

HO CHI MINH NATIONAL ACADEMY OF POLITICS

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**HO CHI MINH'S THOUGHT ON PREVENTING
AND COMBATING NEGATIVITY IN CADRE WORK
AND ITS SIGNIFICANCE FOR CADRE WORK
IN VIETNAM TODAY**

ABSTRACT OF DOCTORAL THESIS

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INTRODUCTION

1. The urgency of the topic

Cadre work plays a particularly important role in the revolutionary cause of our Party and nation; is the "key of the key" in the construction of the Party and the political system. During his lifetime, President Ho Chi Minh always affirmed: "Cadres are the root of all work", all the Party's lines and policies can only be successfully implemented through the cadres. Therefore, building a contingent of cadres with sufficient qualities, capacity, prestige, and equal to the level of tasks is always a strategic and long-term requirement for the Vietnamese revolution.

Cadre work is a direct determinant of the quality of leadership, management and operational effectiveness of the state apparatus. Through the work of cadres, the contingent of cadres with political, ethical, professional capacity and prestige are properly selected, arranged and used, thereby ensuring that the political system operates in a unified, clean and strong manner. On the contrary, if the cadre work is not strict, loose inspection and supervision in the stages of evaluation, planning, appointment and use of cadres, it will create negative conditions for the emergence of negative conditions, abuse of power, running for office, running for power, or allowing incompetent cadres to enter the apparatus. lack of responsibility, deterioration in political ideology, ethics and lifestyle. These deviations not only reduce the effectiveness and efficiency of the leadership and management of the Party and the State, but also erode the people's trust, hinder the sustainable development of the country and threaten the survival of the regime.

In the current context, especially in the context of the development of the socialist-oriented market economy, deep international integration and the strong impacts of the Industrial Revolution 4.0, negative manifestations in cadre work if not prevented in time will spread rapidly. leaving long-term consequences and difficult to overcome. Therefore, preventing and combating negativity in cadre work is not only an immediate situational task, but an inevitable and objective requirement, both urgent and of long-term strategic significance for the cause of national construction and development.

In terms of theory, Ho Chi Minh's thought on cadres and cadre work is an important and pervasive part of his entire ideological heritage. In particular, the ideology of preventing and combating negativity in cadre work expresses a strategic, humanistic and scientific vision, including contents such as: upholding the revolutionary ethics of cadres; anti-individualism; attach importance to inspection, supervision, self-criticism and criticism; associating cadre work with the supervision of the people. However, up to now, many

research works have only stopped at approaching Ho Chi Minh's thought on cadres, cadre ethics or building cadres, but have not focused on in-depth and systematic research on Ho Chi Minh's thought on prevention and fighting negativity in cadre work. The clarification of the content, theoretical significance, topicality and applicability of this thought in the new context is therefore still a gap that needs to be supplemented and developed.

In practical terms, the Communist Party of Vietnam in recent years has attached special importance to improving the quality of cadre work. The 14th Congress of the Party emphasized: "Cadre work must really be the "key of the key": Choose the right people, assign the right jobs; evaluate cadres by products, efficiency, and prestige among the people". Promote the prevention and combat of corruption, waste and negativity, in which cadre work is identified as a focused, sensitive and prone stage that needs to be paid attention to. Many resolutions and regulations of the Party have been issued to tighten discipline and discipline in cadre work; and at the same time strictly handle violations. However, the control of power, prevention and control of negativity in cadre work still have limitations and inadequacies in terms of awareness, mechanisms, methods of organization and responsibility of the implementing subjects. In fact, there is still a situation where a part of cadres are alienated, degenerate, violate party discipline, violate the law, causing serious consequences that have reduced the people's trust in the leadership role of the party organization and party members. Through a number of major cases, it has been shown that the handling of violations is strict, there are no prohibited areas, no exceptions, which has arisen a psychology of apprehension, not daring to decide, not daring to do, fear of responsibility, leading to delayed work, stagnation, and inefficient operation of the apparatus. The reasons for the above situations are partly due to the laxity of cadre work, lack of strict inspection and supervision, so the evaluation of cadres is not correct, the arrangement of cadres is inappropriate and not timely detected to prevent the deterioration of cadres. In some places, there is also an internal phenomenon of covering up, tolerating each other, and being negligent in evaluating and handling violating officials. The use of work efficiency as a measure to assess the capacity of cadres has not been seriously implemented, self-criticism and criticism have not been substantial, and they still respect, avoid, fear of collision, and do not resolutely replace incompetent, irresponsible, ineffective cadres... In particular, there are negatives about cadre work. From that practice, it is necessary to clarify and deepen Ho Chi Minh's thought - as the ideological foundation and guideline for the Party's actions to illuminate, orient and improve the effectiveness of negative prevention and control in cadre work in Vietnam today, which is of great importance.

Stemming from the urgent requirements of both theory and practice, the doctoral student chose the issue "*Ho Chi Minh Thought on the prevention and control of negativity in cadre work and its significance for cadre work in Vietnam today*" as the topic of his doctoral thesis. Majoring in Political Science contributes to enriching scientific research for cadre work and building a clean and strong contingent of cadres at all levels, meeting the requirements of national development in the new period.

2. Research objectives and tasks

2.1. Purpose of the study

The thesis clarifies the content of Ho Chi Minh's thought on the prevention and control of negativity in cadre work and evaluates the theoretical and practical significance of this thought in the current context, and at the same time proposes solutions to prevent and combat negativity in cadre work in Vietnam in the coming time.

2.2. Research tasks

In order to realize the above purpose, the thesis defines the following basic research tasks:

First, an overview of research works related to the thesis topic, pointing out gaps in research and research selection issues.

Secondly, to develop and explain the theoretical basis for the prevention and control of negativity in cadre work according to the political approach as a theoretical reference source for research and the basis for forming Ho Chi Minh's thought on this issue.

