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## The matter of human resource in maritime economic development

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### Abstract

Shipping is the first global industry that existed very early before the "globalization" became fashionable in other industries. The special feature of this transport industry is that its "assets" always float across the five continents. Together with the ship and the cargo being the means and products of the transport, the crew and their organization aboard act as the personnel apparatus of a complete company / enterprise of which the Captain is a Manager. But unlike all land activities, the property and people of this "ship enterprise" are always challenged by the risk threats of natural and universal change and the existing security threats. All over the sea. There people, no matter how modern the technical equipment on board, must be ready to respond, ready to fight the storms and waves, with aggressive pirates, alone in the vast ocean, to survive and to protect your "little factory seesaw". The ship is equipped with the most modern means of automation, electrification, information technology, especially advanced navigation equipment. Crew members must learn and constantly update new knowledge, new equipment. The ship and its crew also had to carry out a reluctant duty, being a mobile goodwill ambassador when it carried the flag of the country stopping at strange shores, language of dissent, to connect and deliver. Love and friendship with many different countries. Seafaring is a unique economic activity, so the training of seafarers is also much different from the training of human resources serving on land. The worldwide shipping industry is taking a load of 90% of all goods across the globe to carry out trade missions between countries. What is a sea country Vietnam has done and will have to continue to do to divide the better and better of that large piece of bread. Strategic planners have stated a lot of work to be done. Whoever can answer smoothly, the biggest of the top things to do is to develop human resources, first of all the training and development of seafarers.

**Keywords:** human source, maritime economy, economic development

### 1. Introduction

Vietnam has 29/63 coastal provinces and cities, 125 coastal districts, accounting for 17% of the country. The sea surface area is 3 times larger than the land area. Along the coast of Vietnam, there are 12 major cities, 100 seaports, more than 238,000 industrial clusters and nearly 1,000 fishing piers. Marine and coastal economies contribute 48% of GDP; Sea-based economy contributes 22% of GDP, so the development of human resources for the sea and islands is very important. It is necessary to assess and analyze in detail the capability of supplying marine resources by region and region in order to be able to provide a proper maritime training network. Strategic management of maritime human resources should be made in a scientific, accurate, and interdisciplinary manner between state management agencies. For marine personnel, special preferential policies should be applied, as this is a specific occupation requiring high levels of knowledge and skills, labor intensity, and exposure to toxic environments, harmful, harsh, high risk. It is necessary to refer to the preferential policies on high income tax for the crews as applied by the countries, thereby encouraging officers and crews to attach themselves to the sea. There should be national consensus on maritime training and training standards, in particular maritime officers, design engineers and shipbuilders. These standards must ensure uniformity of facilities, faculty, training programs, training processes, training, and assessment processes. There should be a concentrated investment by the Party and the State for training institutions, or may create a special mechanism for the maritime sector in general and human resource training

institutions. To boldly mobilize all capital sources, including foreign preferential loans, to concentrate investment in training and training establishments with equipment such as training ships, simulation systems, and ship test tanks. Seaports are yards and areas where loading and unloading of ships is carried out, including normal positions for ships waiting for loading and unloading, regardless of the distance of these areas. Normally, the port has common connections with other modes of transport and thus seaports provide continuity services. From a modern point of view, seaports are not the end or end of the transport process but the goods and passenger rotation. In other words, the port is considered as a link in the transport chain. Transport concept is broader: the task of stimulating the interests of the port's parties is not limited by time and space. Its purpose is to serve the prosperity and welfare of a region and a country or countries to ensure the improvement of the quality of life. The rampant development of coastal economic zones is making the investment unattainable. In the model of development of coastal economic zones in particular and the marine economy in general, there is a lack of "heads" which do not apply "spillover" rules in development, leading to unclear and unstable status. Technological class with low economic zones, not attractive to enlarge international investors. The system of marine scientific and technological research establishments, training of human resources for marine economy, training of human resources for marine economy, facilities for observation, forecasting, warning of sea, marine disasters, medium search and rescue, coastal rescue is small, rudimentary equipment, weak capacity. New and

