

# Promoting the Role of Vietnamese Intelligentsia in International Integration Process

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**Abstract:** The intelligentsia is always seen as the force represents wisdom, the spirit of the nation in every stage, the period of the country. More than 30 years of implementation of renovation and international integration since 1986, Vietnam's intelligentsia has made important contributions to the development process of the country on all fields as economic, political, cultural-social. Thus, in this article, the author deeply analyze the impact factors and assesses the status of the role of Vietnamese intellectual in recent years, from which proposed some basic solutions that promote the further role of Vietnam's intelligentsia in the international integration process.

**Key words:** international integration; role; intelligentsia; Vietnam

**JEL code:** I25

## 1. Introduction

More than 30 years of implementation of renovation and international integration since 1986, Vietnamese intellectuals have made an important contribution to the achievement of country in all fields of economy, politics, socio-cultural, defense and security. Evaluation of these contributions, the 11th Party National Congress, the Party has confirmed: "Along with the development of the country, intelligentsia has grown rapidly in quantity, raised about quality; directly contributing to the whole people to lead our country out of socio-economic crisis, gradually poverty reduction and develop the country and improve the quality of life. The intelligentsia has contributed actively to build the scientific arguments for the guidelines and policies of the Party and the State, contributed to clarify the development path of the country and answered new issues arising in the innovation; direct trained human resources, improved people's knowledge and fostered talents; created of valuable works of thought and art, high quality products, competitive; ..." (Communist Party of Vietnam, 2008, pp. 82-84). However, in the context of scientific-technology revolution, specially The 4th Industrial Revolution (Industrial Revolution 4.0)<sup>1</sup> is developing strongly as a storm, the reverse of globalization is taking place complex; risk of climate change and economic retrogression compared with other countries in the region and the world have posed problems for Vietnam should need further promote the role of the intelligentsia. Therefore, the Party and State needs to build up strategy for

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<sup>1</sup> According to Pr. Klaus Schwab, chairman of the World Economic Forum held earlier this year in Switzerland, Industry 4.0 or the Fourth Industrial Revolution (FIR), is a term that encompasses a wide range of modern automation technologies. Data exchange and fabrication. FIR is defined as "a cluster of terms for the technologies and concepts of an organization in the value chain" that goes with the physical systems in cyberspace, the Internet of all things, and the Internet of services.

training, fostering and further promote the role of Vietnam's intellectuals in the context of international integration in next time.

## 2. Content

### 2.1 Factors Impact to Promotion the Role of Vietnamese Intellectual in the International Integration Process

*Firstly, the impact of revolution of science and technology, knowledge economy:* In current decades, the world is making huge changes with the great progresses on science and technology. The knowledge economy has a role increasingly prominent in the development of productive force: "The twenty-first century will continue to be many changes, science and technology will be a great leap, knowledge economy has a role increasing prominent in the development of productive force..." (Communist Party of Vietnam, 2001, p. 13). The revolution of science and technology is making strong impact on all countries in development process of human history, including Vietnam. Besides, since the 90s of the twentieth century, humanity has entered new economic era — "knowledge economy", the economy took the dominant, possessive mentality resources and took the use, distribution, production of knowledge as a main factor. Really has set for nationals in the world must have policies, measures in order to take a shortcut to development in receiving and building the knowledge economy to promote the sustainable development of the country. Revolution of science and technology and the development of knowledge economy which request to Vietnam needs to promote the role of intelligentsia in response to industrialization and modernization and international integration. *Secondly, the impact of the Vietnamese nation's traditional cultural values:* Culture is both a target and dynamics of the construction process. International integration process and diversified acculturation have contributed to nation cultural tradition (tradition of patriotism, solidarity and humane lifestyle sentimental morality, appreciate talented people, drink water, but remember the source...) which always be preserved and promoted in line with the specific historical conditions. In particular, traditional fondness for learning, use of talented people will be an important factor leading to "scholar" the intelligentsia are aware of the importance of themselves in the cause of building up and defending the Motherland. Traditional cultural factor is also motive for Vietnam's intelligentsia overcome numerous difficulties and obstacles, motivation to lean, to study, to acquire the knowledge of modern science of other countries in the world to serve the cause of industrialization and modernization. And nation culture makes the intelligentsia to practice their consistent goal chose suitable with national interests.

