

State Management on the Marine Economic Development in a Sustainable Direction in Khanh Hoa Province, Vietnam

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In recent years, Khanh Hoa province has focused on investing in developing a strong marine economy and gained significant achievements, making marine economy become a key economic sector. Khanh Hoa province has guidelines, strategies, planning and policies to develop the marine economy sustainably. However, these guidelines, strategies, planning and policies are not comprehensive, consistent, and do not create a favourable environment for the marine economy to develop sustainably. The management organisation is still limited; the inspection and supervision work still face many shortcomings and are not strictly implemented. Inheriting previous studies, basing on collected data and expert interview results, through surveys with lecturers, researchers on marine economics, the board of directors enterprises on the marine economy in Khanh Hoa province, this study analyses and assesses the state management on the development of Khanh Hoa marine economy. From these results, we propose a number of solutions to improve the marine economy in Khanh Hoa province sustainably.

Key words: *Khanh Hoa province, state management, marine economic development*

JEL Codes: F63, O10, Q32

Introduction

In the context of the more extensive international economic integration, the marine economy is influenced by external factors, the influence of countries related to the sea. Therefore, to develop the marine economy, state management must be considered as a leading factor to support and promote other factors to participate in the development of the marine economy.



Therefore, the State management is a strategic task with the development of the marine economy of the whole country in general and Khanh Hoa province in particular.

Regarding the marine economy, although it has been mentioned in many different angles recently until now, there is no unified definition of what is the marine economy. Most countries in the world have a consensus on a common view, vision. It is to pay more attention to green sea economic development. The blue sea economy is understood to be a sustainable use of marine and ocean resources to achieve economic growth, improve livelihoods, and preserve the health of marine and ocean ecosystems (World Bank Report, 2018).

Marine economic sectors, among which emerging marine economic sectors are developing rapidly nowadays, are based on the application of the latest technological achievements of the Industrial Revolution. These are also industries that meet the requirements of sustainable development better (Bui, 2018).

Vietnam is one of the countries having advantages of the sea, with favourable geographical location located on international maritime routes, with deep seaports, and conditions for developing maritime, aviation, sea tourism, catching and raising seafood, etc. In recent years, recognising the special importance of the sea to the country, the Party and the State of Vietnam have come up with many strategies, policies and plans to develop marine economy. State management of sustainable marine economic development is the formulation of strategies and plans; enact policies; management organisation; inspection and close supervision the implementation of activities of the marine economic development process to increase the scale and quality of direct marine economic activities related to exploitation and using marine resources with sustainable and high growth rates, meeting the current human demands in coastal and marine exploitation, while ensuring the harmony between economic, social and environmental aspects based on compliance with general laws, policies and regulations of the State (Government, 2006).

State management of sustainable marine economic development has a role in ensuring the harmonious development of economy, society and environment in the direction of sustainable development to improve the quality of human life constantly. However, the competition is more and more fierce, requiring Khanh Hoa marine economy to make breakthrough changes, promote local strengths, integrate into the world economy, and avoid outside dependence (Bui, 2016). Therefore, the study about state management on sustainable marine economic development has implications both theoretically and empirically.

Literature Review

Vo (2016) affirmed that human resources are the decisive factor for the development of the marine economy in Vietnam's economic development strategy. From the situation of training and developing human resources for the marine economy in the Central Coast region, the author proposes a number of solutions to train human resources for the economic development of the Central Coast region. Van (2018) affirmed that in recent years, our Party and State had had many major guidelines and policies on Vietnam's maritime strategy in general and developing marine economy in particular after recognising the great potential from the sea. The author has analysed the great potentials from the sea, identified challenges, and presented a number of proposals to promote the development of the marine economy in the new situation. Tran (2019) analysed and assessed the experience of state management in China and Japan on marine economic development to withdraw lessons for Vietnam. Tran (2019) affirmed that after more than ten years of implementing the Vietnam Sea Strategy (2008-2019), Vietnam had achieved many basic and important achievements from thinking, awareness to national assurance, defence, security, foreign affairs, international cooperation, especially Vietnam has got some achievements in developing marine economy. However, Vietnam has not taken full advantages, the potential of being a gateway to the world of sea-facing localities, not yet creating a connection chain between localities with sea and localities without sea, etc. Facing the new situation and the requirements for more and more extensive international integration, to overcome the shortcomings and weaknesses, Vietnam needs to have proper policy orientations in Vietnam marine strategies in general and to develop marine economy in particular.

