

THE VIEWPOINT OF THE VIETNAMESE COMMUNIST PARTY AND STATE ABOUT DIGITAL ECONOMY AND SOME FUNDAMENTAL SOLUTIONS TO DEVELOP DIGITAL HUMAN RESOURCES IN VIETNAM

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1. A digital economy and the viewpoint of the Vietnamese Communist Party and State about a digital economy

Since Industrial Revolution 4.0 appeared, the tendency of digitization has been really strong in every field, with the integration of digitization, the connection/super connection, and intelligent data processing. Digital Technology is applied to all fields and the economy, from industry, agriculture to service; from production to distribution and commodity circulation as well as supporting infrastructure, such as transportation, logistics, finance, banking, management.

According to the general definition of the Oxford Digital Economy Collaborative Group, a digital economy is “an economy is primarily based on digital technology, especially electronic transactions conducted through the internet” [10]. We can understand that the digital economy is a part of the economy, meanwhile, the application and using digital technology and digital data are the basis of all activities of the economy, toward raising the effectiveness, productivity in working and business.

Recognizing the position, role, and significance of the digital economy in the development of the country in the context of integration, the Vietnamese Party and State always concern and have more guidelines, measures related to the process of transformation to the digital economy. On July 1st, 2014, Resolution No. 36-NQ/TW issued by the XI Ministry of Politics, regarding promoting the development of Information Technology to meet the requirements of sustainable development and international integration. Institutionalizing the Party's policy, the Government has issued many resolutions about it. On May 26th, 2016, Resolution No. 41/NQ-CP issued by the Government, regarding tax incentives to promote the development and application of Information Technology and the Directive No. 16/CT-TTg issued by the Prime Minister on 4 May 2017, regarding strengthening capacity to access Industrial Revolution 4.0. In August, 2018, the National Committee on e-Government was established by the Prime Minister directly as Chairman of the Committee. The Strategy of Industrial Revolution 4.0 and the Action program on digital transformation are researched, edited, and combined into the strategy of economic-socio development in the period 2021 - 2030. Besides, more regulations related to the digital economy are shown in the relevant laws, such as Law on Electronic Transactions (2005), Laws on Information Technology (2006), Law of Radio Frequency (2009), Law on Cybersecurity (2018). In the long term,

the Report “Vietnam 2035: Towards prosperity, creativity, justice and democracy” requires the mission that takes Industrial Revolution 4.0 and digital economy to achieve the goal of escaping the “Middle Income Trap”, sustainably developing, and Vietnam can be in the group of the twenty largest economies in the world. The Resolution No. 01/NQ-CP issued by the Government on January 1st, 2019, regarding the mission and mostly measure to implement Socio-economic development plan in 2019 set the mission of promoting digital economy, building the measure of developing national human resources to meet requirements of Industrial Revolution 4.0; establish the National Innovation Center; Building the National Strategy Industrial Revolution 4.0; breakthrough infrastructures for telecommunications, Broadband internet and mobile networks 5G; Building the project for transferring digital between Nations, step-by-step creating the regulatory environment to implement of transferring digital, change the management model, promoting the digital technology in the finance, banks, Health, Education, Agriculture, Travel, Environment, Smart urban,... On September 27th, 2019, the Ministry of Politics issued Resolution No.52 -NQ/TW to set the target up to 2025 the economy in Vietnam will reach 20% GDP, increasing the digital corporate communication. All of these things are showing the worth of the Vietnamese Communist Party and Government in the digital economy. The Political Report of the XIII Congress defined “fostering research, transferring, applying, increasing, dominant agriculture, developing stable commodities, having a strong brand and prestige in the world. Enhance the potential of science and technology, the quality of human resources of the country, create the basis to promote the transferring national economy and increasing transferring digital” [6,123].

2. The digital human resources and attention - needing problems in Vietnam

Under the influence of Industrial Revolution 4.0, the economy model changed from an economy basing on nature to an economy basing on intelligence. Vietnam's economy has gradually changed to intelligent economy with the core achievements of Industrial Revolution 4.0, the digital economy is applied, instead of the conventional economy. So, to successfully exchange Vietnam’s economy to the digital economy, there must have digital human resources, the development of digital human resources is urgent in the restructure of labor in Vietnam recently.

Digital human resources are the resources of humans in the digital economy who are the forces to implement and operate the digital economy, decision existence of the digital economy, so, they are the sum of laborers in the society, at the time, these forces have the experience to dominant the technology tools, operate them in the business process and other activities of the economy.

The development of digital human resources in Vietnam are facing the challenges and difficulties:

Firstly, the rules system and environmental regulation for the development of the digital economy in Vietnam have a lot of disadvantages, lack of proper synchronization. Although we have policies to encourage, support the economy by Party and Government, Vietnam cannot adapt to the change and flourish of the industrial revolution 4.0. More new business models are released, like the sharing economy model causing the incompatibility of the law, causing the conflict between conventional business and new models. the State Management Agencies are quite embarrassed when they tackle the conflict and manage activities in the digital economy. If the State Management Agencies are banned, the environment rules are tighten, not tackle the conflict that will lead to the international corporation to nations having to facilitate the environment and conditions. On the contrary, if they can not manage a new business model that is easy to create a complete imbalance with corporations in the country, The conventional business model will lose revenue from the State Budget.

Secondly, the digital human resources in Vietnam are not guaranteed in both quantity and quality to operate a digital economy. In the past, Vietnam concentrated on cheap labor to create income for the productive force in rural areas, which have low quality. Less labor is trained, professional qualification is low and not balanced. That is causing the shortage of highquality human resources, especially in the science and technologylabor, human resources for the technology like expertise AI, Blockchain. The form of education and training of developing countries in general and Vietnam in specific, also keeping up with the trends of the digital economy, economic creation in the industrial revolution 4.0.

