

DEVELOPMENT OF FEMALE INTELLECTUAL HUMAN RESOURCES IN CAN THO CITY AND ISSUES POSED IN THE CURRENT PERIOD

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ABSTRACT

This study aims to analyze the current situation and find solutions for the development of female intellectual human resources in Can Tho city. The study was carried out in the whole city, however, the sample survey and data collection were selected to be carried out in Ninh Kieu district. Research shows that the city's female intellectual human resources in fields such as science and technology, economics, education and training are still low in quantity and quality. Female intellectuals have not participated much in social activities. Therefore, some basic solutions are proposed to promote the development of female intellectual human resources and contribute to reducing gender inequality in the coming years.

Keywords: female intellectuals, female intellectual human resources, human resources.

1. Introduction

Over the years, the city has implemented plans to develop high-quality human resources, but improving female intellectual human resources is still one of the city's major difficulties and challenges. The female intellectual human resource is a part with the same qualifications and experience as men, but with different views and specific characteristics from men. Moreover, the number of women in the city accounts for about 50% of the total population, so women have the right and opportunity to participate in social activities. The development of female intellectual human resources is also within the goal of reducing inequality between men and women in the current situation.

2. Research Methods

2.1. Research area

Research on female intellectual human resources in districts of the city in a number of fields such as economy, education - training and science and technology. With certain qualifications and skills, female intellectuals of Can Tho city have made many contributions to the city's development. In particular, the Women's Union in Can Tho districts has carried out many practical movement activities and projects to create conditions for women to strive to rise up and attract women to participate in the production labor process.

2.2. The method of data collection

Quantitative research: the research was conducted through collecting relevant data, through statistical reports on the quantity and quality of public officials in Can Tho city in 2019, 2020 and 2021 in agencies. such as the Department of Labor, War Invalids and Social Affairs, the Department of Home Affairs, the Management Board of Export Processing Zones and Industry. In addition, the statistics are also collected from the Can Tho Statistical Yearbook in 2019 and 2020.

- Qualitative research: the research is carried out through interviews and field surveys. It is an official from the Department of Home Affairs of Can Tho, the Department of Labour, Invalids and Social Affairs of Can Tho, and the Management Board of Can Tho Industrial and Export Processing Zones to supplement data for the research issue.

2.3. Sampling method

In order for the data to be representative, the research has mainly focused on female intellectuals in state agencies. The selected sample is a field survey in NinhKieu district, Can Tho city, through specific agencies such as the Department of Labor, Invalids and Social Affairs, the Department of Home Affairs, the Management Board of the Export Processing Zone and Industry, the Women's Union and Can Tho University to understand the characteristics of the city's female intellectuals, the current situation and solutions to develop female intellectual human resources.

3. Results and discussion

3.1. General characteristics of female intellectuals of Can Tho city

Firstly, women in Can Tho are "confident, self-respecting, loyal and courageous". These are the good qualities in today's woman. Can Tho women believe in their own ability to participate in productive labor and socio-political activities. They show their "self-respect" when they form a cultured behavior for themselves, and at work, they know to put professional ethics first. Can Tho women are those who know how to balance factors in life such as work, love, health, and family. Second, Can Tho women actively start their own businesses. In recent years, Women's

Unions at all levels have focused on building models of groups and groups, implementing many solutions to support women in starting a business. For example, the model "Women maintain the development of traditional folk cakes", "Women produce household goods", "Outsourcing sewing", etc. have helped hundreds of female workers get stable jobs. Third, Can Tho women actively study, work creatively, and build happy families. This is also an emulation movement that is actively innovated by associations at all levels, in line with the needs and aspirations of women, associated with the campaign to practice moral qualities, confidence, self-esteem, loyalty responsible and responsible, associated with promoting study and following Ho Chi Minh's moral example. In addition, the issue of gender equality also attracts a lot of attention from Can Tho women.

