



DOI [10.19181/demis.2024.4.2.6](https://doi.org/10.19181/demis.2024.4.2.6)

EDN [YDUPFW](https://edn.ydupfw.com)

# POLICIES TO ATTRACT HIGH-QUALITY FOREIGN HUMAN RESOURCES IN SOUTH KOREA AND SUGGESTIONS FOR VIETNAM

**Van Trong Dinh**

*Danang University of Economics, Danang, Vietnam*

*E-mail: trongdv@due.edu.vn*

**Viet Anh Duong**

*Danang University of Economics, Danang, Vietnam*

*E-mail: anhdv@due.edu.vn*

**For citation:** Dinh, Van Trong. **Policies to Attract High-Quality Foreign Human Resources in South Korea and Suggestions for Vietnam** / Van Trong Dinh, Viet Anh Duong. *DEMIS. Demographic Research*. 2024. Vol. 4, No. 2. Pp. 88–98. DOI [10.19181/demis.2024.4.2.6](https://doi.org/10.19181/demis.2024.4.2.6).

**Abstract.** Human resources, specifically high-quality human resources play an important role in economy of any country today. The context of globalization and the fourth industrial revolution has had a profound impact on the process of cooperation between countries fundamentally changing its structure including labor cooperation. Over the past decades, the population structure of the Republic of Korea has changed dramatically, as the population aging outpacing the birth rate resulted in this country having to face the challenges of domestic labor resources shortage and expand the recruitment of immigrant workers from other countries in the region and the world to supplement human resources necessary to serve the further economic development process. Vietnam is likely to face the same demographic challenges in long run, that is why the experience of South Korea in fighting them is highly relevant. This paper aims to draw policy suggestions for Vietnam based on the analysis of empirical evidence and academic theories collected through various sources including scientific journals, newspapers, the internet, and books about developing high-quality human resources in South Korea, as well as assessing the lack of quality human resources in South Korea, and Vietnam through calculations based on statistics retrieved from international open data sources.

**Keywords:** population aging, labor market, labor shortage, international migration, attracting talents, migration policy, South Korea, Vietnam

## Introduction

The impact of the fourth industrial revolution and the COVID-19 pandemic have caused numerous changes in the global labor market. Gradually transitioning from an industrial economy to an information economy entailed changes in equipment, factories, and financial capital – they are no longer the most important assets in the economies of developing countries. Intangible resources such as knowledge, skills, and relationships become the leading competitive advantages<sup>1</sup>. Along with that is the trend of an aging population and low birth rate, which has caused a shortage of human resources in general, and high-quality human resources have become increasingly scarce. Due to the rapid development of multinational corporations, the movement of workers is free, no longer

<sup>1</sup> “Thu hút nhân tài”: Kinh nghiệm trong đổi mới sáng tạo cho Việt Nam [“Attracting talent”: Experience in innovation for Vietnam] // Tạp chí Tuyên giáo : [Propaganda Magazine] : [site]. 09.03.2022. URL: <https://tuyengiao.vn/thu-hut-nhan-tai-kinh-nghiem-trong-doi-moi-sang-tao-cho-viet-nam-142661> (accessed on 30.01.2024). (In Viet.).

hindered by geographical distance, work visa or nationality. Outstanding advances in science and technology allow employees to work remotely. The rise of emerging economies in Asia and Latin America is becoming a strong attractor for global talents<sup>2</sup>. All these factors have contributed to turning countries' talent attraction strategies into a major "battlefield", and moreover, it is significant that businesses and countries are required to manage people well. New factors are rapidly closing the gap between the world's traditional talent attraction centers such as Switzerland, England, the USA, and new champions reaching or approaching the top, of which the Republic of Korea (South Korea) is a living proof.

From the mid-1960-s till the 1980-s, brain drain was observed in the Republic of Korea itself. In 1990-s, the country started a policy of sponsoring scholarships for foreign students to come for study, research, and work. The Korean government launched a program of granting "golden cards" to young foreign scientists working in the country with many preferential measures such as high salaries, transportation, and housing support<sup>3</sup>. Thanks to this talent attraction policy, the Republic of Korea has created a large force of talented and dedicated specialists in many fields of science and technology. This has contributed to making the country one of the Asian "dragons" and a competitor to the leading developed countries of the world.

The successes of South Korea in such practice of developing high-quality human resources is a good example for many countries of the region, including Vietnam. Currently in Vietnam, the process of industrialization and modernization is requiring abundant human resources. Therefore, policies to develop human resources at all levels, especially attracting high-quality foreign human resources, are becoming an urgent need. In recent years, cooperation in human resource development with the Republic of Korea has received special attention and focus from the Vietnamese side [1–4, etc.]. Therefore, Korean policies to attract high-quality foreign human resources can be a useful reference for Vietnamese governmental bodies now and in the future.

