

Building And Developing A Contingent Of Cadres And Civil Servants In The Innovation Period Of Vietnam

Vu Hong Van

University of Transport and Communications, No.3 Cau Giay Street, Lang Thuong Ward, Dong Da District, Hanoi, Vietnam. Email: vanvh-ph@utc.edu.vn. ORCID: <https://orcid.org/0000-0003-3867-1865>

Abstract: In the process of revolutionary leadership, the Communist Party of Viet Nam has always paid attention to cadres' work in general and the work of building a contingent of cadres and civil servants in particular. From the doi moi period (in 1986) up to now, the Communist Party of Vietnam has gained new perceptions and achieved many important achievements in the work of building a contingent of cadres and civil servants. The Resolution of the XIII Congress (2021) of the Party clearly states: "The cadre work has undergone many innovations, the cadres are increasingly meeting the requirements and tasks in the new situation. The inspection, supervision, and discipline of the Party have been strengthened, with many innovations, and achieved important results; Discipline and discipline in the Party are tightened, and State laws are upheld. The cadre work has achieved certain achievements and has built a basic cadre to meet the requirements of revolutionary tasks. The majority of cadres have kept their qualities and ethics, have blood relations with the people, and are trusted by the people. However, the construction and development of cadres and civil servants are still inadequate. On the basis of studying the legal documents of the Party and State; In fact, the current cadres and civil servants, this study recommends some solutions to develop the team of cadres and civil servants in the future.

Keywords: Building and developing, the contingent of cadres and civil servants, the innovation period, Vietnam.

INTRODUCTION

Recognizing the position and role of cadres and civil servants in building a professional, responsible, dynamic, transparent, and effective civil service according to the province's socio-economic development requirements, Over the past year, building a contingent of cadres, civil servants, and public employees to meet the needs of their duties has been identified as a central and key task in Vietnam's human resource development strategy.

In Vietnam, after over 35 years of implementing the Party's comprehensive reform policy (starting in 1986), we have made an important step forward in socio-economic development, that is the interconnected economy. continued to grow at a high rate, the macro-economy was stable, the people's

material and spiritual life was increasingly improved; security, political stability, and international integration deepened, and Vietnam's position in the international arena is increasing. All of these things reflect the correctness in choosing the path and goal of innovation and development of the country over the past time, from the process of transitioning from a centrally planned economy to a market-oriented economy. socialism, together with the renewal of the political system and the reform of the state apparatus in general, and administrative reform in particular, are the prerequisites and factors that ensure the success of economic reform. national development (Communist Party of Vietnam, 2021).

In order to successfully implement state administrative reform, our Party and State have

always determined that building a contingent of civil servants is important basic content, because these are the people who directly work in state agencies. Through public service activities, the contingent of cadres and civil servants contributes to changing the face of state administration, creating a premise for the development of the country. As President Ho Chi Minh once affirmed: “Cadres are the root of all work” (Minh, 2011, p. 280), and “all success or failure is due to good or bad cadres” (Minh, 2011, 309). Therefore, the renovation work requires a contingent of cadres and civil servants who have both good qualities, good morals, and the ability to meet the requirements and tasks of the cause of industrialization and modernization of the land, country and international integration. On the contrary, it is not possible to carry out successful national development and international integration with a contingent of cadres and civil servants of low quality, poor quality, ethics, and lack of management capacity. That role of cadres and civil servants has been shown more clearly in national construction in general and state administrative reform in particular in recent years.

Cadres and civil servants are an important and indispensable link of state administration, an important subject in the administrative reform process. This team is responsible for organizing the implementation of policies and laws, managing all areas of social life, and ensuring the effectiveness and efficiency of state management. To affirm their role, the contingent of cadres and civil servants is always proactive, wholeheartedly, and wholeheartedly serving the People. In addition, cadres and civil servants always raise their awareness, responsibility, and culture of behavior in communication, regularly going to the base to find out the people's thoughts and aspirations, thereby proposing solutions to improve the situation. improve working methods to help people handle records better. Besides the cadres and civil servants who wholeheartedly and wholeheartedly serve the People, there are still some cadres and

civil servants who cause trouble, harassment, insensitivity, and self-interest, causing difficulties for the people. To speed up administrative reform, the role of cadres and civil servants in the state administrative system is very important.

