

HO CHI MINH'S THOUGHTS ON THE CADRES AND CADRES WORK

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ABSTRACT

During his life, President Ho Chi Minh always paid special attention to cadres' work. He considered it the most important task in Party building and state administration. The system of his views on cadres' work is a delicate combination of Marxist-Leninist theory and Vietnamese revolutionary practice, becoming the theoretical and practical basis for the Party's leadership, directing and carrying out the work of cadres to meet the requirements set out in each previous revolutionary period and the current national renewal and development. In the scope of the article, the authors do not have the ambition to systematize all of President Ho Chi Minh's views on cadres' work, but only give an overview of his basic views, thereby clarifying add value, topicality, and urgency to Party's cadres' work today.

KEYWORDS: Ho Chi Minh, thoughts on the cadres, cadres work, Communist Party of Vietnam, Vietnam

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INTRODUCTION

Ho Chi Minh was always interested in the construction of the Communist Party of Vietnam, especially required to do well cadres to have a contingent of cadres to undertake all revolutionary tasks throughout the period during the revolution. people's democracy and the socialist revolution. Because many tasks are carried out scientifically and closely, cadres' work is carried out synchronously, etc. so it has created a synergy, responding well to the implementation of political tasks, winning many victories from when the Party came into existence. Ho Chi Minh's unique ideology on the work of cadres-oriented inspired the Communist Party of Vietnam to lead the implementation of this work well in order to have qualified cadres through the revolutionary times.

In the process of leading the Vietnamese revolution, especially since the country's renovation (1986), the Communist Party of Vietnam has always focused on building a contingent of cadres who are absolutely loyal to the Party and to the nation and people, to meet the requirements of revolutionary practice set out in each period. However, due to the impact of negative factors in the market economy and the negative sides of the globalization process, the cadres in our country has also revealed many limitations. Resolution of the 4th Central Conference (Session XII) stated: "The deterioration of political ideology, morality, and lifestyle of a large part of cadres and party members has not been pushed back, present. Some parts have more complicated and complicated developments, etc. Meanwhile, the deterioration of political ideas, morals and lifestyles leading to "self-development", "self-transformation" is just a short step. , even

very short, incredibly dangerous". This fact has been posing new requirements for cadres building, especially those at the strategic level. Studying Ho Chi Minh's thoughts on cadres work to apply appropriately in team building is one of the urgent jobs today.

Assessing the role of cadres' work, President Ho Chi Minh affirmed: "Officer is the root of all jobs" (Minh, 2011, vol 1, p. 217), "do things succeed or fail all due to good or poor cadres, etc. the issue of the cadres is a very important issue, very urgent" (Minh, 2011, vol 6, p. 240). From defining the role and importance of cadres and cadres, he spent a lot of time and enthusiasm for building a contingent of cadres to prepare for the birth of the Party, to leadership. the revolution won and directed the building of a new society in the North, fighting for national reunification in the South. Thus, Ho Chi Minh's ideology on the work of cadres is covered in many aspects, many stages, many activities. This study mainly refers to the conception, role, standards of the cadres, and some content in the work of cadres according to his ideology.

RESEARCH RESULTS AND DISCUSSIONS

Ho Chi Minh's conceptions about the cadres and cadres work

Ho Chi Minh's conception of officials in terms of the role of this team: "Cadres are the ones who bring the policies of the Party and the Government to the people to understand and implement. At the same time, bring the situation of the people to the Party and the Government to understand, to set the right policy" (Minh, 2011, vol 5, p. 309). According to him, the duty and responsibility of the cadres are to propagate, disseminate and grasp

thoroughly the lines, undertakings, and policies for the people; cadres must also fully reflect the current situation of life as well as the will and aspirations of the people so that the Party and the Government can promptly supplement, adjust and map out policies so that they are correct and appropriate.

The work of cadres, according to Ho Chi Minh is carried out by many activities, many stages such as exam for cadres and civil servants, selecting cadres, training cadres, using cadres, ways for cadres, cadres books, etc. Those activities aimed to build a contingent of cadres to serve the revolutionary tasks in each period.