advanced maritime management methods are still being studied and applied, such as marine space management and maritime spatial planning, including islands and coastal areas, similar to land use planning, applied on land. Pay special attention to research and transfer advanced marine technology. The exploitation and use of sea and islands are ineffective and unsustainable due to spontaneous exploitation and non-observance of island regulations, thus creating many conflicts and interests in multi-sector use in coastal areas. , the sea and islands. Maritime exploitation is mainly in the form of small production and investment, using backward technologies. In addition, the priority is given to the exploitation of marine resources in the form of material, non-renewable, non-material functional and regenerative values of the marine resources system, such as: The position of the sea, coastal and island space, the value of ecosystem services, even the cultural values of the sea. The "hot" approach to marine resource extraction is a prevalent phenomenon in the maritime economy, with a great deal of emphasis on output and quantity, with little attention to the quality and long-term benefits of the types. Resources. In addition, the marine environment is altered in the negative direction. More and more untreated sewage from river basins and coastal areas pouring into the sea involves socio-economic development. Some coastal and estuarine areas are contaminated with oil, organic matter related to household waste and tourism, leading to the phenomenon of red tides occurring on a large scale, with cyanide pollution involved. fishing conditions, zinc content in shipbuilding and repair areas are often higher in anti-seize paint compositions of ships.

