



## Building The Team of State Officers In The Socialist Rule of Law State of Vietnam Today following Ho Chi Minh's Ideology

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### ABSTRACT

Civil servants play a very important role in the state apparatus. Building a contingent of cadres and civil servants with sufficient capacity and moral qualities is one of the important requirements in building and perfecting the socialist rule of law state of Vietnam today. Inheriting Ho Chi Minh's ideology on the role, position and requirements of the contingent of cadres in the state, our Party identifies cadres as the decisive factor in the success or failure of the revolution, cadre work is the stage "key" of the Party building work and the political system. Building a contingent of cadres, especially strategic cadres at all levels, is the most important task, identified as the most important task of the Party. This must be done regularly, carefully, scientifically and rigorously, and at the same time must be effective. Investing in building staff is an investment for long-term and sustainable development. Therefore, on the issue of cadres and civil servants in the rule of law state, our Party has paid great attention and achieved many results in recent years. This article summarizes Ho Chi Minh's ideology on the role of the contingent of state officials and civil servants and the standards of quality and capacity of this contingent. At the same time, evaluate the achievements made in building the contingent of state civil servants in the current socialist rule of law state of Vietnam under the leadership of the Communist Party of Vietnam. This article summarizes Ho Chi Minh's ideology on the role of the contingent of state officials and civil servants and the standards of quality and capacity of this contingent. At the same time, evaluate the achievements made in building the contingent of state civil servants in the current socialist rule of law state of Vietnam under the leadership of the Communist Party of Vietnam. This article summarizes Ho Chi Minh's ideology on the role of the contingent of state officials and civil servants and the standards of quality and capacity of this contingent. At the same time, evaluate the achievements made in building the contingent of state civil servants in the current socialist rule of law state of Vietnam under the leadership of the Communist Party of Vietnam.

**Keywords:** *Civil servants, the state, the rule of law, officials.*

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### INTRODUCTION

Stemming from Ho Chi Minh's point of view about always paying attention to building a contingent of cadres and civil servants, he said that the evaluation of the performance of state agencies depends a lot on the capacity and efficiency of the state agencies and the results of the work of the team working in those agencies, especially in establishing a state apparatus of the people, by the people and for the people, in the process of state building and especially from the Doi Moi (Renovation) years until now. The Party and State always pay attention to cadre work. The Ordinance on Cadres and Civil Service was issued in 1998 (amended and supplemented in 2003), creating an important legal basis in building the contingent of state cadres and civil servants. On that basis, the National Assembly raised that ordinance into the Law on Cadres and Civil servants and promulgated the Law on Public Employees. In the provisions of the law, it is also clear that cadres and civil servants can participate in different work areas, different work groups and also clearly stipulate what civil servants are not allowed to do. The requirements posed to the contingent of state civil servants in the current practice of building a socialist state ruled by law in Vietnam show that a thorough study of Ho Chi Minh's ideology on cadre work, on the army State civil servants and evaluating the results achieved in this work is very important and necessary. On the basis of the results achieved, our Party and State will have appropriate strategies and decisions on personnel work to contribute to the construction and improvement of the socialist rule of law state of Vietnam.

### CONTENT

#### ***1. Ho Chi Minh's ideology on the contingent of honest, dedicated public servants who are truly public servants of the people***

The rule of law state according to Ho Chi Minh's ideology is a state of the people, by the people and for the people, and in order to link the state with the people, building a contingent of qualified and qualified state employees is one of the important issues that Ho Chi Minh paid attention to and mentioned. According to Ho Chi Minh, the state staff in the

state - state employee - people relationship has an important position to perform the state's responsibilities and duties to the people. In the state, when the people are defined as "the master" and "the master", the employees in that state must not be the "parents of the people" but must be the "servants" of the people. Talking about this, Ho Chi Minh said that "Government agencies from the whole country to the villages are all public servants of the people, that is, to shoulder the common work of the people, not to overwhelm the people as in the under French domination,

In Ho Chi Minh's point of view, he was always interested in building a contingent of state civil servants, he said that the evaluation of the performance of state agencies depends a lot on the capacity and efficiency of the team working in those agencies, especially in establishing a state apparatus of the people, by the people and for the people. The role of cadres and civil servants in the state apparatus is likened by Ho Chi Minh to "the chain of the apparatus. If the chain is not good or not running, even if the engine is good, even if the whole machine is running, it will be paralyzed" [1]. The reason why the role of cadres and civil servants in the state apparatus is confirmed is so important because "cadres are those who carry out policies of the Government and Unions among the people. Good policies cannot be implemented" [1]. Therefore, in the construction of the State, Ho Chi Minh affirmed that it is necessary to build a team of "virtuous enough, talented enough", "both moral and professional", that team must be really "public servants" and "servants" of the people, must have enough factors to ensure the operation of the state apparatus no matter what circumstances our state is in.

