Panel 8 : Social Development

Dark Tetrad: Assessing the Relationship of Psychopathy to Trauma and Social Relations

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Abstract

Studies pertaining to Dark Triad are not uncommon in research. However, the new construct where sadism is added has very limited literature. Its extension to adolescents is still unexplored and this study provides support on the plausibility of trauma and social relations role in the development of the Dark Tetrad components. Juvenile offenders (N=200) from Misamis Occidental, Iligan City and Cagayan de Oro City, both in the Philippines, completed measures of trauma, narcissism, Machiavellianism, psychopathy, sadism, and social relations. Hierarchical regression is used in looking for any significant relationship, as well as *Pearson r* or correlation coefficient in order to measure the links between Dark Tetrad and relationship with community, trauma and significant others. SPSS macro developed by Preacher and Hayes (2004) is also used to examine if Dark Tetrad has a linear relationship with community, trauma and significant others using a two-tailed significance test. The results show that juvenile delinquents with high Dark Tetrad traits tend to be positively connected to the community while negatively related to significant others. Moreover, sadism negatively correlates to community which suggests that highly sadistic individuals disregard outside influences if their goals is not affected, unlike the other dark traits.

Keywords: Dark Tetrad, Machiavellianism, Narcissism, Psychopathy, Sadism, Social Relations, Trauma

1. Introduction

Specific personality traits has been positively associated with maladaptive impulsive behaviors (Jakobwitz& Egan, 2006; Paulhus& Williams, 2002), which is known as the "Dark Triad of Personality". Composed of three interrelated higher-order personality constructs (Psychopathy, Narcissism, and Machiavellianism), it has been recently added with Sadism thus forming a new cluster labelled as the Dark Tetrad (Jakobwitz & Egan, 2006; Buckels, Jones, & Paulhus, 2013; Reidy, Zeichner, & Seibert, 2011). All traits share a tendency to score especially high on measures of callousness and also tend to be extroverted and sociable before making life miserable for those who are exploited by them. Studies pertaining to Dark Triad are not uncommon in research. However, the new construct where Sadism is added has very limited literature. Sadism is a distinct aspect of personality which is more dangerous than the other dark personalities in the new Dark Tetrad (Buckels, Jones, & Paulhaus, 2013). Also, the linkage between Dark Tetrad and trauma is still unexplored as well as its connection to social relationships. It has been studied with the adult population but its extension to adolescents is still unexplored and there are many questions still to be answered.

Developmentally, all of the traits are either theoretically or empirically associated with adverse childhood experiences (Battle et al., 2004; Horton, Bleau, & Drwecki, 2006; Poythress, Skeem, &Lilienfeld, 2006). Machiavellian individuals show dismissing and fearful attachment (Jonason, Lyons, & Bethell, 2014), or amoral, antisocial, and exploitative behavior (Christie & Geis, 1970; Furnham, Richards, & Paulhus, 2013) as a reflection of their vulnerability or their defences (Láng & Birkás, 2014). Additionally, Herman (1997) mentions loss of control over the world and emotion regulation as a significant consequence of trauma. Thus Machiavellian strategies might represent an attempt to regain this lost control in manipulating others (Christie & Geis, 1970).

Narcissistic features can be a consequence of traumatisation (Mosquera & Gonzales, 2011). For instance, the development of narcissistic traits is in many cases, a consequence of neglect or excessive appraisal (Stone, 1993). Thus, understanding the consequences of severe traumatisation from a dissociative perspective (Van der Hart et al., 2006), can help us comprehend the underlying causes of narcissism.

Karpman (1941), Lykken (1995), and Porter (1996) first introduced the idea of psychopathy as a result of dysfunctional interpersonal exchanges and adverse environmental factors. However, there is only limited research in this field, and there are few studies demonstrating that psychopathy may be linked to experiences of early trauma (Lang, Klinteberg, & Alm, 2002; Marshall & Cooke, 1999). Furthermore, the link between early adverse childhood experiences and psychopathy remains controversial (DiLalla & Gottesman, 1991).

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Since conceptions of sadism have rarely extended beyond those of narrowly defined sexual fetishes or severe criminal behavior (Davies & O'Meara, 2007), enjoyment of cruelty is certainly evident in mundane situations. In fact some researchers argue that humans have an innate readiness to find it pleasurable (Nell, 2006). But there is minimal research that exists on subclinical and non-sexual forms of sadism (Buckels, 2009), including how trauma could be a factor in developing sadism.

While Machiavellians are especially skilled and successful in deceiving others in everyday interpersonal situations such as those involving competition and strategy (Czibor & Bereczkei, 2010), the case is completely different with social contexts (Pilch, 2008; Pilch, 2012). As a result of being unaware of their own emotional experiences, they are unable to empathetically attune to others (Andrew, Cooke, & Muncer, 2008; Barnett & Thompson, 1985; Jakobwitz & Egan, 2006; Paál & Bereczkei, 2007) and to provide social support.

Although differing in the specifics, theorists like Kernberg (1974) & Masterson (1988) generally agree that narcissists' interpersonal relationships possess several potentially detrimental qualities. Since narcissist possess an inflated sense of self-worth is associated with argumentativeness (Colvin, Block, & Funder, 1995), hostility (Bushman & Baumeister, 1998; Rhodewalt & Morf, 1995), selfishness (Campbell, Reeder, Sedikides, & Elliot, 2000; Farwell & Wohlwend-Lloyd, 1998), and self-centeredness (Emmons, 1987), these may be related to the problems in their interpersonal relationships. Studies also postulate that children who experience familial psychological trauma had increased risk of psychopathic trait development (Gao et al., 2010; Litrownik, Newton, Hunter, English, & Everson, 2003; Marshall & Cooke, 1999). The vast majority of young psychopaths suffer from some mental-health condition that is exacerbated by their experience in the juvenile justice system (Glaser et. al., 2001). Also, prevalence data on Post Traumatic Stress Disorder (PTSD) in adolescents are limited.

In contrast to the paucity of research on everyday sadism, there is an abundance of empirical work on psychopathy, narcissism, and Machiavellianism, together known as the "Dark Triad" of Personality (Paulhus & Williams, 2002). But there is only little literature that includes sadism in the new concept known as Dark Tetrad. Its extension to adolescents is still unexplored and this study can provide support on the plausibility of trauma and social relations is related to the development of the Dark Tetrad components.

2. Method

This section describes the methodology of the study. It may include sub-sections such as participants, research instruments, data collection, and data analysis.

A. Respondents of the Study

The sample consisted of 200 male and female delinquent adolescents of Iligan City, Misamis Occidental and Cagayan de Oro City, Philippines. Participants' age ranged from 12 to 18 years old. During the administration, participants were allowed to ask questions for clarifications about the items on the questionnaires. The demographic profile of the respondent were asked such as age, gender, ethnicity, religion, and reason for incarceration. Most of the cases reported were minor ranging from drug-related cases to rape.

B. Instruments Used

All of the materials undergo a translation process in order to maximize the semantic (i.e., relative to the content and phrasing of the instrument items) and normative equivalence (i.e. relative to the conformity between the instrument and the cultural rules of the target culture) between the original English and the Cebuano versions of the scale (Behling& Law, 2000). The translation process undergoes into three stages: (a) An independent Cebuano translation of the materials were executed by the researchers who were both proficient in two languages; (b) A back-translation of the modified Cebuano version was made by a researcher, who is conversant in the two languages and had no aforementioned contact with the said measures; and (c) The back-translated version of the scales were compared with the original versions of the scales and minor changes were performed.

- Demographic data form. This were used in order to gather relevant personal data such as the participant's age, sex, civil status, present attachment figure / guardian, and educational status. Present attachment figure was defined as a present caregiver or a substitute close contact person.

- Dark Triad Short (D3-Short). This 27-item inventory by Paulhus D. L. (2013) captures all three of the Dark Triad of personality: Machiavellianism (a = 78), Narcissism (a = 77), and Psychopathy (a = 80). A 5-point scales with anchors: 1 = Strongly Disagree to 5 = Strongly Agree was utilized.

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- Comprehensive Assessment of Sadistic Tendencies (CAST). A 7-point scales by Buckels & Paulhus (2014) with anchors: 1 = Strongly Disagree to 7 = Strongly Agree. It measures on 3 scales the Direct − Verbal, contains six items (a = .80).The physical sadism scale contains five items (a = .81) and the Vicarious scale (a = .82). Overall alpha is .89.
- Intimate Friendship Scale (IFS). IFS have 32 items assessing 8 subscales: Frankness and Spontaneity, Sensitivity and Knowing, Attachment, Exclusiveness, Giving and Sharing, Imposition, Common Activities, and Trust and Loyalty. Respondents are required to rate on a 5-point Likert scale ranging from "strongly agree" to "strongly disagree". Reliability was demonstrated by reporting alpha coefficients for each of the four items, ranging from .72 to .77 for each subscale and show internal consistency (Sharabany, 1974).

- Sense of Community 2 (SCI-2).The SCI-2 is based on a theory of sense of community presented by McMillan and Chavis (1986) that stated that a sense of community was a perception with four elements: membership, influence, meeting needs, and a shared emotional connection. The analysis of the SCI-2 showed that it is a very reliable measure (coefficient alpha= .94). The subscales also proved to be reliable with coefficient alpha scores of .79 to .86.

- PTSD Checklist for DSM-5 (PCL-5). The PCL-5 is a 20-item self-report measure that assesses the 20 DSM-5 symptoms of PTSD. The PCL-5 has a variety of purposes, including: Monitoring symptom change during and after treatment, screening individuals for PTSD, making a provisional PTSD diagnosis. Estimates of internal consistency (Cronbach's alpha) range between .94 (Blanchard et al, 1996) to .97 (Weathers et al. 1993). Test-retest reliability has been reported as .96 at 2-3 days and .88 at 1 week (Blanchard et al., 1996; Ruggiero et al., 2003).

C. Data Gathering Procedure

Eligible participants from institutions helping adolescents with juvenile history in Iligan City, Misamis Occidental and Cagayan de Oro City, Philippines were given both oral and written information about the aims, content, and duration of the assessments. All informations were confidential. Written informed consent was required from the participants before participation. All discussions regarding study participation were conducted in a private area, and snacks after the administration was the only compensation offered for participation. Those participants who agreed to informed consent will be asked to answer five (5) different scales in order to complete the data for this study. Participants will then be informed that they had the option to discontinue participating in the study at any time without penalty. Participants were divided into groups. A total of 200 participants were invited to take part in this study. Youth completed the assessments independently on paper, with assistance from the researchers if requested or if a youth was observed to have difficulty completing the assessments.

The data were collected using sets of questionnaires. These sets are comprised of PTSD Checklist for DSM 5 (PCL-5), Intimate Friendship Scale (IFS), Sense of Community 2 (SCI 2), Dark Triad of Personality (D3-Short) and Comprehensive Assessment of Sadistic Tendencies (CAST) which were all validated and psychometrically cross-examined.

D. Data Analysis

All statistical procedure were performed using the statistical package for social sciences (SPSS) version 21. Descriptive statistics were used in presenting participants' socio-demographic profile. Moreover, hierarchical regression were also used in looking for any significant relationship. The study also utilized *Pearson r* or correlation coefficient in order to measure the links between dark tetrad and relationship with community, trauma and significant others. Our hypotheses suggest that dark tetrad has a linear relationship with community, trauma and significant others. We used an SPSS macro developed by Preacher and Hayes (2004) to examine this question using a two-tailed significance test.

3. Results

This chapter presents the results, discussion, and conclusion of the study. The present study examined the relationship among dark traits, social relations and trauma among juvenile delinquents.

1. Intercorrelation between the four factors of the Dark Tetrad: Machiavellianism, Narcissism, Psychopathy and Sadism

Table 1. Intercorrelation of Dark Tetrad.

	1	2	3
2. Narcissism	.405**		
3. Psychopathy	.321**	.406**	
4. Sadism	.270**	.336**	.605**

Note: All correlations are significant at .01; N=200

Table 1 show that Narcissism is a significant predictor of Machiavellianism. Psychopathy is a significant predictor of Machiavellianism and Narcissism. Sadism is a significant predictor of Machiavellianism, Narcissism and Psychopathy.

2. Controlling for age and gender, Trauma is a significant predictor of Dark Tetrad (Machiavellianism, Narcissism, Psychopathy and Sadism)

Table 2. Multiple Hierarchical Regression Results of Dark Tetrad predicting Trauma

	Trauma		
	B	Beta	Sig.
Step 1			
Age	.961	.118	.096
Sex	-5.700	-.149	.036
Step 2			
Age	.241	.030	.644
Sex	-3.657	-.095	.136
Machiavellianism	.209	.078	.265
Narcissism	.222	.072	.318
Psychopathy	-.027	-.013	.872
Sadism	.314	.427	.000

Note: B = unstandardized beta coefficient; Beta = standardized beta coefficient; N=200

Table 2 shows that sadism is a positive significant predictor of trauma. The association of sadism and trauma has an accounted variance of 18.23%.

3. Controlling for age and gender, Dark Tetrad (Machiavellianism, Narcissism, Psychopathy and Sadism) is a significant predictor of relationships with the community

Table 3. Multiple Hierarchical Regression Results of Dark Tetrad predicting Relationship with the Community.

	Reinforcement of Needs			Membership			Influence			Shared Emotional Connection		
	B	Beta	Sig.	B	Beta	Sig.	B	Beta	Sig.	B	Beta	Sig.
Step 1												
Age	.034	.019	.787	.087	.048	.504	.127	.073	.310	.036	.017	.810
Sex	1.567	.185	.009	.374	.044	.544	.795	.096	.179	1.782	.179	.012
Step 2												
Age	-.025	-.014	.841	.007	.004	.955	.065	.037	.579	-.015	-.007	.914
Sex	1.281	.151	.029	-.020	-.002	.973	.337	.041	.537	1.294	.130	.051
Machiavellianism	.148	.248	.001	.116	.192	.010	.125	.215	.003	.186	.265	.000
Narcissism	.078	.116	.140	.113	.165	.032	.162	.246	.001	.167	.210	.006
Psychopathy	.035	.078	.380	.127	.278	.002	.082	.185	.031	.012	.023	.791
Sadism	-.029	-.181	.039	-.044	-.270	.002	-.056	-.352	.000	-.058	-.303	.000

Note: B = unstandardized beta coefficient; Beta = standardized beta coefficient; N=200

Table 3 shows that the factors of dark tetrad, specifically on Machiavellianism and sadism, are significant predictors of community relationship. Narcissism is a significant predictor of membership, influence and shared emotional connection. In addition, psychopathy is a significant predictor of membership and influence. The association of Machiavellianism and community relationships has an accounted variance of 6.15% with reinforcement of needs, 3.69% with membership, 4.62% with influence and 7.02% with shared emotional connection. The association of sadism and community relationships has an accounted variance of 3.28% with reinforcement of needs, 7.29% with membership, 12.39% with influence and 9.18% with shared emotional connection. The association of narcissism and community relationships has an accounted variance of 2.72% with membership, 6.05% with influence and 4.41% with shared emotional connection. Also the association of psychopathy and community relationships has an accounted variance of 7.73% with membership and 3.42% with influence.