RESEARCH METHODS

To study the policies and guidelines of the Communist Party of Vietnam on the contingent of cadres and civil servants and to build and develop the contingent of cadres and civil servants in the renovation period.

Researching policies and laws of the State of the Socialist Republic of Vietnam towards the contingent of cadres and civil servants.

Research on the current situation of developing the contingent of cadres and civil servants in the renovation period: Difficulties, limitations, and inadequacies.

RESEARCH RESULTS AND DISCUSSION

The actual situation of building a contingent of cadres and civil servants in Vietnam

The Resolution of the XIIIth Party Congress clearly states: “The cadre work has undergone many innovations, the cadres are increasingly meeting the requirements and tasks in the new situation. The inspection, supervision, and discipline of the Communist Party of Vietnam has been strengthened, with many innovations, and achieved important results; Discipline and discipline in the Party are tightened, State laws are upheld” (Communist Party of Vietnam, 2021, p. 219). The cadre work has achieved certain achievements and has built a basic cadre to meet the requirements of revolutionary tasks. The majority of cadres have kept their qualities and ethics, have blood relations with the people, and are trusted by the people.

However, besides the achieved results, there are still some limitations and shortcomings: The institutionalization and concretization of a number

of Party resolutions are still slow; Organisation acts are still important. “A part of cadres and party members have not been pioneers and exemplary; degradation in political ideology, morality, lifestyle, and internal "self-evolution" and "self-transformation" expressions are still complicated. Self-criticism and criticism in many places are formal. Exercising the responsibility of setting an example, especially that of the head, has not yet created a far-reaching effect” (Communist Party of Vietnam, 2021, p. 222). Innovating and reorganizing the organizational apparatus to be leaner, to improve efficiency and effectiveness in some places, the implementation was not drastic, and the set goals were not achieved. Our Party pointed out: "Simplifying the payroll has not really been associated with quality improvement and restructuring of the contingent of cadres, civil servants and public employees. The leadership capacity and combat strength of some grassroots party organizations are still low and have not been consolidated in time. The staffing policy has not really motivated staff to devote themselves to their work; there is no mechanism to protect cadres who are dynamic, creative, dare to think, dare to speak, dare to do, dare to take responsibility, dare to face difficulties and challenges, and act decisively for the common good. The inspection work in some places is not regular, drastic, lack of focus and focus; supervision is still narrow in scope, subjects, and substantive results” (Communist Party of Vietnam, 2021, p. 223). In some places, the leaders have not fully promoted their responsibilities, lack bravery, are not exemplary, still passive, and avoid, relying on the direction and guidance of their superiors.

In the coming years, the world and regional situation will continue to have complicated and unpredictable developments. Peace, cooperation, integration, and development are still the mainstream, but traditional and non-traditional security threats and climate change, and the spread of the Covid-19 epidemic pose an increasing risk. get a raise. The strong development of the fourth

industrial revolution and the trend of internationalizing human resources are both opportunities and challenges for Vietnam (Phong & Van, 2020). The cause of innovation, international integration, and rapid and sustainable development of the country is moving to a new and higher stage, going deeper, more difficult, and more complicated. That situation strongly, comprehensively, and profoundly affects the cadre work and staff building; posing a requirement to continue to strongly innovate in personnel work and build a contingent of cadres at all levels, especially those at the strategic level, who are qualified, capable and reputable.

To do so, continuing to innovate and build a contingent of cadres at all levels must adhere to the overall goal set out by the XIIIth Central Committee. That is to build a contingent of cadres, especially those at the strategic level, who are qualified, capable, reputable, and on par with their duties; sufficient quantity, quality, and structure suitable to the strategy of socio-economic development and national defense; ensure sufficient leadership to turn our country into a modern industrialized country by 2030 with a vision to 2045 to become a modern industrialized country; for the goal of rich people, strong country, democracy, justice, civilization, more prosperity, and happiness.