Third, analyze the content of Ho Chi Minh's thought on the prevention and control of negativity in cadre work; on that basis, clarify the connection between these views and the requirements of power control and implementation organization in the political system.

Fourthly, to summarize the context and practice of negative prevention and control in cadre work in Vietnam today, thereby clarifying the meaning of Ho Chi Minh Thought and proposing solutions to improve mechanisms and policies, contributing to improving the effectiveness of negative prevention and control in cadre work.

3. Object and scope of research

3.1. Research objects

The research object of the thesis is Ho Chi Minh's thought on the prevention and control of negativity in cadre work.

3.2. Scope of the study

- The thesis focuses on researching the content and meaning of Ho Chi Minh's thought on the prevention and control of negativity in cadre work,

approaching from the perspective of political science, with a focus on preventing and combating negativity in all stages of cadre work. The thesis does not delve into corruption prevention and control, because this is an area that has been identified, regulated and sanctioned relatively clearly in the current legal system. Meanwhile, negativity has many forms and states that are not easy to identify and adjust by law. The limitation of the scope of research aims to focus on clarifying the political nature of negativity in cadre work as a manifestation of the alienation of power.

- Scope of time: The thesis focuses on Ho Chi Minh's thought on the prevention and control of negativity in cadre work (from the August Revolution in 1945 to 1969) and its significance for Vietnam today (from the 13th Congress to the present) when our Party attaches the work of building and rectify the Party by building a clean, strong and comprehensive political system; proposals for the prevention and control of negativity in cadre work are valid until 2030, with a vision to 2045.

- Spatial scope: focus on research in Vietnam.

4. Theoretical basis and research methods

4.1. Theoretical basis

The thesis is built on the theoretical foundation of Marxism-Leninism on power and power control, and inherits the line and viewpoint of the Communist Party of Vietnam on building a contingent of cadres associated with the requirement of controlling power in the political system. In addition, in order to expand the analytical framework and strengthen academic dialogue, the thesis selectively references a number of modern theories of power and power control, thereby strengthening the scientific basis for approaching and interpreting Ho Chi Minh's thought as a source of theoretical reference. at the same time, clarify the ability to apply and institutionalize the principles of power control in cadre work in the current context.

4.2. Research methods

The thesis applies a combination of many research methods of political science, ensuring the combination of the scientific abstract methodology of political science and specific methods in theoretical and practical analysis. The methods used include; *Scientific abstraction* methods; *Analytical - synthesis* methods; *Logical-historical method*; *Statistical and comparative methods*; *Expert methodology*; *Forecasting methodology*.

5. New scientific contributions of the thesis

Firstly, the thesis systematizes and develops a theoretical framework on the prevention and control of negativity in cadre work according to a political approach, placed in relation to the stages of cadre work and the power control mechanism. This approach contributes to overcoming the situation of general

research, and at the same time clarifying the specificity of negative prevention and control as an issue of power control in cadre work.

Secondly, the thesis systematically analyzes Ho Chi Minh's thought on negative prevention and control in cadre work as a theoretical reference source, in which 06 consistent methods of power control are identified and explained. This is a new contribution in terms of content, contributing to clarifying the approach to power control in Ho Chi Minh's thought on cadre work.

Thirdly, the thesis clarifies the meaning of Ho Chi Minh's thought on negative prevention and control in cadre work in Vietnam today, thereby affirming the value of this thought with the improvement of institutions, strengthening political responsibility and improving the effectiveness of prevention and control anti-negativity.

Fourthly, the thesis proposes 06 solutions in the direction of perfecting the institution and mechanism of power control in cadre work, thereby affirming the ability to apply and develop the principles of power control in new conditions.

6. Theoretical and practical significance of the topic

6.1. Theoretical significance

The thesis contributes to clarifying basic theoretical issues on negative prevention and control in cadre work such as the connotation of negative concepts; negative manifestations in cadre work; prevention and control of negativity in cadre work; the importance of negative prevention and control in cadre work.

The thesis contributes to clarifying the content, value and meaning of Ho Chi Minh's thought on preventing and combating negativity in cadre work in Vietnam today, contributing to building a clean and strong Party and political system, aiming to contribute to the good implementation of our Party's strategic decisions in the new development era.

6.2. Practical significance

The research results of the thesis contribute to affirming and spreading the content, values and meaning of Ho Chi Minh's thought.

The research results of the thesis also provide a scientific and theoretical basis for the prevention and control of negativity in cadre work in Vietnam today.

The thesis can be a research and reference material for cadres, lecturers, students in the disciplines of Political Science, Party Building and State Administration, Ho Chi Minh Studies, etc. and those who are interested in issues related to the thesis topic.

7. Layout of the thesis

In addition to the introduction, conclusion, published scientific works of the author related to the thesis, the list of references and appendices, the thesis consists of 4 chapters and 11 sections

Chapter 1

OVERVIEW OF THE RESEARCH SITUATION

1.1. OVERVIEW OF THE RESEARCH SITUATION RELATED TO THE THESIS TOPIC

1.1.1. Research works related to the prevention and control of negativity in cadre work

** Research works on the prevention and control of the old in cadre work in some countries around the world*

A number of international studies, especially in the Asian region (China, Singapore), have provided the author with many valuable practical experiences on civil service reform, as well as the establishment of mechanisms to prevent negativity in the public sector.

In addition, there are a number of works by Vietnamese authors who have synthesized international experiences in preventing and combating corruption and negativity and drawn suggestions for Vietnam. Typically, author Cao Van Thong (2023) said that corruption is a global threat, emphasizing groups of solutions: educating the public, improving the law, publicity, transparency and accountability, controlling conflicts of interest, promoting the role of the people and the media. The author also analyzes China's experience with the approach of "treating both the root and the top", shifting from treatment to prevention, combining the rule of law and virtue, and strengthening pre-supervision. In addition, the authors Trinh Thi Xuyen and Vu Quynh Phuong (2023) compare Germany and China in preventing and combating negative cadre work, notably the design of a transparent selection process, monitoring mechanism and control of power. From there, the authors suggested to Vietnam: improve the authority and responsibilities of the head, concretize evaluation standards and criteria, promote digital transformation to increase the transparency of personnel data and strictly enforce discipline and discipline in cadre work.

