

## **Laws on Civil Servants and Public Employees and Policies on the Development of the Contingent of Cadres, Civil Servants and Public Employees**

*Ho Duc Hiep,*

*Hanoi University of Home Affairs, Ho Chi Minh Campus, Ho Chi Minh City, Vietnam.*

*Phan Minh Phung,*

*Faculty of Law, University of Hutech, Ho Chi Minh City, Vietnam.*

**Abstract---** Resolution No. 76/NQ-CP dated July 15, 2021, of the Government promulgating the State Administration Reform Master Program for the 2021-2030 period has emphasized one of the focuses of PAR 2021. 2030 is to build a contingent of professional, capable, and qualified cadres, civil servants, and public employees to meet the requirements of tasks and the development of the country. This is a task that is both urgent, regular, and long-term, requiring research and highly feasible solutions to bring the country to a fast and sustainable development along the socialist path in Vietnam. Vietnam. On the basis of studying legal documents and policies on the development of cadres, civil servants, and public employees; this study focuses on analyzing the current situation of the contingent of cadres and civil servants; current law and policy on developing the contingent of cadres and civil servants in Vietnam; from that; propose solutions to improve the law and policies to develop the contingent of cadres, civil servants and public employees of Vietnam in the future.

**Keywords---** Laws, Policies, Civil Servants, Cadres, Public Employees, Development, Vietnam.

### **I. Introduction**

Cadres and civil servants according to the provisions of the Law on Cadres and Civil servants (2008) and the revised Law on Cadres and Civil servants (2019) stipulates.

Cadres are Vietnamese citizens, elected, approved, and appointed to hold positions and titles according to terms in agencies of the Communist Party of Vietnam, the State, and socio-political organizations at the central level., in provinces and centrally run cities (hereinafter referred to as provincial level), in districts, urban districts, towns, and provincial cities (hereinafter referred to as district level), in the payroll and salary from the bank state books. Civil servants are Vietnamese citizens, recruited and appointed to ranks, positions, and titles in agencies of the Communist Party of Vietnam, the State, socio-political organizations at central and provincial levels, districts; in an agency or unit of the People's Army that is not an officer, professional soldier, or defense worker; in agencies and units of the People's Public Security but are not professional officers and non-commissioned officers and in the leadership and management apparatus of public non-business units of the Communist Party of Vietnam, the State, and organizations socio-political organizations (hereinafter referred to as public non-business units), on the payroll and receiving salaries from the state budget; for civil servants in the leadership and management apparatus of a public non-business unit, the salary is guaranteed from the salary fund of the public non-business unit in accordance with the law.

Commune, ward, and township officials (hereinafter referred to as commune level) are Vietnamese citizens, elected to hold positions according to terms of office in the Standing Committee of the People's Council, People's Committee, Secretary, Deputy Secretary of Party Committee, head of the socio-political organization; commune-level civil servants are Vietnamese citizens who are recruited to hold a professional title under the commune-level People's Committee, on the payroll and receive a salary from the state budget.

Law on Public Employees No. 58/2010/QH12 dated November 15, 2010, regulating public employees; rights and obligations of public employees; recruiting, employing, and managing public employees in public non-business units, which stipulates: that Vietnamese public employees may be recruited according to employment positions and work at public non-business units according to the regulations. working contract level, receiving salary from the salary fund of the public non-business unit in accordance with the law.

General review of the 7th Plenum of the Central Committee of the Communist Party of Vietnam, term 12 (2016): After more than 20 years of implementing the Resolution of the 3<sup>rd</sup> Party Central Committee, term 8 (1998) on the cadre strategy, the contingent of cadres and civil servants at all levels has matured and developed in many aspects, the quality is increasingly improved, gradually meeting the requirements of the period of accelerating industrialization and modernization of the country; structure of age, gender, ethnicity, profession and field of work is more balanced and reasonable; resources of planning staff are quite abundant, basically ensuring the transition

between generations. In general, the cadres have an ideological stance, a strong political will, a moral character, a simple and exemplary lifestyle, a sense of organization and discipline, and always cultivate, train, and be qualified. Capacity is raised, striving, and completing assigned tasks. Many cadres and civil servants are dynamic and creative, adapting to the trend of integration, and capable of working in an international environment (National Assembly of the Socialist Republic of Vietnam, 2008). The majority of leaders of the Party, State, Fatherland Front, and socio-political organizations at all levels have the capacity, quality, and prestige. With those changes, it is necessary to change laws and policies to constantly improve the quality of this team in the future (Van, et al., 2021).

