

HO CHI MINH NATIONAL ACADEMY OF POLITICS

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**BUILDING THE CONTINGENT OF KEY CADRES AT
GRASSROOTS LEVEL IN MEKONG RIVER DELTA
NOWADAYS IN ACCORDANCE WITH THE
HO CHI MINH'S IDEOLOGY**

SUMMARY OF DOCTORAL THESIS

FIELD OF STUDY: HO CHI MINH STUDY

Code: 62 31 02 04

HA NOI - 2018

**The thesis was completed at
Ho Chi Minh National Academy of Politics**

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**The thesis shall be defended in front of the Thesis Committee at
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INTRODUCTION

1. The necessity of the thesis

In all social regimes, the dominant classes seek every means to strengthen their ruling role by building and strengthening the state government with the system of organization of central officials who are loyal and have talents, enough to fulfill the task. V.I. "In history, there has never been a class that has gained control, if it did not produce in its contingents political leaders, pioneering representatives being competent enough to organize and lead the movement. "

Inheriting the creative development of Marxism-Leninism in the process of leading the Vietnamese revolution, President Ho Chi Minh always considered the issue of building up the contingent of cadres as the leading issue. From the process of building up the Party, he organized training courses for cadres and trained the pioneering contingent of cadres for the Party. The revolutionary practice has proved that the staff has contributed to the great victory of the nation. Studying Ho Chi Minh's ideology, we find prominently a valuable and rich legacy of building a contingent of cadres. President Ho Chi Minh always affirmed the importance and great role of cadres in identifying cadres as "the root of all jobs". According to him, "when there are good cadres, everything can be done. Any success or failure is due to good or bad officials", " The issue of cadres is a very important and urgent issue". Thus, throughout the course of the revolutionary leadership, President Ho Chi Minh established a contingent of capable and qualified cadres who accomplished the task of leading the revolution of our country from victory to victory.

At present, the entire Party and the entire Vietnamese people are striving to bring into full play the strength of the whole nation and socialist democracy; To step up the comprehensive and synchronous renovation process; firmly defending the Fatherland, maintaining a peaceful and stable environment; To strive to bring our country to basically becoming an industrial country in the modern direction. In order to achieve this important goal, it is necessary to build up a contingent of qualified and capable cadres who are competent and qualified, especially the direct key persons at the grassroots level.

During the process of revolutionary leadership, the Party saw more clearly and achieved many achievements in building synchronized personnel work: from discovery, planning to training, fostering, evaluation, utilization, rotation of staff, clearly defining the standards of each type of staff, including key staff at the grassroots level. However, in the process of building and renovating the work of

cadres in general and working with key cadres at the grassroots level in particular, many shortcomings and weaknesses have been overcome. From the historical experiences and current staff situation, the matter of training and building of key staff at grassroots level becomes very necessary and urgent.

Implementing the Party's renovation policy, besides the achievements, due to many reasons, the staff, especially the key cadres at grassroots level in the Mekong Delta still have many limitations on quantity and quality, not meeting the requirements of the situation of the country; Theoretical and professional qualifications, leadership and management capacity are uneven; The standardization of the contingent of cadres in communes, wards and townships is still far short of the requirements ...

The above shows that the task of building key cadres at grassroots level is very important. For the above reasons, the topic of "Building the key staff at the grassroots level in the Mekong Delta nowadays basing on the Ho Chi Minh's ideology " was chosen as my PhD thesis in Ho Chi Minh study.

2. Research purposes and research tasks

2.1. Research purposes

Based on the research on the content of Ho Chi Minh's ideology on building staff; The thesis clarifies the current situation and recommends the direction and system of solutions for the building of the key cadres at grassroots levels in the Mekong Delta according to Ho Chi Minh's ideology in the current period.

2.2. Research tasks

- Overview of the researches related to the topic, evaluating the results achieved and identifying issues that the thesis should continue to study in depth.
- To systematize and explain the basic contents of Ho Chi Minh's ideology on building the contingent of cadres, concentrating on his ideology on the work of cadres.
- Applying Ho Chi Minh's ideology on building a contingent of cadres to study the current situation of the contingent of cadres and the work of building key cadres at the grassroots level in the Mekong River delta, including achievements, limitations, and issues.
- To propose system of orientations and solutions to build a team of key cadres at the grassroots level in the Mekong Delta according to the Ho Chi Minh ideology.

3. Subjects and scope of research

3.1. Research subjects

Building the key cadres at the grassroots level in the Mekong Delta according to the Ho Chi Minh's ideology.

3.2. Research scope

- Ho Chi Minh's ideology on building up the contingent of cadres, however, within the limited scope of the dissertation, the author concentrates on the study of Ho Chi Minh's ideology on cadre work as the main method in building revolutionary cadres.

- Scope of research:

+ Concerning the time frame, it is limited from 2001 to present.

+ Regarding space, it is the grassroots level, but the research scope of the thesis is the commune, ward and township of 7 provinces: An Giang and Dong Thap are two representative provinces in the North, with contiguous border areas of Cambodia; Long An and Tien Giang are adjacent to Ho Chi Minh City; Ben Tre is a branch to the east, adjacent to the East Sea; Ca Mau and Bac Lieu represent the southernmost region; Can Tho city is located at the center of the region.

4. Theoretical bases and research methodology

4.1. Theoretical basis

Based on the theories of Marxism-Leninism, especially Ho Chi Minh's ideology, the Communist Party's approach to building the contingent of cadres, mainly the grassroot-leveled cadres .

4.2. Research Methodology

Based on the methodology of dialectic materialism and historical materialism, the thesis uses other methods, such as synthesis, analysis, etc., to clarify research issues.