Ho Chi Minh always emphasized the importance and role of the cadres in the revolutionary cause. The person who asserts that the cadres is the root of all jobs, "Successful or failing jobs are due to good or bad cadres" (Minh, 2011, vol 5, p. 313); "the issue of cadres is a critical issue, very urgent" (Minh, 2011, vol 5, p. 314). Indeed, the cause of the revolution was always rekindled, maintained, and developed to victory thanks to the leaders and cadres with full qualities and capabilities; On the contrary, when the team is too weak in terms of quality and capacity, the revolution will likely fail. Among the people, among the cadres, there are people with outstanding and outstanding qualities and capabilities, and excellent people, which Ho Chi Minh often calls talent. He was very interested in talent and asked the revolutionaries to respect and respect talented people and useful people: "Referees, officials, each person are useful for their common work" (Minh, 211, vol 5, p. 314)

He was early active, actively embarked on building this contingent while still abroad, when preparing for the birth of the Party, especially after the Party was born and going through the revolutionary periods and periods.

In order to build the contingent of cadres, it is necessary to define the cadre's standards. Ho Chi Minh has fairly high standards of cadres. The overarching standard that he requires from the officer is the ideological, political, ethical, talented, and stylish stance.

According to Ho Chi Minh, the revolutionary must have a firm political-ideological stance. Officers must have "good thinking, a solid revolutionary stance" (Minh, 2011, vol 15, p. 616); "Constantly train the thought of proletariat and maintain the proletariat" (Minh, 2011, vol 15, p. 112). Cadres must firmly grasp the theory, lines, guidelines, and policies of the Party through their studies. Those who want their cadres to: "Strive to study Marxism-Leninism and the Party's lines and policies" (Minh, 2011, vol 15, p. 113), constantly improve political qualifications, fight for national

independence and socialism.

Ho Chi Minh determined that the cadres must be ethical. Because morality is the human root, a revolutionary without morality cannot lead the people; morality helps employees to be loved and respected: "The people only love those with dignity and virtue" (Minh, 2011, Vol 6, p. 16). Since 1927, in the work "the way of the destiny", he stated the requirement for "the character of the revolutionary" (Minh, 2011, vol 2, p. 280), in which, for himself, there must be some qualities such as: indecent, harmonious but indifferent, careful, patient, private publicity, not filial, not arrogant, self-sacrificing, less materialistic, etc. Later, with many other works, he emphasized many ethical qualities, but in general, there are four basic groups of ethical qualities that are considered the most common standards that each employee should have, which he often calls. revolutionary ethics. Those are the qualities: "loyalty to the country, filial piety to the people; industriousness, saving, integrity, righteousness, indifferent mindset; love people; the international spirit in luxury" (Minh, 2011, vol 6, p. 208). The building and training of revolutionary morals for cadres were very meticulous, persistent, and patient like tending rice and planting trees. In order to improve revolutionary morality, he demanded: "To be resolutely wiped out individualism" (Minh, 2011, vol 15, p. 247). He wishes that the cadres of many generations are always imbued with and exemplary practice, practicing and cultivating those good qualities for life.

1. Along with revolutionary morality, according to Ho Chi Minh, cadres must also have talents. Because if there are only virtue and no talent, it is difficult to do anything and be useless. On the contrary, a talented person without virtue is very harmful and can harm the country and the people. Therefore, cadres must try their best to practice both virtue and skill. An employee's talent includes many factors: must have education, must be good at professional, technical, professional, must have practical operational capacity, have intelligence. Officers must make every effort to improve their skills in all aspects: "studying culture, techniques and skills", constantly improving "their working capacity" (Minh, 2011, vol 15, p. 113).

In addition to the standards of virtue and talent, Ho Chi Minh requires the cadres to have the right style. Ho Chi Minh has a unique style with lots of content. That is, independent thinking style, autonomy, creativity, inheritance of ideologies, towards progress; scientific, democratic, mass working style; style of expressing harmonious, concise, clear, easy to understand, clear topic, object, purpose; the behavior is modest, courteous, sincere, warm, natural and flexible; simple, clean, high-quality living style, moderation, moderation, labor, love

nature, optimism. In particular, he often advised and reminded officers to practice scientific working style, democratic working style, mass style. He also warned of the lack of democracy in the working style of the leaders: "If the officers do not speak, give their opinions, do not criticize, or even flatter themselves, that is a very bad phenomenon. Because it's not like they didn't have anything to say, but because they didn't dare say it, they were afraid. That is the loss of all democracy in the Party" (Minh, 2011, vol 15, pp. 319-320).

Determining the right cadres standards is always important and necessary. This is the prerequisite basis for carrying out many other activities in cadres' work in order to build and develop a contingent of cadres to meet the requirements of the revolutionary mission.