## **II. Results and Discussion**

### ***Status of the Contingent of Cadres, Civil Servants, and Public Employees***

In recent years, our Party and State have always attached great importance to building and developing the contingent of cadres and civil servants, considering this an important resource for the development of the country. Along with many important undertakings and policies to improve the quality of the contingent of cadres and civil servants, the PAR Master Program for the 2001-2010 period was approved by the Prime Minister in Decision No. 136/ 2001/QD-TTg in which the content of renovation and improvement of the quality of cadres and civil servants is also one of the great policies of our State. After 5 years of the first phase (2001-2005) of the administrative reform master program, the renovation and improvement of the quality of cadres and civil servants have had some results as follows:

In the period 2011-2020, policies and laws on the management of cadres, civil servants, and public employees continue to be perfected in the direction of interoperability and synchronization in all stages from recruitment, use, arrangement, assessment, and training, retraining, promotion, promotion. In which, the focus is on implementing Resolution No. 39-NQ/TW dated April 17, 2015, of the Politburo on downsizing and restructuring the contingent of cadres and civil servants; Resolution No. 26-NQ/TW dated May 19, 2018, of the 7th Plenum of the 12th Central Committee of the Communist Party of Vietnam on focusing on building a contingent of cadres at all levels, especially at the strategic level, with sufficient quality, capacity, and prestige. trust, equal duty. Specifically, the Politburo issued Plan No. 10-KH/TW on June 6, 2018, to implement Resolution No. 26-NQ/TW; The Government issued Resolution No. 132/NQ-CP on October 24, 2018, on the Government's Action Program to implement Resolution No. 26-NQ/TW. On that basis, the Ministry of Home Affairs and the ministries managing civil servants and specialized public employees have issued or submitted to the competent authorities for the promulgation of many legal documents on the management and development of the contingent of cadres and civil servants. officials. Thereby, ensuring that policies and laws on the management of cadres, civil servants, and public employees are more suitable to practical requirements.

As of 2021, the number of civil servant payrolls in state administrative agencies and organizations is 247,344 (of which 106,836 are in the ministries and branches; 140,508 in localities), reducing 27,504 payrolls. regulations, corresponding to a decrease of 10.01% compared to 2015, reaching the target of at least 10% reduction as required by Resolution No. 39-NQ/TW. Non-business payroll in 2021 is 1,783,174 people (of which 116,698 people in ministries and sectors; 1,666,476 people in localities), a decrease of 242,703 staff, equivalent to a decrease of 11.98% compared to 2015, reaching the target. minimum 10% reduction as required by Resolution No. 39-NQ/TW. The number of payrolls and downsizing of staff mentioned above does not include the number of cadres and civil servants at the commune level and part-time workers at commune and village levels, and population groups have 1,031,851 people, a decrease of 147,290 people compared to last year. 2015, equivalent to 12.49%. Specifically, commune-level cadres and civil servants currently have 226,210 people, a decrease of 30,398 people compared to 2015, equivalent to a decrease of 11.85%; part-time workers at the commune level were 171,894 people, down 57,698 people compared to 2015, equivalent to a decrease of 25.13%; part-time workers in villages and residential groups are 633,747 people, down 59,194 people compared to 2015, equivalent to a decrease of 8.54% (Ministry of Home Affairs, 2021).