4. **Controlling for age and gender, Dark Tetrad (Machiavellianism, Narcissism, Psychopathy and Sadism) is a significant predictor of relationships with significant others**

Table 4. Multiple Hierarchical Regression Results of Dark Tetrad predicting Relationship with Significant Others.

	Frankness and Spontaneity			Sensitivity and Knowing			Attachment			Exclusiveness			Giving and Sharing			Imposition			Common Activities			Trust and Loyalty		
	B	Beta	Sig.	B	Beta	Sig.	B	Beta	Sig.	B	Beta	Sig.	B	Beta	Sig.	B	Beta	Sig.	B	Beta	Sig.	B	Beta	Sig.
Step 1																								
Age	-.221	-.170	.017	-.065	-.050	.489	.089	.063	.379	-.308	-.192	.006	.077	.057	.431	.062	.044	.536	-.125	-.075	.298	-.007	-.006	.934
Sex	-.084	-.014	.846	-.634	-.102	.155	-.277	-.042	.562	1.308	.174	.013	-.037	-.006	.936	.344	.052	.469	-.248	-.031	.662	.697	.120	.093
Step 2																								
Age	-.156	-.120	.091	-.023	-.018	.807	.115	.081	.270	-.214	-.133	.047	.118	.086	.209	.118	.084	.248	-.101	-.060	.395	.045	.037	.606
Sex	-.144	-.024	.739	-.543	-.087	.223	-.425	-.064	.383	1.349	.179	.008	.200	.031	.649	.296	.045	.537	.072	.009	.897	.547	.094	.185
Machiavellianism	-.026	-.060	.436	-.043	-.099	.208	.010	.022	.785	-.079	-.149	.041	-.119	-.262	.001	-.003	-.007	.931	-.124	-.223	.004	-.043	-.106	.173
Narcissism	-.058	-.118	.142	-.087	-.176	.032	-.002	-.004	.964	-.026	-.044	.561	-.118	-.229	.003	-.065	-.122	.137	-.027	-.043	.596	.015	.033	.682
Psychopathy	-.020	-.061	.505	-.011	-.033	.721	.014	.040	.671	-.089	-.222	.010	.021	.062	.480	-.026	-.074	.425	-.049	-.116	.205	.007	.022	.809
Sadism	-.011	-.094	.291	.010	.087	.335	-.020	-.159	.087	-.004	-.028	.740	.027	.221	.011	-.008	-.060	.508	.035	.232	.010	-.026	-.231	.011

Note: B = unstandardized beta coefficient; Beta = standardized beta coefficient; N=200

Table 4 shows that the factors of dark tetrad is a significant predictor of relationship with the significant others. Machiavellianism is a significant predictor of relationship with significant others, specifically on exclusiveness, giving and sharing, and common activities. Narcissism is a significant predictor of relationship with significant others on sensitivity and knowing, and giving and sharing. Psychopathy is a significant predictor of relationship with significant others, on exclusiveness only, and sadism is a significant predictor of relationship with significant others on giving and sharing, common activities and

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trust and loyalty. The association of machiavellianism and relationship with significant others has an accounted variance of 2.22% with exclusiveness, 6.86% with giving and sharing and 4.97% with common activities. The association of narcissism and relationship with significant others has an accounted variance of 3.1% with sensitivity and knowing and 5.24% with giving and sharing. The association of psychopathy and relationship with significant others has an accounted variance of 4.93% with exclusiveness. The association of sadism and relationship with significant others has an accounted variance of 4.88% with giving and sharing, 5.38% with common activities and 5.34% with trust and loyalty.

4. Discussion and Conclusion

The present study hypothesized that the four factors of the Dark Tetrad (Machiavellianism, Narcissism, Psychopathy and Sadism) assess trauma and social relations among juvenile delinquents. Thus, this chapter presents the results yielded by the data analyses for this study and discusses the characteristics of the sample, linear regression, discussion, conclusion and implications of the present study.

1. Intercorrelation between the four factors of the Dark Tetrad: Machiavellianism, Narcissism, Psychopathy and Sadism.

The results show that Narcissism is a significant predictor of Machiavellianism while Psychopathy is a significant predictor of Machiavellianism and Narcissism. Sadism is also a significant predictor of Machiavellianism, Narcissism and Psychopathy.

Narcissism and Machiavellianism

The results show that narcissism is positively correlated to Machiavellianism. Higher scores on Machiavellianism and Narcissism have been correlated with lower levels of empathic concern and perspective-taking, leading to the suggestion that narcissists may be emotionally unresponsive to others (Watson et al., 1984; Watson & Morris, 1991). Like narcissist that reflects a high and often exaggerated sense of self-worth and tends to correlate positively with self-esteem (Raskin et al., 1991), Machiavellian individuals employ social tactics, such as charm and seduction, to exploit others for personal gain (Jonason & Webster, 2012). Both that has been

positively associated with several other trait EL (emotional intelligence) facets, including assertiveness (Watson et al., 1988), happiness (Rose, 2002), optimism (e.g., Farwell & Wohlwend-Lloyd, 1998; Hickman et al., 1996), achievement motivation (Trijsburg & Duivenvoorden, 1987), and success in relationships (e.g., Foster & Campbell, 2005; Varga, 1987). In the mating context, Machiavellianism is also linked to a flexible and manipulative mating style that facilitates relationship maintenance while narcissistic individuals are perceived as more attractive and are more successful in acquiring short-term mates than are non-narcissists (Holtzman & Strube, 2010; Jonason, Li, Webster, & Schmitt, 2009; Jonason, Valentine, Li, & Harbeson, 2011). It is linked to low conscientiousness and low agreeableness (Lee & Ashton, 2005), which in turn are associated with sensation-seeking (Zuckerman, 1994) and short-term mating behaviors (Schmitt, 2004; Schmitt & Shackelford, 2008). Machiavellianism is also related to risky decision-making, individually and within group settings (Rim, 1966), and these individuals make such decisions in order to minimize losses and maximize gains (Weinstein & Martin, 1969).

Psychopathy and Narcissism

        While psychopathy is positively correlated to narcissism and Machiavellianism, the association between narcissism and psychopathy has been studied for some time (Hart & Hare, 1998). Both are also linked with extraversion and openness (Helgeson & Fritz, 1999; Paulhus & John, 1998), self-enhancement (Williams, 2009) and aggression (Jones and Paulhus, 2010). Unlike Machiavellianism which is attributable to shared environmental factors, psychopathy and narcissism are influenced by genetic and non-shared environmental factors (Vernon, Villani, Vickers, & Harris, 2008). Narcissists are more likely to be aggressive when their ego is threatened, although this is typically confined to reactive (vs. proactive) and relational (vs. physical) types of aggression (Baumeister, Bushman, & Campbell, 2000; Bukowski Schwartzman, Santo, Bagwell, & Adams, 2009). They also engage in deception for self-gain (Jonason, Lyons, Baughman, & Vernon, 2014), and are more likely to commit infidelity in romantic relationships (McNulty &Widman, 2014) - a milder trait with regards to antisocial behavior compared to psychopathy, it is also related to undesirable behaviors. Narcissistic individuals, like psychopaths are less prone to feelings of shame and guilt (Campbell, Foster, & Brunell, 2004), further supporting their immoral behaviors (Brunell, Staats, Barden, & Hupp, 2011). Psychopathy and narcissism are linked to impulsivity and risk-taking (Campbell et al., 2004; Cleckley, 1976; Jones & Paulhus, 2011), and therefore, it is predicted that these traits will be negatively correlated with delayed gratification.

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Psychopathy and Machiavellianism

With the researches focused on correlating psychopathy and Machiavellianism traits, empirical evidence for its overlap is now accessible (Paulhus, Williams & Harms, 2001). There are many conceptual similarities between Machiavellianism and psychopathy (Smith & Griffith, 1978; McHoskey, Worzel, & Szyarto, 1998), such as disagreeableness, manipulativeness, and low empathy (Ali, Amorim, & Chamorro-Premuzic, 2009; Lee & Ashton, 2005). Moderate to strong correlations have also been reported between Machiavellianism and psychopathy (Jakobwitz& Egan, 2006; McHoskey et al., 1998; Paulhus& Williams, 2002). Ali et al. (2009) considered the two-factor model of psychopathy in an investigation using an image task to assess the empathic responses of participants to the emotional displays of others. The results showed that primary psychopathy and Machiavellianism were positively associated with the experience of positive affect from sad stimuli, while secondary psychopathy and Machiavellianism were positively associated with the experience of negative affect in response to neutral stimuli. Another constant finding is that Machiavellianism and psychopathy were negatively associated with conscientiousness, which is a communal trait. Machiavellianism and psychopathy may coincide (McHoskey et al., 1998) and are more likely to engage in plagiarism, fraud and cheating. This finding is consistent with previous works showing that difference score is higher in delinquent than in non-delinquent adolescents (Lynam, Moffitt, &Stouthamer-Loeber, 1993) and higher in psychopathic than non-psychopathic delinquents (Gretton, 1998). Recent work also suggests that Machiavellianism may differ from psychopathy in terms of short-term and long-term deception tactics (Jones, 2014).

Sadism and Narcissism

Sadism is also positively correlated to Narcissism, Machiavellianism and Psychopathy. While narcissists are common, malignant narcissists are less common. A notable difference between the two is the feature of sadism, or the gratuitous enjoyment of the pain of others. If a person is sadistic, it means that he or she derives gratification from punishing, harming, or abusing others. The term "gratification," isn't the same as enjoyment or deriving actual pleasure but the gratification type that narcissists seek called "narcissistic supply" (Meyers, 2016). Sadistic acts are his way of punishing them for not being docile, obedient, admiring and adoring as he expects them to be in view of his uniqueness, cosmic significance and special entitlement. A narcissist will deliberately damage other people in pursuit of their own selfish desires, but may regret and will in some circumstances show remorse for doing so, while a malignant narcissist will harm others and enjoy doing so, showing little empathy or regret for the damage they have caused (Vaknin, 2015).

Sadism and Psychopathy

Sadism and psychopathy have often been theoretically and clinically associated,' but empirical measurement of the relationship, if any, between these constructs is virtually absent. Hart et. al studied the association between psychopathy and aggressive/sadistic behavior in incarcerated males and found a significant and positive relationship between the diagnosis of psychopathy as measured by the PCL-R and items measuring aggressive/sadistic behavior on Scale 6B of the Millon Clinical Multiaxial Inventory 2 (MCMI-II). To support, Gacon et. al found that a sample of hospitalized insanity malingerers were significantly more psychopathic ($p < .001$) and sexually sadistic ($p < .025$) than a random comparison group of insanity acquittees. Another study conducted by Gratzer and Bradford results that sadistic murderers, as a combined group, had a significantly greater frequency of physical abuse, cross-dressing, voyeurism, exhibitionism, and homosexual experiences in their history than the nonsadistic sexual murderers. They were also significantly more likely to plan their offense, pre-select a location, and beat, anally rape, bind, and force fellatio on the victim. Emotional detachment and sexual dysfunction also distinguished them. Eighty-six percent of the sexually sadistic murderers were antisocial personality disordered, and the majority had measurable neurologic impairments. It did not directly measure psychopathy, but the convergence with sexual sadism is strongly suggestive and expectable and that psychopathy and sadism are significantly and positively correlated study (Holt S, Meloy JR, Strack, 1997).

Sadism and Machiavellianism

Sadism and Machiavellianism scores were positively correlated with self-reported enjoyment of trolling. Also, vicarious sadism was positively correlated with enjoyment of debating (Buckels, Trapnell & Paulhus, 2014). This analysis indicated that sadism and Machiavellianism were unique predictors of trolling enjoyment. In contrast, when the other Dark Tetrad scores are controlled, narcissism was negatively associated with trolling enjoyment and psychopathy was unrelated to trolling enjoyment.

All three Dark Triad constructs have been associated with high aggression and low empathy (Friedenfelt &Klinteberg, 2007; Munro, Bore, & Powis, 2005). Dark Triad (Paulhus& Williams, 2002) was formed due to positive intercorrelations among their scales and a similar ''antagonistic/exploitative'' behavioral style (Jones & Paulhus, 2010). Features that the Dark Triad have in common include manipulativeness and callousness (Jones & Figueredo, 2013), disagreeableness (Paulhus & Williams, 2002; Jacobwitz & Egan, 2006), a fast life history

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strategy (Jonason et al., 2009; Jonason et al., 2010). This results support the research of Buckels and colleagues (2011) which suggests that sadism is a distinct aspect of personality that with the three other constructs forms a "Dark Tetrad" of personality traits. Despite their different origins, all involves a socially vicious character with behavior propensity towards self-promotion, emotional coldness, duplicity, and aggressiveness. Sadists shares the trait of callousness with the first 3 types, but is distinguished by the enjoyment of cruelty (Kenrick, 2014). The Dark Tetrad then shares two major characteristics: extreme selfishness and a lack of empathy for others. While they share a tendency to score especially high on measures of Callousness, each of these types also tends to be extroverted and sociable, so often make good first impressions, before going on to make life miserable for those who are exploited by them (Kenrick, 2014). Low to moderate correlations have been reported between the traits (Paulhus& Williams, 2002; Lee & Ashton, 2005) and each has been linked to unique behavioral outcomes and social influence tactics (Furnham, Richards, &Paulhus, 2013; Jonason& Webster, 2012).

2. Controlling for age and gender, Trauma is a significant predictor of Dark Tetrad (Machiavellianism, Narcissism, Psychopathy and Sadism).

The results show that that Trauma has significantly predicted the four factors of Dark Tetrad, specifically on Machiavellianism, Narcissism, Psychopathy and Sadism. This explains that adolescents high on trauma are more likely to exhibit the Dark Tetrad traits.