** Research works on prevention and control of negativity in cadre work in Vietnam.*

Over the years, research on negative prevention and control in cadre work has been quite rich, approaching from building and correcting the Party to power control and prevention mechanisms. Typically, the works of the author Pham Thi Thanh Tra (2022), the late General Secretary Nguyen Phu Trong (2023)... typical works systematize the ideological foundation and guidelines of the Party, and at the same time analyze the current situation of deterioration, corruption, negativity and causes arising in the apparatus. Many studies emphasize the

inspection, supervision and discipline of the Party and the responsibility of the head as the axis of control of key power; propose a group of solutions to "build" ethics and culture of integrity associated with "fighting" with strict laws and sanctions. In general, the research system both provides a theoretical basis and suggests practical solutions to improve the effectiveness of negative prevention and control in current cadre work.

1.1.2. Research works on Ho Chi Minh Thought on prevention and control of negativity and prevention of negativity in cadre work

Research work *President Ho Chi Minh with the work of building a clean and strong Party* (2006) unified that embezzlement, bureaucracy, waste, and individualism are manifestations of the alienation of power, which he identified as "internal enemies". Many studies: Doctoral thesis in Politics "Ho Chi Minh Thought on the prevention and combat of embezzlement, waste and bureaucracy: Content and value" by Nguyen Ngoc Anh (2018), *Ho Chi Minh Thought on the prevention and combat of embezzlement, waste and bureaucracy - Theoretical and practical values* by Phung Thanh and Bui Van Manh (2019)... have systematized the content of Ho Chi Minh's thought on the nature, causes, harms and manifestations of negativity in the contingent of cadres and party members. At the same time, the works clarify basic solutions such as revolutionary moral education, setting an example, practicing democracy, etc power control, self-criticism, and criticism. Some studies approaching Ho Chi Minh Thought from the perspective of building and rectifying the Party: *Ho Chi Minh Thought's work on Party building and rectification and its application in Party building on current ethics* by the late General Secretary Le Kha Phieu (2019), *Some issues on Party building according to Ho Chi Minh Thought* by the author Mac Quang Thang (2020) ... recent works affirm the theoretical value and sustainable practical significance of Ho Chi Minh Thought in the current context. However, much of the research also focuses on corruption and bureaucracy in general. In-depth and systematic research on prevention and control of negativity in cadre work according to Ho Chi Minh Thought is still limited.

1.1.3. Ho Chi Minh's research works on prevention and control of negativity in cadre work for cadre work in Vietnam today

Many works have approached the meaning of Ho Chi Minh's thought in the prevention and control of negativity from different angles. The work of authors Bui Dinh Phong and Pham Ngoc Anh (2006) clarifies the process of the Party's application and development of Ho Chi Minh Thought in Party building, emphasizing the development of the Party's awareness of Ho Chi Minh Thought as a theoretical system. Articles by authors Bui Truong Giang (2020), Van Thi

Thanh Mai and Pham Thi Minh Tinh (2020) analyze the role of ideological work in Party building, pointing out the value of Ho Chi Minh's thought for improving fighting power, preventing recession and strengthening the ideological foundation of the Party. Author Nguyen Thanh Dung (2022) exploits Ho Chi Minh Thought in the struggle against dogma, emphasizing the need to unify theory, practice and innovation of thinking. The article by author Ngo Van Minh (2023) systematizes negative manifestations according to Ho Chi Minh's instructions and affirms that individualism is the "root" of the recession, thereby proposing appropriate negative prevention and control measures today. Author Nguyen Thi Lien (2023) clarifies the "internal enemy" nature of corruption and negativity in Ho Chi Minh's thought and draws meaning for Party building and political system. The article by author Le Thi Chien (2023) adds a perspective on the style of setting an example. In general, the above works have affirmed the profound theoretical and practical value of Ho Chi Minh's thought in the prevention and control of negativity, and at the same time provided many important suggestions for the study of the significance of his thought for the current cadre work.

1.2. OVERVIEW OF THE RESULTS OF THE REVIEWED RESEARCH WORKS AND GAPS IN THE RESEARCH

1.2.1. Overview of the results of the research works.

Through the overview of the research works, it is possible to summarize the results that have been studied as follows:

First, about the prevention and control of negativity in cadre work. Most of the works selected for the overview said that cadres and cadre work are important contents in the construction of the political system in Vietnam. Due to objective and subjective reasons, negative manifestations appear in cadre work, causing serious consequences to the political system, reducing people's confidence in cadre work. Therefore, preventing and combating negativity in cadre work is a very important task.

Secondly, about the content of Ho Chi Minh's thought on negative prevention and control in cadre work such as negative manifestations, causes and solutions to prevent and combat negativity. From this perspective, the works suggest to doctoral students theoretical issues on negative prevention and control in cadre work according to Ho Chi Minh Thought.

Third, about the significance of Ho Chi Minh's thought on the prevention and control of negativity in cadre work for cadre work in Vietnam today. Many works affirm that Ho Chi Minh Thought provides an important worldview and methodology to identify negative manifestations in cadre work and methods of prevention and control.

Fourthly, about the negative situation of cadres and party members in the past time and the importance of negative prevention and control in cadre work, the results achieved as well as the remaining limitations. From this perspective, the works suggest for doctoral students many problems about the practice of prevention and control combating negativity in cadre work in Vietnam.

Fifth, about suggestions to improve the effectiveness of negative prevention and control in Vietnam today. A number of projects provide orientations and propose solutions to strengthen the prevention and control of negativity in Vietnam... have a certain reference meaning to the thesis when giving suggestions for the prevention and control of negativity in cadre work from applying the meaning of Ho Chi Minh's thought.

