

Some Issues Theory and Practical of the Organizational, the arrangement in the Political System in Current Vietnam

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ABSTRACT

The arrangement, and organizational structure of the political system, streamlining, effective and efficient operation is a very big problem, very important but also very difficult, very complex and sensitive, as it relates to basic theoretical issues about the Party's leadership mode, the State's managerial role and the people's right to mastery; on renovating the political system synchronously with economic innovation; relations between the state, the market, and society; related to the interests, feelings, emotions of cadres, civil servants, officials, and employees, etc. Renovating the organization, improving service quality and performance of non-business units public is very necessary, has profound political, economic, cultural, social, and humanitarian significance, contributing to the cause of rapid and sustainable national development according to the socialist orientation. Recognizing that importance, for many years, under the leadership of the Communist Party of Vietnam, the organization and personnel work has been paid special attention and has seen many positive changes. Based on theoretical and practical issues in the reorganization of the many in the political system, this study shows the problems posed when arranging the political system; analyzes the causes; theoretical problems are drawn out when arranging and organizing the political system in Vietnam today.

KEYWORDS: Theory and practical, organizational, arrangement, political system, Vietnam

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INTRODUCTION

Currently, there are many different approaches to the political system: The approach to socio-economic form, the institutional approach, the system approach, the functional approach, etc. In Vietnam, the art the term of the political system is officially used from the Resolution of the Sixth Conference of the Party Central Committee, Session VI (March 1989), from which the concept is adopted by Party and State documents and documents science, books widely used instead of the concept of the dictatorship of the proletariat before. This represents a new understanding of politics - it not only surpasses the heavy nature of the class nature and the authoritarian side of politics; more importantly, focusing on and emphasizing the systematizes, the integrity, and the relationship between the components of the system, which had not been concretized before the Sixth Congress (1986). The organizational structure of the political system started in the Platform for building the country during the transition to socialism (June 1991) and the Platform (Supplement, development in 2011) and the Constitution of Vietnam in 1992 and 2013.

The current political system in Vietnam is an organic coherent unity, including the Communist Party of Vietnam, the State of the Socialist Republic of Vietnam, the Vietnam Fatherland Front, and mass organizations. People, under the leadership of the Communist Party of Vietnam, Accordingly, over the past years, the Communist Party of Vietnam has issued, led, and directed the implementation of many guidelines, resolutions, and conclusions on construction. building the organizational apparatus of the political system, achieving many important results.

The organizational system of the Party, State, Fatherland Front, socio-political organizations has been renewed; the functions, tasks, and working relationships of each organization are delimited and adjusted more appropriately, step by step meeting the requirements of building and perfecting the socialist rule of law state and developing the urban economy. School of socialist orientation. The political system is basically stable, consistent with the Platform and the Constitution; ensuring the leadership of the Party, State management, promoting the people's mastery, making an important contribution to the great and historic achievements of the

renovation, construction, and protect the national defense.

Through many reforms and reforms, the structure of the nine-governed system in Vietnam is still cumbersome, ineffective and ineffective, and still large in payroll. Therefore, Resolution No. 18-NQ/TW, dated October 25, 2017, of the Central Committee of the Party on "Some issues of continuing to renew, arranging the organizational apparatus of the political system, Lean, effective and efficient operation "was issued. In which, one of the specific objectives up to 2021 is identified as follows: "Pilot a number of new models of organizational apparatus and concurrent titles to streamline clues, improve effectiveness and efficiency. activities, contributing to clarifying the theory and practice; streamlining and streamlining commune-level administrative units that have not met 50% of the prescribed standards on population size, natural area, and reducing the number of villages, residential groups" (Communist Party of Vietnam, 2017).

After more than three years of implementing the Resolution, for the first time after more than 20 years of implementing the target of downsizing cadres (2000), the organizational structure and payroll have changed revolutionary and achieved results. respectable (Communist Party of Vietnam, 2021). The important initial results and lessons learned after more than three years of implementing the resolutions of the Central Committee have created a premise and confidence to continue the organizational objectives. streamlining payrolls, improving capacity and operational efficiency of agencies and units; contributing to making political innovation on a par with economic innovation, meeting the requirements of the revolutionary cause in the current period. However, many theoretical and practical issues need to be clarified with a further perspective, not just dealing with the immediate situation.