Contents of cadres work according to Ho Chi Minh's thought

First, recruitment and selection of cadres:

Recruitment and selection of cadres, according to Ho Chi Minh, includes recruiting cadres and finding people who meet the standards, suitable to become leaders. The recruitment of cadres can be in many ways, but the way that he soon became interested in the examination. During the resistance war against the French colonialists, he signed and promulgated Ordinance No. 188 (1948) and Ordinance No. 76 (1950), providing for the examination framework for the recruitment of state officials and employees. Candidates must take up to 6 exams: Politics, economics, law, history, geography, foreign languages. The examination method, form, and content ensure the quality, fairness, democracy, and publicity in the recruitment of cadres.

The selection of officers for leadership positions, he also clearly stated the necessary requirements: first, "Those who have shown great loyalty and enthusiasm in their work, in the struggle" (Minh, 2011, vol 5, p. 315); second, "Those who have close contact with the people, understand the people. Always pay attention to the interests of the people" (Minh, 2011, vol 5, p. 315); third, "Those who can be in charge of solving problems, in difficult circumstances" (Minh, 2011, vol 5, p. 315); fourth, "Those who always keep the discipline" (Minh, 2011, vol 5, p. 315). These requirements are quite high on many fronts and are also frameworks for selecting cadres that must be followed properly.

He also pointed out restrictions on the selection of cadres: "In our Party, there are places where people often use well-written writers, but they cannot do their jobs or fight. But the comrades who wrote not often spoke well but were very loyal, enthusiastic, very close to the masses, they were drowned" (Minh, 2011, vol 5, p. 315). That restriction makes

the use of cadres skewed, and we must avoid and correct those points.

The person advocates finding talented people among the people and has written articles to find talented people, such as the articles "Finding talented people," and "Talents to build the country". In the article "Finding talented people and virtues" in 1946, he emphasized the need to have talents to build the country, seeing that among the 20 million people at that time there were still talented people and wanted to "use Sage"; request: "localities must immediately investigate where there are talented and virtuous people who can do beneficial works for the benefit of the people, they must immediately report to the Government" (Minh, 2011, vol 4, p. 504).

That was Ho Chi Minh's unique way to find talented people; At the same time, he consulted the people for the revolution and construction of the country.

Secondly, on cadres training and coaching:

Seeing clearly the importance of training, ie training and fostering cadres, Ho Chi Minh always affirms that "training cadres is the Party's original job" (Minh, 2011, vol 5, p. 309), "the more we have to appreciate our cadres, to add more cadres, to preserve the old ones and train new ones" (Minh, 2011, vol 5, p. 313). At the beginning of 1949, he saw: "We lack too many cadres: Must gradually train and train enough. In order to have more cadres, the Party must help them learn by themselves. The Party has helped, and cadres have to study hard" (Minh, 2011, vol 6, p. 16). This is a basic and proactive work to build a contingent of immediate and long-term cadres. Derived from: "Most of the cadres are workers and farmers, their culture is very poor. The Party has not found enough ways to improve their cultural level" (Minh, 2011, vol 5, p. 309), but it is the Party's responsibility to train them. Realizing this is the original task, the advocate set aside the budget for it to be satisfactory and advised: "Do not be stingy about expenses in training" (Minh, 2011, vol 5, p. 313).

According to him, training for cadres includes many contents such as profession, politics, culture, theory. At the same time, the training must be practical, serve the practical work of the learners, have the ability to organize, lead, and manage: "while learning reasoning, must study the real work, practical experience. After learning, they can find their own political direction, can do real work, can become organizers and leaders. That is the practical and useful theory" (Minh, 2011, vol 5, p. 312).

People soon found that the training content was not comprehensive and practical. Realizing that political theory training has not been respected, not

associated with the practice, has not guided practice yet, he proposed: "To teach the cadres reasoning. Practice only without reasoning as well as having one bright eye, one blind eye" (Minh, 2011, vol 5, p. 315); overcome the problem of "Theoretical training for senior officials, up to now or have not done, or do not do right, reasoning and reality do not match, teaching by memorization" (Minh, 2011, vol 5, p. 309). In the "speech at the new party members' training class" (1966), he specifically stated: "The motto, the learning method is a theory related to reality. After studying, about factories, cooperatives, agencies, etc. Must turn what you learned into revolutionary action. Learning must go together with practice, not learning to speak smoothly" (Minh, 2011, vol 5, p. 316). The purpose of learning is clearly identified by him in 1949 in "Word recorded on the first page of the yellow book of the Central Nguyen Ai Quoc School": "Studying to work, to be a human, to be a cadres" (Minh, 2011, vol 6, p. 208).