*Thirdly, the requirements set out in innovation and development process of the country:* Although spent 10 years (1975-1986) carried out the policy of socio-economic development made many mistakes, defects lead to people met with many difficulties in life. After the period of overcoming mistakes, difficulties, the 8th Party National Congress (1996), the Party determined our country has enough authority and power to enter the industrialization and modernization stage of the country. Before renovation requirements, the country's comprehensive development has been set out specific requirements, these one have been strong impact on promoting the leading role of Vietnamese intelligentsia: Must bring the country out of low-middle-income status, become a modern industrialized country; contribute to rapid economic restructuring, improve technology, develop socialist-oriented market economy, and restructure the economy in the context of the global financial-economic crisis; take the lead in the innovation and improve quality, development of the national education system. In addition, it needs to promote the role of the intelligentsia who implement sustainable development objectives, motivate

successful implementation of national industrialization and modernization under socialist orientation.

## **2.2 Status of Promoting the Role of the Vietnamese Intelligentsia in the International Integration Process**

Achievements gained in 30 years of implementing the comprehensive innovation of the country and the process of industrialization and modernization has been put out urgent requirements in promoting comprehensive role of the intelligentsia in all fields of socio-economic life. On the basis of inheriting the perspective of Marxism-Lennism, Ho Chi Minh and traditional values of the nation, the Party and State has recognized and emphasized the special significance of the important role of intelligentsia. Therefore, the Party and State has many guidelines and policies, not only constructed and developed but also focused on promotion intelligentsia human resource in Vietnam.

Last time, many guidelines and policies of the Party and the State to promote the role of the intelligentsia in all fields have been promoted: acquiring and disseminating knowledge; creating new knowledge values; suggesting and reviewing guidelines independently, policies and social issues solving measures; forecasting development and public opinion-oriented; participating directly and indirectly in the production process of material goods for society. On the basis of summarizing the role of the intellectuals, Resolution No. 27-NQ/TW of the Party Central Committee's 7th Conference (term X) dated 09/8/2016 on "*Building up the intelligentsia in the period of industrialization and modernization of the country*", the Party stated viewpoints: "*Vietnam's intellectuals are creative workforce is particular important in the process of industrialization and modernization of country and international integration, building knowledge economy, developing an advanced Vietnamese culture deeply imbued with national identity. Building strong intelligentsia is directly increasing the intellectuals of the nation, the strength of the country, improve the Party's leadership capacity and quality of operation of the political system. Investment in construction of the intelligentsia that is investing for sustainable development*" (Communist Party of Vietnam, 2008, pp. 82-84).

With the attention of the Party, the State and authorities that the intelligentsia is growing rapidly in both quantity and quality. In 2000, the intelligentsia of the country was 1,322,691 people (from college or higher), then by 2013, this figure had increased to 6,550,234 (4.95 times higher); some 10,000 to 118,653 master (increase of 11.86 times), while the number of doctors is increasing from 12,691 up to 24,667 people (increase 1.94 times). Currently, there are more than 400,000 overseas Vietnamese intellectuals (including more than 6,000 doctors and hundreds of intellectuals appreciated names) in total of over four million people in Vietnam are living in nearly 100 countries and territories (Le Cong Luong, 2016). The number of professors and associate professors also increased quickly: "*From 1975 to the end of 2013, after 30 years, the total number of professors and associate professors were recognized in Vietnam were 10,453 people, including 1,569 professors and 8,884 associate professors*". "Particularly in 2016, there are 65 professors and 638 associate professors recognized. Visible, Vietnam is one of countries with the number of educated intellectual content, the increasing degree than other countries in the region and the world. If promoting intellectual resources will be an important favorable conditions for socio-economic development strategy of the country today. Besides, the material and spiritual life of the intelligentsia is increasingly high. They are facilitated learning advanced professional qualifications and specialist skill; some localities and departments have issued using policies and the appropriate remuneration, ensuring stimulate donations and creation of intelligentsia, talented people who take part in socio-economic development. Initially, they are facilitated good conditions for the intellectuals to promote the best ability and gradually eliminate the state of "brain drain".

Visible, with patriotism, with pride, national pride deeply and show responsibility of their self for the issue

“national welfare and people’s livelihood”. During 30 years of innovation, under the leadership of the Party, promotion of the role of the intelligentsia concentrated in some basic achievements:

*Firstly, the intelligentsia was promoted the role acquisition, creation and dissemination of knowledge.*

In every age, intellectuals are always the foundation of social progress, the intelligentsia is the core force of creation and dissemination of knowledge. Today as well, with requirements set out by the strong development of science and technology and of the knowledge economy, the Vietnamese intelligentsia is gradually diversifying the mode of self-learning, self-study, actively cumulative knowledge, improve their foreign language and informatics. In professional activities, they have listened closely to the development of the country and on the basis of location aware of the role of the self. They must constantly uphold the spirit of responsibility, actively accumulated expertise and work experience. Relying on that, they will be able to acquire the scientific knowledge advanced, modern of the world to teach students at universities and junior college today.

