest: Policies about health, initial health caring, policies on population; Policies on school education; Policies on structural adjustment.

- The implementation result of policies related to the quantity of youth human resource in the Northwest: There are big changes because of impacts of policies on health, nutrition of children in the Northwest; The birth level in Northwestern provinces, remote area is 1.7 – 1.9 higher than the whole country and urban area; The current situation of physical strength of human resources in the Northwest has many progresses through the evaluation of youth group in 2012 of Youth researching institute. It has significant impacts on un-employed human resources in young age.

3.3.1.2. Efficiency of policies affecting the quantity of human resources

- Social efficiency: Policies on population have significant impacts on the development of young human resource and bring the social effects for the development of Northwest. The number of Northwestern youth has reduced gradually for recent years. Although, currently the Northwestern population has the young structure, but it has the tendency of aging.

- Economic efficiency: The force of young laborers is developed dramatically: the number of young laborers participating into economic activities increases dramatically, the skills of young laborers are improved.

- In the political term:

Policies adjusting the labor structure and investment structure in the Northwest for the recent year have attracted significant number of laborers to the Northwest: For 10 years from 2002 – 2012, there are 20,134 young laborers working in 5 industrial areas and enterprises in the Northwestern provinces [95, page 41]. This laborer force has added to the defence force and contributes into holding fast to national border defense and improving the cultural standards for ethnic minority people.

3.3.1.3. Process of organizing and implementing policies related to quantity of young human resources in the Northwest.

The implementation of policies related to the development in term of quantity: For 10 years (2003 – 2013): there are 16 documents of the Center, 34 documents of provinces. The document focuses on adjusting the investment structure of industrial zones; policies for encouraging and supporting laborers to work in mountainous areas [94, Page 21].

3.3.2. Current situation of policies affecting the quality of young human resources

3.3.2.1. Validity of policies affecting the quality of young human resources in the Northwest

- Development of physical strength:
+ About medicine, the community health caring services are improved.
+ Completing to build, improve and upgrade hospitals of provinces and districts.
+ The system of policies on medicine, community health is paid the leading attention in strategies of young human resource quality in the Northwest.

- About development of mental strength: Policies on education and training; Policies on training and cultivating the ethnic officer; Policies on finance are gradually completed.

- About mental strength:

The legal propagation and education works are increased to improve the legal awareness for inhabitants and the youth in the period of 2011 – 2015 in mountainous province in the Northwest. The Party and authorities of Northwestern provinces have 8 province-level directing documents on "Learning and following the mirror of Ho Chi Minh's thoughts and ethnics", 15 directing documents on "Volunteering for community lives"; 6 directing documents of the Party on learning "6 political and argument lessons for youth unionists"; 6 directing documents on the movement "For borders and islands"... Valid documents occupy 81% 81% [94, Page 41].

3.3.2.2. Efficiency of policies affecting the quality of young human resources in the Northwest

- About physical strength: the average height of Northwestern young people increases 3.5cm, their weight increase 4.5kg during 20 innovation years.
- About mental strength: Cultural, professional, graduate and postgraduate standards increase fast.
- About strength of mind: keeping their minds on works, the number of young people who have aspirations of working in homeland increase fast.

3.3.2.3. Process of organizing and implementing policies related to the quality of young human resource in the Northwest.

- Deploying simultaneously the policies related to quality of human resources through deploying synchronously the contents of programs 134, 135 on developing medicine, culture education, economy, politics and society [94, Page 22].
- Deploying decisions of Government: Decision No. 186/QĐ-TTg dated December 7th 2001 by Prime minister on the socio-economic development of 6 especially difficult provinces in the Northern mountainous area. Decree No. 61/2006/NĐ-CP dated 20/6/2006 on policies for teacher and education managers who work in especially difficult socio-economic areas. The evaluation of deployment efficiency of these decisions shows [66, Page 56]

3.3.3. Current situation of policies affecting the structure of young human resource.

3.3.3.1. Validity of policy

Impacts of emigrancy policy, service and industrial investment policies, policies for developing and upgrading cities, towns, and etc. have changed the socio-economic face of the Northwest.