He also found that the teaching content in many training classes was not close to the expertise and profession of the cadres, "training officials in administrative agencies" without "touching the administrative work". From these shortcomings, he requested to make changes practical and more effective for learners: "Must practice the slogan: do whatever apprentice. Commentary in the military, politics, economy, culture, organization, propaganda, the police, etc., which subject should cadres learn to do well in that subject" (Minh, 2011, vol 5, pp. 309-310);

In order to create favorable conditions and opportunities for many types of cadres to participate in learning, there must be a variety of appropriate, diversified, and appropriate forms of training: "The Party has opened cadres training classes. But the vast majority of officers, either busy at work or too far away, are untrained. For those cadres, the Party needs to find ways to train them" (Minh, 2011, vol 5, p. 309). Suggesting cadres: "The study hours are counted as working hours. When reminding cadres, you must consider the study results as well as other work results to be determined" (Minh, 2011, vol 5, p. 313). "All party members must try hard to study, consider the study of logic and politics an important task" (Minh, 2011, vol 15, p. 117). There is still a high demand for cadres's attitude and learning methods: "If you want to study with good results, you must have the right attitude and the right method" (Minh, 2011, vol 15, p. 316).

Ho Chi Minh is very interested in building and developing a team of the coaching cadres, in charge of the training. In order to ensure the quality, the Reminder agencies need to pay close attention to the training of cadres, to choose very carefully the

cadres in charge of that training, the leaders need to participate in the teaching. learn; "Must foster reasoning teachers" (Minh, 2011, vol 15, p. 117). To encourage, encourage and motivate this team, he suggested: "It is necessary to favor teachers and reward well-organized classes" (Minh, 2011, vol 5, p. 311). In order to improve the effectiveness of training, he has placed the responsibility for agencies, committees, and people in charge: "Leadership agencies and those in charge must have plans to teach cadres in their subjects, help from all levels of the Party" (Minh, 2011, vol 5, p. 315); "the committees must pay more attention to the education of party members" (Minh, 2011, vol 15, p. 317);

Ho Chi Minh is interested in building a system of schools and classes for cadres training and training. He opened the Vietnam Cadres Training School, signed Decree No. 197 on October 11, 1946, to establish the Legal Department at Vietnam University. The visit of Nguyen Ai Quoc Central School (1949) shows that he attaches great importance to the school's training, cares for the school's cadres and students.

The above-mentioned things show his deep, thoughtful, and practical concern for cadres training and training. Achievement of this original work is a basic factor to carry out other activities in building and developing cadres.

Third, on cadre's assessment:

Review and assessment of cadres, according to Ho Chi Minh, is an indispensable activity in the process of building and developing the cadres. Good implementation of this task will create many advantages in understanding the cadres. In 1947, he noted: "Must know cadres clearly - Until now, our Party has not practiced the way it normally considers cadres. That is a big blemish. Experience tells us: each time talent is reviewed, on the one hand, new talents are found, on the other hand, obsolete people also emerge" (Minh, 2011, vol 5, p. 314). According to him, it is not always necessary to check, "But often check to help them learn from experience, fix defects, develop strengths" (Minh, 2011, vol 5, p. 316).

The person has a very broad and scientific view of cadres assessment. He said that, first of all, let the officials evaluate themselves in the spirit of honesty and high self-discipline. Next, it is necessary to allow the public to participate in the evaluation of officials because the masses are everywhere, they know the cadres well. He also requested that cadres assessment should be comprehensive, throughout the entire process of the cadres: "Considering the cadres, not only looking at the surface but also looking at their properties. Not only watch one thing but at the same time look at their entire history, all their works" (Minh, 2011,

vol 5, p. 318). Should do so, because according to him, everything is always moving, changing, and so are people; a man's past, present, and future are not always the same: some people used to be revolutionary but now counter-revolutionary; some people did not before the revolution but now joined the revolution; even some people are now under the revolution, but later they may be counterrevolutionary; an officer made a mistake before, it is not that he is always wrong; There are also officials who have not made mistakes yet, but surely they will not make mistakes in the future, etc. This awareness demonstrates the dialectic, objective and comprehensive nature of him when he perceives people.