The training, fostering, and development of civil servants and public servants are paid special attention to regularly. If in the period 2011-2015, the total number of cadres and civil servants trained and retrained was nearly 2,900,000 turns of people, of which training in professional skills was 1,870,000 turns of people, reaching the rate of nearly 65% of the total number of cadres and civil servants trained and fostered; In the period 2016-2020 (as of March 2020), training and retraining have been organized for more than 5.4 million turns of civil servants. In which, about 697,036 turns of people were trained and fostered in political theory; 447,181 turns of people received training in the knowledge of state management and about 4.2 million people received professional training and retraining (2.3 times more than in the 2011-2015 period) ( Ministry of Home Affairs, 2021).

### ***Some Issues Raised in the Policies and Laws on the Development of Cadres and Civil Servants***

Over the past many years, Vietnam's policies and laws on cadres, civil servants, and public employees have achieved some achievements, but there are still some limitations and problems raised, specifically as follows:

***The Law on Assessment and Classification of Cadres and Civil Servants***

The assessment and classification of cadres, civil servants, and public employees have always been a concern by the Party and State, identified as a central task of cadre work. On the basis of the Party's regulations and the Law on cadres and civil servants, the Government issued Decree No. 56/2015/ND-CP dated June 9, 2015, providing for the assessment and classification of public officials (amended as amended), supplemented by Decree No. 88/2017/ND-CP dated July 27, 2017), creating a legal basis for the assessment and classification of cadres, civil servants, and public employees according to strict processes and procedures. more closely with criteria and evaluation levels, relatively specific classification according to different evaluation levels; at the same time, the assessment of cadres, civil servants, and public employees are organized in many dimensions and in many forms, contributing to improving the quality of assessment and classification of cadres, civil servants and public employees, ensuring democracy and publicity, transparency, accuracy, and objectivity, is the basis for competent agencies to implement policies toward cadres, civil servants, and public employees (HongVan, 2022).

However, the assessment and classification of cadres, civil servants, and public employees still have many shortcomings and are not suitable for the process of reforming the method of managing cadres, civil servants, and public employees from the professional system to the new position. job; the assessment and classification of cadres, civil servants, and public employees is still a weak stage, does not reflect the true nature, has not been associated with specific results and products, and in many cases is still sentimental, respectful, and permissive, as Resolution No. 26-NQ/TW pointed out. The work of institutionalizing into law still has many limitations and weaknesses, specifically as follows:

The legal framework has not yet been created for the assessment of job performance by job position, not really based on standards, responsibilities, tasks, powers, responsibilities, and actual work efficiency. of each person, thereby leading to a leveling in the evaluation of cadres, civil servants, and public employees (Van, 2022), not creating motivation in the training and striving of cadres, civil servants, and public employees, and not having enough opportunities to facility to remove non-completion from the system.

There is a lack of quantitative criteria in the assessment and classification of cadres, civil servants, and public employees, leading to problems in the implementation process and inaccurately reflecting the actual status of the cadres' work completion. Public servants.

The responsibility and role of the leader in the assessment and classification of cadres, civil servants, and public employees have not been emphasized, leading to the passive assessment and classification of cadres, civil servants, and public employees (Hiep, et al., 2022) based on the characteristics and reality of agencies, organizations, and units and the specific work of each industry, profession, or field.

Regulations on classification and evaluation of cadres, civil servants, and public employees also have differences between Party documents and legal documents, between types of cadres, civil servants, and public employees, while public servants' cadre work is defined as the work of the Party, it is necessary to ensure concentration and unity.

***Regulations on Laws and Policies on Raising Qualifications and Capacity for Cadres, Civil Servants, and Public Employees***

In order to improve the qualifications and capacity of the contingent of cadres, civil servants, and public employees, especially in the context of building a government that is constructive, integrity, and serving the people, it is necessary to amend, supplement and perfect it. The law on cadres, civil servants, and public employees in the spirit of Resolution No. 26-NQ/TW is as follows:

Firstly, strongly shift the training and retraining target from the standard of cadres, civil servants, and public employees to training and retraining according to job needs and job positions. On the basis of Decree No. 101/2017/ND-CP dated September 1, 2017, on training and fostering cadres, civil servants, and public employees and guiding documents, ministries, branches, and localities need actively and proactively in organizing training and retraining of cadres, civil servants and public employees to build a contingent of cadres, civil servants and public employees to meet the requirements of Resolution No. 26-NQ/TW and needs ministries, branches, and localities.

