

## **NECESSITY AND SOLUTIONS FOR ETHICAL EDUCATION AMONG TEACHERS IN THE FRAMEWORK OF INDUSTRIAL REVOLUTION 4.0**

***NECESSIDADE E SOLUÇÕES DE FORMAÇÃO ÉTICA DOS PROFESSORES NO  
ÂMBITO DA REVOLUÇÃO INDUSTRIAL 4.0***

***NECESIDAD Y SOLUCIONES PARA LA EDUCACIÓN ÉTICA ENTRE DOCENTES  
EN EL MARCO DE LA REVOLUCIÓN INDUSTRIAL 4.0***

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**ABSTRACT:** At present, the education and training of countries in the world, especially developing countries, strive to globalization from the region to the world. Vietnam is not out of the development of the country, so now Vietnam has developed comprehensive strategies in all areas, especially education - training is of particular concern. Vietnam has been implementing comprehensive educational Reform. In response to that development, the teacher needs a lot of changes in research and teaching, personal development capacity etc. to meet the globalization requirement of education training. Currently, the contingent of teachers in Vietnam has been constantly developing in quantity and quality, continuing to be standardized to better meet social requirements. However, there are some limitations. On the basis of studying the state's regulatory documents, and the evaluation of educational institutions, in this article, the author has discussed the rationale for building the ethics model of the teacher. From that solutions to build and perfect teachers' personalities in the context of globalization and international integration.

**KEYWORDS:** Ethical education. Teachers. The necessity and solutions.

**RESUMO:** *Atualmente, a educação e a formação dos países do mundo, especialmente os países em desenvolvimento, buscam a globalização da região para o mundo. O Vietnã não está fora do desenvolvimento do país, então agora o Vietnã desenvolveu estratégias abrangentes em todas as áreas, especialmente na educação - a formação é uma preocupação particular. O Vietnã vem implementando uma reforma educacional abrangente. Em resposta a esse desenvolvimento, o professor precisa de muitas mudanças em pesquisa e ensino, capacidade de desenvolvimento pessoal etc. para atender aos requisitos de globalização da formação educacional. Atualmente, o contingente de professores no Vietnã vem se desenvolvendo constantemente em quantidade e qualidade, continuando a ser padronizado para melhor atender às exigências sociais. No entanto, existem algumas limitações. Com base no estudo dos documentos normativos do estado e na avaliação das instituições de ensino, neste artigo, o autor discutiu a justificativa para a construção do modelo ético do professor. A partir daí soluções para construir e aperfeiçoar a personalidade dos professores no contexto da globalização e integração internacional.*

**PALAVRAS-CHAVE:** *Educação ética. Professores. A necessidade e as soluções.*

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**RESUMEN:** *En la actualidad, la educación y formación de los países del mundo, especialmente de los países en vías de desarrollo, aspiran a la globalización de la región al mundo. Vietnam no está fuera del desarrollo del país, por lo que ahora Vietnam ha desarrollado estrategias integrales en todas las áreas, especialmente en educación: la capacitación es de particular preocupación. Vietnam ha estado implementando una reforma educativa integral. En respuesta a ese desarrollo, el maestro necesita muchos cambios en la investigación y la enseñanza, la capacidad de desarrollo personal, etc. para cumplir con los requisitos de globalización de la formación educativa. Actualmente, el contingente de docentes en Vietnam se ha ido desarrollando constantemente en cantidad y calidad, sin dejar de estandarizarse para cumplir mejor con los requisitos sociales. Sin embargo, hay algunas limitaciones. A partir del estudio de los documentos normativos estatales y de la evaluación de las instituciones educativas, en este artículo, el autor ha discutido la justificación para la construcción del modelo ético del docente. De ahí soluciones para construir y perfeccionar la personalidad de los docentes en el contexto de la globalización y la integración internacional.*

**PALABRAS CLAVE:** *Educación ética. Maestros. La necesidad y las soluciones.*

## Introduction

In 2006, Vietnam officially joined WTO. After nearly 10 years of joining, our economy has begun to develop strongly, but issues related to culture and education still seem to have a lot of things to discuss, especially education in the context of globalization and international integration.