In addition, the author uses a systematic approach, primarily a logical-historical approach, to clarify President Ho Chi Minh's views on staff development. In addition, the author uses the sociological survey method to assess the current situation and establish a basis for proposing a system of orientations and solutions for building key personnel at the grassroots level in the Mekong River Delta nowadays basing on Ho Chi Minh's ideology.

5. New scientific contributions of the thesis

- Providing a scientific foundation for the research of Ho Chi Minh's ideology about the building of the contingent of cadres and the current situation of building the contingent of grassroots cadres in the Mekong River Delta.

- Systematizing and analysing quite fundamentally, comprehensively the thinking of President Ho Chi Minh on building staff; contributing to affirmation of

the value of Ho Chi Minh's ideology on building up the contingent of cadres, especially the practical value when applying to identifying and solving the problems raised in building cadres at the grassroots level in the Mekong Delta.

- Clarifying the current situation of the staff and the work of building key personnel at the grassroots level in the Mekong Delta.

- Proposing system of orientations and solutions to build a team of key cadres at the grassroots level in the Mekong Delta according to the Ho Chi Minh ideology.

6. Theoretical and practical meanings of the thesis

In theory, the thesis contributes to clarify the content, confirms the scientific, revolutionary and humanity nature of Ho Chi Minh's ideology on building staff; affirming the rightness and creativity of the Communist Party of Vietnam in applying Ho Chi Minh's ideology to build a contingent of cadres who meet the new revolutionary requirements.

In practice, the results of the thesis can be used as a reference for further research on staff development, especially key staff at grassroots levels in the Mekong River Delta nowadays.

The research results of the thesis are also valuable for leaders, managers, organizations and officials in the establishment of key staff at the grassroots level in the Mekong River Delta nowadays.

7. Structure of the thesis

In addition to the Introduction, Conclusion, List of works of the author, List of references and Annex, the thesis is structured in 4 chapters with 10 sections.

Chapter 1

OVERVIEW OF RESEARCH SITUATION RELATED TO THESIS

1.1. RESEARCH RESOLUTIONS RELATED TO DOCTORAL THESIS

Book "Uncle Ho with the career of growing the people" by Phan Hien. The book "Ho Chi Minh's ideology on staff and the staffing work" by Bui Dinh Phong (2002). "Ho Chi Minh's ideology about cadres and cadre work" by Mach Quang Thang. "Ho Chi Minh's ideology about staff and staffing work". Proceedings of the scientific seminar of Ho Chi Minh National Academy of Politics (2008). The book "Applying Ho Chi Minh's ideology on cadres and work of cadres in the Current cause of renovation", Ho Chi Minh National Academy of Politics - Ho Chi Minh City Branch, National Political Publishing House, Hanoi (1997). "The viewpoint of Ho Chi Minh ideology on morality in building the army cadres" by Nguyen

Quang Phat (Editor in 2006). State-level scientific seminar (KX-02) "Ho Chi Minh's ideology on cadres" by Dang Xuan Ky (chair). The article "Ho Chi Minh's ideology on the Role of Revolutionary Ethics and the Integrity of Moral and Intellectual" by Bui Dinh Phong, Journal of Political Theory, No. 1/2003. The book "Ho Chi Minh training cadres and merit talent" (2010) by Duc Vuong. "Ho Chi Minh, Man of Life" (2010) by Mach Quang Thang. "Ho Chi Minh's ideology about the work of cadres with the improvement of leadership capacity of key staff at grassroots level in Thanh Hoa" by Bui Khac Hang. The book "Renovating and perfecting the political system in our country" (2014) chaired by Le Quoc Ly. The book on "Some issues on building a contingent of key ethnic people in the Central Highlands" by Le Huu Nghia (editor). The book "Solutions to renovate the operation of political system in mountainous areas of our country" by To Huy Rua - Nguyen Cuc - Tran Khac Viet (co-editors in 2003). "Building up the contingent of ethnic minority cadres in our country in the period of industrialization and modernization - Theory and solutions" by Le Phuong Thao - Nguyen Cuc - Doan Hung (co-editors in 2003).). "The scientific argument for improving the quality of cadres and civil servants in the period of industrialization and modernization of the country" edited by Nguyen Phu Trong and Tran Xuan Sam, (2003). "Building cadres and civil servants to meet the demands of the socialist law-governed State of the people, by the people and for the people" by Thang Van Phuc and Nguyen Minh Phuong. "On the Vietnamese public service regime", edited by Nguyen Trong Dieu.

Some of the works of foreign authors: "Comrade Ho Chi Minh" (1985) by Echo-Lep. Book "Ho Chi Minh a Life" by William J. Duiker. SUPRIDA PHANOMJONG's "Ho Chi Minh – the fairy who lives Forever" (2012). The book "Ho Chi Minh an Asian of All Time" (2010) by National Political Publishing House.

There are also other works such as the book "Master plan of management cadres" by Do Minh Cuong. The book "Development of talented people to develop the country" by Nguyen Dac Hung. The book "Building and promoting Vietnamese intellectual resources for the cause of national reconstruction" by Nguyen Van Khanh. "Training and using Vietnamese intellectuals under French colonialists" by Nguyen Van Khanh and Truong Bich Hanh. The book "Party leadership to build the contingent of cadres, civil servants and officials" of Tran Van Thang. "Bureaucracy in the work of cadres in our country nowadays - the current situation, causes and solutions" by Truong Thi Thong - Le Kim Viet. The

book "Ho Chi Minh - Humanities and Development" (2013) by Nguyen Dai Trang. The book "Ho Chi Minh's mind and talent of a patriot" (reference book, 2010) by Nguyen Dai Trang. Training materials for organizational and personnel theory and organization, coordinated by the Central Organization Committee in collaboration with the Ho Chi Minh National Academy of Politics.

