

Socialization Of University Education Contributes To The Development Of High Quality Human Resources In Vietnam

By

Nguyen Phuoc Trong

Thu Dau Mot University, Thu Dau Mot City, Binh Duong Province, Vietnam

Abstract

Socialization in the field of education, especially higher education, is a major policy of the Party and State. This policy has the main objective of promoting the strength of the entire people, creating better changes in the quality of higher education. However, in reality, this policy has been understood by many as simply transferring the financial burden to the people. The article approaches the socialization of higher education from the perspective of socialization of public services in education, in line with international practices and consistent with the guidelines and policies of the Party and State, contributing to contributing to the socialization of higher education. develop high-quality human resources in the current period. Socializing public services in education with that meaning includes the participation of many parties and social sectors in the process of university and university system governance, helping universities to perform their role well. and its mission to serve the national interest, contributing to the creation of high-quality human resources in the current period.

Keywords: Education socialization, high-quality human resources, Socialization , Vietnam.

Make a Problem

Implementing the policy of educational socialization is a major policy of the Party and State in the renovation period. The VIII Congress stated: “Social policy issues are solved in the spirit of socialization. The State plays a pivotal role and encourages every citizen, businesses, organizations in society, and foreign individuals and organizations to participate in solving social problems. Along with the process of renewing thinking in various fields, our Party has changed its thinking in the fields of society, education and culture.

The socialization of higher education is a broad, encompassing issue with many contents. However, within the limits of this article, we focus on the following contents: clarifying the concepts of: socialization of education, socialization of higher education, human resources, high-quality human resources; guidelines and guidelines of the Party, policies and laws of the State on the socialization of education, on the development of high-quality human resources; the role of the socialization of higher education in the development of high-quality human resources; propose a number of solutions on continuing the socialization of higher education, contributing to the development of high-quality human resources in the coming time.

Research Content and Results

An overview of educational socialization and high-quality human resources
Socialization of higher education About some concepts

Education socialization: according to the 2018 revised and supplemented Law on

Higher Education, it defines: “Socialization of education is educational development, building a learning society is the cause of the State and of the whole people. ; to diversify types of schools and forms of education; encourage, mobilize and create conditions for organizations and individuals to participate in the development of the cause of education” (Party, 2016).

According to Resolution 90/CP dated August 21, 1997, the content of educational socialization includes: “Creating a movement of deep learning in the whole society in many forms; mobilize the entire population, first of all those of working age, to implement lifelong learning to make our society a learning society; Mobilize the entire population to take care of the young generation, create a healthy educational environment, closely coordinate education in schools with education at home and education in the society; strengthen the responsibility of Party committees, authorities, mass organizations and enterprises for the cause of education; Raise the sense of responsibility and participation of the whole people in education in order to consolidate and enhance the effectiveness of the education system to better serve the people's learning (Sidel, 1997).

Socialization of higher education: is understood as the process of effectively mobilizing and expanding the participation of all classes of people and of the whole society with a variety of methods and models of activities. together with the State to promote the development of education at universities, colleges and institutes for the sake of people and sustainable development of the country.

According to the above understanding, the goal of the socialization of higher education is to expand democracy, encourage and motivate the improvement of the spirit of self-management, autonomy and self-responsibility of training institutions. Socialization of higher education to create and improve a healthy and favorable economic and social environment for educational activities, with the goal of creating high-quality human resources for the sustainable development of the land. country.

Socialization of higher education contributes to the creation of a deep learning movement in the whole society in many forms, mobilizing the entire population, first of all those of working age, to practice lifelong learning to work better, higher income and better life, making society a learning society. Exploiting and effectively using social resources for educational development.