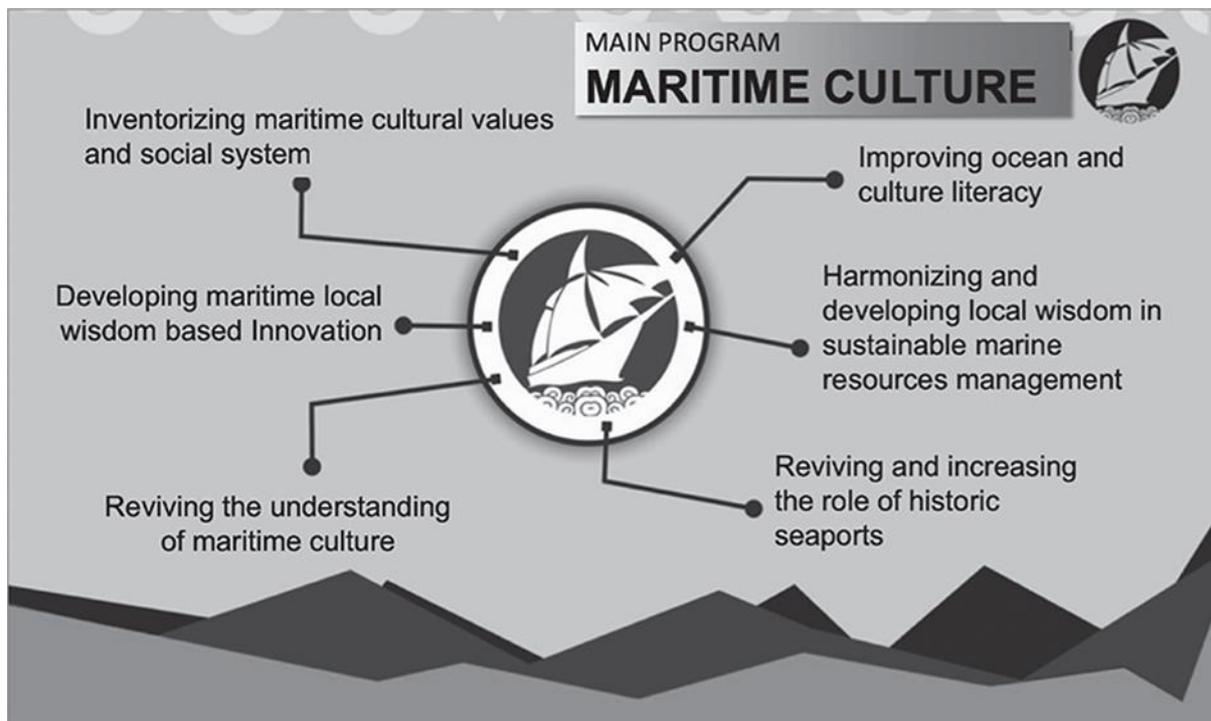


Fig. 1: Main task of maritime

All sources of discharges into the sea have not been properly handled and managed, resulting in more marine environmental disasters. This is a great pressure on the environment, ecology and marine resources of our country. In addition to frequent natural disasters, Vietnam is also one of the five countries most affected by climate change and sea level rise, saline intrusion first of all coastal and

small islands. With 3260 km of coastline stretching from the North to the South, the continental shelf has sovereignty over 3 times the size of the mainland, numerous bays, deep rivers, and geographic proximity to international maritime routes. Therefore, Vietnam has great potential in developing marine economy. At present, sea transport is still the dominant sector, occupying the absolute advantage

(80% of volume) in trade exchange between countries. And average growth rate of 8-9%. The largest throughput ports are in the Asia-Pacific region. Potential is, but it is not simple to have a direction and a total solution to maximize this potential. The point of the Party and State is to develop the marine economy, facing the sea. The development of marine infrastructure in which seaport development must be prioritized must be one step ahead to serve the political stability and social and economic development of the region and the region as well as the country. Now, Vietnam has a master plan for the port system up to 2020 and Vietnam is expanding its vision up to 2030. However, in reality there are still many inadequacies. The status of "medium and small" in the port system, wherever there is sea port construction without regard to socio-economic efficiency or investment spread, many small ports without water ports and international ports are losing the advantage of the sea that we have. Due to the inadequacies in the development of Vietnam's seaport system, the need for seaport system, situational analysis and hence some solutions from the perspective of a student to contribute a part in the development of Vietnam's seaport system is increasingly perfect. If starting from 1956, when starting training from the pilot, then progressing to the formal intermediate system at the Maritime Intermediate School at 8 Tran Phu Hai Phong Street, the training of seafarers has gone through 55 year. Until now, the generation of seafarers who graduated from 1978 and earlier are no longer sailing at the age of 55. Based on the announced numbers of the schools, some training agencies, an average of 1,300 to 1,500 trained crew members are released annually to the labor market with university, secondary, primary and sufficient qualifications. Professional sailing professions, including seafarers moving from seafood and navy to shipping. In fact, the above figures are not accurate with the years in the 80s and 90s before the training scale at that time was small. So the average number of annual training from 1978 is 1,500, so far the number of crew members available is an approximate number of  $1,500 \times 32 = 48,000$ . During that time many seafarers quit their jobs and switched to other jobs on the shore, according to an estimated 40% of the aforementioned number. So the actual number of seafarers today is:  $48,000 \times 60\% = 28,000$ . Compare the statistics compiled by BIMCO / ISF 2005 (the writer does not have the latest figures) for the number of crew members in the world.

## 2. Human resource in maritime field

Assessing the quality of human resources for marine economic development at present, basically, the quality of human resources is not high, professional skills are low, lack of practical experience and low competitiveness. Be ready for international integration and be vulnerable to international economic fluctuations. The rate of trained laborers from vocational secondary schools, intermediate vocational schools is low and tends to decrease. Unskilled laborers and primary occupational workers account for nearly 82%, showing a marked imbalance. The structure of training disciplines is not suitable with the specific economic structure of the island district and completely does not meet the requirements of socio-economic development in general and marine economy in particular. As evidenced by the fact that over 21,000 people in the working age of Cat Hai Island, only 0.33% trained in