PRACTICAL ARRANGEMENT OF THE POLITICAL SYSTEM IN VIETNAM TODAY

Firstly, to significantly reduce the focal point of all Party organizations, the State, the Fatherland Front, and mass organizations.

In 2017, when the Resolution was issued, the whole country had 42 general departments under the ministerial level (up 2 times compared to 2011); there are 826 departments under the General Department (up 4.7%) and there are 7,280 departments in the general department (up 4.7% compared to 2011); there are 750 departments, departments and equivalent directly under the ministry (up 13.6%) and 3,970 departments within

the department, department, and equivalent (up 13% compared to 2011), excluding the Army and the Public Security. Particularly, the central advisory and assisting agencies have increased 23 department-level focal points (up 21.9%) and 40 department-level ones (up 37.4%). The advisory agencies assisting the provinces and city commissars increased 162 departmental focal points (up 9.32%) and increased 1,265 payrolls (up 12.12%) compared to 2011.

Implementing the goal of streamlining the apparatus, as of June 30, 2019 - that is, over 2 years, there have been 4 central offices; 100 focal points under the province, 496 focal points under the district level; 7 general departments and equivalent; about 200 departments, departments, and equivalent; 1,946 teams and branches; 65 departments, departments and branches at the provincial level; reducing 50 leaders at the general department level; over 300 leaders at department and department levels; nearly 200 leaders of departments, departments, branches at the provincial level and equivalent, nearly 10,000 leaders at the department level; reducing 4,162 public non-business units, decreasing 2,237 focal points in local public non-business units. That is an unprecedented result after many terms of restructuring and downsizing the payroll.

Second, implementing the unification of a number of leadership titles of the Party, Government, Front Organization and political - social organizations in order to reduce leadership titles.

The Party advocates unifying a number of titles of heads of internal organs for each member of the political system (Party, State, Fatherland Front, and socio-political organizations), and most The organization is leading the party organization with the government or with the Fatherland Front and socio-political organizations. The head of the Party Committee of Propaganda and Education was unified with the director of the district political center (620/713 district administrative units); the head of the mobilization committee is also the chairman of the district Fatherland Front (438/713) and the provincial level (22/63); Head of the Organizing Committee is also the Head of Internal Affairs at the district level (103/713), at the provincial level (1/63 provinces and cities); the head of the inspection committee is also the chief inspector at the district level (73/713).

The organization committee at district level (54/713), provincial level 1/63 has been merged with the interior department of the district; inspection agency at district level (50/713), provincial level (1/73); the party-level

office with the district-level People's Committee office (64/713); organization of assisting agencies of the Fatherland Front and socio-political organizations at district and provincial level (1/63); the model of the center for public administration, the district-level one-door and one-door mechanism (487/713); a number of provinces have merged the agency bloc party committee with the business bloc party committee; a province also established a district party building committee (including the old party committees such as organization, inspection, mobilization); general office (Party Committee, People's Council, People's Committee of commune); consolidate the office of the National Assembly delegation with the office of the People's Committee and the office of the People's Council at the provincial level.

Third, merging a number of administrative units at district and commune levels and sharply reducing the groups of villagers, villages, and quarters.

Merging villages, hamlets, and neighborhoods because this is not the level of government but just an "extended arm" of the commune-level government but because the scale is too small, scattered, and in the current traffic and information conditions great. 10,639 villages, hamlets, and neighborhoods have been reduced.

As of December 31, 2019, the provinces and cities have completed the construction of projects and sent them to the Ministry of Home Affairs to submit to the Government for approval of the reduction of 6 district-level administrative units and 560 commune-level administrative units.

PROBLEMS RAISED WHEN ARRANGING THE POLITICAL SYSTEM IN VIETNAM TODAY

First, the political system apparatus is still very cumbersome, the state budget spent on the operations of the political system's organizations is too large.