Human knowledge is increasing according to the geometric progression, to avoid lagging behind other countries in the region and the world, the intelligentsia, especially overseas Vietnamese intellectuals were actively acquiring new achievements of inventors, invention, creation of other countries. In the possibilities and conditions for implementation still limited (limited financial, outdated labs; inadequate implementation capacity) but with the ongoing efforts, Vietnamese intelligentsia have deployed successful many works of science and technology in line with the specific conditions of Vietnam.

*Secondly, the intelligentsia has built the scientific foundation contributed significantly to operational judgment and complete guidelines and policies of the Party and State.*

Consultancy activities, judgment, social evaluation of the intelligentsia is operational transparency, democracy, openness, with no compromise which are regarded as an act of scientific quality of criticism. Good peer review activities will contribute to create consensus for development, reducing the maximum the limiting factor in the implementation of policy decisions. Practical, peer review activity is difficult task and complicated, even paying the high price on the way to find the truth. Therefore, the activities of social criticism need a team of intellectuals who have the guts, the courage with the role as synthesis, analysis, selection of transmission most fully and most honestly to authorities to solve. Therefore, the first requirement of consultancy activities, review is independent, impartial, scientific and honest.

In the last years, through organization of Vietnam Union of Science and Technology Associations Associations of Science-Engineering Vietnam (VUSTA) is a member of the Vietnam Fatherland Front, the intelligentsia actively involved in social review activities. In the spirit of patriotism and responsibility for the fate of the nation, Vietnamese intelligentsia raised awareness of civic responsibility, they contributed their strength and their wisdom to the country’s overall mission. They participated actively in the consultancy activities, review and social expertise, contributed their opinions on the issues of “national welfare and people’s livelihood”. They actively struggled to protect the good values of life when violated, did not let opportunism negative impact that have a chance to invade social life. When assessing about this role, the former Prime Minister Nguyen Tan Dung stated: “*At any time, intellectuals always ready to contribute many devoted ideas to the major issues related to the national welfare and people’s livelihood , destiny nationalism. The government is very interested and appreciated the contribution of the intelligentsia.*”<sup>2</sup>.

Peer review activities are fundamental factors to improve the position of intellectuals in the context of

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<sup>2</sup> Cited in article: Social review need courage, <http://lienhiephoi.quangngai.gov.vn/mnews.aspx?id=530>.

innovation and development of science and technology. Review helps find the truth, is the basis for sustainable development of the country, uphold the spirit: the responsibility of people working in science research not only research, invent inventions and new discoveries but also have actively role in the activities of social review. Scientists must echo the scientific voice which is responsible, is conscience with fatherland, with compatriot. In fact, there are numerous projects from the central to local levels due to the criticism of the intelligentsia, of the scientists have provided the scientific arguments and reality situation to help competent authorities for consideration and timely adjust and supplement those errors before having deployment decisions such as construction of Son La Hydropower; construction of the Ho Chi Minh Trail; Sword Lake water Renovation; Conservation of Imperial Citadel of Thang Long Relic;....

*Thirdly, the research works, scientific creation of Vietnamese intellectuals increasing in both quantity and quality.*

The process of operation of the intelligentsia is exploration, discovery, new creation, progression which requires thinking at high level, the consumption of energy and activity of the brain is the core. Through the process of scientific research activities, the intelligentsia has given the technical improvement creations, utility solutions help increase labor productivity and improve product quality that its performance can measurable, quantifiable; or they built up arguments, scientific foundations and basic solutions to help the Party and State gradually build up, complete lines and policies in line with national practices

In the context of the country meet with many difficulties, Vietnamese intellectual study and create modern manufacturing operation ways to produce products with high material and spiritual values. In addition, they are active in guidelines and policies of the Party and the State planning, contribute to clarify the development path of the country; solve new problems arising during the renewal process; direct training of human resources, improving intellectual standard of the people, fostering talents; creation of valuable works of thought and art, high quality products, competitive; gradually raise the level of science and technology of the country, rise to reach the level of the region and the world, Vietnamese intelligentsia must constantly study, explore creativity. They are going into specific subjects with enthusiasm, passion and sacrifice. So, they have invented many great scientific works which Vietnam are not only known, but also are recognized by the world. Examples such as scientist Vu Tuyen Hoang . He has 58 scientific works nationally accredited, intensive rice varieties (Spring No. 2, NN 75-6, ...); drought-resistant rice variety (CH5, CH133, ...); flood-tolerant rice varieties in the world's first (U14, U17, ...);...; Professor Ngo Bao Chau is famous mathematician, best known for proving the fundamental lemma for automorphic form proposed by Robert Langlands and Diana Shelstad conjecture. He is the first Vietnamese national to have received the Fields Medal.

