

Developing the contingent of civil servants in Vietnam to meet the requirements of the industrial revolution 4.0

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Abstract: The fourth industrial revolution is taking place strongly, all over the world. The breakthrough development of science and technology, especially digital technology, has profoundly impacted and changed all fields, from production, business, services to culture, society, and national defense, security. This brings opportunities but also creates many challenges for our country in the process of national construction and development. To meet the requirements of the fourth industrial revolution, Vietnam needs to solve many different problems, in which building a contingent of cadres and civil servants in sufficient quantity and quality assurance is an important factor. particularly important factor. Raising awareness of cadres and civil servants about the industrial revolution 4.0; Training and retraining to equip cadres and civil servants with professional knowledge to meet the requirements of the industrial revolution 4.0 and international integration; Developing strategies to attract talents to work in state administrative agencies are practical and effective measures in this direction.

Keywords: Civil servant; Industrial Revolution 4.0; Developing a contingent of civil servants; Vietnam.

Introduction

The industrial revolution 4.0 is becoming a common trend, attracting many countries around the world and Vietnam is no exception. The industrial revolution 4.0 is a great opportunity for provinces and cities across the country to promote industrialization and modernization. In Vietnam, the Party and State have always firmly adhered to the concept of considering people as the subject, the main resource and the goal of development. In the context of the industrial revolution 4.0, training, fostering and developing the contingent of cadres and civil servants at commune level in Vietnam is a breakthrough strategy, contributing to improving the qualifications and quality of the regional human resources to promote the application of science and technology in production, to shift the labor structure to be more suitable to the economic structure, to transform the growth model, to enhance competitive advantages, and to ensure economic development local society quickly, effectively and sustainably, especially in the current situation of having to cope with the current Covid-19 pandemic. At the 13th Party Congress, our Party set the task: “Our Party determines the content of human resource development, especially high-quality human resources, which is more specific in the next 5 years as a priority for development human resources for leadership, management and key fields on the basis of improving and creating a fundamental change in the quality of education and training. In order to achieve social development goals, applying the guidelines and policies of the Party and the State to develop the contingent of civil servants in the context of the industrial revolution 4.0 is an important and urgent political task to improve the capacity to perform political tasks and contribute to the socio-economic development of the country.

Theoretical background

Introduction to the industrial revolution 4.0

The term “Industrial Revolution 4.0” has been mentioned and used widely around the world. The concept of industry 4.0 or smart factory was first introduced at the Industrial Fair of Hannover, Federal Republic of Germany in 2011. By 2012, the concept of "industry 4.0" was first mentioned in the publication. High-tech strategic action plan of the German Government. In 2013, the term Industry 4.0 began to be widely explored and searched for, stemming from a report by the German Government that mentioned this phrase to refer to the high-tech strategy, computerization of the manufacturing industry without No human involvement is required. At the 46th World Economic Forum in Davos-Klosters, Switzerland in January 2016 with the theme “The Fourth Industrial Revolution”. According to Klaus

Schwab, executive chairman of the World Economic Forum, who gave his opinion on the industrial revolution 4.0: “The first industrial revolution used steam and water power to mechanize production. The second revolution took place thanks to the application of electricity to mass production. The 3rd revolution uses electronics and information technology to automate production. Now, the industrial revolution 4.0 is emerging from the third revolution, which brings technologies together, blurring the lines between physical, digital and biological.”

The 4.0 technology revolution is changing the way of production and manufacturing. In “smart factories”, machines are connected to the Internet and linked together through a system that can visualize the entire production process by itself and make decisions that will gradually replace production lines. before.

Thanks to the connectivity of billions of people around the world through mobile devices and access to large databases, information processing capabilities will be multiplied by technological breakthroughs. in areas such as artificial intelligence, robotics, Internet of Things, self-driving cars, 3-D printing, nanotechnology, biotechnology, materials science, energy storage and quantum computing.

The speed of development of these breakthroughs in the 4.0 industrial revolution is without precedent in history. If the previous industrial revolutions took place at an additive (or linear) speed, the growth rate of this fourth industrial revolution is exponential.

The Industrial Revolution 4.0 has enormous economic, social and environmental impacts at all levels - globally, regionally and within countries. These impacts are positive in the long term, but also create many correction challenges in the short to medium term.

Economically, the fourth industrial revolution has an impact on consumption, production, and prices. From a consumption and price perspective, everyone benefits from having access to more quality new products and services at a lower cost.