3.3.3.2. Efficiency of policy

- Component structure: Household component is still the main component, the rate of enterprises with foreign capitals and private enterprises increase fast.
- Category structure: The service field increase fast, the rate of agricultural area is still large, the industrial rate does not increase highly 1.25% for 20 innovation years.
- The structure of areas and territories. The rate in rural area is the main, although the rate of urban area increases because of new immigration circumstance of Northwestern regions.

3.3.3.3. Deployment of policies

For 10 years from 2002 – 2012, the Central offices had 11 documents and the offices of Northwestern provinces had 22 documents directing to implement policies related to the field of adjusting the structure of human resources in the Northwest. The steering board in the Northwest has organized 11 seminars on organizing, deploying and evaluating the efficiency and validity of investment policies for the Northwest.

3.3.4. Current situation of policies affecting the recruitment and usage of young human resources

3.3.4.1. Validity of policy

- Validity in implementing policies for recruiting and attracting young laborers in the Northwest.
- Validity in managing and using the force of young human resources.

3.3.4.2. Efficiency of policy

- Efficiency in recruitment works
- Efficiency of policies for attracting laborers
- Efficiency of policies for creating jobs and solving jobs
- Efficiency in overcoming to reduce the unemployment in the Northwest

3.3.4.3. Deployment of policies

- The localities in Northwest have concentrated into cooperate with Ministry of Education and Training to preside over, Ministry of Labor, Invalids and Social Affairs and related offices, building Decision of Prime minister on developing education, training and vocational activities for each locality and the whole midland area and mountainous area of the North of Vietnam until 2020.

- Adjusting, amending and adding the attraction and priority mechanisms for teachers in remote areas, mountainous areas, especially difficult area, especially for teachers who work in long term in the Northwest will increase and add policies for increasing scholarship for pupil of resident ethnic schools and subsidization policies for poor pupils.

3.4. Evaluation of policies for developing young human resources in the Northwest

3.4.1. Common surveying result

- Result on policy implementation evaluation.
- Result on procedure and policy planning
- Result on policy validity and efficiency.

3.4.2. Validity of policies

- Until the end of 2013, the number of invalid documents is 112 documents occupying 29.6%, 23 documents with a valid part occupying 6% and 243 valid documents occupying 64.4%.

- There are many guiding documents related to same content but in different time, with different subjects, thus they have different validities. For example, there are 89 documents related to program 135, 22 documents related to Program 134 of Government, ministries, provinces and socio-economic associations.

- Several documents are not enclosed with guiding document, thus they have weak validity and are difficult to implement. Policies are issued significantly and have positive impact on education, especially the Northwest, but their efficiencies do not satisfy desiration. Lots of documents are identical or contradictory, so they are difficult to implement.

3.4.3. Efficiency of policies

- The system of policies for developing human resources in the Northwest concentrates into prioritizing to improve the quality of human resources who can not access employment: Reducing the rate of malnourished and fat children, reducing the rate of dead children and increasing fast the number of ethnic minority children to preschools.

- Policies affecting the development of physical strength, mental strength and strength of mind for the youth:

- Mobilizing the public bond capital, government bonds, foreign supporting capitals for investing important projects and works in the Northwest.

- About economic efficiency: Total income of province increase in many years, the average income per capita increase 2.3 times during 10 years (2002 – 2012).

- Social efficiency: The social evil is pushed fast, the living level of inhabitants increases fast.

- Efficiency on defence and security: the Defence and security are ensured and the political disorder cases are pushed back.

3.4.4. Implementation of policies

- About the quantity of documents: Documents of the Center include 21 (documents of the Party are 03, documents of National assembly are 02 and documents of Government are 16); Decisions are 46 (Decision of Government are 9, decisions of Prime minister are 28; decisions of ministries and branches are 9); Circulars are 42; Guidelines area 54. Documents of the Northwest: Resolutions are 16, decisions of Provincial People's Committee are 33, guidelines are 78, and plans are 88.

About structure of documents: Through classification, we can see that 71% - 76% documents are Resolutions and socio-economic decisions; 28% administrative decisions; 27.8% documents related to directing and implementing the development of human resources and 17.2% documents related to training and developing the young human resources.

3.4.5. Limitations in organizing and implementing policies for developing young human resources in the Northwest:

- About implementation validity:

+ The number of documents on policies for training and cultivating human resource and young human resources is ignificantly lacking, overlapping, difficult to implement or to implement with weak efficiency and validity.