According to the Department of Science-Technology and Environment, from 2007 to 2011, the universities of Vietnam had 432 scientific papers published in foreign magazines. Number of articles published in magazines in the country were 6082 articles. Only in the period 2006-2009, the research institute and junior colleges and universities system have made 40 subjects, tasks at the State level; 760 programs, subjects, projects of ministry level and thousands of subject and tasks of science and technology at basic level. Come to 2011-2012 school year, scientific and technological activities had positive changes: “the number of subjects and science and technology tasks at ministry level increased nearly 50% over the previous year; there were 600 articles published research results published in international journals; nearly 3,000 articles published in specialized journals in the country (Ministry of Education and Training, 2013). Only 2015, the number of the international publication of Universities in Vietnam

on ISI journals increased over 3,000 articles.<sup>3</sup>

Construction and development of the socialist-oriented market economy and the knowledge economy are an important task of the Party, the State set out in the renewal and international integration process. In order to accomplish this mission, the intelligentsia must also regularly review, draw experiences from which to make timely solutions. Important political tasks set out for the intelligentsia to contribute their strength and their wisdom in the research and implementation of scientific and technological achievements in reality.

*Fourthly, contributing to participate in the promotion of industrialization and modernization process.*

Assess achievements of process of implementation of industrialization and modernization of the country over time, 12th National Party Congress (2016) stated: “*industrialization and modernization are continuously strengthened to achieve some success. Industrial production technology has made changes towards modernization qualifications. The proportion of manufacturing industry, processing in industrial production value increased, the proportion of mining industry declined. The trade and service sector has grown fairly; export structure shifted in combine with the process of industrialization and modernization. Industrialization of agriculture and rural had changes; agriculture developed more comprehensive towards exploiting the advantages of tropical agriculture; application of science and technology and mechanization level has raised; new rural construction has made progress.*” (The Committee Party of Vietnam, 2016).

In order to gain important achievement on the important contribution of Vietnamese intellectual, in manufacturing operations management, they are persons who carried out the management mechanism innovation, contributed organizational and instructed other workers to bring scientific advances in manufacturing to improve productivity and economic performance. The intelligentsia become productive forces directly on the field of research, application and implementation of advanced technologies and scientific services, other technologies. In the agricultural sector, the intelligentsia has researched, deployed Central Resolution 7th (term X) “*In agriculture, farmers and rural areas*” should have promoted agricultural comprehensive development. In the industrial sector, the scientific and technological achievements were put into production, the system of modern production lines, high productivity gradually replaced in many factories and enterprises. Visible, over time, the intelligentsia has contributed in improving the production process, increasing labor productivity in the industry; finding and inventing recipes to shorten circulation of goods time; seeking varieties of plants and animals suitable with socio-economic conditions, population level and climate of each region. Their results have contributed to develop socio-economic, improve living, ensure social security for the people, especially the people in the mountains areas, particularly difficult regions of the country.

The process of industrialization and modernization of the country requires saving natural resources and combat climate change, Vietnamese intelligentsia continues to lead to way in researching and applying clean fuels to production such as Dr. Nguyen Chanh Khe, Director of scientific research Center and development of Saigon Hi-tech Park, has successfully researched methods to use nanotechnology “burned” into the water to generate electricity. With unique invention using water as fuel, a prospect that opens, promises to help solve the shortage of global energy future; Dr. Chu Hoang Long and his team has been awarded for research Eureka: Model flow rate measurement of the water can be used for agricultural production and reserves to the amount of water needed environmental Protection. With the river flow patterns, the farmer can know the optimal amount of water needed for

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<sup>3</sup> According to the statistics of the Vietnam science Monitor Project (Scientometrics for Vietnam - S4VN), update from database Web of Science of ISI (American Institute for Scientific Information).

irrigation and the optimal amount of water needed to protect the environment. At the same time, the model also helps to create the flow of environmental benefit; ...