There are also other researches on theoretical foundations, knowledge and experience in building the contingent of cadres and civil servants in general and civil servants at communal level in particular: "Talent and talent utilization" by Tran Dinh Huynh (2004), Party building, (04) "Choosing and fostering talents - Tradition and urgent requirements of life" by Nguyen Lan Dung (2006), Foreign Affairs Information, (4), (25). "Qualities, leadership capacity required by industrialization and modernization", by Nguyen Van Huyen, Ho Chi Minh National Academy of Politics. PhD thesis "Improving the quality of key staff at district level in the Central Highlands provinces in the current period" by Nguyen Thanh Dung. The thesis "Training and retraining of key staff at district level and Khmer commune in Tra Vinh and Soc Trang provinces" by Huynh Van Long, Academy of Politics and Administration Region IV. Scientific work "Practical capacity of grassroots leaders" by Dinh Phuong Duy - Nguyen Thi Bich Ngoc. The thesis "Building up the contingent of leading cadres of the Party at all levels in the Central Highlands nowadays" by Nguyen Manh Dung. The dissertation on "Creating the source of cadres and civil servants of ethnic minority people in the Central Highlands provinces of the present period" by Truong Thi Bach Yen. The theme "Building and improving the quality of Khmer cadres in communes, wards and townships in the South West region", by Nguyen Thai Hoa, Deputy Director of Local Department III, Central Organization Board (chair). The thesis "Building the key cadres of rural communes in the Mekong Delta" by Pham Cong Kham.

From the general overview that the dissertations related to the topic under study are "key staff at the grassroots level", the authors use them as references, which inherit the the scientific argument has been systematically studied by the authors of these theses.

1.2. ACHIEVED RESEARCH RESULTS AND ISSUES NEED FURTHER STUDYING

1.2.1. The achieved research results

In theory, via the published works, dissertations, articles ..., the authors focus on exploiting quite fully the content of the role and importance of talent,

selection and merit the talent; clarified President Ho Chi Minh's ideology on cadres and staff work.

There are many researches from President Ho Chi Minh's ideology on staff and staffing work, which has been applied in-depth to improve the quality of local officials, Improving the quality of ethnic minority cadres in the provinces and cities across the country.

In practice, many works express the enthusiasm of the author while focusing on the basis of Ho Chi Minh's ideology on cadres and cadres work, using his ideology on the building of key staff at grassroots level in some localities.

The results of the above works will be a valuable and beneficial resource for the research author, who successfully inherited to complete the thesis and at the same time hope to contribute to the standardization of key personnel at the grassroots level in the Mekong Delta in accordance with the ideas of President Ho Chi Minh.

1.2.2. Issues need further studying

Applying the ideology of President Ho Chi Minh on building cadres into the building of key personnel at the grassroots level in the Mekong Delta, none of the works has been researched in a in-depth and systematic way.

In the Mekong Delta, there is no summary of the application of Ho Chi Minh ideology in building cadres into the building of key staff at all levels. Another fact is that the weakness of staffing work and the contingent of cadres at grassroots level is a testament to the thesis to continue research.

In theory: A more complete study, including concepts with its implications in Ho Chi Minh's thought of building a deeper, more specialized cadre in the field of Ho Chi Minh study.

In practice: Building staff is an important issue of the Party and State, but in general, the research only looks from the perspective of building the Party or the organization of cadres, so the approach from the perspective of Ho Chi Minh City study to evaluate will be fuller and deeper; with a more systematic assessment of the current status of key personnel at the grassroots levels in the Mekong Delta (mainly focused on weaknesses).

The dissertation focuses on analyzing and assessing the situation of using Ho Chi Minh's thoughts and our Party's policies on building cadres for the building of key cadres at the grassroots level (results, achievements , limitations, causes and experiences) of the provinces in the Mekong Delta.

Recommendations: The researches have made many recommendations and solutions for staffing work. For the scope of research of the thesis, from the perspective of Ho Chi Minh study, the author applied the research to present specific solutions, suitable to the actual situation in the Mekong Delta in setting up a contingent of key cadres at the grassroots level.

Chapter 2

HO CHI MINH'S IDEOLOGY ON BUILDING THE CONTINGENT OF CADRES

2.1. SOME CONCEPTS

2.1.1. Concept of cadres and key cadres

2.1.1.1. Cadres

There are a lot of conceptions about cadres, showing diversity and complexity when approaching assessment. After studying, the author found that the concept of cadres under the Law on Cadres and Civil Servants (No. 22/2008 / QH12) of the National Assembly of the Socialist Republic of Vietnam (issued on November 13, 2008) is quite completed.

2.1.1.2. Key cadres

It is said that these are the people holding the titles of Party Secretary, Deputy Secretary of Party Committee - Chairman of People's Committee, Chairman of People's Council.

Other opinions suggest that, in addition to these titles, there are also other titles such as Chairman of the Fatherland Front Committee, President of the Veterans Association, Chairman of the Women's Union, Secretary of the Youth Union year ...

Thereby, it is understood that: Key cadres are those who are elected or appointed to hold a key or important title, key or essential position in the political system, playing a decisive role in the whole of the change, adjusting the environment at the place they are leading.