This paper aims to draw policy suggestions for Vietnam based on the analysis of empirical evidence and academic theories collected through various sources including scientific journals, newspapers, the internet, and books about developing high-quality human resources in South Korea, as well as assessing the lack of quality human resources in South Korea, and Vietnam through calculations based on statistics retrieved from the Organization for Economic Co-operation and Development (OECD) database.

### **The progress in attracting high-quality foreign human resources in the Republic of Korea**

High-quality human resources are considered a part of the workforce, capable of meeting complex work requirements, thereby creating productivity and efficiency at work, creating significant contributions to the growth and development of the community and society in general [1, p. 22]. However, currently there is no consensus on high-quality human resources between countries and scientists [e.g., 5–7].

<sup>2</sup> "Thu hút nhân tài": Kinh nghiệm trong đổi mới sáng tạo cho Việt Nam ["Attracting talent": Experience in innovation for Vietnam] // Tạp chí Tuyên giáo : [Propaganda Magazine] : [site]. 09.03.2022. URL: <https://tuyengiao.vn/thu-hut-nhan-tai-kinh-nghiem-trong-doi-moi-sang-tao-cho-viet-nam-142661> (accessed on 30.01.2024). (In Viet.).

<sup>3</sup> Kinh nghiệm thu hút, trọng dụng nhân tài của một số nước – Bài học tham khảo cho Việt Nam [Experience in attracting and using talented people of some countries - Reference lessons for Vietnam] // Bộ Nội vụ [The Ministry of Home Affairs] : [site]. 28.12.2020. URL: <https://moha.gov.vn/tintuc/Pages/listbvn.aspx?Cat=611&ItemID=44501> (accessed on 20.02.2024). (In Viet.).

In modern society, high-quality human resources are the most important resource for the development of every nation, because it takes qualified and capable people to exploit other resources well. For modern industrial countries, human resources should be guaranteed in sufficient quantity, and to have enough quantity to manage modern technologies. Further economic development requires workforce with high technical expertise, scientific staff, and all kinds of intellectual workers with relevant expertise and good operational capacity, which would allow them to adapt quickly to the changing conditions, master new qualifications and integrate into production processes. Another task is to maintain a reasonable human resource structure in terms of age, gender, technical expertise, training level, between industries, regions, and in the national economy in general [8].

### ***The current situation of high-quality labor shortage in South Korea***

After World War II, the Republic of Korea remained a backward agricultural country. However, thanks to its strategy of rapid industrialization aimed both at domestic and export markets, and development of education at all levels, it rose to become a newly industrialized country as soon as in the 1980-s [1, p. 48]. Nowadays, South Korea is one of the economically most developed countries in the world, according to the Organization for Economic Cooperation and Development (OECD). However, in recent decades, the Republic of Korea has been facing the trend of population aging, when the ratio of the elderly population over 65 years old to the total population of the country increased by an average of 3.3% a year through the period 1970–2018, which is the highest rate among OECD countries. In 2000, the Republic of Korea became an aging society with the elderly population accounting for over 7% of the total population. In 2018, the share of the elderly doubled and accounted for over 14% of the total population. If this trend continues, South Korea is likely to enter a super-aged society by 2026 with the elderly population accounting for over 20% of the total population. Compared to the three countries with the highest percentage of the elderly population in the OECD – Japan, Italy, and Spain – in the Republic of Korea this indicator is still growing faster, expected to surpass Italy, which ranks third, by 2036<sup>4</sup>.

The demographic developments taking place in the Republic of Korea will also alter the balance between the working-age and elderly populations in the society. A much higher proportion of retirees for every working individual is likely to place strain on the fiscal institutions, and the delivery of public services. Korea currently has 177 residents aged 65 and above for every 1,000 persons of working age. This ratio – known as the old-age dependency ratio – was considerably lower than the OECD average of 246 in 2015. Looking ahead, the pace of Republic of Korea's population aging will only accelerate in the near future. Remarkably, the UN projects that in 2050 Japan will have the highest share of the population aged 65 and over, at 80.7%, among OECD countries, but the change in the ratio from 2020 to 2050 will be the largest in South Korea. The old-age dependency ratio is expected to increase in South Korea even faster than in Japan and by 2050 is projected at 0.65<sup>5</sup>.

The pace and extent of the country's forthcoming demographic changes is prognosed to have important consequences for economic performance given that labor resource utilization is a key pillar of the Korean economy [9; 10].

The cause of population aging in the Republic of Korea is the decreasing birth rate. Despite all the Government's efforts to slow the aging process, the number of babies born

---

<sup>4</sup> Calculated by the authors based on the data from: Historical population data and projections (1950–2050) // OECD Statistics : [site]. URL: [https://stats.oecd.org/Index.aspx?DataSetCode=POP\\_PROJ](https://stats.oecd.org/Index.aspx?DataSetCode=POP_PROJ) (accessed on 25.01.2024).