According to Belsky (Del Giudice & Belsky, 2011), fast life history strategies are not only reflected by insecure attachment styles, early physical maturation, and reproductive strategies fostering short-term relationships, but also by personality characteristics. Although results are inconsistent, several studies (Jonason, Koenig, & Tost, 2010; Jonason & Tost, 2010; McDonald, Donnellan, & Navarrete, 2012) identified Machiavellian characteristics such as impulsivity, exploitativeness, selfishness, inability to delay gratification, and unrestricted sociosexuality as parts of this fast life strategy. Besides the assumptions on the relationship between childhood psychological maltreatment and Machiavellianism, trauma literature also contains elements that might be promising in linking Machiavellianism to childhood adversities. According to Janoff-Bulman (2010), three basic assumptions are shattered in victims of trauma: belief of invulnerability; perception of the world as meaningful; and positive representation of self and others. Dismissing and fearful attachment (Jonason, Lyons, & Bethell, 2014), or the amoral, antisocial, and exploitative behavior (Christie & Geis, 1970; Furnham, Richards, & Paulhus, 2013) of Machiavellian individuals reflects their vulnerability or their defenses against it (Láng & Birkás, 2014). Additionally, Herman (1997) also mentions loss of control over the world, others, and emotion regulation as a significant consequence of trauma. Machiavellian

strategies might represent an attempt to regain this lost control in manipulating others (Christie & Geis, 1970). In these potentially harmful environments pursuing a Machiavellian strategy might be adaptive, but could have high costs. Deceitful and exploitative behaviors might lead to retaliation or abandonment by the deceived and exploited, thus leading to repetition of trauma (Stern & Stern, 2013).

The onset of pathological narcissism is commonly attributed to childhood abuse and trauma inflicted by parents, authority figures, or even peers. Development of narcissistic traits is a result of experiences of shame and anger for their past helplessness and submissiveness. The strong feelings of anxiety, guilt, and shame are also typical of victims of childhood abuse, domestic violence, and rape. They often suffer from Posttraumatic Stress Disorder (PTSD). Pathological narcissism is a defence mechanism intended to deflect hurt and trauma from the victim's "True Self" into a "False Self" which is omnipotent, invulnerable, and omniscient. The False Self regulates his or her labile sense of self-worth by extracting from his environment any form of attention, both positive and negative (Vaknin, 2007).

Karpman (1941), Lykken (1995), and Porter (1996) first put forward the idea of psychopathy as a result of dysfunctional interpersonal exchanges and adverse environmental factors, including child abuse and neglect. This is mirrored in theoretical and clinical researches on attachment theory (Bowlby, 1969, 1973, 1980) suggesting a relationship between child abuse/neglect and psychopathy (Caretti & Craparo, 2010). However, there are few studies demonstrating that psychopathy may be linked to a disruptive developmental history, including experiences of early trauma (Lang, Klinteberg, & Alm, 2002; Marshall & Cooke, 1999). Because many psychopaths have a history of rejection and neglect (Martens, 2000) every further rejection in their life might revive those traumatic experiences of the past, and may bring about intense anger, rage, distress and related emotions. Confrontation or association with their trauma (that could be linked to a history of physical, sexual or emotional abuse), which may play a role in the etiology of their disorder. Thus, the causal role of early traumatic exposure in predisposing an individual to criminal behaviour has been well demonstrated (Ardino, 2011, 2012; Caretti, Ciulla & Schimmenti, 2011; Craparo, Faraci, Rotondo, &Gori, in press; Maxfield & Widom, 1996; Widom, 1989), whereas the link between early adverse childhood experiences and psychopathy remains controversial (DiLalla&Gottesman, 1991). Other studies suggest that exposure to early relational trauma can play a relevant role in the onset of violent offending behaviour, and this can be related to an early age of exposure to abuse and neglect and the subsequent development of psychopathic traits. It is beyond the scope of this study to advance a deterministic explanation of the link between trauma and psychopathy; however, it may be assumed that traumatic memories built upon abuse, material neglect, and lack of emotional care could be responsible for a fragmented self (Meloy, 2001; Schimmenti, 2012).

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Finkelhor and co-workers (1988) estimated that extreme abuse was a factor in about 15% of nursery school sexual abuse cases. In some cases sadistic elements appear only in vivid flashbacks, traumatic nightmares, re-abuse re-enactments, or body memories. In others, severe posttraumatic, borderline, and dissociative symptoms, often in an atypical presentation, coexist initially with a bland childhood history. Some children abused in nursery school settings described scenes in which multiple children were victimized by multiple adults with the use of elaborate planning to execute multiple perverse acts often including bondage, incarceration, forced eating of nonfood, torture of children and animals, sodomy, and threatened or actual killings with mutilations (Kelley, 1989; Jonker & Jonker-Bakker, 1991).

One study found 4 characteristics that are more frequent among sadists, physical abuse in childhood; cross-dressing; history of peeping (voyeurism); and obscene phone calls or indecent exposure. A similar lack of specificity was found for the childhood behavioural indicators previously identified to be associated with criminal sadists. The only exceptions were self-identified compulsive masturbation and fire-setting, which were significantly more prevalent in the sadist group (Fedoroff, 2008).

The common factor that links the four traits to trauma is the experience that happened during their childhood. In order to cope with the trauma, they either try to develop defenses in order to avoid (Láng & Birkás, 2014) or deflect (Vaknin, 2007) similar situations to past experiences. It could also be inferred that trauma causes the person to display criminal behaviors and violence (Meloy, 2001; Schimmenti, 2012). Also, the imitation of the behavior can be another outlet of the individual to cope with the trauma (Fedoroff, 2008).

3. Controlling for age and gender, Dark Tetrad (Machiavellianism, Narcissism, Psychopathy and Sadism) is a significant predictor of relationships with the community.

The results show that Machiavellianism has significantly predicted positive community relations, specifically Reinforcement of Needs, Membership, Influence, and Shared Emotional Connection. Narcissism is significantly associated with increased Membership, Influence and Shared Emotional Connection while Psychopathy predicted Membership and Influence factors only. It is significant to note that the fourth component of Dark Tetrad, Sadism, negatively predicted all community relations factors.

One or more of the Dark Tetrad personalities invariably emerge in analyses of counterproductive behaviour (Harms, Spain, & Hannah, 2011; Hogan, 2007). They are evident in notions of 'toxic leadership', 'snakes in suits', and 'bad bosses'. Such leaders typically derail somewhere down the line (Babiak, 1995; Dotlich& Cairo, 2003; Furnham, 2010; Hogan & Hogan, 2001; Kets de Vries, 2006; Lubit, 2004). But recent research has turned to the adaptive side by uncovering contexts where one or more of the Dark Triad has proved to be advantageous (Hogan & Hogan, 2001). Furnham (2010) has detailed cases where high levels of Dark Tetrad traits, when combined with other factors (intelligence, physical attractiveness), often help an individual acquire positions of leadership. Thus, dark traits help people ''get ahead of'' but not necessarily ''get along with'' others in the work place (Hogan, 2007). In fact, some researchers have now focused on so-called ''successful'' psychopaths (Babiak & Hare, 2006; Chatterjee & Hambrick, 2007) as well as successful narcissists (Chatterjee & Hambrick, 2007; Paulhus, Westlake, Calvez, & Harms, 2013).

The result of this study shows that Machiavellianism has significantly predicted positive community relations, specifically Reinforcement of Needs, Membership, Influence and Shared Emotional Connection. This suggests that individuals with high Machiavellianism are likely to be active and influential in the community. Also, it implies that they are able to receive assistance for their needs and have relationships within the community. Consistent with Czibor & Bereczkei (2010), Machiavellians are especially skilled and successful in deceiving others in everyday interpersonal situations. Machiavellians are known to strive towards agentic goals (money, power) and have calculated manipulation tactics (Christie & Geis, 1970; Fehr, Samsom, & Paulhus, 1992; Jones & Paulhus, 2009; Rauthmann, 2012; Rauthmann & Will, 2011; Wilson, Near, & Miller, 1996). High Machs' self-models are characterised by rigid self-boundaries, compulsive self-reliance and stable self-esteem. They only show their abilities and positive attributes to the social environment while concealing their feelings and personal deficiencies based on the belief that disclosing emotions and vulnerability is a sign of weakness that would merely be an invitation to others to exploit them (Sherry, Hewitt, Besser, Flett, & Klein, 2006). Thus, this study contends that high Machs focus their resources on personal goals rather than on people (McHoskey, 1999). Hence, they build positive image and relationships within the community in order to achieve their goals.

Narcissism is also found to be significantly associated with increased Membership, Influence and Shared Emotional Connection. This implies that individuals with narcissism are more likely to be part of and be influential in their community. Furthermore, this suggests that they have associated themselves with the community. Similar to previous studies, narcissists strive towards status, prestige, power, and leadership; and displays entitlement, arrogance, and superiority (Morf & Rhodewalt, 1993, 2001; Raskin & Hall, 1979; Raskin & Terry, 1988).

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Narcissists also fantasize about their own power and success (Raskin & Novacek, 1991). Interpersonally, narcissists report inflated perceptions of their own positive input in group (John & Robins, 1994) and dyadic tasks (Campbell et al., 2000; Farwell & Wohlwend- Lloyd, 1998). Narcissists also like to "show off" or otherwise impress others (Buss & Chiodo, 1991). However, it should be emphasized that narcissists are not necessarily debilitated with their relationship to others (Vaknin, 2007). Although often perceived by others as socially aversive, narcissists see themselves as good leaders (Furtner, Rauthmann, & Sachse, 2011; Zuroff et al., 2010) thus, being part of a group and building relationships within is important to attain such goals.

Psychopathy also predicted Membership and Influence factors suggesting that individuals high in psychopathy are likely part of a community and renders power towards it. Similar to Bowlby in his study of delinquent adolescents (1944), for the psychopath, relationships are defined by power gradients, not affectional ties. Instead of seeking proximity to others as a way to feel affection and closeness, they are more concerned with dominating objects to control them. This reduces threats and stimulates his or her grandiosity, but also diminishes the probability of empathy and inhibition of aggressive impulse. Although these individuals may flourish in some contexts, most eventually fall from grace (Furnham, 2010; Hogan, 2007). From these, it can be deduced that psychopaths are more agentically than communally oriented in their motivations and behaviors not because they have strong empathy to other, but to support their perception of themselves to have power over others.

Sadism, in contrast to the three previous Dark Tetrad traits, has negatively predicted all community relations factors. This suggests that the higher the levels of sadism, the lower the community relation of the individual. This opposes to the study of Buckels (2012), followed Jones and Paulhus (2010) where sadists express aggression both unprovoked and costly in terms of time and effort. In contrast to other dark tetrad traits, sadists are the only ones who consider delay of gratification as necessary to achieve their goals. Their desire for cruelty is enough to expend time and resources which contends with the results that high sadism implies less investment in community relations (Masui, Iriguchi, Nomura, & Ura, 2011; Reidy et al., 2011). The results are attuned with numerous researches indicating poor relationship with others. Sadism is manifested through a number of antisocial behaviors, antisocial emotions, and indicators of poor psychological functioning (Reidy, Zeichner, & Martinez, 2008; Schmeelk, Sylvers, and Lilienfeld, 2008; Hagger-Johnson and Egan, 2010; Chabrol et al., 2009). Further, sadists were found to have little social support and disregard for social rules (Figueredo et al., 2006; Jonason, Koenig, & Tost, 2010).

All Dark Tetrad traits have similar aggressive tendencies but only sadism tend to have negative relationship with community relation. The results support that all traits, except sadism are able to have relationships with others in the community. Thus, the individuals with higher sadism are likely to have difficulty in relating to the wider community. Alternatively, those individuals who have higher Machiavellianism, Narcissism and Psychopathy, are likely not to have difficulties with their interaction with others. These findings further support the distinctiveness of sadism from the rest of the three dark traits despite that they are significantly related to each other.

4. Controlling for age and gender, Dark Tetrad (Machiavellianism, Narcissism, Psychopathy and Sadism) is a significant predictor of relationships with significant others.

The results show that Machiavellianism has significantly predicted relationship with significant others, specifically on Exclusiveness, Giving & Sharing, and Common Activities. Narcissism significantly predicted with Sensitivity & Knowing, and Giving & Sharing. Psychopathy has significantly predicted with Exclusiveness only while Sadism predicted Giving & Sharing, Common Activities and Trust & Loyalty.

Machiavellianism has negatively predicted relationship with significant others, specifically on Exclusiveness, Giving & Sharing, and Common Activities. This indicates high Machiavellian individuals are most likely to be disloyal, selfish and having no similar interests in activities with their love ones. The findings of this study relates to previous researches that suggest that Machiavellians are unaware of their own emotional experiences, and are unable to empathetically attune to friends and family (Andrew, Cooke, & Muncer, 2008; Barnett & Thompson, 1985; Jakobwitz & Egan, 2006; Paál & Bereczkei, 2007). High Machs hold that intimacy is risky because trust is always subject to betrayal and self-disclosure incurs especial vulnerability. Does when it comes to romantic relationships, they avoid deep intimacy and are reluctant to share their ideas and feelings with others. Due to their utilitarian and instrumentalist attitude, they enter into short-term relationships at a low investment rate (Holtzman, 2013; Jonason, Li, Webster, & Schmitt, 2009) and they are not interested in establishing committed, emotionally deep relationships. While Machiavellians are especially skilled and successful in deceiving others in everyday interpersonal situations such as those involving competition and strategy (Czibor & Bereczkei, 2010), the case is completely different with social contexts aimed at trust, commitment and cooperation (Pilch, 2008; Pilch, 2012). The study supports the findings that Machiavellians maintain an impersonal relation to their partners, but only treating them as exploitable objects. Apparently, Machiavellians' interpersonal attitude is based on a symbiotic-hostile merging with the partner rather than simple interpersonal distance. Led by utilitarianism, they want to get but not give in romantic relationships.

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Narcissism also negatively predicted Sensitivity & Knowing and Giving & Sharing. This means that high narcissistic individuals will be more likely to have low empathy and sensitivity, as well as selfishness. Like the previous findings, this study found that narcissists' romantic relationships are shallow and transitory (Masterson, 1988) and they also engage in exhibitionistic displays designed to win the attention and admiration of romantic partners (Buss & Chiodo, 1991). Thus, narcissists turn love toward the self, and this manifests in their less affectionate and more self-enhancing interpersonal relationships. Although differing in the specifics, theorists generally agree that narcissists' interpersonal relationships possess several potentially detrimental qualities (Holtzman & Strube, 2010; Jonason, Li, Webster, & Schmitt, 2009; Jonason, Valentine, Li, & Harbeson, 2011).

