

ОПУБЛИКОВАТЬ СТАТЬЮ

в изданиях НИЦ "Социосфера"



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СОЦИОСФЕРА

- *Российский научный журнал*
- *ISSN 2078-7081*
- *РИНЦ*
- *Публикуются статьи по социально-гуманитарным наукам*

PARADIGMATA POZNÁNÍ

- *Чешский научный журнал*
- *ISSN 2336-2642*
- *Публикуются статьи по социально-гуманитарным, техническим и естественно-научным дисциплинам*

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UDC 32

**RENOVATING THE ORGANIZATIONAL MODEL
OF THE POLITICAL SYSTEM IN VIETNAM TODAY**

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Abstract. Renovating the organizational model of the political system is an important task in the process of political reform in Vietnam. During nearly 40 years of renovation, the organizational apparatus of the Vietnamese political system has undergone many changes, but it still reveals many limitations and deficiencies. In the coming time, Vietnam must continue to pay attention to renewing the organizational model of the political system with stronger solutions.

Keywords: organizational model; political system; renovating organizational model; consolidation; arrangement; organizational apparatus.

**The urgency to renovate the
organizational model of the political
system in Vietnam**

The organizational model of the political system is the organizational structure of the existing political system or of the intended political system.

The organizational model of the political system clearly defines the positions, roles, functions, tasks, relationships and operating mechanisms among parts of the political system. Therefore, it stipulates whether the division and arrangement of departmental organizations in the political system is rational or unreasonable; and has a great influence on gathering and promoting the country's resources. It also helps leaders and managers to have a clearer insight of the organization of the political system in order to lead and manage properly and effectively, to strengthen and optimize the organization, staff, and operating methods of the political system. The overall organizational model of the political system is also related to the governing method of the ruling party and thus related to the development and stability of society and the country.

The current political system in Vietnam is an organizational form of politics and democracy established and operated under a unified system of institutions including the

Communist Party of Vietnam, the Government, The Vietnam Fatherland Front, and socio-political organizations with specific functions and tasks. It has responsibilities and powers to exercise political power as authorized by the people and promote democracy so as to realize the goal of rich people; strong country; equitable, democratic, and civilized society.

Vietnam's political system is built on the basic principle: "All power belongs to the people"; it is a system of organizations through which people exercise their political power.

In the current Vietnamese political system, the Communist Party of Vietnam is the ruling party, leading the State and society. The State of the Socialist Republic of Vietnam is a state ruled by law of the people, by the people and for the people. It manages all aspects of social life and is a tool for the people to exercise their mastership. The Vietnam Fatherland Front and socio-political organizations are the political base of the people's government. They represent and protect the people's legitimate rights and interests; gather and promote the strength of great national unity, implement democracy, strengthen social consensus; implement social supervision and criticism; participate in State construction and foreign relations

activities contributing to the construction and defense of the Fatherland.

The political system of Vietnam is built in a unified way from the central to the grassroots level. It operates according to the following mechanism: the Party leads, the State manages, and the people own, and the socialist democracy is constantly improved.

Recognizing the importance of the organizational model of the political system, the Communist Party of Vietnam and the State of Vietnam has always attached great importance to building and perfecting the organizational model of the political system. As a result, during the time of resistance wars against colonialists and imperialists, as well as the border defense wars, the Vietnamese political system has played a good role, making a great contribution to creating the synergy of the country to regain independence, freedom and reunification. In the process of renovation since 1986, along with economic reform, Vietnam has advocated gradual political reform, including renovating the organizational model of the political system to suit the country's new conditions. The Communist Party of Vietnam and the State of Vietnam have proposed many guidelines and measures on building and renovating the organizational apparatus of the political system. In 1999, Vietnam arranged and reformed the organizational model of the political system at the provincial and district levels. In 2007, a major reorganization and renovation of the organizational model of the central political system was carried out. As a result, the organizational model of the political system has been gradually consolidated and renewed, ensuring the leadership role of the ruling party and the management role of the State, promoting the people's mastery, contributing to the great achievements with historical significance of the renovation, construction and defense of the country.

