
Promoting The Role Of Human Resources In Circulation Economy in Vietnam

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Abstract: Until now, Vietnam's economic activities have mainly relied on the traditional approach, which is a linear economy. This is also the main cause leading to the shortage of natural resources and serious environmental pollution. To overcome these problems, countries in the world, including Vietnam, are moving towards a circular economic development in order to solve the challenge between economic growth and environmental protection, “without trade-off” growth. The economy with environmental pollution and degradation. The World Economic Forum (WEF) also broadcast on its website in early 2020 calling “The world is in need of a cyclic economy”. In that economy, high-quality human resources are becoming increasingly urgent. This study focuses on analyzing the current situation of the circulation economy in Vietnam, the human resources in that economy, thereby posing many issues that need to be discussed in order to develop a circular economy in Vietnam today.

Keywords: Promoting the role, human resources, circulation economy, Vietnam

1. INTRODUCTION

The circulating economy is a global trend, is a central economic issue that is prioritized in the development policy of many countries. After the process of traditional economic development (linear economy) with many posed problems, Vietnam is not out of the general trend, which is inevitable to have circular economic development associated with sustainable development. Sustainable development depends on the efficiency of the circular economy.

The reason is that 90% of enterprises are small and micro, using outdated technology, limited financial resources, and lack of resources to invest in recycling technology (General Statistics Office of Vietnam, 2020). When thinking about cyclic economic development, businesses must consider solving the problem for short-term benefits or accept to go slower to speed up in the future. Because investment in new technology will push up product costs, which can affect the consumption and competitiveness of products and services in the short term. If you continue to follow the path of the current production model, you will and face risks in the future, when the raw materials, fossil materials are increasingly exhausted.

Moreover, because Vietnam does not currently have a legal corridor for the circular economy, there is no set of criteria to identify and assess the degree of circulation, and

there is no good team of experts on this issue. But the factors that drive the circular economy are becoming stronger in life, as consumers become more aware of the issue of environmental protection and gradually turn to prioritize the selection of “green” products. whether to incur additional costs.

Developing a circular economy requires many factors of capital, science, and technology, natural resources, and mechanisms, especially promoting the role of human resources in each sector, locality, and country. Human resource development, especially high-quality human resources, is one of the three strategic breakthroughs from the XIth National Congress (2011), National Congress XIIth (2016) to the National Congress XIIIth (2021) of the Communist Party Vietnamese always determined and determined to implement. In order to continue to develop the circular economy, it is necessary to pay attention to promote and promote the role of human resources to be commensurate with and meet the requirements set forth.

2. LITERATURE REVIEW

Traditional economy means an economy where customs, Traditions, and beliefs prescribe the principles of economic organization for the production of goods and services; in other words, the traditional economy is built up around Traditions, according to which a particular society lives. The sectors of economic activity include agriculture, hunting, fishing, and gathering; primitive barter trade is used instead of money; there is no sustainable excess (surplus) product; the social organization in a traditional economy is represented by local family-tribal communities; while mobility is determined by herd run or soil fertility depletion. The next possible development of a traditional economy is a farmer economy centered on stable agrarian production structures (Rosser, et al., 1999). The circular economy also referred to as “circularity” (Mamedov, 2015) is an economic system aimed at eliminating waste and the continual use of resources. Circular systems employ reuse, sharing, repair, refurbishment, remanufacturing, and recycling to create a closed-loop system, minimizing the use of resource inputs and the creation of waste, pollution, and carbon emissions (Geissdoerfer, et al., 2017). The circular economy aims to keep products, equipment, and infrastructure (Invernizzi, et al., 2020) in use for longer, thus improving the productivity of these resources. Waste materials and energy should become input for other processes: either a component or recovered resource for another industrial process or as regenerative resources for nature (e.g., compost). This regenerative approach is in contrast to the traditional linear economy, which has a “take, make, dispose of” model of production (Mamedov, 2015).

