

**HO CHI MINH NATIONAL ACADEMY OF POLITICS**

**TRAN NHAT**

**THE PARTY MEMBER DEVELOPMENT IN NON-STATE  
ENTERPRISES IN THE NORTH CENTRAL PROVINCES AT  
PRESENT**

**Major: Building up the Party and State Government**

**Code: 9310202**

**SUMMARY OF DOCTORAL THESIS  
BUILDING UP THE PARTY AND STATE GOVERNMENT**

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## **ABSTRACT**

### **1. The necessity of the research topic**

During the process of leading the revolutionary cause, the Communist Party of Vietnam has attached great importance to building up Party and always considered it as the core, in which the work of developing Party members is an important task of building up Party. Party members development in all types as well as in non-state enterprises (NSEs) is a very important content to which our Party pays great attention, especially since the country's renovation so far, playing an important role in the work of Party building and in the country's socio-economic development.

The Provincial Party Committees of the North Central provinces: Thanh Hoa, Nghe An, Ha Tinh, Quang Binh, Quang Tri, Thua Thien Hue always determines the work of Party building as a key and regular task in the work of Party building. During recent times, the Provincial Party Committees of the North Central provinces have issued Directives, resolutions, guidelines, plans, regulations, action programs, projects, notices, official letters, etc. to guide and organize implementation, in which the work of Party building in non-state enterprises has been paid great attention by the Provincial Party Committees and achieved many important results, building strong and sustainable enterprises, contributing to improving the leadership capacity and fighting strength of Party organizations at all levels, building clean and strong Party Committees and political systems in the North Central provinces.

However, these changes have not yet met the demands set by the reality. In particular, some Party committees, Party organizations, and leaders have not really paid attention to the work of building up Party organizations, socio-political organizations and Party Members Development. Propaganda and mobilization have not been regular and continuous, and have not created high consensus among executives, enterprise owners, workers, and employees on Party members development in enterprises; many Party committees, Party organizations, and socio-political mass organizations in this area have not operated effectively, are still lacking and weak; most of the non-state enterprises do not have Party organizations; many places do not have socio-political mass organizations. A number of enterprise owners, workers, and employees have limited political awareness, are apprehensive, and do not have the motivation to strive to join the Party, and are still concerned about the rights and responsibilities when joining the Party, enterprises with Party organizations,

the work of finding and nurturing sources for Party development still faces many difficulties; etc. All of these factors have greatly affected the work of Party Members Development in the non-state enterprises in the North Central provinces.

Therefore, a thorough study of both theory and practice and the proposal of key solutions to contribute to promoting and better implementing the work of Party member development in the non-state enterprises in the North Central provinces is highly significant and essential at present.

For the above reasons, the postgraduate student chose and carried out the topic of his doctoral thesis ***“Party member development in non-state enterprises in the North Central provinces at present”***.

## **2. Purpose and tasks of the thesis**

### ***2.1. Purpose of the thesis***

On the basis of clarifying theoretical and practical issues on the work of developing Party Members in non-state enterprises in the North Central provinces, the thesis proposes key solutions to promote the work of developing Party Members in non-state enterprises in the North Central provinces by 2035.

### ***2.2. Thesis tasks***

- Overview of research situation abroad and domestically related to the thesis topic.

- Explain clearly the theory and practice of Party building work in non-state enterprises in the North Central provinces.

- Research and analyze the current situation of Party members; properly assess the current situation, find the causes of advantages and limitations, get necessary lessons learnt from the practice of Party building work in non-state enterprises in the North Central provinces.

- Propose directions and main solutions.

## **3. Subject and scope of the thesis**

### ***3.1. Research object***

Party member development work in non-state enterprises in the North Central provinces.

### ***3.2. Scope of research***

*Spatially:* The thesis surveys and evaluates the current status of Party member development work in non-state enterprises in the North Central provinces including 6 provinces: Thanh Hoa, Nghe An, Ha Tinh, Quang Binh, Quang Tri and Thua Thien Hue..

*Temporally:* Along with the survey and assessment of the above situation, the thesis proposes directions and main solutions that are valid until 2035.

#### **4. Theoretical basis, practice and research methods of the thesis**

##### ***4.1. Theoretical basis***

The theoretical basis of the thesis is the viewpoint of Marxism-Leninism, Ho Chi Minh ideology, viewpoints, policies and regulations of the Communist Party of Vietnam on Party building, on Party building work and Party member development in non-state enterprises.

##### ***4.2. Practical basis***

The practical basis of the thesis is the current situation of party members and party member development work in non-state enterprises in the North Central provinces; research works summarizing practices, interim and final reports... in many localities, regions as well as in the North Central provinces.

##### ***4.3. Research methodology***

The thesis uses the methodology of Marxism-Leninism, at the same time using historical methods combined with logical methods; analysis combined with synthesis; investigation and survey, summary of practices, sociological investigation and expert methods.

#### **5. New scientific contributions of the thesis**

- *Concept:* Party members; Party member development ; Party member development work in non-state enterprises in the North Central provinces

- Experience in Party member development work in non-state enterprises in the North Central provinces.

- Proposing 07 solutions, including two new solutions, which promote the work of Party member development in non-state enterprises in the North Central provinces.

#### **6. Theoretical and practical significance of the thesis**

- The findings of the thesis aim to contribute to clarifying theoretical and practical issues on the work of Party member development in non-state enterprises in the North Central provinces

- The research findings of the thesis can be used as reference in the process of leading and directing party organizations under the provincial Party Committees and party cells in the work of Party member development in non-state enterprises in this region in the upcoming time

- The research findings of the thesis can also be used as materials for researching, teaching and learning in the system of Political Schools of provinces and centrally-run cities, scientific research on Party building up and state government.