<sup>5</sup> Ibid.

continues to decline, along with the total fertility rate, which is calculated as the average number of children born per one woman. In 2018, this indicator fell to its lowest level since 1970. Accordingly, the total fertility rate in the country accounted for 0.98 (while in 2017 this figure was 1.05) – much lower than the standard total fertility rate (2.1) necessary to maintain a stable population<sup>6</sup>.

This situation poses great challenges for ensuring social security and creates serious barriers to the development of Asia's fourth-largest economy. According to a survey by the Korea Federation of Small and Medium Business (KBIZ) in October 2021, 92% of companies said they were lacking production manpower and facing the risk of labor shortage in such fields as information technology, new materials, electricity, electronics, and mechanics, while in Korean industrial parks, the shortage of human resources is already very serious. According to the Korea Semiconductor Industry Association (KSIA), the country's industry lacks about 3,000 workers each year. Along with that, the Bank of Korea Economic Research Institute forecasts that the supply and demand for human resources with bachelor's degrees or higher in the field of science and technology will be short of about 47,000 people in the period from 2024 to 2028<sup>7</sup>.

South Korea's rapid population aging rate and very low birth rate are leading to the risk of labor shortage, which requires the Government to develop a new strategy to attract additional human resources from abroad, including attracting talents from other countries through student scholarship programs and immigration programs for a high-quality workforce [8].

#### ***The policy of the Korean government***

To supplement the labor shortage in the country, the Korean Government has issued policies addressing different groups of potential immigrants:

##### *– For overseas Koreans (Korean diaspora)*

Since 1968, the Republic of Korea has launched a policy to bring talented people back home, which provides many incentives such as housing, modernized working environment, high salaries, etc. Notably, Korean businesses, especially large corporations, have taken many additional corporate measures to attract and high-tech engineers living abroad and utilize their labor resources, while improving domestic research and development capacity, in two forms: repatriation, or engaging in the host country<sup>8</sup>. As for the incentive package to repatriate Korean talents, it includes attractive remuneration regimes such as high salaries and bonuses, and additional “repatriation allowance”. As for engaging human resources in host countries, expats were offered good working conditions, high salaries, independent work, and promotions in Korean companies working abroad.

<sup>6</sup> Calculated by the authors based on the data from: Historical population data and projections (1950–2050) // OECD Statistics : [site]. URL: [https://stats.oecd.org/Index.aspx?DataSetCode=POP\\_PROJ](https://stats.oecd.org/Index.aspx?DataSetCode=POP_PROJ) (accessed on 25.01.2024).

<sup>7</sup> Hàn Quốc tăng tốc đào tạo và thu hút nguồn nhân lực công nghệ cao [Korea accelerates training and attracts high-tech human resources] // Công dân và Khuyến học [Citizenship and Education Promotion] : [site]. 16.07.2022. URL: <https://congdamkhuyenhoc.vn/han-quoc-tang-toc-dao-tao-va-thu-hut-nguon-nhan-luc-cong-nghe-cao-17922071611521287.htm> (accessed on 28.02.2024). (In Viet).

<sup>8</sup> Kinh nghiệm phát triển nguồn nhân lực khoa học và công nghệ của Hàn Quốc [Experience in developing science and technology human resources of Korea] // Tổng cục Công nghiệp quốc phòng [General Department of Defense Industry] : [site]. 31.08.2020. URL: <http://vdi.org.vn/article/617/kinh-nghiem-phat-trien-nguon-nhan-luc-khoa-hoc-va-cong-nghe-cua-han-quoc> (accessed on 06.12. 2023). (In Viet).

<sup>9</sup> Ibid.

As the result, since 1992, corporate research and development centers attracted 427 Korean talents. Technology and planning positions at the headquarters of corporations were mostly held by Korean specialists with extensive experience in multinational companies. Many large corporations such as Samsung, Hyundai, and LG have established research and development units in Silicon Valley (California, USA) to carry out research and development activities in the field of microcomputers, electronics, semiconductors, and biotechnology<sup>10</sup>.

In economic terms, overseas Koreans contribute to their homeland's industrialization process through remittances, direct investment, and trade connections. In terms of science and technology, they play an important role in technology transfer, resulting in the rapid development of the country's high-tech industry. Regarding soft power, they contribute to the implementation of Korean foreign policy. Evaluations affirm that one of the reasons why the country develops rapidly today is due to the contributions of Korean diaspora abroad over the past four decades [11–13].

– *For foreign workers*

South Korea's birth rate is decreasing at the fastest rate in the world. Facing that situation, the Government needs to find ways to recruit more workers from abroad to fill the gap in human resources.

