

HO CHI MINH NATIONAL ACADEMY OF POLITICS

TA VAN SOAT

**BUILDING THE GRASSROOTS-LEVEL CADRE
CONTINGENT IN DONG NAI PROVINCE IN
ACCORDANCE WITH HO CHI MINH'S
IDEOLOGY IN THE CURRENT PERIOD**

SUMMARY OF THE DOCTORAL THESIS

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INTRODUCTION

1. The urgency of the theme

During his lifetime, President Ho Chi Minh devoted special attention to the building of the cadre contingent. Throughout his revolutionary career, he always regarded cadre development as a task of paramount importance in Party building, state-building, and the consolidation of the political system. Ho Chi Minh's ideology on cadre building represents a harmonious combination of Marxist-Leninist theory and the practical realities of the Vietnamese revolution. This thought has become both a theoretical and practical foundation for the Communist Party of Vietnam in formulating guidelines and policies for building a contingent of clean, strong, and capable cadres at all levels, meeting the requirements of the revolutionary cause across historical periods - particularly in the era of national renewal. Although Ho Chi Minh's ideology on cadre building was formed and developed within specific historical contexts, its core viewpoints - on objectives, significance, subjects, forces, contents, and methods of cadre development - remain highly valuable and instructive, offering profound guidance for the building of grassroots-level cadres in Dong Nai province today.

Dong Nai province, located in the strategic Southeastern region of Vietnam, plays a pivotal role in the southern key economic zone and in the national economy as a whole. With its vast area, large population, and multiple advantages, Dong Nai has consistently ranked among the country's leading provinces in terms of industrial, agricultural, commercial, and logistics development, foreign and domestic investment attraction, export turnover, and contributions to the state budget. Owing to these outstanding achievements, the Communist Party and the State have identified Dong Nai as one of Vietnam's four major economic centers, following Ho Chi Minh City, Ha Noi, and Hai Phong.

Grounded in a profound understanding of Ho Chi Minh's ideology and the Party's guidelines on cadre work, the Provincial Party Committee and People's Committee of Dong Nai have, particularly since 2018, paid consistent attention to the leadership and direction of cadre development at all levels in the direction of integrity and strength. Among these efforts, the grassroots-level cadre contingent has always been considered the core force of the local political system - those who directly translate the Party's resolutions and the State's policies and laws into real life, stay close to the people, take care of their livelihoods, and contribute to maintaining political security, social order, and safety at the grassroots level. As a result, Dong Nai province has achieved notable progress in cadre building. The grassroots cadre contingent has been strengthened in both quantity and structure, largely meeting local political and administrative demands. Most grassroots cadres possess firm political will, remain steadfast in the ideals of socialism and the Party's renewal line, continuously cultivate revolutionary ethics, and demonstrate growing competence in political theory, professional skills, and leadership.

However, alongside these achievements, several limitations persist. In some localities, cadre source generation and planning have not received adequate attention. Training and professional development, though emphasized, have yet to fully meet

practical requirements. Weaknesses remain in cadre management, deployment, and evaluation; policies and regimes are not fully suited to local conditions; and supervision, inspection, and power control have not been carried out regularly or effectively. In certain cases, a small number of grassroots cadres have shown signs of political and moral degradation or violated Party discipline and state law, thereby undermining leadership efficiency and affecting local socio-economic development. These shortcomings stem from both subjective and objective causes. A major contributing factor is that some relevant actors have not fully and deeply comprehended Ho Chi Minh's ideology on cadre building, leading to ineffective application in practice. Moreover, to date, there has been no systematic and in-depth research specifically addressing Ho Chi Minh's ideology on cadre building and its application to grassroots-level cadre development in Dong Nai province.

In the coming period, the building of the grassroots-level cadre contingent in Dong Nai province will take place under the influence of multiple factors: the increasingly strong trends of globalization and international integration; the rapid advancement of the Fourth Industrial Revolution; the impacts of the market economy; the accelerated process of urbanization; and the province's dynamic socio-economic development. Particularly significant are the "revolutionary" transformations in the reform and restructuring of the local political system, especially the implementation of the two-tier local government model. Within this framework, the grassroots level (communes, wards, and townships) serves as the foundation and key link of the political system. It is responsible for directly implementing the Party's and the State's guidelines and policies, comprehensively managing social life, and contributing significantly to socio-economic development, the improvement of people's living standards, and the strengthening of the relationship between the State and the people. As the level closest to the people, grassroots authorities handle citizens' daily affairs directly. The effectiveness of their operations and the quality of their service have a direct impact on public trust and satisfaction. Under the two-tier local government model, grassroots authorities are assigned broader responsibilities, becoming the level that is "closer to the people, more responsive to the people, and better at serving the people." They play a central role in organizing and ensuring the implementation of laws, disseminating and educating citizens about legal regulations, and handling administrative procedures in a timely, transparent, and lawful manner. At the same time, grassroots authorities perform comprehensive state management functions in their respective areas, including population management, economic development, land use, and resource and environmental protection, as well as ensuring national defense, public order, and social security. They also organize cultural, educational, healthcare, and social welfare activities. In addition, they are responsible for providing essential public services, receiving and resolving citizens' petitions and complaints, implementing social support policies for disadvantaged groups, and promoting people's mastery and participation in local governance.

This reality poses higher and more comprehensive requirements for the grassroots-level cadre contingent - those who not only serve as advisors to local Party committees and authorities but also directly handle most issues related to citizens and enterprises in their areas. In the new context, grassroots cadres must possess firm

political courage, innovative thinking, and a scientific, people-centered working style, embodying the principles of being close to the people, respecting the people, and wholeheartedly serving the people. They need to thoroughly grasp the Party's guidelines and the State's laws, demonstrate a deep understanding of local realities, and be capable of strategic advising, effective organization, and flexible problem-solving in social and administrative affairs. At the same time, they must constantly improve their knowledge, skills, and professional attitudes - particularly their ability to adapt quickly to policy changes and to apply information technology in management and governance. These qualities are essential to enhance the professionalism, dedication, and effectiveness of public service at the grassroots level.

To overcome existing limitations and inadequacies in the development of the grassroots cadre contingent in Dong Nai province and to meet the demands of the new era, it is crucial to implement synchronous and strategic policies and solutions. Among them, the continued study, thorough understanding, and creative application of Ho Chi Minh's ideology on cadre development play a decisive and guiding role in shaping the entire process of building a competent grassroots cadre contingent in the province, ensuring that it meets the requirements and missions of the new period.

For these reasons, the doctoral candidate has chosen the topic: ***“Building the Grassroots-Level Cadre Contingent in Dong Nai Province in Accordance with Ho Chi Minh’s Ideology in the Current Period”*** as the dissertation subject for the Doctor of Philosophy in Ho Chi Minh Studies.

2. Research Objectives and Tasks

2.1. Research Objectives

The dissertation aims to clarify Ho Chi Minh's ideology on building the cadre contingent, assess the current situation of developing grassroots-level cadres in Dong Nai province in accordance with Ho Chi Minh's ideology, and propose orientations and solutions for building this contingent toward 2030, with a vision to 2045.

2.2. Research Tasks

- To provide an overview of previous studies related to the dissertation topic, evaluate the results achieved, and identify the issues that require further research.
- To analyze and clarify Ho Chi Minh's fundamental viewpoints on building the cadre contingent.
- To examine and assess the current situation of building the grassroots-level cadre contingent in Dong Nai province in light of Ho Chi Minh's ideology from 2018 to the present, thereby identifying emerging issues.
- To propose orientations and solutions for developing the grassroots-level cadre contingent in Dong Nai province in accordance with Ho Chi Minh's ideology, with a strategic orientation toward 2030 and a vision to 2045.