Commenting officers, according to him, should not only consider the surface, just consider one thing at a time, but must consider carefully the whole of their work. He stated: "Whoever shows off work, or alas, finds small jobs and does, in front of orders, obeys orders from behind, or attacks others, or flatters himself, people thus, even though they can do the job, they are not good officials". On the contrary, "whoever puts his head to work, does not want to show off, speaks uprightly, does not conceal his shortcomings, does not want to work easily, avoids difficult work, and is always determined to follow the Party's orders. The situation is not changed, their hearts have not changed, such people, even if they have a little bit of work, are also good officials" (Minh, 2011, vol 5, p. 318).

The insight, good experience have helped Ho Chi Minh and the Party basically correctly and accurately evaluate the cadres. That is an objective basis towards awareness and use of cadres.

Fourth, on cadres employment:

Using cadres, according to Ho Chi Minh was the arrangement, placement, promoting, promotion, and appointment of cadres. The person requesting the use of the cadres must be right and smart. Using cadres correctly demonstrates the science in using cadres. He noted the standards in cadres use: "When reminding an officer, it is necessary to consider whether he or she is close to the masses, and can be trusted and admired by the masses. Again have to see what that person is worthy of. If the talented person does not use their talents, they cannot work" (Minh, 2011, vol 5, p. 314). In the arrangement and arrangement of cadres, depending on the characteristics, conditions, and nature of each place, each branch, each locality, the coordinating cadres must be arranged: "Must distribute cadres properly", "must use users right place, the right job" (Minh, 2011, vol 5, p. 314).

Hồ Chí Minh used the user not only correctly but also skillfully, that was to show art in his user.

Stemming from objective reality, he sees: "No one is good, everything is good. Therefore, we have to be smart to use people, fix their flaws, help their strengths" (Minh, 2011, vol 5, p. 314). The misuse of using officials is also reflected in the fact that leaders not only help but also make them feel secure, enjoy working, not confused, afraid, sad, resentful; causing the cadres to dare to speak, even to give their opinion; That makes the cadres have the liver to be in charge, have the liver to work; must know how to promptly encourage, encourage, praise and control them: "Always use your affection to help and lead the cadres. Help them correct their mistakes. Praise them when they get the job done. And must always control cadres" (Minh, 2011, vol 5, p. 314).

The misuse of using talents and cadres is also reflected in the arrangement, arrangement, promotion, must be very wise, sophisticated, must be in the right capacity, forte, quality, right person, right job. This work is not only an individual's work but the general part of the revolutionary cause that has an impact on the organization, the agency and the society. The person stated and asked to avoid defects when using users: "Usually we do not know depending on the ability to use the user. For example, the blacksmith told to build the closet, the carpenter said to go forge knives. Therefore, the two of them were confused. If you know the ability to use the user, then two people will be successful" (Minh, 2011, vol 5, p. 314).

With sincerity, tolerance, harmony, respectful attitude, Ho Chi Minh boldly called for, gathered, and employed a part of officials and officials in the old regime; officers trained in administrative skills and techniques honestly collaborated with the revolution. Delegates like Bui Bang Doan were invited to be Chairman of the National Assembly Standing Committee, Phan Ke Toai was invited to be the Deputy Prime Minister. In particular, King Bao Dai, Mr. Nguyen Vinh Thuy, was invited by Ho Chi Minh to join the Supreme Advisory Board of the new Government. He also gathered many other great dignitaries and intellectuals such as Huynh Thuc Khang was invited to be the Minister of the Interior, some time was assigned as Acting President; scholar Nguyen Van To served as Minister of Social Relief, then became the first National Assembly Chairman of the Democratic Republic of Vietnam; Mr. Phan Anh, Hoang Minh Giam, Nguyen Van Huyen, Nguyen Xien, Tran Dai Nghia, Hoang Xuan Nhi, Priest Pham Ba Truc, etc. Through using that person, Ho Chi Minh, our Party, and State have promoted their talents and virtues gathered human hearts, strengthened the national unity in the resistance war, and built the country.

Some people criticize some negative and wrong manifestations in the arrangement, placement, promotion, and appointment of cadres.