1.2.2. Gaps in the study

First, the theory for the prevention and control of negativity in cadre work. The theory of negativity in cadre work has not been discussed in depth and systematized comprehensively. The explanation of why the negativity in cadre work still exists despite the political system's many efforts to prevent and combat it, or why the prevention and control measures have not achieved the desired effect, has not been satisfactorily explained.

Second, about the study of Ho Chi Minh's thought on negativity in cadre work. Most of the current works have only focused on Ho Chi Minh's thought on preventing and combating corruption, waste, and individualism, but have not systematically approached the negative issue in cadre work from the perspective of political science, and have not gone into specific explanations of the content. methods of preventing and combating negativity in cadre work. This is the theoretical gap that the thesis can exploit.

Thirdly, in explaining the meaning of Ho Chi Minh's thought on preventing and combating negativity in cadre work for the current cadre work, previous works mainly affirm the meaning of Ho Chi Minh's thought on the prevention and combat of corruption, bureaucracy, wasteful, without clarifying the meaning of Ho Chi Minh's thought on the prevention and control of negativity in cadre work, especially in the current conditions. This is the basis for the thesis to clarify the guiding role of Ho Chi Minh Thought in today's political life.

Fourthly, in the current context, when our Party promotes the prevention and combat of corruption and negativity, and at the same time streamlines the organizational apparatus and renews cadre work, negative problems arise with new, more complex and sophisticated manifestations. This is a gap that is both theoretical and practical that needs to be filled. research.

1.3. RESEARCH SELECTION THESIS ISSUES

First, theoretical issues on negative prevention and control in cadre work such as: clarifying the connotations of concepts directly related to the thesis topic; manifestations of negativity in cadre work and the necessity and importance of negative prevention and control in cadre work.

Secondly, the basis for the formation and content of Ho Chi Minh's thought on the prevention and control of negativity in cadre work includes: negative manifestations in cadre work, harms of negativity and methods of preventing and combating negativity in cadre work through the study of a number of typical works of the person written at important times and actions practical activities.

Thirdly, the significance of Ho Chi Minh's thought on the prevention and control of negativity in cadre work today through clarifying the context of the situation and problems posed in the prevention and control of negativity in cadre work. At the same time, proposing solutions for the prevention and control of negativity in cadre work in Vietnam according to Ho Chi Minh Thought.

Chapter 1 Summary

On the basis of inheriting the results of previously published research works; and at the same time, stemming from theoretical gaps and new problems posed from practice, PhD students delve into the issue of Ho Chi Minh's thought on the prevention and control of negativity in cadre work and its significance for cadre work in Vietnam. The work has theoretical and practical significance in the context that our Party is continuing to promote the prevention and combat of corruption, waste and negativity in order to build an increasingly clean and strong Party and political system, creating a solid foundation for the country to enter a new stage of development.

Chapter 2

THEORETICAL ISSUES ON NEGATIVE PREVENTION AND CONTROL IN CADRE WORK AND THE BASIS FOR FORMING HO CHI MINH'S THOUGHT ON NEGATIVE PREVENTION AND CONTROL IN CADRE WORK

2.1. THEORETICAL ISSUES ON PREVENTION AND CONTROL OF NEGATIVITY IN CADRE WORK

2.1.1. Cadre work and negatives in cadre work

2.1.1.1. Cadres and cadre work

Cadre Concept

Selectively inheriting domestic theoretical views, the provisions of Vietnamese law and international experience, according to the approach point of view of the thesis, cadres and cadre work are understood as follows:

Cadres are persons who are elected, ratified or appointed to hold positions and titles according to their terms in agencies of the Party, the State, socio-political organizations, on the payroll and receive salaries from the state budget; exercise political power and official duties in accordance with law, under the leadership of the Party, have the responsibility to set an example, preserve the ethics of public duties, closely associate with the People, and be subject to the supervision of the organization and the People.

Cadre work is the entire guidelines, guidelines, policies, regulations and system of tasks, tasks, means and resources of the Party in order to lead, direct, build, manage and promote the highest capacity of the cadres in the whole political system.

The importance of cadre work

Marx and Engels were the ones who laid the foundation for the theoretical and practical development of the cadre work of the proletariat.

V.I. Lenin, the inheritor and creative developer of Marxism. Right from the beginning of the twentieth century, right after the success of the Russian October Revolution, V.I.Lenin gave very specific instructions on cadres and cadre work, specific requirements on standards for leading cadres when evaluating as well as when selecting, arrange them.

2.1.1.2. Negatives in cadre work

According to the approach of the thesis: *Negativity is unhealthy, non-standard behaviors that have an impact and adversely affect people and the surrounding environment, and hinder the development of society.*

From the concepts presented above, including cadre work, negative, it can be understood: *Negativity in cadre work is deviant behaviors arising in the process of allocating, authorizing and exercising political power through cadre work.*

Within the scope of research, the thesis focuses on clarifying the negative manifestations arising in the process of exercising the power of cadre work, considering these as phenomena that cannot be regulated and thoroughly handled by law alone, but have a direct and profound impact on integrity. the effectiveness and prestige of the political system.

It is possible to identify some negative forms in cadre work as follows: *First*, factional, local; *Second*, covering, respecting and avoiding; *Third*, "tenure thinking"; *Fourth*, there is a lack of objectivity and transparency in cadre work; *Fifth*, formalization in inspection, supervision, and loose management of cadres.

2.1.2. Prevention and control of negativity in cadre work

2.1.2.1. The concept of prevention and control of negativity in cadre work

Prevention and control of negativity in cadre work is the process of controlling power in the entire cycle of cadre work, in order to prevent, detect and handle deviations in the allocation, authorization and exercise of political power, thereby ensuring that cadre work operates in accordance with principles. transparency and political responsibility, contributing to strengthening the legitimacy, effectiveness and efficiency of the political system.

2.1.2.2. The necessity of preventing and combating negativity in cadre work

First, stemming from the harmful effects of negativity in cadre work.