Meanwhile, psychopathy has only significantly predicted Exclusiveness. This suggests that the higher the level of psychopathy, the lower the levels of exclusiveness in the interpersonal relationship. It is in line with the findings that psychopaths are unable to commit and rarely experience empathy (feeling what others are feeling) that they can hardly be expected to love anyone but themselves (Ali, Amorim, & Chamorro-Premuzic, 2009). Furthermore, when it comes to romantic relationships, they are known for their unstable and aggressive approach. They are also self-centered, dishonest and undependable, and at times they engage in irresponsible behaviour for no apparent reason. They rarely learn from their mistakes or benefit from negative feedback, and they have difficulty inhibiting their impulses (Holloway, 2015). Thus making psychopaths jump from one relationship to another as long as they can benefit and have fun.

Sadism also negatively predicted Giving & Sharing, Common Activities and Trust & Loyalty. This implies that the highly sadistic individuals are more likely to be selfish, doubtful and dishonest among their romantic partners. They also tend to be dissimilar to their significant others in terms of hobbies and activities. Similar to Buckels (2012), sadists engage in dominance as an effective method of causing interpersonal suffering. Thus, dominating by crushing others is a form of cruelty that provides sadistic pleasure. Sadists requires cognitive mentalizing abilities to obtain gratification from others' suffering (Baumeister, 1996; Millon et al., 2004) which is also related to a dominant and tyrannical interpersonal style. Moreover, this study implies that sadists have unstable relationships because of their distrust and their difference in preference of activities which they find pleasurable.

These individuals have positive relationships in their community but the same behavior can't be applied in terms of relationship with significant others. Dark traits possess characteristics that make them doubtful of other people's intention. They are also selfish to the point of disregarding other people if there is no benefit for them. Thus, it makes them have difficulty forming long-term relationships. It can also be related to their inability to perceive their own emotional experiences; since they are unable to empathetically attune to others. However, they show their abilities and positive attributes to the social environment while concealing their feelings and personal deficiencies as a means to achieve their agentic goals. They are especially skilled and successful in deceiving others in everyday interpersonal situations such as those involving competition and strategy (Czibor & Bereczkei, 2010), but the case is completely different with social contexts aimed at trust, commitment and cooperation (Pilch, 2008; Pilch, 2012). Thus, this findings support previous claims that individuals possessing dark traits have difficulty finding long-term relationships.

CONCLUSION

Generally, the findings of this study suggest that juvenile delinquents with high Dark Tetrad traits tend to be positively connected to the community while negatively related to significant others. Moreover, sadism negatively correlates to community. The results suggest that highly sadistic individuals disregard outside influences if their goals is not affected, unlike other dark traits.

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Developing of Coastal Economic Zone in Vietnam Towards Green Growth by 2030

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Abstract

Green growth is a critical requirement for territorial organization model of many countries in the world including Vietnam. With the advantage of a long coastline (3200km), along with its strategic location near the international maritime route from the Pacific to the Indian Ocean, Vietnam has developed many Coastal Economic Zones (CEZ) to take full of these advantages. The development of CEZ has contributed significantly in promoting social-economic development of the locals, the development of marine economy, sovereignty and national maritime security. However, since CEZ usually locates near the seaside, the structure of industries and territories have not been planned and managed tightly, the risks of environmental pollution, CO_2 emissions remain high due to backward production technology, energy used in production comes primarily from fossil fuel sources ... Stemming from the above issues, this study focused on the current situation of development and policies of green growth for CEZ in Vietnam. From that, the author proposes orientations and solutions for sustainable development this territory form until 2030 in Vietnam.

Keywords: Coastal economic Zone, green growth

Proceedings of 12th International Conference on Humanities & Social Sciences 2016 (IC-HUSO 2016) 14-15 November 2016, Faculty of Humanities and Social Sciences, Khon Kaen University, Thailand

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1. Introduction

In the last 10 years, the concept of green growth which is used widely around the world with connotations associated factors of growth with environmental protection becomes concern by Governments and Organizations. In Vietnam, the issue of rapid growth coupled with sustainable development has always been emphasized in the economic development strategy. However, green growth is particularly concerned only when the Environmental Protection Law was enacted in 2005 and amended in 2014; and National Strategy on green growth was published in 2012. Therefore, the approach of green growth associated with the development of CEZ is relatively new in Vietnam.

CEZ the a form of territorial organization with development prospects in Vietnam. Since inception (early 2000s), Vietnam has had 15 CEZs, which created incentives for the development of coastal areas, as a basis for attracting huge investments. The development of the CEZ has initially had positive contribution to social-economic growth of the local and the country, promoting economic development facing the sea, contributing to national sovereignty on the sea [3]. However, due to the location near the seaside, the risk of pollution of the marine environment in particular and the environment in general caused by the production activities is huge. Thus, the development of CEZ towards green growth for sustainable, efficient development is an important issue need studying in the current context of Vietnam.

2. Theoritical basis

2.1. Green growth and green coastal economic zone

Within 50 years, the world economy has been developing rapidly and outstanding. This development, along with the increase in world population has brought serious consequences for our environment. Climate change, resource depletion, decline in natural ecosystems, etc, are urgent issues that threaten the survival of humanity. In this context, the concept of green growth - a new approach to economic growth - are confirmed by numerous experts in economics, environment, leaders of developed countries and international organizations that will be cure for the world, and is the inevitable trend for the economic development of the 21st century According to UNDESA (2012), there are about 13 different concepts of green growth of countries and organizations. However, with any approach, the content of green growth mainly includes the following issues: sustainable production and consumption; Reducing greenhouse gas emissions and adapting to climate change; Greening of production and business operations through the development of green technologies and the development of the high-tech industry, using less resources, applying cleaner production measures; Building sustainable infrastructure; efficient protection, exploitation and using of resources; Reform and the application of economic instruments; Developing and implementation of ecological indicators.

About green CEZ, there is no full concept. According to the author's study, green CEZ can be interpreted as the boundary area with coastal location, it has special incentives to attract investment for environmentally friendly manufacturing, energy-saving use and partly renewable energy resources, creating less CO2; this area is designed according to the "green rules" which enterprises reuse others' resources in the manufacturing process; Waste System is recycled and processed within the region; besides, green CEZ should have good research and development (R&D) activities, green financial mechanisms (low-carbon finance) are applied and widely deployed in the investment and development of production.

In the two aforementioned content, green growth oriented - CEZ has not been formed in Vietnam. Therefore, this study will focus on proposing orientations for the development of these CEZ toward green growth contributing on bringing high efficiency and sustainability for the coastal local in particular and the country in general.

2.2. The analytical development framework of CEZ toward green growth

Research and development of CEZ toward green growth in Vietnam need to put in the context of social-economic development and development policy of the State.
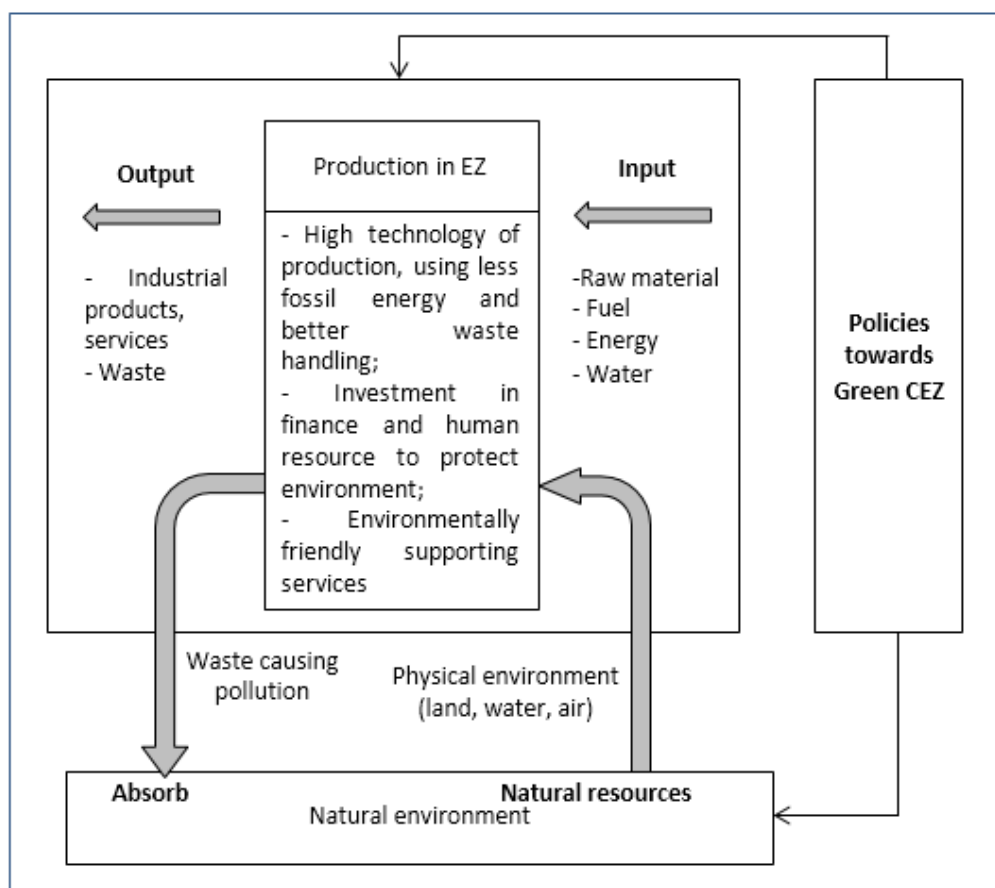
Analytical framework of CEZ toward green growth in Vietnam

(Source: Suggested by the author based on the analytical framework of OECD, 2011[7])

Production in general and production in the CEZ in particular are the process of transformation of inputs (mainly raw materials, fuel, energy, water) into outputs (products and waste). In the CEZ, industry is the main production sector which has strong interaction with the natural environment. As reported by the OECD (2009), the manufacturing industry group is the sector which extracts a lot of resources (1/3 of total global energy consumption for the phase from 1971 to 2004), as well as creates waste the most. This makes us increasingly to pay attention to the production of CEZ due to the location near the coast, the ability of discharge sources polluting the coastal environment in a wide range is very high. According to Hart & Ahuja (1996), in order to reduce waste in the production process (espacially industrial production),

we need to implement two measures: (i) controlling, meaning that waste will be stored, treated and disposed of through emission control equipment; and (ii) The prevention, meaning that the waste will be reduced, modified, or replaced from the production process by investing in appropriate production technology. Thus, even with any measure, the greening of production requires the Management Board and enterprises to invest in facilities / or improve technologies. The policies implemented in the EZ have to promote enterprises: (i) Invest in new production technology towards reducing waste or mandatory regulations on investment in waste disposal system connecting between the output of the production and the absorption of the natural environment; and (ii) invest in human finance to control the exploitation of natural resources and the discharge of the enterprises into the natural environment.

According to Aghion, Hemous & Veuglers (2009) [1] there is no green growth without technological improvements and the intervention of the Government. As written by these authors, a product can be produced from green technology or dirty technology. The production by dirty technology has its' advantage since it is cheap and accessible. Thus, for profit, enterprises often focus on production to maximize profits. Therefore, the greening of production requires the intervention of the Government as green technology requires a lot of investment in processing the waste from the manufacturing process or a change to costly new technology for manufacturers. In addition, this study also shows that delaying the policy will result in increasingly negative impacts for the environment because the output of the manufacturing process without investing new technology or waste processing technology will increase the volume of hazardous waste causing environmental pollution.

3. Methodology and Data sources

The data used in this study is collected from Economic Zone Management Department - Ministry of Planning and Investment and the researches published by the prestigious research facilities in Vietnam. Moreover, this research synthetizes the evaluation of policies, laws being applied for the development CEZ toward green growth. Besides, the author also refers to the expert opinion in order to give recommendation on direction and policy to develop CEZ toward green growth until 2030.

4. Results

4.1. Developing situation

On September 23rd 2008, Prime Minister issued Decision No. 1353/QD-TTg on approving the development plan of Vietnam CEZs by 2020; which in the coastline, there would be 15 EZ formed. They were Van Don (Quang Ninh), Dinh Vu - Cat Hai (Hai Phong), Nghi Son (Thanh Hoa), Southeastern Nghe An (Nghe An), Vung Ang (Ha Tinh province), Hon La (Quang Binh), Chan May - Lang Co (Thua Thien - Hue Province), Chu Lai (Quang Nam), Dung Quat (Quang Ngai), South Phu Yen (Phu Yen), Van Phong (Khanh Hoa), Dinh An (Tra Vinh), Phu Quoc (Kien Giang) and Nam Can (Ca Mau). In recent years, three places allowed to establish CEZ by the Prime Minister are Thai Binh (Diem Dien EZ), Nam Dinh (Ninh Co EZ) and Quang Tri (Quang Tri Southeast EZ). The total area of land and water surface of 15 EZ is about 69 thousand hectares (of which area of land for the projects' production layout is about 20 thousand hectares) [3].

For 15 operative economic zones, the locals have actively implemented the construction of technical infrastructure and attract projects to develop production. After nearly 10 years of operation, in overall EZs have gained some achievements in promoting economic growth, creating jobs but not significantly and not like the original target. According to the Ministry of Planning and Investment, so far area of land of investment projects in manufacturing in CEZ only reaches 9% of total land area for production and business. If compared to other industrial parks in the country, the scale of CEZ is about 10 times larger but the contribution of production targets and the budget is much lower. Total revenue in recent years from the new coastal economic zones was around USD 6-8 billion per year and the annual budget is only about USD 500-600 million dollars.