Ho Chi Minh's point of view always clearly affirms the role of state civil servants in the cause of state construction, so he is always interested in selecting this team with the requirements of capacity as well as moral quality. In 1945, Ho Chi Minh wrote words with the content calling for talented, virtuous and capable people to participate in the cause of the resistance war and national construction in the article "talent and national construction". In it, Ho Chi Minh affirmed: "We must put all that enthusiasm into the road of national construction. Resistance must go hand in hand with national construction. If the resistance war is successful, then national construction will succeed. Construction requires talent. There are not many talents in our country, but if we choose wisely, distribute them well, and use them well, the talents will grow more and more" [2]. From the point of view of the role of talented people participating in the new state apparatus, Ho Chi Minh has had many activities both in theory and practice to "call" for the contribution of talented people to the state apparatus. Because cadres are the "original" work of the Party and the state, the selection of cadres who meet the requirements to join the state apparatus is very important. This selection determines the existence and nature of the state apparatus. According to Ho Chi Minh, cadres in a democratic state must have enough "virtue" and "talent", of which "virtue" is the root. People think that it is difficult to have virtue but not have talent to do anything, on the contrary, having talent without virtue is just a waste. Therefore, cadres in a democratic state must have both "virtue" and "talent". Even, Ho Chi Minh also said that if someone has virtue but does not have talent, with practice and study, he will have talent. But, if there is talent without virtue, the talent will perish. Therefore, in practice, Ho Chi Minh has paid great attention to fostering cadres as well as using the right cadres so that they can develop their full potential. The concern and assessment of the role of cadres is also reflected in Ho Chi Minh's point of view when he believes that: Cadres are the root of all work... Cadres are the bridge between the Party, the Government and the people. Revolutionary cadres must have all the standards of virtue and talent, qualities and abilities, professional qualifications, skills, style, and good working methods. Among them, moral quality is the leading factor.

In addition to the requirements on ethical qualities, competence and professional qualifications for civil servants participating in parts of the state apparatus, those requirements for the leadership team need to be higher. Moreover, leaders must be tolerant and generous people, must have an objective working spirit, respect the collective and know how to use people. In addition, the fact that officials and employees need to have a good understanding of the law to work is also an important requirement. This is a very significant requirement in building the apparatus of a state with the characteristic that is "rule of law". The fact that officials and employees do not understand and do not grasp the law will easily create bureaucratic diseases, blindness, mistakes in management and cause serious consequences for the country and the people.

In addition to the requirements set forth for the contingent of state civil servants, which are integrity, dedication and loyalty to the interests of the people, in the rule of law state, especially with the nature of a state that respects the utmost Rule of law, the contingent of judicial officers and court officials must have the spirit of "Serving the law, justice and impartiality". In a letter to the 7th National Judicial Conference in 1948, Ho Chi Minh stated: "The judiciary is an important organ of the government, so it is necessary to be even more committed to solidarity and close cooperation with other agencies. Other agencies, in order to avoid conflicts with each other, it may be for the sake of small and private interests that harm the great and common interests, for both the judiciary and the administration" [1]. For Ho Chi Minh, this spirit is an indispensable quality in a judicial officer when he thought that this team must necessarily uphold the spirit of "service to the public, methods, justice and impartiality" for the people to follow.

"Public service" means serving the country, serving the people with their responsibilities while exercising the right to enforce the law, serving the public interest, serving reason and justice. "The method" is to strictly comply with the law and while enforcing the law, it must be transparent, clear, objective and fair, not for the sake of privacy that affects the public, which is "justice and impartiality". These are very important requirements for the quality of judicial and court officials because for a state that "respects the law", the judiciary is one of the bases for social development. Ho Chi Minh said that if the judiciary is good, then the society will be good, if the society is good, the people will have a legal system to protect themselves. While performing law enforcement responsibilities, the cadres doing this job also need to be flexible in handling law-breaking officials according to the motto "don't forget mistakes for the sake of publicity; don't forget work because of your mistake."