Second, stemming from the Party's increasing requirements for cadre work.

Third, it comes from the requirement of building a lean, compact, strong political system that operates efficiently, effectively and effectively.

2.1.3. Subjects, subjects, contents and methods of prevention and control of negativity in cadre work

2.1.3.1. Subjects of prevention and control of negativity in cadre work

Political parties: subjects holding political power, State power, authorizing supervision and control of power.

State: the subject of institutionalization and organization of implementation.

Socio-political organizations and people: subjects of supervision, criticism and accompaniment.

Each cadre and party member: the subject is self-conscious and direct

2.1.3.2. Subjects of prevention and control of negativity in cadre work

Negatives in cadre work are formed and operated through the interaction between three groups: the group that holds power, the group that desires power, and the intermediary group connects. The prevention and control of negativity in cadre work is only effective when all three groups are controlled simultaneously.

2.1.3.3. Contents of prevention and control of negativity in cadre work

Firstly, develop standards, mechanisms and regulations on prevention and control of negativity and control of power in cadre work.

Secondly, identifying and fighting negative manifestations in cadre work.

Thirdly, inspect, supervise and handle negative violations in cadre work.

2.1.3.4. Methods of prevention and control of negativity in cadre work

First, educate and train revolutionary ethics.

Second, propaganda and persuasion.

Third, the reward-punishment method.

Fourth, set an example of leaders and heads.

Fifth, the supervision of the people, mass organizations, the Party and the State.

2.2. CONCEPT AND BASIS FOR FORMING HO CHI MINH'S THOUGHT ON PREVENTION AND CONTROL OF NEGATIVITY IN CADRE WORK

2.2.1. Ho Chi Minh's concept of negative prevention and control in cadre work

Ho Chi Minh's Thought on the prevention and control of negativity in cadre work is a system of views and principles guiding the establishment and operation of power control mechanisms in cadre work in order to prevent, detect and handle standard deviations arising in the process of allocation and authorizing and exercising political power, thereby ensuring that cadre work operates in accordance with principles, transparency and political responsibility, contributing to strengthening the legitimacy, effectiveness and efficiency of the political system.

2.2.2. The foundation of Ho Chi Minh's ideology of preventing and combating negativity in personnel work

2.2.2.1. Ideological and theoretical basis

*** Vietnamese political ideology with the formation of Ho Chi Minh Thought on preventing and combating negativity in cadre work**

In the process of building and maintaining the country, the Vietnamese feudal dynasties were always deeply aware that the prosperity of the country depended first of all on the quality and capacity of the officials. Therefore, along with consolidating political power, dynasties have always paid attention to building a mechanism for selecting, using and controlling officials to prevent the alienation of power, ensuring the purity and efficiency of the state apparatus.

*** The quintessence of human culture with the formation of Ho Chi Minh's thought on preventing and combating negativity in cadre work**

Eastern thoughts

Ho Chi Minh's thought on the prevention and control of negativity in cadre work was formed on the basis of selectively absorbing the quintessence of Eastern thought. Ho Chi Minh inherited the virtuous ideology of Confucianism. He absorbed the idea of respecting the law and building a strict State under the rule of law of the Legalists. From Buddhism, he absorbed the spirit of compassion, integrity, cultivation of the mind, and served as a foundation for setting an example, self-criticism and criticism. The harmonious combination of virtue, the rule of law and moral cultivation creates Ho Chi Minh's comprehensive ideology in preventing and combating negativity in cadre work.

Western thoughts

Western political and legal thought with the values of the decentralized state, the rule of law and human rights have made great strides in human history. Ho Chi Minh directly absorbed those progressive ideas through the process of international activities and the study of the classic works of Montesquieu, Rousseau, etc. He creatively applies the values of freedom, equality and democracy to his thoughts, which is evident in the *Declaration of Independence* when quoting the declarations of the United States and France.

**** Marxism-Leninism with the formation of Ho Chi Minh's thought on preventing and combating negativity in cadre work***

Marxism-Leninism is the fundamental theoretical basis for forming Ho Chi Minh's thought on preventing and combating negativity in cadre work, providing tools to identify and handle the alienation of power. From the perspective of Marx and Engels on building the vanguard, fighting opportunism, establishing party discipline and controlling power through the experience of the Paris Commune. Lenin continued to develop this ideology with a resolute attitude against bureaucracy and corruption and demanded strict punishment of violating cadres in order to protect the purity of the Party and the State in a new way. Ho Chi Minh fully absorbed that spirit, he considered Marxism-Leninism as a "sharp theoretical weapon" to fight against negativity, and at the same time applied creativity to building a contingent of cadres and a mechanism for controlling power in Vietnam.

2.2.2.2. Practical basis for forming Ho Chi Minh's thought on prevention and control of negativity in cadre work

**** Good traditions of the Vietnamese family, homeland, and nation***

Ho Chi Minh's thought on negative prevention and control is based on the tradition of studiousness, integrity and patriotism and a cultural and moral environment rich in humanity in his homeland of Nghe Province. The integrity of the Confucians soon forged in him the spirit of hatred for embezzlement, waste, and bureaucracy. These experiences formed his personality and the will to find the right way to save the country, becoming the ideological foundation for him to resolutely fight against all negative manifestations in social life and in cadre work.

**** Patriotic traditions, aspirations to build an independent and strong state of the Vietnamese nation to avoid the negatives of feudal colonial society***

Vietnamese patriotism is not only an affection attached to the homeland and country, but also reflected in the concept of taking the people as the root,

associating patriotism with the people, relying on the people. At the same time, patriotism is always associated with the aspiration for freedom, peace and social justice. These values are closely integrated with each other, forming the sustainable spiritual foundation of Vietnam's political life.