The Party's organizational system includes 67 affiliated party committees, 8 party agencies, and 4 central non-business units; 40 party union, party cadres committee; 6 party agencies, 2 provincial non-business units, and 1,146 affiliated party committees; 5 party agencies, 1 district non-business unit and 57,093 party grassroots organizations under the district level. The consolidation of the apparatus organization and the downsizing of the payroll of the party organs still has to be done with higher requirements, faster and more efficiently.

The Government apparatus consists of 30 affiliated agencies, including 22 ministries, ministerial-level agencies; 8 government agencies, and a number of other

organizations established by the Government, the Prime Minister, not public non-business units such as the National Finance Committee, steering committees; the Government consists of 27 members (prime minister, 5 deputy prime ministers, ministers, heads of ministerial equivalent bodies).

Compared with other countries in the region, the number of government ministries is still very high, but effective and effective management is not as expected. Japan: 11 sets, Singapore: 15 sets, Laos: 16, Korea: 16, Thailand: 19, China: 20, Philippines: 20, and Malaysia: 20. Compared to some other countries in the world: Spain: 12 sets, Belgium: 13 sets, Germany: 14 sets, USA: 15 sets, France: 16 sets, Portugal: 17 sets, UK: 17 sets, Italy: 18 sets, and Russia: 21 sets, etc.

The local government is also in a situation of many inadequacies. In 1986, the country had only 44 administrative units at the provincial level; 535 administrative units at the district level, and 10,026 communal administrative units. Currently, the country has 63 administrative units at the provincial level; 713 administrative units at the district level and 11,162 administrative units at the commune level, 111,282 communal administrative units, hamlets, residential groups.

Thus, after 30 years of renovation, from 1986 to 2016, the whole country increased by 19 provincial-level units, an increase of 43.18%; 178 units at the district level, up 33.27% and 1,136 units at the commune level, up 11.33%; 111,282 villages, hamlets, residential groups. Particularly in the last 10 years, only one administrative unit has been reduced at the provincial level, but an increase of 165 administrative units at the district level, 194 communal administrative units has increased.

It is worth noting that many administrative units at district and commune levels do not meet the required criteria. 9% of districts (49 districts), 37% of communes (3,363 communes) have not met 2 standards of natural area and population size (of which 724 communes have not met 50% of the standards) according to regulations. Association of the Socialist Republic of Vietnam, 2016). There are many communes with an area of just above and below 1km²; some ward area is only 0.15km².

Thus, the apparatus of the Government and the organizational apparatus and administrative units of the government at all levels in Vietnam are still too much, divided, fragmented, hindered, even destroyed, the develop regional and regional characteristics.

The Fatherland Front and socio-political associations established under the state system at all levels: Central - province - district - commune (political and social organizations include: Ho Chi Minh Communist Youth Union, Vietnam Union of Trade Unions, Vietnam Farmers Association, Vietnam Women's Union and Vietnam Veterans Association).

In addition, the number of associations at all levels managed by the Ministry of Home Affairs is 63,345 associations. Among the above associations, there are 31 specific associations at the central level and 8,764 specific local associations (established by the decision of the Prime Minister). The facilities, headquarters, human resources, and finance for the associations are still mainly based on the State budget. The Fatherland Front and socio-political organizations have 86,395 full-time officials, accounting for 14.14% of the total number of national officials and civil servants. Each commune has 5 full-time officials: Chairman of the Fatherland Front; Secretary of the Ho Chi Minh Communist Youth Union; President of the Women's Union; President of Farmers' Association and President of Veterans Association.

Thus, the whole country has 55,810 officials of mass organizations, accounting for 23.7% of cadres and civil servants at commune level and accounting for 65.4% of the total number of cadres and civil servants of the Fatherland Front and political unions - in the society from central to commune level, not to mention that in villages, there is a very large number of subsidized cadres.