To prepare for the first steps in that challenging way, the second Central Conference (Session VIII) on strategic orientations for the development of education and training clearly stated: “Teachers are a decisive factor in the quality of education and are honored by society. Teachers must have enough virtue and talent and must be standardized in terms of the number and structure of the teaching staff”. After that, the Party and State issued Directive No. 40-CT/TW dated June 15, 2004, and Decision No. 09/2005/QD-TTg dated 11 January 2005, on building, and raising the quality of the teachers and educational administrators in the direction of standardization; paying special attention to improving the responsibility, morality and professional conscience as well as professional competence, professionalism, and pedagogical styles. In particular, the ethics of the teaching staff is an extremely important factor that must always be built, trained, and perfected.

K. D. Usinsky, a prominent Russian pedagogue, affirmed: “A teacher’s ethics is a force that has a great influence on students, that power cannot be replaced by any textbook. any moral maxim, any other system of reward or punishment” (HONG, 1998).

Currently, the contingent of teachers in Vietnam has been constantly developing in quantity and quality, continuing standardization in order to better meet social requirements, but there are some limitations: Some have not kept up with the requirements of educational innovation and development, lack of enthusiasm, even violating professional ethics. In particular, recently a few teachers have seriously violated ethics, greatly affecting the honor and reputation of the teaching profession and reducing people's confidence in the teaching staff (VUHONG, 2022). Therefore, the issue of training the teacher's ethics is especially important in the educational career (VAN, 2021).

## **Methodology**

Research the documents of the Communist Party of Vietnam on the historical guidelines for educational development as well as current documents. Compare and contrast to see the change in the policy of the Communist Party of Vietnam on education.

Studying the policies and laws of the Socialist Republic of Vietnam on education reflected in the laws and codes promulgated by the National Assembly of the Socialist Republic of Vietnam; Resolutions of the Government; Circulars of the Ministry of Education and Training.

Study the scientific works of previous researchers and compare and contrast to find the advantages to inherit.

Researching the state's regulations on the ethics of teachers in the context of international integration.

Research on statistics evaluating the quality of education in Vietnam in the context of international integration.

## **Results**

### **Teachers' Ethics**

*Ethics concept:* Ethics is a system of qualities and capabilities that create a person's value, which is assessed from his interrelationships with others, with the collective, with society, and with the surrounding natural world in a look through the past, present, and future (HIEP; PHONG; VAN, 2022). It is a combination of values that is built and formed during the entire time people exist in society. It is a characteristic of every and individual, shows the inner qualities of the person, but it is deeply social. In other words, ethics is a combination of

characteristics that define a person as a member of society but bring unique values and ethics to each individual (VINH; VAN, 2022). The teacher as a member of the society also has a system of ethics traits built based on society's regulations and that ethics will be shined more and more through the training and perfection efforts of each teacher in life and professional labor.

*The role of teachers' ethics:* According to educational researchers, discipline in teaching activities at school has a great role in contributing to training discipline for students. But it is the teacher's ethics, especially the teachers who are directly teaching, that is the key factor in the career of "cultivating people", because the teacher's ethics has such great power over students that it cannot be replaced by textbooks, moral advice, reward system and discipline. Indeed, in professional activities, the teacher has used his own ethics as a tool, an effective means to impact the students' souls. With that particular tool, the teacher will help learners to occupy the treasure of human knowledge, passion for and research, desire for discovery so that learners will form, develop, and perfect personalities ethics.

*The structure of teachers' ethics:* Teachers' ethics is shown in many factors. It is the love for learners, academic levels, professional proficiency, lifestyles, behaviors, and communication skills of the teacher. All of those factors are combined in the teachers' personalities.

The first is the professional competence formed through the process of learning, training, and life experience before changes in objective factors such as science and technology, living environment etc.

The second factor that plays a core role in teachers' ethics structure is the ideal of training the younger generation. That ideal has a profound influence on the formation of the learners' ethics and it is manifested in passion, professional conscience, dedication to learners and the work, serious working styles, responsibility, sincere and simple lifestyle. These will leave a good imprint in learners' minds; they have the effect of guiding and controlling the process of forming and developing learners' ethics. The idea of training the younger generation is not something available, but teachers must actively practice getting it, from that teachers' awareness of the profession is enhanced, and the professional affection is increased.