In general, the circular economy is the production cycle in which the resources are reused, the scrap becomes raw materials to continue production to bring many benefits. The circular economy associated with sustainable development can be classified into three levels of the low, medium, and high: low level, focusing on the production of agricultural products, encouraging and requiring households and businesses industry must produce cleaner production and ecodesign; at a medium level requires the development of eco-industrial zones and agro-ecological systems; At a high level, production requires no waste released into the environment, waste must be minimized and reused, recycled.

Circulating economic development brings many benefits to production households, businesses, the country, and society. That is the protection, preservation, and maintenance of natural resources; environmental Protection, etc.; save materials, energy, money. That is to help reduce operating costs, improve the reputation and brand name of each product. The circular economy was soon recognized and implemented successfully in many places such as Northern Europe, EU, UK, India, Canada, Japan, China, Singapore, etc. In Europe, it is estimated, the circular economy can create about 600 billion euros each year, 580,000 new jobs, and contribute to reducing greenhouse gas emissions (Linh, 2019); the EU saves 37% of total annual energy consumption (AccentureStrategy, 2018). By 2019, Sweden has recycled 50% of construction waste and is working to increase this to 70% by 2020 with many patents; Up to 99% of total domestic waste is recycled (Linh, 2019). These achievements of the circulating economy of countries are due to many factors, but ultimately in the role of human, human resources, first of all, vision, thinking, capacity, creativity, wholeheartedly, joint strength of all parts of human resources.

3. RESEARCH RESULTS AND DISCUSSION

The current situation of human resource development in Vietnam

According to the national census The total population of Vietnam in 2019 is 96,208,984 people, of which the male population is 47,881,061 people (accounting for 49.8%) and the female population is 48,327,923 people (accounting for 50.2%). With this result, Vietnam is the 15th most populous country in the world.

According to a survey by the General Statistics Office, the most populous region in Vietnam is the Red River Delta with about 22.5 million people, followed by the North and South Central Coast with about 20.1 million people, third is the Southeast with 17.8 million people, the fourth is the Mekong River Delta with about 17.2 million people. The least populated region in the Central Highlands with about 5.8 million people. According to the IPS 2019, 34.4% of the Vietnamese population is living in urban areas and 65.6% living in rural areas. Regarding the average sex ratio in 2019 is 99.1 males/100 females.

In the first quarter of 2020, the labor force aged 15 and over was 55.3 million people, a decrease of 673.1 thousand people against the previous quarter and a decrease of 144.2 thousand people against the same period last year. After a series of 5 years of continuous increase (2015 - 2019), this is the first year the labor force decreased compared to the same period of previous years.

The labor force in working age in the first quarter of 2020 was 48.9 million people, a decrease of 351.2 thousand people against the previous quarter and an increase of 4 thousand people over the same period last year. The working force in urban areas is 16.5 million people, accounting for 33.7%; the Female labor force in working age is 22 million people, accounting for 45% of the labor force of working-age nationwide.

The labor force participation rate in the first quarter of 2020 is 75.4%, a decrease of 1.2 percentage points from the previous quarter and a decrease of 1.3 percentage points against the same period last year. The labor force participation rate of urban and rural residents remains significantly different, with a gap of 10.7 percentage points (urban: 68.6%; rural: 79.3%). The labor force participation rate in urban areas is lower than in rural areas for all age groups, with the largest difference being observed in the

15-24-year-old group (urban: 43.0%; rural: 65.1%) and the group aged 55 and over (urban: 36.5%; rural: 52.4%). This shows that people in rural areas enter the labor market earlier and leave the market much later than in urban areas. This is a typical characteristic of the labor market with a high proportion of the labor force participating in the Agriculture sector.

Of the total number of people participating in the labor force of the first quarter of 2020, there were 13.1 million people trained with a degree or certificate (from elementary and above), unchanged from the previous quarter and increased by 753.7 thousand people over the same period last year - accounting for 23.7%, 0.2 percentage points higher than the previous quarter and 1.4 percentage points higher than the same period last year. The rate of trained workers in urban areas reached 39.9%, 2.5 times higher than that in rural areas (15.9%).