In 2004, South Korea began accepting low-skilled foreign workers. Under this program, the government controls the entire recruitment process, starting from recruiting, placing migrants to work, and sending them home after their employment period ends. This workforce is deployed in many fields such as manufacturing, construction, agriculture, livestock, fisheries, and services<sup>11</sup>. In addition, during this period, the Republic of Korea also developed many different programs to support foreign residents, such as consulting services and language education. In such support centers established across the country the Korean language is taught by certified experts using government-authored textbooks<sup>12</sup>.

After the COVID-19 pandemic, many industries that depend on foreign labor resources, are still experiencing a serious shortage of workers. In the context of the International Monetary Fund (IMF) lowering its economic growth outlook for 2022, Asia's fourth-largest economy is urgently innovating policies to create favorable conditions to attract more foreign workers<sup>13</sup>.

In 2022, the Korean Government announced an increase in foreign worker quotas in five industries (agriculture, primary manufacturing, services and retail, transportation, shipbuilding). According to statistics, by June 2022, the country's shipbuilding industry lacked 4,800 workers, the basic manufacturing industry needed 27,000 more workers, the service and retail industry was short of 14,200 workers, bus companies and taxis required

<sup>10</sup> Kinh nghiệm phát triển nguồn nhân lực khoa học và công nghệ của Hàn Quốc [Experience in developing science and technology human resources of Korea] // Tổng cục Công nghiệp quốc phòng [General Department of Defense Industry] : [site]. 31.08.2020. URL: <http://vdi.org.vn/article/617/kinh-nghiem-phat-trien-nguon-nhan-luc-khoa-hoc-va-cong-nghe-cua-han-quoc> (accessed on 06.12. 2023). (In Viet).

<sup>11</sup> Báo động về thiếu nhân lực, Hàn Quốc rộng cửa cho lao động nước ngoài [Alarmed by the lack of human resources, Korea opened its doors to foreign workers] // Toquoc.vn : [site]. 17.04.2023. URL: <https://toquoc.vn/bao-dong-ve-thieu-nhan-luc-han-quoc-rong-cua-cho-lao-dong-nuoc-ngoai-20230417145130536.htm> (accessed on 09.02.2024). (In Viet).

<sup>12</sup> Ibid.

<sup>13</sup> Hàn Quốc đẩy mạnh chính sách thu hút lao động [Korea promotes policies to attract labor] // Báo Nhân Dân điện tử [People's Electronic Newspaper] : [site]. 13.08.2022. URL: <https://nhandan.vn/han-quoc-day-manh-chinh-sach-thu-hut-lao-dong-post710266.html> (accessed on 05.02.2024). (In Viet).



2,300 workers. South Korea's Ministry of Employment and Labor has also committed to shortening the immigration process for workers, smoothing administrative procedures for immigrant labor employers, and increasing support for important industries<sup>14</sup>.

In July 2022, South Korea's Ministry of Justice announced a new type of visa called "Region-specific visa," effective from October 2022, for foreign citizens who want to live and work in rural areas designated by the Government. According to the new visa policy, high-skilled foreign workers who meet certain criteria (such as the Korean language proficiency, and an educational background with a bachelor's degree or higher) will be eligible to apply residence visa (F-2) when working in industries designated by local authorities. After being granted an F-2 visa, foreign citizens should commit to living in the registered area for at least five years and are allowed to invite their spouse and minor children to stay with them<sup>15</sup>. The Ministry of Justice selected five regions to issue F-2 visas to 500 immigrant workers, piloting the project for one year (until October 2023), before expanding to other regions. Currently, similar visa policies are applied by several countries around the world, such as the "Skilled Regional Visa" in Australia or the "Atlantic Immigration Program" in Canada. The Korean Government also plans to attract foreign information and communication technology experts by speeding up procedures for them to become Korean citizens or granting long-term residence visas to international graduates in science and technology<sup>16</sup>.

In order to enhance the competitiveness of Korean businesses, from the beginning of August 2022, students graduating from prestigious universities abroad can be granted internships at high-tech companies and institutes in the Republic of Korea under the new visa program (D-10-3). Students are eligible for a D-10-3 visa if they study high-tech majors at the 200 best universities according to the Time Magazine ranking (USA) or the top 500 universities according to the QS World University Rankings. South Korea's Ministry of Justice grants D-10-3 visas to graduates in high-tech fields, such as semiconductors, information technology, nanotechnology, digital electronics, and biology. At the same time, the Korean government allows extending the stay of foreign high-tech interns<sup>17</sup>.

Recently, the Korean government also applied the "Yellow card" program to attract high-skilled workers and foreign experts. A "Yellow card" is issued with an E-7 visa (specialized visa or engineer visa). It loosens application forms, grants multiple entry visas to experts without any nationality, and increases the maximum residence period.