Regarding the contents of higher education socialization:

Firstly, the socialization of university governance: In the issue of university governance, the socialization of education is to encourage the participation of social organizations in supervising the school's activities. According to the Education Law 2005, the school board is a collective representing the voice and interests of society, so the school board should retain the power to appoint and remove the principal; perform the function of directing and supervising the management and administration activities of the Board of Directors. Enhancing the role of the school board is a way to increase social participation in university leadership to help the school best carry out its mission of service to society. Independent testing organization. Reduce state control and replace it with supervision by social organizations, professional associations, such as the Association of Universities and Colleges, or independent accrediting organizations operating according to the mechanism of social organizations. Unlike the school board, independent accreditation does not have a direct intervention role in the school's operations but is a social organization consisting of experts in quality assessment and university governance, responsible for Responsible for

developing quality standards and evaluating the implementation of those standards in schools. Independent accrediting organizations can be considered as voices of professionals, acting on behalf of the public to monitor the school's training quality according to publicly and transparently stated standards.

Second, the socialization of finance: The rapid increase in the number of private universities and colleges over the past decade is an inevitable phenomenon in order to meet the huge demand for higher education of the public without public universities cannot fully respond. In 2013, the Government issued Decision No. 37 on adjusting the master plan on network of universities and colleges, period 2006-2020. By 2020, there will be 460 universities and colleges nationwide, including 224 universities and 236 colleges (Hien & Loan, 2018). Due to limited budgets, public universities themselves are also becoming educational service providers through non-formal training systems to have non-budget revenue sources, financial sources for education are increasing day by day. more and more dependent on society and people.

The question is, in the context of limited budget and cannot continue to subsidize, which field should the State invest in. It is necessary to have a reasonable master plan in the whole system so that the state budget can focus on investing in these areas. A reasonable master plan in the whole system is needed so that the state budget can focus investment on areas where the private sector cannot afford or has strong motivation to respond. The state budget should focus on investing in training institutions in remote areas where per capita income is still low; to invest in spearhead sciences, basic sciences and especially social sciences; invest in a few research universities with strict entry standards and aim to train top researchers, in order to increase the presence of Vietnamese science in the international arena. Majors such as administration, finance, accounting, banking, public health care, industries with high income prospects, great social demand, and low investment in training costs will be segment of private schools.

Third, socialization of scientific, technological and public service activities: Promoting the commercialization of research activities is the focus of economic policies in many countries around the world. It is necessary to establish university-enterprise partnership centers and research centers to expand production to promote technology transfer for enterprises. Technology transfer plays an important role in close cooperation between universities and companies and factories, encouraging companies to participate in joint research, and coordinating to improve the quality of human resource training to meet the needs of the public. meet business user requirements.

Education is, by its very nature, seen as a public service. Public services are services provided by the State to the people through state organizations or through financial support to private service providers. The concept of public services is based on the idea that certain services should be regarded as the minimum right to which all citizens are entitled, regardless of economic background, because those services are related to the right to access. people and have direct consequences for social development and public interest.

Regarding the Party's guidelines, policies and laws on the socialization of higher education:

Concretizing the Resolution of the VIII Party Congress, on August 21, 1997, the Government issued Resolution No. 90/CP on the direction and policy of socializing educational, medical and cultural activities in accordance with regulations. specific regulations on the socialization of social activities, including education, creating a legal basis for implementing the Party's views on this issue, creating unity from awareness to action of the whole society. Accordingly, socialization is understood as: Mobilizing and organizing the broad participation of the people and the whole society. Building a community responsible for organizing the Party, government, the Front, mass organizations, economic organizations, businesses and the people for the creation and improvement of a healthy economic and social environment and favorable for educational, medical and cultural activities. Expand investment sources, exploit the potential of human, material and financial resources in society (Pomeroy & Berkes, 1997).

Continuing the policy of the VIII National Party Congress, the Resolution of the IX Party Congress affirmed: "Social policies are conducted in the spirit of socialization, upholding the responsibility of governments at all levels, and mobilizing resources. power among the people and the participation of mass organizations and social organizations". The X and XI Congresses of the Party affirmed: "continue to promote the policy of socialization, mobilize the material and intellectual resources of the society to take care of the cause of education. Close coordination between the education sector and other departments, branches and socio-political organizations in all three aspects: mobilizing resources in society; promote the supervisory role of the community; encouraging learning and talent promotion activities, building a learning society, creating conditions for people to have lifelong learning, focusing on building a learning and lifelong learning society" (Koh, 2001).

