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CP-TPP Agreement: Opportunities and Challenges for Young Labor Force in Vietnam

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Abstract

The young labor market in Vietnam gradually integrates into the international economy, which plays an increasingly important role in the trend of economic integration, opening up many opportunities but also creating many challenges for Vietnam. It can be seen that integration creates a lot of employment opportunities for the workforce, access to training programs from abroad, and higher employment opportunities because the labor market is now a global

sector. At present, Vietnam has a plentiful labor force and a young labor structure, a well-educated workforce with better working skills. Therefore, joining the CP-TPP Agreement with the extent and scope of extensive commitments will have a profound impact on human resources and global business conditions in general and the countries in the block in particular. This creates new opportunities but also many challenges for young workers in Vietnam.

Keywords: CP-TPP, Young Workers, Vietnam, Opportunities, Challenges

1. Introduction

Currently, Vietnam gradually integrates with the world and develops globally. Vietnam's economy increasingly attracts much attention and investment from multinational companies and corporations in the World. This is an opportunity to further develop our country's economy, but at the same time brings great opportunities and challenges to our young labor resources. This can be said to be an encouraging and encouraging result because in the current context, the rise of protectionism, populism and extremism is slowing down the process, which has a very positive impact on the national process of integration and trade and investment liberalization (Vo Tri Thanh, 2010)

However, the quality of human resources in Vietnam is limited, the shortage of skilled labor and not meeting the needs of the labor market and international economic integration. There are great opportunities in national vocational education development. Integration creates many opportunities for mutual cooperation between vocational training institutions, opportunities for learning, retraining, and improving labor skills (Le Kim Dung, 2018) ^[12]. Learners also have more opportunities to access advanced foreign training programs and easier to find jobs after completing their studies and training because the labor market is now opening to the world. Diplomas and certificates for students' training are not only as narrow as before, but also have conditions to be accepted by many countries around the world.

In November 2010, Vietnam officially joined CP-TPP negotiations. Participating in the CP-TPP will help Vietnam to better capture and take advantage of opportunities due to the regional economic integration process. At the same time, Vietnam also has more conditions and takes advantage of international cooperation to serve socio-economic development strategies, implement international integration strategies in general, and external strategies in Europe and Asia - Pacific in particular (Nguyen Tan Vinh, 2011). With the advantage of abundant labor force and young labor structure, Vietnam will become a destination for international investment flows, helping to increase investment projects that are technologically advanced and of large-scale, narrowing the gap in labor productivity, along with improving the management and training of human resources, contributing to creating new jobs for workers. Attracting high quality workers, offsetting the shortage of high-quality labor and increasing labor productivity helps the economy reduce the gap compared to other economies in the region and the world (Nguyen Thuy An, 2010). Besides, the competitiveness in the labor market will be very high. Competition between our country and other countries in the world in providing quality labor resources is increasing, requiring the quality of the young labor force to be significantly improved in accordance with the standards of the region. These are also issues that Vietnam needs to pay attention in proactively preparing human resources, especially young workers and increasing the integration of students and graduates in the new working environment (Nguyen Quang Duy, 2008).

2. Theoretical framework

Young workers are part of the national human resources, the total number and quality of people aged 15 to 30 with criteria for physical fitness (physical and mental health), intellectual force (educational level, professional level, technical - professional capacity) and mental strength (personal personality, morality, lifestyle) are and are willing to participate in the creative labor process because social development and progress of each country, region and locality (Bui Thi Loi, 2017).

Structure of young workers

- The number of young laborers, including the young labor force engaged in material and non-productive labor, contributing to socio-economic development and the potential and reserve young human resources. The number of young human resources plays an important role in socio-economic development.
- The quality of young labor is a decisive factor for socio-economic development, as well as for the cause of industrialization and modernization. The quality of young labor is the total of factors: physical strength, mental power and mentality of young workers.
- The structure of young labor is considered with many different criteria, considering the training level; by gender; in terms of activities, occupations; by industrial sector.