According to data from the Korean Government, in 1990 the country had about 49,000 long-term foreign workers, and by 2019 the number of foreigners, including those residing for less than 90 days, had increased by more than 2.5 million, accounting for 4.9% of South Korea's total population.

In an effort to open the labor market, the Republic of Korea implemented various measures to help foreign workers become permanent residents. Currently, foreign workers can legally reside in the country or become permanent residents by marrying a Korean national. The number of marriages between foreigners and Koreans has increased sharply since 2000. Nowadays, one in 10 marriages in the country has a foreign bride or groom.

– *For international students*

<sup>14</sup> Hàn Quốc đẩy mạnh chính sách thu hút lao động [Korea promotes policies to attract labor] // Báo Nhân Dân điện tử [People's Electronic Newspaper]: [site]. 13.08.2022. URL: <https://nhandan.vn/han-quoc-day-manh-chinh-sach-thu-hut-lao-dong-post710266.html> (accessed on 05.02.2024). (In Viet).

<sup>15</sup> Ibid.

<sup>16</sup> Ibid.

<sup>17</sup> Ibid.

Correspondingly, the Korean Government aims to attract more international students specializing in science, technology, and engineering to strengthen high-tech industries in the country. With the Global Scholarship Program, the Republic of Korea will provide full financial support to 2,700 international students studying science and engineering in master's and doctoral programs by 2027. At the same time, supporting 6,000 students studying other subjects, South Korea's Ministry of Education will establish specialized departments to attract international students to Korean Education Centers around the world, providing more systematic support for those who want to study in the country<sup>18</sup>. According to the new plan of the Korean Government, the Ministry of Education will cooperate with the Ministry of Justice to establish an expedited visa system to attract and create more favorable conditions for talented foreign science and technology students<sup>19</sup>. After the new system takes effect, students with master's or doctoral degrees in science and technology can be granted permanent residence after living in the country for three years instead of six years as it was required before<sup>20</sup>.

### **Some suggestions for Vietnam**

The experience of attracting high-quality foreign human resources in South Korea suggests some lessons that Vietnam could learn in the future:

*First*, it is advisable to attract overseas Vietnamese with experience in foreign science and technology to serve industrialization. Measures to attract expat talents should be consistent with the actual conditions of Vietnam today. The Korean experience shows that, when the socio-economic level was still low, they focused on such measures as creating a favorable working environment and providing satisfactory remuneration. In recent years the Vietnamese government implemented similar preferential policies to attract from abroad more intellectuals, science and technology experts of Vietnamese origin who contribute to the country's development, such as paying higher salaries, creating favorable conditions for their wives and children, buying, or providing houses, etc.

*Second*, it is necessary to promulgate and implement policy mechanisms to attract those high-quality foreign human resources that Vietnam really needs. In order to achieve its goals, the country needs to make changes in thinking, approaches, and specific measures in human resource development policies, as well as in attracting foreign human resources. Accordingly, the policymakers that are responsible for the development of science and technology human resources need to a deep a deeper understanding of the country's potential, advantages, difficulties, and challenges, along with the current political, social, cultural, and economic trends. Such understanding is necessary to elaborate correct and appropriate policies on salaries, bonuses, repatriation allowances, settlement plans, etc.

*Third*, mobilizing contributions from the entire society is also one of the important solutions to successfully implement the strategy of attracting high-quality foreign human resources to work in Vietnam. In the current context of international economic integration and competition, Vietnam is facing new requirements. The Party and State's guiding documents on work with overseas Vietnamese all identify the important task of strongly promoting the resources of the entire nation. To do this work well, the problem

---

<sup>18</sup> Hàn Quốc đẩy mạnh chính sách thu hút lao động [Korea promotes policies to attract labor] // Báo Nhân Dân điện tử [People's Electronic Newspaper]: [site]. 13.08.2022. URL: <https://nhandan.vn/han-quoc-day-manh-chinh-sach-thu-hut-lao-dong-post710266.html> (accessed on 05.02.2024). (In Viet).

<sup>19</sup> Ibid.

<sup>20</sup> Ibid.

is to mobilize the participation of the entire society, support the community to have a strong, stable legal status, develop and integrate into the locality, encourage all forms of gathering and uniting Vietnamese people abroad on a voluntary basis, in accordance with the laws, customs and practices of Vietnam. An important step is to consolidate and develop associations of experts, intellectuals, businessmen, youth, and Vietnamese students abroad as the core leading the development of the community. A useful practice is to organize sessions to share experiences, exchange information, and train to implement association and union work for key association and union leaders. Finally, the support for initiatives of Vietnamese people abroad should include activities on traditional education, teaching and learning Vietnamese, and camps for Vietnamese youth abroad.