Researching on the marine economy in Khanh Hoa province, Bui (2016a) affirmed that marine economy became a characteristic and trademark of Khanh Hoa province's economy, gained important achievements and promoted local socio-economy development and national defence security, affirming the position of Khanh Hoa marine economy in Vietnam's marine economy and extensive integration with the world marine economy. However, Khanh Hoa marine economy still has some limitations that need to be overcome in the upcoming development. Since then, the author presented solutions in the fields of the marine economy, such as: In terms of tourism and marine tourism services; production and exploitation of marine products, etc. Developing marine economy in Khanh Hoa province has increasingly affirmed its important role and position in the provincial economic structure in the period of international integration. In addition to many advantages, the development of the marine economy of the province faces many difficulties and challenges, requiring accurate recognition and efforts to overcome difficulties of the government, businesses and local people (Bui, 2016b).

Thus, the above studies mentioned marine economic development in Vietnam in general and Khanh Hoa province in particular. However, there is no comprehensive research project on the state management of sustainable marine economic development in Khanh Hoa province.

Methodology

The authors have the research process for the attributes of the state management on marine economic development in a sustainable direction that having two phases following.

Phase 1: We applied the expert methodology

We created a list of attributes gathered from the literature reviews, as mentioned in the above studies. We discussed with five experts' consultation and five economics lecturers to improve the scale and design of the questionnaire. The results of surveying five experts and five economics lecturers showed that the attributes of the state management attribute on sustainable marine economic development. Based on the above results, we built a survey questionnaire for quantitative research (see Table 1).

Table 1: Attributes (indicators) of the state management on marine economic development in the sustainable direction in Khanh Hoa province

Code	Scale
SMMED1	Khanh Hoa has developed a marine economic development strategy
SMMED 2	Khanh Hoa has developed a marine economic development plan
SMMED 3	Khanh Hoa province has issued a policy of investment in infrastructure development
SMMED 4	Khanh Hoa Province has issued a policy of capital and credit
SMMED 5	Khanh Hoa province has promulgated a policy of applying science and technology to marine economic development
SMMED 6	Khanh Hoa Province has issued a policy of human resource development
SMMED 7	Khanh Hoa Province has issued policies to exploit resources and protect the marine environment
SMMED 8	Khanh Hoa has implemented a local state management apparatus on marine economic development
SMMED 9	Khanh Hoa province has checked and supervised the implementation to develop the marine economy in a sustainable manner

Phase 2: We send surveys to 120 respondents who are working in the different job positions, such as: lecturers, researchers on marine economics, board of directors of the firms on marine economy in Khanh Hoa province. Completed questionnaires were collected from the surveyed enterprises are 105. The research sample is consistent with that of Hair et al. (1998).

All data collected from the questionnaire are coded, processed by SPSS 22.0. We tested a reliability scale with Descriptive statistics, Cronbach's Alpha coefficient and T-test. Any observational variables with a total correlation coefficient greater than 0.3 and Cronbach's Alpha coefficient greater than 0.6 would ensure the reliability of the scale.

Results

Descriptive Statistics

Table 2: Respondents by Job description, Work experience

	Frequency	Per cent	Cumulative Percent
Job description			
Board of directors of the firms	34	32.4	32.4
Lecturers	37	35.2	67.6
Researchers	34	32.4	100.0
Work experience			
Over 5 years	68	64.8	64.8
From 1 to 5 years	37	35.2	100.0
Total	115	110.0	

Table 2 shows that among the 105 respondents, the board of directors of the firm accounted for 32.4%, lecturers accounted for 35.2% while the remaining 32.4% or 34 respondents were researchers. Of these, 35.2% of the participants have work experiences from 1 to 5 years, and over five years accounted for 64.8%.