3.2. The situation of female intellectuals in Can Tho city in some key areas insocial life

3.2.1. Achievements in the development of female intellectual human resources of Can Tho city

The field of economic

According to the Report on the quantity and quality of public employees from 2019 to 2021 of the Department of Home Affairs of Can Tho, currently, the number of female officials in the economic field in Can Tho city fluctuates slightly from 311 (2019). , 274 (2020) and 327 people (2021). In which, the highest number of female officials is in the Department of Natural Resources and Environment with 35.8% (2019), 36.1% (2020) and 36% (2021), while at the Department of Agriculture and Development rural areas with 40% (2019), 42.8% (2020) and 42.5% (2021).

Professionally, officials in state agencies mainly have bachelor's and master's degrees, while doctoral degrees are very low, only in a few departments, departments and branches such as the Management Board of Export Processing Zones and Industry, Department of Planning and Investment. For example, in 2021, the Department of Agriculture and Rural Development has 120 withbachelor degrees and 55 with master's degrees; The Department of Construction has 71 with university degrees and 12 with master's degrees; The Department of Natural Resources and Environment has 196 with bachelor's degrees and 38 withmaster's degrees (Department of Home Affairs (2021), p.4-5). Compared to 2019 and 2020, although the number of officials with master's degrees increased, the proportion of officials with bachelor degrees still accounted for the majority. In addition to professional qualifications, female officers also have computer and English proficiency, ready to meet all requirements at work as well as being able to absorb and apply information technology in the process of performing their duties. Regarding the force of women holding leadership positions, currently the number of female officers in the Management

Board has increased slightly because the city has opened an additional unit of the Construction Investment Project Management Board using the main development support capital. From 2020 should attract up to 18 female officials to work (Department of Home Affairs(2020), p.4-5), this number will continue to be maintained in 2021. However, the number of public employees, the number of women in Construction Investment Project Management Board 2 is decreasing sharply from 12 (2019), 9 (2020) and only 3 people (2021). In the field of agriculture, forestry and fishery, the Women's Union of Can Tho city organizes many practical activities to motivate many women to enthusiastically emulate production labor and earn a good income, such as the model "Women associated production with community tourism". In the industrial sector, at present, the total number of employees working in Can Tho industrial zones is 43129 people (2022), of which the number of female employees is 16949.

Table: Number of employees in Can Tho industrial zones in 2022

| Industrial zones | Number of employees | Female employees | FDI employees | Increase/ (decrease) compared to 2021 |
|------------------|---------------------|------------------|---------------|---------------------------------------|
| Tra Noc 1 | 13319 | 3549 | 4408 | 103 |
| Tra Noc 2 | 10024 | 4341 | 1598 | 1680 |
| Hung Phu 1 | 948 | 292 | 763 | (175) |
| Hung Phu 2A | 280 | 46 | 0 | (290) |
| Hung Phu 2B | 13189 | 5968 | 13189 | 5886 |
| Thot Not | 5369 | 2753 | 269 | 16 |
| Total | 43129 | 16949 | 20227 | 7220 |

Source: Can Tho City Industrial and Export Processing Zone Management Board

In general, the number of female employees tends to decrease slightly from 38626 (2019) to 18328 (2021) and 16949 (2022). Currently, the number of female employees accounts for less than 50% of the total number of employees, only Thot Not Industrial Park has female employees accounting for 51.3% of the total number of employees. In the industrial zones of Can Tho city, Hung Phu 2B, Tra Noc 1 and Tra Noc 2 industrial zones are attracting a lot of laborers to work, and tend to continue to increase.

The field of education - training

Improving the quality of female human resources is also one of the central issues of the gender equality strategy, so over the past time, city leaders have implemented many programs and plans: firstly, raising awareness of the role of women, thereby creating conditions to gradually ensure the equal participation of women and men in the field of education and training. Second, implement many policies to support women's participation in learning to improve their qualifications, and policies to attract male primary and preschool teachers. Third, mainstreaming gender in policies, programs and plans on education - training and vocational education. In terms of quantity and quality of teachers in the city, the number of teachers at all levels from high school to university fluctuates slightly over the years. At the high school level, the number of female teachers varies between levels, in which, female teachers are concentrated in primary and lower secondary schools, accounting for 67% of the total number of teachers. In general, the number of female teachers in high school is quite high compared to male teachers, with 65.8% (2019) and 66% (2020) (Can Tho Statistical Office (2019), p.511). At the intermediate, graduate and university levels, the number of female teachers at the professional intermediate level decreased sharply from 52% (2019) to 38% (2020), in contrast, the number of female teachers at the university level increased slightly from 36% (2019) to 39% (2020) (Can Tho Statistical Office (2020), p.243).