As for human resources, the 4.0 revolution will create great changes in labor supply and demand. Economists and scientists warn that in this revolution, the labor market will be seriously affected by the supply and demand for labor as well as the labor structure.

For Vietnam, so far, the economy has relied heavily on industries that use cheap labor and exploit natural resources, and the qualifications of workers are still backward. This is one of the biggest challenges facing the 4.0 revolution.

Facts have shown that Vietnam is in the period of the "golden population" structure, the population in the working age is the highest (in 2016, the labor force of the whole country reached about 54.4 million people, accounting for 54.4 million people). about 58.9% of the total population), but human resources, especially high-quality human resources in the public sector, are lacking in quantity, limited in quality and inadequate in structure.

The concept of civil servants

The contingent of “Civil servants being Vietnamese citizens, recruited and appointed to ranks, positions and titles corresponding to employment positions in agencies of the Communist Party of Vietnam, the State, political organizations - society at central, provincial and district levels; in agencies or units of the People's Army who are not officers, professional soldiers or defense workers; in agencies and units of the People's Public Security but are not officers, non-commissioned officers serving under the professional regime, public security workers, on payroll and receiving salaries from the state budget” (VNA, 2019). The activities of civil servants are power-legal activities, aiming to perform the functions and tasks of the state in the process of comprehensive management of all aspects of social life. The activities of the contingent of civil servants are directed towards the goal of “taking the people’s happiness and well-being as a striving goal”, serving society more effectively, ensuring the basic characteristics of the

rule of law and society. people'sism, by the people, for the people, all state power belongs to the people.

The contingent of administrative civil servants has the task of organizing the implementation of the law and managing the state in all fields of social life in accordance with the goal of building a socialist rule of law state. The contingent of civil servants is the force operating and organizing the state apparatus, helping the state's activities smoothly from the central to local levels. In Vietnam, state administrative officials play an important role in maintaining order and discipline and protecting the legitimate rights and interests of organizations and citizens in accordance with the law. Civil servants are “a public servant of the people” (CPV, 2021), responsible for building close relationships with the People, devotedly serving the People, respecting and listening to their opinions and subject to the People's supervision. people. Therefore, the activities of the contingent of civil servants are closely linked with the activities of the State administration with the activities of the political institutions. The activities of civil servants not only reflect the civility level of the administration, but also the superiority of the current political institution. All activities of the contingent of civil servants have a great influence on the prestige of the State administration and the people's trust in the Party. Recognizing the importance of state administrative civil servants in the national renewal process in general and state administrative reform in particular, our Party and State regularly take care of building a contingent of civil servants. The administration is “both pink and professional”, considering it as the goal and task of the whole political system and each agency and unit (CPV, 2021). But, in fact, the contingent of civil servants is large but not strong and the quality is not really high. In many localities, in many specific cases taking place, the leadership capacity of officials is still limited, lack of dynamism and initiative in solving work; even, there are places where there is still a lack of democracy, bureaucracy, harassment, and trouble for people (CPV, 2021).

The requirements of the industrial revolution 4.0 on civil servants in Vietnam

The 4.0 revolution requires increasingly high-quality human resources. This is the digital revolution, but high-quality human resources in Vietnam's public sector are too few.

To turn challenges into opportunities, public sector workers will need new skills in order to find employment opportunities. The necessary skills for public sector human resources to be ready to participate in the industrial revolution 4.0 will be complex problem solving, critical thinking, creativity, human resource management, coordination Collaborative, intellectual, emotional, judgmental and decision-making, service-oriented, negotiation, cognitive flexibility.

According to the author, besides opportunities, Vietnam also faces many new challenges in training and developing the quality of human resources in the public sector to meet the requirements of the 4.0 revolution. Specifically:

Firstly, the industrial revolution 4.0 changes the labor structure in economic sectors. Industry 4.0 has introduced automation systems and intelligent robots. These systems will gradually replace manual labor throughout the economy, putting great pressure on the labor market. Developing countries will face a labor surplus and rising unemployment.

Currently, although human resources in the public sector are relatively abundant, the workforce is highly skilled and knowledgeable in science and technology. The simple, repetitive jobs that most untrained Vietnamese workers are taking on will gradually be replaced by machines in the future.

Second, the labor market is strongly differentiated: In the industrial revolution 4.0, low-skilled and low-skilled public sector labor is no longer a competitive advantage of countries around the world. With a series of old occupations lost, the international labor market will sharply differentiate between low-skilled workers and high-skilled workers in the public sector.