### Conclusion

Population aging occurs in many regions and is global in nature as the result of an inevitable and long-term demographic transition. Nowadays, the aging population is not only a burden on social security issues, but also a huge challenge for the post-industrial transformation of national economies. The biggest challenge of population aging is changing the labor force structure, as the proportion of people in older age (45–60 years old) will continue to increase and the rate of entering the labor market will decrease from now on. Therefore, to meet the human resource needs for the economic development process, countries have to use older workforce<sup>21</sup>. Economically, population aging also has a profound impact. On the one hand, the labor productivity of the older age groups is generally lower than that of younger people in the labor force, leading to the income of a country's economy as a whole, and livelihoods of each family being affected. As a consequence, young people have to work more to compensate for the lack of income<sup>22</sup>.

To gain enough human resources to serve the development of economic in post-industrialization, many countries now are implementing a system of policies to encourage young people to get married and have children. The system of solutions includes financial support for families when giving birth, or medical support for maternal health care, or propaganda through the media to change families' perceptions in the matter of giving birth and raising children. Some countries even offer policies to partially support young families' education costs when their children reach primary-school age. Some cities offer free medical care for children over 7 years old, including dental-related costs. Technologically advanced countries of the world promote the application of machinery and artificial intelligence in businesses, especially robot technology in production activities, in order to reduce the need for labor in enterprises<sup>23</sup>.

Vietnam is in the process of promoting industrialization and modernization of the country towards achieving the goal by 2030 and becoming a high-middle income country by 2035, so developing human resources, especially high-skilled human resources serving national development is inevitable.

<sup>21</sup> Xu hướng già hóa dân số và an sinh xã hội trong thế kỷ 21 [Trends in population aging and social security in the 21st century] // BHXH Bộ Quốc phòng [Social insurance of the Ministry of National Defense] : [site]. 07.12.2018. URL: <http://bhxhbqp.vn/bai-viet/xu-huong-gia-hoa-dan-so-va-an-sinh-xa-hoi-trong-the-k-21-63> (accessed on 25.01.2024). (In Viet).

<sup>22</sup> Ibid.

<sup>23</sup> Ứng phó với già hoá dân số: Kinh nghiệm quốc tế và bài học cho Việt Nam [Responding to population aging: International experiences and lessons for Vietnam] // Tạp chí Tuyên giáo [Propaganda Magazine] : [site]. 15.12.2022. URL: <https://tuyengiao.vn/ung-pho-voi-gia-hoa-dan-so-kinh-nghiem-quoc-te-va-bai-hoc-cho-viet-nam-147116> (accessed on 12.04.2024). (In Viet).



Currently, according to statistics, there are about 4.5 million Vietnamese people living and working abroad, among them there are many scientists, and engineers with high achievements. This is a precious resource, worthy of great importance. On the other hand, with the Party and State's open-door and international integration policy, favorable conditions have been created to attract and use high-quality human resources of overseas Vietnamese, or foreigners from countries with strong economies, advanced science, and technology to supplement domestic resources, share experiences, and support each other in national development, thereby helping Vietnam achieve rapid growth, and access high level of international development.

Recognizing the importance of attracting high-quality foreign human resources to meet the country's development requirements, from 1986 until now, along with the process of comprehensive innovation, opening up, and international integration, the activity of attracting high-quality foreign human resources has been paid recognized. Documents of the 11<sup>th</sup> National Congress of the Communist Party of Vietnam affirmed: "Compatriots residing abroad are an inseparable part of the Vietnamese ethnic community. The State promulgates mechanisms and policies to support and help people stabilize their lives and develop the economy, contributing to strengthening cooperation and friendship between our people and people of other countries, creating conditions for people to preserve and promote national cultural identity towards the Fatherland, and contribute to national construction"<sup>24</sup>. Regarding the overseas Vietnamese talents, Resolution No. 27-NQ/TW, dated August 26, 2008<sup>25</sup>, on building the intellectual team in the period of promoting industrialization and modernization of the country also affirms that overseas Vietnamese intellectuals are a part of the country's people and states that "the majority of Vietnamese intellectuals abroad always look towards the Fatherland; many people have returned home to work and operate in different fields, making practical contributions to the country's development"<sup>26</sup>.

With positive changes in perspective and more openness in policies, Vietnam has achieved some remarkable initial results in attracting high-quality foreign human resources to serve the development of the country. the country's economy. However, compared to Vietnam's potential and advantages, attracting this human resource still has some shortcomings and limitations in both quantity and quality.