Table 1: Some indicators on development of CEZ in Vietnam by the end of 2014

No	EZ	Year of establishment	Foreign investment			Domestic investment		
			Number of Project	Registered capital (USD million)	Implemented capital (USD million)	Number of Project	Registered capital (VND billion)	Implemented capital (VND billion)
1	Dinh Vu - Cat Hai	2008	31	1898	600	40	16393	8861
2	Van Don	2007	5	131	7	70	7875	60151
3	Nghi Son	2006	6	9710	888	45	74845	24697
4	Southeat Nghe An	2007	7	49	28	76	10840	2656
5	Vung Ang	2006	31	16500	2124	44	39430	27740
6	Hon La	2008	-	-	-	35	41200	2360
7	Chan May- Lang Co	2006	10	1320	356	19	7677	1743
8	Chu Lai	2003	21	187	84	69	30460	15770
9	Dung Quat	2005	13	3719	439	91	75285	70000
10	South Phu Yen	2008	9	1716	12	15	1714	401
11	Nhan Hoi	2005	10	506	37	16	10968	369

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No	EZ	Year of establishment	Foreign investment			Domestic investment		
			Number of Project	Registered capital (USD million)	Implemented capital (USD million)	Number of Project	Registered capital (VND billion)	Implemented capital (VND billion)
12	Van Phong	2006	23	655	535	78	44933	926
13	Dinh An	2009	-	-	-	6	58957	8902
14	Nam Can	2010	-	-	-	-	-	-
15	Phu Quoc	2006	22	2028	37	85	89863	7684

Source: Economic Zone Management Department, Ministry of Planning and Investment

Total investment attracted to the CEZ is about USD 17.2 billion (of which the capital of FDI projects is about USD 4.9 billion, accounting for about 28.4%, and capital of domestic projects is about USD 12.3 billion, accounting for 71.6%). The average FDI/CEZ is only approximately USD 327 million. This is far below the required level. The purpose of the establishment of CEZ is to attract FDI but the fact that this goal is not achieved. If we assume that there is only 3 CEZs in Vietnam, then each zone has attracted USD 1.6 billion and this level still can not create preconditions for development of an effective CEZ.

Table 2: Some indicators on development of CEZ in Vietnam by the end of 2014

Indicators	FDI projects	Domestic projects
1. The field of infrastructure development		
+ Number of project	7	143
+ Total implemented capital (USD million)	150	714
+ *Implemented capital/registered capital (%)*	*29,6*	*12,4*
2. The field of production and business development		
+ Number of project	188	689
+ Total implemented capital (USD million)	4.751	11.612
+*Implemented capital/registered capital (%)*	*12,4*	*51,3*
3. Total implemented capital in CEZ (USD million)	**4.901**	**12.326***

Source: Handling according to data in Table 1 of the Department of Economic Zone Management, MPI;

* Temporary converted by 1 USD to VND 20,000 per US dollar

According to data compiled by the Department of Economic Zone Management, Ministry of Planning and Investment, in 2014 total sales of 15 CEZs was approximately USD 9-10 billion (about 5.3% of national GDP and only 2.5% of GDP if calculated according to the value added), the export value was about USD1.3 billion (about 0.9% of total exports of the country) and the budget was approximately USD 1.5 billion (about 3.5% of the total state budget revenues), and they created job for about 92 thousand labors(about 0.2% of the total labor force).

Besides, the issue of environmental protection and waste disposal in the CEZ have been interested. Most CEZ has developed infrastructure system of waste treatment and promulgated regulations for production to limit pollution and protect environment. According to an incomplete statistics, there are about 50% of enterprises in the CEZs providing information on investment in equipment and environmental protection projects; 30% of enterprises establishing specialized department of the environment; 27% of enterprises has achieved the certification of environmental standards, of which these enterprises are mainly in food processing. We can see tthat this number is quite modest in accessing green growth in CEZ.

4.2. Policy toward green coastal economic zone in Vietnam

On standards, technical: Law on Standards and Technical Regulations issued on June 29th, 2006 is an important basis for the introduction of regulations related to environmental protection. Based on this law, the system of national technical regulations has been finalized and supplemented such as National Standards for air quality, industrial waste water, noise, vibration ... The birth of national regulation system is the basis for review and assessment of environmental violations of a enterprise, organization or individual in the CEZ. However, the lack of technical regulation system for many industries and multiple overlapping content between the text and the law make it difficult for manufacturing firms as well as functional management parts in EZ .

On environmental taxes and charges: Environmental Protection Tax Law was enacted in 2010 as the basis for calculating the environmental tax in Vietnam. However, this tax law are simple and lack of a variety of products (Law stipulated only taxable 8 groups including gasoline, oil, grease, lubricants; Coal; HCFC solution; plastic bag; herbicide (restricted use); pesticide (restricted use); forest products preservatives (restricted use); warehouse Disinfectants (restricted use); tax calculating method cannot classify the polluting level/components in each product, which makes it difficult for the supervision and implementation of the tax. For environmental fees and charges, the Government has issued many detailed guidance Decrees on the levels of administrative penalty for environmental violations (for instant, Decree 179/2013/ ND-CP on sanctioning of administrative violations in the field of environmental protection). However, the fine of administrative penalty of environmental protection violation for the individual is VND 1 billion, for enterprise is VND 2 billion, which is much lower than the cost of investing in waste treatment systems meaning that the fine is not high enough to deter the individuals and enterprises.

The eco-labeling regulations: In Vietnam, eco-label has been implemented from 2009 with the goal of continuously improving and maintaining the quality of the living environment quality through reducing use and consumption of energy, materials and waste generated by the production, sales and consumption of products and services. Ministry of Natural Resources and Environment has issued several Circulars guiding the order and procedures for granting eco-label for the product. However, the perceived

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of benefits and processes of the business are limited leading to the number of products granted eco-label in CEZ is very limited.

Besides, the Government has also issued many strategies to develop the manufacturing sector towards greening which can apply to the production in CEZ such as Cleaner Production Strategy in Industry (2009); Smart Agriculture Strategy adapting to climate change; Strategy for sustainable tourism; Green Transport ... These documents can be considered as the basis for the Management Board of CEZ to research, refer to define the development direction of key manufacturing sector towards green growth.

5. Recommendation on Developing Coastal Econimic Zone Toward Green Growth

With the aim of developing CEZ to become the leading territory, motivation for social-economic development; tied to the economic restructuring of the country towards the greening of production, ensuring efficient use of the land, the water surface linked to national defense and security at sea and on land. To accomplish this goal, according to research by the author, in the coming years Vietnam should focus on implementing some orientation and solutions below:

Firstly, review and correct assessment of the advantages, potentials and constraints of each CEZ towards green growth. On that basis, it is necessary for the implementation of planning of CEZ on the direction of green growth with long-term uniform vision and specific roadmap for implementing in each stage of development. Clearly define the roadmap to mobilize resources for the implementation of planning towards green growth. In planning of CEZ, Government should focus on industrial structural adjustment towards the greening. In particular, it is necessary to remove environmental polluting sectors or switch to use high technology to minimize CO_2 emissions. In addition, attracting modern industries (optimized use of resources and energy; reduce the environmental impact from production by reducing waste and managing effectively); developing industries using environmentally friendly technologies and industries providing environmental services. To prioritize the development of the service sector towards reducing greenhouse gas emissions, ensuring social welfare and poverty reduction objectives; Initially complete mechanisms and policies to encourage investment in the field of recycling and reuse of waste in agriculture-forestry, industry and so on in the CEZ, in particular considered waste as natural resources, towards minimizing the amount of waste to be disposed of by burial. Developing modern recycling industry which is environmentally friendly.

Secondly, the Government should establish appropriate legal framework to guide development in the EZ towards green growth. The legal framework should be designed to define rights and create motivation for green economy, as well as remove barriers to green investments and regulate the unsustainable behaviors polluting environment in the EZ by creating minimum standards or completely prohibit some activities. Along with the improvement of the institution, Government should enact a system of technical-economic legal documents towards environmentally friendly to each sector and each field in CEZ. At the same time, reviewing and improving the effectiveness of the legislation providing for the greening of the EZ is necessary. The legal documents needs to be reassessed after the process of applying so as to be close to the practical situation. Measures such as taxes, environmental fees need to be supplemented, adjusted with more variety, higher administrative penalties. Other measures such as requiring enterprise to overcome pollution, suspend or prohibit operation of individuals, enterprises causing pollution in the EZ and so on, should be done in parallel with the administrative sanctions. System

of products produced in EZ with green standard should be supported and granted ecological labels to promote manufacturers and serve the interests of consumers.

Thirdly, the Government should invest and attract more investment in CEZ to promote development and use of new energy, renewable energy, materials, fuels and new materials to replace the traditional resources. Investment for the restructuring of energy use in CEZ by increasing the proportion of use of new energy, renewable energy in the total energy required in the EZ is also necessary. Besides, Government should implement measures of supporting prices, tax incentives, direct subsidies and loan supporting for enterprises manufacturing with green technology in the CEZ. Moreover, Government should rein in spending and subsidies in sectors depleting natural resources.

Fourth, it is necessary to create connection among CEZs, form the axis of coastal development dynamics, in which, there is a strict assignment of the development sectors among EZs. Forming and developing new models of economic zone associated with specific policies and mechanisms towards green growth, creating breakthrough development for CEZ is also a good step. Besides, encouraging enterprises in CEZ to invest in developing of new energy, renewable energy, raw materials, fuels and new materials to replace the traditional natural resources is necessary to develop CEZ toward green growth.

Fifth, there should be priority for development of green infrastructure with green transportation, energy saving and emission reduction; use renewable energy, innovation and use of clean technology, engineering, materials, approaching, extensive application of scientific - technologies advances in developing green buildings, saving energy, reducing the use of fossil energy.

Sixth, there are plans for training on green economy, green growth, including overseas training for the staff of the Management Board of CEZ to meet the development requirement. Besides, training of entrepreneurs, technicians in green economy, green growth, early accessing to green knowledge and clean technology in the world to apply in the CEZ are important tasks.

Moreover, approaching development policy towards green growth of CEZ needs develop some voluntary "soft" tools but feasible in practice such as: "Promoting social responsibility of the enterprises, developing green supply chain, production network reusing of the others' waste and materials, forming the emission licenses tranferable through community propaganda towards the use of renewable energy.

Conclusion

As we can see, developing CEZ is the right policy of Vietnam Government. However, to bring high social-economic efficiency as expectations and quickly adapt to the impacts of climate change, the choice of development model of CEZ towards green growth is a urgent request for Vietnam in both the short and long term. To accomplish this task in the period to 2030, it will require the authorities, the management board of economic zones, enterprises and communities to have drastic changes in management, administration, production and consumption towards greening; put the contents of green growth into key policies, strategies and projects in the CEZ for the successful implementation of the model of CEZ of low carbon emissions and good resilience to the impacts of climate change./.

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Human Resources Development Solutions for Vietnam's Tourism in Integration Process into Asean Economic Community (AEC)

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Abstract

Tourism has been identified as a key economic sector of Vietnam in the process of integration and international competitiveness. Based on the favorable conditions on resources, policies, facilities and infrastructure, human resources, Vietnam's tourism has many advantages. After 20 years of opening and innovation of the economy, Vietnam's tourism has developed and identified as a key economic sector with great potential, highly competitiveness. This requires the tourism to focus and promote all resources, firstly human resources to meet the requirements of development in the new period. However, the context of Vietnam's deeper integration into the international economy has posed many problems for the development of the tourism sector in general, especially the issue of human resource development in particular. In 2015, the ASEAN Economic Community (AEC) was established and is considered as a turning point marking the comprehensive integration of the economies of the countries in Southeast Asia. Participation in the AEC opens to countries in the region in general and Vietnam in particular many opportunities and challenges in the issues of movement of goods, services, investment and labor. This article focused on the current situation of human resources in the tourism sector of Vietnam. After that, the author proposes some solutions for efficient development of these human resources in the integration process of ASEAN economic community by the year 2025 and vision to 2030.

Keywords: ASEAN Economic Community, human resource, tourism, Vietnam.

1. Introduction

In 2015, the ASEAN Economic Community (AEC) was established marking the deep integration of the countries in Southeast Asia with the goal of comprehensive economic - Security- Social oriented community model. The establishment of the AEC is expected to enhance competition, help ASEAN become a huge market and the world's large exporter. For the tourism sector, when AEC is officially put into operation, Vietnam will have to participate in implementing the Agreement on ASEAN tourism occupations (MRA-TP). The implementation of this agreement is evaluated to bring not only opportunities but also challenges for human resources in the tourism sector in Vietnam. Agreement on ASEAN tourism occupations (MRA-TP) is seen as the foundation to enhance the movement of labor in the tourism sector between the ASEAN countries, balancing supply and demand for tourism occupations. This means that the labours of Vietnam can go to work in the ASEAN countries and vice versa, labours in ASEAN can work in Vietnam. ASEAN Agreement on the free flow of human resources in the tourism sector between the countries in the region (MRA-TP) is deployed to open up more opportunities for employment for "smokeless industry" of Vietnam. However, AEC integration also poses challenges for tourism labours. It requires more skills other than specialist knowledge. In this context, Vietnam needs to have approriate development strategy of human resources in the tourism sector to enhance competitiveness, coping with the tourist flow of labor between countries, helping Vietnam' labours quickly integrate with the general trend of the region.

2. Method

All data used in this research is the secondary data obtained from the survey on labor and employment of the Vietnam General Statistics Office and reports of Vietnam National Administration of Tourism. The author uses these data to analyze the situation of tourism human resources in Vietnam in quantity and quality.

Research scope

- Space: Vietnam

- Time: Dataare analysized mainly in the period from 2005 to 2015 and vison 2030.

The author uses research methods such as statistical methods, methods of analysis, synthesis, comparative method. The author carried out analysis, evaluate the strengths, limitations, challenges of tourism human resources in Vietnam when joining ASEAN economic community. From that, author draw lessons and give some suggestions to develop Vietnam tourism human resources in the process of integration into ASEAN economic community.

3. Results
3.1. Current situation of human resources in tourism
3.1.1. Scale and structure of human resources

The number of international visitors to Vietnam has increased in recent years. Vietnam has many attractive destinations, from the historic imprint's city such as Hanoi, Thua Thien-Hue to the active market Ho Chi Minh city, from the mountain of Sapa to the beautiful beaches of Nha Trang, Da Nang ... Vietnam's tourism sector aims to reach revenues of USD 30 billion in 2020, contributing 10-12% of GDP. In the first 8 months of 2016, Vietnam attracted 6.5 million international passengers, up 25% compared to the same period in 2015. The number of international visitors to Vietnam is also expected to rise to 15 million in 2020, adding 3.5 million jobs, etc.