*Fifthly, intellectuals have continued and promoted traditional values of the nation; Important contributions to the cause of national construction and defense*

In the past years, the Vietnamese intellectuals have continued the first generation to promote the patriotic traditions, the spirit of learning of the nation. As a result, the intellectuals always have approached the new, so the theoretical and practical level is constantly improving. In practice, there have been many intellectuals, especially young intellectuals who have had many scientific projects appreciated within the country and internationally. It been a product crystallized from their hard work, enthusiasm. For the purpose of maintaining the territorial integrity of the motherland, the intellectuals have continuously absorbed, created and learned experiences of scientific and technological achievements in the world in order to improve military weapons. Many inventions and innovations have contributed to reducing production costs and arms preservation; Enhance the sensitivity and combat capability of the Vietnamese military

Many overseas Vietnamese intellectuals are ready to return to work or as a bridge between the economy and culture of the country with international. They bring knowledge that was learned, perceived in the developed countries to Vietnam; take part in teaching mission in some universities, institutes, and implement various production models, trading in some localities to promote poverty reduction and to create jobs for people .

In addition, the role of the intelligentsia promote creative labor in the fields of social life, try to overcome the poverty of intellect, culture, information ... They have brought science, technology, education, culture and art to people across the country; contribute to expanding knowledge, cultural exchange, to acquire the cultural essence of humanity which are contributed to the spiritual life of the people increasingly rich and bright.

Beside the achievements gained in the cause of industrialization and modernization of the country and international integration, the promotion of the role of the intelligentsia in Vietnam also reveals many limitations and shortcomings that need to be overcome next time:

*Firstly, Vietnam is lacking in competent scientists, experts of leading scientific research.* Currently, although the number of qualified intellectuals doctorate, master's quite crowded<sup>4</sup> but we still fall shortage of skilled scientists and professionals leading scientific research; shortage of young team. Many science are still struggling to build human resources, so it is not able to promote the role of intellectuals in this field. Besides, the training spread in some sectors or massive training that run after achievements, qualifications lead to the level and reality quality of intellectual human resources are alarmed. Meanwhile, compared with the previous period, some fields are missing persons who have enthusiasm, stature and have passion for science. Some scientists are trained in science with good technical capacity who gradually switched to the management role, so that scientific research and teaching activities are increasingly diminished. This limitation is originated from the work of the intellectuals of the Party and State is limited, intellectual strategy has not really implemented uniformly, efficiently in practice.

*Secondly, the brain drain situation was and is one of the key issues of concern, especially in the education sector.* According to statistics from the Ministry of Education and Training, there are more than 3 thousand of student learning abroad under the road as the Agreement between the two governments, with scholarships from foreign institutions, government scholarships within the scope of scientific and technical personnel training project

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<sup>4</sup> According to statistics of the Ministry of Science and Technology, compared with 1996, this team increased an average of 11.6% per year, including a doctoral increase of 7% per year, masters increase of 14% per year.

of foreign institutions by the State budget (project 322) and self-study. With the project 322, from 2000 to 2010, Vietnam spent more than 2,500 billion VND to 3,000 officers, teachers who went abroad to study; and in 2268 the number of people being sent to doctoral training, only 1,074 doctors came back. The average cost per oversea student under this project was about 22,000 USD/year. Thus, in 10 years the State must spend on each person was 220,000USD, which meanted nearly 4.4 billion vnd<sup>5</sup>. The main reason is due to we created policies to attract but not recouped more effective, preferential policies were lower than other countries in the region and the world, so it did not meet the requirements of the job and life for students, PhD students . Intellectuals's living conditions remained difficult and inadequate and did not meet these needs: cramped working environment, lack of professionalism, science; machinery support was not improved, research conditions was limited to incomplete to complete the work. Situation of "brain drain" in Vietnam, especially in the education sector is now a fundamental obstacle to the process of industrialization and modernization of the country and international integration.

*Thirdly, the number of published scientific researches in reputable journals in the world, the number of registered patents internationally is too little.* According to the Institute for Scientific Information (ISI), in 15 years (1996-2011) Vietnam had 13,172 scientific publications published in international journals reviewed, with about a fifth of Thailand (69,637), a sixth of Malaysia (75,530), and a tenth of Singapore (126,881). Meanwhile, Vietnam's population is about 17 times Singapore, three times Malaysia and three times and nearly half as many people again as Thailand (Bui Duong, 2013). Although the number of doctoral, master's many but the number of scientific publications for the whole country during 15 years ago less than 1/5 the number of announced one by the University of Tokyo (69,806 publications) and half of the National University of Singapore (28,070 publications). This issue reflected the limitations of science in Vietnam not only in comparison with advanced countries in the world where have perennial developed scientific foundation but also in comparison with other countries in Southeast Asia. This situation has significantly affected the prestige of Vietnam science. In our opinion, the underlying cause is due to remuneration policy, investment in research activities on an international level is limited, foreign language skills, the expertise of an intellectual division inadequate thus leading to this situation.