agriculture, forestry, fisheries, and veterinary with 2.24% trained in natural sciences, engineering science and technology; the vast majority (94.5%) belong to the field of health, environment and other services. Fishery human resources are limited, such as the low rate of trained fishermen (about 35%), mainly from experience or from generation to generation. other. The demand for human resources for the development of Hai Phong's marine economy in the period 2011-2020 is about 55 thousand people. Of these, about 10,000 people are college graduates and over 45,000 graduates. Based on the demand for human resources, the city shall consider the promulgation of preferential mechanisms and policies, concentrate on developing and training high-quality human resources, especially leaders, managers, entrepreneurs and laborers. skilled workers; At the same time, enterprises should be encouraged to organize training and retraining of technical workers and give priority to vocational training such as electricity, electronics, informatics, mechanics and automation. Globalization and economic integration are strongly influencing the pace of development of the maritime nations and many world economic sectors, especially the marine economy, which is considered to be the "driving force of the times." "In the context of the human species that is moving towards the sea and ocean. As we know, marine economic development strategy is at the heart of the sea strategy of Vietnam because the marine economy is the economy of science and technology. the financial strength of a nation's political, military and diplomatic power. Human history has shown that the developed powers in the world are all sea states. Their success is largely determined by the abundant human resources with highly skilled careers capable of harnessing the resources of the oceans and seas efficiently and sustainably. Therefore, the development of human resource training strategies for marine economic sectors must be put in the first place in the situation that the human resources of Vietnam and skills are lacking and weak compared to other countries in the region, when we integrate into the world. There are currently 53 million people in the working age group (63% of the population). Only 27% of them are officially trained and have international qualities. The remaining 73% are not trained. Countryside. If we take 10 points for skilled human resources to compare with some of our neighbors, we have the corresponding results: Korea is 6.91/10, China 5.73/10, Malaysia 5.59/10, Vietnam 3.79/10. In terms of labor productivity, Vietnam is ranked 77/125 countries and territories in the world. Clearly, the issue of skills training for the people is an important task in the current human resources development strategy of Vietnamese Maritime economy (maritime transport, port operation, and services related to maritime economy). An industry that employs a relatively large work force can create competitive advantage. The national ship fleet in 2007 had 1,199 vessels with a capacity of 4.3 million DWT, transporting 61.3 million tons of cargo, of which 18% were imports and exports of Vietnam. The overall situation of human resource quality in Vietnam is analyzed through a number of indicators. Number of certificates of vocational training is low compared to total trained labor. According to the WB labor, quality of Vietnam reached 3.79 points, ranked 11th in Asia, the annual training staff increases, but lack of qualified specialists, lack of skilled workers. The Knowledge Index (KEI) reached 3.02,

ranking 102/133 in the classification. Human resources are weak, labor productivity is low compared to other countries in the region: China's labor productivity is 2.5 times, Malaysia 10 times, South Korea 26 times, notably productivity. The dynamics of our country is slowly increasing compared to other developing countries in the region. The ability to use foreign languages and apply information technology as a tool of the workforce of the city limits. So far the transformation of society as well as related functional sectors is slow, not commensurate with the determination of a coastal country with full potential and conditions to become a strong country on the sea in the future. The first group, covering all economic activities at sea, such as: maritime economy (maritime transport, seaport operation and related services); seafood (fishing, aquaculture, fishing port); oil and gas exploitation on the sea; Sea travel; sea salt industry; search and rescue services at sea; island economy. The second group are direct economic activities related to the exploitation, which may not take place directly at sea, but are based on maritime factors and take place from the mainland, such as ship building and repair (with water). classified into maritime economy); oil and gas processing industry; seafood processing industry; providing marine services (hydro-meteorology, logistics, and some other areas ...); marine communications (coastal signaling stations, navigation systems); marine scientific and technological research; basic survey on marine resources and environment; To train human resources for marine economic development; environmental protection, marine ecology. In order to develop the above marine economic sectors, the key issue is to have human resources and scientific and technological level to meet the demand for exploitation, processing, management, and protection of marine resources. However, human resources in Vietnam have skills and skills are lacking and weak compared to other countries in the region. We look at an example of the maritime industry (shipping, port operations and services related to maritime economics). According to the Vietnam Maritime Bureau, by mid-2011, Vietnam's fleet of 1,689 ships with a total tonnage of 7.5 million DWT, total capacity of 4.4 million GT; The total number of crews is nearly 41.4 thousand, including 2,956 captains, 2,523 chiefs of all working age categories. The main human resources for this industry are provided by the Vietnam Maritime University, established on the basis of the School of Shipboard Navigation from 1956, the maritime colleges and each year they meet about 70% of maritime officers and crew members for the fleet (including exports) and part of the management force, exploitation of seaports, shipbuilding marine and other service industries of the maritime economy. However, officers and crews are in shortage both in terms of expertise and foreign languages, the management team exploit the port system, the level and experience is not international, so the port operation Low productivity, not competitive with ports in the region and the world. The fleet strives to reach 11 million DWT by 2020, to ensure 35% of import and export goods and 45% of domestic goods. The port system in 2007 approved 181.1 million tons of cargo, of which containerized was 4.4 million TEU's. It is expected that by 2020, the capacity of the port system to reach 550 million tons of cargo will meet the demand of the maritime industry. Currently, human resources for this industry are provided by two Universities and three Colleges, which