Table 3: Descriptive analysis of attributes of the state management on marine economic development in a sustainable direction

	N	Minimum	Maximum	Mean	Std. Deviation
SMMED1	105	2.0	5.0	3.810	.900
SMMED2	105	1.0	5.0	3.857	.924
SMMED3	105	2.0	5.0	3.838	.889
SMMED4	105	2.0	5.0	3.876	.805
SMMED5	105	2.0	5.0	4.086	.695
SMMED6	105	2.0	5.0	4.095	.714
SMMED7	105	2.0	5.0	4.238	.658
SMMED8	105	2.0	5.0	3.962	.796
SMMED9	105	2.0	5.0	3.933	.669
Valid N (listwise)	105			3.966	

Table 3 indicates that the respondents agree with the dependent variables of "state management on marine economic development in sustainable direction", where nine attributes were quite high with an average of 3.996 compared with the highest of the Likert 5-point scale. All these nine attributes were rated at an average of 3.81 or higher.

Cronbach's Alpha

The state management on marine economic development in sustainable direction has been measured by the Cronbach's Alpha. Results of testing Cronbach's alpha of attributes are presented in Table 4 below.

Table 4: Results of Cronbach's Alpha Testing of Attributes

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
State management on marine economic development in sustainable direction (SMMED): Cronbach's Alpha: .697				
SMMED1	31.886	9.121	.471	.641
SMMED2	31.838	9.502	.379	.658
SMMED3	31.857	8.374	.540	.649
SMMED4	31.819	8.592	.573	.683
SMMED5	31.610	10.894	.313	.605
SMMED6	31.600	10.550	.320	.690
SMMED7	31.457	10.770	.317	.660
SMMED8	31.733	10.524	.315	.602
SMMED9	31.762	10.895	.313	.601

The results also show that attributes of the dependent variables have Cronbach's Alpha coefficients that are greater than 0.6, and the correlation coefficients of all attributes are greater than 0.3. So, all the attributes of the dependent variables are statistically significant (Hoang and Chu, 2008; Hair et al., 2009).

Independent T-Test

Comparing the results of the evaluation of the state management on marine economic development in sustainable direction between the participants have different work experiences (from one to five years and over five years) is shown in Table 5.

Table 5: Differences of the state management on marine economic development in sustainable direction between the participants have different work experiences
- Independent Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
SMMED	Equal variances assumed	1.392	.241	1.837	103	.069	.14247	.07757	.29630	.41137
	Equal variances not assumed			1.762	65.677	.083	.14247	.08088	.30396	.59023

According to the results of Table 5, Sig Levene's Test = 0.241 more than 0.05; the variance between the two the participants have different work experiences is not different. Moreover, Sig value T-Test = 0.069 > 0.05, which means there is no statistically significant difference in the level of the state management on marine economic development in sustainable direction evaluation by participants who have different work experiences (Hoang & Chu, 2008; Hair et al., 2009).

Discussion and Administrative Implications

Developing a Marine Economic Development Strategy

In the process of socio-economic development of Vietnam, the sea and the ocean play an extremely important role for sustainable economic development, assure of national defence, security, foreign affairs and international cooperation. Recognising the importance and advantages of the locality in developing marine economy, during the term of the Congress, Khanh Hoa Provincial Communist Party Committee built and implemented many resolutions and programs on marine economic development. Especially, in April 2007, the Provincial Communist Party Committee built and issued an Action Program to implement the Resolution of the Fourth Conference, the Central Committee of the Communist Party (Session X) on Vietnam's Sea Strategy to the year 2020 in the province.