In addition, one of the indispensable qualities for officers of the Judiciary and Court branches is to be close to the people, understand the people, and help the people and students. Because if only being fair, honest, and clean means that we only limit our activities to the court framework to those who are actually cadres in the state for the people according to Ho Chi Minh's point of view.

With important judgments about the necessary qualities and requirements of such officers of the Judiciary and Court, in fact Ho Chi Minh has had many activities to contribute to improving the quality of the staff. In 1950, political and legal research classes were held for nearly 100 cadres in the Viet Bac war zone despite the country's very difficult situation at that time when it was highly concentrated on the Border campaign. Also at this class, Ho Chi Minh had very valuable advice, he said: right judgment is good, but if there is no trial, it is better. With his guiding views, which opened the door to the judicial reform, on May 22, 1950, President Ho Chi Minh signed Decree No. 85 on reforming the judicial apparatus - creating the first foundation for progress set for our country's judiciary.

With the content and views on the necessary qualities of the state civil servants, especially the requirements for the judicial and court staff, Ho Chi Minh has contributed to creating an important foundation in building the rule of law in Vietnam when building a foundation and core team.

## ***2. Achievements in building a contingent of state cadres and civil servants in building a socialist rule of law state of Vietnam today***

With the policy of strengthening education and improving quality, the contingent of cadres and civil servants has matured, standardized in terms of staff and made many contributions to bring certain results into the administration of the country, step by step overcome the bureaucracy, subsidies and negative aspects in the executive activities of the state. One of the obvious achievements in cadre work is that there has been a change in regulations on recruitment of civil servants and public employees. Accordingly, replacing the distribution system of students and students after graduation to assign work with a public and transparent examination regime in both the method of entrance examination and the quotas assigned to sectors and localities. Regulations on promotion exams for civil servants and public employees are also clear and specific, and at the same time, the appointment of public employees to management positions also has many changes in the thinking on appointment with the "dynamic" and "open" mechanism. " in planning and appointment in order to attract capable, qualified and ethical people to contribute to the cause of state construction.

In particular, our Party has devoted a great deal of intelligence and cadre work and team development to cadres at all levels. The Resolution of the 3rd Party Central Committee, term VIII, established a cadre strategy in the period of accelerating industrialization and modernization of the country. Accordingly, the Resolution emphasized that "cadres are the decisive factor for the success or failure of the revolution, associated with the destiny of the Party, the country and the regime, a key stage in Party building work." [3]. During the renovation period, the tasks were extremely difficult and heavy, so our Party determined to build a contingent of qualified and capable cadres to meet the requirements and tasks of the new revolutionary situation. Therefore, the VIII Party Congress affirmed that our country must soon develop a cadre strategy for the new period. Can speak, The results achieved in building our country's cadres according to the summary at the 3rd Plenum of the VIII Party Central Committee are considered achievements in cadre building in the process of building and perfecting the rule of law state. Vietnamese rights. Specifically, it has built a contingent of cadres with strong aspects such as: building a team that is trained and challenged during the long and arduous revolutionary struggle, key leaders at all levels from China and the United States. Central to grassroots level, especially strategic leaders, are built with bravery, steadfastness in the political goals of the nation, dynamism, creativity and enthusiasm in implementing the reform policy of the country, Party and government. That team has high qualifications and professional capacity, firmly meeting the work requirements and most of the staff have a healthy, simple and thrifty lifestyle and stick with the people.

In addition, our Party also emphasizes the advantages and strengths of each type of cadre, such as: Central level officials in Party, State and mass organizations have the bravery and experience of political leadership, advocacy People's movement, active in innovation. Leading cadres in the armed forces have a firm and steadfast political stance, have a

high sense of vigilance against hostile forces' plots against the state, and at the same time, leading cadres in the armed forces are also a force that can endure hardships, always have a sense of responsibility and responsibility in maintaining security and order. Staff in the field of scientific research: enthusiastic, creative, capable of quickly absorbing new scientific and technological achievements. Business managers: have dynamism, quickly adapt to the new economic mechanism.

Regarding cadre work, it has also initially mobilized all levels, branches and functional agencies to directly advise on building a contingent of cadres. The evaluation and use of cadres is more collective and democratic than before. Step by step standardize cadres, incorporating ages, types and generations of cadres. In addition, the work of training and fostering a contingent of cadres who are qualified in theory, politics, military, Party lines, administrative management, economy, science, law, culture, art, etc. is also focused and has built up a staff of staff equipped with certain standards. At the same time, a number of policies have been implemented to suit the new situation, especially the policy of caring for people with meritorious services, issued a number of regulations on staff management, on the selection process, promotion, election, reward and discipline of cadres.