each year meet approximately 70% of maritime officers and crew members (including exports) and part of the fleet. Management of seaports, shipbuilding and other service sectors of maritime economy. However, officers and crews are in shortage both in terms of expertise and foreign languages, the management team exploit the port system is not equal level and international level, so the port operation. Low productivity, not competitive with ports in the region and the world. In order to overcome this situation, it is necessary to invest in expanding and raising the training level for maritime schools, attaching importance to the quality and skill of the seafarers, especially the export crews, the country has abundant labor resources. Vietnam Shipbuilding Industry (Vinashin Group) this is a hot sector of marine economy and industry in Vietnam, with an annual growth rate of 30% - 40%. Vinashin has built ships with a tonnage of over 10 thousand tons of DWT with many different types, meeting international standards for domestic and foreign owners. In 2007, nearly 750,000 DWT of new construction and launching are carried out. At present, the group is managing more than 300 member units scattered from the North to the South, using more than 10 thousand skilled workers. From now to 2015, there should be 10,000 to 15,000 technically qualified people, of which there are about 1,800 - 2,000 university graduates. With the current scale of training, both inadequate and inferior quality, only meet about 60% of human resources for this industry. Vinashin has proposed the State for the development of college-level training system and closed university for its sector. It may be difficult to resolve the need for coordination and close links between the State, the School and the Human Resources to find the appropriate answer. □ Seafood industry (fishing, aquaculture, fishing port operation) although not a large-scale, modern industrial production, it is mainly exploited by small people in coastal areas and near sea areas. But with the advantage of having long coastline and many facilities (87.000 boats with 4.800.000 horsepower, of which 87% have less than 90 horsepower), the output is relatively high. Vietnam is one of the top 10 seafood exporters in the world. The State shall support the training establishments with part of the training expenses at their addresses. In addition, it is recommended that the Ministry of Finance allow enterprises to account the costs of human resource training in production costs (at present, this expense must be taken from the production development fund if the enterprise is not profitable. or low profit, there is no such cost. While human resources have not met development requirements, cities link up with other localities to shift additional human resources to businesses or projects that require quality labor. That is the quality of human resources not meet the requirements of tourism development in the context of international integration, staff lack state management and lack of tourism. Tourists lack professionalism. Most of the human resources of tourism are only short-term courses, so the occupational skills are low. Therefore, cooperation, integration and international integration are needed to create a strong link between the three: government - the school - employers in the development of human resources for tourism in the city. The State promulgates policies to create a legal environment, promulgate national standards on human resources as a basis for training and employment, promote and inspect and supervise the development of human