However, facing the requirements of the new situations and tasks, the organizational renovation of the political system is still considered very slow and not synchronized

with economic reform. This is the reason why the political system has not met the requirements of the renovation and not kept up with socio-economic changes as well as the requirements of the 4.0 revolution era. The current status of the overall organizational model of the political system in Vietnam poses major problems that need to be studied and resolved, such as:

- Although the organizational model of the current Vietnamese political system has been renovated in some parts, it is still basically following the model designed and formed more than 60 years ago, when the country was still struggling for national liberation and the socio-economic was under bureaucratically centralised mechanism and followed the Soviet model. Many characteristics are no longer suitable for the new conditions.

- The political system of Vietnam is still cumbersome with many intermediate layers. The functions and tasks of organizations in some areas still overlap in terms of the organizational structure, functions, tasks and powers, as well as the unclear distinction between competence and responsibility of each organization, of cadres and civil servant, especially of the heads. The relationship and coordination mechanism between agencies and organizations in the political system, especially between the organs of the ruling party's apparatus and state agencies, is not really clear, leading to "encroachment", "disable one another", reducing the effectiveness and efficiency of the political system.

- The concept of administrative levels is not really rationale, leading to designing organizational models into systems that are basically similar among all levels for both party organizations, state agencies, the Vietnamese Fatherland Front and political and social organizations. There is no clear distinction between the central level (functioning as promulgating guidelines, policies and laws) and the intermediate level (implementing policies) and the grassroots level (implementing policies and self-

managing at the same time). There is no clear distinction among types of administrative units (rural, urban, island, mountainous...) to form an organizational model of the political system suitable to each type.

- The power control system also reveals many limitations and weaknesses. The relationship of mutual inspection and supervision among state agencies exercising legislative, executive and judicial powers has not been clearly established. The ability of self-control and self-inspection of each organization and agency is still weak, leading to failure to timely prevent mistakes.

- The cumbersome apparatus, with about 7.5 million people receiving salaries and allowances, leads to excessive costs.

Facing the long-term limitations and deficiencies of the organizational model of the political system, since 2017, the Communist Party of Vietnam and the State of Vietnam have carried out a major renovation, reorganizing the apparatus of the political system in the direction of leanness and effective, efficient operation.

Perspectives on guiding the renovation of the current organizational model of political system in Vietnam

- To ensure the leadership role of the Communist Party of Vietnam, improving the management effectiveness of the State, bringing into play the role of the Fatherland Front, socio-political organizations and the people's right to mastery; to implement those synchronously with economic renovation, meeting the requirements of building and perfecting the socialist rule of law state, developing a socialist-oriented market economy and international integration.

- To uphold the principles of organization, operation and the principle that the Communist Party of Vietnam having unified leadership in the renewal, arrangement and management of the political system's apparatus and staff. To ensure the centralized and unified leadership of the Central Government while promoting the positivity, initiative and creativity of each

level, branch and locality; clearly defining the responsibilities of the collective and the individual, especially the heads.

- To ensure the overall, synchronous and interoperable nature; harmoniously combining inheritance and stability with renovation and development; linking renovation of organizational apparatus with renovation of leadership methods, downsize of staff and reform of salary regime; improving the quality of the contingent of cadres, civil servants and public employees.

- To lead in a focused and unified manner; conduct leadership on a regular basis, continuously, actively, strongly with focus, following the roadmap and solid steps, in order to meet both immediate and long-term requirements.

- To implement the principle that one agency is multifunctional and one task is assigned to only one agency to perform and take main responsibility. The model and scale of the organizational apparatus must be suitable to the nature, characteristics, functions and tasks of each agency, unit and locality.

- To well perform political and ideological education, raise awareness of cadres and party members on innovation, organizational and apparatus arrangement, downsizing of staff; strengthen propaganda, advocacy and persuasion activities, creating high unity within the Party and consensus in society.