## **7. Structure of the thesis**

In addition to the introduction, conclusion, list of published scientific works of the author related to the thesis, list of references and appendix, the thesis consists of 04 chapters, 9 sections.

### **Chapter 1**

#### **OVERVIEW OF RESEARCH RELATED TO THE THESIS TOPIC**

##### **1.1. RESEARCH WORKS RELATED TO THE THESIS ABROAD**

###### **1.1.1. Research works on Party building-up and Party member development**

Han A Sieu (2015), *Research on innovation and development of Party building-up work for graduate students in the new media conditions* [120]. Pho Minh Cu (2019), *Optimizing Party building-up work of youth using the Internet* [52]. Ly Luong Dong (2020), *Research on innovation in the Party's leadership and ruling methods* [62]. Nguyen Thi Thu Huong (2021), *China's achievements in comprehensive human development during the reform and opening up process and its reference significance for Vietnam* [77]. Institute for Party Building Studies - Central Organization Committee of the Communist Party of China (2022), *Comprehensive and Strict Party Governance - Achievements and Experiences in the Organization and Building of the Communist Party of China since the 18th Congress* [188]. Tran Anh Tuyet (2023), *Party building-up work of the Communist Party of China and some open suggestions for Vietnam* [189]. Nguyen Anh Hung (2024), *Innovations and developments in the leadership policy of the Communist Party of Cuba today* [75]. Thoong-Xa-Lit Mang-No-Mec (2025), *Building up a clean and strong Lao People's Revolutionary Party* [92]....

###### **1.1.2. Group of research works on party member development in non-state enterprises**

Central Organization Committee of the Communist Party of China (2014), *Party building-up work in non-state enterprises* [30]. Ngo Gia Toan (2015), *Party building-up development work in private enterprises and enterprise development* [174]. Banh Lap Binh (2020), *Promoting*

*comprehensive progress and comprehensive consolidation in Party building up at the grassroots level* [35]. Vu Quynh Phuong (2023), *Building up Party Organizations in Non-State Enterprises in China* [117].

## **1.2. PUBLISHED DOMESTIC RESEARCH WORKS RELATED TO THE THESIS**

### **1.2.1. Research works on Party building up and Party member development**

Do Ngoc Ninh and Dinh Ngoc Giang (2014), *Renovating the activities of the rural community party cells in the current context* [110]. Nguyen Phu Trong (2017), *Party building up and rectification is a key task for national development*. [176]. Nguyen Minh Tuan (2018), *Some basic issues on Party building up and Party building work* [186]. Nguyen Thi To Uyen (2019), *To better manage current party members* [82]. Lam Quoc Tuan (2020), *Building up Party on Ethics - A Vital Requirement for the Ruling Party* [185]. Le Van Cuong (2020), *Some solutions to innovate, strengthen and improve the effectiveness of inspection and supervision work of Party committees, Party organizations, inspection committees at all levels and Party cells* [53]. Nguyen The Tu (2023), *5 solutions to improve the quality of party member development work* [184]. Nguyen Long Hai (2023), *Developing Party members in the Central Party Committee of State-owned Enterprises* [71]....

### **1.2.2. Group of typical research works on party member development in non-state enterprises**

Nguyen Van Giang – Lam Quoc Tuan – Pham Tat Thang (2015), *Party organizations in the current non-state enterprises* [67]. Nguyen Ba Thang (2016), *Building up Party in non-state enterprises in Lao Cai* [125]. Nguyen Van Chien (2018), *Piloting the admission of private enterprise owners into the Party, difficulties from the grassroots* [48]. Pham Van Phong – Pham Thi Thu Hang (2019), *Solutions to improve the quality of party members in non-state enterprises* [112]. Tran Viet Cuong (2021), *Admission of qualified private enterprise owners to the Party: Outstanding results* [54]. Ho Thi Hong Nhung (2022), *Bac Ninh promotes party organization building and party member development in private enterprises*” [108]. Bui Thi Oanh (2022), *Hanoi strengthens party organizations in non-state enterprises* [93]...

## **1.3. OVERVIEW OF RESEARCH FINDINGS OF PUBLISHED SCIENTIFIC WORKS AND ISSUES TO BE FOCUSED ON RESEARCH BY THE THESIS**

### **1.3.1. Overview of research findings of published scientific works related to the thesis topic**

*Firstly*, From various perspectives, the scientific research works on Party building up and Party member development mentioned above have brought quite deep and comprehensive studies. Many elaborate and methodical research works on Party building and Party member development in agencies, localities and units are issues that our Party has paid great attention to and often has policies and documents for timely leadership during past time, especially at present. At the same time, it is also the content that Party committees at all levels and authorities of the provinces pay much attention and attach great importance to. Many works have affirmed the role and significance of Party building and Party development in the types of party organizations in localities and units.

*Secondly*, Regarding the work of Party member development in non-state enterprises, research works have theoretically summarized and at the same time mentioned the current situation and conducted assessments, pointed out advantages, limitations, analyzed causes and issues that need attention to better implement the work of Party member development in non-state enterprises, thereby proposing solutions to contribute to building the political system, consolidating the Party organization and developing Party members in enterprises. Many works have mentioned that local Party committees of provinces have also issued directives and resolutions on this issue. In which, the necessity and importance of Party member development in non-state enterprises are clarified. On that basis, the current situation is assessed and solutions are proposed to effectively implement the Party's policies and guidelines on the work of Party member development in non-state enterprises in the current period.