resources for tourism. Tourism enterprises are linked to each other and to tourism training institutions, improving and standardizing inputs for tourism establishments. In the field of marine science and technology, in addition to the advantage of the specialized scientific staff of the central units in the city, the city should have a strategy for developing human resources. Strengthen training in the country and focus on training cooperation in advanced countries. To plan the development centers into the sea and the sea and island areas capable of breaking into economic development such as Mong Cai, Van Don, Nghi Son, Vung Ang, Da Nang, Dung Quat - Chu Lai, Van Phong, Phu Quoc, Con Dao, Phu Quy ... Planning must be based on a market economy, with long-term and modern vision in accordance with international and regional standards. At the same time, effective and effective management of the planning must be carried out in order to ensure that the development is harmonious, sustainable and in the right direction. In the planning, it is necessary to thoroughly understand the view that the coastal zone linked to the marine economy is the motive force to open the door, promote the entire national economy, promote the development of processing establishments. Products from the sea. Boosting statistics and forecasting of human resource needs. In order to have a proper human resource development strategy, it is important to forecast the true needs of the society. Forecasting should be based on reliable data, good analytical methodology, and good data analysis so that accurate forecasts can be made to guide the development of human resource training. In forecasting, it is necessary to point out the demand for human resources of each sector in specific quantity and the required degree and level of education in order to have a clear training plan to meet the demand. In Vietnam, here we also see forecasts on the mass media, but often fiction, not authentic and not reflect reality. Because the forecast did not meet the requirements, in our country the excess and lack of human resources are very popular and cause great waste. Organize training by appropriate industry. Due to the very rapid development of marine, island and large-scale marine economic sectors (related to almost all sectors), the human resources for marine economic development have a particular characteristic. The career is very clear. Therefore, when training human resources, it is necessary to identify professions or groups of professions in order to create favorable conditions for learners and recruiters. Focus on opening new industries with high demand. At present, some sectors and fields are in need but not specialized in training such as integrated coastal management, risk management, exploitation of chemical materials in seawater, fresh water from the sea, technology of exploiting marine energy (wave, tide, hydrothermal) ... These are the areas that need a modern marine economy. Therefore, the development of human resources for science and technology in marine resources and environment needs to be focused and integrated in the strategies, plans and training programs. It is advantageous for staffs to carry out research, development and professional operations to improve their skills and train their contingent staff to attach importance, building and development of quality training establishments on marine resources and environment at universities and colleges in the city, expanding cooperation among research institutes and developing of post-graduate training in marine resources and environment. Besides, to

boost cooperation with domestic scientific and technological research units with qualified staffs; To attract overseas and foreign experts to work through cooperative projects to meet the needs of management, exploitation, use and protection of marine resources and environment. Vietnam is one of the countries with advantages of the sea, its favorable geographic position lies on the international maritime route, has deep seaport with favorable conditions for maritime development, aviation, marine tourism, capture, aquaculture. With a coastline of 3,260 km, 1 million square kilometers of privileged sea area is three times larger than land area, has a very important geopolitical location with more than 3,000 islands. Nationwide, there are 28 provinces and cities directly under central government (including 10 provinces and cities with islands and archipelagos) with a total area of 208,560 square kilometers, accounting for 41% of the country's area and 41.2 million inhabitants. Half the population of Vietnam. Derived from the potential and advantages of sea islands and requirements of socio-economic development, protection of sovereignty and security of the marine environment, the 4th Conference of the Central Committee of the Party (Xth Congress) Promulgating the Resolution on the Vietnam Sea Strategy until 2020 with the objective of Vietnam becoming a strong country from the sea, rich from the sea towards sustainable development, striving to contribute about 53-55% of GDP; 55-60% of the total export turnover of the country; Resolve social problems well, improving one step significantly for the coastal and marine people. Raising the awareness of the position, role of the sea and marine economy to the cause of national construction and defense. In order to have a full awareness of the sea, the first thing to do is to step up the systematic propaganda and education among the people in order to enhance and create real change in the consciousness of all. Levels, sectors and people of the position, strategic role of the sea. The thinking of the sea must be reflected in the development policies of related industries and marine areas in the coming time. Awareness of the sea must be of constant concern to all sectors and levels of party committees and local authorities. For all people, the sense of the sea must be deeply expressed in the exploitation associated with the protection of marine resources and environment. Not only that, the protection of the business assets in the sea and in the sea of all subjects must be thoroughly respected. The practical lessons learned from the invasion of the fiber optic cables at sea that damage the information systems in the southern seas clearly show the urgency and necessity of such meaningful education and communication. Any. Combining economic development with national security, solid protection of sovereignty, sovereign rights and security at sea. More than any other area, the construction and development of marine economy must be closely linked to the task of national defense and security; to build the people's defense posture and people's security in association with marine economic development. The objective of combining socio-economic development with national defense and security in order to assert the sovereignty and territorial integrity of the sea and islands of the motherland; Exploiting and utilizing national resources effectively to perform two strategic tasks of building and defending the Fatherland. Incorporate in each fishing establishment, exploiting natural resources, developing tourism and services; marine scientific research;