3. Research Subjects and Scope

3.1. Research Subject

The study focuses on building the grassroots-level cadre contingent in Dong Nai province in accordance with Ho Chi Minh's ideology in the current period.

3.2. Research Scope

- Content Scope: The research concentrates on clarifying the fundamental aspects of Ho Chi Minh's ideology regarding cadre building, assessing the current situation of

building the grassroots-level cadre contingent in Dong Nai province based on Ho Chi Minh's ideology, and proposing orientations and solutions for cadre development in line with this ideology, with a strategic orientation toward 2030 and a vision to 2045.

- Spatial Scope: The study examines grassroots-level cadres (commune, ward, and township levels) in Dong Nai province prior to administrative mergers and proposes orientations and solutions applicable to current grassroots-level units (communes and wards) in the province.

- Temporal Scope: The research covers the period from 2018 to the present, associated with the implementation of Resolution No. 26-NQ/TW dated October 30, 2016, of the 12th Party Central Committee on "Focusing on building a contingent of cadres at all levels, especially those at the strategic level, who possess sufficient qualities, capabilities, and prestige, commensurate with their assigned tasks."

4. Theoretical, Practical Foundations and Research Methods

4.1. Theoretical and Practical Foundations

4.1.1. Theoretical Foundation

This dissertation is grounded in the theoretical framework of Marxism-Leninism, Ho Chi Minh's Ideology, and the viewpoints of the Communist Party of Vietnam on cadres and cadre work. It also draws upon relevant legal provisions concerning the development of grassroots-level cadres.

4.1.2. Practical Foundation

The practical foundation is derived from the realities of cadre development by the Party, the State, and the province of Dong Nai from 2018 to the present.

4.2. Methodological Framework and Research Methods

4.2.1. Methodological Framework

The study is based on the methodological principles of Marxism-Leninism, specifically dialectical materialism and historical materialism, in combination with the research approach of Ho Chi Minh Studies.

4.2.2. Research Methods

The dissertation employs a combination of research methods, including textual analysis, analytical-synthetic-statistical methods, and historical-logical approaches, to examine and evaluate studies related to cadre development in general, grassroots-level cadre development, and the construction of the grassroots cadre contingent in Dong Nai Province in accordance with Ho Chi Minh's Ideology. In addition, generalization, comparison, and sociological survey methods are applied to address specific research tasks. Depending on each research objective and content, the author flexibly employs appropriate methods as follows:

Overview Chapter: Utilizes synthesis, statistical, and analytical methods to review and evaluate prior research concerning cadre development, particularly grassroots-level cadres, in accordance with Ho Chi Minh's Ideology in Dong Nai Province. This allows identification of issues already addressed and those requiring further study within the dissertation.

Chapter 2: Applies synthesis, comparison, induction, and deduction to construct related concepts; simultaneously uses historical, logical, analytical, and synthetic methods to clarify theoretical contents and highlight the value of Ho Chi Minh's Ideology on cadre building.

Chapter 3: Employs analytical, synthetic, and comparative methods to study Party and State documents, directives, and resolutions, as well as those issued by the Dong Nai Provincial Party Committee and People's Committee. These are combined with sociological surveys and practical reviews to elucidate the current state of grassroots cadre development in accordance with Ho Chi Minh's Ideology in Dong Nai Province since 2018.

Chapter 4: Applies analytical methods to forecast influencing factors, and utilizes synthesis, analytical, and deductive approaches to propose orientations and solutions for building the grassroots cadre contingent in Dong Nai Province in line with Ho Chi Minh's Ideology.

5. New Contributions of the Thesis

- The dissertation clarifies key concepts such as cadres, grassroots-level cadres, the development of the grassroots-level cadre contingent, and the development of grassroots-level cadres in accordance with Ho Chi Minh's Ideology in Dong Nai Province.

- The dissertation systematically analyzes the core contents of Ho Chi Minh's Ideology on cadre development, thereby elucidating its theoretical value and practical necessity in the current process of building the grassroots-level cadre contingent in Dong Nai Province.

- The dissertation provides an in-depth analysis and assessment of the current situation of grassroots-level cadre development in accordance with Ho Chi Minh's Ideology in Dong Nai Province during the period from 2018 to the present, identifying achieved results, existing limitations, and emerging issues in the new context.

- The dissertation offers forecasts regarding the factors influencing the development of the grassroots-level cadre contingent in accordance with Ho Chi Minh's Ideology in Dong Nai Province, and proposes orientations and solutions for cadre development in the coming period.

6. Theoretical and Practical Significance

6.1. Theoretical Significance

The dissertation contributes to the scientific foundation for studying Ho Chi Minh's Ideology on cadres and cadre work, while also providing theoretical arguments for assessing the current status of grassroots-level cadre development in Dong Nai Province in accordance with Ho Chi Minh's Ideology since 2018.

6.2. Practical Significance

- The dissertation may serve as a reference for teaching and research at Political Schools, universities, and colleges, as well as for further studies on cadre development and cadre work.

- The research findings provide both theoretical and practical bases for managers and competent agencies in Dong Nai Province to enhance the development of the grassroots-level cadre contingent.

7. Structure of the Thesis

Apart from the introduction, conclusion, list of references, and appendices, the thesis is structured into 4 chapters with a total of 9 sections.

Chapter 1

OVERVIEW OF THE RESEARCH RELATED TO THE THESIS

1.1. RESEARCH SITUATION RELATED TO THE TOPIC

Studies on Cadre Development and Grassroots Cadre Building

Numerous domestic studies have focused on analyzing and clarifying the process of cadre development and grassroots cadre building. Notable among them are the works of Tran Dinh Hoan; Genovese, M.A., Nguyen Minh Tuan, Tran Khac Viet, Nguyen Van Giang, Tran Dinh Thang, Hoang Dang Quang - Vu Thanh Son, Cao Van Thong and Vu Trong Lam, Tran Thi Hong Thuy and Ngo Van Nhan, Nguyen Duy Hung, Mai Duc Ngoc, Trinh Thanh Tam, Kham Bay Malasing, and Phan Thuy Van, among others. These studies approached the issue from various perspectives, such as evaluating, planning, and rotating leadership and management cadres during the period of industrialization and modernization; renewing cadre assessment and utilization; the Party's leadership in building the contingent of state officials and civil servants; training and fostering cadres capable of working in an international environment; innovating and improving the quality of the cadre system in the new period; practicing revolutionary ethics among cadres and Party members; analyzing the influence of public opinion on grassroots cadres' legal awareness; providing scientific arguments and proposing solutions for building ward-level leadership teams; and clarifying the role of key commune-level leaders in maintaining socio-political stability in rural Viet Nam today. These studies have provided significant theoretical and practical foundations, contributing to the orientation and improvement of cadre development in Viet Nam over the past few years.