2.2.2.3. Ho Chi Minh's subjective factors

**** Ho Chi Minh's personal qualities are an important premise for shaping the idea of preventing and combating negativity in cadre work.***

Ho Chi Minh considered revolutionary ethics as the foundation of cadres, with the standards of "Need, thrift, integrity, righteousness, impartiality", thereby forming a resolute stance against embezzlement, waste and bureaucracy. With independent thinking and the ability to distill the quintessence of human culture, he selectively absorbs progressive ideas and transforms them into perspectives suitable for Vietnamese conditions. The rich practice of revolutionary activities helps him quickly and correctly identify negative manifestations, and at the same time propose feasible and consistent solutions. Thanks to his pure moral qualities, erudite intellect and strong political courage, Ho Chi Minh has developed into a comprehensive ideology of preventing and combating negativity in cadre work.

**** The practice of leading and directing the revolutionary cause is an important factor in forming and developing Ho Chi Minh's thought on negative prevention and control.***

In the process of leading the country, he resolutely prevented and combated embezzlement, waste and bureaucracy by issuing decrees, formulating laws and strictly handling violating officials. Cases such as Tran Du Chau or Truong Viet Hung clearly demonstrate the principle of "service, tricks, and impartiality". From that practice, Ho Chi Minh developed into a complete ideological system on negative prevention and control in cadre work.

Chapter 2 Summary

The thesis affirms that cadres and cadre work are key issues, from the theoretical basis of Marxism-Leninism and international experience to form the concepts of cadres, cadre work and negativity in cadre work. On that basis, Chapter 2 builds a theoretical framework on the prevention and control of negativity in cadre work, clarifying the necessity, subjects, contents and methods of implementation. This analysis provides a scientific basis to approach Ho Chi Minh's thought on the prevention and control of negativity in cadre work, thereby drawing theoretical and practical values for current cadre work.

Chapter 3

HO CHI MINH'S THOUGHT ON PREVENTION AND CONTROL OF NEGATIVITY IN CADRE WORK

3.1. HO CHI MINH'S VIEWS ON CADRES, CADRE WORK AND NEGATIVE MANIFESTATIONS IN CADRE WORK

3.1.1. Ho Chi Minh's views on cadres and cadre work

3.1.1.1. Regarding cadres

Ho Chi Minh highly appreciated the position and role of revolutionary cadres because they were the ones who "explained the policies of the Party and the Government to the people to understand and implement. At the same time, report the situation of the people to the Party and the Government to understand clearly, in order to set the right policy."

3.1.1.2. Regarding cadre work

With the motto of considering cadres as "the root of all work", President Ho Chi Minh was very interested in cadre work. The purpose of cadre work is to find and discover virtuous and talented people to be included in the state apparatus, help them become good cadres and serve the revolutionary cause. He demanded: "The leading Party, that is, all cadres, from the central to the districts, to the provinces, to the districts, to the communes, at any level, in any branch - must be the loyal servants of the people"

He always instructed the Party and Government to pay attention and be careful in all stages of cadre work.

For the evaluation of cadres, the Requester "must evaluate correctly".

As for the training, training and fostering of cadres, according to Ho Chi Minh, cadre training is an important stage in cadre work. The Party must comprehensively train, train and foster cadres in order to build a contingent of cadres who are virtuous and talented enough to meet the increasing requirements of the revolution.

Regarding the use and arrangement of cadres, Ho Chi Minh considered the issue of using cadres as a basic content in the Party's cadre work.

Regarding the inspection and handling of wrongdoing of cadres, no matter what position he worked in, President Ho Chi Minh always treated cadres in a proper, harmonious, delicate and humane manner.

3.1.2. Ho Chi Minh's views on negative manifestations in cadre work

Ho Chi Minh clearly pointed out the negative manifestations at a number of important stages in cadre work:

First, the negative manifestations in "using people", arranging and using cadres.

Second, negative manifestations in training and fostering cadres.

Third, negative manifestations in the evaluation of cadres.

Fourth, the negative manifestations in the "reminder" and remuneration of cadres.

Fifth, negative manifestations in inspection, supervision and discipline of cadres.

3.2. HO CHI MINH'S VIEWS ON THE ORIGIN AND HARM OF NEGATIVITY IN CADRE WORK AND THE NECESSITY OF PREVENTING AND COMBATING NEGATIVITY IN CADRE WORK

3.2.1. Origins and harms of negativity in cadre work

** Sources of negativity in cadre work*

The origin of negativity is from objective factors: *first*, negativity is the product of the old social regime; *secondly*, negatives appear due to the weak organization and management process of the state apparatus; *Third*, the lack of power control in cadre work; In addition, he attributed "greed for the sake of the people", ignorance of civic rights and obligations, as well as the psychology of resigning or abetting negative acts

The source of negativity comes from subjective factors: due to cadres' lack of courage and fall into individualism.

** About the harm of negativity*

First of all, negativity corrupts the qualities of revolutionary cadres.

Secondly, negativity in cadre work directly damages the Party's leadership capacity and fighting power.

Thirdly, negativity in cadre work is the root cause of the decline of people's trust in the Party and the State.

Fourth, negativity leads to mistakes in policy planning and implementation.

3.2.2. Ho Chi Minh's views on the necessity of preventing and combating negativity in cadre work

First, it comes from the objective requirements of the revolutionary cause.

Second, it comes from the goal of building a new society.

Third, it comes from the requirement of building a clean and strong Party.

Fourth, stemming from the requirement to honor and maintain the value of "respecting talents"

Fifth, it comes from the requirement to ensure social justice and strengthen people's trust.

3.3. HO CHI MINH'S VIEWS ON THE CONTENTS AND METHODS OF PREVENTING AND COMBATING NEGATIVITY IN CADRE WORK

3.3.1. Contents of prevention and control of negativity in cadre work

3.3.1.1. To formulate norms, regulations and regulations on prevention and control of negativity and control of power in cadre work.

3.3.1.2. Identifying and combating negative manifestations in cadre work.

3.3.1.3. To take the initiative in preventing in association with inspection, supervision and strict handling of violations.