The 12th National Congress of Delegates set out requirements for the development of high-quality human resources to meet the requirements of socio-economic development; The 13th National Congress of Delegates concretized the development of high-quality human resources to meet the requirements of the Fourth Industrial Revolution and international integration. That is: "Building a Vietnamese people with comprehensive development, with good health, capacity, qualifications, sense and high responsibility for themselves, their families, society and the Fatherland. Promote the development of human resources, especially high-quality human resources, to meet the requirements of the Fourth Industrial Revolution and international integration. Need to "develop a team of leading experts and scientists; focus on technical human resources, digital human resources, technology management human resources, management human resources, corporate governance; human resources to manage society and organize life and take care of people". Pay attention to "renovating the mode of recruitment, use, and respect for talents in management, state administration, science, technology and innovation" (VIETNAM, 2021) - this is new points in the matter of respect, treatment and use of talents.

The issue of socialization of higher education is reflected in many documents of the State. The Education Law 2005 and the Education Law amended and supplemented in 2009 affirmed that: educational development and building a learning society are the cause of the State and the entire people. Law No. 08/2012/QH13, dated June 18, 2012, Law on Higher Education, clearly states: "Implement the socialization of higher education, giving priority to land, tax, credit, and staff training to encourage institutions. private higher education...". Law No. 34/2018/QH14, dated November 19, 2018, Law amending and supplementing a number of articles of the Law on Higher Education: "Implement socialization of higher education, encourage the development of private higher education institutions, give priority to first private higher education institution operating not for profit...". Decree No. 43/2006 ND-CP dated

April 25, 2006 stipulating the right to autonomy and self-responsibility for the performance of tasks, organization of the state apparatus, payroll and finance for public non-business units. create. Decree No. 53/2006 ND-CP dated 25/05/2006 on policies to encourage the development of non-public service establishments.

High quality human resources About some concepts

Human resources: Human resources are human resources of a country or territory, a certain locality and have enough factors to participate in the socio-economic development process. According to the Vietnamese Dictionary, "Source" is the place of origination, the place of supply, and "Human" is the strength of a person, including: muscular strength (physical strength), the level of knowledge applied to the process. the labor process of each person (intellectual), and the desires and ambitions of the employee himself towards a definite goal. In addition, "Human Resources" with its full meaning includes three factors: physical strength, mental strength and mental strength. Those three factors have a dialectical relationship with each other, in which, intelligence plays a decisive role, but physical and mental strength are necessary and indispensable conditions for the development of human resources.

According to the concept of the United Nations: "Human resources are skilled qualifications, knowledge and capabilities of existing or potential people for socio-economic development in a community". According to the World Bank: Human resource is the entire "human capital" including: physical strength, intelligence, professional skills... that each individual member possesses.

According to the International Labor Organization (ILO), the concept of human resources is the total number of people of working age, understood in a broad sense, this is the source of labor power for society; In the narrow sense, it is the labor capacity of the society, the resource for the cause of social development. From the above concept, it can be seen that: Human resource is the human capital (or the total quantity and quality of people) with the physical, mental and spiritual energies of a country, region, or territory. will use or be used to create benefits for society (in the form of material and spiritual).

High-quality human resources: From a qualitative perspective, high-quality human resources is a workforce capable of meeting important socio-economic issues, thereby creating high efficiency in solving problems. decision making for social growth and development. With a quantitative approach, high-quality human resources are equipped with knowledge and have high professional qualifications. The concept of knowledge here includes the connotations that human beings are basically trained, the higher and more specialized training is, the higher quality that human resource will be; Talking about a high level of expertise means talking about how to represent that knowledge in practice with the level of skilled experts. Thus, high-quality human resources can be understood as a part of human resources in society, which is shown to play a pivotal role, typically responding to important issues in the socio-economic development of the country. each country and territory in each period.