According to the Vietnam National Administration of Tourism, department of forecasting, analysis and consulting risk, Economist Intelligence Unit (EIU) - an affiliated company of The Economist (UK) - has stated that Vietnam is implementing the most powerful solutions to promote the tourism sector, bringing this sector into an increasingly important pillar of the economy. However, the EIU analysis also showed that Vietnam will have to overcome many difficulties and challenges to achieve the above objectives and become a country with strong development of tourism in the region as well as globally.

The growth rate of tourism sector in Vietnam recently has led to growing demand for human resources.

Table 1. Scale of human resources in Vietnam's tourism for period 2005-2015
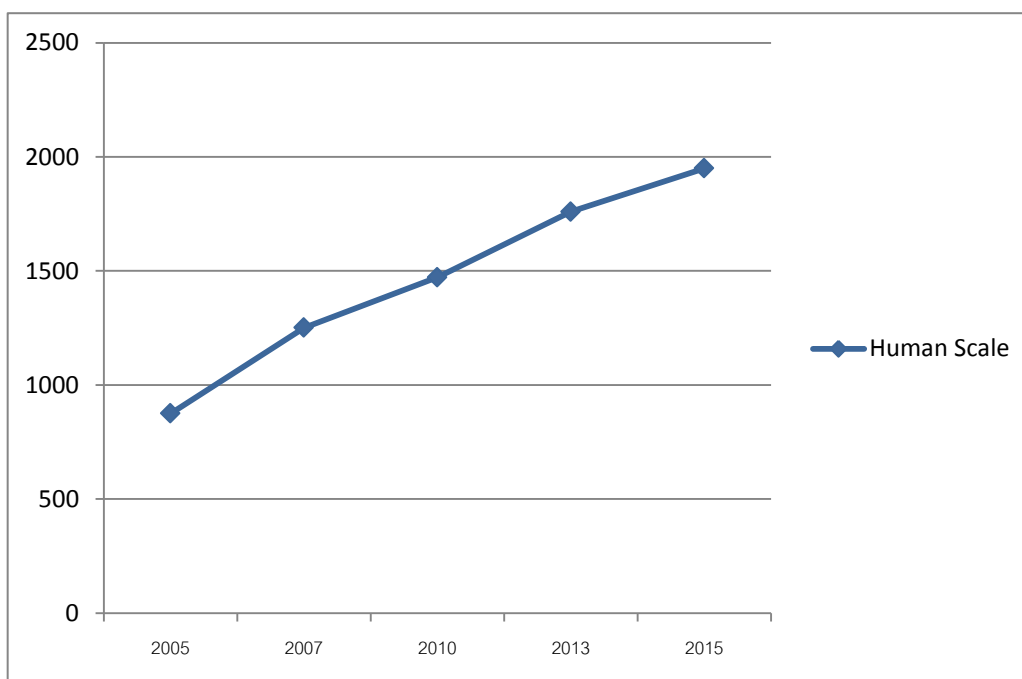
(Unit: Thousand people)

Indicator	2005	2007	2010	2013	2015*
Total	**875,1**	**1.251,2**	**1.472**	**1.760,0**	**1.950,0**
Direct labour	275,1	391,2	460,0	550,0	610,0
Indirect labour	600,0	860,6	1012,0	1.210,0	1340,0

(Source: [2,3,6] data for 2015 is estimated firures)*

For over 20 years, the number of employees in the tourism sector has increased rapidly. According to a 2005 census, Vietnam tourism workforce is about 875,128 people, including 275,128 direct labors and more than 600,000 indirect ones [2,6]. It is estimated that by 2015, this figure rose to 1,950,000 labours, in which 510,000 people working directly in the tourism sector and 1.34 million indirect labors. Vietnam's tourism sector is evaluated that the sector's needs for labour is 2-3 times higher compared to other key sectors such as education, health care, finance ... The number of human resources in tourism in recent years rose sharply, in which indirect labor tends to increase with larger scale, reflecting the role of the tourism sector and the effectiveness of the socialization of tourism activities.

Figure 1: *Growth of human scale in Viet Nam's tourism from 2010 to 2025*

Unit: Thousand people

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Source: Report "Vietnam Tourism - situation and development solutions", The Ministry of Culture, Sports and Tourism (2014)

About structure of human resources in tourism

(i) Structure by career: among human resources in Vietnam's tourism, management laborhas a relatively high proportion in the sector's total workforce (25%); labor who direct work in intensive industries accounts for 75%, including 9% of receptionist, 14.8% of housekeeping, 15% of waiters and bar servers (dining), 10.6%of cooking staff; 4.9% of travelling staff and tour guide; 10.6% of tourism driving employees; the rest 36.5% islabors working in other positions. Between the professional field, there is uneven rate in the labor structure in tourism (reception, housekeeping, travelling staff,tourguides, ...) and lower than the overall rate of direct labours [2];

(ii) Structure by territory: Human resources in tourism distributed unevenly among the locals, the tourist boundaries; concentrated mainly in the major tourist centers, where many tourism resources have been exploited and depends on the level of tourism development. Most laborconcentrated mainly in two major tourist centers of Hanoi and Ho Chi Minh City ... The distribution of the labor force is not equal among the three tourism regions in the country. Human resources in the southern region accounted for 47%, 39% in the North and Central regions accounted for only 14% of the total country's tourism resources [2];Thiscan also explain why in the Central Region tourism growth is not high.

(iii) Structure by sex and age: the age structure is reasonablewith young labor forces, in which labor under age 30 accounted for 40%, from 31-40 years of age accounted for 36%, from 41-50 years of age accounted for 21% and over 50 years old accounted for 3%. The ratio between male and female employees is negligible, 50.7% of female labors and 49.3% of male labors. The proportion of femalesemployees is higher male and the rising trendis characteristic of the tourism sector in Vietnam as well as in many countries around the world.

3.1.2. Quality of human resources in tourism

Quality of human resources in tourism is represented by the following criteria: level of education, level of training, knowledge, professional skills and level of communication, foreign language andskills of IT application.

Quality of tourism human resources in Vietnam in recent years is gradually being improved. According to statistics in 2011, employees have professional qualifications accounted for about 42.5% of the workforce, including 47.3% of intermediate and elementary level, 19.8% of college level,45.3% of short-term training in tourism, labor withuniversity degrees and postgraduate accounted for only 7.4% of labours who have specialized tourism and only accounts for 3.11% of the total workforce. According to statistics, about 60% of the sector workforce knows and uses different languages, in which 42% of labours can use English, followed by Chinese (5%), France (4 %) and other languages (9%). Besides, in the whole tourism sector, there are 375,650 people who know IT (can use the computer serving the requested work), accounts for approximately 68.3% of total direct tourism labours; there are 174,350 people who can not use the computer serving the requested work [2,3].

3.2. Evaluation on human resources in tourism

Basically, we can see that the human resources in Vietnam's tourism sector grow rapidly in number, and quality initially meetsthe requirement of the trend of economic integration of the region and the world. However, considering the overall human resources, tourism still revealed many weaknesses in the integration, in particular:

Firstly, tourism workforce increased with the development of the sector, but not ensure the development of tourism in a sustainable way since the tourism workforce is formed and trained from various sources, uneven quality and not consistent with professional requirements. According to the General Department of Tourism, each year Vietnam needs nearly 40,000 labors more but the number of students who graduate related major is just about 15,000 students per year with more than 20% have college degrees, university or higher. The rate of laborstrained in specialized tourism, labors who have professional skilled is still low. Knowledge in integration, foreign languages, computer science; creative capacity, leadership, management, governance and practical experience is limited, not correspond to the requirements of development of the sector.

Secondly, the distribution of the labor force is not equal among the three tourism regions in the country. Most labors are concentrated mainly in two major tourist centers of Hanoi and Ho Chi Minh City. Human resources quality in tourism has been uneven between regions, especially the quality of human resources in the tourism sector in rural areas is still very weak. Due to the high seasonality in tourism, especially in the north, the workforce in the tourism sector is instable which has led to more people moving into other industries, doing many careers at the same time leading to professionalism at work decreased.

Thirdly, Vietnam is currently lacks of management staff to manage the tourism sector with high qualifications. Labor quality is the decisive factor in the success of international competition in general and in tourism in particular. Recently, Vietnam has many disadvantages in competing in tourism due to Vietnam labor quality is poor. Staff who is limited vision, lack of operating skilled and tourism management has not led to the effective implementation of tourism activities. Many areas are lack of professional staff and experts such as state managers; business management; policy expert; strategy developing researchers, planning and development program.

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At the same time, the lack of leading professional experts in each tourism professions. Quality of management labor in local is inadequate.

3.3. Reasons for the weaknesses

The analysis above shows the human resources in the tourism sector in Vietnam is not only lack of quantity but also constraints in quality. Some main reasons for these weaknesses are as follows:

First of all, the management of the state is still inadequate (especially the planning), human development orientation for the sector remains limited and quite fragmented, lack of synchronicity.

Secondly, teachers and managers in the tourism training institutions still do not meet the quality requirements. The majority of teachers in educational institutions do self-study, lack of practical experience, which has affected the quality of training. Force of teachers, lecturers from various sources and some are not trained in tourism; many teachers with limited foreign language skills and modern pedagogy while requirements for knowledge and skills in teaching in undergraduate and graduate level has been increasing.

Thirdly, there is a lack of training facilities on tourism inundergraduate and graduate level. Vietnam currently has 62 universities and 80 colleges (including 8 vocasional colleges) to train on tourism; 117 secondary schools (of which 12 vocational secondary schools); 2 training companies and 23 centers participating in training on tourism. In provinces and cities, there have some vocasional training centers for short-term tourism training program or training centers in multiple industries participating in training on tourism. According to the Vietnam National Administrtion of Tourism, Vietnam's tourism need nearly 40,000 each year, however,the number of graduating students who study tourism is just about 15,000 students, of which just over 12% has college degrees, bachelor degree and higher, the rest is elementary, secondary level and collaborators. This has led to a shortage of high quality human resources.

Besides, the curriculum of some educational institutions still patchy, lack of new elements; program content is not associated with the practice affecting the quality of training. Due to the nature of the sector, it is necessary to combine theoretical training with practice so that students can get practical coherence, but the training facilities are often lack of equipments. This makes it difficult for students to learn and affect the quality of human resources. Programs, training methods do not focus much on soft skills and personality development, while these things are necessary to perform the job effectively.

In addition, collaboration and sharing responsibility between schools and enterprises in practical training is weak leading to poor training quality.

Fourthly, in general,transferring labor into the field of tourism is still at a low level (many of whom have not been trained). Besides, due to characteristics of tourism sector, especially high seasonality of tourism in northern Vietnam, job creatingis not sustainable. Many labor switch into many industries, do many different jobs in the years leading to the decline in professionalism.

Fifthly, the remuneration and promotion opportunities of high quality labor in the tourism enterprises are not really motivated to attract, retain and develop them. Labor force are not retrained and have not been training regularly to update their knowledge, as well as no satisfactory mechanism to encourage employees to learn business, foreign languages and informatics. When recruiting staff, the enterprises do not pay attention to the requirement for labor in tourism to have knowledge, computer skills, foreign languages and professional expertise is human culture. To save labor cost, these enterprises, small tourist facilities, such as hotels, small restaurants in the tourist destination hire untrained labor.

3.4. Development solutions of human resources in the integration process of ASEAN economic community

Stemming from this situation, according to the author's study, Vietnam should focus on implementing synchronous basic solutions to meet the general standards requirements on labor in tourism in the ASEAN community:

Firstly, strengthen the link among 3 houses (State, school and enterprise) to create the difference in tourism products, increase competitiveness oflabor in the integration process:

- *For State*: State needs renovation, complete mechanisms and policies for training, development and utilization of human resources in tourism, namely: (i) Improving the system of policies and development management mechanism of tourism human resources in order to facilitate and promote the development of labor workforce in tourism uniform, quality, efficiency, recognized and meet the requirements of tourism development in the country and region. (ii) Renew and complete the development management mechanism of human resource in tourism on the basis of establishing a system of the professional management bodies. Improving the quality and effectiveness of training in tourism on the basis of ensuring the training process at the training bases and enterprises in a convenient, high quality and establish recognition of training results in local and the region.

- *For educational institutions*: (i) Focus on development on teachers, lecturers and trainers in tourism in sufficient quantity, reasonable structure, the quality standards to meet the training needs, increase the size and improve the quality and effectiveness of training and retraining of labor forcein tourism. Training and retraining of lecturers and teachers of tourist vocational training facilities in various forms at home and abroad; (ii) Develop training programs in accordance with professional standards of ASEAN tourism.Innovating of content, training program of human resources associated with the needs of enterprises needs to aim to improve practical skills to achieve professional standards in region and global. It is necessary to equip with the basic framework of the program, training content, refer and learn from international experience in program development, curriculum innovation. (iii) Regularly organize for students visiting and learning real-world environments and to enhance cooperation and exchange with international projects in the training and development of human resources. Linked to tourism enterprises to facilitate students to contact with the practice, enhance professional practice skills.

- *For travel enterprises:* (i) Focus on training and re-training through organizing short-term training courses; (ii) build appropriate policies aimed at creating realistic learning environment for students of educational institutions (universities and colleges) in tourism in the province as well as active in cooperation with the traning base to support, sponsorfor a number of projects to train human resources in tourism training institutions. (iii) developpolicies of usage, appropriate remuneration to attract, develop and retain high-quality personnel to work in the enterprise.

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Secondly, (i) Planning the system of training institution, vocational training and research facilities for tourism at all levels and innovate content, programs, training methods: Apply the system of national standards for uniform technical infrastructure (access world standards) for training facilities, research facilities for tourism. (ii) Planning the system of tourism training institutions, vocational training and research facilities in line with the requirements of development in Tourism.

Thirdly, synchronize quality of human resources in tourism between urban and rural areas. Vocational training in tourism for rural area, indigenous people in the region, the area has been or is exploiting the advantages of tourism development. Attention to areasunderdeveloped but rich in natural resources and tourism potential. Noting in training skills on welcome, local guides, accommodation catering guest house, rudimentary transport, cultural performances, ethnic arts, introduction and demonstration processes to make traditional handicrafts, ...

Fourthly, mobilize capital for the development of human resources in tourism: (i) Increase the State budget (central and local budget). Rapidly increase the resources of the business sector (economic sectors), especially in developing tourism vocational training system to train human resources in line with business needs. (ii) To attract capital, foreign advanced technology to serve human resource development in tourism. State constructs list of projects on developing tourism human resources to mobilize ODA, FDI and other forms of investment. Facilitating training institutions to associate, bilateral and multilateral cooperate with international training bases in Network of ASEAN tourism training bases (Atten), Network of tourism training institutions in Asia - Pacific (Apetit), etc.

