

MINISTRY OF EDUCATION

**HO CHI MINH NATIONAL ACADEMY
OF POLITICS**

AND TRAINING

ACADEMY OF JOURNALISM AND COMMUNICATION

DAO THI HOA

**THE QUALITY OF THE CONTINGENT OF CADRES
OF THE PROVINCIAL-LEVEL PARTY COMMITTEES'
INSPECTION COMMISSION AGENCIES IN THE RED RIVER
DELTA REGION AT PRESENT**

**DOCTORAL THESIS SUMMARY
IN PARTY AND STATE GOVERNMENT BUILDING**

HANOI - 2025

The work was completed at the Academy of Journalism and Communication

Supervisors: **Assoc.Prof.Dr. Mai Duc Ngoc**
 Dr. Nguyen Thi Ngoc Loan

Reviewer 1:

Reviewer 2:

Reviewer 3:

**The thesis will be defended in front of the Thesis Committee at Academy
level, at the Academy of Journalism and Communication**

INTRODUCTION

1. Rationale for the Research Topic

The inspection and supervision work is one of the leadership functions of the Party, ensuring that the goals, ideals, political platform, and Party regulations are seriously and effectively implemented; enhancing the leadership capacity and combat strength of the Party; and consolidating the people's trust in the Party. In conducting inspection and supervision activities, the team of officials working in the inspection sector plays an important role in protecting the purity and reputation of the Party, while maintaining discipline and order within the organizations, helping the Party effectively fulfill its leadership tasks. Therefore, building a team of officials for the Inspection Committee (UBKT) at all levels to meet the requirements of the new situation is an important and urgent task.

At the conference summarizing the Party's inspection work in 1964, President Ho Chi Minh reminded us: "Inspection officials must study and deeply understand the Party's guidelines and viewpoints, always pay attention to improving their professional capacity, work diligently, and cultivate revolutionary ethics. In particular, they must enhance their sense of organization and discipline, sincerely criticize and self-criticize to set an example in complying with the Party's discipline. They must be impartial, unprejudiced, and objective. Only then can they perform well in inspection work."

The Resolution of the 5th Central Conference (the 10th term) and the Conclusion No. 156-TB/TW dated October 1, 2019, of the Politburo on continuing to implement the Resolution of the 5th Conference of the Central Committee of the 10th term "on strengthening the inspection and supervision work of the Party" have all emphasized the requirements for building a team of officials to work in inspection, meeting the demands of the new situation. The 13th National Congress of the Party continued to stress: "to build and improve the quality of the inspection staff at all levels towards professionalization."

However, the quality of the inspection staff still has some limitations and does not meet the set requirements: There is a lack of quantity; the capacity, qualifications, and working style of some inspection officials are still limited; and there is a lack of initiative in advising the UBKT and the party committees. Therefore, building a team of officials for the Inspection Committee at all levels that meets the requirements of the new situation is a crucial and urgent task, especially in the current period when the Party is focusing on leading the reorganization and restructuring of the organizational apparatus. The Red River Delta, comprising 11 provinces and cities, plays a crucial strategic role as a key economic, political, cultural, and social region of Vietnam. Despite accounting for only 6.42% of the country's area, it has the largest population. The political tasks for the Party committees, organizations, officials, and Party members in the RRD are very heavy, especially given the strong opposition from

hostile forces and the negative impacts of social evils on the ranks of officials and Party members. It is imperative to improve Party building in general, and inspection and supervision in particular, in the RRD. This includes a focus on enhancing the quality of the inspection staff at all levels. The upcoming Party Congress XIV is an important event that will guide the country into a new era of development. The success of this depends on effective Party building and, specifically, on building a qualified inspection staff.

Current Challenges in the Red River Delta. However, the quality of the inspection staff in the RRD faces several challenges: Inappropriate recruitment and placement: The selection and assignment of officials to the provincial-level UBKT (Inspection Committee) are not always suitable. Lack of professional training: Some officials lack specialized training or inspection skills, leading to lower work efficiency. Lack of uniformity and age distribution: The staff lacks uniformity in skills and lacks a reasonable age distribution. Slow planning, training, and development: The process of planning, training, and developing the UBKT staff at the provincial level is slow and does not meet current demands. Young, inexperienced staff: Many inspection officials are young and lack practical experience. Inadequate policies: The policies and benefits for inspection officials are not commensurate with the nature of their work, despite the increasingly complex and demanding nature of inspection tasks. Outdated knowledge and skills: Some inspection officials have not updated their knowledge and skills to meet the practical requirements, especially in applying information technology to inspection work. Limited material resources: The current material facilities, equipment, and funding for inspection activities are facing many difficulties and shortages. These challenges hinder the effectiveness of the inspection and supervision work, and ultimately affect the realization of the goals set for the new era of development. Addressing these issues and improving the inspection staff are essential for the successful political and social development of the RRD.

Based on the above-mentioned reasons, the author chooses the issue *“The quality of the contingent of cadres of the Provincial-level Party committees’ inspection commission agencies in the Red River Delta region at present”* as the doctoral thesis topic in the field of building up the Party and State Government at the Academy of Journalism and Communication.

2. Purpose and tasks of the research

2.1. Purpose of the research

On the basis of clarifying the theoretical and practical issues concerning the quality of the contingent of cadres of the Provincial-level Party committees’ inspection commission agencies in the Red River Delta region, the thesis aims to assess the current status of the quality of the contingent of cadres of the Provincial-level Party

committees' inspection commission agencies in the Red River Delta region and to propose orientations and solutions to improve their quality in the coming time.

2.2 Tasks of the research

- Provide an overview of research works related to the thesis topic and identify the specific issues that need to be addressed.
- Clarify theoretical issues concerning the quality of the contingent of cadres of the Provincial-level Party committees' inspection commission agencies in the Red River Delta region.
- Investigate and evaluate the current status of the quality of the contingent of cadres of the Provincial-level Party committees' inspection commission agencies in the Red River Delta region, identify the causes and raise several issues related to the quality of the contingent of cadres of the Provincial-level Party committees' inspection commission agencies in the Red River Delta region.
- Propose orientations and solutions to improve the quality of the contingent of cadres of the Provincial-level Party committees' inspection commission agencies in the Red River Delta region in the future.

3. Research Subject and Scope

3.1. Research subject

The quality of the contingent of cadres of the Provincial-level Party committees' inspection commission agencies in the Red River Delta region.

3.2. Scope of the research

- + Spatial scope: The research investigates and assesses the current status of the quality of the contingent of cadres of the Provincial-level Party committees' inspection commission agencies in the Red River Delta region.
- + Temporal scope: from 2015 to the present.
- + Content scope: cadres of the Provincial-level Party committees' inspection commission agencies are inspectors, principal inspectors, and senior inspectors. The research does not include cadres, civil servants of the Provincial-level Party committees' inspection commission agencies who work as drivers, service personnel, or civil servants who have not yet been transferred to inspector ranks.