Secondly, to develop and implement a flexible mechanism for organizing training and fostering, creating conditions for agencies to manage and use cadres, civil servants, and public employees, and the cadres, civil servants, and public employees themselves. have the opportunity to choose quality training and retraining services; and at the same time create conditions for training and retraining institutions to actively improve quality. The development and implementation of training and retraining plans should focus on cadres (Hang & Van, 2020), civil servants, and public employees at the level of expert policymakers, cadres, civil servants, law enforcement officers,

and officials. grassroots-level civil servants and public employees; strengthen political and ideological education in accordance with the requirements of Resolution No. 26-NQ/TW.

Focus on organizing training and retraining in the country; at the same time, in order to meet the requirements of international integration, to ensure the rate of cadres, civil servants, and public employees working in the international environment as directed in Resolution No. 26-NQ/TW, attention must be paid to sending cadres, civil servants and public employees in the area of resource planning for training and retraining in countries with advanced administrative backgrounds to combine training in specialized knowledge with capacity building and skills in using foreign languages. working in an international environment.

Ba là, nghiên cứu, quán triệt Nghị quyết số 26-NQ/TW vào công tác quy hoạch và đào tạo, bồi dưỡng đội ngũ cán bộ, công chức, viên chức trong từng giai đoạn để đảm bảo đội ngũ cán bộ, công chức, viên chức được đào tạo, bồi dưỡng nghiệp vụ, kỹ năng thực thi công vụ theo yêu cầu của từng vị trí việc làm; sử dụng thành thạo công nghệ thông tin và ngoại ngữ; nắm vững kiến thức cơ bản về chuyên môn, nghiệp vụ của lĩnh vực được giao phụ trách và hiểu biết rộng về các lĩnh vực liên quan.

#### ***Policy on Improving the Material and Spiritual Life of Cadres and Civil Servants***

Regarding salary policy: it is necessary to accurately and objectively determine the contributions and dedications of cadres, civil servants, and public employees to promote their capacity, and at the same time promote the responsibilities of cadres, civil servants, and employees. for the results and efficiency of the performance of tasks and official duties. Accordingly, in order to institutionalize Resolution No. 27-NQ/TW dated May 19, 2018, of the 7th Central Conference (Term XII) on salary policy reform, it is necessary to urgently develop and promulgate the system of policies and laws stipulating specific salaries for cadres, civil servants and public employees in each job position in the entire political system in order to progress towards the implementation of salary arrangement and salary payment based on results of the assessment of the quality, volume, progress and efficiency of the performance of tasks and official duties of cadres, civil servants and public employees; results of classification of cadres, civil servants and public employees.

In order to rank salaries and pay wages by job position, it is necessary to continue to improve the list of job positions and the structure of civil servants and public employees by ranks and occupational titles (Van, Phong, Vinh, & Hoa, 2021). Talented cadres, civil servants, and public employees, in addition to receiving regular salary increases as prescribed, are also entitled to a number of regimes such as raising wages ahead of time if there are achievements and merits in the performance of tasks. service. Allowing the head to decide on unexpected bonus levels for officials, civil servants, and public employees under their authority when they are evaluated and classified for excellently completing their tasks and public duties.

Regarding the policy of honoring cadres, civil servants, and public employees and amending the law on reward for cadres, civil servants, and public employees with outstanding achievements in performing their duties and public duties: it is necessary to study, summarize and evaluate the implementation of the emulation and commendation policy in order to issue new regulations on professional honorary titles for cadres (Trung & Van, 2020), civil servants and public employees with achievements, dedication, and merits. Simultaneously, amend and supplement regulations on reward forms and reward levels corresponding to each form of commendation in the direction of ensuring a commensurate between commendation and reward, with the results of completing tasks and official duties, and with successful achievements. achievements and contributions of cadres, civil servants, and public employees in the process of performing their duties and public duties.