Viewpoints on building and developing a contingent of cadres and civil servants of the Party and State

After the liberation of the South on April 30, 1975, and the reunification of the country, we implemented the cadre system nationwide, taking cadres as the center. Accordingly, all people working in agencies of the Party, State, socio-political organizations, state enterprises, farms, forestry farms, and armed forces are all referred to in one phrase. as “State officials, employees, and employees”. Almost everyone, when making a resume, if they are working in agencies and organizations of the Party, the State, socio-political

organizations, state-owned enterprises, etc., all write in the personal composition section. as “State officials, employees, and employees”. Decree 169/HDBT of the Council of Ministers, issued on May 25, 1991, on state civil servants, defined civil servants in a broader scope.

Until 1998, when the Ordinance on Cadres and Civil Servants was promulgated, people working in agencies, organizations, units of the Party, State, and mass organizations were collectively referred to in a phrase as “cadres, officer”. At this time, the scope and subjects have been narrowed compared to before, but still include the state administrative sector, the non-business sector, and the Party and mass organizations. Those who work in other organizations and units such as state-owned enterprises and the armed forces are subject to legal documents on labor, officers of the Vietnamese People's Army, and the Vietnamese People's Public Security. Male... adjusted. With the provisions of the 1998 Ordinance on Cadres and Civil Servants, the criteria: Vietnamese citizens, on the payroll, and receiving salaries from the state budget are just the basis for determining whether a person is a “cadre” ministries, civil servant” or not. However, the issue of who is a cadre and who is a civil servant has not been differentiated and thoroughly resolved.

In 2003, when amending and supplementing several articles of the 1998 Ordinance on Cadres and Civil Servants, the State made the division of administrative payrolls from non-business payrolls. This demarcation has created a basis for renewing the management mechanism for cadres and civil servants in State agencies and cadres and civil servants in State non-business units. But up to this point, the issue of clarifying the term “public official” and the term “official” has not been resolved.

Decree No. 116/2003/ND-CP dated October 10, 2003, of the Government on recruitment, employment, and management of cadres and civil servants in new non-business units, abbreviated as

cadres and civil servants working in State non-business units are public employees.

Decree No. 117/2003/ND-CP dated October 10, 2003, of the Government on recruitment, employment, and management of cadres and civil servants in state agencies, abbreviated as cadres and civil servants working in State agencies are civil servants.

But like that, this abbreviation does not solve the problem of clarifying the terms “cadres”, “civil servants”, and “officers”.

According to the provisions of the Law on Cadres and Public Officials 2008, cadres and civil servants have the following common criteria: Vietnamese citizens; on the payroll; salary from the state budget (especially in the case of civil servants working in the leadership and management apparatus of a public non-business unit, the salary is guaranteed from the salary fund of the public non-business unit by regulations of the Government. law); keep a regular duty or duty; work in the office; are classified according to administrative levels (cadres at central, provincial, and district levels; commune-level officials; central, provincial, and district-level civil servants; commune-level civil servants). In addition, cadres and civil servants are clearly defined according to the criteria, associated with the formation mechanism.

Summarizing the implementation of the Resolution of the XIth Congress of Party (2011) on personnel work in general; On building a contingent of cadres and civil servants in particular, the XIth Congress of the Party (2016) affirmed: "The Party focuses on leading on guidelines and policies on building criteria, standards, mechanisms and policies on personnel. ministries and civil servants. To step up the democratization of cadre work, to clearly define the responsibilities and authority of each organization and each level in building a contingent of cadres and civil servants with solid political courage, pure moral qualities, appropriate qualifications, and professional capacity to meet

the requirements of the new period. Implement a pilot project to directly elect a number of titles at grassroots and district levels, etc.” (Communist Party of Vietnam, 2016, p. 180). At the same time, the Resolution requires: "Review, amend and supplement policies for cadres and civil servants in the direction of encouraging cadres and civil servants to improve their professional, professional, and public service ethics, complete the task well; use political bravery, ethical qualities, capacity and efficiency in performing tasks to evaluate, promote and appoint cadres. Develop mechanisms and policies to treat, attract, and utilize talents” (Communist Party of Vietnam, 2016, p. 181).