Opportunities of young workers

- Young workers account for the highest proportion of social human resources groups.
- Young workers are in the most prolific stage of strength, youth, health, ambitions, dreams and ideology.
- They are dynamic and creative; dare to think, dare to do; adapt quickly to innovation; absorbing new cultural currents and flows.

Challenges of young workers

- Unqualified workers' qualifications, low productivity and labor efficiency, and a limited supply of qualified labor on the market.
- Teamwork skills, ability to cooperate to complete the work of workers are weak.
- Most graduates cannot start work immediately but have to go through retraining time, weak in skills, inexperienced in experience.
- The qualification of workers does not meet the increasing development of science and technology, in the integrated economy, the application of science and technology is increasingly promoted, making many industries appear that mainly require labor with technical expertise.

International economic integration, for developed countries - is a process of transition from industrial economy to knowledge economy under the impact of globalization and industrial revolution 4.0, for developing and underdeveloped countries it means effectively exploitation of natural resources and comparative advantages to bridge development gaps (Nguyen Hoang Tien, 2018). The trend of international economic integration is an inevitable global trend because of the great benefits that it brings. Any nation, a locality that wants to develop and wants to improve the lives of every citizen must make every effort to achieve the

highest efficiency of the process of international economic integration (Nguyen Ba Ngoc, 2002).

International economic integration is the process of uniting economies with certain similarities into a unified bloc to: gain maximum benefits of members and minimize development disparities (EU); promote multi-dimensional and comprehensive economic relations, forming regional economic blocks (EU, ASEAN, ECOWAS) and interregional ones (BRICS, OPEC). It is an inevitable economic process associated with development needs of each country (Nguyen Hoang Tien, 2018). The division of international labor is increasingly expanding, and increasingly specialized, and the increasing cooperation between countries requires the introduction of international economic links to meet the needs of cooperation and in addressing common regional and global issues. The policy of proactive and active international integration, on April 10, 2013, the Politburo issued Resolution No. 22 / NQ-TW on international integration (Resolution 22), clearly defining international integration will be widely and deeply deployed in many fields, especially, economic integration must be associated with the requirements of renewing the growth model and restructuring the economy. As of April 2016, Vietnam has participated in establishing 12 free trade agreements (FTAs) with 56 countries and economies around the world, including 6 new generation FTAs, the Vietnam-EU FTA and TPP Agreement (Nguyen Hai Thu, 2016).

3. Research methodology

Methods of theoretical analysis: from sources such as course journals, scientific reports, archives to analyze issues of young Vietnamese workers when signing CP-TPP agreement. Others aspects of that issue are the cause of the opportunities and challenges that the agreement brings to young Vietnamese workers, thereby offering concrete and reasonable solutions. Learn to clearly analyze the content of the reference materials to make the most objective judgments, review the structure of the document on logic and important points to better serve the purpose of research on the subject.

Theoretical synthesis method: we carefully examine the reference sources to see if there are any shortcomings, adding to the research when finding out whether there are errors or omissions. We choose what is needed in those sources to build arguments, neither lengthy rambling nor too brief.

Classification method: Arranging documents in a coherent and logical system in each problem area, convenient for research purposes, thereby easily recognizing the opportunities and challenges presented by CP-TPP such as Vietnamese young workers to be able to predict the development trends of the problem, to easily give themselves both practical and scientific solutions.

Systematize the theory: Systematize information from the sources, build a more complete new theory to understand the problem more deeply.