The proportion of civil servants and people receiving salaries and allowances from the state budget/1,000 people is large compared to some countries in the region, Vietnam is 43 (not including the army and the police). Meanwhile, the Philippines: 13, India: 16, Indonesia: 17, East Timo: 18, Singapore: 25, Malaysia: 26, Japan: 35, China: 48, Thailand: 51 (including the military, police) (World Bank, 2015).

Second, there are many public service delivery units, still mainly relying on the state budget, although ownership can be converted in the direction of socialization.

As of March 1, 2017 (Communist Party of Vietnam, 2017), the total number of cadres, civil servants, and public employees receiving salaries from the state budget and those who receive allowances from the state budget is 3,958,760 people, of which: Number of cadres and civil servants is 437,067 people; the number of people receiving salaries and allowances from the budget in public non-business units is 2,294,251 people (not including 150,246 people decided by public service agencies according to the

autonomy mechanism); the number of salaries and allowances at the commune and village level, residential groups is 1,227,442 people, accounting for 31.01% of the total number of people receiving salaries and allowances from the state budget; accounting for about 15.9% of total recurrent expenditure of the local budget.

Thus, the non-business units are accounting for a large number. The country has nearly 58,000 public non-business units with a total of more than 2.2 million people receiving salaries from the state budget, accounting for 57.9% of the total number of cadres, civil servants, and public employees of the country. It is worth mentioning that there are many non-business units that can socialize. This is the most different problem for other political institutions in the world, increasing budgets to spend on all activities. Meanwhile, there are many areas that can be transferred to society to take on more effectively, more dynamically and people have more choices.

THE CAUSE OF THE EXISTENCE

Firstly, there is still a lack of investment in researching the overall model of the political system in the long run, but mainly focusing on dealing with immediate problems.

Practical review and scientific research on the organizational apparatus of the political system have not been properly appreciated. The organization is a science but organizational science has not been conducted in a fundamental, methodical and practical way. Basically, the functions and duties of each organization in the political system have not been clearly defined, and the basic, relatively stable relationship between those entities in the new situation.

Vietnam's political system is inherited and transitional a political system during the war lasting for more than 30 years, so it has heavily imprinted on subsidies or wartime policies. In order to carry out the task of national liberation and mobilization of manpower for the resistance, all policies, all types of political system organization aim at that purpose, it is difficult to calculate the pure effect of profit, benefits of each social group or individual people. The Fatherland Front and socio-political organizations were also born in that situation and they themselves made a great contribution to the victory of the revolution.

However, when the war ended, the political system remained unchanged in the conditions that had many changes. The study of the new political system model has not really been focused on. Moreover, the influences of the Chinese and Soviet-model political institutions also

have inadequacies, incompatible with the trends of the times, emphasizing the element of political ideology but not attaching importance to efficiency. issues of building the rule of law and technical issues about controlling power in the rule of law around the world.

Second, the arrangement and consolidation of the organizational apparatus, streamlining staffing touches everyone's interests, so it is extremely difficult and complicated.

Due to the benefits of state management agencies, the transformation of ownership of non-business units (which can be socialized) faces many difficulties. The administrative and non-business units were established under the subsidy period and often the ministries and local branches are the managing units (closely linked with benefits in terms of income, salary spending, staff allocation, etc.) so it is difficult to convert. Currently, administrative and non-business units account for 57.9% of the total number of cadres, civil servants, and public employees of the country, while there are many units that can be socialized but very slowly and confusing. Despite the plans and drastic direction of the Government, the managing units do not want to "let go" because their interests are quite large, many aspects have been attached to this type for a long time. seek to delay, blame objectively.

For the psychology of the people, due to the influence of bureaucracy and subsidies in the past, and corruption that has not been prevented or repelled, many people find every possible way to work in the main system treatment. Psychology of working in the political system is not just a matter of authority, opportunities for advancement, getting rich, caring for family, family, friends, even just for comfort until retirement. The idea of subsidy, self-reliance, passive, relying on the State is quite popular among cadres, civil servants, and public employees. Therefore, the issue of staffing in agencies of the political system is still very "hot", it is easy to become corrupt and negative, but there are no effective and radical solutions to prevent and repel. Moreover, the organizational structure's conservatism and the arrangement of redundancies are extremely difficult and complex.