#### ***Proposing Solutions to Improve Legal Policies on Cadres, Civil Servants, and Public Employees***

Firstly, it is required to raise the legal consciousness of cadres, civil servants, and public employees in the rule of law.

According to the popular concept, legal consciousness is a system of knowledge, opinions, and theories about law expressed through awareness thought, will, emotion, belief, attitude, and evaluation of children. people (individuals, organizations, society) about the necessity of the law, about the nature and value, correctness, rationality, fairness of the past law, of the current law and the law There should be, about the relationships between the law and the behavior of legal subjects in specific legal relationships. Legal consciousness reflects the viewpoint, level of awareness, understanding, knowledge system about the law, sense of respect for the law as well as the subject's attitude and reaction to the implementation of the law and the law. illegal acts of other subjects. Legal consciousness includes legal thought and legal psychology. Legal thought is reflected through an individual's point of view, conception, understanding, and perception of the law. Legal psychology expresses people's moods, emotions, and attitudes towards law and other legal phenomena.

In order for the State to organize and operate, and manage society by the Constitution and laws (Clause 1, Article 8, 2013 Constitution), in addition to the requirement of a complete legal system, the contingent of cadres, civil

servants, and public employees need to be qualified, capable and reputable to serve the people for the sustainable development of the country; respect the law, have the right feelings and attitude towards the law, self-consciously and seriously abide by, comply with and protect the law, have a fighting spirit against acts of disregard and violation of the law, showing a positive legal mentality. On the contrary, if the cadres, civil servants, and public employees do not have faith, disagree with the law, or do not support solving problems according to the law, they will react negatively by not acting or protesting. respect the law, the representative has the authority to enforce the law (Trung & Van, 2020). Without legal knowledge, it is difficult for cadres, civil servants, and public employees to guide, organize the implementation, apply the law, inspect and supervise the implementation of the law, handle violations, and protect the rights and interests of the public. and the interests of the people.

The rule of law state needs a contingent of cadres, civil servants, and public employees with a sense of respect for the law. Building a sense of law and a law-abiding lifestyle is both the responsibility and training of each cadre, civil servant, and public employee, and at the same time a requirement and task of all levels of Party committees and authorities at all levels. The formulation and implementation of the Strategy to improve the Socialist Rule of Law State of Vietnam by 2030, with orientation to 2045 (Communist Party of Vietnam, vol 2, 2021), the legal strategy, and the judicial reform strategy in the coming time need to pay great attention to internal matters content on strengthening the legal consciousness in general and the legal consciousness of cadres, civil servants, and public employees in particular.

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

To do well in planning, training, fostering, arranging, and using the right staff. This is a very important step in the staff work. Work efficiency must be taken as a measure of staff. Accordingly, staff evaluation must be based on a comprehensive, historical, specific, and developmental point of view. The arrangement and use of cadres must be based on the requirements, tasks, and tasks set out (Vuhong, 2022). Closely combine the planning, training, fostering, arrangement, and use of qualified cadres with resolutely removing from the position of leadership and management the cadres lacking in quality and capacity in the province places of stagnation, weakness, and prolonged disunity.

In the current situation, it is necessary to attach importance to the assessment of ethics, lifestyle, and relations with the people of cadres, especially the spirit of fighting against negative phenomena, bureaucracy, corruption, and waste (Luongngoc & Vuhong, 2022). In order to comprehensively renovate the current cadre work, all levels of party committees and organizations must be fair, objective, and democratic. Based on the evaluation results, draw comments and conclusions about the level of task completion, ability, and development prospects of each officer for appointment, training, training, and challenges in practice. at the same time to remove unqualified, corrupt, and corrupt people from the Party's leadership.