Thus, it can be seen that the strong side of human resources is: The labor force in working age is much due to its large population, young population structure, with basic training to grasp and apply. to get scientific and technical advances on the job.

Besides, there are some limitations such as The specialization in the work is not high; the culture of labor discipline is still limited, does not strictly comply with the regulations set out by the organization; The ideology and psychology of labor, which are still not yet industrial, are still heavy in the style of small farmers; conservative, authoritarian, stagnant, yet creative at work; is affected much by the downside of the market economy, so chasing unsustainable profits.

Human resources in the circular economy in Vietnam

The term human resources were first coined in the 1960s when the value of labor relations began to garner attention and when notions such as motivation, organizational behavior, and selection assessments began to take shape. William R. Tracey (2016), in "The Human Resources Glossary," defines Human Resources as: "The people that staff and operate an organization," as contrasted with the financial and material resources of an organization. A human resource is a single person or employee within your organization. Human resources refer to all of the people you employ. Human Resources is also the function in an organization that deals with the people and issues related to people such as compensation and benefits, recruiting and hiring employees, onboarding employees, performance management, training, and organization development and culture.

So, human resources are used to describe both the people who work for a company or organization and the department responsible for managing resources related to employees. Human Resources staff is also responsible for advising senior staff about the impact on people (the human resources) of their financial, planning, and performance decisions. Managers rarely discuss the effect of their decisions on the people in the organizations. It is often predictable that decisions are driven by more easily measurable processes such as finance and accounting.

Vietnam is stepping up the process of industrialization and modernization to integrate into the international market. The biggest strength of Vietnam in relation to other countries is its abundant human resource, capable of quickly absorbing technology. However, in the context of the Industrial Revolution 4.0, Vietnam's labor productivity remains low. The article clarifies the important role of human resources in economic growth, limitations of

human resources, and some recommendations to contribute to improving the quality of human resources, promoting economic growth in Vietnam. the context of the Industrial Revolution 4.0.

In 2018, Vietnam has ranked 54/162 countries in the top 30% of countries in sustainable development, only behind Thailand in ASEAN. That shows that Vietnam is striving to develop sustainably. However, Vietnam is facing some problems. Vietnam ranks 68 in the world in area, 15th in the world in population, but fourth in the world in plastic waste, with 1.83 million tons/year (Jambeck, et al., 2015). Pollution has a negative impact on the Vietnamese economy. According to the World Bank (2016: 102), only in air pollution, Vietnam lost 5.18% of GDP in 2013; Water pollution can damage Vietnam up to 3.5% of GDP (The World Bank, 2019) (Chinh, et al., 2018). Currently, in our country, there is unsustainable exploitation of natural resources, etc. Air quality in urban areas has decreased; waste in rural areas, environmental pollution in craft villages, industrial factories increased. Environmental quality in some places continues to degrade, etc. Natural ecosystems and biodiversity continue to decline. Industry and environmental services, waste recycling, and waste disposal are underdeveloped and outdated, but there is no mechanism to promote effective waste reduction, reuse, and recycling.

On the other hand, Vietnam has appeared a number of cyclic economic models showing contents such as reuse, recovery, and recycling of waste; extending product life cycle; the sharing economy begins; encourage renewable energy; using the environmentally friendly product, etc. These models initially bring about certain benefits and efficiency. Typically: the model of reusing bottles in Hanoi Beer Company; The Heineken company reuses nearly 100% of waste or by-products; models of eco-industrial parks in Ninh Binh, Da Nang, and Can Tho; models of processing aquatic by-products such as shrimp shells, shrimp heads; the initiative to recycle beer caps into iron as a bridge in Tien Giang and An Giang; Initiative of the Vietnam Chamber of Commerce and Industry to not litter the nature, etc. Through the fact that these different and diverse models show, Vietnam has been gradually transitioning from a linear economy to a cyclic economy.