*Thirdly*, Research projects abroad, with various approaches, generally affirm the role and importance of Party building, Party development work in general and Party development work in non-state enterprises in particular. The works have analyzed and clarified material issues such as: considering Party building at the grassroots level as a long-term plan, a fundamentally stable measure to promote the overall strategy; strictly strengthening the building of Party members, fully promoting the exemplary pioneering role of Party members in non-state enterprises; strengthening the guarantee of the grassroots foundation; considering Party building as the greatest political achievement, seriously



and resolutely implementing the responsibility regime in the work of building up the Party organization system at all levels, thereby aiming to better implement Party member development work in non-state enterprises.

*Fourthly*, The above mentioned scientific research works have discussed in depth the theoretical and practical issues, and at the same time, based on the analysis of the current situation and proposed solutions, have suggested many issues as well as research directions for the thesis in the process of comparing and contrasting the content of this research in the country and other similar countries to find out the specific factors of the region, area, region, and locality for the work of developing Party members in non-state enterprises. Many articles focus on the research on the work of building and consolidating Party committees and Party cells and pay attention to the education, training and fostering, bringing them into the Party as well as paying attention to admitting private enterprise owners into the Party. At the same time, assess the current situation and propose solutions to strengthen the work of building the Party and the work of developing Party members in non-state enterprises in the current period.

### **1.3.2. Issues to be focused on research**

*Firstly*, Analyze and explain clearly the theoretical and practical basis of the work of Party member development in non-state enterprises in the North Central provinces.

*Secondly*, Analyze the current situation of party members in non-state enterprises in non-state enterprise in the North Central provinces; correctly assess the current situation, find the causes of advantages and limitations and get necessary lessons learnt from the practice of party members development in non-state enterprises in the North Central provinces from 2015 to 2024.

*Thirdly*, Forecasting factors affecting the work of Party member development in non-state enterprises in the North Central provinces from now to 2035.

*Fourthly*, Set out goals and directions, on that basis propose feasible groups of solutions to further promote the work of Party member development in non-state enterprises in the North Central provinces from now until 2035.

**Chapter 2:**  
**PARTY MEMBER DEVELOPMENT IN NON-STATE**  
**ENTERPRISES IN NORTH CENTRAL PROVINCES –**  
**THEORETICALLY AND PRACTICALLY FUNDAMENTAL ISSUES**

**2.1. OVERVIEW OF THE NORTH CENTRAL PROVINCES AND NON-STATE ENTERPRISES IN THE NORTH CENTRAL PROVINCES**

**2.1.1. Overview of current characteristics of the North Central provinces**

- Natural geographical features: North Central is the northern part of Central Vietnam, located from the south of Tam Diep mountain range to the north of Hai Van pass, with a unique terrain, stretching across many latitudes, like a narrow traffic corridor in the middle of the country.

- Traditional historical and cultural characteristics: union to fight to preserve the homeland and country. Today, always taking the lead in production and economic development, always being determined to overcome difficulties in production and business to create a new life.

- Socio-economic characteristics: always striving to get out of poverty and develop socio-economic. People of all classes are excited, trust the Party, government and enterprises, actively participate in activities and programs of locality and enterprises, workers and laborers increasingly tend to actively strive to join the ranks of the Communist Party of Vietnam.

- Regarding national defense, security and foreign affairs: possessing a particularly important strategic position in terms of national defense, security and foreign affairs, in which most important, the marine economy and national defense, marine security has strategic significance for localities in the region and the whole country.

**2.1.2. Non-state enterprises in the North Central provinces - Concept, role, characteristics**

***2.1.2.1. Concept of non-state enterprises in the North Central provinces***

*Non-state enterprises in the North Central provinces are one of the important economic sectors of the economy in Vietnam as well as in the North Central provinces today. This is an economic sector in which the capital goods are owned by non-state enterprises (the state is not the owner), including limited liability companies, joint stock companies, partnerships, private enterprises and foreign-invested enterprises.*

Developing non-state enterprises in the North Central provinces is one of the very important and long-term strategies of the North Central provinces, contributing significantly to the development of a socialist-oriented market economy, realizing the core goal of economic development, promoting industrialization and modernization, improving the internal strength and competitiveness of the economies of the North Central provinces in the process of national development and international economic integration.

#### ***2.1.2.2. Characteristics of non-state enterprises in the North Central provinces***

*Firstly*, Types of non-state enterprises in the North Central provinces are mainly small and medium enterprises.

*Secondly*, Non-state enterprises in the North Central provinces are not uniform in terms of ownership.

*Thirdly*, The leadership team in enterprises is always united and increasingly aware of their responsibility to society.

*Fourthly*, Workers and laborers in enterprises are mainly local people who have a positive working spirit, are diligent in labor, creative and are increasingly forming an industrial style.

#### ***2.1.2.3. The role of non-state enterprises in the North Central provinces***

*Firstly*, Arousing and promote potentials and strengths in building the homeland and country, promote economic growth of the region and the whole country, increase budget revenue for the provinces, contribute to better solving many socio-economic issues and social security issues.

*Secondly*, Enterprises here have contributed to promoting the transformation of economic structures, promoting competition in the economy between provinces, regions and with the world.

*Thirdly*, create many jobs and incomes for workers

*Fourthly*, contribution to better harmonizing personal - business - social interests.

*Fifthly*, establish many strong, branded enterprises, contributing to building a strong team of entrepreneurs in the North Central provinces and Vietnam, making important contributions to the cause of building, protecting and developing the country.