On July 5, 2019, Khanh Hoa Provincial Communist Party Committee issued Action Program No. 31-CTr/TU on the implementation of Resolution No. 36-NQ/TW of the XII Central Committee of the Communist Party on Sustainable Development Strategy for Vietnam's marine economy to 2030, vision to 2045; On October 25, 2019, the Provincial

Communist People's Committee issued Decision No. 3257/QD-UBND promulgating the Plan of Implementation of Action Program No. 31-CTr/TU. This plan identifies programs, projects and tasks which are suitable to the functions, tasks and practical conditions of each industry and locality for the implementation of the Vietnam Sea Sustainable Economic Development Strategy; Mobilises and integrates resources of the Central Government, localities, organisations and enterprises to implement effective solutions; Strengthens the coordination among sectors and localities in the implementation of the tasks of the provincial sustainable economic development strategy; promotes the responsibilities of branches and localities for the inspection, supervision and periodically reporting to the Provincial Communist People's Committee on the process of organising and implementing the provincial action plan for sustainable marine economic development (Khanh Hoa province, 2018).

Accordingly, the objectives of the plan include: Focusing on sustainable development of marine economy in Khanh Hoa province to achieve the average annual economic growth rate (GRDP) of 7.5-8.0% of which GRDP of coastal provinces is about 80% of GRDP of the whole province; Managing and developing marine economy, together with promoting research and basic investigations, applying scientific and technological advances to sustainable exploitation and using resources and protect the marine environment; responding to climate change and sea-level rise; Developing high-quality human resources to meet the requirements of international integration; Creating great changes in the state management of the sea and islands of the province; in which focus on managing towards sustainable development of the marine economy; ensure the sustainability of 3 factors: economy, society and environment.

Thus, in recent years, the Province has issued many resolutions to close the real, local situations on which the authority at all levels organises to achieve the highest results. Since then, it has raised a step in awareness among officials and people to focus on the economic development of the province in general and the marine economy in particular. The province has brought the Resolution to the life of the people through specific programs, plans and schemes of the Provincial People's Committee. It has since been implemented to grassroots units. The Provincial Communist Party Committee has led this issue very drastically, frequently, continuously, specifically; resolutions on marine economic development have been thoroughly implemented from the provincial to grassroots levels. The branches and levels brought that Resolution policy to life under the supervision and direction of the Communist Party Committees at all levels. In the coming time, the province should focus on implementing the action program well on flexible development strategy towards sustainable sea development.

The provincial marine economy development strategy is evaluated close to the actual situation of the province; shown to be holistic, synchronous and harmonious; with the

participation of policymakers, scientists, marine experts, businesses and people. However, the provincial marine economy development strategy is being integrated into the provincial socio-economic development strategy, so it is not scientific and does not fully show the basic contents of the marine economic development strategy toward sustainability.

Building a Marine Economic Development Plan

The People's Committee of Khanh Hoa province has a master plan on socio-economic development up to 2020 approved by the Government (Government, 2006). Detailed planning, such as:

Regarding seaports: Investing in building Van Phong international transshipment port, which can accommodate container ships of between 4,000 and 6,000 TEUs; the cargo throughput capacity will reach 500,000 TEUs in the period before 2010, reaching 1.0 million TEUs in the period from 2010 onwards and reach around 4.5 million TEUs in 2020; expanding and upgrading Cam Ranh airport to an international airport which can welcome 1 million visitors in 2010 and about 2 million visitors in 2020.

Shipbuilding industry: Developing the Nam Van Phong area and Cam Ranh Bay area to become an industrial centre attached to the seaport, a focus area to attract key industrial projects to industries with main force industries as shipbuilding. Currently, the factory has built a new kind of cargo ship with the tonnage of 560,000 tons. Since then, Khanh Hoa ship repairing and new shipbuilding industry has continuously developed and formed many large-scale shipyards in the area such as Nha Trang Ship Company, Cam Ranh Shipyard. Especially, Nha Trang University has established an institute specialising in researching and manufacturing composite ships. In recent years, this facility has launched many types of ships, high-speed boats for tourism, aquaculture, etc. The shipbuilding industry in Khanh Hoa is developing stably and taking steady steps, and it is undoubtedly one of the key economic sectors, bringing many practical benefits to the locality.