Studies on Ho Chi Minh's Ideology on Cadre Building

At present, there exists a substantial body of research directly addressing Ho Chi Minh's ideology on cadre building, with notable contributions from scholars such as Bui Dinh Phong, Duc Vuong, Mach Quang Thang, Pham Ngoc Nhan, To Lam, Nguyen Quoc Pham, Nguyen Thanh Minh, Truong Thi Thu Ha, Ha Duc Long, and Vu Van Phuc, among others. In general, these studies demonstrate rigorous and comprehensive research, highlighting the revolutionary and scientific nature of Ho Chi Minh's ideology on cadre building. The authors have focused on analyzing Ho Chi Minh's speeches and writings on anti-corruption and integrity, as well as the core elements of his thought on cadre development, including the necessity, subject, forces, content, and methods of cadre development. According to these authors, Ho Chi Minh's ideology not only serves as a theoretical foundation for formulating Party policies and guidelines but also provides valuable lessons and practical experiences for contemporary cadre development in Viet Nam. These studies constitute highly valuable reference materials that support the objectives and tasks of this dissertation.

Studies on the Application of Ho Chi Minh's Ideology to Cadre Building and Grassroots Cadre Development in Dong Nai Province

The application of Ho Chi Minh's ideology on cadre building has attracted

considerable attention from Party and State leaders as well as numerous scholars. Prominent studies in this field include those by Tran Thi Minh Tuyet, Mai Duc Ngoc, Dinh Nguyen An, Than Minh Que, Le Thi Nam An, Do Xuan Tuat, Pham Hong Kien, Nguyen Minh Tuan, Doan Phu Hung, Tran Minh Truong, Nguyen Van Hoa, Duong Thi Hang, and Nguyen Thi Tam. These works affirm that studying and applying Ho Chi Minh's ideology on cadre building holds profound significance, contributing to the development of a clean, strong contingent of cadres and Party members. However, it should be noted that the application of Ho Chi Minh's ideology to the building of grassroots cadres - particularly within specific local contexts such as Dong Nai province - has not yet been thoroughly examined in existing research.

1.2. OVERVIEW OF RESEARCH FINDINGS AND ISSUES REQUIRING FURTHER INVESTIGATION

1.2.1. General Evaluation of Research Results

The overview of existing studies indicates that the issue of cadre development, Ho Chi Minh's ideology on cadre building, and its practical application have attracted considerable attention from both domestic and international scholars across various disciplines and approaches, providing a rich and valuable body of reference materials. Current research can be generally categorized into three main directions. First, studies on cadre development and grassroots cadre building have clarified fundamental concepts, positions, roles, principles, and methods of cadre construction; analyzed the current situation; and proposed solutions to improve quality, particularly at the grassroots level. Second, studies on Ho Chi Minh's ideology concerning cadre building have comprehensively examined his views on the key stages of cadre work - selection, training, fostering, evaluation, and utilization - thereby affirming the scientific, humanistic, and revolutionary nature of his thought. Third, research on the application of Ho Chi Minh's ideology to cadre building, especially at the grassroots level and in Dong Nai province, though still limited in number and depth, has initially identified the actual conditions, requirements, and potential solutions for improving cadre quality to meet local development tasks. However, there remain several research gaps that need to be further addressed, such as: a comprehensive systematization of Ho Chi Minh's ideology on cadre building; the theoretical and practical foundations for its application at the grassroots level; and the identification of appropriate solutions for developing a capable, ethical, and effective grassroots cadre contingent in Dong Nai province in the new period.

1.2.2. Issues Requiring Further Research in the Dissertation

First, the dissertation continues to clarify several theoretical issues concerning the development of grassroots-level cadres in Dong Nai province. Building upon previously published scientific findings, the dissertation seeks to systematize, generalize, and conduct an in-depth analysis of theoretical issues related to grassroots cadre development in accordance with Ho Chi Minh's ideology. The focus is placed on elucidating the fundamental aspects of Ho Chi Minh's ideology on cadre building, thereby forming a theoretical framework that serves as a foundation for studying and

assessing the current situation of grassroots cadre development in Dong Nai province from 2018 to the present.

Second, the dissertation systematically analyzes directives, resolutions, instructions, plans, and annual reports related to the development of grassroots cadres in Dong Nai province since 2018. On that basis, it constructs a comprehensive picture of the grassroots cadre contingent and the actual situation of cadre development in the locality. The research process is grounded in the theoretical framework of Ho Chi Minh's ideology on cadre building, with the aim of clarifying the achievements, identifying the limitations and their causes, as well as highlighting the issues that have arisen during the implementation process. From these findings, the dissertation proposes necessary requirements and orientations for continuing to build the grassroots cadre contingent in Dong Nai province in accordance with Ho Chi Minh's ideology, meeting the demands of development in the new period.

Third, the dissertation identifies orientations and proposes solutions to enhance the quality of grassroots cadre development in Dong Nai province in line with Ho Chi Minh's ideology, with a vision toward 2030 and an outlook to 2045. Based on a synthesis and analysis of relevant theoretical and practical foundations concerning cadre work, the dissertation proposes strategic directions and introduces feasible, comprehensive, and systematic solutions aimed at strengthening the political qualities, professional competence, public service ethics, and leadership-management skills of grassroots cadres. These measures are designed to meet the province's sustainable development requirements in the context of implementing a two-tier local government model.

Summary of chapter 1

Building the contingent of cadres is one of Ho Chi Minh's fundamental ideological principles, bearing significant theoretical and practical importance for the development of revolutionary cadres in Vietnam, both in the past and in the present context. Existing studies related to the dissertation topic have, to varying extents, addressed numerous issues concerning Ho Chi Minh's ideology on cadre building and its application in practice. The quantity and quality of these works demonstrate the keen interest of scholars, leaders, and administrators in the issue of cadre development. The scholarly value of these studies is reflected through a wide range of academic materials - including monographs, reference books, journal articles, newspapers, and proceedings of scientific conferences and symposia - authored by domestic and international researchers. Collectively, these works provide rich sources of data and knowledge, offering valuable scientific insights and practical reference materials for the dissertation's author.

However, there remains a notable lack of systematic and in-depth studies focusing specifically on the development of grassroots-level cadres in Dong Nai province from the perspective of Ho Chi Minh's ideology. The review of related studies has enabled the author to form a comprehensive, objective, and systematic understanding of the research issue; to identify and selectively inherit the relevant scientific achievements; and to establish accurate research objectives and content for the dissertation, ensuring its novelty, specificity, and avoidance of duplication with previous works.

Cadre development - particularly the development of grassroots-level cadres - has always been regarded as a key task in Party building, state construction, and the strengthening of the political system. In the current context, as Vietnam's political system operates under a two-tier local government model, this task has become even more urgent and of profound practical significance. Consequently, the issue of grassroots cadre development has not only drawn the attention of Party leadership at various levels but has also become a subject of research across multiple disciplines, including Political Science, Party Building, Philosophy, and the History of the Communist Party of Vietnam. This dissertation adopts an approach grounded in Ho Chi Minh Studies, inheriting previous scientific achievements while further interpreting and proposing comprehensive, practical solutions to the issue in accordance with the contemporary development requirements.

Chapter 2

BUILDING THE GRASSROOTS CADRE CONTINGENT IN DONG NAI PROVINCE ACCORDING TO HO CHI MINH'S IDEOLOGY - SOME THEORETICAL ISSUES

2.1. KEY CONCEPTS

2.1.1. The Concept of Cadres

Cadres are individuals elected, approved, appointed, or designated by the Communist Party, the State, the Vietnam Fatherland Front, or socio-political organizations to hold important positions and titles within the political system. They serve as the core force responsible for managing, directing, administering, and organizing political, economic, and social activities in agencies and organizations from the central to the local levels.