In addition, the promotion of the role of Vietnamese intelligentsia in the last time had some other restrictions, such as scientific research activities was not starting and sticking closely to the realities of production, business and life; social sciences and humanities activities , theoretical studies which were lacked predictability and direction, unanswered many practical problems caused by innovations in place, not have great creative works, many of the brief works, copying; material conditions for the research implementation were still limited; training and retraining, using and appointing intellectuals not to promote the strength of each object.

### **2.3 Some Basic Measures to Promote the Role of Intellectual Resources in Vietnam in the Next Years**

American futurologist-Alvin Toffler while emphasizing the role of intellectual resources who said that: *Money is spent, power is lost. Only human wisdom, when used not only did not but also grow up.* With the goal of sustainable development and international integration in the context of severely affected the climate change, the starting point of scientific and technological base is still lower than many countries in the world and guidelines are "take a leapfrog" in the science of modern technologies. Therefore, in the coming time, Vietnam should make a breakthrough solution as "Contract 10" in promoting the role of intellectual resources in Vietnam.

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<sup>5</sup> Education information channel, electronic newspapers, 1/10/2013.



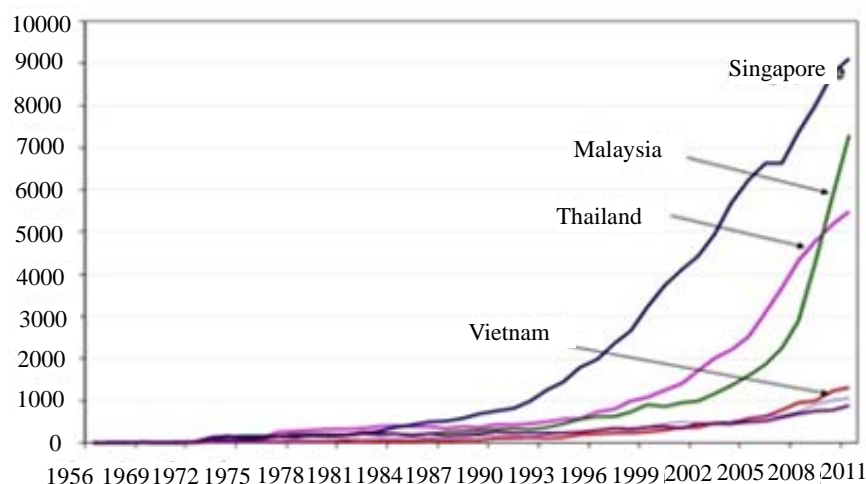


Figure 1 Number of Scientific Publications from 1996 to 2011 of the Countries in ASEAN

Source: ISI, Web of sicenice 20/11/2012

Firstly, Vietnam needs to build and implement development strategies that promote the role of the intelligentsia in the period of international integration: Currently, intellectual human resources in Vietnam are being potential in both of quantity and quality, but we have not promoted this resource effectively yet. Therefore, to promote the efficiency of knowledge human resources at this time, we must have strategic (planning, intellectual human resources training plan, especially young team) to create a block of high-quality workers to meet increasing demand of process of pushing up industrialization and modernization and international integration.

The Party and State should create a breakthrough in the strategy is really care, more emphasis on the quality of “essence” of education and training. We can not stand looking at education in crisis (overproduction bachelor’s, master’s, even doctor and lack the intelligentsia who really do work) as today. The problem of using and promoting the role of intellectual human resources has posed to intellectual refinement, eliminating college training facilities, post-graduate with poor quality graduate. We must review the quota allocation for the training institutions, avoid increasing amount of input mechanically; must be seriously reviewed, scientific and responsibilities for some college training and post-graduate institutions to avoid some training facilities (private school) which have not enough university norms but enroll hundreds of graduate students every year, even they are had input debt,...

To have a breakthrough in the promotion of the role of intellectual resources, we also need to regularly review, reassess the guidelines, construction policy and high-quality human resource development policy in general, intellectual human resource in particular. This assessment needs to mobilize the wisdom of sectors, managers, scientists at home and abroad. We must invite international scientists who research, criticize independent about the effectiveness of policies, guidelines and implementation process. Thus, we really have the responsibility to the country, the people in the context of globalization is going through complicated.