Third, salary mechanisms and policies have not both encouraged good performers and talented people to join the political system.

The income regime of cadres and civil servants is always at an average level compared to enterprises while the requirements for training, retraining, experience, and training are very high. The mechanism for a simultaneous salary increase according to the criteria of

2 or 3 years, including an increase in salary 9 months or 12 months before a deadline for nearly a dozen salary grades and only once in a rank, has not encouraged people to do well high efficiency.

The housing regime for cadres, civil servants, and public employees has been set for more than 20 years but lacks feasibility, only meets public service houses for a very few rotating and seconded cadres.

Allowance regimes for a number of occupations have also appeared and increasingly expanded, for many occupations with allowances, they are also gradually ineffective, not reflecting the salary regime properly (there are branches with allowances close to wages). Even an important organization like the central level wants to attract good people with working experience but without incentive, policies have to "favor" not in accordance with the State's regulations. The current example is granted the "function" in some central agencies ("function" means having a nominal position, only acting as a consultant, professional, having no management function but being granted a leadership allowance, management though there is no regulation of the State). There are departments under ministries with up to 6 "positions" of director and 7 "positions" of deputy chief; in some places, there are not only the "position" of the head of the department, "the position of" the deputy head of the department, "but also the" position "of the head of the department and the" position "of the deputy head of the department. In some cases, there are 19 "positions" of deputy's heads. Deleting the current "function" is not easy either.

Fourth, the management of the organizational apparatus and payroll is not strict, still fragmented, and unified in one focal point.

For a long time, there was no unified management and advisory body on the organizational apparatus and payroll of the entire political system. In 2014, the Central Government just assigned the Politburo to unify the payroll management, but there are still 04 agencies with the function of advising on organizational structure and payroll: the Central Organizing Committee (the Party agency), Working Party of National Assembly deputies; Ministry of Home Affairs and President Office. Each agency advising its management agency does not have general direction and control, so many decisions on the organization of the entities are tied to the payroll, making the total number of staff increase but not associated with the responsibility your responsibility.

At present, there is only one entity left, the Party organization (usually the standing committee of the party

committee) deciding on the organization and staffing not only of the Party apparatus but also for the political system - of course, it is just a solution legal situation, in the short term. Many party organizations, governments, and unions still have advisory agencies on the organization's work, so there are many cases of overlapping, wasting resources for this important work.

Fifth, the mechanism to force leading agencies, who are worthy of the beginning, have to streamline the apparatus, and reduce the payroll is not strong enough.

There is no clear legal basis to strictly deal with collectives and individuals, especially the heads who do not complete the task of organizing, streamlining the apparatus, and downsizing the payroll. Therefore, in recent years, there are places that have implemented very well the policy of merging the lean apparatus, boldly innovating, creating, and having clear socio-economic efficiency. There are also many localities and organizations that are passive, expectant, lack the determination to innovate, but have not seen any form of discipline handled.

It cannot be ignored that another cause is "term thinking". For the term of the party committee, the government is just 5 years too short to implement the policy of streamlining the apparatus and payroll. Also due to the lack of strong enough sanctions to attach the responsibilities of the head and the current electoral mechanism (a high number of votes of confidence is required), many officials are responsible for not complying with the regulations of the State because of fear of touching the interests of the voters, but the implementation is not strict and indecisive and synchronous. The situation that is quite common over a long period of time is the way to deal with, "easy to do hard to get rid of", respect, avoid, afraid of collision, rightist, for the sake of the local.

The work of preliminary review, review, learning from experience, and commendation for good workplaces and good performers has not been timely. The organizational structure and the contingent of cadres working on the organizational apparatus are lacking and weak. The work of inspection, inspection, and supervision is not regular and uncontrollable (especially for the party committee at the same level).