Fifthly, innovation and transform the perception of the goverments at all level and society about the position and role of human resource development in Tourism: (i) propagate and vocational education in the general education systems to guide high school students to choose suitable career. (ii) Create a favorable environment for tourism training, promote community tourism education. Integrating education and cultural tourism in the general education system; (iii) Develop programs that promote career and image enhancement of tourist and tourism orientation. Training knowledge for management staffs in related fields, teachers, local government officials and those who is in direct contact with visitors; (iv) Changing perceptions and behavior of the organization oftourism training and vocational training in the direction of strengthening the independence, sovereignty and activities adapted to the market economy and international economic integration. (v) Each local should build project to create jobs, which focuses on creating jobs through tourism; training support and guidance for self-employment through economic development of household in tourism, development of small and medium enterprises; skills training to restore and develop traditional craft to create tourist attractions and souvenir production; enlist international and domestic assistance for humanitarian purposes, tied to employment, reduce poverty and improve people's education and tourism training.

Lastly, strengthen international cooperation to develop tourism human resources: putting development training content of human resources in the tourism in commitment of multilateral and bilateral cooperation of countries in the region, focused on training and retraining of lecturers and students in tourism; practice exchange; develop and provide programs and curriculum; building technical infrastructureto meet regional and world standards.

4. Conclusion

Joining the ASEAN Economic Community (AEC) has opened up many opportunities for employment in the tourism sector in Vietnam, but it is also a major challenge requiring Authorities from central government to local authorities, education and training institutions and enterprises should be consistent and synchronized to make the integrated solutions on mechanisms and policies, planning, investment, etc, with high political determination. The political determination is more than ever need to move rapidly into concrete actions to keep up with the evolution of the situation, meet the new requirements, demand for tourism development in the new period. /.

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Joining Asean Economic Community: Opportunities, Challenges to Employees of Vietnam

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Abstract

ASEAN Economic Community (AEC) was officially established on 31 December 2015. It is oriented that AEC will be an economic region of stability and prosperity with high competitiveness in order to create a single market for the Member States, promote free flow lines of goods, services, skilled employees in ASEAN. So, for employees in the community in general and employees of Vietnam in particular, the formation of the AEC will have impacts like? The paper analyzes the opportunities and challenges for the employment problem of Vietnam's employees on the labor marketin the context of joining the ASEAN economic community.

Keywords: AEC, Vietnam labor market.

1. Introduction

Since 2003, the ASEAN leaders planned ASEAN Vision 2020 with three main pillars: (i) ASEAN Political-Security Community (APSC), (ii) ASEAN Economic Community (AEC) and (iii) ASEAN Social - Cultural Community (ASCC). ASEAN Economic Community (AEC) was established showing an important part of the vision of the ASEAN Community, established a mutual market and production base capable of integrating and global competition, and built on the principles of equitable economic development and common prosperity. Large playground will certainly open up huge opportunities. AEC is expected to be an active community with great influence on the global economy with an annual GDP per capita estimated at 2.000 billion USD and will grow strongly in the coming years.

Strengthening economic opening will also have important effects on the structure of the economy, employment, skills, wages and the employee movement. A part of employees take advantage of integration to take the significant steps for their career. But there is also a group still facing restrictions in the same field/profession. Therefore, the purpose of the article is to explore the opportunities and challenges in terms of employment for employees when Vietnam joins the ASEAN Economic Community (AEC).

2. Method

Research subject: the article researches opportunities and challenges to employees of Vietnamese in the establishment of ASEAN economic community.

Research scale:

- Space: Vietnam

- Time: figures used in the article for research and analysis purposes mostly collected from 2009 to 2015.

Research methods:

- Document researching method: the article collects, compiles and detects issues related to the contents needed to analyze through information, secondary datas like reports of ILO, Ministry of Home Affairs, General Statistics Office, Institute of Labor Science and Social Affairs, along with some writings on magazines and books published which mentioned the research content.

- Statistical analysis method: datas through social surveys get analysed over time to point out fluctuation characteristics of research issue.

- Comparison method: through collected datas, the article compares acquired results over the years of research subject, between research subject and other subjects.

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3. Results

3.1. The readiness of employees of Vietnam in AEC

Analysis of Vietnam human resources of the United Nations shows that Vietnam is in the era of golden population structure in the period 2010-2040 and under the experience of other countries, this is the stage in which the economies take advantages to become industrialized countries. This period of Vietnam is similar to that of Indonesia and Malaysia. We can say this is the best time for human resources of Vietnam to participate in the labor marketof AEC. Currently, Vietnam is exporting employees to ASEAN countries, especially to Malaysia with thousands of employees each year with the average income 150- 200USD/month with a variety of jobs, from family servants to construction workers. Besides, many banks, enterprises (Vietcombank, Agribank, Sacombank, Hoang Anh Gia Lai Group...) Vietnam has opened branches and works quite effectively in Laos and Cambodia; this also shows the rapid integration of employees of Vietnam in ASEAN associated with the moving streams of trade, investment and services.

According to data from the General Statistics Office, as of mid-2014, the size of the workforce aged 15 and older of Vietnam is 53.8 million, of which people of working age is 47.52 million, accounting for 88.8%. In the workforce, the number of people aged 15-39 accounting for more than 51%. This is the group with health, dynamism, potential to acquire new knowledge, new skills. Besides, the structure of employees has a shift towards positive direction. The percentage of employees working in agriculture, forestry and fisheries will be 47.1%; in industrial sectors and construction is 20.8%; in service sectors is 32.1%. The quality of employees has also been raised; the percentage of trained employees increased from 30% to 40% over 10 years (according to data from the Ministry of Labor, Invalids and Social Affairs), in which trained employees reached 30%. Trained employees have partially met the requirements of enterprises and the labor market. Technical workforce of Vietnam has mastered the science - technology, undertake most complex job positions in production and business operations that were previously taken by foreign experts. At skill competitions of the ASEAN, Vietnam is ranked the first position for 3 times and has always been recognized in the top 3 countries with professional strength.

3.2. Opportunities

First, joining AEC will increase the number of jobs in Vietnam in the coming time. The formation of the ASEAN Economic Community helps the labor market of ASEAN more active, promote job creation for each member country. According to ILO, until 2025, Vietnam's GDP will increase by 14.5% compared to the situation of not strengthening the integration. Total employment will increase at a rude rate of 10.5%.
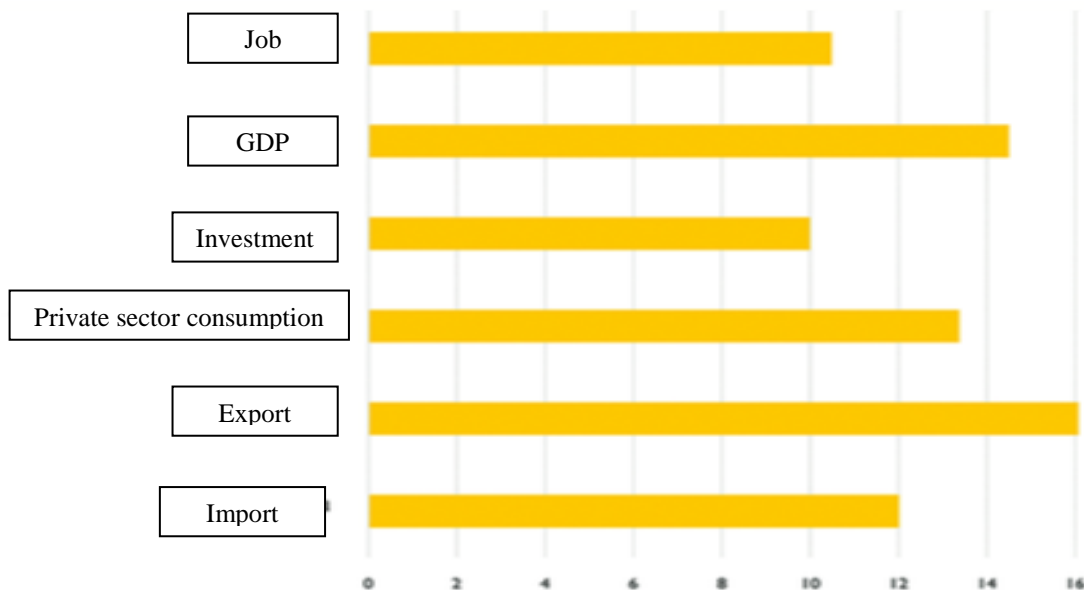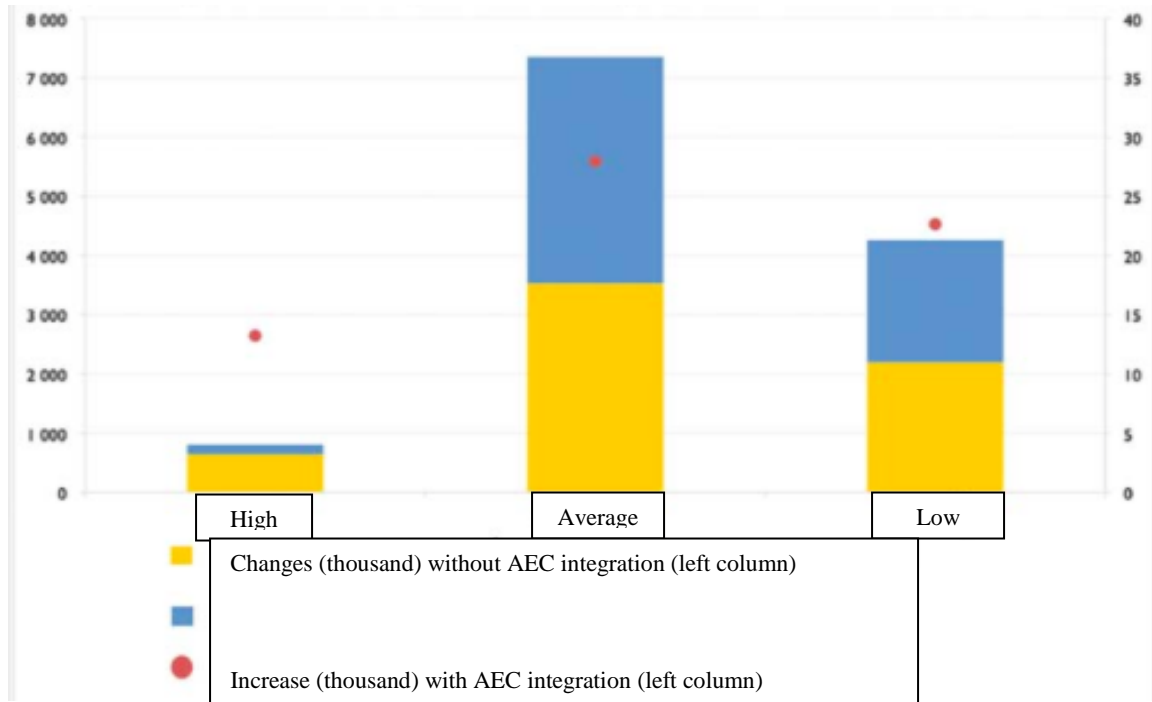
Unit: (%)

Figure 1:Changes in economic criteria and job market in Vietnam upon AEC integration compared to the absence of integration in 2025. Adapted from Report on "ASEAN Community 2015: Management of integration towards better jobs and shared prosperity" by ILO& ADP. 2014. Copyright 2014 by ILO.

The restructuring under the impact of AEC integration will create growing demand for the different skill and qualification (Figure 2). The forecasts from the model shows that from 2010 to 2025 the demand for average skilled employees experiences the largest increase (27.9%), followed by employees with low skill and qualification (22.6%). The trade policies within the AEC integration framework will have effect on employment growth in 2 skill groups getting double in the period from 2010 to 2025. Meanwhile, the growth of employment in occupations requiring the high skill and qualification is much lower, rising only 13.2%.

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Unit: thousand / %

Figure 2: Estimated changes in the demand for employees with different skill and qualification from 2010 to 2025. Adapted from Report on "ASEAN Community 2015: Management of integration towards better jobs and shared prosperity" by ILO & ADP. 2014. Copyright 2014 by ILO.

If comparing the list of eight sectors free to move to find jobs in the first phase through agreements recognizing equivalent skills, then female employees of Vietnam has advantages in 5 sectors: accounting, dentistry, nurse and tourism. These are the sectors that Vietnam female employees can compete with female employees from other countries. Currently, the number of female employees working in the professions aforementioned is majority. Besides, a significant number of employees trained in these sectors are now unemployed or do not work in the trained professions.

Second, the provisions on the free movement of skilled employees among ASEAN countries create a quite narrow segment of the labor market and there is a considerable refinement of the moving employees. Employees of Vietnam have the opportunity to interact and enhance the experience, specialized skills in the advanced countries in the region. Employees of Vietnam will be trained while working in many places, increase flexibility, adaptability to the multicultural working environment.

Third, joining AEC will increase the benefit of the member states. When employees have competitive skills and movement, they will make it possible to raise labor productivity, significantly improve the quality of jobs as well as reduce the cost of skilled employees. In the meantime, we need to improve institutions, adjust policies, provisions and other laws of the countries to adapt, synchronize the regulations on labor in other countries in ASEAN.
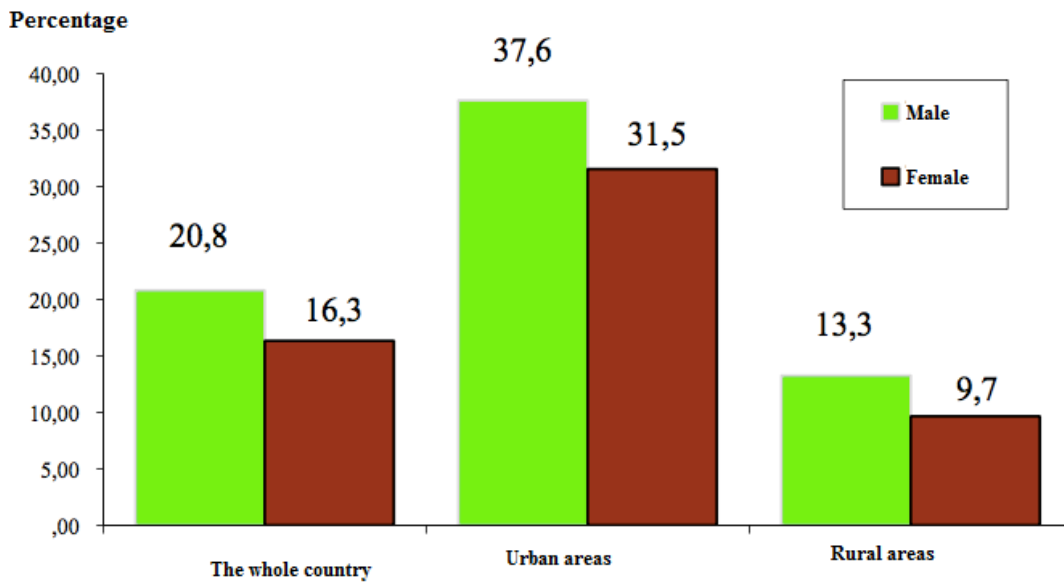
3.3 Challenges

Besides the opportunities and advantages, a worrisome fact is due to the uneven level of development, qualified and highly skilled employees in ASEAN mainly move into Singapore, Malaysia, Thailand. This forces the economies to prove its competitiveness to rise.