+ In addition, the deployment of policies has lots of disadvantages.

- About issuing new policies.

- Limitation in deploying policies.

3.5. Reasons of limitations in implementing policies

3.5.1. Objective reasons

- Because the economy of our country is weak due to sequences of war, the new market economy in the firt development period, the budget is not sufficient to invest into comprehensive development of Northwestern human resources in general and young human resources in particular.

- The living level and income of Vietnamese inhabitants in general and the Northwest in particular is very low.

- The northwest is the multi-ethnic and nulti-cultural regions with many habits and customs. Beides good cultural traditions, there are many backward customs which have negative impacts on the development of young human resources: wedding, funeral, giving birth at home, unscientific abstaining, and making ceremonial offerings for patients.

3.5.2. Subjective reasons

- Lacking scientific bases, actual bases when planning and building policies for developing young human resources.

- During the process of implementing policies for young human resource in the Northwet, lacking the direct steering board, the steering board of the Northwest does not have functions and private standing board for developing young human resources.

- Policies are not inspected, supervised and evaluated their efficiency which can affect the development of young human resources in the Northwest.

- Because of low knowledge and impacts of habits, viewpoints and backward customs in reproduction and caring babies of ethnic minority people in the Northwest, the implementation of policies meet lots of difficulties.

Chapter 4

VIEWPOINTS AND SOLUTIONS TO COMPLETE POLICIES FOR DEVELOPING YOUNG HUMAN RESOURCES IN THE NORTHWEST OF VIETNAM

4.1. Forecast for developing the young human resource of the Northwest

- The Northwest has comprehensively lower position than other areas.
- The value of HDI index in 2020 in the Northwest will meet the level 0.70.
- Basing on component indicators of human resource development:

4.2. Viewpoints and orientations of the Party and Ho Chi Minh's thoughts about policies for developing young human resource in the Northwest.

4.2.1. Ho Chi Minh's thoughts on policies for developing young human resources

- Thoughts on roles of young human resources
- Thoughts on educating and training the youth
- Thoughts on promoting and using the youth

4.2.2. Viewpoints of Vietnamese Communist Party

4.2.2.1. Viewpoints on socio-economic development in the Northwest

In the overall plan on socio-economic development in the Northwest currently, our Party has clearly shown the viewpoints on development with the contents, as follows:

- The comprehensive socio-economic development of the Northwest has the close relation to surrounding areas and the whole country basing on allocation and mutual cooperation.

- Developing in the long-term direction, biological diversification, ensuring the green house for Northwest and the Northern delta of Vietnam.

- Implementing the model of product development in contact with market, operating according to economic components under the control of State.

- The socio-economic development follows the direction of industrialization and modernization in contact with maintaining and promoting cultural characters.

- Implementing the economic structure flexibly, sensitively to the market basing on exploiting the efficiency of advantages of industry, exploitation, tourism, fruit-trees, industrial trees, breeding, industrial materials, and etc. to develop the industry, construction and service to mobilize sufficiently ethnic groups and economic participants.

- Socio-economic development connects closely strengthening, increasing the security and defence and protecting the ecological environment.

4.2.2.2. Viewpoints on development of human resources in the Northwest

Firstly, it is necessary to have solutions and policies for increasing the subjectiveness of human.

Secondly, It must ensure the development of human resources of Northwest according to the viewpoint of sustainable development.

Thirdly, The resources exploitation must re-invest the human resources development.

4.2.2.3. Viewpoints on policies for developing current young human resources

- The youth is the biggest revolutionary force, they are always placed at the central position in strategies for cultivating the human resources.
- It must innovate comprehensively the education and training, creating opportunities for all young people to learn and select the suitable learning forms.
- Building the Youth union is considered as a component in building the Party and the Party is built in advance.
- Policy for developing the youth is an important component in policies for developing young human resources.
- Knowledge is considered an especially creative working force, the investment into young intelligentsia is the investment into sustainable development.
- The youth union is the organization which has so important a role in training the young human resources for sustainable development.
- Policies for developing young human resources are indispensable, but they must be suitable to each region.
- It is necessary to promote all forces to participate in developing the current young human resources.
- Improving the validity and efficiency of state management on the Youth and Youth's works.