In addition, in order to effectively exploit the role of knowledge resources, we must place the strategic development of intellectual human resources in the dialectic relationship with socio-economic development strategy of the country. We must promote socio-economic development towards sustainability, efficiency, considering it is the foundation to expand and enhance the role of intellectual resources, and promote the development of intellectual resources in both quantity and quality is the comprehensive motivation for the economy develops rapidly, extensively, solidly develop. However, tp this relationship really promotes in the practical conditions in Vietnam, we

need to respect, listen, acquire the opinions of experts, scientists, managers who have experiences at home and abroad on this issue. We should listen to the opinions of social review of scholars who have devoted to the country. In some localities should establish independent research institutes (encourage private research institutes), regularly assess, give the criteria and the survey results reflect the actual needs of the intellectual human resources locally. From the results given, local leaders will have directional transitions to suitable with the characteristics, reality of their local.

*Secondly, create a healthy and conducive environment to attract talented people to develop in full comprehensive, creative freedom, freedom of invention.* This solution should be a priority of the State Party and put in practice which will bring high efficiency. In order to train intellectual human resource is very difficult but the effective use of intellectual human resource in the fields is harder. Therefore, it is necessary to build and maintain a healthy work environment, favorable conditions essential to the intellectual love their job, sticking with the job and sacrifice, dedication highest in its field. We need to arouse desire, great dedication and solidarity in work.

To really attract talented intellectuals to help people, help the country, we have to mobilize the collective strength of the “burning torch to find talent.” We must have preferential policy, particularly strict implementation of the views “find talent, not find member of the family.” At the same time, it must reject descendant of an influential family thought, placement status for descendant ... Reality shows that we have to depended on the ability to reveal the talent of each group, individuals to detect and attract talent, form which research, develop appropriate policies to attract potential talent such as excellent graduate, the highest scoring candidates in the recruitment exams; graduates of prestigious universities in the world; person who soon reveals the special skills ... In the process of implementation of the tasks, responsibilities of the head of the group in assessing the true nature of human resources is extremely important issue, decision on the layout and using of talent is right or wrong. If evaluation and talent using is incorrect, they can be turned back, frustrated, thwarted, wasted one’s local talent and of the country.

Faith in the intellectual human resource, especially talent is essential in the talent recruitment policy; assigning work match the capacity of individual talent, creating all conditions, firstly talent mechanism to express their abilities. Working environment must ensure credibility for intellectuals. Solidarity spirit, mutual affection and mutual love must be respected. In addition, good environment requires leaders must also boldly arranged capable people in hard work, new work, but also requires higher with the existing capacity of the talented person to test, to exercise them. Credibility also encompasses faith in the intellectual who will overcome the limitations and defects present when assigned to higher positions.

In addition, we need to create conditions for the scientists actively use the funds in research and development scientific research coupled with self-responsibility for the results and effectiveness studies, particularly they are get plausible benefit and lawfulness of their research results. For the special importance of intellectual resources that we need to care much about conditions, work environment, it means that they must be entrusted with trust, had research freedom and the best work conditions (such as research equipment, modern laboratories, libraries, active in international cooperation, with the good-minded colleagues, to invite experts in national and international to research together...). And to work in that environment, they should be high autonomy in personnel and finances while conducting research activities as usual in the developed countries.

*Thirdly, remuneration policies, to attract and promote intellectual human resources to be deployed regularly and effectively in practice*

In order to show the love for “scholar” in The Feudal dynasties: person who passed exams in metropolitan examination, palace examination, they were granted hat, shirt, returned home to pay thanks to ancestors after

achieving academic honours Congress, they were engraved name on stone stele and were awarded officials the corresponding by court ... Based on the experiences of the feudal dynasties, reflecting the spirit of treat well, talent needs, the Party, the State should have remuneration policies to attract and promote intellectual human resources in practice:

Next time, we must gradually build up, complete and uniform the system of policies to encourage and promote the development of intellectual resources, especially talent resources department. There are remuneration policies and talent using policy, it must start from ensuring high living standards for themselves and their family; focus on the layout, arrange appropriate personnel with personal capacity in order to maximize the employee's forte; have allowance policies and specially good treatment (housing, training ..) for highly qualified human resources, create conditions to raise income talent by their wisdom and their capacity; there are policies to attract highly qualified scientists take part in teaching, research and technology transfer at the training base, science and technology organization.

The Party, State and local authorities should study the scientific research supporting policies such as housing, reasonably travel for the intelligentsia. Scientific management agencies need to boldly communicate the state of scientific research for the young intellectuals so they can fill friction conditions, learn experience and demonstrate ability, their talent. In process of the implementation, we must also regularly support, encourage spirit and attitude to them have an eager, enthusiastic over the work assigned.