Regarding the Party's guidelines, policies and laws on the development of high-quality human resources:

Regarding human resources, especially high-quality human resources, from the 11th National Congress, our Party affirmed: "Fast development of human resources, especially high-quality human resources, focuses on fundamental and comprehensive innovation of the economy. national education; closely link human resource development with the

development and application of science and technology”. As a result of this breakthrough, the 12th Congress assessed: "Developing human resources and science and technology has achieved positive results". However, “Human resource development and application of science and technology are still slow. The quality of education and training, especially higher education and vocational training, has improved slowly, and there is a shortage of high-quality labor. The education system still lacks connectivity, is not reasonable and lacks synchronization”; “Science and technology have not really become a driving force to improve labor productivity, competitiveness, and promote socio-economic development...” (Party, 2016).

At the XIII Congress, the Party continued to emphasize on human resource development in a more comprehensive, complete and accurate manner. The Political Report of the XIII National Congress added the priority "Developing human resources for leadership, management and key areas on the basis of focusing on improving and creating a strong, comprehensive and fundamental change in the field of health and safety. the quality of education and training is associated with the mechanism of recruitment, use and treatment of talents, promoting research, transfer, application and development of science - technology and innovation; arouse the aspiration to develop a prosperous and happy country, promote Vietnamese cultural values, human strength, solidarity and national pride in the cause of national construction and defense. (Liang et al., 2021).

On the basis of summarizing the implementation of the Resolution of the 12th Congress on realizing breakthroughs in human resources, the documents of the XIII Congress have set out much more specific tasks than the XI and XII Congresses of the Party.

The document of the XIII Congress requires and prioritizes human resource development for key fields; create a fundamental change in the quality of education and training; accelerate the transfer, application and development of science and technology; innovation, arousing aspiration for development, and promoting Vietnamese cultural values and human strength. With the priority of developing high-quality human resources set out in the Document of the XIII National Congress, the guidelines and policies on human resource development in our country tend to meet the quality and requirements in the context of the world. Today's world is the industrial revolution 4.0, digital economy, competition, international integration, which is a priority for fast and sustainable development.

The role of higher education socialization in the development of high-quality human resources

The development of high-quality human resources has many factors, in which it is impossible not to mention the role of the higher education society, which is reflected in the following contents:

Firstly, the socialization of education contributes to the development of high-quality human resources

In the trend of globalization and international integration, when the economy is mainly based on knowledge, human resources, especially high-quality human resources, increasingly play a decisive role. Vietnam is in the period of accelerating industrialization, modernization and international integration, the role of high-quality human resources is more clearly shown. Developing the quantity of high-quality human resources is the main resource that determines

the process of socio-economic growth and development. Over the past time, the professional and technical qualifications of workers have improved, but the quality of labor is still low. The number of trained workers with diplomas and certificates accounts for only 22.37%. In which, workers with university degrees or higher accounted for 10.82% (de Bruijn & Dumazet, 2018). People are the center of the development strategy and the subject of development. In the production process, human is not only a constitutive element, but also a decisive factor in the exploitation, use, protection and regeneration of other resources. In fact, natural resources, physical and technical facilities, science and technology are all limited, it can only be effective when combined effectively with human resources. Meanwhile, human resources have the outstanding advantage of not being exhausted if they know how to foster, exploit and use them properly.