2.1.2. Grassroots cadres and key grassroots cadres

The grassroots level is the last level in the political system at all levels (central, province and city directly under the Central Government, District - City under the province, commune - ward - town), but still involves full characteristics of the political power in the political system in our country. Understandably, grassroots cadres are all those who work, or hold a position in the political system at the commune level (communes, wards, towns).

Accordingly, it can be understood that: key grassroots cadres are those who are elected or appointed to hold key or important title, key or essential position; playing a decisive role in the whole of change, transforms at the commune level. The scope of research in this dissertation focuses on the key staff of communes, wards and townships in the Mekong Delta, but mainly on the following positions: Party Secretary, Chairman of the People's Council , Chairman of the People's Committees.

2.1.3. Building the contingent of cadres

In order to build the contingent of cadres who are always effective, meeting the needs of revolutionary reality, they must focus on the subjects of cadre work, namely:

Firstly, focusing on the Party. Because this is the original work of the Party.

Secondly, it is necessary to rely on the people to build. Because officers at any level are the faithful servant of the people. The contingent of cadres being built mainly to serve the people, serving the Fatherland. Based on the reality of the people's movement, the people's evaluation is based on the level of accomplishment of the tasks assigned by the people to build the contingent of cadres.

Thirdly, basing on the staff themselves. Each individual staff must first build themselves a standard system. The standard system must meet the basic requirements of staff recruitment. That standard allows every ordinary citizen to become an officer, in the ranks of the political system.

2.2. BUILDING THE CONTINGENT OF KEY CADRES AT GRASSROOTS LEVEL

2.2.1. Characteristics of the contingent of key cadres at grassroots level

The majority of them mature from the local practical movement, having knowledge of the characteristics and basic situation, always having the ability to timely and accurately reflect the actual situation of economic, political and social life at their localities.

Having bold psychological, traditional culture, stick and prestigious with the community, should be influenced by the customs in the process of performing tasks.

Having a simple, honest, close lifestyle and reputation for the masses.

Those who are directly working in the area, especially the areas of complex nature, should bear much pressure from many sides. Being the level that organizes and implements guidelines and policies of leaders at all levels, being accountable

to the higher levels, should be subject to pressure from higher levels; At the same time, being the level that directly access to people, solving the urgent issues set by the people, so also faced great pressure from the people.

2.2.2. Position and role of the contingent of key staff at the grassroots level

Firstly, directly implementing the Party's policies and directions at the grassroots level; They are the decisive factor to realize the leadership and management of the Party and the State in all aspects of social life at the grassroots level. Secondly, they are the initiator of innovation and contributes to the improvement of institutions at the grassroots level. Thirdly, they have the direct impact on the interests of the people, as well as being legitimate representatives for the legitimate interests of the people, serving as a direct link between the Party and the people, tightening the relationship between the political system with the people, strengthening the people's belief in the Party and the regime. Fourthly, They are the ones being initiative, creative in leadership, promoting the development of all aspects of social life at the grassroots level. Fifthly, they are those who relieve conflicts at the grassroots level to create consensus in community life. They are the people who set up the unified leadership and direction to solve the situation, maintain the power of the political system at the base of the hotspot.

2.3. THE BASIC CONTENT OF HO CHI MINH'S IDEOLOGY ON BUILDING THE CONTINGENT OF CADRES

2.3.1. It is crucial to build a team of key cadres at the grassroots level

In line with the theories of Marxism, V.I.Lenin, Ho Chi Minh's ideology and traditions of the Party, especially in the context of the party ruling the country, the issue of cadres is even more important.

Derived from the demands of revolutionary reality as well as the position and role of key grassroots cadres.

2.3.2. Main stages in building the contingent of cadres

2.3.2.1. Selection of cadres

For the effective selection of cadres, staff must first cling to standards according to Ho Chi Minh ideology as the basis

- First Criterion: First of all, "Party cadres must understand the revolutionary logic"

The point in Ho Chi Minh's ideology about learning theories is that theory and practice must always go together.

Understanding that the theory is to apply in practice. Acquisition, practical activity is to supplement, refine his theoretical knowledge. The theory is inseparable from reality, whereas the practice is indispensable from the role of theory.

- Second criterion: Must have party nature. The party's cadres must put the interests of the Party and the nation first. Party nature in cadres and party members are life-long serving the people, serving the Fatherland.

- Third criterion: Staff must have virtue and talent. These two factors need to be fully converged in a human being - in which virtue is the root.

The morality of officials and party members is also the standard for evaluation, a measure of nobility; being a weapon to defeat all enemies.

The identified talent is:

+ Organization and leadership talents in the operation, completing all works set out. The first manifestation of talent is in leadership capacity.

+ Must have a prediction mindset in working.

+ Human resources utilization talent: Having talent in utilizing human resources, that is, in working, cadres must know who to choose, put people in the right position, arrange the right person, assign the right task ... only by that can the tasks performed effectively. President Ho Chi Minh considers talents and morals to be two elements that blend together in a complete human.

Each cadre must be aware of self-cultivation, paying attention to training of virtue and talent, always self-learning, cultivate professional knowledge, as well as practical experience for themselves.

2.3.2.2. Training staff

President Ho Chi Minh asserted that the revolution was a glorious task, but extremely difficult, if not trained, it is difficult to win, where the focus should be on the formation of the training board. "Training for cadres must have a plan, a direction, a reward, a fine for justice".

Depending on the type of objects, the trainer arranges the program, the content, but need to focus on the main content, that is:

"Political training

Cultural training

Theoretical Training

There is no cadres who cannot do it "

Training must be for practical purposes. A special feature in the training of cadres in Ho Chi Minh's ideology is that they are interested in communal cadres.