Principled requirements in building and renovating the organizational model of the Vietnamese political system

Firstly, maintaining and strengthening the leadership role of the Communist Party of Vietnam. This is the most important requirement to ensure the reform of the political system's organizational model in the right direction. Without doing these, the activities to renovate the political system's organizational model will become meaningless.

According to this requirement, it is necessary to always consider whether the

renovation activities of the organization model of the political system are aimed at maintaining and strengthening the leadership role of the Communist Party of Vietnam. The maintainance and strengthen of the Party's leadership role must be comprehensive and smooth from the central to the grassroots, at all branches and levels, including: the Party leads every organization in the political system, the armed forces, the State enterprises, public service units, and social life fields.

Secondly, steadfastly aiming at national independence and socialism; steadfastly marching on the road of renovation. The renovation of the organizational model of the political system must clearly demonstrate the Party's cross-cutting political views, which is steadfastly aiming at national independence and socialism; steadfastly marching on the road of renovation. Renovating the organizational model of the political system is not to change that goal or path, but to put on the top to ensure the consistent implementation of that goal and path, and to implementat it effectively

According to this requirement, activities to renovate the organizational model of the political system must aim at ensuring the steadfastness of the renovation line and the goal of national independence and socialism. It is necessary to regularly check, monitor, and promptly overcome deviations, fluctuations, expressions of separation from the goal of national independence and socialism; flutuating from the renovation path.

Thirdly, ensuring lean, effective and efficient operation; ensuring the overall, synchronous and interoperable; harmoniously combining inheritance and stability with innovation and development of the political system. To ensure that the organizational apparatus in each organization of the political system is renewed without overlapping functions and tasks; organizations operate effectively and efficiently in accordance with their functions and tasks.

The renovation of the organizational model of the political system must ensure its integrity, which means that the organizations in the political system must be closely related to each other while performing the common tasks of the political system.

The organizational apparatus of the political system must ensure the uniformity. The activities of organizations in the political system must be in harmony with each other; the activities of one organization do not cause difficulties or impede the activities of other organizations and do not create obstructions to the overall operation of the political system.

The organizational apparatus of the political system must ensure the continuity, which means that all activities of the organizations in the political system must form a common and smooth operation vertically from the Central to the grassroots and horizontally among organizations in the political system, there is no point of "blockage" and congestion in those two dimensions.

Fourthly, promoting the country's socio-economic development; building and improving the Vietnamese socialist rule of law state of the people, by the people and for the people. Organizations in the organizational model of the new political system must jointly create conditions to promote socio-economic development, getting rid of bureaucracy that hinders the development of all aspects of the country. At the same time, it must contribute to promoting the construction and improvement of the socialist rule of law state in Vietnam.

Fifthly, being open and transparent, meeting the people's right to mastery, being accountable to the people, operating effectively and efficiently. The renovation of the organizational model of the political system must be open and transparent, which is shown in each organization of the political system. At the same time, it must ensure better promotion of the people's mastery and make organizations in the political system operate more dynamically and effectively.

Solutions to renovate the organizational model of the current political system in Vietnam

For the entire political system

Urgently researching, perfecting and organizing the implementation of the overall organizational model of the political system so as to be in line with the requirements of building and perfecting a socialist rule of law state, developing a socialist-oriented market economy and actively integrating into the world.

It is needed to focus on reviewing, arranging, consolidating and streamlining the interiors within the political system's organizations in association with downsizing, restructuring and improving the quality of the contingent of cadres, civil servants and public employees. It is necessary to resolutely reduce and not establish new intermediary organizations. Ineffective organizations must be dissolved or reorganized. When reorganizing of the apparatus, the quantity of office and staff must not increase. In special cases where it is necessary to increase such quantity of the departmental or equivalent level or higher, the opinion of the Party Central Committee must be obtained.

Reviewing, supplementing and improving functions, tasks, powers and working relationships among organizations in the political system, addressing the duplication and overlap so that one organization or person can be multifunctional, but one task is assigned to only one organization and one person to perform and take main responsibility. Downsizing the staff in accordance with the set objectives. Strictly regulating and managing the payroll in the organizations on the basis of organization classification, standards for cadres, civil servants and public employees and determining the job position scientifically and close to reality. Determining the minimum number of staff to establish an organization and the maximum number of deputy heads of an organization so

as to be in accordance with the characteristics of each level, branch and locality.