Along with that, the advent of artificial intelligence (intelligent robots) also reduces the need for low-skill workers. In particular, the industrial revolution 4.0 also threatens the jobs of middle-skilled workers, if they are not equipped with new skills - creative skills.

Third, the requirement for high-quality human resources in the public sector is increasingly urgent. The 4.0 revolution requires increasingly high-quality human resources in this region, while Vietnam's high-quality human resources are currently lacking in both quantity and skills.

Industry 4.0 is a digital revolution, but Vietnam's high-quality human resources in the fields of information technology, computer engineering, automation... are too few.

Fourth, fierce competition for human resources in the public sector. First of all, competition will occur in some technology fields, in some state administrative agencies, in FDI enterprises when these units are starting to widely apply technology into practice, creating pressure to recruit, develop related human resources.

To turn challenges into opportunities, workers in the public sector will need new skills in order to find employment opportunities. The necessary skills for human resources to be ready to participate in the 4.0 revolution will be complex problem solving, critical thinking, creativity, human resource management, coordination with colleagues, intellectual, emotional, judgmental and decision-making, service-oriented, negotiation, cognitive flexibility.

Fact sheet on developing the contingent of civil servants in Vietnam

About the contingent of public sector civil servants in Vietnam

In terms of quantity: Currently, the number of deputy ministers and equivalent levels of ministries and branches in Vietnam is 101; the heads and deputy heads of the heads of government agencies are 35; cadres and civil servants from district level and above are 323,349 people. The total number of cadres and civil servants at commune level of 63 provinces and centrally run cities as of 2014 is 235,384 people; in which, commune-level officials are 118,067 people, commune-level civil servants are 117,317 people; public employees working in public non-business units is 1,834,111 people.

Regarding quality: Most of the human resources in the public sector have been professionally trained according to standards; have the spirit and attitude to actively learn, innovate thinking, approach new requirements in management and serve the people, complete professional tasks, actively contribute to the achievement of the main goals of political stability, governance, economic development and international integration.

However, basically the capacity and qualifications of the contingent of cadres, civil servants and public employees are still not on par with the requirements set forth; lack of knowledge and skills in state management, law, foreign languages, informatics and administrative skills; The qualification structure is unbalanced and has not been clearly and rationally defined.

Cadres, civil servants and public employees holding key leadership positions, especially the force of leading experts, are both inadequate and asynchronous, with a high average age. Young cadres, civil servants and public employees have knowledge and high education level, but lack of experience, are slow to be discovered and trained and retrained to promote and appoint to commensurate positions. The contingent of highly qualified cadres, civil servants and public employees is unevenly distributed, mainly concentrated in large urban areas.

In fact, the quality of human resources in the public sector is still limited. Skilled, skilled and technologically qualified human resources are still very lacking compared to the social needs to develop Vietnam's key economic sectors, especially to participate in the global value chain as well as improve the quality of life. Vietnam's position in that value chain.

Regarding human resource management in the public sector:

In planning work: Our Party and State have promulgated many important documents such as Resolution No. 42-NQ/TW dated 30/11/2004 on the planning of leadership and management cadres during the promotion period, industrialization and modernization of the

country; Conclusion No. 24-KL/TW dated June 5, 2012 on accelerating the planning and rotation of leaders and managers until 2020 and the following years; Conclusion No. 64-KL/TW dated May 28, 2013; Resolution No. 39-NQ/TW dated April 17, 2015; Resolution No. 19-NQ/TW.

Implementing the Party's policy, the State has institutionalized it into legal documents, such as Decree No. 108/2014/ND-CP dated November 20, 2014 on the downsizing policy; Decision No. 2218/QĐ-TTg dated December 10, 2015 of the Prime Minister on the Government's plan to implement Resolution No. 39-NQ/TW; Directive No. 02/CT-TTg dated January 6, 2017 of the Prime Minister on promoting the policy of downsizing the payroll... which contains many important contents on planning the contingent of cadres and civil servants. , officials.

The Government has identified the key and key solutions to effectively implement the planning of human resources in the public sector: Innovation and awareness raising about the role of human resource development in the health sector. sustainable development of the country... to promote international cooperation for human resource development.