#### References

1. Hoang, Minh Loi. *Chính sách phát triển nguồn nhân lực chất lượng cao ở Nhật Bản và Hàn Quốc: Gợi ý cho Việt Nam [Policies for developing high-quality human resources in Japan and Korea: Suggestions for Vietnam]*. Ha Noi : NXB Khoa Học Xã Hội [Social Science Publishing House], 2018. 248 p. ISBN 978-604-956-190-0. (In Viet.).
2. Dat, Duong Duy. Similarities and Differences in the Development of Human Resources for Managing

<sup>24</sup> Documents of the 11th National Congress of the Communist Party of Việt Nam. Hanoi : Thế Giới Publishers, 2011. 177 p. ISBN 6047703224.

<sup>25</sup> Nghị quyết 27-NQ/TW năm 2008 xây dựng đội ngũ trí thức thời kỳ công nghiệp hóa [Resolution 27-NQ/TW of 2008 on building a team of intellectuals in the period of industrialization] // Thư Viện Pháp Luật [The library of law] : [site]. URL: <https://thuvienphapluat.vn/van-ban/Van-hoa-Xa-hoi/Nghi-quyet-27-NQ-TW-nam-2008-xay-dung-doi-ngu-tri-thuc-thoi-ky-cong-nghiep-hoa-139254.aspx> (accessed on 15.04.2024). (In Viet.).

<sup>26</sup> Thu hút nhân lực, nhân tài tới Việt Nam - vấn đề và giải pháp [Attracting human resources and talent to Vietnam – problems and solutions] // Tạp chí Cộng sản [Communist Magazine] : [site]. 15.06.2013. URL: <https://www.tapchicongsan.org.vn/web/guest/the-gioi-van-de-su-kien-/2018/22030/thu-hut-nhan-luc%2C-nhan-tai-toi-viet-nam--van-de-va-giai-phap.aspx> (accessed on 15.04.2024). (In Viet.).

Natural Resource and Marine Environments of Korea and Vietnam. *South Asian Journal of Social Studies and Economics*. 2020. Vol. 7, No. 3. Pp. 19–25.

3. Tuan, Tran Minh. Developing Human Resource in Research and Development: International Experiences and Implications for Vietnam / Tran Minh Tuan, Nguyen Xuan Dung. *Asian Journal of Political Science*. 2020. Vol. 28, No. 1. Pp. 1–12. DOI [10.1080/02185377.2020.1712217](https://doi.org/10.1080/02185377.2020.1712217).

4. Kien, Thi Pham. Human Resource Development Experience of Some Developed Countries and Lessons Drawn for Vietnam Today / Thi Pham Kien, Xuan Dung Bui. *Revista de Investigaciones Universidad del Quindío*. 2022. Vol. 34, No. 1. Pp. 118–127. DOI [10.33975/riuq.vol34n1.858](https://doi.org/10.33975/riuq.vol34n1.858).

5. Nguyen, Van Hiep. High Quality Human Resources Development. *PalArch's Journal of Archaeology of Egypt / Egyptology*. 2021. Vol. 18, No. 4. Pp. 3818–3830.

6. Nguyen, Minh Tri. Developing High-Quality Human Resources to Fulfill the Aspirations of Building a Prosperous and Happy Country: Problems and Solutions / Minh Tri Nguyen; Van Thanh Vu. *General Management*. 2022. Vol. 23, No. 199. Pp. 223–227. DOI [10.47750/QAS/23.191.26](https://doi.org/10.47750/QAS/23.191.26).

7. Nguyen, Hoang Tien. High Quality Human Resource Development Approach of Vietnamese Government / Hoang Tien Nguyen, Dinh Ba Hung Anh. *International Journal of Multidisciplinary Research and Development*. 2019. Vol. 6, No. 8. Pp. 80–83.

8. Pham, Thi Thanh Binh. Thiếu hụt lao động chất lượng cao ở các quốc gia Đông Bắc Á: Nguyên nhân và giải pháp [High quality labor shortage in Northeast Asian countries: Causes and solutions]. *Những vấn đề kinh tế và Chính trị thế giới [World Economic and Political Issues]*. 2022. No. 3. Pp. 12–20. ISSN 0868-2984. (In Viet.).

9. Lee, Jaejoon. Population Aging in Korea: Importance of Elderly Workers. *KDI Journal of Economic Policy*. 2023. Vol. 45, No. 2. Pp. 51–69. DOI [10.23895/kdijep.2023.45.2.51](https://doi.org/10.23895/kdijep.2023.45.2.51).

10. Ducanes, G. *Labour Shortage Responses in Japan, Korea, Singapore, Hong Kong, and Malaysia: A Review and Evaluation* / G. Ducanes, M. I. Abella ; International Labour Office ; ILO Regional Office for Asia and the Pacific, Asian Regional Programme on Governance of Labour Migration. Bangkok : ILO, 2008. ISBN 9789221208440.