Second, the socialization of education contributes to improving the quality of high-quality human resources

At the XI Congress, our Party pointed out: "Developing and improving the quality of human resources, especially high-quality human resources, is one of the decisive factors for the rapid and sustainable development of the country" (Party of the Party). (Party, 2011). Improving the quality of high-quality human resources is one of the decisive factors for the success of industrialization and modernization in our country. Industrialization and modernization in Vietnam is the process of fundamental and comprehensive transformation of the economy from relying on agriculture and crafts to industrial machinery. This is the process of using trained labor force, combined with advanced technology and methods to create high social labor productivity. The participation and contributions of private schools have contributed to improving high-quality human resources. According to the General Statistics Office, the labor productivity of the whole economy at current prices in 2018 reached about 102 million VND/employee (equivalent to 4,512 USD), an increase of 346 USD compared to 2017. At constant prices, labor productivity 2018 increased by 5.93% compared to 2017, an average increase of 5.75%/year in the 2016-2018 period, higher than the growth rate of 4.35%/year in the 2011-2015 period (de Bruijn & Dumazet, 2018).

Third, the socialization of education contributes to promoting and attracting intellectual resources to the development of high-quality human resources.

The socialization of education contributes to attracting intellectual human resources, which is a decisive factor in promoting the development and application of science and technology, restructuring the economy, transforming growth models and competitive advantages. most importantly, ensuring fast, efficient and sustainable development. In recent years, thanks to the policy of educational socialization, many corporations and businesses have participated in the training process, building schools and training institutions to prepare human resources for their industry: University Post and Telecommunications (Posts and Telecommunications Corporation); University of Electricity (Electricity of Vietnam); University of Petroleum (Vietnam National Oil and Gas Group); Vietronics College Hai Phong (Vietnam Electronics and Informatics Corporation); FPT University (FPT Corporation);... The schools have directly contributed to improving the quality of human resources in their fields and contributed to meeting the needs of society. In addition to the capital from the central budget to invest in the implementation of the Project on solidification of schools, classrooms and teachers' public service houses, the local budget has mobilized VND 6,720 billion; donors and communities throughout the country contributed VND 721 billion, reaching 70.67% of the

plan for the period 2008 – 2012 (Tai et al., 2016). When science and technology really become a direct productive force, the knowledge economy becomes more and more dominant in socio-economic development. innovation and human creativity. Therefore, human resources are identified as the central factor in the system of development resources such as natural resources, financial resources, scientific and technological resources. Human resources are the most dynamic factor, the source of all material wealth and the power to create civilizations; is a decisive factor in the exploitation, use and application of science - technology and regeneration of other resources.

Fourth, the socialization of education contributes to the training of good leaders, managers, experts, and good corporate governance.

High-quality human resources are a condition for international economic integration. Economic globalization continues to grow in scale, extent and form of manifestation with positive and negative impacts, complexly intertwined opportunities and challenges. Interdependence, integration, competition and cooperation among countries are becoming more and more common. The knowledge economy has developed strongly, so high-quality human resources have become a decisive factor in the development of each country. Our Party advocates the development of high-quality human resources, especially attaching importance to the development of a team of good leaders, managers, experts, good corporate governance, skilled labor and science - technology. leading technology; consider this a necessary condition for regional and international integration and competition, as well as affirming the position of Vietnamese knowledge and wisdom in the global playing field.

Thus, through the implementation of the Party's policy on the socialization of education, it has greatly contributed to improving the quantity and quality of human resources, attracting intellectual resources and contributing to the creation of a contingent of leading cadres. good leadership and management to serve the development of the country.

Some solutions on continuing to socialize higher education contributing to the development of high-quality human resources in the coming time

In order to improve the quality of higher education socialization and contribute to the development of high-quality human resources in the coming time, it is necessary to focus on the following basic solutions:

Continue to supplement and perfect mechanisms and policies on socialization of higher education and development of high-quality human resources.