2.1.2. The Concept of Grassroots-Level Cadres

Grassroots-level cadres are those elected, approved, appointed, or designated to hold positions within the organizations of the Communist Party, local government, the Vietnam Fatherland Front, and other socio-political organizations at the grassroots level. They are salaried by the State budget and perform duties and responsibilities assigned to them within the local political system.

2.1.3. The Concept of Building the Grassroots Cadre Contingent

Building the grassroots cadre contingent refers to the comprehensive activities undertaken by relevant actors and forces to design and implement measures aimed at developing a cadre team that meets both quantitative and qualitative requirements. This contingent must be appropriately structured, adequately staffed, and capable of fulfilling the practical tasks assigned to grassroots organizations.

2.1.4. The Concept of Ho Chi Minh's Ideology on Cadre Building and the Application to Building the Grassroots Cadre Contingent in Dong Nai Province

** The Concept of Ho Chi Minh's Ideology on Cadre Building: Ho Chi Minh's Ideology on cadre building constitutes a coherent system of views on the purpose,*

significance, content, subjects, and methods of cadre development. It aims to build a contingent of cadres with a rational structure, appropriate size, and high quality to meet the requirements of the revolutionary cause of national liberation and socialist construction.

** The Concept of Building the Grassroots Cadre Contingent in Dong Nai Province According to Ho Chi Minh's Ideology: Building the grassroots cadre contingent in Dong Nai province according to Ho Chi Minh's ideology refers to the purposeful activities of various actors and forces in thoroughly understanding and creatively applying Ho Chi Minh's ideology on cadre building. This process involves formulating and implementing specific measures to develop a grassroots cadre team with an appropriate structure, sufficient number, and high quality, capable of fulfilling the tasks of provincial construction and development in the new period.*

2.2. HỒ CHÍ MINH'S IDEOLOGY ON BUILDING THE CADRE CONTINGENT

2.2.1. The Purpose and Significance of Building the Cadre Contingent

2.2.1.1. Building the cadre contingent as a decisive factor for the success of the revolution

In Ho Chi Minh's ideology, cadres serve as the direct bridge between the Party, the State, and the people; they are the key force that organizes and translates all Party and State policies into concrete actions in social life. In practice, no matter how correct the Party's line may be, it cannot be effectively realized if cadres are weak, bureaucratic, or detached from the masses. Conversely, when there is a contingent of capable, dedicated, and exemplary cadres, the immense strength of the people can be mobilized, driving the revolution to victory.

2.2.1.2. Building the cadre contingent as a top priority in Party building

Ho Chi Minh affirmed that "cadres are the root of all work; whether success or failure depends on good or bad cadres." To regard cadres as "the root" is to emphasize their foundational, pivotal, and decisive role in the revolutionary cause. Ho Chi Minh consistently paid great attention to cadre building, considering it a primary and central task in Party building. Building the Party means building both its organization and its cadre contingent, in which the latter plays the decisive role in the Party's growth, maturity, and leadership capacity.

2.2.1.3. Building the cadre contingent as a determinant of the Party's leadership capacity, the State's management efficiency, and the strength of political and social organizations

Developing a capable cadre contingent is one of the key tasks to enhance the Party's leadership capacity. The quality of cadres has a profound influence on the effectiveness of both the Party's leadership and the State's administrative management, since cadres are the ones who implement the Party's guidelines and manage national affairs. In this sense, cadres are the decisive factor determining the success or failure of the Party's policies, as well as the State's policies and laws.

2.2.1.4. Building the cadre contingent as a means to strengthen the close relationship between the Party and the people

In Ho Chi Minh's political philosophy, cadres are both leaders and guides, yet at the same time, they are also "servants of the people." This notion represents a fundamental qualitative difference between Ho Chi Minh's ideology and the hierarchical view of Confucianism, which considered officials as "gentlemen" and the people as "commoners." It also reflects the essential distinction between the new social regime being built by the Party and the people and the old exploitative systems of the past.

2.2.1.5. Building the cadre contingent to enable the Party to train virtuous and competent cadres

Ho Chi Minh regarded cadres as holding an exceptionally important position, playing a crucial role in the revolutionary cause. Therefore, for him, cadre work aimed at training a contingent of capable and virtuous individuals who could fulfill the tasks entrusted by the people. Carrying out the revolution - with the aspiration of national liberation and the goal of ensuring prosperity, freedom, and happiness for the people - requires great endurance and wisdom. To achieve this, the Party must have a cadre contingent that is both virtuous and talented, giving equal importance to both qualities without neglecting or absolutizing either aspect.

2.2.2. Actors and Forces Involved in Building the Cadre Contingent

First, the Party and its organizations at all levels.

Second, the Government and local authorities at all levels.

Third, the cadres themselves.

Fourth, the Vietnam Fatherland Front and socio-political organizations.

Fifth, the people.

2.2.3. The Content of Building the Cadre Contingent

2.2.3.1. Building the cadre contingent in terms of structure

To ensure a cadre contingent capable of serving both the immediate and long-term tasks of the revolution, Ho Chi Minh's ideology on cadre building emphasizes the need for proper generational balance and continuity. The Party directed that: "Party organizations at all levels must properly resolve the relationship between generations within the cadre contingent, thereby ensuring the inheritance and continuity in the Party's leadership, enabling the Party to constantly renew and develop to meet the revolutionary requirements in the new era."

Structural considerations include:

- Age
- Gender
- Ethnic and religious composition

2.2.3.2. Building the cadre contingent in terms of quantity and quality

* *In terms of quantity:* To meet the demands of the revolutionary cause, Ho Chi Minh stressed the necessity of having a sufficient number of cadres to act as the backbone of the movement.

* *In terms of quality:* Ho Chi Minh outlined comprehensive criteria for cadres:

First, moral integrity: Cadres must possess revolutionary ethics, serving as moral exemplars.

Second, competence: They must have the capacity to organize and successfully implement the Party's and the State's policies.

Third, good working style: Cadres should exhibit scientific, democratic, and close-to-the-people working methods.

Fourth, initiative and creativity: They must be active, innovative, and forward-thinking.

Fifth, discipline and self-criticism: Cadres should be decisive, uphold discipline, and regularly practice self-criticism and criticism.

2.2.4. Measures for Building the Cadre Contingent

2.2.4.1. Conducting effective cadre selection

This is the first and most decisive step in the overall process of cadre development. According to Ho Chi Minh, effective cadre selection enables the Party to discover and recruit those who are truly virtuous and talented, capable of devoting themselves to the revolutionary cause.

2.2.4.2. Regularly training and fostering cadres

To build a contingent of virtuous and competent cadres, Ho Chi Minh placed great emphasis on education and training, affirming that “cadre training is the root work of the Party.” Therefore, for the Party to remain strong, training and fostering cadres must be a strategic, long-term, and decisive task for the success of the revolution.

2.2.4.3. Improving the effectiveness of cadre evaluation

Cadre evaluation is a key stage that determines the overall effectiveness of cadre work. Accurate evaluation ensures an objective understanding of each individual and of the entire contingent, thus providing a sound basis for deploying subsequent activities such as training, promotion, and policy planning.

2.2.4.4. Skillfully using cadres

To “use cadres” is to use human beings. Ho Chi Minh viewed people in their social totality, recognizing that no one is perfect - everyone has strengths and weaknesses. The essential task is to promote the positive aspects and minimize the negative ones, thereby facilitating personal growth and collective progress.