On the basis of assessing the situation, causes and giving directions and solutions on cadre work developed by our Party in the Resolution of the 3rd Party Central Committee, term VIII. After more than 20 years of implementation, at the Seventh Conference of the 12th Central Committee of the Party, there were analysis and assessment of achievements and limitations after more than 20 years of implementing the Resolution of the 3rd Party Central Committee, term VIII. The conference made it clear that after more than 20 years of implementing the Party's Resolution on cadre work, cadres at all levels have taken certain steps of maturity, developed in many aspects, and the quality is increasingly recognized, improve and gradually meet the needs of the country in the period of accelerating industrialization and modernization. On the other hand, the conference also assessed the more reasonable structure, age, gender, ethnicity and profession in the planning and appointment of cadres.

One of the achievements in cadre work of the Party is to build a contingent of cadres with a firm ideological stance, political courage, morality and a simple, clean and exemplary lifestyle, always cultivate and train in qualifications, capacity and morality to strive and rise to meet the requirements of the latest revolutionary situation, which is the period when the country accelerates industrialization and modernization. Moreover, many staffs are dynamic, creative, adapt to the trend of integration, and meet the requirements of working in an international environment. Most of the cadres in Party, State and socio-political organizations are capable and reputable people. Officers at strategic levels have political skills, steadfastness in Marxism-Leninism and Ho Chi Minh's ideology, clear goals and ideals capable with planning guidelines, policies and leading, organizing implementation. Cadres in the armed forces have been trained, tested, loyal to the Party, ready to fight and sacrifice for the fatherland and the people. Scientific staff are enthusiastic, creative and passionate in research. Managers in the enterprise are able to quickly adapt to the market mechanism and the development of the country as well as the world, with effective business results.

The cadre work has closely followed the views and principles of the Party, has become more and more organized and achieved many important results. Specifically, many resolutions, directives and conclusions of the Central Government have been amended, supplemented, promulgated and organized for implementation. The staffing process has been built increasingly closely, synchronously, openly and transparently, at the same time showing more democracy and science. Training, fostering and updating new knowledge for the staff is interested and focused. The policy of cadre rotation has been increasingly rationally adjusted, reflected in the arrangement of some non-local leaders, showing democracy and objectivity in the use of Party cadres. In addition, the inspection, supervision and protection of internal politics are paid more attention and implemented more effectively. The discipline has been strengthened in the use of cadres, which is reflected in the results of handling violations of organizations and individual cadres and party members who violate the Party's principles, violate the principles of the Party's laws and regulations, management, leadership, or laxity in management leads to a situation that causes heavy damage to people's property. Even some cadres holding key cadre positions in state agencies have been dealt with for individual violations. This contributes to cleaning up the state apparatus, building a contingent of cadres to meet the requirements of building a rule of law state or loose management leads to a situation that causes heavy damage to people's property. Even some cadres holding key cadre positions in state agencies have been dealt with for individual violations. This contributes to cleaning up the state apparatus, building a contingent of cadres to meet the requirements of building a rule of law state.

In summary, the contingent of cadres in the current socialist Vietnam ruled by law is built and focuses a lot on quality improvement. The results achieved in construction work are reflected in the following well done points:

Firstly, we have built a contingent of cadres who are trained in political qualities and revolutionary ethics. This is shown by the fact that the cadres have a deep understanding of Marxism - Leninism, Ho Chi Minh's ideology, and are steadfast in their aim to build a rich people's society, a strong country, and a democratic, fair and civilized society, not

bewildered, politically and ideologically fluctuating, have faith in the country's renewal, have sharp political acumen, always raise vigilance against the complicated developments of the socio-economic model, clearly distinguish between objects and partners. The contingent of cadres was built with a long-term vision, a view towards the common interests and the interests of the nation.

When revolutionary morality is considered as the root of cadres, the cultivation and training of revolutionary ethics with the current contingent of cadres has been identified as having a very important position in cadre work in the renovation period. Based on Ho Chi Minh's ideology on revolutionary ethics, on the role and standards of revolutionary ethics for cadres, the cadre currently built has achieved certain achievements in the field of political science. That is: loyalty to the Fatherland, to the people, always being consistent with the revolutionary cause of the Party, with the cause of building socialism and successfully defending the socialist Vietnam. The cadres are trained and cultivated to become people with new morals - revolutionary ethics which are the qualities: need - thrift - integrity - integrity, publicity and impartiality, a sense of organization and discipline, solidarity, unity, leading a healthy, simple, non-extravagant, wasteful lifestyle, etc.