Thirdly, digitized telecommunications infrastructure in Vietnam is not satisfactory for storage, use of databases for the development of the digital economy. From the database, digital models are the basis to create the infrastructure to help effectively human resources in leisure field, Optimal activities of the economy. However, The data in Vietnam is also distributed and connected. Agencies construct theirdatabase, disconnection, easily confusing, misunderstanding in usage, analysis. Therefore, The national storage data system is essential to tackle these problems, steady data-in, consistent, to foster organizations, entrepreneurs compete equally with international high-tech services. In this context, human resources development and the digital economy of Vietnam are closely related.

3. Some fundamental solution to develop the digital human resources in Vietnam

Firstly, the tendency of digitalization in education

Education creates the manpower to have the ability to adapt to the Industrial Revolution quickly, which is basic, radical of the human resources development. Vocational training needs to apply to the digital economy, training programs. Science and technology should be towards society rather than the government. Educational science and technology closely related to the Internet, AI, and robots are doing in the

low rank to high, creating the opportunity for students, even the primary school could approach as soon as possible. The human resources of science and technology are shaped by many resources, mostly the national system of education and university where formed and developed science- technology in human resources such as experts, managers, university lectures, major engineers, the expertise of laborers, having qualifications to research or control the transferred technology, the qualification of management, proposing the solution to tackle fundamental problems in the economic development process. Therefore, institutes in the country need to apply the technology to enhance the qualification, equip essential skills for learners to control the scie-tech. Universities link to the corporation to train and practice in the application of the technology, attract those human resources from there and other areas to enhance specialist qualifications for students at universities. Especially, encouraging the teenager to keep the major that is closely related to scie-tech via financial support, cost of training, scholarship, and a future career. These are the effective methods which are applied in, almost all countries in the world and the developing country also apply them.

The government in Vietnam needs to create policies to adjust the social security and train the human resources, implement the ideas about education and technology, plan a combination between increasing the internet and AI; launching the strategy of Vietnam with industry 4.0, the people's core value, the target is like Big Data, the base of the internet system, AI and investing the particular project, universities and institutes need to link the corporation to launch the reality approaching. It's necessary to have wide communication and education a communication program and widespread education about the internet to enhance the cognition and skills of users. The educational program updates and educates children when they are in high school. Researching to change the information, methods to train the human resources adapt to the new technology; accelerate training about science, technology, STEM, foreign language, computing, building the training program, retrain the knowledge of the career, self-learning, Creating the close relative of corporation, schools, and learners to satisfy the demand of technology, technique.

Secondly, propagating the cognition about the technology transfer

In the communication to enhance the knowledge about the technology transfer, we need to sum up the method efficiently focus on the attach special importance to raise the society's awareness about transferring technology, communication, enhancing cognition via social media, the education and training institutions, and services for laborers and others We can post information on social media to enhance cognition. At the same time, the tendency of videos, images,... to post, increasing the newsfeed, different base, and on the mass media, construction, setting up and remaining the column and posts on the mass media, viral the location that is providing the service of technology or internet and technology tools. The information needs to sync the system of society, make use of the news media to approach the people.

Thirdly, create the environment, conditions for the digital human resources

These are problems affecting the attraction, recruitment, and retention of talents in Vietnam. Therefore, firstly, considering the finance effectively, suitable welfare for the human resources in the technology transfer; create the conditions to promote their talent and value from their achievements. Attracting and using human resources in the corporations, private business, when implementing that, is needed to combine between the government and corporations. The government needs to build the policies of welfare, income, bonus, subsidy, and others. This is the most popular attraction recently. Connection, attraction, use of the talent in Vietnam who have experience about technology, science, transferring technology are working for corporations, business in-country or living overseas via collaboration will effect and retrench. to make use of the human resources in areas to ease the cost burden for the state budget. Considering the reality, income and welfare are the problems, but the primary is the environment, working conditions. From this problem, the government is innovating strongly and comprehensively not only in recitation and many platforms. To create digital human resources like robots, AI, it needs to breakthrough, import technology, and attract FDI to increase the capital and technology. Vietnam needs a startup strategy and innovation with encouraging and researching auto technology, robots, AI, adding the human resources necessary in the world recently and in the future in the industrial revolution 4.0.

4. Conclusion

To meet the demand of transferring digital in the country and tendency to the world, Vietnam needs to focus on the human resources of science and technology, there are digital human resources; human resources not only present for human reality but also focus on machines, technology, robot, AI,... In reality, countries who caught and dominated the technology will flourish and create precedent about the development of historic humans. Recently, the government in Vietnam has encouraged, promoted human resources in science and technology in Vietnam to satisfy the demand of transferring in Vietnam. Following the research, in the current context, increasing the digital human resources is not only the tendency in Vietnam but also the tendency of the world if a country does not want to lag. However, compared with other areas and the world, digital human resources are limited include quality and quantity. Therefore, solutions, strategies in the next time, between long-term and short-term urgent issues of Vietnam to certain the quality of digital human resources to serve for economy and socially developing. The economy is closely related to the national economy, formed based on the use of digital technology and data in production. The digital environment and platform are primary activities. A comprehensive impact of Industrial Revolution 4.0, identifying the purpose of transferring digital, Vietnam is one of the countries in the world to issue the program, strategies about transferring the digital nation. In 2021 and 2021 – 2025 will spread with activities of majors and fields and locals. Digital

transformation help Vietnam rebound after Covid19 pandemic. Therefore, the preparation of digitalization is urgent.

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