Boldly piloting some new models to streamline organizational structure and concurrently holding positions with a purpose of streamlining the focal points, improving operational efficiency and effectiveness. Promptly summarizing and gradually expanding the appropriate and effective models.

It is necessary to build a competitive, overt and transparent mechanism in the recruitment, appointment and promotion of officials to attract moral and competent ones to work for organizations of the political system. Strictly implementing the regime of dismissal, resignation or timely replacement of those who are incompetent and morally weak, do not meet the requirements and standards of the title, or fail to complete the assigned tasks.

Implementing strong and reasonable decentralization between the central and local levels, between superiors and subordinates, linking authority with responsibility. At the same time, it is necessary to build a strict power control mechanism by the Party's regulations and the State's laws, ensuring democracy, publicity and transparency, promoting accountability, and strengthening inspection and supervision of the implementation. Encouraging dynamism, creativity and promoting the positivity and initiative of all levels, branches and localities in building and consolidating the organization, streamlining the apparatus, and downsizing the staff.

Strengthening the leadership, direction, inspection and supervision of the execution of regulations on organizational arrangement and downsizing staff in the political system.

Continuing strong administrative reform, extensive application of science – technology, especially information technology; promoting the construction of e-government and smart cities. Adequately investing on resources for scientific research

on organizational structure and cadre work of the political system.

For the Party's organizational system

Rearranging and streamlining the organizational apparatus, especially the advisory agencies of the Communist Party of Vietnam.

Considering to have a pilot merge of a number of party and state agencies with similar functions and tasks, such as the Party's inspection and supervision agency with the State inspection agency; organizational agencies of the Party with those of the State, etc.

Piloting the concurrent position of heads of a number of agencies of the Party, State and Fatherland Front with similar functions and tasks at the provincial and district levels. In places where conditions are met, the party committee secretary will also be the chairperson of People's Committees of districts and communes.

For the organizational system of the State at the central level

Increasing the proportion of full-time National Assembly deputies according to the set targets. Researching to reduce reasonably the number of concurrent National Assembly deputies working in executive agencies. Regulating a reasonable ratio between leaders, permanent members, full-time members of the Ethnic Council and committees of the National Assembly in the direction of reducing the number of deputy and permanent members. Rearranging and restructuring the internal organization of the Office of the National Assembly in a streamlined and efficient manner.

The Government, ministries and branches continue to renew, consolidate and reorganize the apparatus towards focusing on macro management, building strategies, master plans, plans, laws, mechanisms, policies; improving the ability to direct, administer and effectively organize the implementation; strengthening inspection and supervision of the implementation.

Expediently reviewing, resolutely amending, supplementing and perfecting functions, tasks, powers, responsibilities,

working relationships among ministries, branches and organizations under ministries and branches; thoroughly overcoming the duplication and overlap of functions and tasks so that an organization can undertake many things, but one task is assigned to only one organization to take the main responsibility. Reviewing and arranging for the purpose of reducing inter-sectoral coordination organizations, especially those with specialized assisting departments.

The ministries, branches and agencies of the Government shall actively review, arrange and streamline the internal focal points, substantially reduce the number of general departments, agencies and divisions; do not establish new organizations and departments; in case of special cases, it must be decided by competent authorities. Minimizing project management boards. Resolutely consolidating, rearranging and reorganizing public non-business units in order to reduce focal points and payroll; implementing the mechanism of allocating funds according to assigned tasks and output products. Transferring some public administrative tasks and services that the State does not necessarily perform to enterprises and social organizations.

Reviewing tasks and powers for strong and reasonable decentralization between the Government and ministries and branches; between the Government, ministries, branches and local authorities to contribute to streamlining the apparatus, downsizing the payroll, improving the effectiveness and efficiency of operations; promoting the initiative and creativity, upholding the sense of responsibility of each level and branch in association with the power control mechanism.