In order to realize rapid and sustainable development, harmoniously solving the relationship between economic growth and protecting the ecological environment, the transition to a circular economy is the appropriate and correct direction. From the above points, Vietnam inevitably has to develop faster than a recirculating economy. Both approaches to international circular economic realization can be brought into Vietnam, that is, approach by groups of products, materials, materials, and by economic scale, establishing geographical spaces. Vietnam needs to continue implementing the circulating economy that has been implemented. The Communist Party of Vietnam advocates in the coming time to promote “developing digital economy, digital society, smart production, new business models, sharing economy, etc.” (Vietnamese Communist Party, 2021); at the same time, it is necessary to develop, test and complete a legal framework for new business models applying high technology, shared economic model, and circular economy.

The transition from a traditional economy to a circular economy requires mobilizing the participation of the whole community, and corresponding and appropriate human resources. “Human resources are the people who make up the workforce of an

organization, business sector or economy” (Invernizzi, et al., 2017). By 2020, the workforce of Vietnam aged 15 and over will be approximately 54.6 million people (Communist Party of Vietnam, 2021). The labor structure is shifting towards reducing the labor rate in the agriculture, forestry, and fishery sector, from 45% in 2015 to 32% in 2020.

Over the past time, the quality of Vietnamese human resources has been significantly improved and increasingly responded to the needs of the labor market. The rate of trained workers will increase from 51.6% in 2015 to about 64.5% in 2020; in which the rate of workers with diplomas and certificates increases from 20.29% in 2015 to about 24.5% in 2020. The unemployment rate remains at a low level, the unemployment rate of working-age workers In urban areas, is always below 4% (General Statistics Office, 2020). However, according to the opinion of the 13th Party Congress in 2021, at present, “The quality of human resources, especially high-quality human resources, has not met the requirements” (Communist Party of Vietnam, 2021). Also, this Congress of the Party advocates: “Continue to develop human resources, science, and technology, etc. improve the quality of education and training, etc. Paying attention to training high-quality human resources, discovering and improving nurturing talents, etc.” (Communist Party of Vietnam, 2021).

The human resource of the circular economy is a part of the country's human resources, having advantages and limitations in the national human resource. Preparing and developing human resources of the circulating economy in our country includes many parts which are quite rich and diversified in many fields, from leadership, management, science and technology, production and business, and translation service, to consumption.

Solutions to promote the role of human resources for a circular economy in Vietnam

The problems posed to human resource development for socio-economic development, each manager needs to have appropriate solutions to implement in an asynchronous and timely manner. Promoting the role of human resources for the circulating economy in Vietnam in the coming time, it is necessary to have many solutions, should focus on some of the following basic solutions:

Firstly, promoting the responsibilities of leaders and managers in policy-making and policymaking, leading and directing the development of a circular economy: In the face of the situation, Vietnam does not have an adequate mechanism to promote the development of the In the circular economy, leaders and managers in the political system from the central to grassroots level play a very important role in participating in planning policies of the Party and the laws of the House. country. On the basis of firmly grasping theories, grasping the laws of movement and development of the economy and the country, studying and drawing experiences from other countries, closely with practical needs, soliciting wisdom of scientists learners, experts, grasp the needs and aspirations of the business team and all classes of people, etc. that bring the circular economic promotion into the Party's resolutions, towards having a resolution on this economy.

Many factors related to the circular economy are mentioned in the laws and a number of state documents, but the term “circular economy” has not been used officially. Therefore, there should be a clear legal corridor to ensure the formation and development of circular

economic models; It is necessary to have framework laws for this business operation and economic development. From that intimate need, the State plays a tectonic role shown in the creation of a legal corridor, a favorable environment for circular economic development. Accordingly, members of the National Assembly are responsible for contributing their wisdom and efforts in building institutions, policies, and laws for circular economic development towards the enactment of laws on promoting economic development. refund. Leaders and managers in the Party Committee, Party Committees and authorities at all levels thoroughly grasp, apply and concretize the resolutions of the Party and the laws of the State at each level, each branch, each field, each locality towards cyclic economic development. The Party, State, and governments at all levels adopt policies to encourage the development of circular economic models; at the same time, clearly defining the roles and responsibilities of all classes of people whose center is a team of businesspeople and their businesses for the development of this economy.