However, the formulation and implementation of the master plan in some localities and units has not been based on the results of staff assessment, task requirements and practical capacity of officials, and has not linked planning with training. , layout and use of staff, leading to many planning projects lack of feasibility. The quality of staff planning is not high, uneven, and most of them do not have a long-term vision, and the 3-year age structure has not yet been ensured. Staff structure is not balanced, few young cadres, female cadres; Training qualifications and occupations in many places are not suitable, not meeting the requirements of tasks. In some places, staff rotation and training have not been based on assessment and planning.

Regarding attracting and creating sources: To attract talented and experienced people to work in the public sector, the Government has regulations on special admission for valedictorian graduates, Graduated with excellent honors abroad or have working experience of 5 years or more, immediately meeting the requirements of the job position to be recruited; Issue a Resolution approving the Scheme on attracting and creating cadres from excellent graduates and young scientists for the period 2014 - 2020 and Decree on policies to attract and create cadres from good students excellent career, young scientific staff.

Regarding regimes and policies for cadres, civil servants and public employees: Has been implemented in accordance with the provisions of law on treatment, salary increase, rank increase, appointment, commendation..., effective encourage the morale and responsibility of officials, civil servants and public employees, mainly reflected in the minimum wage policy, salary scale system and salary payment mechanism. The payment of salaries for civil servants and public employees is currently done according to ranks, grades, each level corresponding to a salary grade.

About developing the contingent of civil servants in Vietnam to meet the requirements of the industrial revolution 4.0

In the past time, the contingent of cadres and civil servants in our country has had a growth in quality, the quantity has been gradually streamlined and reasonable, the qualifications and capacity have been improved to meet the requirements and tasks set out by the Government. out. Most of the cadres and civil servants after being trained and fostered are able to apply their knowledge in practical activities, thereby improving their work efficiency significantly. The training, retraining and planning of cadres and civil servants are carried out methodically, associated with the needs of use and appointed positions, meeting the requirements of the national renewal cause. Many leaders and managers have excellent vision and strategic thinking, are quick to grasp the trend and development of the times to set out a course of action in accordance with the actual situation of the locality, the country in order to take advantage of conditions, opportunities and resources for socio-economic development.

Besides the achievements, the contingent of cadres and civil servants in our country currently still has many limitations. Although it has been very drastic in implementing the policy of downsizing, the contingent of cadres and civil servants is still “crowded but not strong”. The capacity and qualifications of a part of cadres and civil servants have not yet met the practical tasks of national renewal. Not all cadres and civil servants have professional experience, foreign languages, scientific research, and can use and apply new techniques in state administrative management.

The awareness of the Industrial Revolution 4.0 of a part of cadres and civil servants is not really complete and profound. Most cadres and civil servants perform administrative work according to existing templates and regulations, without having breakthrough and innovative thinking to change working styles and methods to improve quality and efficiency, efficiency and effectiveness of state management activities. The number of cadres and civil servants capable of working in an international environment in many agencies and units is still very limited.

The above inadequacies have many causes, but the main reason is that our country's starting point in science, technology and engineering is low, so in the short term it is not possible to catch up with advanced countries in the world. . The training and retraining program for cadres and civil servants does not have much content on practical knowledge and integration skills, so it has not caught up with the development trend of the times. The fear of learning and innovation is also ingrained in the minds of a part of officials and civil servants, leading to the inability to absorb new and progressive things to apply to their work. In addition, the mechanisms and policies to attract talents are still inadequate, making many young intellectuals who are well-trained abroad, knowledgeable about science, technology and engineering do not want to work in the region. public sector.

Some solutions to develop the contingent of civil servants in Vietnam to meet the requirements of the industrial revolution 4.0

Firstly, focus on building and perfecting institutions for the activities of civil servants. In particular, the work of training, retraining and retraining the contingent of state civil servants has generally not been able to overcome the situation of scholasticism, dogma, copying, plagiarism, imposition and heavy burden on the state. theory, light on practical instruction. Many subject content is duplicated, spread out, lacks practicality, theory is far from reality, or theory is difficult to apply to the work that learners are doing. The pursuit of achievement and commercialization leads to the bad of “scholar degree, real certificate”. Budget, facilities and equipment for training and retraining are poor, outdated and asynchronous; both wasteful and low efficiency. This is most evident in the provinces and districts far from the center. The evaluation and use of knowledge after training and retraining have not been given due attention. For example, in the past many years, in our country, hundreds of students, cadres, and civil servants have graduated with bachelor's degrees in administration and master's degrees in state management, but the progress of administrative reform and the effectiveness of state management in the world has not changed. sectors seem to be still standing still and have not achieved the expected targets.