To fundamentally and comprehensively renovate education and training to improve the quality of human resources, especially high-quality human resources to serve the requirements of science and technology application, growth model innovation, restructuring the economy, accelerating industrialization and modernization of the country. It is necessary to synchronously innovate in terms of programs, contents, teaching and learning methods, examination and examination methods; build a team of teachers. Continue to renovate the education and training management mechanism in the spirit of enhancing the autonomy and self-responsibility of education and training institutions. Our Party not only considers education as the top national policy, the cause of the Party, the State and the whole people, but also emphasizes the priority of investment in education development in economic development programs and plans. society. Along with the continuous growth of the socio-economic, investment in education from the state budget next year is always higher than the previous year. Within 5 years of the 2016-2020 period, the state budget recurrent expenditure on education

has increased by over 32.2%. In 2016, the state budget allocated for education, training and vocational training was 195.6 trillion VND (of which 34.6 trillion VND came from the central budget and 161 trillion VND from the state budget). local). By 2020, the estimated expenditure on education, training and vocational training is VND 258.7 trillion (of which VND 30.2 trillion comes from the central budget and VND 228.5 trillion from the local budget). method) (Kim Cuc et al., 2021). To strongly shift the educational process from mainly equipping knowledge to comprehensively developing learners' abilities and qualities, learning with practice, theory with practice, school education in combination with family education. and social education.

Socialized higher education institutions focus on developing the quantity and improving the quality of high-quality human resources

It is necessary to direct training in association with social needs, along with quantity development, to focus on improving the quality of training in order to acquire high-quality human resources. The economy associated with scientific and technological development is associated with flexible organizational models and application of science and technology. Technology will lead to the formation of a new labor organization, requiring a more mass-based and highly qualified workforce to directly participate in production; highly flexible, creative and innovative, highly trained. These leaders will create data software for other employees to organize and implement, creating conditions to promote social development. In any society, highly qualified people are needed to form advanced technology. Thus, first, there is a need to rapidly increase the number of knowledge workers, management workers and data workers. This force must account for an outstanding proportion of the total national labor force.

Socialized higher education institutions strengthen cooperation with domestic and foreign educational institutions in training and fostering high-quality human resources

Cooperation is understood as jointly contributing efforts and assets to perform a job, common purpose and common benefit. International cooperation in the field of education is an activity of linking and coordinating training and education among many countries or regions in the world to promote the development of quality and quantity of education. International cooperation training activities are taking place strongly and in the field of undergraduate and postgraduate training.

Currently, in the field of vocational education (TVET), international training activities are also taking place very actively and gradually bring a certain importance to the field of education and training in Vietnam. Investment resources for TVET have made positive changes in the direction of socialization. The network of vocational training institutions has been expanded and distributed reasonably in economic sectors, localities and regions. Statistics show that, as of the second quarter of 2019, the whole country has 1,940 TVET institutions (equal to 1,576 times compared to 2010), of which: 397 colleges; 512 intermediate schools and 1031 vocational education centers (1263 public, 670 private and 7 foreign-invested institutions) (Thin et al., 2021). The importance of international cooperation is reflected in the following aspects: International cooperation promotes the development of Vietnamese education, forcing Vietnamese education to improve, enhance and modernize, update new knowledge and new technology to suit the situation of extensive international integration in education, but still maintain the national identity and typical culture and affirm the sovereignty of the nation. International cooperation, especially with prestigious international educational institutions, is an opportunity for vocational education institutions in Vietnam to improve their competitiveness with other forms of education, attracting many talents. more. Help build for the Vietnamese labor market an abundant labor source in terms of quantity and quality

assurance.

Socialized higher education institutions strengthen links with businesses to train and foster high-quality human resources

In fact, this direction of training must be considered in both aspects: training institutions need to cooperate with businesses and socio-economic organizations in compiling training programs to conduct training and provide human resources according to social requirements. At the same time, the training institution needs to listen to, receive the evaluation and suggestions from the employers, both on the development of objectives, programs, training content and the quality of human resources assigned to them. training facilities provided. From there, supplement and adjust professional knowledge, forge skills and professionalism for students and trainees after training to best meet the job. Through forms of training cooperation between the school and establishments and businesses, the school's training program is always adjusted, updated, more modern, more adaptive to the new level of technology. .