"We need staff training, but training of commune cadres first and foremost. Then select the most capable commune cadres, gradually move to district and provincial officials. "

2.3.2.3. Policies for cadres

Understanding cadres

In order to understand the cadres, the ones doing the staffing works and those using cadres, those directly managing cadres, must first and foremost know themselves and put themselves in positions of cadres. Understanding the cadres is to understand the cadres on both material and spiritual life. First of all, it is necessary to know the feelings and thinking of the officials, to grasp the daily developments of officials; Understand the objective and subjective causes affecting the cadres.

Utilizing cadres

President Ho Chi Minh always thought of using cadres as an art. Those who know how to use the staff must have a great vision, great heart, good heart, should let the staff be convinced.

In utilizing cadres, it is essential to use talented people, those who are useful for the people, for the country. President Ho Chi Minh not only used the party members but also the people outside the Party.

In the way to use people, President Ho Chi Minh is interested in inheritance between generations. Those who know how to use cadres must be of great magnitude, must have a broad spirit, must have mind, must know the cadres, know the "source" for cadres to bring into full play their capacity. First of all, the Party is demanded to:

1. Must know the cadres well
2. Must properly recruit staff
3. Must distribute cadres properly
4. To rightly help the cadres
5. Must retain the cadres

Criticising staff

The criticism essence of Ho Chi Minh's ideology is on the basis of all progress, not using criticism to attack, borrowing "forum" to smear, lower the prestige of others ... Criticism must be done regularly, continuously, not distracted and that is one of the ways we practice morality.

Criticism needs to be hand in hand, help the concerns of the leadership. Leaders must create the conditions for corrupt officials to have a chance to repair,

because the ultimate goal of the struggle for independence is to build a society that directs people to Truthfulness-Compassion-Forbearance. .

2.3.2.4. The way to treat cadres

In order to have a proper way to treat cadres, those doing cadre work must be close to the cadres and must see the true capacity of cadres.

President Ho Chi Minh pointed out to us: "For treating the staff there are five ways:

a) Direction - Let them do, let them take charge, making little mistakes is fine. But always depending on the situation, showing them the direction of their work and the way they work so that they can develop their capacity and initiative in line with the Party's line.

b) Advanced - Always seek for them to learn more theories and ways of working, making their thoughts and abilities more advanced.

c) Check - Not every day. But usually check to help them learn from experiences, fix blemishes, develop strengths. Assigning works without checking, only paying attention when there is failure. That is not knowing how to love cadres.

d) Rehabilitation - When they make mistakes, "persuade" to help them repair.

e) Help - Give them adequate living conditions to work.

Only when these have been done well, can we have a contingent of cadres who are dedicated to the Party, to the country, to the people.

Chapter 3

PRACTICAL SITUATION OF BUILDING THE CONTINGENT OF KEY CADRES

AT GRASSROOTS LEVEL IN MEKONG RIVER DELTA IN ACCORDANCE WITH HO CHI MINH'S IDEOLOGY

3.1. OVERVIEW OF THE DEVELOPMENT SITUATION IN THE MEKONG RIVER DELTA AND THE CONTINGENT OF KEY CADRES AT GRASSROOT LEVEL IN MEKONG RIVER DELTA

3.1.1. Overview of the situation in the Mekong Delta

3.1.1.1. Geographic location and administrative unit

The Mekong Delta is one of the major economic regions of the country, located at the southern end of the country, also known as the South Delta or the

South West region; comprising 12 provinces and 1 city, with 1,630 administrative units, including 127 towns, 219 wards and 1,284 communes.

3.1.1.2. Factors affecting the quality of staff and grassroots cadres in the Mekong River Delta

Positive impacts

*** Socio-economic**

The Mekong Delta has the advantage of the sea, containing many precious seafood with high reserves. With a great system of rivers, it is convenient for draining water for irrigation and drainage of fields and crops, which is convenient for draining to large rivers.

According to Decision No. 492 / QD-TTg was approved by the Prime Minister of Vietnam on April 16, 2009, by 2020, this key economic zone will be a major center for rice production, capture and process aquatic products, making a great contribution to the export of agricultural and aquatic products of the country.

*** Cultural**

Firstly, the people here live with great emotions, being very generous, so the collective of cadres have the solidarity and harmony in every job.

Secondly, the honest lifestyle culture of the farmers, so when the they being the leading cadres, they become more decisive, dare to think, dare to do.

*** History of politics**

The Mekong Delta is a fertile, potent land that is subject to the domination and long-term exploration of colonialism and imperialism; Therefore, the more passionate of the people are willing to sacrifice to fight for freedom and independence for the nation. This will train the key staff at this grassroots level of patriotism, determination to build the country.

Negative impacts

*** Socio-economic**

Being a key economic area with many potentialities, but mainly of wet rice farming, based on traditional experiences, lacking in science and technology, therefore when being in the contingent of the Party, becoming cadres, they do not have scientific work methods, lacking of principles in working...

It is the investment of the Party and the State with a large budget, if the level of staff, party members, especially key staff at grassroots level, does not meet the requirements of the task, it shall be easy to make mistakes in implementing the Party's policies and guidelines and laws of the State.

*** Cultural**

First of all, it is the generosity of every human being here which greatly influences the work process, to be more specific, their nature of arbitrariness, lack of principle, not knowing to protect public assets. When cadres make mistakes, they will not be criticised thoroughly, but only by means of family-type talks.

Secondly, the influence of family culture, in which men is the bread winner, therefore the patriarchal nature when applied into work can be easily become partial, local, autocratic, dictatorial, being expressed in the lack of democracy in the assessment and utilization of cadres.

