

**PROMOTING THE PRACTICAL CAPACITY OF CORE CADRES AT THE
COMMUNE LEVEL IN VIETNAM CURRENTLY**

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ABSTRACT

Promoting the practical capacity of core cadres at the commune level in Vietnam is the important content and solution of party-building work about cadres, which is a decisive factor in deciding whether or not a successful revolution. The article clarifies the role of promoting the practical capacity of core cadres, evaluates the situation of promoting the practical capacity of core cadres at the commune level recently, the causes of limitations, and the shortcomings of the practical capacity of core cadres; therefore, it suggests solutions to promote the practical capacity of core cadres at the commune level in Viet Nam currently.

Keywords: Practical capacity; core cadres; commune level; Vietnam.

1. INTRODUCTION

Resolution no. 26-central resolution May 19th, 2018 Seventh Conference on Central Committee Party Term XII about focus on building cadres teams at all levels, especially at the strategic level, sufficient quality, capacity, and prestige, on par with the mission, evaluated that: "The capacity of cadres teams is unequal and has limitations, insufficient capacity; many of those and even senior cadres are short of professional property, working in the unsuitable professional knowledge, and strength" (Communist Party, 2018). Moreover, during the period our country boosted comprehensive, synchronized innovation work until 2045, the anniversary of 100 years of our country's establishment, it became a developed country with a high income following a socialist orientation. With the goal, mission, and demand of the positive, active engagement of the political system, the great unity bloc of the entire people, especially the practical capacity of core cadres at the commune level, step-by-step implementation of the mission, solutions to develop the socioeconomic, building, and regulate party, and a strong and integrity political system to demand the set requirements, mission.

2. RESEARCH RESULT AND DISCUSSION

Core cadres are links, places of particularization, institutionalization, party ways, policies, and government laws to people.

Currently, in the 4-level political system in Vietnam(central level, provincial level, district level, commune level), the commune is the last level consisting of communes, wards, and towns, called the commune level or basic level. This is the nearest place that directly deals with people's problems, emotions, aspirations, and opinions; simultaneously, this is a place where it implements and promotes the people's authority in fields of social life. Core cadres at the commune level are people who are in important positions in the party, government, departments, and unions; who take responsibility under the party, state, and people with decision-making; and who implement socio-economic solutions in the local area. Core cadres at the commune level

consist of the commune party committee secretary; commune permanent deputy secretary; chairman of the commune people's council and vice chairman of the commune people's council; chairman of the commune fatherland front; secretary of the commune youth union; president of the commune women's association; president of the commune farmers's association; president of the commune veteran's association; president of the commune union. Those who are eminent cadres, having capacity and prestige, are believed in by senior cadres to assign tasks, maintain leadership, direct, govern all local activities, retain political stability, safety, and order in society, and provide a peaceful and happy life for people. Currently, promoting the practical capacity of core cadres at the commune level has a great and important position and role in identifying the content and socio-economic development targets, ensuring social security, poverty reduction, building a new suitable cultural life, ensuring effectiveness, and ensuring that all people can implement it. President Ho Chi Minh confirmed that the commune level is the nearest level, which is the foundation of administration. Commune level does well, everything will be well" (Ho Chi Minh, Volume 5, 2011). Therefore, the practical capacity of core cadres at the commune level truly and particularly manifests through task accomplishment and assigned tasks; internal agencies must always be united, unified, sustainable, and developing; locality must be safe in all aspects; improve people's material and spiritual lives; the country's cultural and traditional values are always preserved and promoted and become a strong and sustainable foundation for orientation; and regulate local socio-economic activities.

The core capacity of core cadres is also manifested in people's will and creative spirit, attracting a wide range of domestic and foreign investment to develop socio-economic infrastructure for the locality. Each undertaking and each solution that was made must receive advocacy enthusiastically from the majority of people; ignite people's will and aspirations to enrich legitimately; and reduce shortcomings, limitations, and society's vices. People are more and more enthusiastic and believe in the party's leadership. This is a vital factor, which is a foundation and premise to consolidate and maintain people's belief in socialism and the way to socialism in Vietnam currently. Core cadres always accompany people, listen to and follow people's opinions, make adjustments in styles, approaches, and suitable work manners, and achieve set aims, requirements, and tasks that pursue President Ho Chi Minh's right perspective and ideology. If the cadres want to receive love and advocacy from people, which actions that bring benefits to them should they take, and which actions that bring harm to them should they avoid" (Ho Chi Minh, volume 4, 2011). The practical capacity of core cadres at the commune level is also manifested in their ability to adapt to the situation, evaluate the situation of local socioeconomic development, and provide effective and suitable approaches. Our party confirmed that enhancing the bravery, predictable capacity, and work efficiency in identifying the suitable way and policy with the Vietnamese practical situation and developing tendencies of the era" (Vietnamese communist party, Volume 2, 2021). According to this, it promotes the practical capacity of core cadres at the commune level in Vietnam, which is currently positive, the active activity of the commune party committee, and the effort of continuous striving in work and life with a lot of approaches, educational methods, practice, and cultivation through conduct assigned responsibility and task, which contributes to changing the local appearance and surface and is respected and believed in by other cadres, party members, and people.