4. Theoretical basis and research methods

4.1. Theoretical basis

The topic is grounded in the theoretical foundation of Marxism-Leninism, Ho Chi Minh's ideology, and the viewpoints of the Communist Party of Vietnam on Party building, on cadres and cadre work in general, and on inspection work and inspection cadres in particular.

4.2. Practical basis

The practical basis includes the current status of the quality of the contingent of cadres of the Provincial-level Party committees' inspection commission agencies in the

Red River Delta region. The thesis uses summary and final reports, as well as survey data collected by the author.

4.3. Research methods

* *Methodological foundation:* The thesis is conducted based on the methodological foundation of Marxism-Leninism.

* *Research methods:*

- *Documentary research method:* This method is used to study scientific works, books, journals, and monographs related to inspection work, inspection commission agencies, and the inspection sector in general, etc., in order to gain theoretical and practical knowledge serving the research objectives of the topic within the field of building up the Party and State Government.

- *Historical-logical method:* This method is applied to clarify the theoretical foundation of the quality of cadres of the inspection commission agencies; to analyze the actual situation, strengths and limitations, as well as the causes of the current quality of cadres of the inspection commission agencies; and to develop perspectives and propose fundamental solutions to improve the quality of the contingent of cadres of the Provincial-level Party committees' inspection commission agencies in the Red River Delta region during the period from 2015 to the present.

- *Analytical-synthetic method:* Based on access to various sources, including local and unit-level reports and related research works, the thesis applies analytical and synthetic methods to gather and process information, while analyzing and generalizing the contents relevant to the research topic.

- *Sociological survey method:* This method is used to survey and assess the operational status of the contingent of cadres of the Provincial-level Party committees' inspection commission agencies in the Red River Delta region. Specifically:

+ Questionnaire respondents: Cadres of the Provincial-level Party committees' inspection commission agencies; Cadres of the district-level party committees' inspection commission agencies; cadres of advisory departments for Party building at the district and provincial levels in the Red River Delta region.

+ Surveyed units: The thesis sends out questionnaires to the following units: Hanoi city: 70 questionnaires; Hai Phong city: 70 questionnaires; the remaining 9 provinces in the RRD region: 40 questionnaires/ unit. Total number of questionnaires: 500.

+ Survey period: From June 2024 to November 2024.

In addition, the thesis also employs other methods such as practical summarization and theoretical research, statistical and comparative analysis, etc.

5. New scientific contributions of the thesis

Analysis of Quality and Criteria for Inspection Staff. Deepening the Concept of Quality. The discussion delves into a deeper understanding of the concept of quality

and the criteria for determining the quality of the Party's inspection staff in general, and specifically for the inspection staff of the Provincial Party Committee's Inspection Committee (UBKT) in the Red River Delta.

Assessing the Current Situation. Based on an accurate assessment of the current quality of the inspection staff of the Provincial and City Party Committees in the RRD, the challenges in improving the quality of the inspection staff of the Provincial Party Committee's UBKT in the RRD are clearly identified. The Urgent Need for Digital Mastery. Among these challenges, mastering digital technology is extremely urgent but also contradictory to the current reality. The practical application of technology in this area does not meet the requirements of reality.

Existing Deficiencies in Technology Application. Lack of Synchronized Data Systems: The database system for inspection and supervision has not been built synchronously and interconnected among functional agencies. Limited IT Proficiency: The IT proficiency of some inspection officials is limited and does not keep pace with the requirements of digital transformation. Preference for Traditional Methods: Many officials are accustomed to traditional working methods and are not proficient in exploiting and using technology tools to support inspection and supervision, such as data analysis software, artificial intelligence (AI), big data, or blockchain to control the transparency of financial transactions and asset management of officials and Party members. Lack of Clear Mechanisms for Data Security: The application of technology in internal inspection and supervision faces difficulties due to the lack of clear mechanisms for information security.

Proposed Solutions and Breakthroughs: The proposed solutions are synchronized, some are innovative and feasible in practice, in consolidating the UBKT and organizing the apparatus of the UBKT at the provincial Party Committee level in the RRD; in innovating training methods for officials; in completing regulations for selecting criteria to meet the requirements of building a contingent of officials of the UBKT agency with relevant organizations; and in proposing solutions to improve the quality of the contingent of officials of the UBKT agency at the provincial Party Committee level in the ĐBSH.

The Importance of the Fourth Industrial Revolution. Especially, in the context of the Fourth Industrial Revolution, which is profoundly impacting all aspects of social life, the solutions for applying digital technology in improving the quality of the inspection staff of the UBKT agency at the provincial Party Committee level in the ĐBSH are a breakthrough to help the Party's inspection sector create profound changes in content, methods, and thinking, thereby innovating the Party's leadership methods in the new situation. Requirements for Inspection Staff in the New Era. This places demands on the inspection staff of the UBKT agency to change, become proficient in

foreign languages, improve professional qualifications, and become proficient in using digital technologies to bring the country into a new era of national prosperity.

6. Theoretical and practical significance of the thesis

6.1. Theoretical significance of the thesis

The thesis contributes to clarifying theoretical issues related to the quality of the contingent of cadres of the Provincial-level Party committees' inspection commission agencies in the RRD region at present.

6.2. Practical significance of the thesis

The research findings of the thesis may serve as additional scientific grounds for the party committees' inspection commission agencies at all levels - especially the Provincial-level Party committees' inspection commission agencies in their processes of developing and assessing the quality of the contingent of cadres of the Provincial-level Party committees' inspection commission agencies at present.

The thesis may also be used as a reference material for the Party's inspection, supervision, and disciplinary work, as well as in the research and teaching of subjects related to the discipline of building up the Party and State Government.

7. Structure of the thesis

In addition to the introduction, conclusion, list of the author's published scientific works related to the thesis, references, and appendices, the thesis consists of 4 chapters and 10 sections.

Chapter 1

OVERVIEW OF RESEARCH RELATED TO THE THESIS TOPIC

1.1. Foreign research works related to the thesis topic.

1.1.1. Research works on the inspection work of Party organizations

The Communist Party of China (2022), *“Theoretical issues of the 20th National Congress of the Communist Party of China”*; Chansysen Somphu (2009), *“Some new requirements in the inspection work of the Party and State of Laos Today”*; SengKham DongPhomMa PanNha (2010), *“The Quality of the inspection work of the Party Committee of the Ministry of National Defense of the Lao People's Democratic Republic in the current period”*; Chansyseng Somphu (2011), *“The Quality of inspection work of Provincial-level Party and State inspection commissions in the Northern Provinces of the Lao People's Democratic Republic in the current period”*; Tang Thang Nghiep (2016), *“Strengthening in discipline building, safeguarding the solidarity and unity of the Party”*; Tao Vinh (2012), *“Achievements and experiences in the anti-corruption work of the Communist Party of China from the 18th National Congress to the present”*; Sun Chun Shen (2014), *“The Anti-corruption regime after the 18th National Congress of the Communist Party of China: Theoretical and practical innovations”*; Cheng Jian Hua (2016), *“Institution building as a policy to fundamentally address corruption and wrongdoing”*; Zhou Lin (2024), (Provisional

translation: Constantly improving the institutionalization and standardization of inspection work, sharpening the sword to make it brighter and sharper); Liu Shi Lin & Sun Li (2024), (Provisional translation: Grasping the eight characteristics of the Newly revised regulations on the inspection and supervision work of the Communist Party of China).