3.3.2. Methods of prevention and control of negativity in cadre work

Not only discussing the inevitability and content of negative prevention and control, Ho Chi Minh also pointed out how to prevent and combat negativity in cadre work.

First, the initiative in the leadership and direction of organizations and Party committees on the prevention and control of negativity in cadre work.

Second, prevent and combat negativity in cadre work through propaganda and education.

Third, prevent and combat negativity in cadre work through the method of reward and punishment.

Fourthly, prevent and combat negativity in cadre work through the role of leaders and heads by example.

Fifth, to prevent and combat negativity in cadre work by practicing self-criticism and criticism, practicing democracy, and resolutely fighting against individualism.

Sixth, to prevent and combat negativity in cadre work through encouraging the participation of a large number of people.

A special thing is that Ho Chi Minh not only put forward ideas on negative prevention and control through speeches, speeches, articles in books and newspapers, but he himself is also an exemplary example of negative prevention and control. Therefore, in Ho Chi Minh, theory and practice, thought and action have unity and harmony, creating his unique characteristics that no other thinker or politician has.

Chapter 3 Summary

In chapter 3, the thesis has clarified the content of Ho Chi Minh's thought on cadres, cadre work and the manifestations of negativity in cadre work in aspects such as: in "using people", arranging and using cadres; in training and fostering cadres; in the evaluation of cadres; in "reminding" and remunerating

cadres; in inspecting, supervising and disciplining cadres. From there, the thesis analyzes Ho Chi Minh's views on the objective and subjective causes of negative phenomena in cadre work. On that basis, the thesis clarifies Ho Chi Minh's thought on the necessity, content and methods of negative prevention and control in cadre work.

Chapter 4

THE SIGNIFICANCE OF HO CHI MINH'S THOUGHT ON PREVENTING AND COMBATING NEGATIVITY IN CADRE WORK AND SOME SOLUTIONS APPLIED IN VIETNAM

4.1. OVERVIEW OF THE CONTEXT AND PRACTICE OF NEGATIVE PREVENTION AND CONTROL IN CADRE WORK

4.1.1. Context of impacts on negative prevention and control in cadre work in Vietnam in the coming time

4.1.1.1. World Context

The world is undergoing profound changes of the times, the international economic, political and security environment is rapid, complex and difficult to forecast as stated at the 13th Congress of the Party: "The world is experiencing great changes, very rapid developments, complicated, difficult to forecast". The profound fluctuations of the world situation in the current period are creating direct and indirect impacts on Party building in general and cadre work in particular.

4.1.1.2. Domestic context

Under the leadership of the Communist Party of Vietnam, the country has achieved great achievements of historical and epochal significance as the Resolution of the 13th Party Congress affirmed: "Our country has never had the opportunity, potential, position and international prestige as today"

The practice of proving and preventing and combating negativity in cadre work does not weaken the Party but contributes to strengthening discipline, improving management capacity and promoting sustainable development.

4.1.2. Some achievements and problems raised in the prevention and control of negativity in cadre work in Vietnam in the period of 2021-2025

4.1.2.1. Some results achieved

First of all, our Party has strongly renewed its thinking and leadership methods in preventing and combating negativity in cadre work; identifying the right focus and breakthrough stages for drastic and synchronous direction.

Secondly, the inspection, supervision, detection and strict handling of violations in cadre work have been strengthened.

Thirdly, the work of building the Party on cadres is particularly focused, with many innovations contributing to the comprehensive construction of cadres at all levels, especially strategic-level cadres

Fourthly, the institution and mechanism for controlling power in cadre work continue to be improved.

Fifthly, the prevention and control of negativity in cadre work has had the participation of the entire political system and the active participation of the masses of the people.

4.1.2.2. Issues raised

Firstly, the leadership and direction of a number of Party committees and organizations in preventing and combating negativity in cadre work is not really drastic, lacking exemplary and unified.

Secondly, the system of institutions, policies and regulations on power control, prevention and control of negativity in cadre work is still lacking in synchronization, specificity and feasibility.

Thirdly, the coordination between specialized agencies in preventing and combating negativity is still ineffective, lacking interconnection and not cohesive into an overall mechanism.

Fourthly, the propaganda and education on negative prevention and control in cadre work is not highly effective.

Fifthly, the mechanism of democracy, openness, transparency and social supervision in cadre work has not promoted the role of the Fatherland Front and the people.

Sixth, the process of evaluating, planning, rotating, screening and employing cadres is still inadequate, creating loopholes for negativity to arise.

4.2. THE SIGNIFICANCE OF HO CHI MINH'S THOUGHT ON THE PREVENTION AND CONTROL OF NEGATIVITY IN CADRE WORK FOR CADRE WORK IN VIETNAM TODAY

4.2.1. Theoretical significance

4.2.1.1. Ho Chi Minh's thought on negative prevention and control in cadre work is a solid theoretical basis for forming the Party's viewpoints and guidelines for negative prevention and control in cadre work

Ho Chi Minh Thought provides a theoretical and methodological foundation for the Party to properly recognize the relationship between power, ethics and

responsibility in cadre work; establish the requirement of combining the construction of revolutionary ethics with the establishment of a power control mechanism. This is an important theoretical basis for the formation and development of the points and guidelines of the Party on preventing and combating negativity in cadre work during the process of leading the revolution.

4.2.1.2. Ho Chi Minh's thought on prevention and control of negativity in cadre work is the scientific theoretical basis for the formulation and improvement of institutions and regulations on prevention and control of negativity and control of power in cadre work

In terms of theory, Ho Chi Minh's thought on preventing and combating negativity in cadre work does not only stop at moral requirements, but also implies institutionalized thinking to control power, prevent corruption and negativity. He laid the foundation for an approach that combines the control of power by external institutions with self-control by internal revolutionary ethics, creating a systematic model of power control.