Points of view stated above can be systematized according to the chart as follows:

4.2.2.4. Viewpoints on policies for developing young human resources in the Northwest.

- Increasing the leading of Party through guidelines for socio-economic development and strategies for developing young human resources in the Northwest, besides strategies of the Party, State, each locality must self-build a guideline and development strategy suitable to their conditions.
- Improving the efficiency and validity of State management in planning, organizing and deploying policies for developing young human resources in the Northwest. The policies must be built basing on scientific bases to have high feasibility.
- Socializing the training and education for the young human resources through operation mechanism for domestic and foreign investment: Calling for enterprises, benefactors to train young human resources in the Northwest.
- Incessantly improving the quantity and quality of young human resources of ethnic groups in the Northwest.
- Supporting and encouraging the service and industrial investment to create new driving forces for young human resources to attract and solve employment for young human resources.

4.2.3. Orientations for developing young human resources

Firstly, the development of young human resources aims at satisfying better and more sustainably requirements of industrialization and modernization to bring the local economy an advanced scientific technique and modern industry, to promote the production, quality and higher efficiency, dramatic impacts on transferring the economic structure to the progressive direction.

Secondly, it must consider the education and training development as conditions for promoting human resources.

Thirdly, The development of young human resources must originate from specific condition of each locality with different characteristics.

Forthly, the comprehensive development viewpoint: the implementation of industrialization and modernization aims at making human develop freely, comprehensively in terms of physical and mental strengths, manners and ethnics when working.

Fifthly, the development of young human resources according to the direction of industrialization – modernization in the condition of deep integration into the global economy must retain solidly the revolutionary traditions, national cultures, integrating but not dissolving.

Sixthly, appointing talents, especially young talents to important posts, balancing comprehensively and in building and using technical scientific cadres and young technical technicians.

Sevently, it must mobilize all resources in education, managing, training and cultivating the young human resources: Political and social associations, domestic and foreign organizations, enterprise, families and schools.

Eighthly, the development of industrial zones and tourism services in the Northwest is prioritized firstly to attract laborers and to exploit potentialities and advantages of natural conditions of Northwest.

4.3. Solutions for completing policies for developing young human resources in the Northwest

- Basing on viewpoints, guidelines, lines and policies of the Party and State on developing young human resources as base for proposing solution to increase and complete the systems of policies for developing young human resources in the Northwest.

- Basing on natural, social, economic, cultural characters and cultural standards of Northwestern people or on the other hand, internal capacities of the Northwest: high and abrupt mountains, multi-ethnic culture, difficultly developed economy and low cultural standards...

- Basing on the researching results of author and analyzing and evaluating result of current situation for deploying and implementing, the validity and efficiency of system of policies related to development of young human resources in the Northwest.

- Basing on practical demands, aspirations, professional tendency, cultural and professional skills of young human resources in the Northwest.

4.3.1. Group of solutions on training, education and cultivating policies

4.3.1.1. The training, education and cultivating policies is oriented to issue for the Northwest.

Firstly, Policies for preventing the education of Northwest from deteriorating and speeding up the education development.

Secondly, Policies create driving force for pupils, pupils's parents and teachers, officials in the learning and techning investment.

Thirdly, Policies support the development of frastructure and material facilities of education.

Forthly, Policies on strengthening to organize and manage the training and education of Northwest.

4.3.1.2. Policies should be strengthened in education, training and cultivating the current young human resources in the Northwest

- Strengthening the ear-marking policies in the enrolling regimes of Universities, colleges, professional schools for ethnic pupils and young people in the Northwest.
- Strengthening policies on lending credit loans in training professionally for poor ethnic minority pupils and students.
- Strengthening to invest more resident schools to districts and communes in remote areas.
- Strengthening policies for self-training the ethnic youth in the Northwest.
- Strengthening policies for supporting and encouraging in details the finance for all levels in Northwestern provinces on training, cultivating, planning and using young cadres.
- Strengthening policies for training, cultivating political knowledge, thoughts, social culture for cadres of communes, wards, hamlet, mountain villages and the youth.
- Strengthening policies for encouraging and specially prioritizing excellent pupils, talents of ethnic groups.
- Adjusting and issuing policies for vocational popularizing the youth of ethnic groups in the Northwest.
- Điều chỉnh và ban hành chính sách phổ cập nghề cho thanh niên các dân tộc miền núi Tây Bắc.
- Strengthening policies for encouraging the investment into industrial zones, enterprises, business units located in mountainous provinces in the North to create driving force to learn vocationally and to attract ethnic laborers.
- Strengthening policies for supporting and encouraging production and services of handicraft branches, traditional branches at home, localities of ethnic groups.
- Strengthening and completing policies for encouraging to build the youth villages at remote areas and bordering areas.