### **2.1.3 Party members and party organizations in non-state enterprises in the North Central provinces - Concept, role, and characteristics**

#### ***2.1.3.1. Party members in non-state enterprises in the North Central provinces***

- Concept: *Party members in non-state enterprises in the North Central provinces are revolutionary soldiers, who are always exemplary and pioneers in labor, production and business movements in enterprises, striving all their lives to serve the Party's objectives and ideals, always putting the interests of the Fatherland, the legitimate and legal interests of enterprises, the interests of workers and laborers ahead of personal interests; always strictly complying with the Party's regulations, the State's laws and regulations of localities and enterprises. Have a sense of responsibility in participating in labor production and completing all assigned tasks well; always maintain pure morality and a simple and healthy lifestyle, always be close to and attached to workers, laborers and enterprises, and to the people where they reside; obey the Party's organization and discipline, maintain solidarity and unity within the Party organization and within the enterprise, acknowledge and voluntarily implement the Political Platform, Party Charter, Party member standards and tasks, and operate in a State-owned enterprise under the leadership of a grassroots Party organization.*

- The role of party members in non-state enterprises in the North Central provinces is shown:

*Firstly*, for implementing the Party's guidelines, policies, the State's laws, and local regulations of provinces in enterprises

*Secondly*, for the implementation of political tasks of the enterprise

*Thirdly*, Party members with building up and strengthening party organizations.

*Fourthly*, Party members with labor movements, production and business of enterprises.

- Characteristics of party members in non-state enterprises in the North Central provinces are expressed as follows:

*Firstly*, Party members participate in activities in party committees and branches closely linked to the process of participating in working, production and business with various types of enterprises.

*Secondly*, Party members in enterprises have uneven age, party age, educational level, professional expertise, skills, and political theory.

*Thirdly*, Party members carry out tasks assigned by the Party cell for good development of the Party in the conditions where the socio-political organizations in the enterprise are not yet synchronized and unified.

*Fourthly*, Party members, together with Party committees and Party cells, lead the work of building up Party and carry out political tasks

in enterprises, under the circumstance enterprise owners somewhere are not Party members.

*Fifthly*, Party members who participate in party activities and other activities are significantly influenced and considerably affected by the operations, as well as the existence, stability, and development of enterprises, and the socio-economic situation at the local, national, regional, and international levels.

#### ***2.1.3.2. Party organization in non-state enterprises in the North Central provinces - concept, role and characteristics***

- Concept: *Party organizations in non-state enterprises in the North Central provinces are established when there are three or more official party members, which is the foundation of the Party and the political nucleus in the enterprise. Party leaders and socio-political organizations in enterprises propagate, mobilize and persuade enterprise owners, workers and employees to properly implement the Party's guidelines and policies, the State's policies and laws, and local regulations; actively build and consolidate party organizations and socio-political organizations in clean and strong non-state enterprises, do a good job of Party member development, contribute to building stable and developing enterprises, fulfilling obligations to the State, and constantly improving the material and spiritual lives of workers and employees.*

- The roles of party organizations in non-state enterprises in the North Central provinces are shown as follows:

*Firstly*, ensure the Party's leadership and orientation role towards enterprises, workers and laborers.

*Secondly*, strongly and actively promote business and production activities of enterprises more correctly and effectively.

*Thirdly*, Lead, orient, promote to improve the development of workers and laborers in the enterprise in terms of quantity and quality.

*Fourthly*, Party committees and branches in enterprises have a leadership role in promoting the party members development.

- Characteristics of party organization in non-state enterprises in the North Central provinces:

*Firstly*, Party organizations in enterprises are of many types

*Secondly*, Party organizations in enterprises are very diverse in terms of operating models.

*Thirdly*, Party organizations in enterprises lead the organizations within the enterprise's political system, but in many places, there are no trade unions or Youth Unions.

*Fourthly*, operation of Party organizations in non-state enterprises is more difficult than in other types.

*Fifthly*, Party organizations in enterprises lead the activities of party members, but cannot lead enterprise owners - if the enterprise owners are not party members.

## **2.2. THE WORK OF PARTY MEMBERS DEVELOPMENT IN NON-STATE ENTERPRISES IN NORTH CENTRAL PROVINCES - CONCEPT, CONTENT, ROLE**

### **2.2.1. Party member development in non-state enterprises in the North Central provinces**

\* Party member development in non-state enterprises in the North Central provinces: *is the process by which competent Party committees at all levels select elite workers, laborers, and enterprise owners to educate, foster, and train, and admit them into the Party according to the correct processes and procedures to increase the quantity and quality of the Party committees and Party cells of non-state enterprises in the North Central provinces, ensuring the stability and continuous development of the Party.*

\* Party member development in non-state enterprises in the North Central provinces: *is the process in which the competent Party Committee leads, directs, builds and organizes the implementation of plans, propaganda, mobilization, education, and persuasion work of relevant entities to create unity in awareness and action, the work of creating resources, training elite workers, laborers, and enterprise owners, promoting the role of socio-political mass organizations and enterprise owners in carrying out procedures and processes in party admission, official party transfer, and carrying out inspection, supervision, preliminary and final review of party member development in non-state enterprises in the North Central provinces.*

### **2.2.2. Content of Party member development work in non-state enterprises in the North Central provinces**

*Firstly*; Leadership, direction, development and implementation of party member development plans.

*Secondly*; Propaganda, mobilization and education, persuasion, creating unity of perception and action.

*Thirdly*; Creating resources and fostering excellent workers, laborers and enterprise owners.