In summary, in order to improve the quality of higher education socialization, we need to continue to improve and supplement policies and mechanisms, pay more attention to quantity development, improve training quality, strengthen cooperation with foreign countries, enterprises to have enough potential to train high-quality human resources today.

Conclusion

In order to develop quickly, it must rely on innovation based on promoting the application of modern science and technology. To meet the above requirements, it requires us to pay more attention to and invest in education and training, especially the socialization of higher education to contribute to the creation of more quantity and quality of human resources to meet the needs of the society. meet integration requirements. With the breakthroughs identified in the political report of the 13th National Congress of Deputies, once again the Party's priority for human resource development is affirmed. Therefore, it is necessary to study and put the Party's Resolution into life for all levels and sectors to implement in the process of formulating and making policies on developing high-quality human resources in our country in the current period now.

References

- de Bruijn, W., & Dumazet, E. (2018). Optimizing UDP for content delivery: GSO, pacing and zerocopy. Linux Plumbers Conference.
- Hien, T. T. T., & Loan, M. T. (2018). Current challenges in the teaching of tertiary English in Vietnam. In *English tertiary education in Vietnam* (pp. 40-53). Routledge. <https://www.taylorfrancis.com/chapters/edit/10.4324/9781315212098-4/current-challenges-teaching-tertiary-english-vietnam-trinh-thi-thu-hien-mai-thi-loan>
- Kim Cuc, T. T., Nhien, P. Q., Khang, T. M., Chen, H.-Y., Wu, C.-H., Hue, B.-T. B., Li, Y.-K., Wu, J. I., & Lin, H.-C. (2021). Controllable FRET Behaviors of Supramolecular Host–Guest Systems as Ratiometric Aluminum Ion Sensors Manipulated by Tetraphenylethylene-Functionalized Macrocyclic Host Donor and Multistimuli-Responsive Fluorescein-Based Guest Acceptor. *ACS Applied Materials & Interfaces*, 13(17), 20662-20680. <https://doi.org/10.1021/acsami.1c02994>
- Koh, D. (2001). The politics of a divided party and Parkinson's state in Vietnam. *Contemporary Southeast Asia*, 533-551. <https://www.jstor.org/stable/25798565>
- Liang, Z., Hou, X., Zhang, F., Ma, W., Wu, P., Zhang, Z., Yu, F., Ying, J.-J., Jiang, K., & Shan,

- L. (2021). Three-dimensional charge density wave and surface-dependent vortex-core states in a kagome superconductor CsV₃Sb₅. *Physical Review X*, 11(3), 031026. <https://doi.org/10.1103/PhysRevX.11.031026>
- Party, V. C. (2011). Document of the 11th National Congress. In: National Political Publishing House, Ha Noi.
- Party, V. C. (2016). Document of the 12th National Delegation Congress. National Political.
- Pomeroy, R. S., & Berkes, F. (1997). Two to tango: the role of government in fisheries co-management. *Marine policy*, 21(5), 465-480. [https://doi.org/10.1016/S0308-597X\(97\)00017-1](https://doi.org/10.1016/S0308-597X(97)00017-1)
- Sidel, M. (1997). Generational and institutional transition in the Vietnamese Communist Party: the 1996 Congress and beyond. *Asian Survey*, 37(5), 481-495. <https://doi.org/10.2307/2645523>
- Tai, T. D., Truong, N. X., Cam, T. A., & Tu, T. H. C. (2016). Factors affecting lecturer's commitment to non-public university: A study in Ho Chi Minh City, Vietnam. *commitment*, 6(10).
- Thinh, P. T. D., Hung, H. M., Yang, H.-J., Kim, S.-H., & Lee, G.-S. (2021). Emotion recognition with incomplete labels using modified multi-task learning technique. arXiv preprint arXiv:2107.04192. <https://doi.org/10.48550/arXiv.2107.04192>
- VIETNAM, C. P. O. (2021). Document of the 13th National Congress of Deputies. Ha Noi: National Political Publishing House.