2.2.4.5. Implementing sound cadre policies

Throughout his revolutionary life, Ho Chi Minh paid special attention to the material and spiritual welfare of cadres. He reminded the Party that: “The Party must love its cadres. But loving them does not mean pampering or indulging them. It means helping them learn more, improve more, and overcome difficulties in daily life; ensuring that they are cared for when sick and that their families are not left destitute.”

2.2.4.6. Strengthening inspection, supervision, and control of power within the cadre contingent

According to Ho Chi Minh, the success or failure of any correct policy depends on its organization, cadre selection, and inspection. Without these, even the best policy would be ineffective. Once cadres are assigned tasks, inspection is necessary to

determine how well they perform. Through inspection, the Party can assess capability, detect shortcomings, and promptly correct mistakes.

2.2.4.7. Promoting self-discipline and moral self-cultivation among cadres

Ho Chi Minh placed great importance on encouraging each cadre's sense of responsibility and self-discipline in cultivating revolutionary ethics. He emphasized that a true cadre is one who puts the Party's and the people's interests above personal gain, wholeheartedly serves the people, leads by example, and is willing to sacrifice for the nation. Ho Chi Minh considered self-cultivation a measure of a revolutionary's will, character, and moral strength. It involves persistent effort in practicing the virtues of diligence, thrift, integrity, righteousness, and impartiality, along with honest self-criticism and continuous self-improvement.

2.2.4.8. Preventing and combating "individualism" among cadres

From the early days of the revolutionary government, Ho Chi Minh paid particular attention to combating "individualism" within the cadre contingent. He recognized that negative phenomena such as corruption, wastefulness, and bureaucracy ultimately stem from individualism. Therefore, the fight against this ideology is crucial to preserving the purity and integrity of the revolutionary cadre contingent.

Summary of chapter 2

With his exceptional political vision and on the basis of adopting the Marxist-Leninist perspective on cadres and cadre work, Ho Chi Minh formulated a comprehensive system of guiding viewpoints on building the cadre contingent, including the purpose, significance, content, subjects, and methods of cadre development. His thought on cadre building not only embodies theoretical depth but also reflect invaluable practical experience drawn from his own leadership and direction in organizing the cadre contingent throughout the revolutionary process. Ho Chi Minh's ideology holds profound theoretical and practical significance. It directly contributed to training and nurturing generations of cadres who enabled the Party to fulfill its historic mission of national liberation and the advancement toward socialism. Furthermore, it serves as a foundational theoretical basis for the Party in formulating guidelines and policies on cadre building across different revolutionary periods, especially during the current era of national renewal.

Chapter 2 has presented a systematic framework of key concepts, including cadre, grassroots-level cadre, building the cadre contingent, and building the grassroots-level cadre contingent according to Ho Chi Minh's ideology. It also analyzed and clarified fundamental theoretical aspects of Ho Chi Minh's ideology on cadre building - such as its essence, objectives, actors, forces, contents, and measures - in relation to the context of Dong Nai province. These conceptual tools and theoretical analyses provide the groundwork for the subsequent research in this dissertation - namely, assessing the current situation of grassroots-level cadre development in Dong Nai province from 2018 to the present. On this basis, the study aims to determine orientations and propose solutions for building the grassroots-level cadre contingent in Dong Nai in accordance with Ho Chi Minh's ideology in the new era.

Chapter 3

THE ACTUAL SITUATION OF BUILDING THE GRASSROOT-LEVEL CADRE CONTINGENT IN ACCORDANCE WITH HO CHI MINH'S IDEOLOGY IN DONG NAI PROVINCE AND SOME EMERGING ISSUES

3.1 OVERVIEW OF DONG NAI PROVINCE AND THE CURRENT SITUATION OF BUILDING THE GRASSROOTS-LEVEL CADRE CONTINGENT

3.1.1. General Overview of Dong Nai Province

3.1.1.1. *Geographical Location*

Following its merger with Binh Phuoc, the newly established Dong Nai Province covers an area of over 12,700 square kilometers, with a population of more than 4.2 million people and 95 commune-level administrative units. The provincial administrative center is located in the new Tran Bien Ward of Bien Hoa City (formerly belonging to old Dong Nai). Dong Nai possesses a well-developed and integrated transportation system, encompassing road, rail, air, and waterway networks.

3.1.1.2. *Tình hình kinh tế*

Dong Nai holds a vital position in the economic development of the Southeastern region and the entire country. After nearly four decades of the national renewal process, the province has consistently ranked among the top six provinces and cities nationwide in terms of economic growth, budget revenue, and attraction of foreign direct investment (FDI).

3.1.1.3. *Political Situation*

In compliance with Resolution No. 1662/NQ-UBTVQH15 dated June 20, 2025, issued by the Standing Committee of the National Assembly on “The rearrangement of commune-level administrative units in Dong Nai Province in 2025,” as of July 1, 2025, Dong Nai comprises 95 commune-level administrative units, including 72 communes and 23 wards. The newly established Provincial Party Committee includes 99 subordinate Party organizations with a total of 130,990 members, formed on the basis of the merger between the former Dong Nai and Binh Phuoc provincial Party Committees.

3.1.1.4. *Cultural and Social Situation*

Dong Nai is renowned for its rich diversity of beliefs and religions. The province is home to various folk beliefs of ethnic communities such as the Viet, Hoa, Choro, Ma, Tay, Nung, and Thai, along with multiple religious ideologies including Confucianism, Buddhism, Catholicism, Protestantism, and Islam. Ethnic and religious communities coexist harmoniously, fostering mutual support and contributing to a vibrant cultural mosaic characterized by integration, convergence, and diffusion.

3.1.1.5. *Cultural Traditions and Human Characteristics of Dong Nai Province*

Dong Nai is a land with a long-standing history and culture, closely associated with the process of territorial expansion, land reclamation, and settlement by previous generations. Over different historical periods, Dong Nai's people have developed a tradition of diligence, dynamism, and creativity in labor, coupled with resilience and indomitability in defending their homeland. The formation of Dong Nai's population

community has been linked to various migration waves throughout history, creating a region of convergence and cultural interconnection. Blessed with favorable conditions of “time, geography, and harmony,” Dong Nai has become a land of great potential, rich heritage, and distinctive cultural identity.

3.1.2. The Actual Situation of Building the Grassroot-Level Cadre Contingent in Accordance with Ho Chi Minh’s Ideology in Dong Nai Province (from 2018 to the present)

3.1.2.1. Awareness and Responsibilities of Stakeholders in Building the Grassroots-Level Cadre Contingent

3.1.2.2. The Current Situation of the Grassroot-Level Cadre Contingent

First, regarding the number and structure of grassroots-level cadres.

Second, regarding the qualifications, capacities, and moral qualities of the cadre contingent.

3.1.2.3. Implementation of Measures for Building the Grassroots-Level Cadre Contingent in Dong Nai Province (from 2018 to the present)

First, sourcing and planning grassroots-level cadres.

Second, training and fostering the cadre contingent.

Third, managing, evaluating, and utilizing cadres effectively.

Fourth, implementing policies for grassroots-level cadres.

Fifth, inspecting, supervising, and controlling power among cadres.

Sixth, preventing and combating corruption, wastefulness, and negative phenomena within the cadre contingent.