4.3.2. Group of solutions affecting the medical development, increasing the health for young generation in the Northwest

4.3.2.1. Policies for strengthening the technical and material facilities, medical officials in the Northwest.

- Building strategies of medical development for the Northwest from 10 to 20 years.
- + Improving awareness and responsibilities of officials and medical branch in medical examination and treatment, accessing clean water, using sanitation equipment, cleaning and protecting the environment, building new lifestyle, eating cleanly, living cleanly and cooperating with community officers for medical development.
- + Propagandizing and improving awareness of inhabitants in disease prevention and environmental sanitation, eating cleanly and living cleanly.
- + Investing into medical facilities to prevent and treat medically at the grassroots level.
- + Strengthening to access clean water, environmental sanitation and medical investment at the grassroots level.
- + Strengthening to propagandize the population ordinance, implementing the population and family planning policies of the Party and State.
- + Exploiting the community strength in medical development, increasing the sanitation lifestyle.
- + Propagandizing and preventing from social evils and social diseases (HIV, drug addiction, prostitution, gambling, and etc.) which have significant impacts on health and physical development of the youth.

- Policies should be strengthened in medicine, health protection, physical development for young human resources in the Northwest.

+ Increasing policies for caring initially health from grassroots level for young generation, especially for new born babies. Policies for mothers and new born babies, policies on children nutrition, policies for preventing from nutrition and obese.

+ Policies for medical investment into mountainous areas in terms of professional skills of doctors and medical officers and technical and material facilities: Technical investment policies for surgeries and medical stations of communes and wards, for doctors and medical officers at the grassroots level.

+ Strengthening policies for preventing from malnutrition, social diseases of children through national program on expanded program on immunization, vaccine drinking at children of ethnic groups at the Northwest.

+ Policies for encouraging to broaden medical services to remote area for caring health of inhabitants.

+ It is necessary to have national strategies on improvement and development of physical strength (height, weight, form and stature) for the youth in Northwest.

4.3.2.2. Strengthening policies on population

- Placing population policies into socio-economic development strategies of the whole region.

- Placing policies on nutrition regime for pregnant women and new born babies.

- For inhabitants of the Northwest in the population policy implementation, the basic method is propagandizing and training to change the thoughts and knowledge of inhabitants about the children issue.

- Building policies for encouraging to move and regulate population of areas in the region, between urban and rural areas, between provinces in the region reasonably.

4.3.2.3. Policies for reducing the rate of dead new born babies.

+ Strengthening policies for propagandizing and educating scientific knowledge on reproductive health for the youth of ethnic groups.

+ Strengthening policies on nutrition regime for pregnant women and new born babies.

+ Strengthening policies on “strengthening the technical and professional staff and material facilities for medical station of wards and communes in the Northwest”.

+ Strengthening policies for caring juvenile reproductive health, propagandizing and supporting to create habits for Northwestern youth in using the contraceptive methods.

4.3.3. Group of policies for attracting high quality young human resources to the Northwest

4.3.3.1. Policies for attracting the human resources outside the province to the Northwest

- *About thoughts:* Propagandizing and training the revolutionary ideals, professional ideals to increase roles and responsibilities of the youth for the country, affecting and promoting the enthusiasm of the youth “ready to go to anywhere, to do any thing when the country need”, especially the young intelligentsia.

- *Practical activities:*

+ The state should invest into developing economic areas, industrial areas at mountainous areas of Northwest.

+ Strengthening works, projects and researching project, building for the Northwest;

- *Specific policie should be strengthened:*

+ Job creation policies: They are policies for developing industrial areas, traditional business lines, policies for encouranging to afforest and develop breeding, policies on credit for lending capitals for enterprising busine and developing the economy.

