



Received: 22-10-2023
Accepted: 02-12-2023

International Journal of Advanced Multidisciplinary Research and Studies

ISSN: 2583-049X

Policy for Attracting High Quality Foreign Human Resources in Ba Ria - Vung Tau Province

Chiên Đình Thị

Department of Accounting, University of Labour and Social Affairs, Vietnam

Corresponding Author: Chiên Đình Thị

Abstract

Ba Ria - Vung Tau is a province in the southern key economic region with rapid and sustainable growth, currently attracting very strong investment from foreign businesses. A number of key economic sectors requiring high-quality labor such as petrochemicals, logistics, electricity, chemicals, and seaports have also attracted many high-quality workers to work in the province. Faced with a volatile world situation... the labor force in the province is experiencing fluctuations.

Every year Ba Ria-Vung Tau province attracts hundreds of millions of dollars of FDI investment capital and trillions of dong of domestic investment capital. Ba Ria - Vung Tau province determines development based on 4 economic pillars including: Industry, seaport, tourism and high-tech

agriculture. All four of these fields need quality human resources.

Therefore, high-quality foreign human resources are still a problem to meet the pace of economic development. To stabilize the lives of high-quality labor groups, Ba Ria-Vung Tau province needs to issue many policies to retain and improve the lives of workers.

The article explores the current status of the mechanism to attract high-quality foreign human resources in Ba Ria - Vung Tau province, and on that basis, proposes recommendations to attract high-quality foreign human resources to work in the province. Ba Ria - Vung Tau in the near future.

Keywords: Business, High Quality Human Resources, Attract

1. Introduction

According to an assessment of the development speed of provinces and cities in the Southern Key Economic Region, Ba Ria - Vung Tau is a locality that strongly attracts foreign businesses to invest, especially because the province has many policies. Preferential policies for businesses in industrial zones. Therefore, high-quality human resources are still a problem to meet the pace of economic development. Over the years, the attraction of FDI investment projects in Ba Ria-Vung Tau province has always been maintained and guaranteed according to the goal of attracting selective investment.

For FDI enterprises that have invested in the province mainly in the field of high technology, participating in the global supply chain, saving energy, creating a strong breakthrough for the province's industry.

Attracting selective investment projects not only helps eliminate inappropriate projects with outdated technology, affecting the environment, consuming a lot of raw materials, but more importantly, the province has been creating an ecosystem for high-tech businesses with financial potential, reputation, trust and boldness to invest.

2. Theoretical basis for the need to attract high-quality foreign human resources in Ba Ria - Vung Tau province

Currently, Ba Ria - Vung Tau province is attracting the 4th level of FDI investment capital in the country with 442 foreign investment projects with a total registered investment capital of about 29.9 billion USD, of which, in the industrial park has 270 projects with a total investment capital of 12.23 billion USD, outside the industrial park there are 172 projects. Ba Ria - Vung Tau province has attracted many foreign investors from 30 countries and territories to learn about and implement a series of large projects throughout the province.

In the past 5 years, Ba Ria - Vung Tau's economy has always maintained development, affirming its role as an important growth pole of the country. The economic structure is shifting in the right direction, the scale of GRDP (Gross Regional Domestic Product) ranks third in the country and is always the top province in the country in terms of budget contribution.

GRDP excluding oil and gas increased by an average of 6.10%/year. GRDP excluding oil and gas per capita in 2020 reached 6,940 USD/person/year. According to the People's Committee of Ba Ria - Vung Tau province, in the first 8 months of 2022, the locality has granted 31 new domestic investment projects with a total registered capital of nearly 9,600 billion VND, 11 foreign investment projects with a total registered capital. The additional signing amount is 337.35 million USD. In early May 2022, major investors from countries around the world such as Korean National Gas Corporation Kogas, Singapore CUIYC Company, and PTT Thai National Petroleum Corporation came to the province and surveyed the projects. Locations of industrial parks for investment^[4].

According to annual statistics of Ba Ria - Vung Tau province, each year the province needs to recruit about 1,500 out of a total of about 30,000 job positions in the year for high quality labor force, expert positions. Serving contractors constructing projects at Cai Mep port, Southern Petrochemical Complex (Long Son)... Occupation groups with large recruitment demand with high salaries today are: information technology information, communication - advertising, marketing, architecture - construction engineering, technology - engineering, executive management, finance - banking, import-export, translation - interpretation. Industries that tend to attract human resources include: information technology, mechanics, electricity, automation, automobiles, petrochemicals, food technology, logistics, tourism - restaurants - hospitality. Hotel, accounting, international business, law, English, Japanese, Korean, nursing, pharmacy, with an average salary of 15 million VND or more^[4].