*Fourthly*; Promoting the role of socio-political organizations mass and enterprise owners.

*Fifthly*; Carry out procedures and processes in admitting and transferring official party members.

*Sixthly*; Inspection, supervision, preliminary and final review work.

### **2.2.3. The role of Party member development in non-state enterprises in the North Central provinces**

*Firstly*, Better perform assigned political tasks, contributing to building and strengthening party organizations in enterprises

*Secondly*, contributing to overcoming the "party aging" situation in party committees and branches in enterprises

*Thirdly*, Forming a team of enthusiastic, exemplary, pioneering, leading young party members, promoting enterprises' stability and development

*Fourthly*, Promote the activities of socio-political organizations and masses to be more active and effective.

*Fifthly*, Contribute to building good and close relationships between party organizations, enterprises, workers and laborers

## **Chapter 3:**

### **TEAM OF PARTY MEMBERS AND PARTY MEMBERS DEVELOPMENT IN NON-STATE ENTERPRISES IN THE NORTH CENTRAL PROVINCES AT PRESENT**

#### **3.1. CURRENT SITUATION OF TEAM OF PARTY MEMBERS IN NON-STATE ENTERPRISES IN THE NORTH CENTRAL PROVINCES**

##### **3.1.1. Advantages**

*Firstly*, The team of party members has contributed to building the party organization to continue to be consolidated, associated with building an increasingly strong political system in the enterprise.

*Secondly*, Party members are always exemplary, pioneers in creative labor movements, work actively, enthusiastically, and produce and do business effectively.

*Thirdly*, The majority of Party members are steadfast, confident and strictly implement the Party's Platform, Charter, viewpoints, policies, guidelines, directives and regulations, the State's policies and laws and the internal rules and regulations of the enterprise.

*Fourthly*, Most party members have been trained, inspected and matured through practical work, production and business.

*Fifthly*, Party members have basically fulfilled their roles and duties well, setting an example for workers and laborers to follow.

##### **3.1.2. Limitations and disadvantages**

*Firstly*, The pioneering and exemplary properties of some party members are not high, and their ethical standards and work capacity sometimes fall short. There are signs of fading ideals, a decline in the will to strive, and violations of the Party's principles.

*Secondly*, The implementation of political tasks and Party building work by some new Party members is not serious.

*Thirdly*, Participation of party members in party activities to discuss party member development is not high quality in some places, sometimes there is a lack of attention and confusion in implementation of the party cell.

*Fourthly*, Inspection, supervision, management and monitoring of party members are sometimes not strict and intensive.

### **3.2. THE PARTY MEMBER DEVELOPMENT IN NON-STATE ENTERPRISES IN NORTH CENTRAL PROVINCES - CURRENT SITUATION, CAUSES, EXPERIENCES**

#### **3.2.1. Current situation**

##### **3.2.1.1. Advantages**

*Firstly*, The leadership and direction of the Provincial Party Committees; the work of building up and organizing the implementation of plans by Party committees at all levels has been serious and has achieved many positive results.

*Secondly*, Propaganda, mobilization, education and persuasion work are focused on, creating unity of awareness and action among Party committees, Party organizations, Party members, workers, laborers and enterprise owners.

*Thirdly*, The work of identifying, creating, fostering, retaining, and managing sources is becoming more proactive and has achieved quite positive results.

*Fourthly*, promote the role of socio-political organizations and enterprise owners.

*Fifthly*, The procedures and processes for admitting party members and transferring official party members are always carried out quite well.

*Sixthly*, Inspection, supervision, interim and final review work is attached increasingly special importance to and implemented quite well.

##### **3.2.1.2. Limitations, disadvantages**

*Firstly*, Some Party committees and Party cells in the process of leading, directing, building and organizing the implementation of the Party member development plan are sometimes not regular and continuous.

*Secondly*, Propaganda, mobilization, education and persuasion in some places are not effective, and there is still a lack of unity in perception and action.



*Thirdly*, The work of building, fostering, and managing the source of party member intake at some party committees and branches is not systematic and lacks effectiveness.

*Fourthly*, limitations in promoting the role of socio-political organizations in party development work.

*Fifthly*, Some party committees and branches show signs of focusing on quantity and targets, rather than meeting the quality requirements in party member intake.

*Sixthly*, Has not fully promoted its role and responsibility, nor has it taken advantage of the enterprise owners' consent, support, and encouragement in the work of party member development .

### **3.2.2. Causes**

#### **3.2.2.1. Causes of the advantages**

*Firstly*, receiving the constant attention from the Central Government, the Provincial Party Committees of the North Central Region which have spent time focusing on timely leading and directing the work of Party building up and party member development .

*Secondly*, The higher-level party committees of party organizations and branches within enterprises are increasingly aware of the position, role, and importance of party member development work.

*Thirdly*, Localities paid great attention and have established Steering Committees at all levels, regularly adding members in a timely manner to perfect and consolidate.

*Fourthly*, The advisory agencies and departments of party committees at all levels have promoted their political responsibility, actively and proactively coordinating with relevant entities to assist party committees and branches in organizing this work more effectively.

*Fifthly*, The work of education, persuasion, propaganda, and mobilization for workers, laborers, and some enterprise owners has been paid attention, implemented effectively, has a widespread impact, and has essentially created unity in both awareness and action.

*Sixthly*, A number of enterprise owners are increasingly raising their sense of responsibility, better aware of the position, role, responsibility and political benefits of establishing party organizations and socio-political organizations in enterprises.

*Seventhly*, The majority of party members are active, always upholding political responsibility, being pioneers, exemplary, and leading as role models for workers and laborers to learn from and follow.