+ Policies on income: Policies on local allowances, policie on hunger eradication and poverty reduction, policies for encouraging officials to work in remote areas, polices on moving and working fees for highland officials and policies for encouragin the family economic development for public officials.

+ Policies for sstabilizing employment: Policies for cultivating and improving technical and professional skills, insurance policies, unemployment sponsoring, policies for supporting enterprises.

+ Policies for strengthening collective activities, entertainment activities, increasing the democratic environment for all business and production activities.

4.3.3.2. Policies for training young human resources in site

- Strengthening policies for broadening forms of recruitment, training and cultivating in site and encouraging young people, pupils and students who are the inhabitants in the Northwest, and ethnic minority people graduated from professional schools to work in their home land.

- Policies on raising the local allowance level for officers working in mountainous areas, bordering reas, islands which meet lots of difficulties, with the clarification of allowance levels for officers working ar districts, communes and mountain villages.

- Policies on seniority for administrative officers working ar mountainous areas, bordering reas, islands which meet lots of difficulties and officers participating into two two resistances and ethnic officers with working time of 10 years and above to enjoin the seniority allowances.

- One-time allowance policy for works, pupil who have recently graduated from lowland to mountainous areas to work, for ethnic officers who are working at communes to be appointed to work at districts and provinces.

- Policies for calculating the seniority coefficiency at mountainous area and adding the seniority coefficiency according to current regime.

- Policies for issuing houses or lands for officer and public officials at mountainous areas. Making family economy according to policies of State and lending capitals for building houses with priority capital and repaying capitals gradually per year.

- Policies for prioritizing to allocate targets for leanrning, visiting, treating medically or labor cooperation with foreign countries.

- Policies for increasing the living fee for officers at communes, districts in amountainous areas.

4.3.3.3. Policies for prioritizing to recruit and use the young human resources in the Northwest.

- Increateing policies for training, re-training to improve professional skills, and operations for domestic and foreign young officers.

- Making criteria for electing private officers for the Northwest.

- Increateing policies for supporting the living places, moving means for young officers working at remote and mountainous areas.

- Issuing policies for volunteering youth at remote areas and mountainous areas.

- Issuing the national program on volunteering young intelligentsia at remote areas at the Northwest.
- Policies for building the youth villages and youth works of ethnic groups at provinces of Northwest.
- Continuing to add and complete policies for supporting 600 young intelligentsia with university level to hold the position of Deputy chairman at difficult communes.
- Policies for deploying the technical scientific application into agricultural and forestry production and business to attract young intelligentsia to work at the Northwest.
- Policies for encouraging and supporting capital and techniques for young enterprises of ethnic groups.
- Establishing and developing the young enterprise association at localities.
- Developing dramatically business and production fields, developing traditional jobs of the Northwest: Forestry, tourism, traditional medicine, and etc.)
- Policies for organizing and deploying the social skill training program for ethnic youth of the Northwest.
- Action program with current youth movements: volunteering and accompany with young people who establish business.
- Socializing the training and practicing kinds of professional skills for the Northwestern youth.
- Investment policies for job consultancy center, community skill development center, skills in marriage, family and society.
- Policies on propagandizing and educating skills of the youth, professional skills through local propagandization information system and television programs by ethnic language.

4.3.4. Group of policies for increasing the subjectiveness of Northwestern youth.

- It is necessary to innovate the leading thoughts of the Party for developing the human resources of ethnic minorities in general and young human resources in particular: Changing the approach in terms of society, management and administration;
- Increasing policies to change thoughts and behaviors of Northwestern youth.
- Increasing policies for improving capacities of inhabitants in general and of the youth in particular through collective projects to promote maximally the role of inhabitants in the community;
- Increasing policies for improving the roles of leaders and community leaders through projects for training and cultivating young officers of ethnic minority, officers at site; handing over authority to leaders and young leaders in political organization activities, administrative, economic and social activities; developing the education, medicine and socio-culture.

4.3.5. Group of policies for developing the economy, hunger eradication and poverty reduction for the Northwest.

4.3.5.1. Policies for hunger eradication and poverty reduction

Firstly, Policies for investing into branches which the Northwest has many advantages as hydraulics, tourism, agriculture, forestry and service.

Secondly, hunger eradication and poverty reduction for inhabitants should begin by the increase of knowledge, production skills for inhabitants in general and the Northwestern young people in particular.