Secondly, to improve the capacity of experts and scientists in research and advice for the development of a circular economy: To build the country in general or in a certain field, it is necessary Scientific works, research results, professional advice of experts, scientists, scholars, and intellectuals. The circular economy to is a relatively new problem in our country, which needs more and faster participation of scientists, experts, and researchers teaching at research institutions. Research, universities, colleges, and related agencies, etc. Seeing this, a number of scientists, experts, teaching researchers at research and training institutions have initially announced His scientific works on this topic. Recently, in early July 2020, the Cyclic Economic Development Research Institute (ICED) under the National University of Ho Chi Minh City was established. This is a center of scientific research, innovation, transfer of scientific solutions, technology, and policies in circular economic development in Vietnam, connecting the circulating economy between the world and Vietnam (Anh, 2020).

Research and training institutions need to coordinate and link with production and business establishments, localities in cyclic economic research, and experiment to have research results in both theory and application. use. To take the initiative in training, fostering, and developing a contingent of highly qualified specialists and scientists doing research on cyclic economy, contributing to increasing the competitiveness of the economy. To invest funds, assign topics, projects, projects, seminars, and seminars at domestic and international levels for scientific research on the above topic. To create conditions for scientists to study areas and countries that have highly efficient circulating economies.

One of the current difficulties and obstacles is changing the thinking and perceptions of people, entrepreneurs, etc. about the role, values, and model of the circular economy. Along with the responsibility of research, a team of scientists and experts are responsible for training, retraining, and equipping knowledge about the cyclic economy for students, trainees, officials, party members, businessmen. people, workers, and all walks of life. From the correct perception and knowledge base on the role, importance, model, and benefits of the circular economy, the staff in the political system, human resources, and the whole society have a system. in action to actively, voluntarily, and scientifically develop the circular economy.

The results of the research on the cyclic economy of scientists and experts not only made research materials, trained and disseminated knowledge equipment, but also made a greater contribution. That is, will contribute to serving as a scientific basis for the planning of the Party's policies and guidelines, the State's policies and laws, programs, plans, models, etc. of circular economic development.

Third, guide the workforce to participate in the practice of cyclic economy in the fields of production, service, and consumption: Recirculation economy has been implemented by many generations of Vietnamese in agriculture. handicraft, industry, service, and consumption.

The circulatory economy in agricultural production is a production cycle where wastes, by-products, and by-products are returned to be raw materials for other production processes to become safe, good-quality products, reducing substances. waste polluting the environment. In agricultural production, the farmer for generations has been more or less involved in the cyclic economy according to the experience passed down from his father or the new experience of the contemporary generation.

There are many ways to make the farmers' recirculating economy: they have fertilized their fields, fruits, and vegetables with manure, green manure compost; weeds in the mud in the field to make fertilizer for green, green rice; Straw, leaves, vegetables, and other crops are used to grow mushrooms, feed cattle and poultry; models of combining growing fruits, vegetables, livestock and poultry, aquaculture VAC (garden - pond - barn), VRAC (garden - forest - pond - barn); making biogas tunnels from a gas feed, etc.

However, in recent decades, a part of farmers are accustomed to using chemical fertilizers, herbicides, and pesticides to increase productivity, not paying due attention to the improvement, soil structure, and protection. biological from using organic fertilizers. The problem is to find ways to help farmers produce and cultivate in a scientific, green, clean, and economical manner without causing waste of agricultural by-products, avoiding livestock waste polluting the environment; promote advanced and environmentally friendly production processes. Encourage farmers to regularly return and replenish the soil organic nutrients by leaving soil appendages such as straw, stems, beans, potatoes, cassava, branches, and leaves; using by-products such as rice husks, ash, sawdust to create organic fertilizers to fertilize rice, fruit trees, and vegetables. Instruction for farmers to use mixed feed, use biological waste to replace antibiotics in livestock, etc.