Resolution of the Seventh Plenum of the Communist Party of Vietnam Central Committee, term XIIth on focusing on building a contingent of cadres at all levels, especially at the strategic level, with sufficient quality, capacity, and prestige, on par with their duties (Resolution No. NQ/TW dated May 19, 2018) is the breakthrough of our Party in building cadres in general, and building cadres and civil servants in particular. Our Party frankly pointed out: “Many officials, including senior officials, lack professionalism, do not work in accordance with their expertise and forte; foreign language proficiency, communication skills, and ability to work in an international environment are still limited” (Communist Party of Vietnam, 2016, p. 47). On that basis, Resolution No. 26-NQ/TW sets out 5 viewpoints on building a contingent of cadres in general, cadres and civil servants in particular; in which, there are viewpoints on strictly and consistently implementing the principle of unified Party leadership in direct and comprehensive cadre work and management of cadres in the political system; respect and act in accordance with objective rules, regularly renew staff work in accordance with the actual situation. Building a contingent of cadres must come from the requirements and tasks of the new period; through practical activities and revolutionary movements of the people (Communist Party of

Vietnam, 2016, p.55); thoroughly grasp the principle of the relationship between the political line and the cadre's line; class views and policies of great solidarity widely in cadre work. Harmonize and rationally handle the relationship between standards and structures, in which standards are the main ones; between building and fighting, in which construction is a strategic, fundamental, and long-term task. Combat is mission important, often; between virtue and talent, in which virtue is the root; between popularity and specificity; between inheritance, innovation, stability, and development; between authority, responsibility, individual and collective (Vietnam Communist Party, 2016, p.56).

The XIIIth National Congress of the Party commented: “The number of commune-level cadres and civil servants in public non-business units is still too large; quality, capacity, and prestige are limited, lack professionalism, have not met the requirements of tasks in the new situation” (Communist Party of Vietnam, 2021, p. 90). Therefore, the 13th Party Congress requires: "Concentrating on building a contingent of cadres and civil servants with sufficient quality, capacity, and prestige, serving the people and the development of the country. Strengthening discipline and discipline in parallel with reforming wages, remuneration regimes, and policies, creating a working environment and conditions to promote innovation and development; having a mechanism for selecting, training, attracting, and using talents, and encouraging and protecting cadres who dare to think, dare to speak, dare to do, dare to take responsibility, dare to innovate, dare to face difficulties and try. challenging and decisive in acting for the common good. At the same time, there is a mechanism to screen and promptly replace those who fail to fulfill their tasks, violate the law, public service ethics, professional ethics, are disciplined, and no longer have credibility with the people. ” (Communist Party of Vietnam, 2021, p. 178).

It can be affirmed that, after more than 35 years of carrying out a comprehensive renovation in all fields, the issue of building, training, fostering, and developing a contingent of cadres and civil servants has been specially selected by our Party and State. special interest. Through each Party Congress in the renovation period, there is timely leadership, direction, and management, showing a clearer and more scientific awareness; As a result, the contingent of cadres and civil servants is becoming more and more streamlined and professional, meeting the requirements of civil service in the process of international integration and building a rich and strong country.

Some solutions to improve the efficiency of staff building in the new period

Thoroughly grasping and implementing the Resolution of the XIII Congress (2021) of the Communist Party of Vietnam on renewal, improving the efficiency and effectiveness of building a contingent of cadres to meet the requirements of tasks in the new revolutionary period. Well done some basic solutions are as follows:

First, strictly and consistently implement the Party's direct and comprehensive leadership of cadre work and management of cadres according to the principle of democratic centralism. This is both an orientation and a fundamental solution, aiming to concretize, "standardize", tighten discipline and discipline in parallel with creating an environment and mechanism to promote strong, comprehensive, and bright innovation. create and protect cadres; assignment and decentralization associated with delegation of rights, binding responsibilities, and at the same time strengthen inspection, supervision, control of power, and strictly handle violations in cadre work. Respect and act in accordance with objective rules, regularly renewing staff work in accordance with the actual situation (Van, 2022; Hiep et al., 2022). Building a contingent of cadres at all levels must derive from the requirements and tasks of the new period; through practical activities and

revolutionary movements of the people; put in the overall work of building and rectifying the Party; associated with the renewal of the Party's leadership method; consolidating the organizational apparatus of a lean and strong political system, operating effectively and efficiently, and raising people's knowledge, training human resources, attracting and using talents.

Building a contingent of cadres is the responsibility of the whole political system, first of all, of Party committees and organizations, with the core being the Party's advisory organs, especially organizations and cadres. To promote the role of the State, the Fatherland Front, mass organizations, and media and press agencies in cadre work and cadre building. The Party's strength lies in its close and intimate attachment to the people; must really rely on the people to build the Party and cadres.