SOME ISSUES DREW ON THE THEORY OF ORGANIZING THE POLITICAL SYSTEM IN VIETNAM TODAY

First, to study the overall and synchronous theory of the organizational structure, operation, and development of the entire political system in Vietnam in new conditions.

Rearranging the organization in the political system is essentially rearranging each member organization of the political system on the basis of renewing thinking about political institutions in the condition that the only Party is in power. From a centralized, bureaucratic, and subsidized economy and from the political system model during the struggle for government to a socialist-oriented market economy in the period of international integration is an urgent requirement to renew the political system.

The organizational arrangement will be progressed step by step, steadily on the basis of perfecting the theory of renewing the Party's leadership under the only rule, so there will be many obstacles from within the members of the political system.

To study and establish a number of standards for state administrative management according to international standards close to the country's development conditions and level. On the basis of reviewing state management models of countries around the world to find out principled problems in establishing organizations, building reasonable structures, building appropriate apparatus, and building systematic sanctions to control the power of an effective political system.

In the increasingly favorable traffic conditions, the increasingly developed democracy, the smart management and information regime developing in the direction of modernity, the organizational structure, the relationship between the elements in the system political dominance can be more streamlined.

Renovating the organization of the political system in the direction of concentrating power on the State, consolidating the building of a strong State, and managing the society by law means a sharp reduction in organizations and staffing Party, Fatherland Front and political-social organizations.

In the long run, Party organizations, Fatherland Front, and socio-political organizations "transform" into the State. The Party's leadership in the political system depends entirely on the organization of the party and party members in the state apparatus. The Fatherland Front and socio-political organizations step by step operate on the principle of self-governance, self-responsibility before the law, self-financing with a streamlined organization, focusing on the main task of protecting interests for each member, member by reviewing policies, monitoring the implementation of

policies so that the policies really reflect democracy, substantially ensuring the legitimate interests of the people.

Second, build a scientific legal system, strong enough on organization and staff.

The principle that the Party unifies direct and comprehensive leadership in the work of cadres and management of cadres in the political system is more specific. The Party Central Committee has clearly identified the main subject responsible for the organization and personnel work is the Party Committee, directly the Politburo and the Committee and Standing Committees at all levels. The implementation of the streamlining policy is also associated with the responsibilities of the head of the agency or unit.

Because the organization and cadres' work is always difficult, complicated, and sensitive, it is necessary to keep the principle of democratic centralization, and the decision of the collective leadership with authority is at the committee level, the standing committee, the party union, party committees. Before making a decision, it is necessary to have a democratic discussion, take advantage of consultation with the party members and the masses but must be determined and persistent in implementing decisions of the competent authorities. Every party organization, party member must strictly comply with the decisions on the organization and staff of the competent authorities, unable to respect and avoid.

Overcoming the situation of state cadres and civil servants "having up but not down", "coming in but not coming out" by determining job positions (by legal regulations), competing for each job position work and have policies, especially the income of each title really deserves the strong enough pressure. This is the most important factor to eliminate those who are incompetent, qualified, and professional to give opportunities for others to try and replace if qualified. Basically overcome the current situation is that cadres and civil servants who cannot do their jobs are transferred internally to do other jobs (even though they are not in the job position), so the payroll is increasingly swollen and difficult to have any possible solution.

Third, attach importance to propaganda, creating consensus in both the political system and the People.

The public opinion is not strong enough to criticize the shortcomings in the field of staff organization in the political system, so a part of the people who are passive, looking forward to, and relying on the State remains. Many cadres and civil servants expect and wait for a

raise, but the payroll increases, so the state budget cannot meet it. The number of administrative units is too large, so if there is only a variation in one commune, it will lead to fluctuations in 11,162 communes, wards, and towns and if each commune reduces 1 person, the whole country can reduce 11,162 people.