* On political history

Due to the impacts of the policy of demagoguery, bribery of the enemy, a part of the people have problems concerning their "origin", thus causing difficulties for the staffing work.

Facing the negative impacts of the open economy, a large number of cadres and party members, including officials who held high-ranking posts at the central level, high positions in the region or provinces in the region, in provinces of the Mekong River has failed to maintain their integrity, significantly influencing the thoughts of a part of cadres, of which first of all is key cadres at grassroots level.

3.1.2. Characteristics of key staff at the grassroots level in the Mekong River Delta

3.1.2.1. Advantages

Firstly, the contingent of key staffs are basically meeting the new revolutionary requirements and tasks, having rapid progress in professional qualifications as well as political theories capacity.

Secondly, the key staffs are basically trained, having conditions to study, improve professional qualifications as well as political theory capacity.

Thirdly, the key staffs are mainly originated from the revolutionary family, largely progressing from the grassroots level, therefore having been tested in practice.

Fourthly, the life of the key staff has been improved.

The salary policies and some allowances have always been added and adjusted in accordance with the time and conditions.

Fifthly, the change and development of the infrastructure system, resulting in the living conditions, as well as the opportunities for the work of the staff holding the key positions, change in a positive direction.

Sixthly, the quality of key staff at the grassroots level has been raised largely due to the fact that local teaching staff are highly qualified, being trained

principally in the discipline and sequences, having skills in teaching, with intensive research investment.

3.1.2.2. Limitations

Firstly, since the area is the key economic zone, most cadres and party members focus on economic purpose. "The situation where cadres and civil servants leave their jobs and move to work in higher-income places is on the rise".

Secondly, many training institutions, as well as training coordination, are of low quality, affecting the quality of human resources.

Thirdly, the attention paid to the work of cadres of the Party committees, especially the committee at the grassroots level is not appropriate, sometimes not really considered the cadre to be the "root" of all work.

Fourthly, although the level of key staff at the grassroots level in the Mekong River Delta has changed positively, it still does not meet the requirements of the tasks set out.

Fifthly, a part of cadres are short of moral quality, lack of responsibility, lack of honesty, having bureaucratic manifestation, being aggressive, being distanced from the masses.

Sixthly, although the level of theory as well as the professional capacity and skills of key staff at grassroots level have changed positively, most of the cadres fall into "mere theory", not knowing how to "put theory into practice".

Seventhly, it is the rapid, strong and effective development of economic activity that causes a part of the staff to contribute to only "personal interest".

3.2. THE ACTUAL SITUATION OF THE BUILDING OF THE CONTINGENT OF KEY CADRES AT GRASSROOTS LEVEL IN MEKONG RIVER DELTA

3.2.1. The achievements

3.2.1.1. Selection of cadres

The method of selection of cadres has been set up by the party committees in a very strict manner, setting specific criteria for each title from age, level, background and practical experiences.

A series of intellectual projects of the provinces in the Mekong River Delta are launched and implemented effectively.

To step up the task of Party building with the determination to build a clean and strong political, ideological and organizational party; improving the leadership capacity and fighting power of Party organizations and party members.

3.2.1.2. Training and educating staff

In cooperation with the central schools, "the form of training and fostering staff has improved and diversified. The content of the training has been gradually improved, initially combined learning theory with practice, reality, handling situations ... training and fostering staffs are paid attention to develop".

A series of documents, resolutions of the provinces are issued and enforced effectively; formulating schemes and plans such as schemes on training and appointment of the vice presidents of the People's Committees of communes, wards and townships from sources of new graduates; Regulation on attracting talents, creating sources of cadre leadership; To build the mechanism of promoting dynamism and creativity among the contingent of cadres. To actively train and foster thousands of cadres of grassroots cadres under provincial and central programs.

Every year, Party committees and party organizations in the province pay attention to building training and retraining plans for cadres according to the plan, according to the criteria of job title and position; To focus on the standardization of the contingent of cadres, especially key officials at the grassroots level.

3.2.1.3. Policy for cadres

In order to have enough staff to serve the revolutionary cause, first of all, they must know how to keep their cadres and help cadres properly. Maintaining cadres, helping cadres is to keep and help by policies. It is necessary to have policies to help cadres, create conditions for cadres to learn to improve their qualifications, through the regime reserved for these cadres, creating conditions for cadres to settle in the careers.

For key positions at grassroots level, committees at all levels shall issue a number of regimes and policies attached to long-term orientations and plans. Implementing policies to attract intellectuals to grassroots level.

3.2.1.4. Treatment for cadres

To be implemented by the Party Committees at all levels through the work of arranging and promoting cadres. This issue is "conducted seriously by Party committees, party organizations in the direction of publicity and transparency in the evaluation, arrangement and use of cadres; To step by step rectify the situation of cynicism, avoidance and lack of objectivity when considering and deciding on the work of cadres".

The staffs are arranged and promoted in line with their professional qualifications, thus promoting the strengths and capabilities and creating the high efficiency of each position.

Party committees and party organizations have based on the situation of localities and units to promulgate specific policies for each type of cadres ... Provinces in the Mekong River delta promulgated a number of decrees and documents to implement policies to attract and support human resources.

3.2.2. Limitations

3.2.2.1. Selection of cadres

Party committees are still passive in building the option of selecting cadres in key grassroots positions, most of the localities waiting for the top-down allocation.

The cadres themselves lack the strive, not wanting to go further, being settled with the position available.

The selection of qualified staff for key positions is very difficult, with the biggest limitation being the capacity level.

3.2.2.2. Training and educating staff

Education is not really innovative, not yet linking studying to practicing, theories are not linked to practice ... The quality of training and educating activities for staffs is low.