1.1.2. Research works on cadres, cadres of inspection commission agencies, and cadre quality

Bach Lap Binh (2016), *“Strengthening the Development of cadres’ working style in a practical, people-oriented, and integrity-driven manner”*; Dao Bua La Pha Ba Vong Phet (2017), *“The Quality of the inspection work of the Lao People's Revolutionary Party in the current period”*; David Lyon (2007), *“Surveillance Studies: An Overview”*; Tran Yen (2018), 改革开放以来中国共产党巡视工作的演进 (Provisional translation: The Development of the inspection work of the Communist Party of China since the reform and opening-Up policy); Guangdong Provincial Party Committee (China) (2018), 擦亮巡视利剑 推进全面从严治党 (Sharpening the Sword of inspection to promote comprehensive and rigorous Party governance).

1.2. Domestic research works related to the thesis topic

1.2.1. Research works on Inspection commissions and Inspection commission agencies of Party committees

Le Hong Liem (Chief editor) (2010), *“Some solutions to address the difficulties and obstacles faced by inspection commissions at all levels in carrying out the task of inspection when there are signs of violations”*; Cao Van Thong (2012), *“Improving the quality of advisory work of Inspection Commissions in the current context”*; Le Van Cuong (2012), *“Party discipline and the enforcement of discipline within the Party in provincial party committees in the North Central Region today”*; Le Hong Anh (2014), *“Continuing to innovate and improve the quality and effectiveness of inspection and supervision work”*; Nguyen Van Nhan (2015), *“Strengthening leadership, direction, inspection, and supervision by inspection commissions over the activities of inspection delegations”*; Bui Anh Tuan (2015), *“Verification and Investigation in the Party's Inspection Work in the Current Period”*; Nguyen Van Nhan (2017), *“Strengthening inspection and supervision by inspection commissions over inspection and supervision delegations”*; Nguyen Xuan Truong & Nguyen Thuy Dung (2015), *“Some issues regarding the party’s inspection and supervision work in the fight against corruption”*; Tran Quoc Vuong (2016), *“Key tasks of the party’s inspection, supervision, and disciplinary work during the 12th National Congress term of the Party”*.

1.2.2. Research works on cadres and cadre quality

Bui Kim Hong (2009), *“President Ho Chi Minh and the work of organization and cadres”*; Cao Khoa Bang (2012), *“Quality of cadres under the standing committee*

of the Hanoi party committee in the current period”; Nguyen Van Coi (2012), “Rotation of Cadres under the provincial party standing committees in the Northern mountainous provinces”; Nguyen Van Chi (2013), “Sixty-five years - a journey of striving by cadres in the inspection sector”; Le Hong Liem (2013), “The Prevention and control of unusual relationships between cadres, party members holding positions of power and enterprises”; Tran Dinh Thang (2020), “The Party's leadership in building the team of state cadres, civil servants, and public employees”; Dau Van Coi (2020), “Building a team of strategic-level leaders and managers in the field of economics in vietnam amidst international integration”; State Organization Magazine, Ministry of Home Affairs (2020), “Solutions for building a strategic-level cadre team with adequate qualities, capabilities, and prestige to meet the requirements of assigned tasks”; Cao Van Thong - Vu Trong Lam (2020), “Renovating and improving the quality of cadres and the cadre work in the new period”; Tran Van Rang (2022), “The development of the party’s theoretical thinking on cadre building in the renovation period”; Nguyen Minh Tuan (2021), “Building the Party in terms of organization and cadres”; Tran Dinh Dong (2021), “Improving fundamental methods for implementing inspection, supervision, and disciplinary work of the Party”; Tran Tien Hung (2022), “Promoting the role of party inspection, supervision, and discipline in contributing to the fight against corruption and negative acts in the new period”; Nghiem Phu Cuong (2023), “Building a party inspection culture to meet the requirements and tasks in the new context”; Tuan Minh (2024), “Talent development strategy in China”; Vu Thanh Son (2024), “Experiences of other countries in training and fostering cadres and civil servants working in an international environment”.

1.2.3. Research works related to inspection cadres and cadres of the inspection commission agencies of Party committees

Nguyen Phu Trong (2013), “Inspection cadres are those who engage in party building, organizational and personnel development”; Le Hong Liem (2013), “Study on the unusual relationships between a segment of cadres and party members holding positions of power and enterprises for personal gains: current situation and solutions through the Party's inspection and supervision work”; Nguyen Cong Hoc (2013), “Some lessons learned from the implementation of the party's inspection and supervision duties”; Le Van Giang (2014), “Solutions to improve the quality of cadre inspection and supervision in the current period”; Tran Dinh Dong (2016), “Some solutions to improve the verification and investigation skills of inspection cadres to meet the requirements of enhancing the quality of the Party's inspection work in the new context”; Mai Truc (2016), “Party inspection, supervision, and discipline work in controlling power in our country as oriented by the 12th Party Congress”; Le Van Hanh (2017), “Building a team of specialized party cadres in the provincial and municipal police forces under central authority in the current period”; A number of

articles by Tran Van Tinh (2011–2017), such as: *“Strengthening the role of the Party’s inspection and supervision work in the fight against corruption in the current period”*; *“The Party’s Inspection work in the fight against corruption in central administrative agencies”*; *“The Communist Party of Vietnam’s inspection work regarding the fight against corruption in central administrative agencies”*; Doan Minh Huan (2018), *“Building a strategic-level cadre team in Vietnam today - concepts, characteristics, and conflicts to be resolved”*; Tran Duy Hung (2018), *“Strengthening the inspection of Party members and lower-level party organizations when there are signs of violations, contributing to preventing degradation, ‘self-evolution,’ and ‘self-transformation’ within the Party”*; Cao Van Thong (2021), *“Improving the quality and effectiveness of inspection work on lower-level party organizations and party members showing signs of violations in the Quang Nam Provincial Party Committee”*; Vu Thu (2021), *“The Party’s leadership over inspection and supervision work in the fight against corruption in Vietnam”*; Cu Thi Thuy Lan (2023), *“Reforming the mechanism for supervision and power operation in China”*.

1.3. Overview of the results of research works related to the thesis topic and issues that the thesis focuses on solving.