3.2. ASSESSMENT OF THE CURRENT SITUATION IN BUILDING THE GRASSROOT-LEVEL CADRE CONTINGENT IN ACCORDANCE WITH HO CHI MINH’S IDEOLOGY IN DONG NAI PROVINCE AND EMERGING ISSUES

3.2.1. Assessment of the Current Situation

3.2.1.1. Achievements and Their Causes

** Achievements:*

First, the awareness and sense of responsibility among stakeholders and forces involved in building the grassroots-level cadre contingent have been increasingly enhanced.

Second, measures for cadre development based on Ho Chi Minh’s ideology have been applied by provincial actors with relative accuracy, flexibility, and increasing depth.

Third, the number and structure of grassroots-level cadres have been progressively rationalized and aligned with local political and administrative requirements.

Fourth, the qualifications, competencies, and moral qualities of grassroots-level cadres have been steadily improved, meeting the demands of tasks in the new context.

Fifth, the people have increasingly recognized and positively evaluated the performance of grassroots-level cadres.

**. Causes of Achievements:*

First, the leadership and guidance of the Provincial Party Committee and the

People's Committee of the province toward building the grassroots-level cadre contingent.

Second, the role and responsibility of stakeholders and involved forces have been increasingly mobilized.

Third, grassroots-level cadres have developed a stronger sense of awareness regarding their roles and responsibilities.

Fourth, mechanisms and policies for cadre development are fundamentally complete and increasingly compatible with the province's development needs.

3.2.1.2. Limitations and Their Causes

*** Limitations:**

First, the awareness, responsibility, and capacity of some stakeholders involved in cadre development are, at times and in certain locations, insufficient or superficial.

Second, issues related to the number and structure of cadres in some localities remain limited or inadequate.

Third, the comprehension and application of Ho Chi Minh's ideology in proposing and implementing measures for cadre development still exhibit certain shortcomings.

Fourth, the quality of grassroots-level cadres has improved; however, it remains generally low and does not fully meet the development requirements of Dong Nai Province in the new period.

Fifth, public recognition and evaluation of grassroots-level cadres still have limitations.

*** Causes of Limitations:**

First, the limited role and responsibility of some stakeholders have significantly affected cadre development.

Second, a portion of the grassroots-level cadres lacks deep awareness of their responsibility for self-cultivation, ethical conduct, and lifestyle.

Third, some inadequacies persist in mechanisms and policies related to cadre development, particularly in economically and socially developed localities such as Dong Nai.

Fourth, the adverse impacts of market mechanisms also present challenges to cadre building.

3.2.2. Emerging Issues in Building the Grassroots Cadre Team in Dong Nai Province from the Perspective of Ho Chi Minh's Ideology

3.2.2.1. Building the grassroots cadre team in Dong Nai Province according to Ho Chi Minh's ideology imposes increasingly high requirements, whereas the awareness and sense of responsibility of certain actors regarding this issue remain limited

3.2.2.2. The roles and responsibilities of grassroots cadres are growing, yet the current quality of the grassroots cadre team still exhibits many limitations and shortcomings

3.2.2.3. Management and evaluation play a crucial role in building the grassroots cadre team; however, in practice, significant limitations persist in this regard

3.2.2.4. Proactive and self-disciplined learning to improve qualifications, cultivate personal development, and maintain ethical standards is a decisive factor for grassroots cadre development, yet in reality, it remains inadequate

3.2.2.5. The functions and responsibilities of the grassroots cadre team are increasingly demanding, while the current regimes and policies are not yet fully commensurate.

Summary of chapter 3

During the process of leading and directing cadre work, the Dong Nai Provincial Party Committee, the Provincial People's Committee, and local authorities have creatively applied Ho Chi Minh's ideology to cadres and cadre work, while thoroughly implementing the Party's viewpoints and guidelines and the State's policies and laws on building the cadre team at all levels, particularly grassroots cadres, in the context of new developments. Accordingly, from 2018 to the present, the construction and evaluation of the grassroots cadre team in Dong Nai Province have shown positive changes. The awareness of actors regarding the position and role of grassroots cadres has been increasingly enhanced, fostering consensus and high responsibility in the implementation process. Measures for developing the grassroots cadre team have fundamentally reflected a creative application of Ho Chi Minh's ideology in practice. Consequently, the quality of grassroots cadres has progressively improved in terms of political virtue, professional competence, methodology, work style, and public service spirit.

However, alongside these achievements, certain limitations remain in building the grassroots cadre team in Dong Nai Province. The awareness of the pivotal role of grassroots cadres among some officials, Party members, and Party committees remains incomplete; cadre evaluation is occasionally formalistic and does not fully reflect actual performance. Certain stages, such as planning, training, fostering, inspection, supervision, and power control, have not been synchronously implemented, resulting in suboptimal effectiveness. These limitations arise from multiple causes, both objective and subjective, among which subjective factors are decisive. These include limited awareness and responsibility of certain actors; some grassroots cadres not fully realizing the need for self-cultivation and ethical development; shortcomings in mechanisms and policies related to grassroots cadre construction; and the negative influence of market-oriented mechanisms on the grassroots cadre team.

Based on an objective and comprehensive assessment of the current situation of the grassroots cadre team and its development in Dong Nai Province since 2018, this provides a practical foundation for accurately identifying directions and proposing solutions to enhance the quality of grassroots cadre construction in the province in accordance with Ho Chi Minh's ideology in the new era.

Chapter 4

FORECASTING INFLUENTIAL FACTORS, DIRECTIONS, AND SOLUTIONS FOR BUILDING THE GRASSROOTS CADRE TEAM IN DONG NAI PROVINCE ACCORDING TO HO CHI MINH’S IDEOLOGY: ORIENTATION TO 2030, VISION TO 2045

4.1. FORECASTING FACTORS AFFECTING THE CONSTRUCTION OF THE GRASSROOTS CADRE TEAM IN DONG NAI PROVINCE ACCORDING TO HO CHI MINH’S IDEOLOGY

4.1.1. Impact of Globalization and International Integration

Globalization and international integration represent an inevitable objective trend of the era. In the coming period, globalization and international cooperation will not only remain a dominant trend but also occur more deeply and comprehensively. This development will provide a vast, “borderless” learning environment for individuals who function both as social actors and as key human resources for societal development.

4.1.2. Impact of the Fourth Industrial Revolution

The “explosion” of the Fourth Industrial Revolution (Industry 4.0) has strongly affected all nations, including Vietnam. Forecasts indicate that Industry 4.0 will evolve exponentially rather than linearly, leading to increasing convergence of technologies such as artificial intelligence (AI), the Internet of Things, cloud computing, robotics, virtual reality, advanced materials, human-machine interfaces, communication networks, space commerce, and more, forming a “hyper-connected” world. This trend presents opportunities for cadres to rapidly acquire knowledge, enhance professional expertise - especially in information technology and foreign languages - develop soft skills, adaptability, communication, industrial work methodologies, and management experience, and apply scientific and technological achievements across various work domains.

4.1.3. Impact of the Market Economy

After nearly four decades of comprehensive national renewal, Vietnam has transitioned from a centrally planned, subsidized economy to a socialist-oriented market economy, achieving significant and historically profound outcomes across multiple sectors. Under the Party’s consistent and correct leadership, this reform process has not only generated strong momentum for socio-economic development but also gradually shaped and improved the quality of cadres and Party members.