Cadres are trained ineffectively; Many cadres were not trained in accordance with their specialization.

Weaknesses in the staff training work in the Mekong Delta are the lack of flexibility, creativity and scientific nature. The policies and regimes have not met the requirements, not solving difficulties for staff when attending trainings.

3.2.2.3. Policy for cadres

The policy for key cadres at communal level is too low to meet the requirements, not solving problems for staffs when participating in the work.

Another major difficulty in employing cadres is that they do not have proper policies. The policy for officials holding key posts at grassroots levels is sometimes incompatible with reality.

3.2.2.4. Treatment for cadres

Treatment for officials in the Mekong Delta provinces is still weak, especially the use of cadres is not really reasonable, leading to the situation when cadres "leave the countryside to go to the city" when completed education program.

The treatment for staff is not really honest, the 'close' team is appointed quickly, not even meeting standard, allowance of standard level "debt" ... still occur in many places.

Lack of checking, evaluation, assessment or summary ...

3.2.3. Reasons

3.2.3.1. Causes of achievements

Firstly, the deep concern of the Party and Government, the ministries and branches.

Secondly, the concretization of the Party's guidelines and policies and laws are always well implemented by the Party's leaders and Party committees.

Thirdly, the work of evaluating and criticizing cadres is carried out by the Party committees at the right level; Each Party level shall organize the implementation in due time.

Fourthly, the training and coaching staff are deeply concerned by the provincial level.

Fifthly, the treatment for staff is taken seriously, through the proper arrangement and promotion in accordance with the procedure.

3.2.3.2. Causes of constraints

Firstly, due to the influences of regional and regional culture; Due to the simple, not sophisticated nature, the assessment and criticism are lack of depth, lack of focus, lack of synchronism, easy overlooking mistakes for each other.

Secondly, based on people's assessment is not really effective, because the level of awareness of people is not really deep. At this point, the big mistake is of the staff lacking of deep understanding of the people, lack of explanation for the people.

Thirdly, the rotation of cadres is a lack of objectivity and equity.

Fourthly, the training and fostering of staffs are concerned, but the subjects to be trained have not really expanded, being narrow in the framework of "friends, closeness".

Fifthly, the use of cadres is not serious, lack of objectivity, still involving "indulgence" and "entrusting". In some places, there are too many rules, lack of flexible and scientific utilization. Some of the places where cadres have not been able to meet local practical requirements poses a serious burden on their degrees while the staffs are very good and effective.

Sixthly, the arrangement and promotion fall into "procedure disease", lack of initiative. Officials are sometimes not included in the planning. Planning work is weak.

Chapter 4

DIRECTIONS AND SOLUTIONS TO BUILD THE CONTINGENT OF KEY CADRES

AT GRASSROOT LEVEL IN THE MEKONG RIVER DELTA

4.1. PREDICTION OF TRENDS AFFECTING THE CONSTRUCTION OF THE CONTINGENT OF KEY CADRES AT GRASSROOT LEVEL IN MEKONG RIVER DELTA

4.1.1. Objective factors

The socio-economic transformation of the country since the National Congress IX, X, XI before the complicated evolution of the world as well as in the region, the fluctuation of the market economy has made a part of cadres and party members suffer from degradation of ideology, politics and ethics.

At the 12th National Party Congress, the Party said, "the situation of the world and the region has many complicated developments; world economic recovery is slow; there are political crisis in many places, many countries; severe competition in many aspects is increasingly fierce among the major countries in the region; complicated developments in the East Sea, etc. have adversely affected our country". "The recession of political ideology, morality and lifestyle of a large number of cadres and party members have not been pushed back; there are even more complicated aspects and parts; A very small number of cadres and party members have been exploited, induced, incited, bribed by evil entities, and have thoughts and activities againsting the Party and State".

The impact of climate change, with the warming of the Earth ...

4.1.2. Subjective factors

The Mekong River Delta has been approved by the Prime Minister to agree the project to establish a key economic region, known as the dynamic economic development zone in the South West region, and a driving force for the whole region, showing the inherent potential of the region, but at the same time has created great pressure for the whole political system to strive to deserve the trust of the Government.

The situation of saline infiltration and droughts which have been lasting for years. Some localities have large damaged areas of rice and crops, while the income of local people is low.

4.2. DIRECTION FOR BUILDING THE CONTINGENT OF KEY CADRES AT GRASSROOT LEVEL IN MEKONG RIVER DELTA UNTIL 2025 IN ACCORDANCE WITH HO CHI MINH'S IDEOLOGY

1. Building a core team of cadres at the Mekong Delta should closely follow the contents of Ho Chi Minh's ideology, having full moral standards and talents; At the same time, it must be associated with the implementation of the Resolution of the the XIIth Central Committee 05 of the Party.

2. Establishment of key cadres at the grassroots level in the Mekong River Delta is the cause of the entire political system, led by the Communist Party of Vietnam, which focuses on the direct committees of the region, but on the basis of promoting democracy.

3. To build a team of key cadres at the grassroots level in the Mekong river delta that is suitable to the natural conditions and socio-economic characteristics of each locality.

4. In building the key personnel at the grassroots level in the Mekong River Delta, the staffing work plays the leading role.

4.3. SOLUTIONS FOR THE BUILDING THE CONTINGENT OF KEY CADRES AT GRASSROOT LEVEL IN MEKONG RIVER DELTA UNTIL 2025

4.3.1. Renovating and reorganizing the staffing apparatus

Firstly, the Party committees at all levels need to develop regulations and issue regulations on authority, responsibility of the head, the holders of key posts. The team performing staffing work must have the "mind", the "level", so as to be able to identify the real talent of cadres.