Vietnam has the biggest advantage of abundant workforce and young labor structure. However, due to a low departure, the economic structure is still mainly agriculture, so the rate of official employees remains low, at around 30%. About 45% of employees in the agricultural sector are untrained. Quality and structure of employees are still inadequate compared to the requirements of development and integration. As of mid-2014, nearly 5.4 million employees of Vietnam are highly qualified, only accounting for 10.2% of the total job of the country. Highly qualified employees is concentrated in processing and manufacturing industry - the key sectors in industrialization and modernization only accounting for 9% of the total number of highly qualified employees, while the developed countries, this rate is 40-60%.

Figure 3: Scale of highly qualified employees and the ratio compared to employment. Adapted from "Survey on Employment and Employees 2009-2014" by GSO. 2015. Copyright

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Figure 4: Percentage of trained workforce by urban/rural areas and gender in 2014. Adapted from "Survey on Employment and Employees2014" by GSO. 2015. Copyright 2015 by GSO, Vietnam.

The quality of human resources of our country is low, there is quite large gap compared with other countries in the region. According to the World Bank in 2014, the human quality of Vietnam was only 3.79 points, ranked 11/12 Asian countries. Labor productivity of Vietnam is in the bottom of Asia - Pacific, in 2013, it is 5,440 USD (at PPP price comparison in 2005), higher than that of Myanmar, Cambodia and Laos but lower than other countries of ASEAN (only 55% of Indonesia, 54% of Philippines, 37% of Thailand, 15% of Malaysia and 6% of Singapore).

Besides, the foreign language skill of the employees of Vietnam is not high, so they have difficulties in the integration process. English fluency of the Vietnamese candidates has an average score of 5.78 (scale 0-9) of the lower-middle group, behind Malaysia (6.64), the Philippines (6.53), Indonesia (5.97). Health status of the employees of Vietnam is inadequate, both in terms of height, weight and endurance, flexibility, failing to meet the intensity of work and the requirements in the use of machinery and equipment according to international standards. According to data from the National Institute of Nutrition, the current average height of men of Vietnam is only 164.4 cm (13 cm lower than standard) and the average height of women of Vietnam is 153.4 cm (10 cm lower than standard). The limitations and weaknesses of human resources is one of the key factors affecting the competitiveness of the economy. Index global competitiveness of Vietnam is in the bottom: 2014 Vietnam was ranked 68 out of 144 countries participating in the ratings, despite an increase of 2 grades compared to 2013 (70/148) and 7 grades compared to 2012 (75/144).
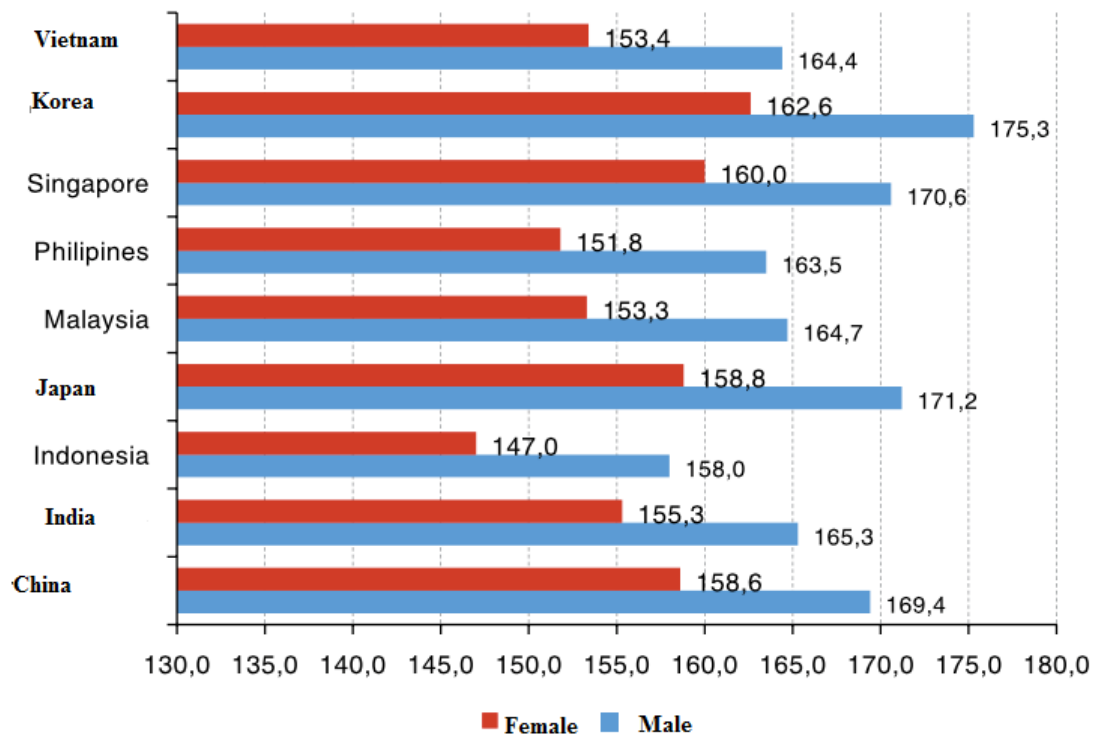
Figure 5: The average height of Vietnamese people compared to other countries. Adapted from "National report on the Youth of Vietnam" by Ministry of Home Affairs. 2015. Copyright 2015 by Ministry of Home Affairs, Vietnam.

In addition to the problems mentioned above, Vietnam's employees also have other limitations are: lack of soft skills (especially skills of teamwork, communication, adaptation to changes and new situations), lack of professionalism, lack of knowledge and practical experience and skills to use and operate the technical equipment. These restrictions lead to a lack of confidence affecting the competitiveness when working abroad, and competing with employees from other countries to determine the positions right in the domestic labor market. To adapt to the new situation, employees of Vietnam must learn and update new skills.

On the other hand, the information system of the labor market remains weak and limited. In particular, the system is divided between the regions; the ability to cover, to collect and provide information fails to meet the needs of partners on the labor market, especially the employers and employees. Indicator System of the labor market has been issued but is not completed, it is incomplete, inconsistent and difficult to compare to international scale. Therefore, it cannot assess the current state of demand - supply of employees, the "knots" of domestic need for manpower.

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Besides, the provisions on the free movement of skilled employees among ASEAN countries, unskilled employees have little chance of finding jobs and this creates pressure on the Member States to innovate the skill training, equip skills and innovate education and training system according to the requirements of the labor market of ASEAN. In contrast, high-quality and trained employees in Vietnam will tend to seek high-income employment in countries in the region. Brain drain easily occurs without solutions for recruitment, management and appropriate benefits.
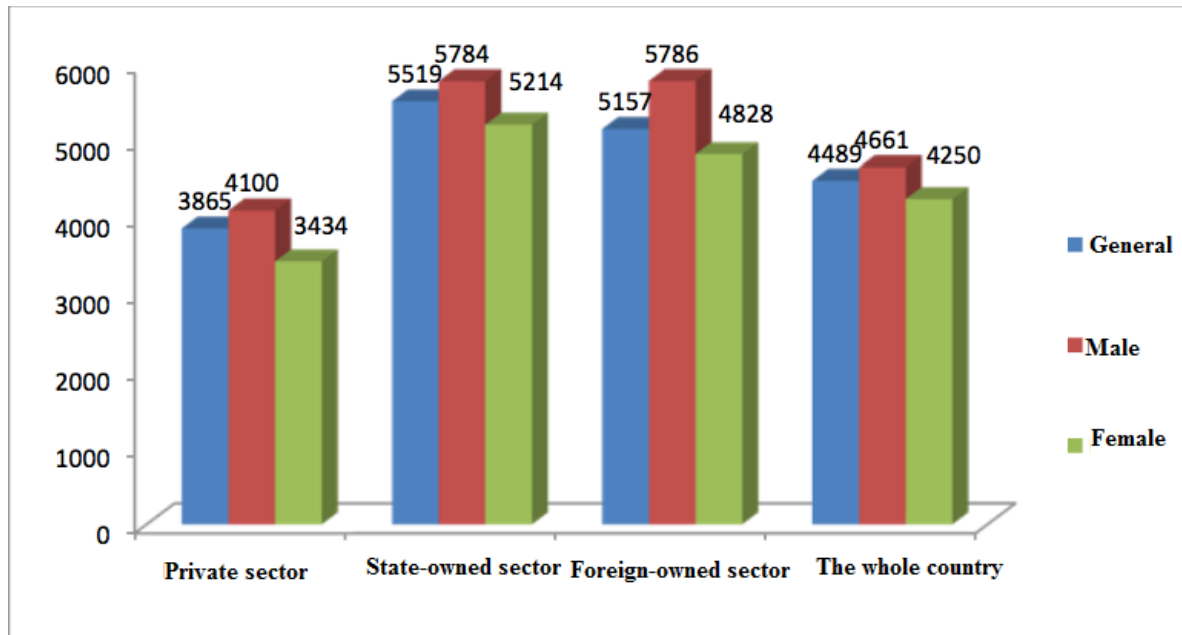

Figure 6: Income per month of salaried employees in 2014 (1,000 VND). Adapted from "Survey on Employment and Employees 2014" by GSO. 2014. Copyright 2014 by GSO, Vietnam.

4. Discussion and Conclusion

To improve the quality and competitiveness of employees of Vietnam, the State should maintain the comprehensive and basic innovation of education by increasing the practice and professional skills; increasing the coordination of policies, especially policies for human resource development, employment, education-training and economic policies. The goal is to narrow the gap between skills trained in schools with skills to work in enterprises.

Besides, there should be coherence between vocational training to the labor market and the participation of enterprises, development of information system of labor market; building strong relationships between vocational training and the labor market, aimed at responding to economic - social development of each locality, each sector to meet the needs of enterprises.

Focus on building, improving the standard system of national vocational skills, transfer to standard appropriate system of qualification; State bodies assessment and certification of national vocational skills for employees. At the same time, deploy the assessment and recognition of vocational skills between Vietnam and ASEAN countries.

Enterprises need to analyze, learn and have reasonable policies to retain talented employees; invest in human resources management, information technology systems, solid financial foundation... to maintain a competitive edge to join AEC.

Employees of Vietnam need to prepare thorough conditions other than professional issues such as languages, soft skills, sense of discipline, attitude and mentality to be ready to work in the ASEAN countries.

AEC is not just a free trade area that progresses to a higher level of integration than a common market. Vietnam should realize the importance of AEC, as well as opportunities and challenges. The workforce of Vietnam needs to create powerful changes in the quality to adapt quickly, seize the opportunities and defeat every challenge successfully. Besides, Vietnam needs to improve the system of labor legislation, enhance institutional capacity to ensure the rights and interests of employees in the playing field. Because, creating developmental conditions for employees is also an important measure to promote and enhance the position of Vietnam to international friends, the image of Vietnam with equality, peace, stability, development and human rights.

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The Process to Building Social Networks Active Ageing Elderly in Northeast

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This study aims to study the process to building social networks active ageing elderly in Northeast, Thailand. The study in the active ageing elderly who registered Elderly Intellectual Tank of Ministry of Social Development and Human Security. The elderly with knowledge, skill and great experience. Elderlies participating in these activities are those who have knowledge, skill, expertise, and good health and willing to provide their valuable knowledge and experience to young generation 20 persons. Collective data by elderly in connection with the use wisdom to solve for the livelihood of 10 branches such as Thai traditional medicine, agriculture, handicrafts, management resources and environment, Fund and the business community, Benefits fine arts, corporate management and business management community, language, literature and rhetoric, and religion and tradition. The data selected by the first of a list of people who attended the event as often as possible in Kalasin Province. Then find a way to tell the important information by snowball technique in the Northeast. The regions and provinces with the most seniors enrolled in the program. Data were collected using in-depth interviews by Semi-Structured Interview technique (SSI) with interview guideline as a tool to collect data and the engaged participant observation and non-participant observation. Data analyzed by content analysis by ATLAS.ti and present data using descriptive analysis as described by the table diagram to explain the facts and figures.

The research result including some of the data (7 persons) who finds wisdom, mostly elderly male, total marriage status, the most education Grade 4, farmers. The family structure has they live with their children and grandchildren have two people with a spouse. They are three Thai traditional medicine, three religious traditions, and once Thai handcraft. Elderly active aging characteristics of wisdoms; they are healthy, not persistent and activity by themselves. Security; everyone owner of home, it permanent and living more than 10 years, most of the revenue from the allowance. Their careers and their spouses and children most adequate livelihood, but no savings. The participation; they are majority leader in the activities of the community and a respectable member of the community. The process of creating social network of elderly wisdoms found that most of the group was born from a group with similar interests. A small group and have same purpose of the required knowledge with the help of community members. Relationships in the learning process and equal relationships. It has extended the network, but the lack of successors. They wish to expand their knowledge networks that contribute to learning, better solution and better self-reliance.

Keywords: Process to building social networks active ageing elderly, active ageing elderly, local wisdom

| Proceedings of 12th International Conference on Humanities & Social Sciences 2016 (IC-HUSO 2016)
14-15 November 2016, Faculty of Humanities and Social Sciences, Khon Kaen University, Thailand

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