Secondly, not only cultivating and training to build a force of ethical cadres, but cadres working in the rule of law now also pay attention to building a contingent of qualified, and capable cadres in terms of profession and competence.

In fact, in any field, in order to improve the reputation of a cadre, it must be concurrently with the capacity building of that cadre. The quality and efficiency of work is a measure of the capacity of the staff. Ho Chi Minh once said: It is difficult for people with virtue but without talent to do anything. Therefore, in building the state apparatus, it is very important to build a contingent of capable officials to meet revolutionary requirements. Facing the current situation of the world and the country with many changes and constant development, it requires the staff to constantly strive, study and improve their professional qualifications to meet the requirements of the new revolutionary form as well as to gain the people's trust.

Thirdly, the staff is always active in training and building appropriate working styles. As cadres and party members, especially those in leading positions in organizations and agencies, in order to fulfill the tasks and responsibilities of the position they hold, it is necessary to have a suitable working style and style. Therefore, building a suitable working style is also very important in building staff and achieving important results. Most of the staff have a working style that is efficient, accurate, meticulous, thorough, specific, not over-the-top, roughly, formal and bureaucratic. The cadre has a democratic working style, always respecting the opinions of his subordinates, the people, and the majority. Of course, among the cadres in the state today, there is still a part of cadres who do not do well and have not created this working style for themselves.

In order to successfully build a rule of law state, applying Ho Chi Minh's ideology in cadre work, one of the important tasks is to build a contingent of cadres. Considering a strong cadre as a resource for the development of the country is our Party's main stance on cadre work today. One of the typical cadre development policies, such as the master administrative reform program for the 2001-2010 period, approved by the Prime Minister, has the content of renewing and improving the quality of human resources. The main results of this program are:

- The management of the contingent of cadres and civil servants has been reformed, which is reflected in the assignment and decentralization in management and the division of responsibility and authority in the management of the contingent of cadres and civil servants between the Prime Minister and local administrative agencies. At the same time, there is a clear definition of responsibilities and authority of the heads of the units and administrative agencies in appointing, employing, rewarding and disciplining cadres and civil servants of the units they manage. The rights and responsibilities of the head have also been significantly increased, in line with the mechanism of autonomy of administrative and non-business agencies according to the general trend of the current administrative reform policy.

- The 2003 Ordinance on cadres and civil servants was revised to make a clearer distinction between the contingent of cadres and civil servants in the political system. On that basis, determine the requirements on standards, qualifications, capacity and qualities, and at the same time propose a management mechanism, regime and remuneration policy suitable to the subjects of cadres and public employees.

- Review and re-evaluate the system of existing professional title standards to make appropriate adjustments as well as issue new professional titles and standards of public and employee ranks. The result of this review is that up to now, in the system of administrative and non-business units, there are more than 200 standard titles of cadres and civil servants being used, this is an important basis contributing to the management of public employees. The implementation of the revised Ordinance on cadres and civil servants in 2003 also achieved an important result, which is the promulgation of

professional civil servant standards of the commune government, thereby speeding up the process of standardization and training of grassroots-level cadres and civil servants.

- Training contents and programs for civil servants were initially renewed in the direction suitable for each training object and type. Along with that is the innovation in the form and method of training and retraining to make an important contribution to improving the quality of the current contingent of civil servants.

- In particular, there have been many remarkable changes in the training and retraining of civil servants at all levels. The implementation of this work focuses on the strategy of cadres and civil servants for the period 2001 - 2005 approved by the Prime Minister. Statistics show that after 5 years of implementing the PAR strategy, the whole country has about 2,510,000 people trained and retrained, of which 407,000 people are trained in political theory and 894,000 people. people received training in state management knowledge, 1,076,000 turns of people received specialized training, 37,000 in foreign languages and 96,000 in informatics. Especially, after the election of People's Council deputies at all levels for the 2004-2009 term, up to 292,000 delegates were trained, equipped with knowledge and operational skills.

In short, basically, the contingent of cadres participating in the current state apparatus basically meets the requirements of quality and capacity of the working position. Although there are still some limitations, the results of achieving the quality of the current state cadres are the results of the Party's lines and policies on the state in cadre work in the Doi Moi period. It plays a very important role in building the socialist rule of law state of Vietnam today.