Promoting the practical capacity of core cadres at the commune level is an important criterion to evaluate and classify the extent of task accomplishment and suggest appointments in

leader positions and higher management positions. Therefore, core cadres at the commune level need to promote their practical capacity in all activities to truly become a place to depend on party cadres, party members, civil servants, officers, and other people that they can find when they encounter difficulties and obstacles in both work and life. Being aware of the positions and roles of cadres was a decisive factor in all the victories of the revolution. Recently, promoting the practical capacity of core cadres at the commune level has always been a great concern of the commune party committee. There is a wide range of content, forms, and methods for core cadres to promote their practical capacity in leadership and governing all local activities. Core cadres at the commune level manifested their bravery, and intellect in decision-making orientation, tasks to develop suitable local socioeconomic, being advocated by people; The transportation system is more and more modern, serving usefully for exploration tasks, making use of local human resources; attracting the external investment projects to develop, deal with the job problem for labor; core cadres at commune level and commune party committee collective usually exchange, having meetings to unify the implementation content party's resolutions, Assembly, Government, province; investing in constructing projects, vital buildings which offer the benefits to people in building work, adjust party and integrity, strong political system, core cadres must be positive and active in changing thinking, being enthusiastic and decisive in highly promoting pioneer character, exemplary of a leader, say well do well, being bravery when taking responsibility under party, state, people about our decisions, actions in working. Resolution No. 26 evaluates A lot of cadres who are dynamic, creative, adaptive to integrated tendencies, and have the ability to work in an international environment" (**Vietnamese Communist Party, 2018**).

However, in addition to the outcomes achieved, the practical capacity of some core cadres still has certain limitations and shortcomings. The specializing and institutionalization party's perspective and way, the state's law is not flexible, creative, and suitable for the features of the local situation, requirements, and tasks; predictable capacity is insufficient; the shortage of long-term identification and evaluation that was appointed to units, the force concentrates resources development; some cadres who are insufficiently positive, active, and self-conscious to cultivate, practice capacity, work manner method, ethic quality, styles, insufficient practical capacity, bureaucratic, bossy, asking for bribe from businesses, make troubles for people who come to work. Outstandingly, some cadres are depressed in their ideology, ethics, and styles; they say well but cannot do well; they say one thing but do another; they practice individualism and group benefit; they just focus on benefiting themselves and their families. Our party confirmed that: ' There are still limitations in particularization capacity, undertaking institutionalization and resolution, organizing implementation capacity, and tasks causing law and resolution to be slow and inefficient" (**Vietnam Communist Party, volume 2, 2021**).

The causes of limitations and shortcomings above are: (1) The awareness and responsibility of some committees and organizations underestimate the party's cadres' work; (2) Leadership work, direction, evaluation, and review of cadres of party committee are simple, not enough strict, serious, there exist of complaisant; (3) Promote organization's role and responsibility, supervising force, examination, supervise the extent of task accomplishment of core cadres at commune level are not strict, there is a shortage of smooth, united, efficient combination together; (4) Some core cadres at commune level are lack of responsibility, not exemplary, do not put the party and people's benefit in priority; (5) The side-effect of market

mechanism daily, hourly that get through and deeply impact on all aspects of core cadres at the commune level.

In front of set high-standard requirements, tasks of the industrialized boosting era, modernized the country, and open, deeply international integration, especially in front of some core cadres at levels including core cadres at commune level who avoid their duties, push duties on each other, are afraid of doing wrong, leading to procrastination in finishing the work, or do not put their mind into working; some cadres lack bravery, lack knowledge and understanding of the law and party's regulations, and do not dare to make a decision or suggest the solution to deal with local difficulties and problems. As a result, there is currently no demand for set properties and tasks. The thirteen-party congress set immediate and long-term schedules and goals that are very specific for each development period of the country, including promoting synergy of our great national unity bloc, raising our will and aspiration to compare to the powers of five continents over the world; Besides domestic and foreign adverse powers and reactionaries, some political opportunists take advantage of a weak spot or shortcoming in leading and managing our party, state adverse, distort, and deny the party's leading role, and make divisions in the intimate relationship between the party and people. Consequently, it is needed in core cadres to promote the practical capacity that they have learned and accumulated through experiencing different positions, contributing to our general revolutionary career.

Some solutions promote our core cadres's practical capacity at the commune level currently.