Thirdly, increasing the management abilities of community officers.

Fourth, creating the mechanism for inhabitants and enterprises to lend capitals for production and increasing activities of market mechanism with support of State.

b. Policies on social sponsoring

- Researching additionally and adjusting policies for orphaned youth, disabled youth, street youth; children of families under preferential treatment policy: wounded solidiers, sick solidiers, people deserving credit for revolution.

- Policies for supporting to training vocationally for young people demobilized to return to their home land.

- Policies for educating, preventing and improving for bad youth to return to the community.

4.3.5.2. Policies affecting the regulation of young human resources structure in the Northwest:

+ The Northwest is a region with the biggest quantity of migrating inhabitant in the whole country.

+ This region has low cultural standards, they mainly base on the forests and experiences in traditional trading and production.

+ The technical and scientific, professional, cultural levels are not high, lacking the skilled laborers, thus it is difficult to adjust the labor structure according to employment and branches.

+ The industry and services do not develop highly, thus the industrial employee source is not big, the number of laborers attracted into this region is not high.

- *Policies should be increased.*

+ Policies for managing the free immigration, especially immigrating from lowland to highland; policies for stabilizing the ethnic minority.

+ Policies for planning and developing the industrial areas and enterprises and factories reasonably to ensure the attraction and uage of on site human resources effectively.

+ Policies for investing into traffic roads of economic areas, remote areas to bring people to exploit efficiently the natural resources and settle in thie region.

+ Policies for developing urban areas, towns to create favourable conditions for the inhabitant development and attract human resources to the Northwest.

+ Policies for prioritizing to develop fast the services and commercial branches and tourism for the Northwest to satisfy consumption demands and to attract more forces for this branch.

+ Increasing policies on agriculture, transferring structure in agriculture mainly to the direction of transferring structure to trees, animals and agricultural services.

+ Building the development projects and problems in the Northwest.

4.3.6. Group of policies for upholding the cultural characters, increasing the exchange to improve the community cultural lives.

4.3.6.1. Policies for upholding the cultural characters of ethnic groups

- Policies for upholding the cultural characters of ethnic groups, families, communities and overcoming unsound customs and negative habits.

- Policies for increasing the cultural exchange in the region with other regions and the international cultural exchange.

4.3.6.2. Policies for increasing to approach and enjoin cultures of Northwestern ethnic groups

- Policies for increasing the roles of State in improving the cultural lives of inhabitants.
- Policies for increasing and encouraging the organization of traditional festivals which have cultural training meaning, lifestyles and traditions, to create good conditions for the inhabitants to keep the traditional characters of the nation.
- Policies for increasing material facilities for cultural activities as mobile cinema equipments, cultural houses in communities, cultural places for the community, and etc.
- Increasing the role of village patriarchs and inhabitants in building village conventions, regulations, economic development, hunger eradication and poverty reduction, increasing to enjoin cultures is the positive way to reduce the social evils.

4.3.6.3. Policies for performance, sports, and entertainment

- Policies for building and organizing activities of cultural houses for young people and children at districts, cultural places, entertainment places for young people and children at communes.
- Policies on socialization the traditional cultural activities of Northwestern ethnic groups.
- Policies for encouraging and supporting activities for developing and maintaining cultural characters.
- Increasing the traditional sport competitions of ethnic minorities at all levels.

4.3.7. Group of methods increasing policies for upholding the role of socio-political organizations, and professional organizations to develop the young human resources in the Northwest

- Improving roles and responsibilities of socio-political associations: Youth union, Woman association, Farmer association, veteran association, Trade union to attract, collect and train, cultivate, and manage the youth in the region.
- Improving the efficiency and broadening the volunteering youth movement to serve in remote areas; to bring free services to the youth.
- Investing the material facilities for entertainment activities and sport to improve the health of youth of ethnic groups: football ground, volleyball ground, badminton ground as the place for youth and inhabitant of localities.
- Helping the youth to lend capitals to establish business by credit method.

CONCLUSION AND PETITION

1. Researching results

The researching results of thesis clarify the contents as follows:

- Stating and unifying basic concepts: the Northwest, young human resources, policies for developing young human resources in the Northwest, relations between policies for developing young human resources and economic, social, youth, hunger eradication and poverty reduction and ethnic policies.