### **3.2.2.2. Causes of limitations**

*Firstly*, Some party committees lack attention and are not firm in leadership and direction. In some places, there is a lack of speeding up, inspection, and follow-up in the implementation related to party member development.

*Secondly*, Some Party committees, Party cells and Party members have inadequate awareness of the Party's guidelines, directions, conditions, standards, principles and procedures for admitting Party members according to Party regulations.

*Thirdly*, The coordination between party committees at all levels, party organizations, branches, advisory agencies, socio-political organizations, and business owners in some places is not smooth and lacks cohesion.

*Fourthly*, Some socio-political organizations in enterprises have not fully utilized their proactive and positive role in the activities of their organization.

*Fifthly*, The negative impact of the market economy has changed the awareness of union members, workers, and laborers, especially the youth.

*Sixthly*, impact of socio-economic difficulties, especially after the Covid 19 pandemic.

### **3.2.3. Experience**

*Firstly*, Party committees at all levels and party organizations in enterprises clearly identify that the implementation of party member development work is important in the work of party building up. The leadership process must be determined, bold, persistent, tenacious, flexible, and creative, which are important factors in making changes and success.

*Secondly*, Based on the guidance of the Party at all levels and the practical situation in localities and enterprises, regulations and procedures have been adjusted and supplemented, and the entire organization has been reinforced and strengthened to improve the operational quality of the party committees, party committees, branches, and party members. The exemplary role and leadership of party members in implementing the Party's policies and guidelines, as well as adhering to the laws of the State and the internal rules, regulations, and procedures in the enterprise, have been promoted.

*Thirdly*, Party membership development in Non-state enterprises is not a new, but difficult task, sometimes even very difficult, so it requires solidarity, unity and consensus from direction, deployment to organization

and implementation of Party committees, Party organizations, Party cell secretaries and Party members. It is necessary to persistently propagate, mobilize and persuade enterprise owners, workers and laborers to respond, agree, support and implement the development of Party members.

*Fourthly*, Adhering to the correct orientation, principles, standards, conditions, and procedures for party membership intake and official recognition of party members in accordance with the Party's regulations, in association with creativity and flexibility in the implementation of each step, ensuring that quantity is balanced with quality.

*Fifthly*, Promote the positive, responsible and proactive spirit of advisory agencies, socio-political organizations and mass, especially enterprise owners in coordinating, sharing and supporting the work of Party Member development.

*Sixthly*, the work of building up Party and political system are associated with the development of production and business of enterprises, stable employment, and improvement of both material and spiritual life of workers and laborers.

## **Chapter 4:**

### **ORIENTATIONS AND SOLUTIONS TO PROMOTE PARTY MEMBER DEVELOPMENT IN NON-STATE ENTERPRISES IN NORTH CENTRAL PROVINCES BY 2035**

#### **4.1. FORECASTING FACTORS AFFECTING AND DIRECTIONS TO PROMOTE PARTY MEMBER DEVELOPMENT IN NON-STATE ENTERPRISES IN THE NORTH CENTRAL PROVINCES**

##### **4.1.1. Forecasting factors affecting the Party Member development in non-state enterprises in the North Central provinces**

###### ***4.1.1.1. Positive factors***

*Firstly*, The Communist Party of Vietnam continues to pay attention to and speed up Party building, political system building as well as party member development work in non-state enterprises.

*Secondly*, With an open foreign policy, comprehensive and modern diplomacy imbued with the identity of "Vietnamese bamboo", the prestige and position of the Communist Party of Vietnam are affirmed and raised to new heights.

*Thirdly*, Cadres, party members, and all social classes with their consensus, concurrent, unanimous under the leadership of the Party, and

have, are, and will continue to be determined and persistent in the fight against corruption and negative practices.

*Fourthly*, After nearly 40 years of strong and comprehensive innovation, the country has achieved great achievements and historic significance; the country's position and power have been raised to new heights.

*Fifthly*, The Asia-Pacific region, in which Southeast Asia continues to develop dynamically, Vietnam has an increasingly important strategic position in the region and the world. Major countries in and outside the region all attach importance to and wish to strengthen cooperation in many aspects with our country, especially cooperation in economics, trade and investment.

*Sixthly*, The development of science, technology, innovation, digital transformation and artificial intelligence is taking place increasingly rapidly and strongly.

#### **4.1.1.2. Negative factors**

*Firstly*, In the upcoming time, the global economic-political situation will remain unpredictable and be potentially risky. Economic cooperation and integration are highly 'politicized' and 'securitized'.

*Secondly*, The fourth industrial revolution, besides opportunities and advantages, also creates many difficulties and great challenges for countries, especially developing countries like Vietnam.

*Thirdly*, The degradation of political ideology, morality, and lifestyle among a significant number of cadres and party members; hostile forces, political opportunists, and reactionaries continue to sabotage.

*Fourthly*, Vietnam participates in new generation free trade agreements, such as joining the CPTPP, RCEP, EVFTA, Vietnam will ratify Convention 87, Convention 98 of the International Labor Organization (ILO).

*Fifthly*, In the process of socio-economic development of the North Central provinces in the upcoming time, there will be complications arising such as strikes and protests, which will negatively impact the investment, business and production development environment.

*Sixthly*, The situation of workers and laborers leaving the North Central provinces to move South and North for work continues to occur, causing difficulties in maintaining a stable labor force in this region.

**4.1.2. Objectives and directions for promoting the work of party member development in non-state enterprises in the North Central provinces by 2035.**

#### **4.1.2.1. Objectives**

- Make further changes in the awareness and actions of Party committees, Party organizations, Party members, and socio-political organizations in the work of Party member development.