There are places where people use poor people, drowning good people: "In our Party, there are places that often use writers who are good at writing but cannot do any job or fight. But the comrades who did not speak well but were very loyal, enthusiastic, very close to the masses, were drowned. We must fix those points immediately" (Minh, 2011, vol 5, p. 315). Some leaders at all levels use family members, relatives, acquaintances, members of the faction, opportunities: "Using relatives, acquaintances, companionship", "cleverly flattering himself, but dislikes those who are righteous", "using those who are compatible with you", "for those who are upright, they look for revenge, etc." (Minh, 2011, vol 5, p. 319). These negative manifestations lead to damaging the Party's work, the reputation of the leader, and so must be resolutely overcome.

People interested in improving the quality, qualifications, intelligence, and capacity of leading cadres as well as the forces, advisory agencies working on the organization, and personnel work to overcome the negative, mistakes, contribute to the use of the right and skillful cadres.

Fifth, on cadres policy:

Ho Chi Minh saw that among tens of thousands of cadres, there were classes of soldiers, workers, farmers, invalids, and soldiers; they have different educational backgrounds and cultures; Personal characteristics are also not the same, etc. so it is necessary to have appropriate treatment policies. In order to have appropriate policies, he recommends knowing the cadres, reminding them, loving them, etc.

People think that it is difficult for leaders to know the cadres. To know the right of right and left in people, first of all, you must know the right and right of yourselves. If you do not know the right and wrong about you, then you can not tell whether the officer is good or bad. He emphasized: "To know the cadres clearly, in order to properly treat all kinds of people, first of all, you must correct your shortcomings. The less I have shortcomings, the more correct the cadres review method" (Minh, 2011, vol 5, p. 317).

Remind cadres is to demonstrate the policy towards deserving cadres. Requesters: "Must have the courage to remind officers - Remind cadres, because of their work and talents, for encouraging other comrades to be more enthusiastic. Thus, the job is bound to run" (Minh, 2011, vol 5, p. 321). People also advised and reminded officers that they should not act like "pounding rice": before taking reminders, do not consider carefully; when reminded and did not help; if they make a mistake, they push it down, wait for them to be good, they raise it up again. An officer was brought up and

down three times, so it was a lifetime failure. Therefore, it is necessary to be careful and responsible when bringing up officials; Not only must consider clearly before bringing up but after being reminded to help them, improve their self-esteem, etc.

Cadres love also demonstrates the cadres policy. With a deep humanistic spirit, he pointed out that training an officer needs to go through a long time, in the struggle, there may be loss or damage, so it is necessary to know how to cherish and love the cadres. the set. Loving the cadres, according to him, "is not about pampering, pampering, letting go", but "helping them learn more and improve more".

Loving cadres must always help them in their work, test them properly, promptly and skillfully, create more motivation for them with all sincerity and affection: "must clearly state the advantages, their successes. Doing so is not to make them arrogant, but it also makes them more enthusiastic and more strenuous" (Minh, 2011, vol 5, p. 323).

Loving officers must help them cultivate their character, improve their self-esteem, and humility: "They must cultivate their character, to go to the point of" failure is not discouraged, neither victory nor pride". When criticizing them, do not take a harsh attitude. When we praise them, we must let them understand that each person's abilities are limited, but success is not arrogant. Pride is the beginning of failure" (Minh, 2011, vol 5, p. 323).

With love, we must always pay attention to and help the cadres "solve daily problems, easy conditions on normal days, when sick are cared for, their families are free of distress, etc." (Minh, 2011, vol 5, p. 323).

Ho Chi Minh paid great attention to regimes and policies towards children of families of war invalids and martyrs, and people with meritorious services to the revolution. To the young soldiers in the people's armed forces and the young volunteer who have been trained in combat and have shown courage, so in the Will, he said: "The Party and Government need to choose some of the most elite, let them go to learn more branches and occupations, to train them to become cadres and workers with good techniques, good thinking, solid revolutionary stance. That is the main army in the successful construction of socialism in our country" (Minh, 2011, vol 55, pp. 616-617).

The people who appreciate the security of women have made a worthy contribution on the battle and production fronts in the cause fight against the US to save the country; At the same time, the Party and Government need to "have a practical plan to foster, raise and help more and more women in charge of all tasks including leadership. Women themselves must try to rise" (Minh, 2011, vol 15, p. 617).

According to him, the increase in female cadres is a revolution that brings about true equality for women and also contributes to the implementation of the cadres policy.