- Evaluating the current situation and efficiency of system of socio-economic development policies in the Northwest related to the development of young human resources in this region.

- Proposing the systems of viewpoints, orientations in building policies for developing young human resources of the Party and State in next years.

- Proposing solutions when planning, building, increasing and completing the system of policies for developing young human resources in the Northwest.

- Building and proposing targets for implementing policies for developing young human resources in next years.

2. Result of practical study

- Advantage: Policies on soio-economic development in the Northwest for recent years have changed significantly the social lives, improving the cultural standards of Northwestern inhabitants and laso improving the quality of young human resoources in thie region: Cultural level, professional levels, health, physical strength, social sponsoring, and etc.

- Disadvantage: the implementation results are at low level because of many reasons: skills of implementation officers, weakness in deploying at several levels, branches, localities; unsynchronous mechanism, lacking several institutions, lacking the evakuation and timely inspection, and etc.

3. Researching result and proposing solutions

During the researching process, the author has introduced the system of solutions suitable to the development conditions of the locality.

- Identifying the new viewpoints in investing, and building the society and economy in the Northwest in the period of industrialization and modernization.

- Increasing and completing the system of policies for developing young human resources, silmutaneously proposing overall and specific targets for each development period.

- Orienting to complete policies: training and education, vocational training to solve jobs, protecting physical health, youth policies, social sponsoring policies.

4. Proving the researching hypotheses.

- The date prove that: the young generation of Northwest in general and human resources of Northwest in particular has 80% of ethnic minority people, thus the policies for developing young human resources in the Northwest actually are policies for developing the human resource of ethnic minorities.

- The current situation of impacts of policies for the development of young human resources of the Northwest: Efficiency, validity, limitations, weakness of the policy system.

- Proposing solutions for increasing and completing policies in current time and in long term to improve the quality of young human resources of ethnic groups in the Northwest.

- The study has confirmed: developing the young human resources in the social relations broadly, it must have the drastic participation of the Party, State and the whole society.

5. Several petitions

5.1. For the Party

- The Party must fast issue lines, resolutions on strategies for developing the young human resources in the period of industrialization and modernization.

- The Party directs to amend several laws on youth, young intelligentsia and to issue the strategic programs for developing the youth of ethnic groups.

5.2. For the State

- The State should concretize the lines for developing the young human resource by programs, and strategies for developing young human resources, including young human resources in the Northwest.

- Establishing the steering board of strategies for developing young human resources directly under the control of Government, the standing offices include the center of Ho Chi Minh youth union, Ministry of Home Affairs, Ministry of Education and Training, Committee of youth, teenager and infant of National Assembly.

- Increasing policies on preschool education, primary education.

- The government builds strategies for socio-economic development in the Northwest until 2020 and next years.

- The government issues policies for volunteering youth to serve in highland, remote areas, ethnic minority areas, bordering areas and islands.

- The government adds new regimes and policies in education, training, cultivating and training vocationally for ethnic minority youth. Issuing “Regulations on vocational training for the ethnic minority youth”.

- The government issues policies for attracting officers to work in mountainous areas, highland, remote areas and attracting student of ethnic groups to return to their home land.

- The government increases to invest into building and improving schools, hospitals with high quality at the Northwest to improve health of inhabitants and improving cultural standards.

- Ministry of Home Affairs checks and adds new mechanisms and continue implementing projects to bring the youth to hold the position of deputy chairman at mountainous areas, remote areas.

- The youth union actively builds projects for establishing models “Youth villages for establishing business” in the Northwest, especially remote areas, highland and bordering areas to implement many strategic duties: socio-economic development and security, defence.

5.3. For localities in the Northwest

- Actively issuing mechanisms, policies basing the instruction of the center and local conditions to attract high quality human resources to the locality.

- Building the staff of officer with high quality (training inside and outside the country) in implementing policies, prioritizing ethnic minority officers.

- Exploiting all potentialities of in site human resources with combination of outside human resources.
- Completing the plan of training, cultivating and using strategies of young human resources in each province.
- Having investment policies for socio-political activities to collect the strength of all inhabitants to manage and traing young human resources: Youth union, Vietnamese Fatherland Front, Women association, farmer association, veterant association, family association and etc.