1.3.1. Overview of the results of research works related to the thesis topic:

Firstly, research works have focused on analyzing and clarifying the position and role of the contingent of cadres, building the contingent of cadres. In general, including the contingent responsible for inspection and supervision within the Party. Several works have addressed inspection and supervision activities within specific agencies and units.

Secondly, some research works have objectively assessed the quality of inspection and supervision conducted by inspection commissions at different levels, while also identifying achieved outcomes as well as limitations that persist during the implementation process.

Thirdly, these research works have emphasized the particularly important role of the contingent of cadres, especially those in charge of inspection and supervision work, in ensuring the effective operation of Party committees and Party organizations.

However, to date, no work has focused specifically on the quality of the contingent of cadres of the Provincial-level Party committees’ inspection commission agencies in the RRD region. Therefore, from the perspective of research in building up the Party and State Government, this thesis approaches the topic of: The quality of the contingent of cadres of the Provincial-level Party Committees’ inspection commission agencies in the RRD region today, which does not overlap with previously conducted and published topics.

1.3.2. Issues that the thesis needs to focus on researching

Based on the overview of published research works and arising from the defined objectives and research tasks, the thesis needs to continue to focus on researching and resolving the following key issues:

Firstly, provide theoretical clarification of Party inspection work and the quality of the contingent of cadres at Provincial-level Party Committees' Inspection Commission agencies, including: definitions, roles, and characteristics of inspection work and the contingent of cadres of these agencies in the RRD region.

Secondly, research and clarify the concept and evaluation criteria for assessing the quality of the contingent of cadres at the Provincial-level Party Committees' inspection commission agencies in the RRD region today.

Thirdly, conduct surveys and assessments of the current state of the quality of the contingent of cadres at the Provincial-level Party Committees' inspection commission agencies in the RRD region, identify objective and subjective causes as well as the emerging issues that need to be addressed in order to improve the quality if the contingent of cadres at the Provincial-level Party Committees' inspection commission agencies in the RRD region today.

Fourthly, forecast influential factors and propose orientations for improving the quality of the contingent of cadres at the Provincial-level Party Committees' inspection commission agencies in the RRD region in the coming period.

Fifthly, propose and provide theoretical explanations for specific solutions aimed at enhancing the quality of the contingent of cadres at the Provincial-level Party Committees' inspection commissions agencies in the RRD region moving forward.

Conclusion of Chapter 1

In Chapter 1, the author has provided an overview of domestic and international research works related to the thesis topic, focusing on analyzing and clarifying the position, role, and necessity of improving the quality of inspection and supervision work. These research works not only emphasize the importance of inspection and supervision but also explore their content, forms, and some fundamental principles in implementing inspection and supervision within Party organizations and inspection commissions.

Chapter 2

QUALITY OF THE CONTINGENT OF CADRES OF THE PROVINCIAL- LEVEL PARTY COMMITTEES' INSPECTION COMMISSION AGENCIES IN THE RED RIVER DELTA REGION AT PRESENT - THEORETICAL ISSUES

2.1. Provincial-level, Provincial-level Party Committees, Provincial-level Party Committees' Inspection Commissions, Provincial-level Party Committees' Inspection Commission Agencies and the contingent of cadres of Provincial-level Party Committees' Inspection Commission Agencies

2.1.1. Provincial-level and Provincial-level Party Committees

According to the current administrative decentralization of Vietnam, provinces and centrally run cities are collectively referred to as provincial-level administrative units. Provincial-level Party Committees are party organizations at the provincial level, including provincial and centrally run city Party Committees and equivalents, which have the role of leading political, economic and social activities in the locality and implementing the policies of the Communist Party of Vietnam. Provincial and centrally run city Party Committees and equivalents include subordinate party organizations, such as district, town and city Party Committees directly under provincial and municipal Party Committees; direct superior Party Committees of grassroots Party organizations (equivalent to district level) directly under provincial and municipal Party Committees or centrally run Party Committees; a number of grassroots Party organizations with important positions, a large number of party members, various subordinate party organizations and assigned some powers of the upper level; together with important grassroots Party Committees and Party Cells directly under provincial and municipal Party Committees.

2.1.2. Provincial-level Party Committee - concept, functions, tasks, responsibilities, powers and working relationships

2.1.2.1. Concept, functions, tasks, responsibilities and powers

Pursuant to Regulation No. 10-QDi/TW dated December 12, 2018 of the Politburo “on functions, tasks, powers and working relationships of Party Committees and Standing Committees of Party Committees of provinces and centrally run cities”.

2.1.3. Provincial-level Party Committees' Inspection Commissions - concept, organizational structure, functions, tasks, principles of organization and operation

2.1.3.1. Concept

The Provincial-level Party Committee's Inspection Commission is a specialized inspection and supervision agency of the Party Committee, performing tasks and powers according to the provisions of the Party Charter; advising and assisting the Party Executive Committees of the province and centrally-run city, the Standing

Committees of the Provincial and Municipal Party Committees in directing, guiding and organizing the Party's inspection, supervision and discipline tasks.

2.1.3.2. Functions and tasks: Based on the provisions of the Party Charter and Regulation No. 22-QD/TW dated July 28, 2021 of the Central Executive Committee on the Party's inspection, supervision and discipline tasks, together with the working regulations of the Provincial and Municipal Inspection Commissions, and the functions, tasks and powers of the Provincial and Municipal Inspection Commissions.

2.1.3.3. Quantity and structure: Pursuant to Clause 2, Article 8, Regulation No. 22-QD/TW dated July 28, 2021 of the Central Executive Committee

2.1.3.4. Principles of organization and operation: A Provincial-level Party Committee's Inspection Commission operates according to the principle of democratic centralism, works in a collective manner and makes decisions based on majority opinion. As a Party agency, the Provincial-level Party Committee's Inspection Commission must comply with the principles of Party organization building, and at the same time adjust and organize inspection and supervision in accordance with the situation and requirements of Party building in each period, as well as its practical operations.

2.1.4. Provincial-level Party Committees' Inspection Commission Agencies - concept, functions, tasks, organizational structure and working relationships

2.1.4.1. Concept: The Provincial-level Party Committee's Inspection Commission Agency is an advisory and assisting agency of the Provincial-level Party Committee. The Provincial-level Party Committee's Inspection Commission is responsible for fully implementing the tasks and powers related to the inspection, supervision and enforcement of Party discipline within the Provincial-level Party Committee, in accordance with the provisions stated in the Party Charter. At the same time, the Inspection Commission also performs specific tasks assigned by the Provincial-level Party Committee and the Standing Committee of the Provincial-level Party Committee.