The third factor is love for learners. It is love, devotion, and thoughtfulness for learners. This is a unique factor that only teachers have because teaching is a creative activity full of humanity to create happiness for people. Therefore, teachers will always be fair, unbiased, not discriminatory in treating students, but always care and motivate students to learn (TIEN, 1996). The love for learners is always closely linked with professional love. It

can be said that teachers only love their job when they know how to love their own students. The teacher-student relationship plays an important role in educating students of teachers. The content, feature/nature, and handling of this relationship directly affect the quality of teaching. A student cannot respect, admire or learn anything good when his teachers show signs of indecent ethics or professional weakness (TIEN, 2001). Teachers are like an example for students to follow, to discover new things, and strive to improve themselves. For that reason, teachers must always actively practice professional training, live properly, honestly, fairly, and modestly, know how to overcome their own bad habits, and have skills to control their emotions. feelings and moods to suit each pedagogical situation.

Teachers' ethics is also reflected in their pedagogical capacity. Pedagogical capacity is shown in many different aspects, first of all, the ability to understand students, and the ability to integrate and put themselves in students' positions (HANG; VAN, 2020).

So, teachers will know the amount of knowledge that needs to be conveyed and from that teachers will create the most effective presentations and teaching methods. To do this, teachers must always practice professional knowledge as well as knowledge about real life.

In teachers' pedagogical capacity, it is impossible not to mention the ability to design learning materials with creativity and the ability to analyze, system, and synthesize knowledge from the knowledge treasure, teachers need to design learning materials to suit their students. Moreover, teachers must master teaching techniques, not simply a machine that pours words into students' minds.

Another important factor is teachers' language capacity. A teacher who knows how to exploit the strength of words in teaching will always attract students' attention, this will help students understand the lessons faster and be interested in the subjects. Language capacity also participates in teachers' pedagogical communication competence. In any case, teachers must be aware that they are an example for students to follow so that they become better.

### **Teachers' ethics in the context of globalization and international integration**

In the context of globalization and international integration, education plays a particularly important role in the development strategy of each country. The emergence of the knowledge economy has created great changes in all aspects of human and social activities, it is different from the economy based mainly on human power and resources. Therefore, putting people into the center of development makes them rethink education from "learning to know" to "learning to do", then "learning to live together" and "learning to be" (HANG;

VAN, 2020). From the trend of educational innovation, new requirements on the quality and capacity of teachers are set. Teachers not only play the role of imparting scientific knowledge but also have to develop the emotions, attitudes, and behaviors that help students master and know how to properly apply that knowledge. In this respect, nothing can replace the role of teachers.

In addition, teaching methods are changing from a focused teaching style, from mass notifications, passive learning to the activity teaching style and a positive learning style. Teachers do not play a unique role in imparting knowledge but are the ones who initiate, guide, organize, and advise the students' research and debate activities. The results of research on teaching theory as well as the reality of today's teaching innovation have confirmed: the capacity to organize, administer, manage and guide are requirements that are increasingly demanded of the teachers. A successful teaching hour is one in which teachers must demonstrate their competencies. Even the concept of a good teacher, a modern teacher is different now.

There will no longer be teachers who only have extensive knowledge with fluent and attractive teaching skills to give lectures, solo speeches and do everything for their learners.

In addition to extensive knowledge, at the stage of lesson preparation, today's teachers are necessarily good at designing, selecting, arranging knowledge content and teaching methods to both comply with the rigor and logic of scientific knowledge, and at the same time meet the pedagogical requirements in accordance with the rules of teaching and the cognitive rules of students. In the classroom, teachers must be good at organizing and designing activities between teachers and learners; they can organize, direct, guide, encourage and motivate learners' activities in a vivid way so that learners can work actively, they are able to think, speak, express their own abilities and identities and get a lot of opportunities to develop their learning (TRUNG; VAN, 2020). Moreover, the application of science and technology to the teaching process is increasing, and the technical means of teaching are developing more and more. However, they only have the effect of reducing the labor force, increasing the teaching capacity of teachers, but cannot completely replace teachers' roles.