Second, develop a staffing plan, train and foster staff in the direction of meeting the requirements of basic and long-term tasks, taking into account development needs and capabilities. This is both the solution and the task of building and planning staff; combine many forms and methods of training at school, in-service, through the practice of working, studying, fighting, etc. of cadres with building and training party members; combine training and fostering with staff policy care.

To do well in planning, training, fostering, arranging, and using the right staff. This is a very important step in staff work. Work efficiency must be taken as a measure of staff. Accordingly, staff evaluation must be based on a comprehensive, historical, specific, and developmental point of view. The arrangement and use of cadres must be based on the requirements, tasks, and tasks set out. Closely combine planning, training, fostering, arrangement, and use of qualified cadres with resolutely removing from the position of leadership and managing cadres lacking in quality and capacity in places of stagnation, weakness, and prolonged disunity.

Fourth, promote the role of the People and socio-political organizations in building a contingent of cadres and civil servants. To form a contingent of cadres and civil servants with political qualities; who have public service ethics, are close to the people, are not bureaucratic; professional proficiency, need to strengthen inspection and supervision. At the same time, step up perfecting the mechanism of decentralization and decentralization, ensuring unified management, effectiveness, and operational efficiency; promote initiative and creativity, and promote the sense of responsibility of each level and each branch in association with strengthening control over power (Hiep et al., 2022). The expansion of democracy goes hand in hand with strengthening discipline and discipline, strengthening the inspection and supervision of power in the activities of the State and of cadres, civil servants, and public employees.

Fifth, promote the active role of the contingent of cadres, civil servants, and public employees in self-training in political and ethical qualities, self-training, fostering and improving professional qualifications. Well, implement the policy of encouraging and protecting dynamic, creative, dare to think, dare to speak, and dare to do for the common good. This is a factor that plays a decisive role in building a contingent of cadres, civil servants, and public employees. The efforts and striving to rise of the cadres, civil servants, and public employees will determine the quality and effectiveness of the construction of a contingent of cadres and civil servants to meet the requirements and tasks in the current period. new revolution.

Fifth, strengthen the inspection, examination, and supervision of discipline and administrative discipline; Office culture; responsibility and ethics, and communication culture of civil servants when performing their duties and public duties. To step up the prevention and fight against negativity in the management of civil servants from recruitment, placement, and arrangement to promotion and appointment. To uphold the personal responsibility of the head of the management of public affairs and

civil servants in general, especially with the situation of harassment, negativity, or violation of regulations on attitude, responsibility, and culture of the behavior of civil servants. under management. To attract the wide participation of the people and mass media agencies in the supervision of public service activities and management of civil servants of state administrative agencies.

Sixth, create working motivation for the contingent of cadres and civil servants. In order to help civil servants fulfill their duties well, in addition to ensuring their rights as prescribed by law, it is necessary to reform the salary system, improve the working environment, modernize the office, and build a working atmosphere. democracy, efficiency, etc. At the same time, encouraging and motivating civil servants to uphold their responsibility, dedication, and creativity in their work through the arrangement, use, evaluation, reward, and discipline of cadres, and officer. This process needs the regular and responsible participation of the actors to create real motivation for civil servants.

CONCLUSION

To continue to perfect the institutional system for managing cadres, civil servants, and public employees, in the coming time, the Ministry of Home Affairs and relevant agencies need to develop and submit to the Government for the promulgation of legal documents. , guiding important contents in the institutional system of managing civil servants and public employees, that is: Decree on the policy of detecting, attracting, fostering, appreciating, and treating talented civil servants in activities public service activities; Formulate and submit to the Government for promulgation a Decree on the downsizing policy; The Ministry of Home Affairs develops and promulgates a Circular guiding the order and procedures for assessing civil servants in the direction of clarifying the authority and responsibility of the heads of agencies,

organizations and units in the assessment and evaluation. civil servant prices must be associated with job positions, standards of civil servants' titles, and results of task performance; coordinate with concerned agencies in formulating documents detailing the management of cadres by the Law on Cadres and Civil servants to submit to the Government for consideration and promulgation.

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