Accelerating administrative reform, especially administrative procedure reform so as to be closely linked with organizational consolidation, reduction of focal points, elimination of intermediaries, and downsizing of staff of ministries, departments and Governmental agencies,

ensuring democracy, publicity, transparency, professionalism and serving the people.

For some fields organized vertically such as: Tax, customs, state treasury, social insurance, etc., continue to organize according to the arrangement in inter-provincial or inter-district areas with the purpose of reducing the focal points and streamlining the staff.

For local government

Continuing to amend, supplement and perfect the institution of building local government in the direction of clearly delineating the organizational structure of the government apparatus in urban, rural, island and special administrative-economic units; actively piloting in places with adequate conditions. Researching and reducing reasonably the number of People's Council deputies at all levels and reducing the number of People's Council deputies working in state management agencies.

Conducting research and implementing urban government models in major cities such as Hanoi and Ho Chi Minh City

For the Fatherland Front, socio-political organizations and mass associations

Continuing to perfect the apparatus of the Fatherland Front and socio-political organizations in association with renovating the contents and modes of operation in the direction of focusing on grassroots, sticking with union member, step by step addressing the issue of "administrativeization of activities" and "civilization of cadres"; strengthening the cooperation between the Fatherland Front, socio-political organizations and relevant agencies and organizations; actively organizing, implementing and improving the quality of social supervision and criticism.

Consolidating, arranging the apparatus, streamlining the internal clues associated with perfecting the functions, tasks, powers, responsibilities and working relationships of each organization; resolutely reducing the number of departments and divisions with

overlapping functions and tasks or operate inefficiently; rearranging, reorganizing or dissolving inefficient non-business units. Streamlining the payroll, restructuring the contingent of full-time cadres at all levels, associated with renovating the mechanism of state budget allocation and financial management; strictly implementing the allocation of funds. Making further use of collaborators and volunteers.

Conclusion

Renovating the organizational model of the political system in Vietnam is an urgent task due to the problems posed by the current political system and the requirements of the renovation period. Renovating the organizational model of the political system is an important issue, so it must be implemented regularly, continuously, actively, strongly, with focus, roadmap, firm steps, and responsive both immediate and long-term requirements. The major solution in the following 10 years is to urgently research, perfect and organize the implementation of the overall organizational model of the political system in accordance with the new conditions. In the immediate future, it is necessary to focus on reviewing, supplementing and perfecting functions, tasks, powers and working relationships between organizations in the political system, overcoming duplication and overlap; reviewing, arranging, consolidating and streamlining the focal points within the political system's organizations in association with downsizing, restructuring and improving the quality of the contingent of cadres, civil servants and public employees. The decisive factor for success will be the political determination and the focused and drastic leadership and direction of the Central Committee of the Communist Party of Vietnam and the Government.

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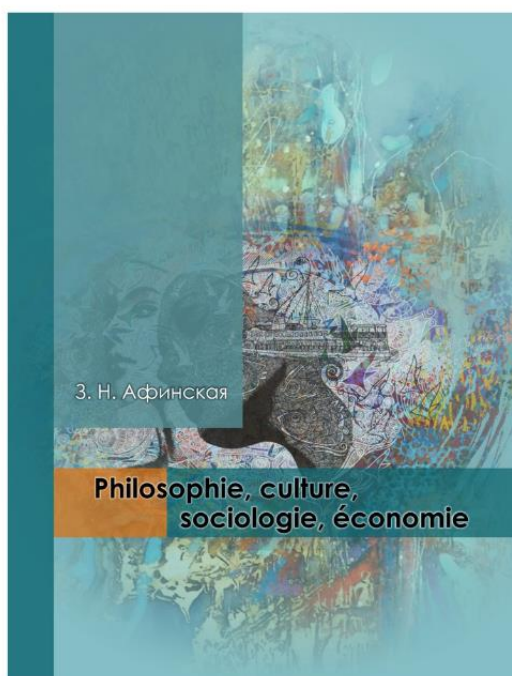
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