On the issue of the impact of scientific change to the live of the people and national food security (especially in the Mekong Delta), this is our opportunity to appeal, attract the scientists with enthusiasm, stature and wisdom return to "remove difficulties" together with the country. Focus on Intellectual, strength to research, to resolve the status "missing flood" in this area to ensure the lives of tens of millions of people here. To deploy "national welfare and people's livelihood" issue, the Party, the State must "dare to act" in attracting overseas Vietnamese intellectuals. We should be more autonomy for localities in attracting children of overseas Vietnamese to work. Assigning to diplomatic missions where report regularly about the intelligentsia, students, students who are studying abroad.

To better implement remuneration policies, talent using policy, Vietnam needs to honor, well treat the intelligentsia. Honor is recognition, appreciation, glorification the talent's dedication timely. Post-treatment is applied special preferential regimes for greater talent than ordinary people. After-treatment takes many forms: higher salaries, salary increase soon; with preferential allowances; arrange transportation and favorable working facilities ... In addition, in order to promote the professional and technical qualifications of high scientific intelligentsia, Vietnam should promote regional cooperation as well as international cooperation, offering workshops and conferences to find out the corresponding appropriate policy for talent. We must be carried out to link education with foreign universities such as Harvard, Oxford, ... renowned universities to link education, to send students, trainees and graduate students to study abroad.

*Fourthly, resolutely fight against corruption in education, selection and layout of intellectual resources.* In history, there was many cases that our forefathers was very strict when handling related to negative in educational activities, selection and layout of the intelligentsia, talent: In Dinh Suu, the 2nd year of Duong Duc (1673), Vu Vinh Hoi and his uncle was Vu Bat Hai, the both combined with supervisor Ngo Sach Du to take money, to pull string candidate in the exam, all of them was discovered, convicted and displaced, December in Binh Ty, the 17th year of Chinh Hoa (1696), Ngo Sach Tuan falsified exam result because he wanted to support colleague's child, his action was revealed and he was convicted of garrotte;... visible, in the negative cases handled in the feudal dynasties which will be a precious experience for the Party and our country today.

In the coming time, the Party and State have regularly guidelines, appropriate policies to attract, to train and foster talents for the process of industrialization and modernization of the country and international integration. The right guidelines must be coupled with strict serious sanctions to handle negative activities in the selection and appointment of officials in the state administrative agencies. Promote the many positive points, reject all kinds of obstruction, barrier in talent recruitment.

In addition, the implementation of policies to attract and promote talents need a good policy, the issue of layout, usage and promotion appropriate staff capacity and strength is much important. For the outstanding talented staff who always complete outstanding tasks, contribute initiatives to local, have development direction, possibly advice promotion proposals, over-level appointment to promote talent are growing, flourishing. Besides, mastering and full implementation of the principle of Party leadership; define the role and importance of the work of “developing human resources, talent is the breakthrough task just taking urgent and strategic” for the country in the process of industrialization and modernization.

### 3. Conclusion

The viewpoint “Talented people is life-sustaining element of nation” of Dr. Than Nhan Trung stressed the importance of the intelligentsia, talented people for sustainable development and human resource development for sustainable and the strong of the country. Today, in the renewal and international integration process, to create a breakthrough in socio-economic development for the country. The first, we must create a breakthrough from the training, fostering and treating talents. The 11st National Congress of the Communist Party of Vietnam has emphasized: “*Treat talented people on the basis of appreciating virtue, capability and dedication results. Protecting intellectual property rights, deserve preferential treatment of intellectual contributions. There are special policies for talent of the country.*” (Communist Party of Vietnam, 2001, pp. 241-242). On that basic, to meet the practical requirements of the country and to overcome the limitations in promoting the role of the intelligentsia, ministries, departments and localities in the whole country, it initially has been new measures, innovative in promoting the role of the intelligentsia. However, in fact of localities, these solutions proposed are still very inefficient; the process of implementation faces many obstacles on policy, need to have mechanisms at the national level that are possibly solved. The process of renewal and international integration, the increasingly fierce competition between nations, climate change situation is happening complicated and seriously affect on the people of Vietnam, thus it requires Vietnam to comprehensive promote intellectual, talented intelligentsia. To achieve this, we need a research program, summarization program to build new strategic policy, creating a breakthrough in the recruitment and promotion of officials and create work environments in the direction of healthy competition to the intelligentsia have a chance to affirm the role and contribute more to the country.

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