Secondly, regularly and periodically propagating, educating and guiding the people in the assessment of cadres, especially key cadres at the grassroots level.

Thirdly, the key cadres, young cadres, especially the cadres under the planning must determine: in whatever position, where or what to do, must be imbued with the truth according to the Ho Chi Minh's ideology "the people is the root". The key staffs must always strive for self-discipline to be worthy of the belief of the people and the Party, to devote themselves to the people and the country.

4.3.2. Selection of cadres

Must strictly implementing democracy, publicity, ensuring the right selection of qualified people for each title.

Developing and implementing rigorous selection and appointment procedures.

To set up examination councils, examination councils of branches and localities. To define the tasks, functions and working regulations of examination

councils, ensuring that examinations are conducted in a strict, objective and fair manner. The results of the examinations and recruitment examinations are a major basis for deciding the recruitment of cadres.

Selected staff must meet the requirements of theoretical, moral and financial qualifications.

4.3.3. To formulate programs and plans for training and educating cadres

- Develop training and educating plans for each type of staff:
- Clearly defining the training content of cadres
- Training method:
- Strengthening the system of training and educating cadres:
- Policy on training and fostering cadres

4.3.4. Policy for cadres

The Party committees in the Mekong River Delta must have a foresight, righteousness, objectivity, must use people for the work, must understand "the people is the root".

Must come from the political task, organizational tasks that have reasonable policies, from the stage of recruitment, training to the use of cadres.

To periodically inspect, review and improve the quality of cadre planning.

Firstly, to serve the political task in each revolutionary period to build a team of key cadres at grassroots level.

Secondly, appropriate remuneration is required to attract talented people

Thirdly, stick to the bases to detect and find qualified staff to be used.

Should restrict the planning of the "orthodox, king's child shall be king", reducing the favor in the style of "traditional perspective", should expand the direction of using scientists.

4.3.5. Treatment for cadres

Treatment for staff is expressed by the interest, being close to the staff from work to daily life. This responsibility belongs to the party committee, the party organization where the cadres are living, the immediate superior management agency of the cadres.

4.3.5.1. The treatment for staff is also reflected through staff assessment.

Must be grounded, content and suitable for each position of the staff.

1. Level of performance of assigned tasks and responsibility:
2. Regarding the political qualities, ethics, lifestyles and capabilities of cadres

3- Direction and development prospects.

The evaluation must ensure the right competence:

The evaluation must be based on the assigned tasks and responsibility and the performance results. Assurance of objectivity, fairness, accuracy and non-respect, stamina, bias, form.

4.3.5.2. Through the arrangement and use of cadres

Firstly, staffing must be in line with the professional level of the staff, in accordance with the practical requirements of the job. Minimizing the "degree disease".

Secondly, those performing staffing working must have confidence in the cadres, believe in the talent and virtue of the cadres.

Thirdly, the rejuvenation of the staff: rejuvenation of age, perception, thinking and action.

Resolutely not recruiting, planning, assigning, or positioning young officers who are weak in leadership capacity, or are "problematic" in using fake qualifications in key positions.

Fourthly, cadres must know themselves, see if they really "understand" the cadres or not. Those doing staffing works must be close and try to understand the cadres.

Fifthly, wanting to utilize, want to use cadres, must know to help cadres properly.

CONCLUSION

Studying the ideology of President Ho Chi Minh on building up the contingent of cadres, as well as the practices of countries around the world and the Vietnamese revolution, it can be seen that the failure and success of all jobs are from the cadres. Being in close contact with the people, acting as the organizer of the Party's guidelines and policies and laws, the grassroots cadres must be fully equipped with the standards and levels of a new cadre in the modern era.

From the practical experiences of more than 30 innovations, under the leadership of the Party, together with the efforts of the entire Party, the entire army, the entire people, the revolutionary cause achieved remarkable achievements. The strong socio-economic status of Vietnam is increasingly confirmed in the international arena. These achievements are the great contribution of the staff, especially the leading staff at all levels, the dedication of scientists, the striving of each individual cadre... That is because the Party has done well the staffing work, building a contingent of cadres suitable to each position that cadres assume. These

achievements will be the premise for us to embark on building the future contingent of cadres for the country.

In fact, besides the achievements, the socio-economic situation in Vietnam still faces many difficulties, the main cause is derived from cadres. The construction of the contingent of cadres still faces many shortcomings, at the same time, each time the work of cadres has not been paid attention or only follow the feeling, there is still the situation of supporting, "protector". Part of cadres lacking of loyalty, because of personal benefit and group benefits that despite all tricks to squeeze public assets, causing harm to the state budget, harming the belief of the people.

In the present stage, when all has entered the stage of globalization, with its position, Vietnam is facing great opportunities to reach out to the world, but also poses many challenges when a part of our cadre has not been "fully purified". Under such conditions, studying and implementing Ho Chi Minh's ideology on building the contingent of cadres becomes an urgent requirement, which must be carried out by the Party and all levels in a profound and effective manner. It is becoming imperative to build a core team of grassroots cadres.

Concerning the Mekong River Delta, building a team of key cadres in accordance with Ho Chi Minh's ideology is a process that goes from step-by-step. Requiring those doing the staffing work to be objective, sharp, sophisticated, must know how to see through and thoroughly understand staff. The special point and the most basic ground must be derived from the practical requirements. On that basis, each locality and unit must have plans and options for the appropriate construction and at the same time formulate a long-term strategy for the whole period from now to 2025 and subsequent periods.

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