Third, well implement the regime of cadre management, especially political quality management; firmly defend internal politics. This is both a solution and a requirement to combine properly commending and rewarding cadres with achievements with resolutely handling severely degenerate cadres who violate the Party Charter and State law. Must be trained, trained, and challenged to have good staff. Accordingly, “resolutely fight to eliminate elements that are corrupt and degraded in political, moral and lifestyle qualities; against all manifestations of running for office, running for power, locally, preferentially recruiting unqualified relatives and relatives. Promoting democracy, raising the sense of responsibility, setting an example, and serving the people in the spirit of cadres, civil servants, and public employees” (Communist Party of Vietnam, vol 2, 2021). Early study and promulgate mechanisms and policies to encourage and protect organizations and individuals who dare to innovate, dare to think, dare to do, and dare to take responsibility. At the same time, strengthen the inspection, supervision, and discipline of the Party and strictly control the power of cadres. Strictly acknowledging the shortcomings and shortcomings in the work of cadres at each level, each agency, and unit to draw lessons from experience for the coming time.

The management, arrangement, and use of cadres are strictly implemented in the direction of publicity and transparency, gradually overcoming the situation of respect, avoidance, and lack of objectivity when considering and deciding on personnel work. The regulation of cadres and party members working in agencies and units to regularly keep in contact with the Party committees of their places of residence; conduct elections with a balance; Taking the vote of confidence from the Vietnam Fatherland Front Committee in introducing the election of deputies to the National Assembly, People's Councils at all levels, etc. are new ways to show democracy and publicity in public

affairs. the set. The decentralization of staff management is made more reasonable and effective; inspection and supervision in cadre work have been strengthened (Hiep, Van & Phong, 2020).

It can be affirmed that cadre work in the past time has always closely followed the political tasks and requirements of the Party on the policy of building cadres in the new period. The content, methods, and ways of doing things have many innovations and advancements in each stage, and in all five stages, each job is suitable for each stage. In carrying out their work, officials have linked the stages to create synchronous innovation. Many major policies, viewpoints, and solutions on personnel work have been institutionalized and concretized into regulations, regulations, and guidelines, bringing about many positive and effective changes in practice. Recently, the Politburo held a meeting to comment on the inspection results of 5 inspection teams of the Politburo and the Secretariat on the implementation of Conclusion No. 24-KL/TW of the 11th Politburo on promotion planning and rotation of leaders and managers until 2020 and the following years, associated with the implementation of the Regulation on appointment and nomination of candidates promulgated together with Decision No. 68-QD/TW dated July 4, 2007, by the Politburo, term 9. The report summarizing the inspection results of 5 working groups in 10 localities and 5 central agencies showed that Party committees and organizations at all levels and organizations have paid great attention to leadership. direct, direct and organize the strict implementation of resolutions, conclusions, regulations, and instructions of the Central Government on the work of planning, rotation, training and retraining, appointment, re-appointment, and introduction of cadres. candidate ministry.

Fourth, strengthen inspection, supervision, and party discipline, and protect internal politics. This is both a solution and a requirement to strictly implement the inspection and control of power in cadre work, against running for office, running for power, and other negative manifestations. Strictly control the power in each stage of cadre work, especially for the head of the Party cadre committee, the Party committee, who is also the head of the central agency, the chairperson of the People's Committee of the province or city on duty. of the Central. "Tightening discipline and discipline in cadres' work, regularly inspecting and urging, creating strong changes in the performance of official duties; improve ethics, culture, and professionalism of officials.

Persevering and resolutely fighting against corruption, wastefulness, and negativity associated with accelerating the construction and improvement of laws, mechanisms and policies to "cannot, dare not, do not want, do not need corruption". Resolutely do not let people who are unworthy, do not meet the standards and conditions, manifest political opportunities, power ambitions, and moral degradation into the contingent of incumbents and officials. strategic planning. Strictly and synchronously handle Party discipline with the State's discipline and handle by law the violating cadres, cadres with wrong motives, partial ideology, factions, "group interests", "causing internal disunity, even after changing jobs. Implementing the direction of the Politburo, thoroughly grasping and effectively implementing the Resolution of the 13th Party Congress on strongly and comprehensively renovating cadre work in the new term. Accordingly: "Concentrating on building a contingent of cadres at all levels, especially at the strategic level, are qualified, capable and reputable, on par with their duties, ensuring a steady and continuous transition between generations of cadres" (Communist Party of Vietnam, vol 1, 2021).