Regarding Aquaculture and Aquatic Product Processing

In 2018, the Province issued a decision approving the Master Plan for development of the fisheries sector up to 2025 and orientation to 2035, thereby continuing to invest in developing aquaculture, marine products and developing offshore fishing; speeding up investment in building fishery infrastructure; incorporating between exploitation and protection of fisheries resources; increase output exploitation according to the tendency of reducing the proportion of inshore and inland exploitation; increasing the proportion of offshore fishing and other objects of high economic value (Khanh Hoa Province, 2018). By 2020, the total output exploitation will reach about 113,760 tons; in which offshore fishing catches 87,000 tons

(20,000 tons of tuna) accounting for 76% of the total catch; inland and coastal production, the coastal area is 26,760 tons (accounting for 24%).

The province has established small and medium processing industrial parks such as Suoi Dau, Dien Phu, Dac Loc, Van Ninh, Ninh Hoa, Cam Lam, Cam Ranh, etc., gradually forming concentrated processing industrial parks. Currently, from a few processing facilities in the first years of liberation, Khanh Hoa processing industry has thousands of establishments up to now, accounting for more than 50% of the industry's total value. Many frozen seafood processing establishments have become well-known brands of Khanh Hoa throughout the domestic and international market.

Regarding sea tourism: Strongly developing international tourism, taking international tourism as a driving force to promote domestic tourism and development services; Diversifying tourism products; focusing on Cham and Sa Huynh culture tourism, leisure and sports, weekend tourism; coastal landscape tourism, winter resorts; Ecotourism; Tourism combined with conferences and seminars; Promoting tourism and marketing; building and promoting Khanh Hoa tourism brand to the world market, seek and expand new markets; Paying attention to investing in Nha Trang, Van Phong, Cam Ranh, etc. some areas and tourist spots of international level, capable of competing with a number of big sea tourism centres of neighbouring countries; Investing in synchronous development of infrastructure system and tourism services; organising tourist routes and connecting tourist routes in the province with tourist routes of the whole country; Gradually raising the standards of the international tourism industry.

Planning to develop marine economy towards sustainability of the province is consistent, synchronous and consistent; stability, long-term; possibility; the master plan and branch plan are formulated under practical development requirements. Development of the marine economy is also concerned and integrated into the planning of some sectors. The contents and objectives of marine economy development are gradually specified in the socio-economic development plans of the province, districts and communes. However, the integration of marine economy activities in the sectorial plans has not met the requirements; the development activities of the industries are too focused on economic efficiency, not paying attention to solve marine environmental issues. The database of the marine economy of the province has not been established asynchronously and scientifically does not have a high level of reliability to serve the planning work; updating information and data on situation and fluctuations is not regular, systematic and inaccurate; basic surveys and researches serve only for individual economic sectors and within a narrow scope.

Infrastructure Development Investment Policy

According to the province's overall socio-economic development plan to 2020, the view of Khanh Hoa province with investment in developing infrastructure for marine economic activities is to mobilise maximum internal resources to go along with the strong attraction of external resources. The investment focuses on exploiting the potential advantages of the sea to create a breakthrough in the marine economy.

Traffic

Maritime and inland waterway: Building Van Phong international container entrepôt port in Dam Mon lagoon area; upgrading and expanding Ba Ngoi port; developing inland waterway ports and landing stages; developing shipping fleet and inland waterway.

Roads: Renovating and upgrading the national highway 1A running through the province to reach grade-I delta technical standards; Building roads linking Cam Ranh provincial town with Cam Ranh peninsula and roads from Cam Ranh airport to Nha Trang city; Renovating and upgrading the national highway 26 running through the province up to grade-I delta road standards; Upgrading and renovating provincial roads; Connecting a number of districts and commune roads into inter-district and inter-commune roads; Developing a modern urban transport network along with developing a rural transportation network; Building car terminals in the centres of districts and urban points.