The renovation period also requires educational products to be high quality to meet social needs. Therefore, in order to create on-demand products, teachers need self-study and self-research activities. This is a very important activity in the career of "cultivating people" in a new situation. When science, engineering, and technology developments like a storm today, the self-study example of teachers becomes even more important, because the image of

teachers is always considered a symbol of culture, a representative of modern civilization (TRUNG; VAN, 2020).

Another important factor that today's teachers must have is "enthusiasm". This makes teachers passionate and interested in each lecture, and each lesson content, they regularly explore, research, edit and supplement content and teaching methods to bring the highest efficiency to learners. The "enthusiasm" here is not just the love for the sector and teaching career but it must be expressed in specific actions:

- To dedicate to the teaching profession, to sacrifice for the future benefits and dear learners.
- To increase the sense of responsibility to the profession, to feel happy to teach in classrooms.
- To always explore, learn, and create to bring the highest quality in teaching; stepping out of the classroom does not mean the end of pedagogical activities, but teachers still think consecutively about the content, teaching methods, and the students' attitude to innovate themselves.
- To enthusiastically build the unit, and sincerely help colleagues.

Another factor is the "Talent" of teachers. "Talent" here is intellectual talent in expertise and pedagogical talent. Talent will help teachers systematically master the contents, the basic knowledge of the subject, the ability to find out problems to add to the lecture content; pedagogical talent is shown in the application of teaching methods, the ability to present, and the ability to deal with pedagogical situations in the teaching process. The combination of content and methods will make the lecture more creative, lively, attractive and highly effective, make learners interested, enthusiastic, not bored, thereby actively and proactive researching in learning. To meet these requirements, teachers must have the following competencies:

- Teachers must have the capacity for knowledge and understanding. This is the pillar capacity of the pedagogy "knowing ten to teach one". Today, learners do not necessarily obey their teachers everything and obey unconditionally. Being a teacher, he must persuade learners with his extensive knowledge, which also has the effect of creating a reputation for the teacher.
- Teachers have a capacity for processing and transforming learning materials from various sources in accordance with the framework program promulgated by the Ministry of Education and Training. Teachers must pedagogically process the learning materials in order to be suitable for the characteristics of each class, object, and training major. The reality

shows that there are still many lesson plans that are “dead”, not updated. Therefore, a good teacher is one who understands the learners, puts himself in the learners’ position to design and present the materials that suit learners. Teachers have the ability to analyze, synthesize and systematize knowledge and see what is the most basic and the relationship with the secondary. In addition, teachers must be creative in providing knowledge to learners, besides precise knowledge, it requires many aspects of the relationship between old and new knowledge, knowledge of this subject with other subjects, practical connections associated with each training major. Teachers must be imbued with the principle of “the unity of theory and practice”, speaking with action, learning with practice. Each teacher not only equips learners with knowledge but also has to help them find a way to study and work effectively.

- Teachers must have good teaching capacity. A good teacher not only imparts knowledge to learners but has the task of organizing and controlling their activities, directing them to seek and absorb knowledge. Therefore, teachers must master and rationally use advanced teaching methods and practice language capacity to convey knowledge clearly, intelligibly, and moderately.

- Teachers must have the correct scientific worldview, have attitudes and behaviors before the problems of the natural world, professional society reality; have to innovate and be creative in teaching in countless knowledge and endless scientific and technical resources; be passionate, persistent, industrious, serious and creative in pedagogical work.

- Teachers must use foreign languages well, especially English. The foreign language is a necessary tool to work in a globalized environment, the best means to access modern knowledge and to know the roots of all problems clearly. Having a foreign language will help Vietnam integrate so that Vietnam Education has the opportunity to make friends with other countries’ education.

The last but extremely important factor is the “morality” of teachers. “Morality” is an indispensable requirement for every teacher. Uncle Ho said: “If you have morality without talent, it’s difficult to do anything. If you have talent without morality, you’re useless”. In the education sector, in order to create learners’ ethics, teachers must first convince learners with their own ethics. A teacher with “Morality” is shown:

- To have attitudes and standard manners in teaching, to be friendly and simple in life. They are both standard teachers and citizens for learners to follow. Every teacher must be not only an educator but also a pedagogue.



- To sacrifice “all for dear students”, to help learners sincerely, not for benefits, without discriminations, to help support learners’ knowledge completely; helping does not mean giving high marks or being easy for learners in learning.