2.1.4.2. Functions and tasks

In terms of functions: It is an advisory body, assisting the Provincial and Municipal Party Committees and the Provincial and Municipal Party Committees' Inspection Commissions in performing the tasks and powers of the inspection, supervision and enforcement of Party discipline in the Provincial Party Committee according to the provisions of the Party Charter; performing the tasks assigned by the standing Provincial and Municipal Party Committees, the Standing Committees of the Provincial and Municipal Party Committees, the Provincial and Municipal Party Committees' Inspection Commissions. It is a specialized and professional agency for inspection, supervision and enforcement of Party discipline in the Provincial Party Committee, the Provincial and Municipal Party Committees' Inspection Commissions.

In terms of tasks:

Firstly, study, propose and implement: Organize the implementation of the functions, tasks and powers of the Provincial and Municipal Party Committees' Inspection Commissions as stipulated in the Party Charter, the working regulations of the Provincial and Municipal Party Committees' Inspection Commissions, and the tasks assigned by the Standing Provincial and Municipal Party Committees, the Standing Committees of the Provincial and Municipal Party Committees, and the Provincial and Municipal Party Committees' Inspection Commissions; *Secondly*, guide, inspect and supervise: Assist the Provincial and Municipal Party Committees' Inspection Commissions in directing, guiding, inspecting and supervising Party Committees, Party organizations at all levels and Party members in the Provincial and Municipal Party Committees in performing the tasks of inspection, supervision and enforcement of Party discipline; *Thirdly*, appraise and verify: Appraise projects and documents of Party and State agencies, the Fatherland Front and socio-political organizations in the province and city on contents related to inspection, supervision and enforcement of Party discipline when requested; *Fourthly*, coordinate with relevant agencies in developing and implementing coordination regulations on inspection, supervision and enforcement of Party discipline; *Fifthly*, perform a number of other tasks assigned by the Standing Provincial and Municipal Party Committees, the Standing Committees of the Provincial and Municipal Party Committees, and the Provincial and Municipal Party Committees' Inspection Commissions.

2.1.4.3. Working relationship of the Provincial-level Party Committees' Inspection Commissions

With the Provincial and Municipal Party Committees, the Standing Provincial and Municipal Party Committees, the Standing Committees of Provincial and Municipal Party Committees, and advisory and support agencies at the Central level; *With the the Fatherland Front, socio-political organizations at the provincial level; With the Standing Committees of People's Councils and People's Committees of provinces and cities; With the Party Committees and advisory and support agencies of lower-level Party Committees;*

2.1.5. The contingent of cadres of the Provincial-level Party Committees' Inspection Commissions - Concept, position, role, characteristics

2.1.5.1. Concept

In practice, the cadres working in the Party Inspection sector include elected members of the Party Committee's Inspection Commission and assigned and appointed cadres and specialists assisting the Party Committee's Inspection Commission. Inspection cadres are selected and trained from people with solid political qualities, high professional capacity and good professional ethics. Their main tasks include inspecting the implementation of Party policies, resolutions and regulations in Party

organizations, agencies and units; supervising the work of Party organizations and Party members to ensure transparency and compliance with Party discipline; handling violations, proposing remedial measures to protect the purity of the Party; and contributing to strengthening the Party's prestige before the people. The contingent of cadres of the Party Committees' Inspection Commission Agencies play an important role in Party building, protecting the purity and prestige of the Party, and maintaining discipline in organizations, helping the Party perform well its leadership tasks.

2.1.5.2. Position, role

Regarding the position of the contingent of cadres of the Provincial-level Party Committees' Inspection Commissions: Firstly, this is a part of the Party's contingent of cadres, specializing in Party building, including inspection, supervision and enforcement of Party discipline at the provincial level; *Secondly*, the contingent of cadres of the Provincial-level Party Committees' Inspection Commissions has an important position in the Party organization system and Party building;

Regarding the role of the contingent of cadres of the Provincial-level Party Committees' Inspection Commissions: Firstly, the contingent of cadres of the Provincial-level Party Committees' Inspection Commissions plays an important role in organizing the implementation of inspection and supervision tasks; *Secondly*, the contingent of cadres of the Provincial-level Party Committees' Inspection Commissions plays a particularly important role in ensuring the purity and strength of the Party organization; *Thirdly*, the contingent of cadres of the Provincial-level Party Committees' Inspection Commissions is also a bridge between the Party and the masses; *Fourthly*, the contingent of cadres of the Provincial-level Party Committees' Inspection Commissions plays a role in ensuring professionalism and effectiveness in inspection work.

2.1.5.3. Standards of inspection cadres: including general standards and specific standards.

2.1.5.4. Characteristics of the contingent of cadres of the Provincial-level Party Committees' Inspection Commissions: Firstly, the cadres of the Provincial-level Party Committees' Inspection Commissions mostly come from the locality, are closely associated with the locality, agency, and unit; *Secondly*, the contingent of cadres of the Provincial-level Party Committees' Inspection Commissions is a team of cadres with professional qualifications and skills, as well as practical skills in inspection and supervision work at the locality; *Thirdly*, the contingent of cadres of the Provincial-level Party Committees' Inspection Commissions is a team of cadres who always uphold professional ethics, honesty and objectivity, and maintain political courage; *Fourthly*, the contingent of cadres of the Provincial-level Party Committees' Inspection Commissions is a team of cadres with a high sense of responsibility, ready to face complex and sensitive situations, and are always determined in performing their tasks;

Fifthly, the contingent of cadres of the Provincial-level Party Committees' Inspection Commissions is a team of cadres who always uphold the spirit of protecting the purity of the Party;

2.2. Quality of the contingent of cadres of the Provincial-level Party Committees' Inspection Commissions - concept, regulatory factors and assessment criteria

2.2.1. Concept

Chất lượng đội ngũ cán bộ kiểm tra của cơ quan Ủy ban Kiểm tra cấp ủy cấp tỉnh là một khái niệm mang tính tổng thể, bao gồm cả yếu tố cá nhân và yếu tố hệ thống, vừa phản ánh năng lực chuyên môn và đạo đức nghề nghiệp, vừa thể hiện qua hiệu quả và mức độ đóng góp thực chất vào việc thực hiện chức năng, nhiệm vụ kiểm tra, giám sát và thi hành kỷ luật đảng tại địa phương.

The quality of the inspection cadres of the Provincial-level Party Committees' Inspection Commissions is a comprehensive concept, including both individual and systemic factors, reflecting both professional capacity and ethics, and demonstrated through the effectiveness and level of actual contribution to the implementation of the functions and tasks of inspection, supervision and enforcement of party discipline at the local level.

2.2.2 . Factors determining the quality of the inspection cadres of the Provincial-level Party Committees' Inspection Commissions

Firstly, the quantity and structure of the inspection cadres.

Secondly, the personal qualities and efforts and training of each inspection cadre.

Thirdly, the leadership and direction of the Party Committee and the management of the Inspection Commission in building the contingent of inspection cadres.

Fourthly, regulations, mechanisms, and rules for managing the contingent of inspection cadres.