For the management level of vocational schools, colleges and universities, there are central and local levels. In vocational schools and colleges, the number of managers at the local level is often larger than at the central level, while at the university level, the number of managers at the central level is larger. This shows that universities have a great position, role and influence on the education and training development of that locality.

Table: Number and quality of public employees at universities and colleges

| Unit | 2019 | | | | | 2020 | | | | | 2021 | | | | |
|-----------------------------------|----------|-----|-----|-----|-----|----------|-----|-----|-----|-----|----------|-----|-----|-----|-----|
| | Female % | Doc | Mas | Bac | Col | Female % | Doc | Mas | Bac | Col | Female % | Doc | Mas | Bac | Col |
| Can Tho College | 74 | 4 | 144 | 93 | 9 | 74 | 3 | 152 | 81 | 9 | 74 | 3 | 150 | 68 | 7 |
| College of Economics - Technology | 61 | 7 | 99 | 38 | 1 | 61 | 6 | 105 | 35 | 1 | 59 | 6 | 104 | 30 | 5 |
| Medical College | 66 | 2 | 47 | 38 | 1 | 66 | 6 | 52 | 31 | 1 | 69 | 3 | 49 | 31 | 1 |
| Vocational colleges | 38 | 1 | 36 | 64 | 9 | 38 | 1 | 35 | 64 | 9 | 37 | 1 | 48 | 56 | 8 |

| | | | | | | | | | | | | | | | |
|---|----|-----|-----|-----|----|----|-----|-----|-----|----|----|-----|-----|-----|----|
| College of Culture and Arts | 45 | 1 | 12 | 35 | 1 | 45 | 1 | 12 | 35 | 1 | 48 | 0 | 16 | 31 | 0 |
| University of Engineering and Technology | 43 | 12 | 115 | 69 | 0 | 46 | 12 | 113 | 56 | 0 | 49 | 17 | 118 | 57 | 0 |
| Can Tho University | 43 | 460 | 757 | 396 | 44 | 42 | 479 | 760 | 399 | 44 | 43 | 532 | 716 | 402 | 47 |

Source: Can Tho Department of Internal Affairs

The table shows that the number of female officials working at Can Tho College, the College of Economics - Technology and the College of Health is over 60% of the total number of officials, mean while the percentage of female officers is lowest at Vocational colleges. In terms of professional qualifications, the staff of Can Tho University have high professional qualifications, mainly doctorates and masters. It can be said that Can Tho University is the place where high-quality human resources are concentrated to serve the education and training cause of Can Tho city in particular and the Mekong Delta in general.

The field of science and technology

On August 1, 2016, Can Tho City Party Committee issued Resolution No. 02- NQ/TU "On the development and application of science and technology". Over the past 3 years, all levels and branches of the city have implemented and achieved important initial results. Scientific research and technology development activities are carried out in the direction of improving the application and socio- economic efficiency, well implementing programs to support enterprises in technological innovation - protection and development intellectual property - improve quality productivity. In 2017, the city had 4643 female scientists, accounting for 53.09%, of which 447 women participated in many scientific research projects that were applied to bring many benefits to the community, contributing to improving the quality of life. human resources (Can Tho People's Committee (2017), p.6). In 2020, Can Tho city has 68 scientific and technological organizations, including 12 research and development institutions, 14 science and technology service organizations, 13 higher education institutions and 29 state management agencies, other non-business units and enterprises have performed science and technology tasks. In terms of science and technology human resources, the number of science and technology research and development staff is 7455 people (2019), and 6405 people (2020) (of which, PhD accounts for 13.1%, masters accounts for 13.1%, masters accounts for 13.1%). 40.1%, university is 30.2%, college is 3.3%). The number of science and technology human resources is concentrated in higher education institutions, colleges and state management agencies, non-business units. Human resources in science and technology are mainly in the age group under 35 years old,