- To firmly fight against the bad and wrong things in society, in themselves, and in colleagues.

- To strictly implement the Regulation on the code of teachers’ ethics issued by the Ministry of Education and Training on 16 April 2008. According to this Regulation, apart from political qualities, lifestyles and manners, teachers need to have professional ethics: “to be dedicated to careers, consciously protect the honor and heard of teachers”; to have a unity spirit, love, and help colleagues in life and working activities, to be compassionate, tolerant, generous, well-treated to learners and colleagues and communities. Teachers need to firmly fight against chasing achievements, offending students’ ethics and bodies, or trying to make money by any means, losing themselves to affecting the reputation of colleagues and losing the trust of society.

### **Solutions to build and perfect teachers’ ethics in the context of globalization and international integration**

Kabl Menninger affirmed: “Teachers’ ethics is much more important than what they teach” (HAC, 2002). The ethics of the teachers is an extremely important factor in the career of cultivating people. The teacher is responsible for imparting to the young generation a system of scientific knowledge, skills, and techniques of professional labor, indoctrinating them with true ideals and morals, a system of values, and cultural quintessence of the nation and humanity, training them to become useful people for the country. It all depends a lot on the teaching staff who trains the young generation with a serious mind, deep affection, mutual sympathy along with high independence.

In order to achieve the standards of teachers’ ethics, teachers who undertake the career of “cultivating people” need to implement a number of solutions as follows:

1. Actively and creatively promoting the campaign “Study and follow Ho Chi Minh’s moral example” attached to emulation movements of the education sector, especially the campaign” Every teacher is an example of morality, Self-study, and Creativity.

2. Thoroughly understanding regulations on the code of teachers’ ethics promulgated by the Ministry of Education and Training, at the same time, those regulations must be returned into standards to evaluate the process of cultivation, self-training, and striving of

teachers. The whole sector and each unit must build a teaching staff with strong political ideology, pure professional qualities, constantly improving their professional qualifications, with a standard lifestyle and behavior. They are really an example for learners to follow.

3. Doing well the political and ideological education for each teacher and educational administrator (Education manager). Further raising awareness of the role and responsibility of the teachers so that each teacher and educational administrator can clearly know their responsibilities to society, the training and fostering people for the country, they also understand well the responsibility in protecting the teachers' honor as well as the education sector, especially the responsibility of the leaders. Arousing conscience, responsibility, and enthusiasm in every teacher so that every teacher has the desire to devote to education and training as well as the development of the country.

4. Schools and educational institutions need to take care of teachers' lives and create the most favorable conditions (both materially and spiritually possible conditions) for teachers to work and dedicate themselves. Calling for the attention of the whole society to education and training, especially the support of the Party committees and authorities and the consensus of the people.

5. Strengthening inspection and examination to rectify and promptly and seriously handle violations of the teachers' ethics, contributes to creating a clean educational environment, also commending exemplary teachers who are conscientious, responsible, dedicated, and devoted wholeheartedly and intellectually to the career of education and their dear students.

The mission of "cultivating people" is very sacred, and noble but very difficult to be continued to place on the teachers' shoulders. Uncle Ho's reminder: "Teaching, as well as learning, must pay attention to both talent and virtue" to teachers brings a message of profound significance to the whole society. Comprehensive reform in education starts with the teachers, and the teachers' ethics is very important.

## Conclusion

In the context of globalization and international integration, our Party and State have defined "Education is the top national policy" (COMMUNIST PARTY OF VIETNAM, 1997) as well as special guidelines and regulations for the education sector because of the great importance and significance of this particular sector to the development of the country at present as well as in the future. Therefore, teachers in the context of globalization and

international integration must make every effort to train and perfect themselves based on the ethical traits that have been built and recognized by society in order to meet all beliefs and expectations of the whole society.

Our country has been implementing a fundamental and comprehensive reform in education, simultaneously the country is accelerating industrialization, modernization, and the process of international integration, which is a big challenge of Vietnam's education. Is it possible to succeed in fundamentally and comprehensively reforming education or not? Is education and training of the country sustainable development, on par with other countries in the region and the world? The answer belongs to the pedagogues who always know how to build and perfect their ethics, contributing to the success of "cultivating people" in the country's new era.

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