- Strengthen, enhance, and improve the effectiveness of coordination between Party committees at all levels, Party committees, Party cells, Party members; socio-political organizations and enterprise owners in the work of Party Member development.

- Improve the effectiveness and quality of propaganda, mobilization, training, and education among workers, laborers, and enterprise owners, along with good implementation of processes and procedures in the work of Party Member development.

- Spread positive and typical factors and replicate good and creative models and practices associated with solving and removing difficulties, obstacles, and challenges in the work of Party Member development.

#### **4.1.2.2. Orientations**

*Firstly*, Strengthening the building and consolidation of organizations, making positive changes in awareness, political responsibility, leadership, direction, coordination, implementation, organization and implementation of Party committees at all levels, Party committees, Party cells and Party members on the work of Party member development.

*Secondly*, Further improve the quality and effectiveness of propaganda, education, mobilization and persuasion to change awareness and action among workers, laborers and enterprise owners regarding the work of Party Member development.

*Thirdly*, Pay more attention to political theory training and improving educational qualifications to meet standards and conditions according to the motto "quantity comes along with quality"; continue to adjust, supplement, and perfect the training and admission processes and procedures, associated with constantly innovating the content and forms of party activities.

*Fourthly*, Adjust and perfect the coordination regulations between Party committees, Party organizations and socio-political organizations and mass with the leadership and enterprise owners. Pay attention to and effectively carry out the work of sourcing and creating sources, associated with retaining and nurturing sources in party member development work.

*Fifthly*, Promote the exemplary and pioneering role of party members in labor and production, associated with job creation, improving the material and spiritual life of workers and laborers.

*Sixthly*, Improve the effectiveness of inspection and supervision work associated with interim and final review work in the work of party member development.

## **4.2. MAIN SOLUTIONS TO PROMOTE PARTY MEMBER DEVELOPMENT IN NON-STATE ENTERPRISES IN NORTH CENTRAL PROVINCES BY 2035**

### **4.2.1. Raising awareness and political responsibility of Party committees, Party organizations and team of Party members in Non-state enterprises in the North Central provinces for the work of party member development**

*Firstly*, First of all, further promote the highest spirit and the greatest political responsibility of the Provincial Party Committees in the North Central region.

*Secondly*, Party committees and Party organizations, especially comrades leading Party committees and Party cells, must uphold their sense of responsibility and promote their own Party spirit.

*Thirdly*, Regularly pay attention to taking care of consolidating and building a clean and strong Party organization and Party cell in the enterprise, always fulfilling well the political tasks assigned by the organization and set by the enterprise.

*Fourthly*, It is necessary to clearly define the responsibilities of Party committees and Party members in charge of propagating, mobilizing, educating and training workers, laborers and enterprise owners about the meaning and importance of the work of party member development.

*Fifthly*, In leading and implementing, Party committees, Party organizations and Party cells at all levels need to attach importance to closely following regulations and be flexible in implementing learning and thoroughly grasping.

*Sixthly*, Promote the exemplary and pioneering role of party members, talk the talk walk the walk, be ready to face difficulties and challenges, and create a ripple effect in enterprises and in society.

*Seventhly*, Party committees and party cells in enterprises need to pay more attention to building a comprehensive team of party members in all aspects.

*Eighthly*, Forming awareness and responsibility of party members in building harmonious and close relationships with workers and laborers.

#### **4.2.2. Attach importance to discovering, creating and nurturing human resource resources in non-state enterprises in the North Central provinces**

*Firstly*, Party committees at all levels, especially party committees and party cells in enterprises, need to focus on leading and directing the implementation of surveys, assessments, and analysis of the quality of workers and laborers.

*Secondly*, for the work of surveying and identifying sources

*Thirdly*, for the work of nurturing sources for party membership intake.

*Fourthly*, for the work of retaining and managing sources

*Fifthly*, Party committees at all levels, party organizations, and party cells in enterprises should pay great attention to sourcing potential party members being enterprise owners.

#### **4.2.3. Further promotion of the role, sense of responsibility and effective actions of socio-political organizations in non-state enterprises in the North Central provinces in the work of the Party member development.**

*Firstly*, Raise awareness and promote the role and higher sense of responsibility of social-political organizations and mass in enterprises for party development work.

*Secondly*, The Standing Committee of the Provincial Party Committees of the North Central provinces needs to pay attention to directing the Provincial Party Committee for the Business Sector or competent Party committees, the Provincial Labor Federation and the Provincial Youth Union to discuss and sign programs for coordination and action.

*Thirdly*, for trade unions:

*Fourthly*, for the Youth Union.

#### **4.2.4. Strengthen propaganda, mobilization, promote the role, responsibility and support of enterprise owners for the work of Party member development and pay attention to admitting enterprise owners into the Party.**

*Firstly*, Party committees and Party cells at all levels need to focus on promoting propaganda, persistently mobilizing and persuading with a regular and resolute spirit, but also being flexible to create consensus and promote the spirit of voluntariness and self-awareness of enterprise owners.

*Secondly*, Competent authorities from the Central to local authorities of the North Central provinces regularly pay attention to researching orientations, promulgating mechanisms, policies and legal corridors to create favorable conditions for production and a transparent business environment.

*Thirdly*, Competent authorities must pay attention to and regularly meet and discuss with enterprise owners, especially foreign-invested enterprises (FDI), to build good relationships, thereby gaining their consensus and support.