Firstly, reinforce the party's leadership and directness by building cadre teams in the new era.

The party's leadership was the priority factor in ensuring the victory of the Vietnamese Revolution, leading the party to focus on and unify cadres' work. Therefore, no matter the conditions or situation, it is necessary to put cadres work under the party's leadership. The party must usually innovate evaluation methods with cadres via approaches and stages, concentrating on work productivity, prestige, respect, admiration from colleagues and lower cadres, dealing with tasks regularly, unexpected tasks, behavioral ability, and communication with people around. Appointment, arrangement, placing the right person for the right job, selecting cadres to the source who need to have the motive to strive rightly, clearly, have ethic quality, integrity lifestyles; grasp thoroughly Leninism and President Ho Chi Minh ideology about the relationship between "virtue", talent", quality, and quantity, following the maxim quality over quantity; regularly examine and evaluate cadres through set task accomplishment, through the spirit of struggling to criticize and be self-critical in working, in daily life, especially residence. Building core cadres depends on set requirements, tasks, and revolution situations, which are not dependent on personal or organizational sentiment and opinion.

Thirteen-party congress specified: Especially, it is needed to innovate, enhance the validity and effectiveness of hierarchy, decentralization, and combination, and cooperate with reinforcing examination amongst state and local organizations, units, and amongst agencies and units at the same level" (Nguyen Phu Trong, 2021). Building core cadres is the responsibility of the whole political system. First and foremost, it is the responsibility of committees and party

organizations and a vital part of our district Ministry of Home Affairs, especially organizations, agencies, and cadres. Promoting the role of the fatherland front and organization members in supervising and examining set task accomplishment through living activities, preliminary and review conferences, and democratic conversations; After a period of appointing and working, commune party committees must conduct a vote of confidence in cadres, party members, civil servants, officers, and people based on it to evaluate the practical capacity of core cadres at commune level; Based on conducting a vote of confidence or opinion polls from people to realize core cadres who have insufficient capacity and prestige in front of the collective, party committees need to meet and discuss to unify in suggesting the higher-level cadres lay off, or transfer job positions of these cadres to be suitable with their capacity and strength; do not let core cadres who have insufficient practical capacity and low prestige in high positions lead to the incompetence of leading and directing the lower-level cadres. Appointing, arranging, and selecting cadres into core leader positions must be done by those who have experienced many different positions, have comprehensive knowledge, grasp social problems, have presentation skills and appealing skills, and were not notorious during the period working in different positions. Firmly refuse to select cadres who have insufficient capacity or practical experience for important positions.

Secondly, promote the role of people in supervising the activities of core cadres at the commune level.

Basing on people to evaluate the set of exemplary core cadres in the current period not only brings accurate, objective, and timely effectiveness but also helps Part dismiss leading cadres who are depressed about political ideology, ethics, and styles, "self-evolving and "self-transformation" in internal agencies. People's supervising activities are conducted every moment, everywhere, to grasp core cadres' activities, whether or not they are taking the right actions, consistent, legal, or have the confidence of people. Based on people's reflections and different information sources, core cadres's roles, responsibilities, and working capacity and quality traits manifest clearly. Ho Chi Minh said that people are supervisors of observing cadres' work; people have hundreds of eyes in all places, and all cadres and party members' activities always have the supervision of people. The party also confirmed that innovation is because of the people's benefits, taking" people as a foundation". The requirements when promoting people's role in supervising core cadres' exemplary activities are respecting, listening to people's opinions, regularly close connection with people, promoting people's democracy, closely coordinating with fatherland front and social and political organizations to reflect their anxiety, concerns about cadres's mistakes in working, or can not be exemplary; ensure people's benefits, interest, safety in supervising the role of being exemplary of core cadres; promoting party committee's role, responsibility, especially cadres who involved in committees who are appointed to people's opinion polls, listening to people's respond; when society has controversies about some topic that related to core cadres at the commune level, we need to rapidly coordinate with inspection committee of commune party committee to verificate the information whether or not accurate with the people's respond, if the respond is accurate, they timely meet core cadres at commune to remind, if the situation do not change or show expression of defying, they need to meet and discuss with standing party committee to suggest the coping

solutions and report to organisation who have authority to investigate and deal with that following the law and party's regulations.

Thirdly, each core cadre at the commune level must be aware of the importance of self-cultivation, cultivate ethics and lifestyles that meet the demands of high-standard requirements, and set tasks for the industrialized and modernized career of the country.