4.1.4. Impact of New Requirements in Dong Nai Province

Dong Nai occupies a strategic position and serves as a key economic, political, security, and defense hub in both the region and the country. In recent years, leveraging inherent advantages and favorable central policies, Dong Nai has consistently been among the leading provinces in national economic growth and contribution to the state budget. Currently, the province is implementing several key national projects, including Long Thanh International Airport, the Ben Luc-Long Thanh and Bien Hoa-Vung Tau expressways, and Ho Chi Minh City Ring Road No. 4.

4.2. DIRECTIONS FOR BUILDING THE GRASSROOTS CADRE TEAM IN DONG NAI PROVINCE ACCORDING TO HO CHI MINH'S IDEOLOGY

4.2.1. Upholding and Flexibly Applying Ho Chi Minh's Ideology on Cadres in Accordance with the Specific Conditions of Dong Nai Province

Ho Chi Minh's ideology on cadres possesses both profound theoretical value and practical vision, forming a guiding ideological foundation for the Party throughout its leadership and organization of cadre work, from the period of national independence struggle to the current phase of renovation, integration, and national development. Despite being nearly a century old, Ho Chi Minh's perspectives on cadre work remain highly relevant and practical, serving as a compass for consolidating and improving cadre quality at every stage of the revolution. Accordingly, for the construction of the cadre team in general and grassroots cadres in Dong Nai Province in particular, steadfastly and creatively applying Ho Chi Minh's ideology should be regarded as a continuous guiding principle.

4.2.2. Promoting the Role of Actors and Forces in Building the Grassroots Cadre Team

First, party committees at all levels must continuously enhance leadership capacity while effectively exercising guidance, direction, and supervision in cadre development, ensuring alignment between party directives and practical implementation at the grassroots. Concurrently, local authorities should continue to improve mechanisms and policies on cadre work - from selection, planning, appointment, and utilization to remuneration - ensuring transparency, democracy, and fairness, thereby motivating cadres to commit and dedicate themselves to their work long-term. Coordinated cooperation between party committees, authorities, and socio-political organizations in training, fostering, and developing cadres is particularly crucial; it not only enhances professional expertise, political courage, and practical competence but also strengthens cohesion and effectiveness of the grassroots political system, meeting socio-economic development requirements in the new context.

4.2.3. Innovating Content and Methods of Grassroots Cadre Construction

In the coming period, the Provincial Party Committee and the Provincial People's Committee need to continue institutionalizing and concretizing central resolutions, regulations, and guidelines to fit local realities. Reviewing, adjusting, supplementing, or issuing new regulations related to grassroots cadre construction must be conducted regularly, ensuring consistency, synchronization, and connectivity across levels and stages, while clarifying the authority, responsibility, and coordination of each organization and level throughout the entire process.

4.2.4. Building the Grassroots Cadre Team to Enhance the Quality of the Grassroots Political System

Going forward, the construction of CBCCS should be recognized as a core and continuous task within the strategy of consolidating the local political system. The primary objective is to strengthen leadership capacity and combat effectiveness of grassroots Party organizations, ensuring that Party bodies are genuinely clean, strong,

and capable of comprehensive leadership across all social domains. Simultaneously, attention should be given to consolidating grassroots administrative apparatus, improving administrative efficiency and effectiveness, and ensuring unity, coherence, and close coordination in management and governance across levels and sectors.

4.3. SOLUTIONS FOR BUILDING THE GRASSROOTS CADRE TEAM IN DONG NAI PROVINCE ACCORDING TO HO CHI MINH'S IDEOLOGY

4.3.1. Enhancing Awareness and Responsibility of Actors and Forces in Building the Grassroots Cadre Team According to Ho Chi Minh's Ideology in Dong Nai Province in the New Era

Improving the quality of grassroots cadre construction in Dong Nai Province in the new era primarily depends on the awareness and responsibility of the relevant actors and forces. Correct understanding forms the foundation for fully mobilizing their commitment and accountability in cadre development. Enhanced responsibility encourages actors to strengthen leadership, direction, and systematic implementation of all stages of grassroots cadre construction in a rigorous, scientific, and methodical manner, thereby improving practical outcomes. This constitutes the foremost solution in the system of measures for grassroots cadre construction according to Ho Chi Minh's ideology in Dong Nai.

4.3.2. Improving the Selection of Grassroots Cadres

Selection is the initial and decisive stage, determining the quality of the entire cadre development process. Proper selection ensures that individuals with genuine competence, integrity, reputation, and dedication are chosen, thereby guaranteeing effective and efficient functioning of the grassroots administrative apparatus. Simultaneously, a transparent, democratic, and open selection process consolidates public trust in the Party and government, reducing localism and the pursuit of positions for personal gain. Beyond immediate needs, this solution holds long-term strategic significance for building a strong grassroots cadre team, providing a foundation for stable and sustainable development of the grassroots political system.

4.3.3. Innovating Training and Development of Grassroots Cadres According to Local Practical Requirements

In line with the Party's policy on institutional innovation and administrative restructuring, and in response to Dong Nai's development requirements, grassroots cadres face increasing demands not only in political theory but also in professional expertise, methodology, and work conduct. Therefore, innovating training and development to closely align with local practical needs represents a fundamental solution in building the grassroots cadre team in accordance with Ho Chi Minh's ideology.

4.3.4. Conducting Objective and Democratic Evaluation Based on Leadership and Management Competence

Cadre evaluation is a critical preliminary stage, determining subsequent steps in cadre work. In practice, evaluation has revealed limitations and shortcomings across most levels and localities in Dong Nai, particularly at the grassroots. These deficiencies not only affect cadre selection, assignment, and utilization but also undermine public

trust in the leadership and direction of local Party committees and authorities. Therefore, enhancing the quality of grassroots cadre evaluation constitutes a direct solution to address weaknesses in cadre development in Dong Nai.

4.3.5. Enhancing Management and Utilization of Grassroots Cadres to Meet the Requirements of Two-Level Local Government in Dong Nai

Improving the management and utilization of grassroots cadres is critical for the effective operation of the two-level local government system in Dong Nai. Grassroots cadres serve as a direct “bridge” between the Party, State, and people, organizing, implementing, and translating policies into practice. In the context of accelerated industrialization, urbanization, and digital transformation, the demands for competence, integrity, and accountability of grassroots cadres are increasingly high. However, limitations remain in the management, deployment, and utilization of grassroots cadres. Therefore, proposing solutions to enhance management and utilization is essential for building a streamlined, efficient, and effective grassroots political system capable of supporting rapid and sustainable provincial development.

4.3.6. Refining Mechanisms and Policies for Grassroots Cadres in Accordance with Local Conditions

This is a fundamental and crucial solution aimed at removing current barriers, bottlenecks, and negative constraints. Scientific and appropriate mechanisms and policies provide legal, economic, and socio-psychological foundations to maximize the roles, functions, and responsibilities of organizations, agencies, units, and localities. At the same time, they reinforce motivation, willpower, resilience, and the aspiration to contribute, enabling grassroots cadres to overcome challenges, diligently cultivate themselves, and fulfill assigned duties effectively.

4.3.7. Strengthening Inspection, Supervision, and Power Control; Preventing Corruption, Waste, and Misconduct among Grassroots Cadres

Ho Chi Minh’s ideology, as well as the Party’s perspective, consistently emphasizes that inspection, supervision, and control of power constitute essential measures in cadre construction. Effective implementation helps prevent, curb, and reverse political, ethical, and moral deterioration, as well as manifestations of “self-transformation and self-degeneration,” contributing to the development of a clean, strong, and resilient grassroots cadre team.