In the process of consolidation, a number of organizations in the political system revealed inadequacies in the working mechanism, assignment of tasks, and lack of mentality preparation as well as the necessary knowledge to be effective unclear - that is, just mechanically merged. The goal of consolidation, reduction of the apparatus, not only reduces the payroll but must strengthen the organization, the income of the employees' increases, the service of the public service is better and the internal unity and excitement are more. However, solidarity must be based on views, principles, rules and strictly comply with those principles and regulations, without exception. It is necessary to have more feasible measures to overcome the current situation such as "Renewing, arranging, and streamlining the apparatus in some places which are not drastically implemented, have not yet met the set targets the association with improving the quality and restructuring the contingent of cadres, civil servants and public employees" (Communist Party of Vietnam, 2015).

It is necessary to continue to improve regulations on direct and effective management decentralization, associated with the mechanism of power control, anti-corruption, group interests in the organization, and personnel work. In good working places, people who do well in the organization and personnel work must be protected and honored because they may lose their confidence votes due to contact.

Fourth, create a favorable legal environment for organizations and individuals to be responsible for their organization, officials dare to think, dare to do, dare to innovate, and dare to take responsibility.

There are still many places. The renovation, consolidation, and organizational arrangement of the political system are still changing slowly. On the one hand, due to political determination is not high, and perfectionism. On the other hand, due to lack of knowledge, confusion in the implementation process due to insufficient investment in this important task. The working space and environment have not really met the requirements of innovation and creativity. A part of cadres is afraid to innovate, lack the spirit of dare to do, dare to take responsibility for the common good.

There are also subjective reasons that need to be overcome such as the review, supplementation, amendment, and issuance of some guiding documents that are slow and confusing, the content is not close to reality, lack of synchronization and integration.

If the leaders dare to propose, dare to do, dare to innovate, and dare to a breakthrough in the organization and personnel work, they must perfect policies, regulations and have a favorable legal corridor to enforce and protect people do it well, do it right, especially for new, difficult and complicated problems.

Fifth, attaching importance to summarizing practices for replication.

Because the organization's work is not only for the party organization but also for the political system in the condition that the ruling Party has no precedent, so it is necessary to both work and learn from experience. New and difficult problems need to be piloted and attach importance to practical summation, objectively analyze both the successful and the unsuccessful to clarify the theoretical and practical problems posed. Institutions, regulations, and regulations are all promulgated by the Party and need to be regularly supplemented and perfected to meet practical requirements. Party committees at all levels must regularly keep close to the grassroots level, promptly remove difficulties and problems in the implementation process, not perfectionist, not conservative, passive, expectant or coping.

In recent years, the places that were successfully implemented initially have had resolutions and projects of the Standing Committee of the Party Committee prepared quite meticulously, real and feasible because of the participation of scientists, the contingent of cadres, civil servants, public employees, and workers.

The problem is to urgently supplement and perfect institutions in order to ensure the consistency, connection, and consistency between the regulations of the Party and the State. Immediate administrative measures such as requiring a reduction of at least 10% by 2021 will also be difficult to continue if they do not fundamentally reform the overall model of the political system in accordance with the mission requirements of the *doi moi* period and the era.

Administrative procedure reform in scientific and technological conditions also allows and resolutely removes privileges and benefits from maintaining outdated administrative procedures. Meanwhile, in many places defining job vacancies did not take this factor into

account and there is still a phenomenon of defining job positions, form, not being able to reduce the payroll.

Maximize the human factor; building a contingent of "loyal, honest, pure, exemplary and knowledgeable staff" organizations.

CONCLUSION

Renovating the organization and apparatus in the political system in general and in Vietnam is a difficult, complicated, and sensitive issue, but cannot be carried out because of the lag far behind other countries in the region and in the world has the same level of development and has not been commensurate with the country's socio-economic reform results.

Reforming the theoretical system of the organization of the political system must be studied first in order to create a fundamental change in international integration savings associated with Vietnam's characteristics.

Renovating the organization, the apparatus in the political system must be attached to and serve the renewal of the Party's leadership in the political system, which relies on the organization of the party and party members in the state apparatus.

Therefore, the consolidation at district and commune levels does not meet the criteria of population, area and the pilot consolidation of party organizations, the State, the Fatherland Front have similar functions and tasks today follow that way.

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