Second, the reform of the salary system is concurrent with the reform of human resource management in the public sector.

Reforming the wage regime in the public sector is still an unresolved issue and cannot be done once and for all, because social labor productivity is not high and because public sector payrolls are in surplus. redundant. However, the reform of the wage regime in the public sector must be based on the principles of job analysis and description, in order to recruit people and pay wages to employees. Everyone is aware that the salary reform is not only meant to motivate cadres, civil servants and public employees to work diligently, diligently, professionally and actively in administrative reform, but It also has the meaning of attracting and retaining talents for the public sector, attracting overseas Vietnamese intellectuals and foreign experts to participate in national construction. The real purpose of the

reform of human resource management in the public sector is to overcome the shortcomings, problems, inadequacies and irrationalities in the management of cadres, civil servants and public employees and more. Another is to create an environment and conditions for cadres, civil servants and public employees to promote their initiative, dynamism, positivity, self-discipline and self-responsibility for their assigned work.

Third, protect the safety of human resources in the public sector: The safety of cadres, civil servants and public employees includes: health safety, labor safety, rights safety, obligations and safety in public service... Implementing solutions to protect the safety of human resources in the public sector should focus on tasks such as: Continuing to strengthen the organization and raise awareness political, professional capacity for the contingent of cadres and civil servants working in inspection and examination agencies in order to prevent inequalities in the settlement of regimes and interests for cadres and public employees. officials, officials. On the other hand, law enforcement agencies need to take strict sanctions against abusive, abusive, slanderous, assaulting cadres, civil servants and public employees. while they are performing their official duties and performing professional and professional operations.

Wednesday, training and fostering cadres and civil servants in the direction of focusing on professional knowledge about the industrial revolution 4.0 in accordance with the working characteristics of each subject. Implement planning, training and fostering of high-quality cadres and civil servants, associated with being ready to receive and respond to the profound impacts of the Industrial Revolution 4.0. Focus on training skills in using technology, applying scientific and technical advances to economic development, social management... The training and retraining must meet the requirements of traditional technology innovation. , approach modern technology, move towards technological innovation. In the coming time, it is necessary to focus on training cadres and civil servants in the fields of advanced new materials, information technology, nanotechnology, automation, electronics and telecommunications, and energy storage. capacity to create a force ready to meet the requirements of the Industrial Revolution 4.0. Accordingly, it is necessary to actively expand and strengthen international cooperation in training and fostering cadres and civil servants by various methods and solutions. Specifically, strengthening cooperation and exchanges between countries, or linking and contracting with economic organizations and social organizations at home and abroad with specific provisions on rights and responsibilities to collect revenue. investment attraction and effective use. On the other hand, there should be a mechanism to attract foreign investment in the construction of training institutions and promote the implementation of policies to attract experienced and qualified experts.

Fifth, develop strategies to develop and attract and utilize talents to work in the public sector in a practical and effective manner. First of all, each unit and organization must actively develop local human resources along with attracting external resources, especially positions related to leadership and management skills, requiring in-depth expertise in Information Technology. In addition, creating a favorable working environment, having a special treatment mechanism for talented people so that they can promote their own creativity, rest assured to devote to the development of the agency, unit. On the other hand, downsizing the payroll needs to be done carefully and carefully, determining which positions need to be reduced and who should be retained. Avoid using incompetent labor that causes talented people to leave, downsizing or cutting down too much, making the rest of the people under a lot of pressure at work, gradually losing their passion and motivation to work. action and dedication.

Conclusions

Developing the contingent of civil servants in Vietnam is the process of building and applying mechanisms and policies to create motivation for the contingent of civil servants to dedicate themselves to the common interests of the State and society. In particular, developing a contingent of public servants to meet the development of the industrial revolution 4.0 is an

essential and urgent task and one of the three breakthroughs in socio-economic development of the whole country. The article focuses on developing a contingent of civil servants working in state management agencies to meet the requirements of the industrial revolution 4.0, which is to improve institutions, innovate salary and welfare regimes, train creating and fostering cadres and civil servants in the direction of focusing on professional knowledge about the industrial revolution 4.0 suitable to the specific working characteristics of each object; develop strategies to develop and attract and utilize talents to work in the public sector in a practical and effective manner in the coming time.

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