Fifth, to promulgate and strictly implement regulations, regulations, and mechanisms on cadres and personnel work. Guidelines, principles, views, and solutions on personnel work must be institutionalized and concretized into personnel policies, through regulations, regulations, and processes to ensure objectivity, publicity, and publicity. owner, tight. In this direction, it is necessary to continue promoting the democratization of cadre work, clearly defining the responsibilities and authority of each organization and each level in building a contingent of cadres and civil servants; perfecting the evaluation criteria and mechanism for inspecting, monitoring, and controlling the performance of official duties by officials, public servants, and public employees; clearly define responsibilities and powers of heads of state administrative agencies and public non-business units. The document of the 12<sup>th</sup> National Congress of the Party clearly states that the orientation for building and perfecting the cadre policy in the coming time is: "Continuing to promulgate and implement regulations, regulations, and mechanisms. in the cadre, work to ensure the consistency, synchronization, and closeness between the stages, communication between all levels; in which there are regulations on the correct and objective assessment of cadres, in order to have a basis for using and arranging cadres, preventing and repelling the situation of running for office, running for age, running for degrees, etc".

It should be emphasized that the Document of the 12<sup>th</sup> National Congress of Delegates emphasized that "The assessment of cadres is still the weakest stage over many terms, but there are no specific criteria and scientific solutions to overcome it". Therefore, in order to perfect the cadre policy in the spirit of the Document of the 12<sup>th</sup> National Congress of Deputies, it is necessary to develop criteria to evaluate cadres. Every year, before the end of term or change of job, based on cadre standards, actual work performance, and people's trust, an objective assessment is made on the basis of ensuring the principle of concentration. democracy, raising the sense of self-

criticism and criticism of officials; against the local, local but the assessment of civil servants lacks objectivity, lacks scientific basis.

### III. Conclusion

Building and well-implementing policies and laws for cadres, civil servants, and public employees is the job of capable cadres, civil servants, and public employees to organize and fulfill their responsibilities organize and mobilize the people to well implement the Party's line and the State's laws, be fair and competent, be dedicated to the people, know how to promote the people's strength, do not corrupt, and do not bully the people.

In the coming years, the world and regional situation will continue to have complicated and unpredictable developments. Peace, cooperation, integration, and development are still the mainstream, but traditional and non-traditional security threats and climate change, and the spread of the Covid-19 epidemic pose an increasing risk. get a raise. The strong development of the fourth industrial revolution and the trend of internationalizing human resources are both opportunities and challenges for Vietnam. The cause of innovation, international integration, and rapid and sustainable development of the country is moving to a new and higher stage, going deeper, more difficult, and more complicated. That situation strongly, comprehensively, and profoundly affects the policies and laws of cadres, civil servants, and public employees, and the building of a contingent of cadres, civil servants, and public employees; requires continued strong innovation in policies and laws on cadres, civil servants and public employees and building a contingent of cadres at all levels, especially those at the strategic level, who are qualified, capable and reputation.