To combine the planning and plans of each locality and sea area in order to bring into full play the combined strengths of national defense and security in order to raise the capability of managing and protecting the sea and islands of the Fatherland. To adopt special policies to strongly encourage people to settle permanently on the island and do long-term sea-going work. For islands, it is necessary to continue studying and building up an appropriate administrative organization model, enhancing the sea-managing capacity of the administrations of island and island districts in order to strongly develop the economy and society; to combine population distribution and organize forces for protection of sea and island sovereignty. Schools need to be trained in high-quality human resources, not only specialized knowledge but also multi-disciplinary knowledge, multi-disciplinary knowledge and understanding of new, integrated aspects. On international relations, international economics of integration as well as on climate change, green energy of Vietnam. The training of human resources in the coming time not only training masters in marine economics but also many other fields. In addition to training more human resources, fishermen need additional training, retraining because they do not meet international standards. Actually, they may have enough experience, but the principle is not enough. Apart from doing business, when they go to the sea, they have to defend their homeland, they must understand international law and join the frontier integration in the sea. Therefore, in addition to training in multi-sectoral marine economics, it is necessary to help learners have other knowledge to do both economic and management consulting. The basic survey on marine resources and environment must create a reliable and reliable information system for planning policies for the development of marine-related fields. At the same time, it is necessary to build up the marine science and technology potential to create breakthroughs in the development of marine-related fields and develop the system of forecasting and preventing natural disasters. There are plans for marine conservation (conservation of resources, biodiversity ...). Particular attention will be paid to the solution of science and technology, which is considered as a forward, breakthrough solution in order to bring into full play the scientific potentials for the marine economy, minimizing the risks in the strategy to the sea.

## 1. Conclusion

With a training system that has existed for at least more than half a century, a fairly large number of schools, including two universities, many colleges and vocational schools, is a sea country with a population and a level of education development is similar to the Philippines, which the difference between us and the Philippines cannot be explained. The reason why? Let's ponder our training strategy and scale together. The following other comparative figures will make us more surprised and headache, the number of African crew members hired by Eurasian owners, according to Asia Shipowners Association's statistics, 350,000 (also there are other statistics 250,000), one out of every four to five seafarers in the world. Each year, African seafarers send back US \$ 3.4 billion to the family (2009 figures), not counting 12.04% of total income, about US \$ 336 million more to contribute to training, export and to the Philippine state (according to data from Manila). If Vietnam can do the same thing as the

Philippines, our crew members will contribute about 4% to GDP, a significant and desirable number. African crews are still the choice of shipowners from many countries such as the Netherlands, Japan, Norway ... Japan alone is hiring 50,000 African crews to work on their 3,000 ships. Another reference number given nearly the same time, China had 378,000 crew members, including 197,000 crew members working on rapidly growing Chinese-flagged vessels, and 118,000 crew members working on board. Carry foreign flags. Chinese seafarers are considered to be professional, good at foreign languages, highly disciplined, ready to accept competitive wages, strong competitiveness in the labor market since the early years of this period thanks to the system. Their training and evaluation have been improved and fundamentally changed. This force, together with the Seafarer Phi, is a seemingly insurmountable challenge for the export of Vietnamese seafarers.

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