Ho Chi Minh's thought on the basic content of cadre's work was carried out during the time of the Vietnamese Revolutionary Leader. Accordingly, a contingent of cadres was built to meet the requirements of the people's democratic revolution and the socialist revolution. This thought of him continues to lead the way for our Party cadres' work. Receiving and applying the profound thought of President Ho Chi Minh, the Communist Party of Vietnam and the political system that had correct policies on cadres work through the previous revolutionary periods.

Applying Ho Chi Minh's thought in the work of cadres in the current period

The current national renewal and development are posing new requirements for the Party's cadres' work. Over the years, our Party has paid special attention to this important work area. Over the past 30 years of implementing the cadre strategy in the period of national industrialization and modernization has shown great remarkable achievements. The contingent of cadres at all levels of the Party is constantly being consolidated, trained in basic and relatively comprehensive in politics as well as expertise and profession. The quality of the contingent of cadres has been gradually improved, basically ensuring inheritance, stability, innovation, and development. Especially, there have been many talented young cadres, who are the next generation of strategic managers in the future with new thinking and vision.

However, the reality also shows that the work of Party cadres is also facing many difficulties and challenges. Cadres assessment is still a weak stage, not reflecting the true nature. The contingent of cadres is large but not strong. Capacity is not equal; many officials lack professionalism. Before the plots and tricks of the enemy forces, the negative impacts of the market economy, and the negative side of the globalization process, many Party officials have been degrading and metamorphosed. , the situation of fear of striving and training has appeared among young cadres. After nearly 10 years of implementing Central Resolution 4 (Session XI, XII), despite the deterioration in political ideology, morality, and lifestyle of a large part of cadres and party members, steps have been prevented, but in reality, there is still a lot of work to be carried out, even strong measures on Party discipline must be applied to continue to struggle with the deterioration of political ideology. morality and lifestyle lead to "self-development" and "self-transformation" among cadres and party members of the Party. In the coming years, in order

to have a breakthrough in cadre's work, to build a strong contingent of cadres to meet the renovation's requirements, the Party's cadres work must implement many synchronous solutions. that is, continuing to thoroughly grasp and apply President Ho Chi Minh's views on personnel work. With the following major content:

Need to do better in selecting and screening cadres:

President Ho Chi Minh once reminded: "It is necessary to have talent. Although there are not many talents in our country, if we choose wisely, well distribute, and use skillfully, the talent will be more and more developed " (Minh, 2011, vol 5, p. 99). "Using a user such as using wood, a skillful worker, the wood is big, small, straight, curved, depending on where it can be used", etc. For the renovation and development of the country to be successful, the Party needs talented cadres. Party committees and organizations at all levels must be responsible for finding and mobilizing talented people to participate in the political system and arrange and use them effectively. In parallel with recruiting, arranging, and attracting talents, the screening of cadres must be conducted drastically; must resolutely take out of the organization degrading and degrading cadres, cadres who say but do not do, and those with weak capacities cannot undertake their duties. To do this, it is necessary to promote democracy, openness, and transparency in cadres' work; must strengthen the Party discipline, strengthen the inspection and supervision of those who do the work of cadres. Cadres work must be placed under the supervision of the authorities at all levels, the Fatherland Front, and socio-political organizations, and must regularly listen to and receive opinions from the people.

In addition to promoting the responsibilities of the party committees and party organizations, in order to improve the quality of cadres, first of all, it is necessary to promote the responsibility of the contingent of leadership and management cadres, those in charge of organizing cadres must uphold the role of party committees and party organizations. The process of reviewing, selecting, evaluating, using, and promoting cadres must be carried out seriously, must be truly fair to look right, find talented and virtuous people for the country. Resolutely eliminate bad habits, bad habits in using cadres such as: using acquaintances, family members to easily rule, etc. Strictly implementing resolutions, directives, and regulations of the Party recently issued on cadres work. , carefully reviewing political quality, decentralizing, decentralizing, and taking responsibility in nominating and recommending personnel to the planning.