accounting for 41.98% and the age group from 35 to 55 years old accounting for 50.90%. According to the Department of Science and Technology of Can Tho, experts and scientists in Can Tho city have more than 100 experts, of which women account for 30% of the total number of experts, have made many positive contributions in researching, consulting, criticizing, solving problems serving the socio-economic development of the city and the Mekong Delta region.

Table: Number and quality of staff of Can Tho Department of Science and Technology

| Year | 2019 | 2020 | 2021 |
|-------------------------------|------|------|------|
| The total number | 72 | 73 | 73 |
| Female | 36 | 37 | 37 |
| science and technology majors | 43 | 46 | 45 |
| doctorate | 2 | 2 | 2 |
| master | 24 | 25 | 25 |
| bachelor | 43 | 43 | 43 |

Source: Can Tho Department of Internal Affairs

In general, the number of officials with science and technology expertise is still low, and the number of officials with postgraduate qualifications is still limited.

3.2.2. Barriers and challenges for the development of female intellectual human resources in Can Tho city at present

– *First, limitations in policies and laws*

The retirement age of men and women is 5 years apart, which has strongly influenced the work of female intellectuals. Firstly, to limit the participation of female intellectuals in the domestic or foreign training and retraining process in order to improve professional capacity. Because women's time to work for the agency after completing the training course will be shorter than that of men, not to mention that women's working time is also interrupted by childbirth and child care. This issue continues to affect the planning regime for promotion and appointment of personnel in the future. Second, restricting the participation of female intellectuals in the labor market, leading to "brain drain". Due to the traditional mentality, many women still restrict themselves to mainly housework. However, with the gender specificity of being female, female intellectuals also have better knowledge, experience, and labor power than men in some fields, such as in education and training, economics, science and technology. Third, the low salary and pension of female intellectuals. If compared with men, the salary and pension of women will be

lower, due to the earlier retirement age.

– *Second, limitations in the recruitment, use and treatment of female intellectual human resources*

At present, in the workplace, there are still cases where the work that female intellectuals undertake is completely unsuitable for training expertise, or only employs men but does not recruit women, or the issue of unreasonable remuneration, thereby leading to the phenomenon of gender inequality at work. Fields such as education - training, science - technology are fields that require specific professional expertise. Considering the type of agency they work for, female intellectuals working in private organizations, joint ventures or social organizations often face a situation where jobs are not suitable for their majors. This is the reason why the employers are not rigid in recruiting personnel, just meeting the job requirements of the organization will be accepted, or female intellectuals are not eligible to participate in the training course or the additional training courses, the expertise is still not suitable for the job. Therefore, when assessing the level of job satisfaction, female intellectuals with jobs suitable to their trained majors will have a higher level of job satisfaction than female intellectuals with unsuitable jobs. In addition, material incentives such as salary, facilities, rewards, development ability, etc. also have a significant impact on the satisfaction level of employees.

– *Third, the limitations of female intellectuals themselves*

Firstly, female intellectuals have difficulty in balancing family and office work. For female intellectuals, family is an important value in the life and career of female intellectuals. However, taking on many responsibilities as a wife, mother, and intellectual, it is difficult to allocate time to do both jobs well. Especially, female intellectuals involved in leadership, management, business administration, scientific research, etc., the pressure from family work is a big barrier for them. A large number of female intellectuals did not overcome this barrier. Second, many female intellectuals have not focused on training social activities. In addition to the professional qualifications that can be obtained, female intellectuals need other social skills. These skills will help women gain confidence and improve their positions in the workplace. Because women are often emotional and sensitive, they will easily lack confidence and experience when standing in front of a crowd or when handling work.