2.2.3. Quality assessment criteria

2.2.3.1. Reasonable level of quantity and structure of the contingent of cadres of the Provincial-level Party Committees' Inspection Commissions

2.2.3.2. Criteria on political qualities, ethics, lifestyle and sense of organization, discipline, working style and manners

2.2.3.3. Qualifications and capacity of the contingent of cadres of the Provincial-level Party Committees' Inspection Commissions

2.2.3.4. Criteria on working style and manners.

2.2.3.5 Criteria on prestige and level and effectiveness of completing duties and tasks.

Summary of Chapter 2

In Chapter 2, the author focuses on clarifying general theoretical issues on: Provincial-level, Provincial-level Party Committees, Provincial-level Party Committees' Inspection Commissions, Provincial-level Party Committees' Inspection Commission Agencies and the contingent of cadres of the Provincial-level Party Committees' Inspection Commission Agencies; on the position, role, functions, tasks as well as criteria for assessing the quality of the contingent of inspection cadres of the Provincial-level Party Committees' Inspection Commissions. Determining the criteria for assessing the quality of the inspection The contingent of cadres of the Provincial-level Party Committees' Inspection Commissions not only helps improve the effectiveness of inspection and supervision work but also contributes to the sustainable development of the Party organization, maintaining discipline and order in the Party and strengthening people's trust in the Party's leadership. This is also the basis for the author to analyze and assess the current situation of the contingent of inspection cadres of the Provincial-level Party Committees' Inspection Commissions in Chapter 3 of the thesis.

Chapter 3

QUALITY OF THE CONTINGENT OF CADRES OF THE PROVINCIAL-LEVEL PARTY COMMITTEES' INSPECTION COMMISSION AGENCIES IN THE RED RIVER DELTA REGION - CURRENT SITUATION, CAUSES AND ISSUES

3.1. Factors affecting the quality of the contingent of cadres of the Provincial-level Party Committees' Inspection Commissions in the Red River Delta region

3.1.1. *Geographical and natural characteristics:* Regarding the geographical location; Regarding the land; Regarding the climate; Regarding the resources and minerals.

3.1.2. *Socio-economic characteristics of provinces and cities in the Red River Delta region:* Economically, the Red River Delta is one of the most dynamic economic regions in the North and the whole country, with the presence of many provinces and cities with strong economic development such as Hanoi, Quang Ninh, Hai Phong, Bac Ninh and Vinh Phuc; In terms of population, the Red River Delta currently has about 21 million people, accounting for about 22.8% of the total population of the country; In terms of culture and society: The Red River Delta is a place to preserve and develop many diverse and rich material and spiritual cultural values, with many unique cultural forms.

3.1.3. Party Committees, Party Executive Committees, Standing Committees of Provincial-level Party Committees in the Red River Delta region

3.1.3.1. Party Committees and Party Executive Committees at provincial level in the Red River Delta region: The Red River Delta includes 11 provinces and cities, corresponding to 11 Provincial and Municipal Party Committees including Hanoi City Party Committee, Hai Phong City Party Committee, Quang Ninh Provincial Party Committee, Hai Duong Provincial Party Committee, Hung Yen Provincial Party Committee, Bac Ninh Provincial Party Committee, Vinh Phuc Provincial Party Committee, Thai Binh Provincial Party Committee, Nam Dinh Provincial Party Committee, Ninh Binh Provincial Party Committee, Ha Nam Provincial Party Committee with 217 grassroots Party organizations.

3.1.3.2. Standing Committees of the Provincial-level Party Committees in the Red River Delta region: The Standing Committees of the Provincial-level Party Committees in the Red River Delta region is the leading body during the period between two Party Congresses of the provincial and municipal Party Committees, with the function of leading, inspecting and supervising the implementation of resolutions of the provincial and municipal Party Congresses, as well as resolutions and directives of the provincial and central Party Committees. The Standing Committee of the provincial Party Committee is responsible for deciding on policies related to organization and personnel work in the locality, and is also responsible for convening and preparing content for meetings of the provincial Party Committee. In addition, the Standing Committee needs to propose and recommend to the Politburo, the Secretariat and the higher-level Party Committees on important issues related to the leadership of the Central and provincial Party Committees towards the locality. At the same time, the Standing Committee must closely coordinate with relevant agencies and organizations to ensure the proper implementation of assigned political tasks.

3.1.3.3. Characteristics of the Executive Committee and Standing Committee of provincial Party Committees in the Red River Delta region: *Firstly*, Provincial and Municipal Party Committees in the Red River Delta operate in an environment with significant influence and impact of the rice culture; *Secondly*, the organizational structure of Party Committees in the Red River Delta continues to be improved, especially after the Party Congresses at all levels, the Executive Committee, Standing Committee, Secretary and Deputy Secretaries have been completed in accordance with the correct procedures, basically ensuring the quantity, quality and structure; *Thirdly*, the quality of provincial and municipal Party Committee members has been increasingly improved, better meeting the requirements and tasks of the work; *Fourthly*, Provincial Party Committees in the Red River Delta face many difficulties in performing their tasks;

3.1.4. Organizational structure and the contingent of cadres of the Provincial-level Party Committees' Inspection Commission Agencies in the Red River Delta region

3.1.4.1. Organizational structure of the Provincial-level Party Committees' Inspection Commission Agencies in the Red River Delta: In recent times, the Provincial and Municipal Party Committees and the Provincial and Municipal Party Committees' Inspection Commissions in the Red River Delta have paid special attention to leading the development of a contingent of inspection cadres with the criteria of "both ethical and professional", in order to ensure quantity, structure and improve quality. This contingent has completed the tasks prescribed by the Party Charter and the Central Executive Committee, as well as the tasks assigned by the Party Committees at all levels. The Provincial and Municipal Party Committees' Inspection Commissions in the Red River Delta regularly and promptly propose to the Provincial and Municipal Party Committees and the Central Inspection Commission on the consolidation of the Inspection Commissions and inspection agencies at all levels, ensuring the correct structure, quantity and quality, in accordance with the requirements and tasks of inspection and supervision work.

3.1.4.2. The contingent of cadres of the Provincial-level Party Committees' Inspection Commissions in the Red River Delta region: The contingent of cadres of the Provincial-level Party Committees' Inspection Commissions is always trained in revolutionary ethics, demonstrating absolute loyalty to the Party's goals and ideals.

3.2. Current status of the quality of the contingent of cadres of the Provincial-level Party Committees' Inspection Commissions in the Red River Delta region

3.2.1. Advantages

3.2.1.1. The contingent of cadres of the Provincial-level Party Committees' Inspection Commissions in the Red River Delta region is reasonably built in both quantity and structure, meeting the requirements of performing tasks.

3.2.1.2. Most of cadres of the Provincial-level Party Committees' Inspection Commissions in the Red River Delta region have strong political qualities, ethics, lifestyle, sense of organization and discipline, and serious working style and manner in the process of implementing tasks.