President Ho Chi Minh once said: All things, whether successful or unsuccessful, depend on the cadres' capacity and ethic" (Ho Chi Minh, Volume 5, 2011). ; General Secretary Nguyen Phu Trong especially emphasized that cadres' work is the most important factor. According to this, core cadres at the commune level must put themselves into the organizations to be deeply aware of actions, no matter whether the significant or insignificant actions have a deep impact not only on themselves and their families but also on prestige, honor, and the beliefs of the party organizations where they work. Core cadres must obey seriously the regulations of the party, state, agencies, units, and locality where they daily live and work; seriously improve themselves; draw experience from themselves if the errors and mistakes are not considerable to be disciplined; put themselves into their workplace environment; live and work following their duties and assigned tasks; and each core cadre must continuously set high requirements for themselves, not letting the wealthy, luxurious life overwhelm them and cause them to lose their will and career. Each core cadre must deeply grasp the ethic of revolution, practice industrious traits, economical traits, integrity, and honesty, not let emotions into work, and practice saving, anticorruption, wasting, and anti-bureaucracy. President Ho Chi Minh confirmed: The revolution ethic is not available, but due to daily persistent improvement and cultivation, practice makes perfect" (Ho Chi Minh, Volume 9, 2011). Each core cadre needs to actively build plans for self-cultivation, improve themselves, identify content, mode, and approaches to implement set requirements, and regularly compare with the agency's general tasks, units, and localities, considering whether or not it is correct, suitable with the real conditions to adjust, and give supplementary information timely. Reflecting on where our shortcomings are, then focusing on self-study, learning to increase life experience sources, understanding and enhancing intellect ourselves, finishing assigned tasks well, being close and honest with our colleagues and teams, not being communist superiors, disregarding others, considering themselves to be those who have the highest ultimate authority at the locality, and not listening to absorb the lower-level cadres opinions, people, and arbitrary, autocratic leadership, As a result, sooner or later, these cadres will fail, be isolated, and not complete the tasks that were assigned by the party, state, and people. They will be disciplined following the state's law and the party's regulations. Each core cadre leading at the commune level must continuously promote their practical capacity. There are no methods that might be better than being self-conscious, deeply aware of honor, and taking pride in practicing the practical capacity to be thoughtful, share, sympathize with people, and accompany people on the path to building flourishing hometowns that are more civilized, prosperous, beautiful, and happier. People all feel the new changes in the roads and alleys that the leadership of the generation of local core cadres has brought about.

Fourthly, firmly dismissing cadres who have insufficient professional capacity, ethical quality traits, and lifestyles

V.L. Lenin warned: We need to dismiss out of the party Communist party members who are double, unsteady, and could not prove their consistency. These cadres have the opportunity to be readmitted after additional investigation and challenge (Lenin, volume 43, 2005). General Secretary, President Nguyen Phu Trong, emphasized: We need to avoid cases where, when the congress is upcoming, we focus on human resources work but neglect regular work. Simultaneously, determining the cases of buying positions and authority, those who use this way to get the position and authority must not be accepted. With this spirit, party committee levels need to determine solutions and active education, cultivation, and management of strictly core cadres, fight and not concession with degraded phenomena, strict party discipline and regulations, determine to dismiss cadres who are degraded out of the party and make the party and state apparatus integrity. Promote struggling spirit and self-critical critical thinking in cadres teams and party members, dignifying the role of fatherland front at levels, people in timely recognizing and prosecuting wrongdoing and moral violations, wrong lifestyles of core cadres to tackle timely, dismiss out of government apparatus, deal with following the regulation of law with these cases, step-by-step perfect mechanism system, policy fully and comprehensively, do not loophole, "negligence" to core cadres easily implement moral violations. Committees' examination work and supervision of localities need to be reinforced, focusing on the sensitive fields that easily cause corruption and negative impacts such as land use planning, buying technical types of equipment, face clearance, and bidding... When detecting core cadres at the commune level who have signs of law violations, the agencies immediately investigate and verify. If there is sufficient evidence and reasons to constitute a crime, they need to prosecute, judge, and dismiss out of the government apparatus.

3. CONCLUSION

With consensus, consistency of the political system at levels, and a great national unity bloc, core cadres at the commune level team continuously develop and mature, meet demand with socio-economic requirements and tasks, and build party committees with more and more integrity, steady, and deserve the belief, love, and aspiration of people. Promoting core cadres' practical capacity at the commune level is a continuous, regular process that has key focuses that connect with set requirements and tasks in leadership and direction and govern all aspects of the locality. Implementing the above contents and measures synchronously contributes to promoting the practical capacity of core cadres in our country today. Therefore, during the process of promotion, each needs to stick to socioeconomic situations' practical fluctuation, transformation in both domestic and foreign, adapting to each particular situation, and event to raise the spirit of daring to dream, daring to speak, daring to do, daring to innovate, daring to tolerate difficulties, arduous, and daring to take responsibility in front of organizations about our set decisions. Consequently, contributing to building our party and state is more and more integrity and steady, for the aim of prosperous people, a strong nation, and a democratic, fair, and civilized society.

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