Craftsmen in handicraft production establishments, households in many places used to carry out the contents of the cyclic economy. Some traditional craft villages have recycled scraps, by-products, and wastes from industrial production wastes to create new products. In many places, craftsmen have taken advantage of many auxiliary parts of agricultural products to create many unique handicrafts.

Entrepreneurs and workers in a part of the enterprise responded, deployed, and implemented cleaner and more economical production. Accordingly, step by step overcome the situation of using old technology, wasting resources, energy and discharging waste directly into the environment; improving production stages, saving resources, energy, recovering waste, etc. to help businesses make profits, workers increasingly increase their income. Some entrepreneurs have reused and recycled waste;

There is a linkage that makes waste from one enterprise a raw material for the other's production.

The labor force in service activities has previously participated in some contents of the circular economy. The scrap they collect is input materials for reuse and recycling such as iron, steel, aluminum, copper, brass, silver, plastic, feathers, old paper ... new technology, creating raw materials for the technology of burning and generating electricity, recovering methane, etc. Small businesses gradually become conscious of reducing the use of plastic waste, plastic bags, and replacing them with products that can be used many times, easy to decompose. Force active in travel companies, hotels, restaurants, cafes, beverage bars, etc. has consciously collected waste, leftovers and transferred to other reuse establishments, etc.

All people in society, all parts of human resources in the process of existence, development, production, business, and service are consumers. Each consumer can create waste, pollute the living environment from land, water sources, air to noise, etc. Consumers are a large, powerful force that cannot help but participate. into the realization of the circular economy. It is necessary to have perseverance, regularly mobilize and organize for consumers to join hands in economic circulation activities.

All human resources, depending on each object, need a transformation from perception to action. To do so, it is necessary to encourage, promote and replicate the existing good and affective experiences, solutions, measures, and methods; equip them with scientific knowledge about the cyclic economy; help them see clearly its benefits to each person, each family, each community, each industry, each locality, each region, the country, and the world. Along with awareness-raising, it is necessary to have regular plans to guide them in the right actions to contribute to circular economic development.

In a long-term strategic vision, in order to have human resources for the circulating economy in the future, it is necessary to focus on educating and training the young generation across all education levels. Equip them with the awareness of the importance of the circular economy, basic knowledge about the type, content, and requirements of this economy according to age, gender, education level, condition, etc. Encourage, motivate and suggest them so that they can practice cyclic economics in many places, many times, even in the learning process, in life, in activities and activities, playing, solving. intellectual, etc. That is the foundation for many future generations to realize and act properly and appropriately to contribute to the development of the circular economy in our country as well as in the region and the world.

4. CONCLUSION

Striving to promote the role of the circular economy, promoting the construction of human resources development will contribute effectively to the supplementation, adjustment, completion, and development of circulating economic models. existing in Vietnam, at the same time expanding to many other suitable models as well as investing in in-depth development. In the coming time, the Communist Party of Vietnam advocates “Have a plan to basically overcome the destruction, deplete natural resources, cause environmental pollution ... Concentrate on waste treatment, promote reuse. use, recycle and recover energy from waste associated with the formation of a continuous and continuous

production chain “; and “Human resource development, education, and training to meet the high-quality human resource requirements of the Fourth Industrial Revolution and international integration”. That policy is a very important basis for branches, levels, and localities to strive to promote their roles, build and develop human resources with many divisions, levels, and branches to serve the development process. circulating economy in Vietnam in the coming time with good quality and high efficiency.

The circular economic development should be based on sectors, fields, and localities that have been implementing economic models close to the cyclical economic approach, thereby completing and making suitable choices for each industry and field, but must be based on existing models such as 3R (reduction, reuse, and recycling) models deployed in our country over the past time.

Continue to promote exchange and learn from international experiences, especially countries that have been successfully implementing the circular economy, thereby transferring and applying it to specific circumstances of Vietnam. Strengthen communication, advocacy, and encourage people to properly classify waste at the source, and waste after being sorted must be collected, cleaned, and transported for recycling, especially garbage classification at the source. The source must become a mandatory requirement, becoming a cultural assessment criterion for each citizen.

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