Railway: Improving and upgrading Thong Nhat railway and stations in the area; Building a railway route linking Van Phong international entrepôt port with Thong Nhat railway and build a new station in Van Gia; Renovating and upgrading the railway from Ba Ngoi to Nga Ba railway station connected to Thong Nhat railway; Studying to build a new station on the Thong Nhat railway in Cam Nghia commune.

Airway: To continue building and upgrading Cam Ranh airport into an international airport.

Power Supply: Standardising distribution networks; improving the quality of power source and scope of power supply; Researching and developing clean energy (wind, geothermal, solar energy); Continuing rural electricity coverage program; By 2010, 100% of communes with 90-95% of households will use electricity from the national electricity grid; Investing in developing small hydroelectricity, using solar energy and wind power for coastal island communes; Investing in developing the electricity supply source for Van Phong and Cam Ranh economic zones.

Water Supply and Drainage, waste treatment and environmental sanitation: Concentrating on building works under construction; repairing, upgrading and solidifying existing works; Building more new works, paying attention to linking reservoirs, dams and pumping stations to take full advantages of natural water; improving the efficiency of using water sources; Completing and gradually solidifying the canal system; Constructing drainage system, embankment to prevent salinity; Investing in building a water supply system from Hoa Son lake to Van Phong Bay, from Suoi Dau lake and Cam Ranh lake to Nha Trang area and the North of Cam Ranh town.

Khanh Hoa province has been active in infrastructure development investment, ensuring the adequacy of the infrastructure system to serve marine development in the direction of local sustainability. Seaports and sea transport have got a new development, becoming the key economic sectors, accounting for a significant proportion in the provincial economy. The system of seaports and port infrastructure has been paid attention to upgrade, develop more specialised ports which are suitable with the development trend of sea transport. However, the implementation of infrastructure construction investment for the sustainable marine development is not synchronised among localities in the province.

Capital and Credit Policies

Khanh Hoa People's Committee always considers improving the investment environment as the focus of investment promotion, taking the investment promotion on the spot as a nucleus, supporting investors to solve difficulties in the process of investment and doing business in the province. Khanh Hoa bases on the advantages of each region in the province to focus on attracting investment in key economic regions, increasing the attraction of foreign investment, especially in high-tech industries such as shipbuilding and seaports industry, high value-added production industries, marine tourism and aquatic product processing industries. At the same time, Khanh Hoa focused on calling for foreign investors with the capacity, experience and finance to develop the Special Economic Zone North Van Phong after the Special Economic Zone Project was approved by the Prime Minister.

In 2017, the mobilised capital of the province reached 73,832 billion VND, up 16% compared to the beginning of the year; outstanding loans were 66,539 billion VND, up to 29.06%. In 2017, the hot real estate market and strong stock market attracted large amounts of money into these fields. Therefore, capital mobilisation growth is lower than in recent years. However, the mobilised capital of the population still accounted for the major proportion of the total mobilised capital of 71.26% and reached a growth rate of 16.37%, higher than the general growth rate. Recently, Khanh Hoa province has many policies to attract foreign investment into the province. By June 2019, the whole province has attracted



92 FDI projects with a total implemented capital of 788.4 million USD (of which Van Phong Economic Zone attracted 48 projects with a total implemented capital of 582.8 million USD).

The capital and credit policy of the province has basically taken effect, financial resources for marine economic development have been strengthened; Official sources for the sustainability of marine economic development are mobilised and effectively used. But now, the attraction of foreign investment is not continuous, the projects have been licensed, the progress has been slow, the mobilisation of attracting foreign investment has been carried out, but the quality has not been good, which do not attract foreign investors to invest in projects that need a huge capital. In particular, the current policy of attracting investment in the North Van Phong area is still pending, due to waiting for the National Assembly to approve the Law on Administrative Units.