4. Research results and discussion

The CP-TPP is a Free Trade Agreement (FTA), which clearly shows Vietnam's relations with other countries in the region for example, FTA between Vietnam and EU, FTA between Vietnam and South Korea. The CP-TPP document consists of 30 chapters, covering a wide range of issues, from traditional trade issues (goods, services, investment ...),

and also to other trade-related issues and activities, environment issues). Currently CP-TPP includes 12 members in the Asia-Pacific region: United States, Canada, Mexico, Peru, Chile, New Zealand, Australia, Japan, Singapore, Brunei, Malaysia and Vietnam. However, the CP-TPP is an open agreement and may still admit new members in the future. The negotiation process for the agreement has been delayed several times due to the lack of a common voice around many issues such as: reducing import-export taxes, sponsoring domestic goods, intellectual property rights. The Vietnam Chamber of Commerce and Industry - VCCI (2015) believes that due to the continuation of almost all the commitments of the Comprehensive and Progressive Agreement for Trans-Pacific Partnership (CP-TPP) continues to be an FTA. The newer generation, even, CP-TPP includes commitments on issues beyond the WTO such as public procurement, labor and environment. Research by the Peterson Institute for International Economics (2010) also shows that, after the signing of the CP-TPP, Vietnam will be the country with the strongest increase in income and exports among the 12 CP-TPP countries, with growth rates of 13.6% and 31.7 respectively. The preferential tariffs on Vietnamese exports will create a great opportunity to export goods, and inevitably once a lot of exports will lead to the need for a large amount of labor, it also creates an indirect opportunity for the young Vietnamese workforce. Joining CP-TPP creates conditions for Vietnam to perfect its market economy institution, restructure the economy and transform its growth model. With deeper and broader commitments in the WTO, CP-TPP facilitates Vietnam's economy to reallocate resources in a more efficient manner. At the same time, actively supporting the restructuring process towards industrialization and modernization and innovation of growth model, based on exploiting dynamic competitive advantages to improve productivity, quality and efficiency of export, applying the 4.0 technology to train high human resources in the future.

Increasingly liberalization of trade and international economic integration are helping Vietnam become one of the attractive destinations for investment, attracting large investment projects from multinational corporations such as Samsung, LG, Microsoft, Intel, Mitsubishi Heavy Industries, thereby attracting a large number of employment opportunities and high salaries for the young labor force in Vietnam, which is the first step for the labor force development towards global citizenship (Nguyen Thi Thu Trang, 2010).

Evaluating the economic impact of CP-TPP, the Ministry of Planning and Investment said that CP-TPP could help our country's GDP increase by 1.32% (equivalent to US \$ 1.7 billion) and may increase. According to experts, the key issue is to actively prepare enforcement capacity to comply and operational capacity to meet the stringent, demanding conditions of developing trade. In order to operate the apparatus well, it is necessary to have the synchronization from the people, the legal system, policies and mechanisms to ensure compatibility as well as a strong enough enterprise force. This is a very large and complex workload, so it is necessary to act under a strong innovation mindset, with the spirit of radical structural reform and superior institutional building to be able to do it. According to the study, CP-TPP can help Vietnam reduce nearly one million people who are really poor.

From the study of the TP-CPP agreement and the opportunities and challenges that it brings to young Vietnamese workers today, it can be seen that the integration creates many job opportunities for the labor force. Globalization and integration are the main development trends in international relations in all aspects, especially in the economic field, through commitments and agreements. "Vietnam has become a member of the FTA between the EU and Vietnam International institutions will promote technology and labor force development, especially skilled workers to have the opportunity to move in the labor market of all countries in the AEC (Le Kim Dung, 2018) [12]. The young labor market of Vietnam is increasingly entering the process of international integration, along with the development of the economy. Vietnam's labor market has continued to be developed in the direction of modernization and market orientation of the economy.

Highlights of Vietnam's labor market over the past time include a better shift, a growing number of wage employees and labor relations. Vietnam's unemployment rate is also low compared to the region, of which the unemployment rate in urban areas is just over 3%. According to statistics, in 2017, the country sent more than 130,000 workers to work abroad, bringing home financial resources while accumulating working knowledge, experience and skills. However, joining CP-TPP, besides the advantages and benefits, the risks and challenges always come and not small for Vietnam, in the condition that the middle-income countries are qualified development is at the lowest level among the 12 CP-TPP member countries, more than 90% are small and medium-sized enterprises, the quality of human resources is low; economic institutions and law enforcement are still inadequate; the competitiveness of the economy, products and businesses is still weak; The reality of the recent 10 years of international integration has not yet achieved the goal.