### References

- [1] Communist Party of Vietnam. (2011). Document of the 11<sup>th</sup> National Party Congress. Hanoi: National Politics Truth.
- [2] Communist Party of Vietnam. (2016). Document of the 12<sup>th</sup> National Party Congress. Hanoi: National Politics Truth.
- [3] Communist Party of Vietnam. (2021). Document of the 13<sup>th</sup> National Party Congress, vol 1. Hanoi: National Politics Truth.
- [4] Communist Party of Vietnam. (2021). Document of the 13<sup>th</sup> National Party Congress, vol 2. Hanoi: National Politics Truth.
- [5] Government. (2020). Decree No. 112/2020/ND-CP on disciplining cadres, civil servants, and public employees.
- [6] Government. (2021). Report No. 128/BC-CP dated April 19, 2021 on the Summary of the State Administrative Reform Master Program for the period 2011-2020 and orientation for the period 2021-2030.
- [7] Ministry of Home Affairs. (2021). Report No. 135/BC-BNV dated 11/01/2021 on Summary of Home Affairs work in the period 2016-2020 and implementation of work tasks in 2021.
- [8] V. VuHong. (2021). Managing traffic safety education activities in primary schools: status, necessity, and influencing factors. *Revista on Line De Política E GestãoEducativa*, 25(3), 2535–2551. <https://doi.org/10.22633/rpge.v25i3.15840>
- [9] Hoduc, H., Vothanh, H., & Vuhong, V. (2022). The changes in education policy in the context of educational innovation in Vietnam. *Revista on Line De Política E GestãoEducativa*, 26(esp.1), e022043. <https://doi.org/10.22633/rpge.v26iesp.1.16772>
- [10] HongVan, V (2020). Identify Methods of Teaching and Learning to Create Interest, Self-Study, And Creativity of Students. *Humanities & Social Sciences Reviews*, 8(3), 646-656. <https://doi.org/10.18510/hssr.2020.8369>.
- [11] Le Thuy Hang & Vu Hong Van. (2020). Building Strong Teaching and Learning Strategies through Teaching Innovations and Learners' Creativity: A Study of Vietnam Universities. *International Journal of Education and Practice*, 8(3): 498-510. DOI: 10.18488/journal.61.2020.83.498.510.
- [12] Luongngoc, V., & Vuhong, V. (2022). O papel educacional das redes sociais na comunicação de políticas no Vietnã. *Revista on Line De Política E Gestão Educativa*, 26(esp.1), e022037. <https://doi.org/10.22633/rpge.v26iesp.1.16513>
- [13] National Assembly of the Socialist Republic of Vietnam. (2008). Law on cadres and civil servants (Law No. 22/2008/QH12).
- [14] National Assembly of the Socialist Republic of Vietnam. (2010). Law on Public Officials (Law No. 58/2010/QH12)
- [15] National Assembly of the Socialist Republic of Vietnam. (2014). Law on Organization of the National Assembly (Law No. 57/2014/QH13).

- [16] National Assembly of the Socialist Republic of Vietnam. (2015). Law on Organization of Local Government (Law No. 77/2015/QH13).
- [17] National Assembly of the Socialist Republic of Vietnam. (2019). Amending and supplementing a number of articles of the Law on cadres and civil servants and the Law on public employees (Law No. 52/2019/QH14).
- [18] Party Central Committee. (2021). Conclusion No. 21-KL/TW on accelerating the rectification of the Party and political system, strictly handling cadres who have degraded in ideology, morality, lifestyle, and exhibiting “self-evolution” and “self-transformation”.
- [19] Trung, N.S., & Van, V.H. (2020). Educating Traditional Cultural Values in Vietnam Universities. *South Asian Research Journal of Humanities and Social Sciences* 2(3), pp. 210-214.
- [20] Trung, N.S., & Van, V.H. (2020). Vietnamese Cultural Identity in the Process of International Integration. *Journal of Advances in Education and Philosophy* 4(6), pp. 220- 225.
- [21] Van, V.H., Phong, N.X., Vinh, L.N., & Hoa, P.T. (2021). Resignation culture in Vietnam today: Issues and recommendations. *Linguistics and Culture Review*, 6(S2), 210-221.  
<https://doi.org/10.21744/lingcure.v6nS2.2028>
- [22] Van, V.H. (2022). The State's Legal Policy and Management on Civil Servants: The Current Situation and Issues Raised. *International Journal of Early Childhood Special Education*, 14(3). DOI: 10.9756/INT-JECSE/V14I3.688
- [23] Van, V.H. (2022). Education policy in the context of Vietnam’s international integration: Problems raised and proposed solutions. *International Journal of Health Sciences*, 6(S4), 3562–3571.  
<https://doi.org/10.53730/ijhs.v6nS4.9019>
- [24] Vu Hong, V. (202). Management of educational activities in schools towards the approach of learners’ competency: a case study of a high school. *Nuances: Estudos Sobre Educação*, 32(00), e021005.  
<https://doi.org/10.32930/nuances.v32i00.9118>. History: Received: 07.05.2022 Accepted: 15.07.2022. Publication: 13.08. 2022