Policy on Application of Science and Technology to Marine Economic Development

In the fishery development planning of Khanh Hoa province to 2025 and orientation to 2035, there is a view to developing concentrated aquaculture, applying science and technology in production to improve productivity, quality and food hygiene safety; associated with processing, exporting seafood and product consumption; organising exploitation, purchasing, processing and consumption of tuna by-product chain (Government, 2006).

In recent years, localities have implemented many policies to develop science and technology on the sea and islands. Although the achieved results are still limited, it initially creates a foundation to promote the development of marine science and technology with some remarkable results, such as units of industrial-scale fish farming in Van Bay Phong has gradually shifted from traditional marine technology using wooden cages to technology using HDPE cages. This cage system is capable of sinking in stormy weather and can withstand storm level 12. Department of Agriculture and Rural Development proposes to build a lobster farming model with HDPE plastic in main farming areas such as Van Ninh district, Nha Trang city and Cam Ranh City, etc.

The province has also developed a science and technology development strategy for the marine economy; promoted the application of science and technology in practice, including many essential fields such as economics, environment and climate change response. However, the application of science and technology in the fishery economy is still limited, the information on science and technology progress is still slow to be disseminated for aquaculture farmers and there are few practical models for fishermen to follow.

Policies for Developing Human Resources

In Resolution 06 of the People's Council of Khanh Hoa province on the human resource development program in the period of 2012-2015 and the orientation to 2020, the following objectives were set: By 2020, the province will meet the demand in terms of quantity and quality, good health, comprehensive development of intellect, ethics, self-learning, dynamic, creative, knowledge and working skills in an integrated and satisfying environment, meeting socio-economic development requirements of the province; helping Khanh Hoa to gradually become a centre of human resource training in the South Central Coast region and Central Highlands (Khanh Hoa Province, 2012).

Currently, the province has four industrial parks and 12 industrial clusters, key coastal industrial parks and highly developed marine tourism, and the demand for human resources for high-tech industries such as mechanics, petrochemical, shipbuilding, environmental technology, etc. or human resources in tourism is very large. Understanding that demand, localities have implemented policies to meet the human resources needs for the Economic Zones.

Khanh Hoa now has 11 human resource training establishments for the tourism industry (including four universities, three colleges and vocational colleges, three professional and intermediate vocational schools, one vocational training centre). This is the main resource to carry out the task of training new human resources for the province's tourism industry. The training and supply capacity is about 2,000 students/year.

The policy of training and retraining, arranging human resources development staff for the marine economy has been identified by the Province as a top key task and always focused on; Training key staff, professional staff in all sectors of the marine economy from the province to grassroots. Building a contingent of intellectuals and managers in the field of marine economy is one of the province's key strengths. Developing a master plan for all types of cadres, including marine economy management staff, to increase the sending of staff to training and retraining courses at central and provincial schools, to set up regulations to create favourable conditions for officials in learning and working process, especially postgraduate training, having policies to encourage and attract talents to work in the field of marine economy management.

Policies for Exploiting Natural Resources and Protecting the Marine Environment

In recent years, Khanh Hoa Provincial People's Committee has strengthened the direction and administration, a number of major documents have been issued in time to serve the management, continuously updated and applied policies, laws and regulations on

environmental protection timely and following regulations. The coordination between state management agencies on the environment and local authorities in the inspection, examination and handling of complaints and denunciations related to the environment has made positive changes. The socialisation of investment in the environment has been paid attention, a number of projects have been implemented, such as Hazardous waste treatment plants, equalisation of public utility companies in the collection, urban waste treatment.

Therefore, the fact shows that the province has issued many policies to develop marine economy so far, but the implementation of policies, such as policy communication; disseminating and training policies; organising, managing, evaluating, examining and controlling the implementation of policies are not high and remain at a low level; The forms of propaganda about environmental protection are still not diversified.