Here are some of restrictions on access to labor and human resources. The implementation of labor market institutions is uneven, economic sectors (especially between the State and non-state sectors); The size of the formal labor market is small, reaching about 30%, the stability of the market is not high, only 18.38% of workers have degrees and certificates of training; The building of harmonious and progressive labor relations in enterprises is still limited. Negotiations and agreements are still formal, so they do not contribute or contribute very limited to building healthy labor relations; while the qualifications and bargaining power of employees with business owners is very limited; Institutions that promote underdeveloped labor markets. The number of job introduction centers in key economic regions has been in operation very little. The rate of employees participating in social insurance is low; Information activities, labor market forecasts, employment databases are still inconsistent to serve the administration, state management as well as connect the needs between employees and employers, offering dynamic transaction centers and job service centers have not been effective, not really playing a role in connecting labor supply and demand.

5. Conclusion and recommendation

For government

- Renew policies, mechanisms, and tools for human resource development (including contents on working environment, employment policies, income, insurance,

social protection, housing conditions and other living conditions, settling, paying attention to policies for high-quality human resources, talents). Improve and enhance the coordination among all levels and sectors, entities involved in human resource development.

- Increase investment in human resource development both in absolute value and in the proportion of total social investment. It is necessary to develop a plan to allocate state budget in the direction of focusing on spending to implement training programs, tasks and projects according to priority objectives and implement social justice in training and development support for human resources in remote areas, especially for ethnic minority people.
- Promote socialization to increase the mobilization of capital resources for human resource development. The State has mechanisms and policies to mobilize capital from people to invest and contribute to human resource development in the forms of: Directly investing in building education, training and health facilities, culture, physical training and sports; contributing capital, buying bonds, forming human resource development funds.
- Expanding the preferential forms of credit for educational and training institutions and for pupils and students to learn vocational training, go to university and college, support workers in training and retraining to improve their qualifications.
- Promote and create appropriate mechanisms to attract foreign capital for Vietnam's human resource development; efficient use of foreign capital sources to support human resource development (ODA); attract foreign direct investment (FDI) for human resource development (direct investment in construction of education, training, hospitals, sports centers).
- Renovating policies for teachers, educational managers; improve the quality of scientific and technological research and application in education and training. Pay special attention to the reorganization and improvement of mechanisms and policies for pedagogical schools nationwide.
- Creating an environment and favorable conditions to attract talented foreign teachers, scientists, and overseas Vietnamese to participate in university human resource training and research learning and technology at Vietnamese higher education institutions.
- Strengthening teaching and retraining of foreign languages (especially English), world culture, adaptive skills in an international competitive environment for Vietnamese people.

For businesses

- Building relationships between training schools and enterprises, adopting policies, operating mechanisms and encouraging businesses to link with training schools and vice versa, training schools associated with training and compensating enterprises nourish and use labor effectively, meeting the labor requirements of the enterprise.
- Promoting the implementation of wage negotiations and agreements to ensure that real wages are paid in accordance with the market mechanism and at the same time with the contribution of workers to the growth process.

- Supporting disadvantaged groups in the labor market, strengthening social security for workers while working and changing jobs. Increase the participation of employees in social insurance. Strengthen the ability to prevent and overcome risks of employment and income of workers.
- Associating with enterprises in vocational training, participate in the development of training programs and curricula, organize teaching, guide internships and assess learning outcomes of learners at vocational training institutions; organize training and retraining to improve occupational skills and re-vocational training for employees of enterprises.
- Implementing international cooperation in vocational training: continue cooperation with South Korea, Germany, Italy and Japan in the implementation of signed ODA projects.

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