In building the rule of law, building a contingent of qualified cadres with moral qualities is important but not enough. With the nature of the state respecting the supremacy of the law, it is an important requirement that state officials and civil servants, and especially judicial officers, "serve the law, justice and fairness" is necessary and is need. According to Ho Chi Minh, the judiciary is an important organ of the government, so it is necessary to have solidarity and close cooperation with other agencies, in order to avoid conflicts between each other, it can be a small interest, but harmful to large and common interests, both for the judiciary and administration. Therefore, officials working in the judicial branch are very important, if they do not have a thorough knowledge of their expertise in the process of performing their work, it will lead to errors that affect the people. Therefore, judicial officers must always be professionally trained and trained in revolutionary ethics. They are the ones who must "serve the public" - serve, worship, serve the public interest, justice, justice, and "practice" - always obey the law. Because laws are regulations that people must follow, all citizens must absolutely obey the law, only then will people be protected. Therefore, for cadres in general and judicial officers in particular, the requirement to always obey the law is a particularly important requirement to set an example for others to follow, that spirit will spread to the community to contribute part of building a rule of law state in which everyone will "live and work according to the constitution and the law".

With the above requirements set forth for judicial officials and civil servants, in the process of building a socialist rule of law state of Vietnam, building a contingent of qualified and ethical judicial officers is a must. Therefore, in practice, the state has paid attention to this issue such as: Issuing Decision No. 2659/QĐ-BTP on promulgating professional ethical standards for judicial officers. At the same time, this decision also clearly states the specific responsibilities of judicial officers towards the country, people, judicial work, colleagues and themselves. With specific regulations on ethical requirements for judicial officers, this is considered a certain achievement for cadres in general and judicial officers in particular in construction. The rule of law in Vietnam today follows Ho Chi Minh's ideology.

According to statistics in Report No. 01/BC-BTP dated January 2, 2018 of the Ministry of Justice on summarizing judicial work in 2017 and working directions, tasks and solutions in 2018: up to the end of this year. In 2017, at the beginning of 2018, the number of local officials working at the Department of Justice was 5324 people, of which the number of civil servants was 4905 people, the rest were contract officers. There are 3245 people working at the Justice Department, of which 2949 are civil servants and 296 contract officers. Estimated rate is 4.5 people/Justice Department. The number of civil status judicial officers is 18,768 people, of which 17534 are civil servants and 1234 contract officers. Regarding qualifications, the number of officers with university degrees at the Departments of Justice is over 88%, of which the number of officers with professional qualifications in Law accounts for 73%. As for the Justice Departments, the number of staff with a university degree or higher is 95.1%, of which 79.9% are those with law expertise;

The report also assesses that the quality and quantity of staff with judicial titles are also becoming more and more mature. The planning, review, assessment, rotation and training of the contingent of judicial officers and employees are carried out in a synchronous and methodical manner. Combine improvements in the use of remuneration policies with strict discipline for violations of judicial officers. The results of the implementation of Resolution No. 49 - NQ/TW of the Politburo on the strategy of judicial reform to 2020 show that the training, retraining and appointment of judicial positions are focused and promoted, contributing to Active part in standardizing both professional and professional qualifications for the contingent of judges, prosecutors, investigators and those working as lawyers and notaries. In

particular, the focus is on training, training for the staff of the people's court system, contributing to improving the quality of trial and the exercise of judicial rights from the central to local levels. This also contributes significantly to improving the quality of judicial activities - an important factor in building a socialist rule of law state of Vietnam today.

## **CONCLUSION**

The cadre work is the original work of the Party, the selection and use of cadres in the right sense in the sense of "right person, right job" is one of the important bases that determine the existence and development of the Party. For the state, the system of state agencies wants to be strong and operate effectively, the selection and use of the right contingent of civil servants will create important steps forward. The Party's cadre work is highly valued by the Party according to the instructions left by Ho Chi Minh, but so far there are still many shortcomings, especially in the recruitment, arrangement and use of cadres and also in the evaluation of cadres. It is very necessary to build a contingent of qualified and qualified cadres to meet the requirements of the current cause of building and perfecting the socialist rule of law state of Vietnam. The solutions and group of solutions for this work mainly focus on the following contents: management and use of staff; focus on domestic and international training and retraining, etc. Focusing on building a contingent of cadres with strong professional skills, ethical qualities, and solid revolutionary ideals are issues that our Party and State are concerned about, giving many important orientations and solutions in accordance with the current situation.

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