The selection and screening of cadres must be implemented with a roadmap, continuity, and observance of the views and principles set out in the resolutions and conclusions of the Central and Politburo. Specifically, the Politburo's Resolution No. 39-NQ/TW dated April 17, 2015, on cadres streamlining and restructuring the contingent of cadres, civil servants, and public employees; Resolution No. 04-NQ/TW, dated October 30, 2016, of the 4th Central Conference Session XII on strengthening Party building and regulating; prevent and repel the deterioration of political ideas, ethics, lifestyle, "self-evolving" and "self-transforming" manifestations within; Regulation No. 36-QD/TW, dated July 19, 2017, on cadres rotation; Resolution No. 26-NQ/TW, dated May 21, 2018, and Plan No. 10-KH/TW, dated June 6, 2018, focusing on building a contingent of cadres at all levels, especially at strategic levels. quality, capacity, and reputation, on par with the mission; Directive No. 35-CT / TW, dated May 30, 2019, of the Politburo on Party Congress at all levels to the XIII Congress of the Party, etc.

Accordingly, it is necessary to do better the work of cadres. The human resources work should be conducted step by step, step by step, firmly, prudently, strictly, according to the right process, ensuring democracy, objectivity, openness, and transparency, but it must be really the right person, the right job. Resolutely screening, dismissing, replacing, resigning for ineffective cadres, failing to fulfill their duties, weak incapacity, poor in ethical qualities, low credit, etc. especially Leadership officers, managers, and heads. Resolutely not to fall into the new party committee level those with power ambitions, running, running power, running votes, running structure, factions, local, group interests, deteriorating political ideology, morality, way of life, "self-evolving", "self-transforming", bureaucracy, corruption, conservative, stagnant, ineffective work, saying no goes with work, etc.

Strictly implementing stages and processes in cadres work, increasing rotation for training, retraining, and selecting cadres:

In order to have a contingent of cadres to meet the requirements of national renewal and development, first of all, it is necessary to develop standards for officers' titles and evaluation criteria for cadres according to job positions. As President Ho Chi Minh once said, "users like wood", cadres must be arranged according to position, right capacity, right expertise to promote efficiency, easy assessment, planning, and training; at the same time, through that, the "corrupt" and the degenerated people are found, especially those who have political opportunities to remove them from the Party and

State apparatus. The rotation of cadres is not only for training, fostering, and improving qualifications, it is also a solution to overcoming the situation of factions, local leadership, management at all levels, curing "narrow-minded diseases". Local "disease in the work of cadres. Create for the cadres always have a favorable environment to strive and grow.

In implementing the 5-step cadres planning process, it is necessary to avoid doing "over the top, roughly" and not to take advantage of the process to bring people on the same side into planning. Follow the process, promote the responsibility of the organization, officials, and members of the Party Committee to find talented people, arrange the right cadres, maximize the capacity of the cadres. Document of the XII (2016) Party Congress clearly states: Continue to promote the implementation of the "strategy for cadres in the period of accelerating the industrialization and modernization of the country"; institutionalizing and concretizing the principles of Party building; continue to promulgate and implement regulations and regulations in the work of cadres to ensure consistency, synchronization, and rigor between stages and links between levels; have a regulation on the correct and objective assessment of officials, to have a basis for using and allocating cadres, preventing and repelling running, running age, and running qualifications, etc.

CONCLUSION

Overall, Ho Chi Minh's thoughts on cadres work with comprehensive contents have profound values in both theory and practice. His views on cadre work are the guiding theoretical basis for cadre work of the Communist Party of Vietnam and the political system during the revolution. Continuing to thoroughly grasp and apply Ho Chi Minh's right thought, insight, and insight into the work of cadres is always necessary for the immediate and long term. On that basis, contributing to further consolidating and developing the contingent of cadres at all levels with qualities, capabilities, prestige, on a par with their duties, in line with the socio-economic development strategy, and construction. and defending the Fatherland, having enough leadership and management capacity to help Vietnam overcome difficulties and challenges, and develop quickly and sustainably.

In recent years, before the requirements of reality, the Party has issued many resolutions, directives, and regulations related to cadres' work. At the same time with the focus on training, retraining, planning, selecting, and arranging key cadres at all levels, the Resolution of the 12th Party Congress (2016) emphasizes the need to "Strongly renovate the work of cadres. , attaching importance to the protection of internal politics". This is one of the most important tasks related to Party protection,

selection, and screening of cadres. The system of views in Ho Chi Minh's thought about the Party's cadres and cadres' work so far remains current. People once said, everything is successful or failed because the right cadres, the right cadres arrangement is different, the wrong arrangement is different, very dangerous. Thoroughly grasp his thoughts, regardless of the circumstances, the cadres' work must comply with the principle that the Party unifies leadership of cadres works and management of cadres, along with promoting the rights and responsibilities of organizations and heads of organizations in the political system of personnel work.

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