Regarding the current policies on exploiting natural resources and sea environmental protection, there are still some limitations such as exploiting marine resources using unsustainable exploitation methods, affecting the marine environment; mining activities mainly focus on economic development goals, environmental protection is also overlooked, the management mechanism is lax.

Organising the Local State Management Apparatus on Marine Economic Development

In recent years, under the leadership and direct guidance of the Department of Natural Resources and Environment, Khanh Hoa Sea and Islands Sub-Departments has promoted the spirit of solidarity, overcoming difficulties, focusing on consolidating the staff and stabilising the Ministry machine, developing human resources; propagandising and raising awareness about protecting territorial sovereignty, protecting natural resources and the environment in coastal, coastal areas and islands; participate in developing specialised strategies (economy, defence, security, diplomacy, etc.) related to the sea and islands. In particular, the Sub-Department has advised the Department of Natural Resources and Environment to direct, manage, develop and complete many legal documents, mechanisms, policies, strategies and programs, planning, plans and schemes, projects on sea and islands, submitting to competent authorities for approval, promulgation, ensuring progress and quality, in accordance with the Party and State's views and guidelines and international law. Through the activities of implementing projects, functional branches have made new discoveries on marine resources, especially mineral resources of the seabed; created a basis for the research, development and completion of mechanisms, policies and laws to ensure basic investigation and management of marine resources and environment. To coordinate with competent state agencies in elaborating socio-economic development planning, specialised planning on exploitation and use of natural resources of coastal, coastal areas and islands in the provincial management;

propose the adjustment of mechanisms and policies to attract, encourage and ensure the rights of organisations and citizens on offshore islands and coastal islands.

The management activities on the sea still lack specificity and synchronisation; the organisation of the existing apparatus has not yet responded promptly to the current rapid development of the marine economy; the coordination of units is still not tight; young management staff, state management skills are still limited despite multidisciplinary, multidisciplinary and territorial management areas; In addition, there are a number of localities officials who are both in charge of environmental management and management of the marine economy, so the management of the marine economy is not effective.

Examining and Supervising the Implementation to Develop the Sustainable Marine Economy

Over the past few years, Khanh Hoa Provincial People's Committee has directed the implementation and supervision of the implementation of documents on the management, exploitation, using and sustainable development of marine resources and environment, such as The Law on Finance resources and environment of sea and islands in 2015; Decree No. 40/2016/ND-CP dated May 15, 2016 (Government 2016) and related legal documents; as well as the direction of the sectors and levels to issue programs, action plans, projects, tasks and topics in environmental protection, management, exploitation and use of natural resources. The plans, programs, projects, projects implemented in recent years have created positive changes, contributing to improve the efficiency of the use of marine resources; reduce environmental pollution in coastal areas; strengthen climate change response capacity; conservation of marine biodiversity, rational use of space, water surface and natural resources in service of socio-economic development in coastal areas and islands; the propaganda, education, awareness-raising on the sea, exploitation and sustainable use of natural resources and protection of the sea and islands environment have been gradually focused; environmental monitoring activities in coastal areas are conducted periodically.

In the process of implementing the general management of natural resources and environment, there are still some difficulties in mechanisms, policies, facilities, equipment, and investment capital for the management, exploitation, using and protection of marine environmental resources. State management in the field of sea and islands still faces difficulties due to the overlap between the provisions of the Land Law, the Law on Environmental Protection, the Law on the Sea, the Law on Natural Resources, and the environment of the sea and islands. Therefore, the control of marine environmental pollution originating from the mainland is limited.



Conclusion

Implementing the policy of marine economy development of the Party and State, in recent years, Khanh Hoa province has also focused on improving management capacity, at the same time implementing many policies to encourage the development of marine economic industries. For Khanh Hoa provincial People's Committee to develop in the right and sustainable direction, the author proposes a number of solutions related to strategic, planning, policy, management, inspection and supervision apparatuses to complete and improve the effectiveness and efficiency of state management on marine economic development so as to ensure sustainable development.

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