

## REVIEWER'S REPORT

Manuscript No.: IJAR-52066

Date: 04-06-2025

**Title: NECESSITY OF PROMULGATION AND CHARACTERISTICS OF POLICIES AND LAWS ON HUMAN RESOURCE DEVELOPMENT IN THE FIELD OF AGRICULTURE**

### Recommendation:

Accept as it is.....**YES**.....  
 Accept after minor revision.....  
 Accept after major revision .....  
 Do not accept (*Reasons below*) .....

| Rating         | Excel. | Good | Fair | Poor |
|----------------|--------|------|------|------|
| Originality    |        | √    |      |      |
| Techn. Quality |        |      | √    |      |
| Clarity        |        | √    |      |      |
| Significance   |        |      | √    |      |

**Reviewer's Name:** Dr Abdul Hameed Shah

**Reviewer's Decision about Paper:** **Recommended for Publication.**

**Comments** (*Use additional pages, if required*)  
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### Reviewer's Comment / Report

#### General Overview:

The manuscript addresses a timely and critical issue concerning the establishment and characteristics of legal and policy frameworks for human resource development in agriculture, with specific emphasis on the context of Vietnam. The paper successfully emphasizes the importance of structured policy-making in agricultural human capital to meet global challenges and sustainable development goals.

#### Abstract:

The abstract provides a concise summary of the paper's core argument—namely, the urgency of developing legal systems to support agricultural human resource development. It clearly states the rationale and objective of the study, highlighting the relevance of the topic for developing countries like Vietnam. The use of terms such as globalization, technological advancement, and sustainable development provides a global context that enhances the importance of the discussion.

## REVIEWER'S REPORT

### Statement of the Problem:

The problem is well articulated and grounded in global agricultural and developmental trends. The section successfully frames the centrality of agricultural human resources in modern food systems, particularly with respect to food security, environmental sustainability, and climate resilience. The discussion also brings to light the essential role of skilled agricultural labor in achieving the United Nations Sustainable Development Goals (SDGs), lending the argument international relevance.

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### Literature Review:

This section effectively connects the themes of the Fourth Industrial Revolution and digital transformation with the specific needs of agricultural human resources. It outlines how shifts toward smart agriculture demand highly trained and motivated workers, particularly in developing countries. The issue of brain drain from rural areas to urban centers is presented as a key challenge that necessitates policy intervention, thus reinforcing the central thesis of the manuscript. The literature reviewed provides a meaningful context for understanding the significance of policy and legal structures in this area.

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### Content and Structure:

- The manuscript is logically organized, moving from a problem statement to literature background, with a clear link to the broader socio-economic and environmental imperatives.
  - The thematic progression from global context to national application (Vietnam) is seamless and supports the argument effectively.
  - The language used is formal, academic, and coherent, suitable for policy-oriented research.
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### Academic Value:

The paper contributes to a growing body of literature that bridges agricultural policy, law, and human resource management. It highlights a policy gap relevant not only to Vietnam but also to other developing economies where agriculture remains foundational. The manuscript's emphasis on integrating legal frameworks into agricultural HR development aligns well with global policy needs and SDG priorities.

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### Overall Assessment:

The manuscript provides a compelling case for the formulation and implementation of comprehensive legal and policy systems aimed at human resource development in agriculture. It is well-positioned within both national and international contexts, and it articulates a forward-looking vision that is both academically sound and policy-relevant. The insights are informative and significant for researchers, policymakers, and development practitioners focused on agricultural sustainability and workforce development.