*Fourthly*, Continue to strengthen and pay special attention to training and education to advise and introduce to competent Party committees to carry out procedures for admitting enterprise owners into the Party.

#### **4.2.5. Development, consolidation, and improvement off the quality and efficiency of production and business, associated with stabilizing and enhancing the material and spiritual well-being of workers and laborers.**

*Firstly*, Enhance political responsibility in leadership of Party committees, effective coordination with authorities and enterprises in performing production and business tasks.

*Secondly*, improve regulations, mechanisms, and policies, create favorable conditions and a transparent, healthy environment to enable enterprises to operate smoothly in production and business.

*Thirdly*, attach importance on synchronous and reasonable planning work associated with promoting the potential and strengths of each locality.

*Fourthly*, Improve qualifications and skills, build a scientific working style, implement good labor discipline, and link the rights of workers and employees with the interests of the enterprise.

*Fifthly*, Party committees, authorities, and socio-political organizations pay attention to and attach importance to improving the cultural and spiritual life of workers and laborers.

#### **4.2.6. Flexibility in implementing the process and procedures for training and admitting to the Party and improving the quality and effectiveness of both the content and form of Party activities.**

*Firstly*, Ensure adherence to the correct procedures and processes for training and membership intake, while being flexible in their implementation.

*Secondly*, Improve the content and form of organization of political training and study classes, resolutions, party sympathy classes, and new party members in suitable and convenient manner.

*Thirdly*, Flexibility in implementing the process and procedures for training and admitting party members, associated with overcoming two tendencies: being too strict and rigid or being lax and lenient.

*Fourthly*, focus on improving the quality of party activities

#### **4.2.7. Strengthen the responsibility of advisory and assistance agencies of higher-level Party committees, improve the quality of inspection, supervision, interim and final review work.**



*Firstly*, Improve the sense of responsibility and professional qualifications of advisory and assistance agencies of higher-level Party committees.

*Secondly*, Provide timely and effective advice to provincial Party committees to direct and issue specific instructions to concretize Central regulations on Party development work in line with the actual situation of localities and enterprises.

*Thirdly*, Strengthen the direction and guidance of higher-level Party committees for Party organizations in non-state enterprises to properly implement the Party Charter and regulations on the functions and tasks of Party organizations in enterprises..

*Fourthly*, Closely direct, guide and regularly inspect and supervise party organizations and party members in enterprises in performing their functions and tasks according to regulations.

*Fifthly*, Higher-level party committees and inspection committees at all levels should strengthen the work of inspection and supervision, as well as direct and guide the effective implementation of interim and final reviews, and get lessons learned from party member development work.

## CONCLUSION

Paying attention to effectively developing party members in non-state enterprises not only enhances the prestige and position of party organizations at all levels to enterprises, but also ensures the Party's leadership in the private economic sector, thereby improving the efficiency of production and business activities, contributing to the long-term stability and sustainable development of enterprises.

In recent years, thanks to the Party's directives, resolutions, and regulations from the Party Committee and Provincial Party Committees of the North Central region, the party committees at all levels and the party organizations and party cells in non-state enterprises have consistently focused on leadership, guidance, and effectively carrying out party member development work. As a result, it has contributed to improving the leadership quality of party organizations and the operational effectiveness of non-state enterprises, leading to the admission of a significant number of relatively high-quality party members, ensuring the heritage and continuous development of the party committees at all levels, party organizations, party cells. Party members in enterprises made increasingly significant contribution to building and developing businesses and strengthening the stability and growth of the North Central region.

However, from the current situation of the team of Party members and the current situation of the Party member development work in the

Non-state enterprises in the North Central provinces during the past time, and from some experiences in this work in the North Central provinces, on the basis of forecasting the factors including both positive and negative impacts on the Party member development work in the Non-state enterprises, therefore, determining the goals and directions in the upcoming time is extremely important. At the same time, seven main groups of solutions are proposed to promote the Party member development work in the Non-state enterprises in the North Central provinces by 2035, namely: Raising awareness and political responsibility of Party committees at all levels, Party organizations and team of Party members in the Non-state enterprises in the North Central provinces for the Party member development work; attaching importance to the work of finding and creating sources, nurturing sources; Further promote the role, sense of responsibility and effective actions of socio-political organizations and mass in the work of Party member development; Strengthen propaganda, mobilization, promote the role, responsibility and support of enterprise owners for the work of party member development and pay attention to admitting enterprise owners into the Party; Build, consolidate and improve the quality and efficiency of production and business associated with stabilizing and improving the material and spiritual life of workers and laborers; Be flexible in implementing the process and procedures for training and admitting to the Party and improving the quality and effectiveness of both the content and form of Party activities; Strengthen the responsibility of advisory and assistance agencies of higher-level Party committees, improve the quality of inspection, supervision, interim and final review work.

Synchronous and drastic implementation of the above-mentioned groups of solutions will strengthen and promote better implementation of the work of party member development in non-state enterprises in the North Central provinces at present and in the upcoming time, making enterprises better developed, ensuring rapid and sustainable development and achieving the goals set by the Party organization and enterprises, building the Party Committee and political system of the North Central provinces to be increasingly clean and strong, contributing to improving the leadership, governance and fighting capacity of the Party, successfully building the cause of innovation, industrialization and modernization, bringing the country to rise in the new era and achieving the goals by 2030, with a vision to 2045, for the goal of building a peaceful, independent, democratic, equitable, prosperous, prosperous, civilized and happy socialist Vietnam.

## **LIST OF AUTHOR'S PUBLISHED SCIENTIFIC WORKS RELATED TO THE THESIS TOPIC**

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