3.2.1.3. Most of cadres of the Provincial-level Party Committees' Inspection Commissions in the Red River Delta region meet the standards of qualifications, professional capacity, and ability to adapt to situations in the current period.

3.2.1.4. Most of cadres of the Provincial-level Party Committees' Inspection Commissions in the Red River Delta region have a scientific working style and manner, suitable for their tasks.

3.2.1.5. Most of cadres of the Provincial-level Party Committees' Inspection Commissions in the Red River Delta region can maintain their prestige and effectively perform their assigned duties and tasks.

3.2.2. Limitations

3.2.2.1. A few Provincial-level Party Committees' Inspection Commissions in the Red River Delta have not yet really ensured the quantity and structure of inspection cadres, especially the addition and strengthening of young cadres.

3.2.2.2. Some cadres of the Provincial-level Party Committees' Inspection Commissions in the Red River Delta are not really exemplary, a few comrades lack a sense of discipline, working style and manners.

3.2.2.3. The contingent of cadres of the Provincial-level Party Committees' Inspection Commissions in the Red River Delta region still has some limitations, especially in performing practical tasks in the locality, and their professional capacity does not really meet the requirements of the field of work.

3.2.2.4. A few cadres in the contingent of cadres of the Provincial-level Party Committees' Inspection Commissions in the Red River Delta region have limitations their working style so it greatly affects the results of assigned tasks.

3.2.2.5. A few cadres in the contingent of cadres of the Provincial-level Party Committees' Inspection Commissions in the Red River Delta region have shown negative signs and have taken advantage of their positions and powers, thus reducing their prestige and affecting the level and effectiveness of completing their duties and tasks.

3.3. Causes and issues

3.3.1. Causes

3.3.1.1. For the advantages: Firstly, in recent years, the Party and the State have paid special attention to personnel work, issuing many timely and reasonable policies and guidelines; Secondly, the apparatus of the Provincial and Municipal Party Committees' Inspection Commissions in the Red River Delta provinces have been gradually improved; Thirdly, Party Committees and authorities at all levels in the Red River Delta provinces have created favorable conditions for specialized inspection cadres to maximize their roles, responsibilities and working capabilities; Fourthly, most of cadres of the Provincial and Municipal Party Committees' Inspection Commissions have a high sense of responsibility, good sense of organization and discipline, are passionate about their work, and are always willing to accumulate knowledge and professional experience.

3.3.1.2. For the limitations: Firstly, the awareness of some Party Committees about the role and importance of the contingent of cadres of the Provincial-level Party Committees' Inspection Commissions has not been properly assessed; Secondly, the contingent of inspection cadres is young, just starting work, lacking experience and life

skills, which limits the ability to detect violations by Party members and organizations; *Thirdly*, although the inspection work is increasingly expanding and complicated, requiring specialized cadres with high standards, the policies for them are still unreasonable and not commensurate with the specific nature of the work; *Fourthly*, the selection and arrangement of the contingent of cadres for the Provincial-level Party Committees' Inspection Commissions is not reasonable; *Fifthly*, the planning, training and development of the contingent of cadres for the Provincial-level Party Committees' Inspection Commissions are still limited, not meeting the requirements and tasks in the current context; *Sixthly*, the low spirit of self-study and self-training of a number of inspectors is demonstrated by the lack of initiative in updating new knowledge, low participation in training courses and seminars, and lack of motivation to improve themselves.

3.3.2. Several Issues Regarding the Quality of Inspection Staff in the Red River Delta Region Today

Firstly, about Awareness and Responsibility of the Provincial Party Committees in the RRD: This encompasses the level of understanding and commitment from the provincial leadership regarding the importance of building a qualified inspection staff. *Secondly*, about the Quantity and Structure of the Inspection Staff of the UBKT (Inspection Committee) at the Provincial Party Committee Level in the RRD: This focuses on whether there are enough inspection officials and if their distribution across different roles and responsibilities is appropriate. *Thirdly*, about the Political Steadfastness of the Inspection Staff of the UBKT at the Provincial Party Committee Level in the RRD: This addresses the resilience, loyalty, and ideological grounding of the inspection officials in the face of challenges and potential external pressures. *Fourthly*, about the Capacity, Qualifications, Training, and Development of the Inspection Staff of the UBKT at the Provincial Party Committee Level in the RRD: This pertains to the skills, knowledge, and ongoing professional development opportunities available to inspection officials. *Fifthly*, about the Welfare Policies for the Inspection Staff of the UBKT at the Provincial Party Committee Level in the RRD: This covers the compensation, benefits, and support provided to inspection officials. *Sixthly*, Issues Related to Digital Transformation in the Digital Age: This involves the integration and effective utilization of digital technologies in the inspection processes and operations.

Summary of Chapter 3

In Chapter 3, the author analyzes the characteristics of the economic and social situation and the organization of the Provincial and Municipal Party Committees' Inspection Commission Agencies in the Red River Delta provinces, thereby outlining the issues that directly affect the quality of the contingent of inspection cadres of the

Provincial and Municipal Party Committees' Inspection Commission Agencies in the Red River Delta. The quality of the contingent of inspection cadres of the Provincial-level Party Committees' Inspection Commission Agencies has currently made significant progress but also faces many difficulties and challenges. Although the contingent of inspection cadres has improved their professional qualifications and working capacity, demonstrated a high sense of responsibility in their work and protected Party discipline, there are still some issues that need to be overcome.

Chapter 4

DIRECTIONS AND SOLUTIONS TO IMPROVE THE QUALITY OF THE CONTINGENT OF CADRES OF THE PROVINCIAL AND MUNICIPAL PARTY COMMITTEES' INSPECTION COMMISSION AGENCIES IN THE RED RIVER DELTA IN THE COMING TIME

4.1. Forecasting favorable factors, difficulties and directions for improving the quality of the contingent of cadres of the Provincial and Municipal Party Committees' Inspection Commissions in the Delta in the coming time

4.1.1. Favorable factors

Firstly, regarding objective factors: Firstly, the domestic and international political situation has a profound impact on improving the quality of the Party's contingent of inspection cadres; *Secondly*, the development of science and technology has a profound impact on the quality of the Party's contingent of inspection cadres, bringing both opportunities and challenges; *Thirdly*, the demands from the masses and society have a profound impact on the quality of the Party's contingent of inspection cadres;

Secondly, regarding subjective factors: Firstly, the Party has paid attention to and issued many documents and orientations, which have influenced and created favorable factors for the quality of the contingent of cadres in general and the contingent of inspection cadres of the Provincial and Municipal Party Committees' Inspection Commissions in the Red River Delta in particular; *Secondly*, the socio-economic situation of the country and the provinces and cities in the Red River Delta region continues to develop, which is a fundamental advantage affecting the leadership work of building the contingent of cadres of the Provincial and Municipal Party Committees' Inspection Commissions; *Thirdly*, the great achievements of the world's scientific and technological revolution and the market economic mechanism have motivated the contingent of cadres of the Provincial and Municipal Party Committees' Inspection Commissions to strive to study and research to improve their qualifications; *Fourthly*, implementing the task of Party building and rectification is closely linked to promoting the study and following of Ho Chi Minh's Ideology, morality and lifestyle;

Fifthly, the contingent of cadres of the Provincial and Municipal Party Committees' Inspection Commissions have received basic training, have been tested and practiced in practice, so they have a lot of experience; *Sixthly*, according to Resolution No. 30-NQ/TW, dated November 23, 2022 of the Ministry Politics on socio-economic development and ensuring national defense and security in the Red River Delta region to 2030, with a vision to 2045.