4. Solution

- Firstly, constantly propagate, educate and raise awareness about gender and gender equality in the whole society. Continue to include gender perspectives in legal documents, strategies and policies for socio-economic development, carry out propaganda work on the Law on Gender Equality and the National Strategy on Gender Equality. Strengthen the coordination

between the authorities, functional sectors and the Women's Union in the implementation of women's work. Continue to build, strengthen and promote the core role of the Women's Union in women's advocacy. In addition, the Party and State need to have separate policies regulating the working age and planning age of female intellectuals, so setting the same retirement age as men will take advantage of the contribution of female intellectual human resources.

- Second, improve the effectiveness of activities to support women, create conditions for women to do economic work and production. Continuing to implement the project "Supporting women in starting a business" for the period 2017-2025, the Women's Union needs to organize many activities to support its members to develop careers and start businesses. Mobilize women from all walks of life to participate in the program of poverty reduction and gender equality. Develop programs to support small and medium enterprises. Develop various types of production and business, improve the competitiveness of state-owned enterprises, strongly develop the private and cooperative economy.
- Third, build a contingent of female cadres with professional qualifications, leadership and management capabilities to meet new requirements. It is necessary to improve and upgrade training programs and contents for undergraduate and graduate levels in order to improve women's professional education and reduce the gap in educational attainment between urban and rural areas. Focus on advising on specific strategies and policies on training, fostering, employing and planning female leaders and managers in each field by specifying training plans and targets. Developing the city's female intellectual human resources through foreign training programs, especially in the fields of science and technology. Continue to build and develop the city's scientific and technological potential such as high-tech parks, hi-tech agricultural zones, and concentrated information technology zones. Improve the capacity of the center for application of scientific and technological advances, the laboratories of the technical center for standards and quality measurement. Attracting high-quality science and technology human resources, promoting domestic and international cooperation in science and technology to seek experts in various fields. Promote scientific and technological research at universities and colleges in the city to attract and encourage female intellectuals to participate in scientific research. Can Tho University strengthens coordination between units in the construction and application of information technology in scientific research, technology development and production. The university strives to have 30% of the training majors at the university level and 10% of the training majors at the master level meet the accreditation quality standards.
- Fourth, it is necessary to reduce gender stereotypes against female leaders at all levels.

Female leaders themselves need to have social understanding, professional knowledge and skills for leadership, and need to make efforts to affirm their capacity and qualities in work at the agency and in the family.

- Fifth, it is necessary to create fairness in recruitment, use and treatment and reward. Regarding recruitment, it is necessary to have a specific and clear recruitment policy. There must be a relative gender balance between men and women in the organization when recruiting or assigning jobs. For fields such as security, defense, construction, and transportation, there should be a priority policy for women. Regarding the use of female intellectuals, it is necessary to build a favorable and friendly working environment. Boldly arrange to use female intellectuals in worthy positions when they have sufficient qualifications and capacity. It is necessary to create comfortable and favorable working psychological conditions for female intellectuals, to limit the arrangement of work that is not in accordance with the training majors of female intellectuals. Regarding remuneration and reward, it is necessary to eliminate prejudices in evaluating female intellectuals. Show fairness in evaluation and create conditions for female intellectuals to show their intelligence and creative talent at work combined with rewarding and encouraging typical female intellectual examples. It is necessary to build an award system for outstanding female scientists in various fields and a fund to support talents for students at universities.
- Sixth, support female intellectuals to fulfill their responsibilities to family and society. Female intellectuals need to be able to perform dual functions. Therefore, it is necessary to develop family services to ease the burden of domestic work for female intellectuals. Enhance the role of the head of the agency in the work of female cadres. For the family, it is necessary to promote the development of the family economy so that women have the opportunity to develop themselves. Promote family building of equality, mutual respect, love, trust, respect, mutual help and progress.

5. Conclusion

Over the years, leaders at all levels of the city have implemented plans and programs to develop high-quality female human resources and reduce gender inequality between men and women. However, the improvement of the quality of female intellectuals still has certain limitations and difficulties. Therefore, these key solutions are the basis for improving the quality along with attracting and effectively using the city's female intellectual human resources.

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