The reason why, in the current period, Ba Ria - Vung Tau province needs to attract high-quality foreign human resources to work is due to the following main reasons:

First, Ba Ria - Vung Tau province has many new industries and fields that require experienced and specialized foreign workers to undertake jobs that domestic human resources cannot yet meet.

Second, high-quality foreign labor contributes to improving social labor productivity and promoting rapid economic growth.

Third, meet the needs of foreign investors in Vietnam.

Fourth, create a competitive environment between Vietnamese workers and foreign workers.

Fifth, contribute to on-site human resource training based on osmotic interaction.

3. Research methods

The article uses qualitative research methods including two basic methods: data collection, synthesis and analysis and evaluation. Based on the synthesis of data related to the current status of the mechanism to attract high-quality foreign human resources in Ba Ria - Vung Tau province, the article makes some recommendations to attract quality foreign human resources. High number of people working in Ba Ria - Vung Tau province in the near future.

4. Current status of the mechanism to attract high-quality foreign human resources in Ba Ria - Vung Tau province

4.1 Advantages in attracting high-quality foreign human resources

Recently, Ba Ria - Vung Tau province has focused on

promulgating preferential mechanisms to attract foreign workers to work in the province on the basis of building social housing projects in the area to enhance life for workers and policies to manage foreign workers so they can work with peace of mind.

4.1.1 Housing policy

The 2014 Housing Law^[2] came into effect and allowed foreigners entering the country legally to buy and own a house in commercial housing projects for a maximum period of 50 years (can be extended if required). Need, except for defense and security protection areas.

The policy for foreigners to own homes in our country has affirmed that our country is "open" and is similar to the laws of countries around the world, aiming to attract foreign investment (FDI) and also form of "on-site export", stimulating consumption to meet the diverse needs of foreigners after buying a house.

In fact, Ba Ria - Vung Tau province has implemented the construction of housing projects using state budget capital. To date, 7 projects have been completed and put into use with 931 apartments and 150 townhouses. Total investment is about 697.5 billion VND. A series of housing projects have been implemented by businesses in the area and have become a home for many workers. That is Thanh Binh - Phu My Joint Stock Company investing in an 11.6 hectare worker housing area in Tan Phuoc commune; Sonadezi Chau Duc Joint Stock Company invests in a 700-hectare urban area in Nghia Thanh; Tin Nghia Joint Stock Company invests in Dat Do housing area of 100 hectares... Ba Ria-Vung Tau province is also inviting investment in social housing projects in Ward 12, Vung Tau City; Chau Duc district social housing; Phuoc Dien social housing, Dat Do district...

In addition, on March 28, 2022, the Prime Minister issued Decision No. 08/2022/QĐ-TTg^[1] regulating the implementation of housing rental support policies for workers, effective enforcement from March 28, 2022. Ba Ria - Vung Tau province determines to continue calling for and creating conditions for clean land funds, supporting the cost of building technical infrastructure within the project fence to encourage businesses to invest in public housing projects. Workers in industrial parks, specifically worker housing projects in an area of 14.5 hectares of Phu My urban area. It is expected that after completion, it will provide at least an additional 150,000 m² of housing floor for workers to rent.

4.1.2 Policy on foreign human resource management

The legal mechanisms and policies of Ba Ria - Vung Tau province in the management of foreign workers working in Vietnam are relatively complete.

In recent times, the situation of foreign workers working in the province has been quite stable, the majority of foreign workers are experts with high technical expertise, working in oil and gas enterprises. To create a legal corridor to serve the management and attraction of foreign workers, policies on managing foreign workers working in Vietnam are constantly being adjusted.

With the view of fully supporting businesses, when carrying out the task of issuing licenses to foreign workers, recently, the Department of Labor, War Invalids and Social Affairs (DOLISA) of Ba Ria - Vung Tau province has implemented publicly, transparently, and posting specific regulations,

creating opportunities for foreign workers to come to the province to work, especially a team of highly qualified experts and engineers.

4.2 Difficulties in attracting high-quality foreign human resources

Besides the above advantages, in the process of implementing policies to attract foreign workers to work, Ba Ria - Vung Tau province also encounters some difficulties and obstacles.

4.2.1 Problems in housing construction policy for foreign human resources

In fact, our country issued the Housing Law in 2014, but its implementation for foreign workers still has many limitations. Specifically:

First, the 2014 Housing Law was issued after the 2013 Land Law, so Article 5 of the Land Law regulates "land users", and does not include "foreign individuals" as land users.