4.3.8. Promoting Self-discipline among Grassroots Cadres in Learning, Ethical Cultivation, and Capacity Development

Ho Chi Minh once stated: “Human capability is not entirely innate but largely cultivated through work and practice.” For him, this represents the inevitable path for cadres to mature and progress in fulfilling revolutionary tasks. Only through high self-discipline can cadres fully exercise responsibility in self-learning, ethical cultivation, skill enhancement, methodology, and work conduct. Therefore, fostering self-discipline in learning, ethical development, and professional capacity constitutes a core solution in the system of measures for grassroots cadre construction in Dong Nai according to Ho Chi Minh’s ideology.

4.3.9. Leveraging the Cultural Values of Dong Nai People in Grassroots Cadre Development

Dong Nai is a land with rich revolutionary traditions and diverse cultural identity, where various domestic and international cultural values converge, shaping the distinctive traits of its people: solidarity, openness, diligence, creativity, resilience, adaptability, and community orientation. These prominent qualities should be actively leveraged in building the grassroots cadre team. Exploiting and disseminating these values helps cultivate cadres with strong political integrity, a sense of responsibility, closeness to the people, moral uprightness, diligence, creativity, and courage to innovate. Moreover, promoting Dong Nai's cultural values in cadre development contributes to a cooperative and humane working environment that encourages learning, respects discipline, and emphasizes human-centered values, thereby enhancing the quality, credibility, and effectiveness of the grassroots cadre team.

Summary of chapter 4

Building the grassroots cadre team in Dong Nai Province according to Ho Chi Minh's ideology in the new era is both an objective requirement and an urgent necessity. The current situation and tasks under new conditions increasingly demand higher standards for cadre development at all levels in general, and for grassroots cadres in particular. This necessitates continued study, thorough understanding, and correct, creative application of Ho Chi Minh's ideology in building the grassroots cadre team in Dong Nai. Accordingly, it is essential to thoroughly grasp and implement the Party's viewpoints and guidelines, as well as the State's policies and laws on cadre work, while considering local practical requirements. This approach must ensure consistency, feasibility, and alignment with local conditions, while continuously promoting the responsibility and collective strength of all actors and forces involved in grassroots cadre construction in Dong Nai.

Based on the thorough understanding and creative application of Ho Chi Minh's ideology and the Party's viewpoints on cadre development, and taking into account the current status of grassroots cadres in Dong Nai, comprehensive transformation requires synchronized implementation of the following key measures: enhancing awareness and promoting the role and responsibility of all actors in grassroots cadre construction; improving the quality of training and professional development for grassroots cadres; strengthening management of the cadre team; innovating the evaluation process for grassroots cadres; continuously refining mechanisms and policies related to grassroots cadres; fostering self-discipline, initiative, and proactivity in self-learning, ethical cultivation, professional capacity, skills, and work methodology; and promoting "public service culture and ethics" in conjunction with the positive traditional values of the Southeastern region. These measures form an integrated, closely interrelated system within the overall process of cadre development according to Ho Chi Minh's ideology. Therefore, Party committees and authorities at all levels in Dong Nai Province must implement these measures in a coordinated manner, avoiding both overemphasis on any single solution and neglect of any component.

CONCLUSION

Cadres and cadre work constitute one of Ho Chi Minh's major ideological contributions; throughout his revolutionary career, he devoted significant effort and intellect to building the Party's and the revolution's cadre team. Faithful to and creatively applying the principles of Marxism-Leninism, drawing on national traditions of cadre development and international experiences, and guided by his extraordinary political insight, Ho Chi Minh formulated a comprehensive and profound system of viewpoints on cadre construction. His thoughts on cadre building not only directly contributed to cultivating loyal and dedicated cadres serving the nation and the people in the cause of national liberation, but also served as a theoretical foundation and guiding framework for the Party in formulating policies and strategies for cadre development at all levels in the current era of national renewal. Therefore, thoroughly understanding and creatively applying Ho Chi Minh's ideology to enhance the quality of cadre development in general, and grassroots cadres in particular, holds deep theoretical and practical significance.

In line with the Party's viewpoints and directives, the Dong Nai Provincial Party Committee and the People's Committee have consistently regarded the construction of a strong cadre team at all levels - including grassroots cadres - as a top-priority task. This reflects both the understanding and creative application of Ho Chi Minh's ideology in the practical construction of the grassroots cadre team. Consequently, efforts have been made to ensure that the grassroots cadre team in Dong Nai meets the assigned tasks and requirements. In recent years, the application of Ho Chi Minh's ideology to grassroots cadre construction in Dong Nai has yielded positive results. The majority of actors and forces have developed a correct and comprehensive understanding of the position, role, and importance of grassroots cadres. This awareness has fostered a strong sense of responsibility in building the grassroots cadre team. The processes involved in cadre construction have been implemented rigorously and in accordance with Party and State guidelines. As a result, the quality of grassroots cadres in Dong Nai has improved in terms of number, scale, and structure; the majority of cadres have seen enhancements in political integrity, qualifications, and professional capacity, increasingly meeting the requirements and tasks of provincial development in the new period. However, certain limitations remain in grassroots cadre construction in Dong Nai. The understanding of some actors and forces - particularly local Party committees and authorities - regarding grassroots cadre building is still not fully correct or comprehensive, resulting in insufficient motivation and responsibility in cadre development. In some localities, the implementation of key steps in cadre work has been inadequate and slow to innovate. Although the overall quality of grassroots cadres has improved, it has yet to fully satisfy the demands of the province in the new era. Moreover, in some cases, grassroots cadres

in Dong Nai have exhibited violations of political, ethical, and lifestyle standards; corruption and other negative behaviors continue to occur in multiple localities. These challenges arise from both objective and subjective causes, with subjective factors playing a decisive role.

In the coming period, the global and regional situation is expected to continue undergoing rapid, complex, and unpredictable changes, while domestic conditions present both opportunities and challenges. The socio-economic development tasks in Dong Nai province increasingly impose new and heavier demands on the grassroots political system, particularly at the local level. To meet these requirements, the Provincial Party Committee and the People's Committee need to strengthen leadership and guidance in building a truly strong grassroots cadre team, comprehensive in terms of moral qualities, capacity, qualifications, methodology, and working style. Therefore, it is necessary to continue thoroughly understanding and creatively applying Ho Chi Minh's ideology, alongside the Party's viewpoints and policies regarding grassroots cadre development, while also considering local practical conditions to innovate processes and enhance the quality of this work in practice.

Based on Ho Chi Minh's ideology and the Party's viewpoints and directives on cadre development, this dissertation analyzes the current status of grassroots cadre construction in Dong Nai from 2018 to the present, highlighting achieved accomplishments, existing limitations, and the causes of both. The study further examines the impacts of emerging conditions, thereby identifying key issues, orientations, and solutions for building a grassroots cadre team in Dong Nai according to Ho Chi Minh's ideology in the new era. The solutions proposed in the dissertation are part of an integrated process for grassroots cadre development. Although each solution is relatively independent and holds its own role and position, they are closely interrelated. Therefore, in implementation, it is essential to adhere to and apply these measures in a coordinated manner, avoiding both overemphasis and neglect of any particular solution. The implementation of these measures will contribute to addressing the shortcomings in grassroots cadre construction in Dong Nai observed in recent years. Consequently, it will help develop a grassroots cadre team in Dong Nai with adequate moral qualities, capacity, quantity, and structure to meet the province's development requirements in the new period.

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