4.1.2. Difficult factors: *Firstly*, the complicated developments of the degradation of political ideology, ethics, and lifestyle of cadres and Party members; *Secondly*, hostile forces are vigorously implementing the very vicious and drastic strategy of "peaceful evolution"; *Thirdly*, various inspection agencies are not fully equipped with the necessary technical means and facilities for inspection work; *Fourthly*, inspection work requires close coordination between agencies and organizations; *Fifthly*, the implementation of the rotation of inspection cadres at all levels to work in sectors and levels and the rotation of leaders and managers of sectors and levels to do inspection and supervision work of the Party.

4.1.3. Directions to improve the quality of the contingent of cadres of the Provincial and Municipal Party Committees' Inspection Commissions in the Red River Delta in the coming time

4.1.3.1. *Strengthen the leadership of the Provincial and Municipal Party Committees, the Standing Committees of the Provincial and Municipal Party Committees and the inspection and supervision of the Central Inspection Commission on improving the quality of the contingent of cadres of the Provincial and Municipal Party Committees' Inspection Commissions in the Red River Delta region*

4.1.3.2. *Actively innovate the Party's leadership method for inspection and supervision work, especially in improving the quality of the contingent of cadres of the Provincial and Municipal Party Committees' Inspection Commissions.*

4.1.3.3. *Focus on building a strong organizational structure of the Provincial and Municipal Party Committees' Inspection Commissions, equal to the task of ensuring the quality, effectiveness and efficiency of inspection and supervision work. Especially, build a contingent of cadres of the Provincial and Municipal Party Committees' Inspection Commissions in the Red River Delta region to meet the requirements in the new situation.*

4.2. Solutions to improve the quality of the contingent of cadres of the Provincial and Municipal Party Committees' Inspection Commissions in the Red River Delta in the coming time

4.2.1. *Raise awareness and responsibility of Party committees at all levels, especially Party committee leaders, cadres and Party members about the position and role of the cadres of the contingent of cadres of the Provincial and Municipal Party Committees' Inspection Commissions in the Red River Delta*

4.2.2. Timely consolidate and improve the organization and apparatus of the Provincial Party Committees' Inspection Commissions; focus on building a contingent of cadres of the Provincial and Municipal Party Committees' Inspection Commissions with political courage, reasonable quantity and structure to meet the requirements.

4.2.3. Develop a plan associated with training, fostering, appointing, and rotating cadres of the Inspection Commission Agencies, specifying and specifying the criteria for evaluating cadres of the Provincial and Municipal Party Committees' Inspection Commissions in the Red River Delta region.

4.2. 4. Pay attention to investing in technical facilities, working environment conditions and appropriate remuneration policies for the contingent of inspection cadres of the Provincial and Municipal Party Committees' Inspection Commissions in the Red River Delta region.

4.2.5. Pay attention to the work of summarizing and concluding the assessment of the quality of the contingent of cadres of the Provincial and Municipal Party Committees' Inspection Commission Agencies in the Red River Delta region.

Summary of Chapter 4

Based on the theory and evaluation criteria, in chapter 4, the author proposes a number of solutions to improve the quality of the contingent of cadres of the Provincial and Municipal Party Committees' Inspection Commission Agencies of the provinces and cities of the Red River Delta in the coming time, including 6 basic solutions.

CONCLUSION

The quality of the contingent of cadres of the Provincial-level Party Committees' Inspection Commission Agencies in the Red River Delta is an important issue, directly affecting the effectiveness of inspection, supervision and implementation of Party policies and policies of provinces and cities. Many inspection cadres have high academic qualifications and are well-trained in political theory, however, some still lack practical experience, leading to ineffective application of theory to practice. In terms of leadership, some cadres demonstrate good ability to motivate and encourage colleagues, but there are still cadres who have difficulty in managing time and allocating work reasonably, affecting work performance. The sense of responsibility of the contingent of inspection cadres is often high, but there are still cases of violations of regulations, reducing the reputation of the inspection agency.

Based on the research, the thesis has mentioned and analyzed theoretical issues that affect the quality of the contingent of cadres of the Provincial-level Party Committees' Inspection Commission Agencies in the Red River Delta region, from the survey of the current situation and assessment of the advantages and limitations as well as drawing out the issues raised for improving the effectiveness of this contingent. The thesis has also proposed goals, directions and 06 basic solutions to further improve the quality of the contingent of cadres of the Provincial-level Party Committees' Inspection Commission Agencies in the Red River Delta region in the coming time.

AUTHOR'S PUBLICATIONS RELATED TO THE THESIS TOPIC

1. Đào Thị Hoa (2022): “The Hanoi City Party Committee's Inspection Committee promotes inspection and supervision work, focusing on inspections when there are signs of violations.” Journal of Theory and Communication - Academy of Journalism and Communication (Special Issue No. 2 (10/2022)).

2. Đào Thị Hoa - Nguyễn Thị Hảo (2023): “The work of organizing research, studying, grasping, propagating, and implementing Party resolutions in Bac Tu Liem district, Hanoi city today.” Journal of Political Theory and Communication (Academy of Journalism and Communication), special issue No. 1-2023 (publication license No.: 213/GP-BTTTT issued on April 13, 2021).

3. Đào Thị Hoa (2024): “Inspection and supervision work contributes to building a clean and strong Party Committee of Bac Tu Liem district.” Website of the Central Inspection Committee May 18, 2023.

4. Đào Thị Hoa (2024): “Training the contingent of Party inspection officials at all levels in the Red River Delta today.” Journal of Public Administration June 13, 2024.

5. Đào Thị Hoa (2024): “Improving the operational efficiency of the Provincial Party Committee Inspection Committees in the Red River Delta.” Journal of Public Administration October 24, 2024.

6. Đào Thị Hoa (2024): “Operational experience of the Provincial and City Party Committee Inspection Committees in the Red River Delta on the inspection of Party members and subordinate Party organizations when there are signs of violations.” Journal of Public Administration December 12, 2024.

7. Đào Thị Hoa - Hoàng Thị Lan Anh (2024): “Building a contingent of inspection officials with solid political courage and sufficient capacity to perform their tasks well in the current period.” Journal of Public Administration December 19, 2024.