11. Bergsten, C. F. *The Korean Diaspora in the World Economy* / C. F. Bergsten, Inbom Choi. Washington : Peterson Institute for International Economics, 2003. 180 p. ISBN 978-0-88132-358-0.

12. Lee, Hye-Kyung. The Korean Diaspora and its Impact on Korea's Development. *Asian and Pacific Migration Journal*. 2005. Vol. 14, No. 1–2. Pp. 149–168. DOI [10.1177/011719680501400108](https://doi.org/10.1177/011719680501400108).

13. Woo, Park. Compatriotic Economic Integration in Asia: Explaining the Role of Overseas Diaspora for Developmental China and South Korea. *Journal of Asian Sociology*. 2022. Vol. 51, No. 2. Pp. 191–224. DOI [10.21588/dns.2022.51.2.003](https://doi.org/10.21588/dns.2022.51.2.003).

**Bio notes:**

**Van Trong Dinh**, PhD, Head Department, Faculty of Political Theory, Danang University of Economics, Danang, Vietnam.

**Contact information:** e-mail: [trongdv@due.edu.vn](mailto:trongdv@due.edu.vn).

**Viet Anh Duong**, Master of Law, Lecturer, Faculty of Law, Danang University of Economics, Danang, Vietnam.

**Contact information:** e-mail: [anhdv@due.edu.vn](mailto:anhdv@due.edu.vn).

Received on 06.03.2024; accepted for publication on 13.05.2024.

The authors have read and approved the final manuscript.

## ОПЫТ ЮЖНОЙ КОРЕИ ПО ПРИВЛЕЧЕНИЮ ВЫСОКОКВАЛИФИЦИРОВАННЫХ МИГРАНТОВ И ПОЛИТИЧЕСКИЕ РЕКОМЕНДАЦИИ ДЛЯ ВЬЕТНАМА

**Динь Ван Чонг**

Данангский экономический университет, Дананг, Вьетнам

E-mail: [trongdv@due.edu.vn](mailto:trongdv@due.edu.vn)

## **Дуонг Вьет Ань**

*Данангский экономический университет, Дананг, Вьетнам*

*E-mail: anhdv@due.edu.vn*

**Для цитирования:** Динь, Ван Чонг. Опыт Южной Кореи по привлечению высококвалифицированных мигрантов и политические рекомендации для Вьетнама / Ван Чонг Динь, Ань Дуонг Вьет // ДЕМИС. Демографические исследования. 2024. Т. 4, № 2. С. 88–98. DOI [10.19181/demis.2024.4.2.6](https://doi.org/10.19181/demis.2024.4.2.6). EDN [YDUPFW](https://edn.ydupfw.com).

**Аннотация.** Человеческие ресурсы, и прежде всего их качество, играют важную роль в экономике любой страны на современном этапе. Глобализация и четвертая промышленная революция оказали глубокое влияние на механизмы взаимодействия между странами, коренным образом изменив его структуру, в том числе схемы обмена трудовыми ресурсами. За последние десятилетия структура населения Республики Корея кардинально изменилась, поскольку старение населения, опережающее рождаемость, привело к тому, что этой стране пришлось столкнуться с проблемами нехватки внутренних трудовых ресурсов и расширить набор рабочих-иммигрантов из других стран региона и всего мира, чтобы восполнить нехватку рабочих рук, необходимых для обеспечения процесса дальнейшего экономического развития. Вьетнам, вероятно, столкнется с теми же демографическими проблемами в долгосрочной перспективе, поэтому опыт Южной Кореи в борьбе с ними весьма актуален. Целью данной статьи является обоснование политических предложений для Социалистической Республики Вьетнам на основе анализа эмпирических данных и научных теорий из различных источников, включая академические журналы, газеты, Интернет и монографии о развитии высококачественных человеческих ресурсов в Республике Корея, а также оценок нехватки человеческих ресурсов в Южной Кореи и Вьетнаме, согласно расчетам, основанным на статистических данных, полученных из открытых международных баз.

**Ключевые слова:** старение населения, рынок труда, нехватка рабочей силы, международная миграция, привлечение высококвалифицированных кадров, миграционная политика, Южная Корея, Вьетнам

### **Сведения об авторах:**

**Динь Ван Чонг**, доктор PhD, заведующий кафедрой, факультет политической теории, Данангский экономический университет, Дананг, Вьетнам.

**Контактная информация:** e-mail: [trongdv@due.edu.vn](mailto:trongdv@due.edu.vn).

**Дуонг Вьет Ань**, магистр права, преподаватель, юридический факультет, Данангский экономический университет, Дананг, Вьетнам.

**Контактная информация:** e-mail: [anhdv@due.edu.vn](mailto:anhdv@due.edu.vn).

Статья поступила в редакцию 06.03.2024; принята в печать 13.05.2024.

Авторы прочитали и одобрили окончательный вариант рукописи.