4.2.2. Practical significance

4.2.2.1. Ho Chi Minh's ideology and example of negative prevention and control are the orientation for the practice of negative prevention and control in cadre work in Vietnam today

In terms of practice, Ho Chi Minh's thoughts and examples not only have general educational value, but also directly orient the exercise of power by cadres, especially leaders and managers. His imitation of morality, integrity lifestyle, and impartiality contributes to the formation of standards in cadre work, thereby directly impacting the effectiveness of negative prevention and control in current practice.

4.2.2.2. Ho Chi Minh's thought on negative prevention and control is a "guideline" for each cadre and Party member to "self-examine and "self-correct", contributing to the practical prevention and control of negativity in cadre work

Ho Chi Minh always upholds "self-examination, self-correction", self-criticism and criticism as the most effective mechanism for self-control of power, and at the same time sets an exemplary example of integrity and impartiality. In the context of increasingly sophisticated negativity, creeping into many stages of cadre work, Ho Chi Minh's thought has become a guideline for the orientation of struggle, maintaining the quality of "both pink and professional" for the cadres, protecting the purity of the Party and the sustainability of the regime.

4.2.2.3. Ho Chi Minh's thought on negative prevention and control is the basis for the application and development of the Party in the prevention and control of negativity in the cadre work in the renovation period and entering a new era

Ho Chi Minh's thought on preventing and combating negativity in cadre work has been creatively applied by the Party to innovate leadership methods, perfect the model of power control in the conditions of the ruling Party in general and in cadre work in particular. The shift from passive handling to active prevention, from administrative management to modern power management is a clear demonstration of the practical significance of Ho Chi Minh's thought in the new development period of the country.

4.3. SOME PROPOSALS FOR SOLUTIONS TO PREVENT AND COMBAT NEGATIVITY IN CADRE WORK IN VIETNAM ACCORDING TO HO CHI MINH THOUGHT IN THE PERIOD OF 2026-2030 AND THE FOLLOWING YEARS

4.3.1. Improving the effectiveness of the Party's leadership in the prevention and control of negativity in cadre work

Thoroughly grasp the viewpoint: *The Party's leadership is the leading factor determining all victories*, and at the same time inheriting Ho Chi Minh's thought on the decisive role of the Party's leadership in the prevention and control of negativity; improving the effectiveness of negative prevention and control in cadre work in Vietnam in the current period, first of all, it is necessary to continue to strengthen the leadership of the Party.

4.3.2. Formulating and completing regulations on prevention and control of negativity in cadre work

Developing, perfecting and promptly overcoming inadequacies in the Party's regulations and the State's laws on negative prevention and control; especially regulations on power control and accountability to ensure democracy, publicity and transparency in cadre work; clearly stipulating the responsibilities of the head.

4.3.3. Renovating propaganda and education to raise awareness of negative prevention and control in cadre work

Promote propaganda, education, raise awareness, create a high unity of will and action in the struggle to prevent and combat negativity of cadres, Party members and people, first of all, the exemplary and drastic work of the heads of Party committees, localities, agencies, unit.

4.3.4. To promote democracy, strengthen the participation of people at all levels in the prevention and control of negativity in cadre work

Party committees and organizations at all levels must take responsibility for promoting democracy in the prevention and control of negativity in cadre work; strictly implement the Regulation on grassroots democracy in referendum, absorb the opinions of cadres, Party members and people in cadre work because they are the "eyes and ears" of the organization.

4.3.5. Strengthen inspection, supervision and disciplinary action in association with power control in cadre work

Promote the role of the Vietnam Fatherland Front and socio-political organizations in inspecting and supervising cadre work; innovating the contents, forms and methods of inspection and supervision; continue to promote periodic and irregular inspection and supervision; review, supplement and complete the system of legal documents related to the control of power in cadre work.

4.3.6. Promote the spirit of setting an example, the sense of self-reflection and self-correction of cadres, especially the heads, and fight against individualism

Cadres and Party members, first of all, leaders, must take the lead in raising awareness and responsibility for pioneering, exemplary, building a culture of anti-negativity in cadre work; "You must know how to respect integrity, keep honor, and be ashamed when you and your relatives behave negatively"; must always put the interests of the Party, the Fatherland and the People first and foremost.

Chapter 4 Summary

In chapter 4, the thesis clearly indicates that the world and regional context has many rapid, complex and unpredictable changes with many opportunities and challenges; the struggle to prevent and combat negativity in cadre work has both advantages and difficulties intertwined. In order to meet the requirements of the new situation, on the one hand, our Party needs to continue to be consistent, apply and creatively develop Ho Chi Minh's thought on preventing and combating negativity in cadre work, on the other hand, there must be supplementation and development through resolutions, directives, regulations to suit the requirements of practice. On the basis of inheriting Ho Chi Minh's thought and at the same time deriving from the requirements of reality, in order to improve the effectiveness of negative prevention and control in cadre work in Vietnam today, the thesis offers a number of suggestions to effectively prevent and combat negativity in cadre work.

CONCLUSION

In recent years, the negativity in cadre work in Vietnam has been complicated in many stages, affecting the quality of cadres and the prestige of the Party. To overcome this, the Party and the State have issued many regulations to identify and handle negatives.

In Ho Chi Minh's thought, the issue of cadres and cadre work holds a particularly important position, which he identified as "the root of all work". Not only stopping at building a system of views on the standards, ethics, capacity and style of revolutionary cadres, Ho Chi Minh also clearly pointed out the negative manifestations in cadre work, and at the same time set out the content and measures of prevention and control in terms of ideology and revolutionary organization and ethics. In particular, he set an example in the prevention and control of negativity to build a contingent of cadres who are "both pink and professional". His thoughts and example have profound significance both theoretically and practically.

In the current context, the application of President Ho Chi Minh's ideology and clear moral example on preventing and combating negativity in cadre work is the driving force for building the Party and the political system more and more clean and strong, bringing the whole nation confidently into a new era of development.

**PUBLISHED SCIENTIFIC WORKS OF THE AUTHOR RELATED
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