Second, Clause (2.d) Article 174 of the Land Law^[3] stipulates: "Mortgage with land use rights, assets owned by you attached to land at credit institutions licensed to operate in Vietnam", mortgages are not allowed at foreign banks. While overseas Vietnamese and foreign individuals own houses, they need to mortgage the house attached to land use rights at banks in our country, or at banks abroad. According to international law, if there is a dispute over real estate, it will be handled according to the law of the country where the real estate is located.

Third, currently, there are "problems" in identifying commercial housing projects outside the defense and security protection areas in order to sell houses to foreign individuals and "problems" in granting Certificates of land use rights and housing ownership (pink book) for foreigners are not timely, making home buyers frustrated and not having their legal rights and interests protected.

Fourth, there is no legal framework to address the needs of foreign homeowners when reselling houses and in cases where commercial housing projects have been completed and handed over and become regular residential areas, due to the provisions of the Housing Law that foreigners can only buy houses in commercial housing projects (it can be understood that they are not allowed to buy houses in regular residential areas), there are also no instructions on foreigners. There is a need to resell the house to other foreigners.

Therefore, to solve the housing problem for foreign experts working in Ba Ria - Vung Tau province, most companies choose to rent an entire medium-sized hotel with 20 - 30 rooms to renovate and repair. Repaired accommodation for their employees (because the old hotels only met 2 or 3 star standards), a few others were able to rent private houses from people to live, but most of them were not satisfied with the quality. Your apartment.

4.2.2 Obstacles in foreign human resource management policy

In fact, many professions in the province have foreign experts with high professional qualifications but do not meet administrative procedures. The reason is that the province's foreign labor management policy still has many shortcomings. Although it has "relaxed" regulations for foreign workers working in Vietnam, in reality the

application of the policies is there are still many difficulties in managing and using foreign workers working in the province.

Specifically: between the Ministry of Justice and the Ministry of Labor, Invalids and Social Affairs, there is no consensus on the issue of foreign labor management. In addition, management has not had close coordination between relevant agencies such as between businesses and the police. When applying for a permit for foreign workers, many businesses have to run back and forth for months. While these businesses operate in the field of solar battery production, they often have foreign experts come to work for 1-2 weeks. Due to frequent changes in people, businesses must constantly apply for permits for foreign workers.

Along with heavy formal administrative regulations and shifting responsibilities of authorities, businesses are also very confused when implementing some new regulations. Specifically, foreign workers coming to Vietnam to work must meet two conditions: they must have at least a university degree or higher and they must have experience. Meanwhile, the oil and gas field has many foreign experts with 20-30 years of working experience, but their qualifications are only at the intermediate level. Therefore, applying this regulation is very difficult for companies. Before this new regulation, many businesses were stuck when their work permits expired and when they applied for reissue.

5. Some recommendations to attract high-quality foreign human resources to work in Ba Ria - Vung Tau province

5.1 For state management agencies

- It is necessary to issue favorable policies on buying and renting houses to create conditions for high-quality foreign workers to work in Ba Ria - Vung Tau province.
- Administrative reform, strengthening coordination between the sectors of Labor, War Invalids and Social Affairs, Justice, Police, Planning and Investment, and Foreign Affairs in managing foreigners working in Vietnam, Avoid affecting production activities of businesses.

5.2 For enterprise

Businesses employing high-quality labor in Ba Ria - Vung Tau province need to:

- Research and apply flexible housing policies for foreign workers.
- Develop medium and long-term plans to improve the quality of human resources to meet local labor needs, especially the needs of foreign contractors to replace them with domestic use.

6. Conclusion

Ba Ria - Vung Tau is currently a key economic development province of the country, attracting a large number of high-quality foreign workers to work. Therefore, the issues of mechanisms and policies that are still unreasonable and inconsistent need to be carefully reviewed and closely followed by reality to create conditions to attract high-quality human resources to ensure the goal of sustainable economic development. Sustainable with the province's higher growth rate in the coming time.

7. References

1. Government. Decision No. 08/2022/QĐ – Ttg issued by the Prime Minister on March 28, 2022 regulating the implementation of housing rental support policies for employees, 2022.
2. National Assembly. Housing Law No. 65/2014/QĐ13 issued by the National Assembly on November 25, 2014, 2014.
3. National Assembly. Land Law No. 45/2014/QĐ13 issued by the National Assembly on November 29, 2013, 2013.
4. [https:// baria-vungtau.gov.vn](https://baria-vungtau.gov.vn)